

Newsletter - 1929

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

News Letter No. 58.

February 23, 1929.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY

United States

Legislation for Uniform Hours Proposed.

Representative Dallinger, Massachusetts, introduced in the House on December 5, 1928, a joint resolution proposing an amendment to the Constitution of the United States, providing that "Congress shall have power to establish uniform hours and conditions of labor for women and minors throughout the United States, and to prohibit the employment of children under such ages as Congress may from time to time determine."

Arkansas

The Daily News Record of February 5 reports as follows on a bill to amend the hour law introduced in the legislature by Mrs. Florence McRaven, former Secretary of the State Industrial Welfare Commission:

"After a bitter fight on the floor of the Lower House to-day, a bill to place cotton mills of Arkansas under the provisions of the maximum-hour law for women was defeated, 54 to 32. The measure was introduced by Mrs. Florence McRaven, representative from Pulask County.

"Mrs. McRaven launched one of the most bitter battles yet to occur during this session of the legislature in behalf of her bill, declaring that a 'joker,' exempting cotton mills, crept into the act passed in 1915 to fix the hours of labor which employers may demand of women employees. She explained that her bill repeats the phrasing of the present law, except that it includes the words 'cotton mills.'

"Leading the opposition to the bill was Representative Gordon, of Conway County, who declared its passage would place a restriction on industry which might seriously affect Arkansas' industrial future and who declared that the bill is not agreeable to and is not supported by the women workers in the mills at Morrilton, Pine Bluff, and Monticello. Representative Killian, of Drew, who declared that the women workers in cotton mills are contented with the 10-hour day plan which, under present conditions, allows them a half holiday on Saturday, said passage of the bill would necessarily mean a wage cut which would be a hardship on the women textile employees. Cotton mills of the State are now operating at a loss and 'possibly could not long survive under the terms imposed by the McRaven bill,' the Drew county man declared. Representative Grubb, of Chicot, also voiced opposition, declaring the measure 'premature,' in view of the State's dream of future industrial development.

"Proponents of the measure charged that the true desires of women laborers in the cotton mills have not been heard; that they have been afraid to voice their wishes, and attacked 'industries which place inhumane working conditions on their women employees.'"

Connecticut

A bill has been introduced in the Connecticut legislature to establish a 48-hour week for women in industry. The present law allows 55 hours a week and 10 hours a day. The pending bill is sponsored by the State Federation of Labor and the League of Women Voters.

District of Columbia

In the opinion of the Corporation Counsel of the District of Columbia all female bookkeepers, stenographers, and other clerical workers in mercantile establishments come under the operation of the 8-hour law. This opinion was given in response to a request of the Merchants and Manufacturers' Association that clerical workers be exempted and that the law be applied only to workers in other branches of the mercantile industry. In this appeal, the association called attention to the opinion of the attorney-general of New York that the 48-hour law in that State does not apply to the office workers in manufacturing and mercantile establishments. Mr. William W. Bride, Corporation Counsel in the District of Columbia, pointed out, however, that "throughout the hearings the proponents of the act and the opponents as well granted that the act would cover the sales forces of mercantile establishments with respect to female office employees. One employer pointed out that he would be required to supplant the services of female office employees with males if the act became law, contending that there were times when the nature of his business demanded the working of additional time to that proscribed as constituting a full day's work."

"After a careful examination of the hearings and the debates in Congress," Mr. Bride continued, "there can be no question but that body, when it enacted this law, did not intend to apply the provisions of this act to those females engaged in the buying and selling of merchandise and to exclude their fellow working girls engaged in the conduct of the affairs of the establishment in the offices.

"Of the fact that those actually engaged in the buying and selling of commodities are engaged in mercantile pursuits, there can be no question; but following the definitions to their logical conclusions a fair interpretation of the term would include those employees who are engaged, directly or indirectly, in the conduct of the mercantile establishments. The ends to be accomplished would logically seem to govern rather than the means."

Massachusetts

Amendment to Night Work Law Pending.

A bill now pending in the legislature would prohibit the employment of women in all manufacturing establishments between 6 p.m. and 6 a.m. This provision is advocated by the State Federation of Labor, but opposed by the Associated Industries of Massachusetts. The latter organization last year urged an amendment to the present law to put textile plants on the same basis as other manufacturing establishments. Existing law makes 6 o'clock the closing hour in textile manufacturing only, but permits women to be employed until 10 o'clock in all other manufacturing plants.

Other Legislative Bills.

Other bills before the legislature this year provide for (1) no work in manufacturing establishments, mills, factories, and mercantile establishments on legal holidays; (2) regulation of hours during which laundry collections may be made on Monday morning, and during which certain labor may be performed in laundries on any day; (3) the appointment by the Governor of a special commission of five persons to consider "what steps should be taken to make more efficient the work of the Department of Labor and Industries with reference to the problem of industrial health, and the advisability of creating within the department a division of industrial health;" (4) a special unpaid commission, to consist of two members of the Senate, five members of the House, and two persons to be appointed by the Governor, to investigate conditions affecting the textile industry, including problems of taxation, hours and conditions of labor, wages and other matters. The commission would have power to summon witnesses and papers.

Request for Seasonal Exemption Denied.

The commissioners of the Department of Labor and Industries have denied the petition from the manufacturers of ladies' straw and felt hats that the manufacture of felt hats be declared seasonal, to permit the employment of women 52 hours a week during the rush season.

New Wage Board Established.

A wage board to recommend a minimum rate of wages for women and girls employed in the boot and shoe cut stock and findings occupation was established by the minimum wage commission and began its work in October. This occupation includes the manufacture of such products as counters and innersoles, shoe trimmings, stays, leather and fiber heels, shanks, and similar lines.

The establishment of the wage board followed an investigation into the wages of women in this occupation made by the minimum wage commission in February, 1925. This investigation showed that in 41 establishments nearly three-fourths of the women (72.9 per cent) earned less than \$15 a week; more than one-half (54.3 per cent), earned less than \$13 a week; and one-third (32.1 per cent), less than \$11 a week.

Minnesota

A bill now before the legislature and which is urged especially by the League of Women Voters, would provide a 54-hour week and a $9\frac{1}{2}$ -hour day for women throughout the State. A law substantially the same as this bill went into effect in 1923, but three years later was discovered to have been unconstitutionally enacted due to a clerical error by which an incorrect copy of the bill was sent to the Governor and signed. The earlier laws, now in force, provide 9 hours a day and 54 hours a week for manufacturing or mechanical, telephone and telegraph establishments in cities of the first and second class, and for manufacturing and mechanical establishments 10 hours a day, 58 hours a week elsewhere. Canning establishments are exempt for 75 days a year. Mercantile establishments throughout the State are allowed a 58-hour week, and for mercantile establishments and restaurants in cities of the first and second class the day is limited to 10 hours.

New Hampshire

Hearings have been held on a bill backed by the State Federation of Labor which provides a 48-hour week for women in industry. Such a measure, which would replace the existing law providing a $10\frac{1}{4}$ -hour day and a 54-hour week, has been introduced at four preceding sessions of the legislature.

Another bill, introduced this year, corresponds to existing legislation in Massachusetts. It would prohibit night work for women in textile plants, between 6 p.m. and 6 a.m. and in other manufacturing establishments between 10 p.m. and 6 a.m.

New Jersey

Efforts of the Consumers' League of New Jersey to secure a law establishing a Bureau of Women and Children in the Department of Labor from all accounts may prove successful, but the League is encountering opposition to including in the bill a requirement that the chief of such a bureau shall have "training and experience in methods of social research." The salary for this position has been increased since the bill was first introduced, from \$3,600 to \$4,000.

A move also is under way to secure an enforcement provision for the night work law passed in 1923, but never in effect.

New York

Bills to carry out two of Governor Roosevelt's recommendations have been introduced in the legislature, one to establish a minimum wage board and the other to provide a 48-hour week for women in industry without overtime provisions as under existing legislation. Another measure sponsored by the National Woman's Party would remove the prohibition against work between 10 p.m. and 6 a.m. for women in restaurants.

Pennsylvania

Establishment of a 44-hour week for women in industry is the object of legislation urged at the present session of the legislature by the Women's Trade Union League of Pennsylvania and the State Federation of Labor. A 10-hour day and 54-hour week is the present legal standard in the State.

Rhode Island

A bill providing a 48-hour week for women which is sponsored by the United Textile Workers of America, has been introduced in the legislature of Rhode Island. Under the terms of another amendment to the labor law, no women would be permitted to work between 10 p.m. and 6 a.m.

Texas

Hour Law Violations.

In the course of the work of law enforcement, the State Department of Labor reports that it has encountered a number of situations that constitute rather serious problems. "One of the most difficult of these problems is the fact that all hospitals, charity institutions, and State eleemosynary institutions have been disposed to be constant violators of the law governing the hours of employment for women and girls; notwithstanding that the provisions of the law are very clear and that rulings of the Attorney General and court decisions leave no doubt as to the application of the law. The heads of such institutions where violations are found, invariably set up a plea of lack of funds to employ sufficient help and beseech the department to condone their infractions, some of them flagrant. This presents a difficult situation, as the department has not wished to take an attitude of arbitrary application of rules; least of all has it wished to be considered as prosecuting organizations that are engaged in the worthy work of charity or social services. Those who urge immunity for such institutions entirely ignore the uncontrovertible fact that all women are physically constituted very much alike and that long hours of labor and responsibility in private industry are injurious to their health and well-being, and that long hours of work and responsibility are equally injurious in institutions maintained by taxation or public subscription.

"The department has steadfastly held to the position that all laws are enacted to be enforced, and has tried and will continue to try, in a firm but reasonable manner to compel such institutions to obey the law. There can be no excuse for such institutions maintained by the public, either through voluntary contributions or through taxation, to disregard laws designed for the protection of the individual. To do so is to deny the very principle to which they are presumed to be devoted." (Texas Bureau of Labor Statistics, Tenth Biennial Report, 1927-1928.)

Survey of Textile Mills.

A survey of textile mills made during April, May, and June, 1928, by the State Department of Labor is reported in the Tenth Biennial Report of the Bureau of Labor Statistics of Texas. The 26 mills studied employed 5,286 persons and operated

on an average of 50 weeks a year, the report states, the average number of hours for the mill hands being 55 per week, and for office employees 49 per week. The work week consisted of 5½ days. Eight mills reported running night shifts, the average weekly hours for night shifts being 50 and the scale of pay being approximately 10 per cent higher than for day work.

The average weekly wages for the different classes of workers was as follows: Office employees, \$33.50; mill operatives paid on a weekly basis, skilled men, \$19; skilled women, \$13.50; unskilled men, \$12.50; unskilled women, \$11; boys, \$11.75; girls \$12.50. Those operatives paid on a piece work basis averaged per week: skilled men, \$18; skilled women, \$14.35; unskilled men, \$12.75; unskilled women, \$12.

A large proportion of the wives of mill workers were found to be employed and most of them worked in the same mills with their husbands or children. Not infrequently, the report states, the wife actually was earning more than her husband.

New Legislation Advocated.

The Department of Labor advocates amendments to the hour law to eliminate the exemption for telegraph and telephone and mercantile establishments in towns of less than 3,000 population, to put textile mills on the same basis as other manufacturing plants by reducing the maximum hours for women from 60 to 54 a week, and from 10 to 9 a day, and to repeal the provision for double time for overtime in laundries and textile mills, as its enforcement is impracticable. The department also urges a law prohibiting employment of women for at least four weeks before and after childbirth, and a minimum wage law. "The work of the department during the last two years in enforcing the laws designed for the protection of female employees and in gathering statistical information on the economic condition of women and girls in industry has demonstrated the urgent need for a minimum wage law for women and children." (Texas Bureau of Labor Statistics, Tenth Biennial Report, 1927-1928.)

West Virginia

The West Virginia legislature again has before it a bill to regulate the working hours of women. This measure provides a 9-hour day and a 54-hour week. West Virginia is one of the four States which have no legislation fixing the maximum number of hours that women may be employed.

Canada

British Columbia.

By a decision of the Supreme Court of Canada, the order of the Board of Adjustment under the male minimum wage act of British Columbia, fixing 40 cents an hour as the minimum rate of wages to be paid to all employees in the lumber industry, is declared invalid and is no longer in effect. The Supreme Court found that the act authorized the board to fix minimum rates of wages for employees in various occupations, but not to fix a minimum rate for all grades of workers throughout the entire industry. The only occupations now covered by any order under the act are those in the catering industry. (Labor Gazette, Canada, November, 1928.)

Quebec.

The women's minimum wage commission of the Province of Quebec recently revised Order No. 2, governing female employees in laundries, dye works, and dry-cleaning establishments in the Province, with the exception of the Island of Montreal and a radius of 10 miles around and beyond the island. The revision abolishes the distinction formerly made between apprentices under 18 years of age and inexperienced workers, all girls under 18 now being classed as "inexperienced workers."

The three learning periods of 6 months each, formerly served by apprentices, are now reduced to two 6-month periods as for the inexperienced class, the rate for beginners also being equalized, and raised from \$6 to \$7 per week.

By another change in the original order, the number of inexperienced workers who may be employed in any particular establishment is increased from 35 per cent of the total number employed to 50 per cent. Labor Gazette, Canada, November, 1928.)

China.

Speaking before the Pan-Pacific Women's Conference in Honolulu, in August, 1928, Kyong Bae-Tsung, Industrial Secretary, National Committee, Y.W.C.A., said:

Women are chiefly employed in cotton spinning and weaving, silk reeling, match packing, cigarette wrapping, hosiery and embroidery work. That the working conditions in modern industrial China are far from good is a well-known fact. As yet, there is no legislation in existence nationally, no inspectors to supervise working conditions, and employers are left to their own discretion as to matters relating to working environment. With very few exceptions the factories do not show any intention to improve the conditions. No consideration or, perhaps, very little, is given to the health of workers. Over crowding, bad ventilation, high temperature and unsanitary conditions are often found in the factories. In cotton mills nothing is done to remove dust and fluff. This may reasonably be said to be a contributing cause to the many cases of tuberculosis among workers. On account of the presence of boiling water in the silk reeling room it becomes intolerably hot in summer and it is not unusual for many of the women and girls to faint. Bad light and the fineness of the silk thread cause defective eye sight among silk workers.

The average working day, generally speaking, is 11 hours—from 6 a.m. to 6 p.m. with one hour off for lunch at noon. A very few places have adopted the 8-hour day. The Commercial Press of Shanghai is one of the first ones to adopt this standard, and their hours are cut short on very hot days in summer. It is not unusual to find women working 13 or 14 hours a day and in a few instances even longer, but the extremely long hours only exist in seasonal trades. In cotton mills, night work still exists. The night shift is also 11 hours— 6 p.m. to 6 a.m. with one hour off for a meal at midnight. The change of shift occurs every other week in most mills, though in a few others it takes place every ten days. In the silk industry there is no night work, not so much due to the good will of the owners but, rather, necessitated by the circumstance that the work is too fine to be done under artificial light. Those who see the social implications of night work for women and the effects on women themselves and society at large, feel that night work for women should be prohibited; yet the working women seem to prefer night work. When questioned for a reason, a little girl said in her innocent way, "I prefer to work at night because the foremen do not watch us as closely as they do in the day," and a woman said, "It gives me chances to attend to other duties both social and domestic." These are possible advantages of night work but it seems to me night work can not justify its existence on those bases. The foreman should assume the duties of an instructor and supervisor, not that of a slave driver; and hours should be shortened so that the woman will have a chance to attend to her other duties without having to turn her night into day.

Cuba

Among several conventions of the International Labor Conference that were formally ratified in 1928 by the Republic of Cuba, are those concerning the employ-

ment of women before and after childbirth and the employment of women during the night. (International Labor Office, Official Bulletin, November 15, 1928.)

France

The Bordeaux Trades Chamber, in the belief that the proper place for married women is the home, but that circumstances often make the earnings of such women essential if the family budget is to balance, has recently endeavored to solve the problem of the married woman worker by means of what is called a Bureau de Mi-Temps (Half-Time Office). The object is to encourage the creation of part-time employment in industry and commerce which will enable married women, and especially those with children, to work daily for a few hours and still have time to attend to their household duties and children. The experiment would seem to be the first of its kind in Europe, and the result will probably be watched with interest. (Industrial and Labor Information, November 26, 1928.)

Netherlands

The proposed text of a bill to regulate the work of women, children and young persons in agriculture was recently submitted to the Supreme Labor Council of the Netherlands by the Minister of Labor, Commerce, and Industry. Under the terms of this bill, women may not work between 7 p.m. and 6 a.m., or on Sundays, save in exceptional cases to be defined by administrative regulation. The memorandum explains that the cases contemplated are exceptional ones, where certain operations must be carried out, e.g., in tending animals or in preventing the loss of food products, or perhaps where a woman or young person is working on a joint operation with adult male workers. Married women and unmarried women who have the care of a household and who have informed their employer of this fact, can not be employed after one o'clock on Saturday, unless in exceptional cases to be defined by administrative regulation. Women may not work for 8 weeks after confinement; this period may be shortened by a fortnight, but not more, on account of time taken off before confinement. Nursing mothers must be allowed time to nurse their children. (Industrial and Labor Information, December 10, 1928.)

Venezuela

A labor law to supersede the workshops and public establishments act of June 26, 1917, was passed by Congress on July 12, 1928, and signed by President Gómez on July 23, 1928. It provides among other things that women shall work only during the hours from 6 a.m. to 6 p.m., and that they may not work in mines, foundries, or other industries, including the liquor trade, prejudicial to their health or good habits. (Bulletin, Pan American Union, December, 1928.)

PERSONNEL

Massachusetts

Miss Ethel M. Johnson has been reappointed Assistant Commissioner of the Department of Labor and Industries.

New York

Miss Frances Perkins, since 1926 chairman of the State Industrial Board, and a member of this board since 1919, has been appointed by Governor Roosevelt as State Industrial Commissioner, succeeding Mr. James A. Hamilton, whose term had expired. Miss Perkins is the first woman to become the head of a State department of labor.

Miss Nelle Swartz, for many years director of the Bureau of Women in Industry of the State department of labor, has been appointed a member of the Industrial Commission to fill the vacancy caused by the resignation of Miss Perkins.

NOTES

Which Workers Have Good Attendance?

An article under this title appeared in the February issue of the Personnel Journal, in which the author, Dr. C.J. Ho, reports on a study of attendance in a large department store. The object of this study was to find the extent to which sex, age, marital status, personality difficulties, and home problems were causes of lateness and absenteeism. The results show that the average number of lates per month for the youngest is 0.89, and for the oldest is 0.23; that the average number of absences per month for the youngest is 0.55, and the oldest is 0.18; that the average number of sick benefits per month for the youngest is 0.08, and for the oldest is 0.19.

The average number of lates per month for married people is 0.24; for single, 0.65; for widowed, 1.15. The average number of absences per month for married people is 0.32; for single, 0.47; for widowed, 0.94.

Those who have no personality difficulties show 0.46 average number of lates per month; those with difficulties of one form or another show 0.63. The average number of absences per month for those with no difficulties is 0.45; for those with some difficulty is 0.51.

Those with no home problems average 0.46 lates per month; those with some problems 0.69. The average number of sick benefits per month is 0.14 for those with no home problems; and 0.31 for those with some.

When sex differences are taken into consideration, the results show that women who have home problems have more lates, absences, and sick benefits than those who are without them. But with men, home problems seem to have a tendency to make them more careful about attendance. In general, women are more frequently late and absent, but have fewer sick absences of long duration, than men.

Vacations with Pay.

The International Harvester Company has announced its intention of giving its 40,000 employees two weeks' annual vacation with pay. In addition every employee is to be allowed six days "time off" to be used in emergency cases.

International Conferences of Women.

The Congress of the Labor and Socialist International, held in Brussels, in August, 1928, was preceded by an international conference of women which adopted resolutions calling for the following measures:

For the Mother and Child.

The creation and development of protection for pregnant and nursing mothers and women in childbirth;

The ratification and full enforcement of the Washington Childbirth Convention for all women in employment;

The provision of a special payment from public funds to all mothers at the time of maternity;

The provision of free medical and nursing attendance before, at the time of, and after childbirth, and the provision of maternity hospitals;

The establishment of a complete system of advisory centers for maternity and infant welfare;

Extension and development of public hygiene, provision for the physical welfare of children at school, free medical advice and remedial institutions for all, especially for tuberculosis, venereal diseases, and alcoholism;

Development of the protective care of the community for the mother and child, especially in the provision of milk, domestic help and nursery schools;

Inquiry into the following points:

- (a) the causes of death from childbirth;
- (b) the effects upon maternity of various forms of physical labor performed by women and young girls;
- (c) the effects of too frequent pregnancies upon maternal health.

For the Woman in Industry.

Restriction of the hours of work to a maximum of eight hours per day and of forty-eight hours in the week for all adult women in industries of every kind and in every occupation;

Remuneration which will enable women to live a civilized life, and which may be regarded as just in consideration of the value of women's work for production and for society; the fundamental principle of the labor movement—"equal pay for equal work"—should be observed;

Adequate protection against dangers to health in employment of all kinds;

Adequate period of rest for all employed women before and after confinement, together with the grant of sufficient maintenance for mother and child;

Special attention to the work of young persons, especially in regard to its nature and duration, so that they may have leisure and energy for professional, moral and physical development in addition to time for recuperation.

Selected Reading Lists Available.

The Women's Bureau has prepared selected reading lists on hours of labor of women in industry and working conditions of women in industry. These lists in mimeographed form may be secured on request from the Women's Bureau.

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

News Letter No. 59.

June 24, 1929.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY

California

Right to Fix Overtime Wages Sustained.

The right of the California Industrial Welfare Commission to set overtime rates of pay in industries exempt from the 8-hour law for women was sustained in a decision rendered in March by Superior Judge Desmond in Long Beach. Appeal was immediately taken to a higher court. The case in question involved the employment by the Curtis Packing Corporation of women in the canning industries in excess of 8 hours a day without paying the overtime wage rates required by the Industrial Welfare Commission.

Judge Desmond's decision specifically affects the legal right of the Industrial Welfare Commission to set overtime rates of pay, declaring that when the legislature delegates such power to specific groups or commissions the decrees of such commissions must have the force of legislative enactments.

New Law Affecting Waitresses.

The California Legislature of 1929, according to press reports, has passed an act which provides that waitresses shall not be required to lift more than 50 pounds or to carry a tray and contents weighing more than 10 pounds up or down stairs.

Connecticut

Two bills, one endorsed by the Consumer's League of Connecticut reducing the hours of labor for women from 55 to 49½ a week, and the second, endorsed by the Connecticut Federation of Labor, reducing hours to 48 a week have been rejected by this year's legislature.

Another bill, also rejected, provided for a commission to study conditions among aged dependent poor and to bring recommendations on old age pensions to the 1931 General Assembly.

Illinois

The bill providing an 8-hour day for women in industry again was defeated in the legislature this year.

Massachusetts

New Legislation,

Acts passed by the Massachusetts General Court of 1929 provide for an investigation by the Massachusetts Industrial Commission of the conditions affecting the textile industry and of the problem of unemployment in the textile and other industries. The Commission, newly created, is to consist of the Commissioner of Labor and Industries, the Commissioner of Agriculture and five unpaid members to be appointed by the Governor, one of whom, is to be a representative of labor.

The Commission is charged with the promotion and development of the industrial, agricultural, and recreational resources of the Commonwealth, and is authorized to conduct researches into the industrial, and agricultural situation within the Commonwealth, and to seek to coordinate the activities of unofficial bodies organized for the promotion of the industrial, agricultural, and recreational interests in the Commonwealth, and to prepare, print and distribute, books, charts, and pamphlets.

Minimum Rate Set for New Occupations.

A minimum rate of \$14.65 a week for women and girls employed throughout the State in the boot and shoe cut stock and findings occupation is provided by a decree entered March 14 by the Minimum Wage Commission. This decree became effective June 1, 1929.

Under the decree the minimum rate applies to women 17 years of age or over who have had three months' experience in the occupation. Special rates of \$10 and of \$12 a week are established for inexperienced workers according to age and length of employment. For beginners 17 years of age or over with less than 3 months' experience, the minimum rate is \$12 a week. For beginners under 17 years of age with less than 3 months' experience, the minimum is \$10 a week, and after 3 months' experience, \$12 a week.

The decree is based on the unanimous report of the wage board established for the occupation. The board submitted its report January 9, 1929. The public hearing on the determinations was held on February 7. The formation of the board and the entrance of the decree follows an investigation made by the Commission in February and in March 1925. The entrance of this decree brings 21 occupations under the minimum wage decrees.

Rules Adopted Against Common Towel and Common Drinking Cup.

The Department of Labor and Industries on February 19, 1929, adopted rules regarding the use of the common drinking cup and common towel in industrial establishments. These rules became effective May 1, and are as follows:

On and after May 1, 1929, it shall be unlawful to provide a common towel or common drinking cup in any factory, workshop, manufacturing or mercantile establishment in this Commonwealth.

The common drinking cup as used in these regulations shall be constituted as meaning "any vessel used in conveying water to the mouth and available for common use by employees". The term "common towel" as used in these regulations shall be considered to mean a roller towel or a towel available for use by more than one person without being washed after such use.

These rules were adopted under authority of section 113 of chapter 149 of the General Laws which provides that: "Every factory, workshop, manufacturing, mechanical and mercantile establishment shall be well lighted, well ventilated, and kept clean and free from insanitary conditions, according to reasonable rules and regulations adopted by the Department with reference thereto."

It was decided by the Department that the use of the common drinking cup and the common towel in such establishments constitutes an insanitary condition; and the rules above cited were therefore adopted. This action was taken as a result of requests made by the Joint Board of Sanitary Control of New England, May 1928, asking that the Department adopt rules to prohibit the use of the common drinking cup, and common towels in factories.

Michigan

The Michigan Federationist for February, 1929, reports that two courts in Detroit upheld the conviction of an office building owner who was fined \$25 for refusing to obey the State law which calls for seats in elevators operated by women, the defendant however refused to accept the decisions and appealed the case to the State Supreme Court.

In the original trial the Judge scored the defendant for his unsocial outlook. The costs of the seats would be but a few dollars but the owner claimed "his right to run his own business" was interfered with.

Minnesota

An amendment to the minimum wage law which would have raised the age limit of minor females to 21 (instead of 18) passed the Senate at this session of the legislature but failed of passage in the House.

The 54-hour bill for women in industry also failed to pass. After amendments had been made removing the daily limitation of $9\frac{1}{2}$ hours and providing that the act apply only to cities with a population of 50,000 or more, the Senator who introduced the bill moved that it be returned to its author.

New Hampshire

Bills introduced in the 1929 Legislature prohibiting night work for women and providing a 48-hour work week both were defeated.

New Jersey

An act creating a bureau of women and children within the State Department of Labor became effective May 1. This bureau, the director of which shall be a woman appointed by the commissioner of labor, is authorized to make studies and investigations of special problems connected with the labor of women and children, and to enforce the laws, rules, and regulations governing their employment. The director is to receive a salary of \$4,000.

No bill was introduced at this session of the legislature to make enforceable the night work law of 1923.

New York

Night Work Law Stands

The Kirkland-Jenks bill permitting waitresses in the larger cities to work between 10 p.m. and 6 a.m. was killed in committee in both houses of the legislature. The bill, which was sponsored by the National Woman's Party, was opposed by Miss Frances Perkins, State Industrial Commissioner, the State Federation of Labor, the organized waitresses, and the Women's Trade Union League.

Industrial Survey Commission Abolished

The legislature of this year abolished the Industrial Survey Commission after killing bills recommended by it to put all employment agencies under State control, to add 11 groups of occupational diseases to the compensation law and to create a compensation advisory medical council.

The Trend of Home Work in New York City.

Beginning in 1922 the Division of Home Work Inspection of the New York State Department of Labor has kept records of the number of firms giving out homework and also of the number of women who do industrial homework. These figures are compiled from the lists required by law to be sent by employers to the Division of Homework Inspection, giving the type of work performed, and the name and addresses of all persons to whom such work is given. ***

The number of firms giving out homework has increased 20 per cent, from 1,277 in the year ending June 30, 1924, to 1,527 in the year ending December 31, 1928. Likewise, over the same period the number of homeworkers has increased 20 per cent or from 10,760 to 12,887. At first glance it would seem that industrial homework was increasing, but when the figures for all five years are taken into consideration, it is seen that both the number of firms and the number of homeworkers have shown a decrease in each of the last two years over the preceding year. From the peak, coming in the year ending June 30, 1926, the number of firms decreased 13 per cent or from 1,747 to 1,527 and the number of homeworkers, 8 per cent from 14,046 to 12,887. It is impossible to judge on the basis of figures for such a limited period whether this decrease in the use of homeworkers is of temporary nature or is a definite decline in tenement house manufacture.

The number of firms distributing home work increased over the five-year period in all industries except in men's clothing and powder puffs where there was a small decrease, and knit goods in which there was a large falling off in number of firms. Among the industries where the number of firms employing homeworkers increased, the largest gains were in lampshades, beads, and women's clothing. The number of homeworkers increased slightly in the men's clothing industry, substantially in flowers and feathers, trimmings, novelties, men's neckwear, women's clothing, garters, lamp shades, and beads. In the last two industries the number of homeworkers was five or six times as great at the end of the period as at the beginning. There was a slight decrease in the number of homeworkers in embroidery, gloves, powder puffs and shoes while the number of homeworkers in knit goods, tags, and cards fell off considerably.

Throughout all five years men's clothing, with about a third of the workers, has been the largest homework industry. Embroidery is second with over a fifth of all home workers. The other main homework industries are flowers and feathers, trimmings, men's neckwear, novelties, women's clothing and lampshades. Each of these industries, with the exception of lampshades with 488 homeworkers to a firm ranged from four in beads to 50 in cards. No such extremes as these appear in any of the other years. In the last year recorded the average ranged from 5 homeworkers to a firm in women's clothing to 19 in powder puffs. *** More firms were distributing work outside their factories, and more women were doing industrial homework in the year ending December 31, 1928 than in the year ending June 30, 1924. But even so, there were fewer firms and home workers in the year ending December 31, 1928 than there were in either of the two preceding years. Over a five-year period the high peak is seen in 1926, with a gradual reduction since that date. (Industrial Bulletin, New York State Department of Labor, May 1929.)

North Carolina

For the first time North Carolina has a workmen's compensation law. The new law which goes into effect July 1, provides compensation based on 60 per cent of wages with a weekly maximum of \$18, a waiting period of 7 days, and a limit of \$5,500 for disability, and \$6,000 in case of death. Administration is by a commission of three full-time members appointed by the Governor. Special provision is made for accident prevention.

There are now only 4 States - Arkansas, Florida, Mississippi and South Carolina - that are without workmen's compensation laws, and in the first two of these workmen's compensation is said to be a leading issue.

North Dakota

The proprietor of a cafe in Minot, North Dakota, who was convicted for employing women more than 48 hours a week appealed the case on the grounds that the law was unconstitutional. The Court held however, that, "It is well settled that a state may, under the police power, regulate and limit the hours of labor for women, where work of long continued duration is detrimental to health, provided that such regulation of limitation is reasonable."

The Court also pointed out that in the case of *Adkins v. Children's Hospital*, in which the Supreme Court of the United States held the minimum wage law of the District of Columbia unconstitutional, the decision was limited strictly to the facts in the case and did not overrule the opinion of that court in *Muller v. Oregon* in which the Oregon statute limiting the hours of labor of women was upheld. It was contended however, that the amendments to the North Dakota statute in 1927 violated principles of equal protection of the law and due process. The Court held that the case fell within the original provisions of the statute: "It is clear from an examination of the original statute that that portion of the law which affects the defendant stood alone from 1919 until 1923; that while it was reenacted in 1923, 1925 and 1927 it was never changed in any particular; and it is also clear that additional legislation which was added to it can be severed without affecting the original law in any particular. It is therefore, not necessary for us to pass upon the constitutionality of the amendments to the original statute. It is also well settled that an amendment to a statute which is unconstitutional and which cannot be severed from the law attempted to be amended does not repeal or affect the original act even when the amending act has a repealing clause."

Pennsylvania

Bureau of Women and Children Issues Biennial Report.

The Bureau of Women and Children of the Pennsylvania Department of Labor and Industry has issued its biennial report covering the period from June 1, 1927 to May 31, 1929. The report reads in part as follows:

To the Bureau of Women and Children is delegated the task of making "studies and investigations of special problems connected with the labor of women and children," (Section 1707 State Administrative Code). Within the two-year period, June 1, 1927 to May 31, 1929, the Bureau has completed four major pieces of industrial research which have been printed as special bulletins of the Department of Labor and Industry; has prepared seven research articles less extensive in scope, all of which have been printed in the Department's monthly bulletin; and has issued six printed leaflets for the specialized use of different industrial groups.

As the maintenance of legal standards for factory work performed not in industrial establishments but in private homes involves the need of continuous study and investigation rather than routine inspection, the enforcement of the Department's Industrial Home Work Regulations has been a function of the Bureau of Women and Children since those regulations were adopted October 1925. The Bureau's publication, "Persons, Firms, and Corporations Licensed to Employ Home Workers in the Commonwealth of Pennsylvania," issued in 1928 lists approximately 1300 home work employers. At quarterly intervals these employers refer to the Bureau the names and addresses of all their home workers and these reports for December 1928 include 11,309 home workers. The Bureau's procedure in attempting to maintain labor standards in this large number of homes is outlined in its second annual home work report, "The Second Year's Administration of Industrial Home Work Regulations," published in Labor and Industry, March 1928.

In the course of its home work investigations the Bureau's staff has gathered data as to the part-time nature of industrial home work and the earnings of women employed on such work. This material forms the basis for a study, "The Hours of Work and Earnings of Women Employed on Industrial Home Work," to be printed in Labor and Industry for June 1929. ***

To answer the many inquiries which have been made both by employers and employees as to the actual hours of work and the earnings of women as compared to men in the same industry and in comparable occupations, the Bureau with the cooperation of The Federal Reserve Bank of Philadelphia has issued a study, "Hours and Earnings in the Silk Industry," Special Bulletin No. 29, now in press. This study involving the actual hours of work and earnings of approximately 17,000 silk workers was the result of a review of the payrolls of 62 employers in the silk industry who welcomed the opportunity to contribute to an impartial, scientific report of this type.

A study along comparable lines for the hosiery industry is now in preparation. This study also is being made with the cooperation of the Federal Reserve Bank of Philadelphia and with the permission of 32 hosiery employers who have offered their payroll records for review. It includes the hours of work, earnings weekly and annual, of approximately 10,000 workers.

Appreciating importance to industrial employees, particularly women, of the proper type of work chair and understanding the problems of the employer in getting chairs which will be an asset and not a hindrance to production, the Bureau after very careful study has issued a report "A Good Chair For the Industrial Worker," Labor and Industry, August 1928. In addition the Bureau has gathered information suggestive of solutions for posture problems as they vary with the different industries in which women are employed. This material is made available to employers as it is requested.

To bring the discussion of industrial problems out of the field of generalization and to indicate specifically the contribution which women can make toward higher industrial standards is an important function of the Bureau. To this end the Bureau attempts to disseminate a general knowledge of the State's standards for the protection of women and children in industry and to bring about a better understanding of the service which the Department of Labor and Industry offers to women and children who work. Two pamphlets prepared by the Bureau, "The Employment of Women in Pennsylvania," and "The Employment of Children in Pennsylvania," presenting a digest of the women's and children's labor laws, have gone through their third publication and have been distributed widely through private organizations and through the public school system. They have been the subject of special class discussion in continuation schools and have been made available to all employers of women and children in the State.

Informal conferences have frequently been held by the bureau for a consideration of special problems affecting women or children. One important conference held by the bureau within this two year period was a meeting of industrial nurses employed in establishments in Pennsylvania. The minutes of this conference made up the whole of the August 1927 number of Labor and Industry. Following the conference the bureau issued a directory of all of the establishments in Pennsylvania having industrial nurses, together with the names of the nurses employed.

The Bureau has frequently been asked to prepare industrial programs for meetings of club groups. It has served as the medium for the clearing of studies carried on by private organizations, thus avoiding duplication of effort and contributing to the constructive and practical nature of such reports.

Tennessee

A bill introduced in the 1929 legislature of Tennessee to reduce the hours of labor of women from 57 to 54 a week passed one house but was defeated in the other. The measure was supported by the League of Women Voters.

Texas

Hour Law Amended by Further Exemptions.

According to press reports Mrs. Laura Burleson Negley, one of two women members of the Texas House of Representatives succeeded in pushing to final passage her bill to exempt from the women's 54-hour law matrons, nurses, superintendents, and attendants in orphans' homes which are of charitable nature and not operated for profit.

Unsuccessful effort was made in the Senate to make the hour law apply to stenographers, pharmacists, telephone and telegraph operators and employees of mercantile establishments in towns under 3,000 population who now are exempt.

Married Women Dismissed.

Reports have come from Dallas, Texas, that the mayor of that city issued an order requiring department heads to release all married women from their jobs with the city unless there were unusual mitigating circumstances in their favor.

Utah

A minimum wage act similar to the Massachusetts law was introduced in the Utah legislature this year by Mrs. Anna T. Piercey. It was not, however, reported out of committee. The existing law in the State was enacted in 1913 and fixed a minimum wage for experienced adult women of \$1.25 a day. The law is inflexible, having no provision for adjusting the minimum rate to meet changing economic conditions.

The act introduced this year was opposed by the Associated Industries.

Wisconsin

An 8-hour day and a 44-hour week for women in factories and mercantile establishments were the provisions of a bill introduced in the Wisconsin legislature this year by Mrs. Kryszak, member from Milwaukee. The bill was defeated in the assembly by a vote of 50 to 19.

Canada

Alberta

Eight-Hour Day Inquiry.

Among the labor measures recommended to the Alberta government by the Alberta Federation of Labor before opening of the present session of the legislature the general provision of an 8-hour day for industry occupied a prominent place. The government undertook to give consideration to this and to the other suggestions submitted by the Federation. In the meantime the Canadian Manufacturers' Association as well as individual employers in the province, by means of telegrams and interviews with members of the provincial government, protested strongly against the adoption of general 8-hour day legislation, chiefly on the grounds that the 3 prairie provinces were competing for new industries, and that such restrictive legislation would place Alberta under a severe handicap as compared with Manitoba and Saskatchewan. The government conceded that there was some force in this contention, and on March 8 the Honorable J. E. Brownlee, the provincial premier, informed the legislature that the government did not intend to bring down an 8-hour day measure during the present session. He intimated, however, that during 1929 a complete industrial survey would be made in Alberta in order to secure information as to the seasonal nature of many industries and other material relating to the question of a legal limitation of the hours of labour in the province. (Labour Gazette, Canada, April 1929.)

Women's Labor Conference.

A women's conference was held at Edmonton, Alberta, in March, to consider the working conditions of female employees in shops and factories. The conference adopted the following standard budget of a working woman in the province, submitted by the Employed Girl's Council of Regina, as the proper basis for a minimum wage:-

	Per week
Board	\$8.00
Room	2.50
Washing	1.00
Car fare75
Insurance50
Clothes, toilet sundries, marcel, etc.....	3.75
Reading, study, stationery, correspondence	1.00
Loss of time through sickness, holidays, etc.....	1.00
Extra cost of illness, medicine, dentistry50
Savings for unemployment, old age, etc.....	1.00
	\$20.00

The conference decided to recommend to the consideration of minimum wage boards in Canada the adoption of the adoption of the standard hours of labour as paid down by the Women's Bureau of the United States Department of Labor, which includes the following provisions:- eight-hour day; half holiday on Saturdays; one day's rest in seven; time for meals not less than thirty minutes; rest periods, ten minutes in each working period without lessening the working day. (Labour Gazette, Canada, April 1929.)

Hairdressers Ask Exemption.

The Alberta Minimum Wage Board held special sessions during April at the request Calgary Hairdressers and Beauty Parlour Association to consider a proposal to suspend order No. 4 so far as it affects beauty parlours, the claim being made that the rate of wages established by the order is too high. (Labour Gazette, Canada, May 1929.)

Order No. 4 provides a minimum rate of \$14 for experienced workers and for apprentices, after a one month probationary period, \$6 for 2 months, \$8 for the next 3 months, \$10 for the next 3 months, and \$12 for the next 3 months.

British Columbia

New Male Minimum Wage Act.

The legislature of British Columbia at its recent session passed a new male minimum wage act, the former act having become inoperative when the orders issued under its authority were declared invalid by the Supreme Court of Canada. Under the new act the Board administering the law will fix a minimum wage rate if an employee in any industry asks for such intervention. In such a case the board would fix a minimum wage for the class of work affected and not for any other class of labour employed in the industry. However, the board has the authority also to intervene and to fix wages on its own initiative. The identity of workmen applying for the Board's intervention will be kept secret. The act provides that appeals may be taken in the courts against decisions of the Board, whose rulings under the original act were final. The Board has authority to fix wages on a weekly, daily, or hourly basis. Under the original act the minimum hourly rate only could be fixed, and this arrangement was said to involve a hardship in connection with the payment of wages to employees on duty for long hours but not actually working all the time. (Labour Gazette, Canada, April 1929.)

Ontario

New Legislation Provides Overtime Pay.

An amendment to the Factory, Shop and Office Building act of Ontario provides that where any woman works beyond the number of hours in any one day or in any one week as provided in the act, whether the inspector has permitted the exemption or not, the woman is entitled to be paid wages for such overtime and the Minimum Wage Board of Ontario is given the right to establish a rate of wage for all such overtime worked in any one day or any one week. (Labour Gazette, Canada, May 1929.)

Quebec

The second annual report of the Quebec Minimum Wage Board records a marked improvement in the conditions of female employment in those industries in which minimum wage orders have been in force for a year or more. The orders governing the employment of female workers in laundries, dye works and dry cleaning establishments took effect on March 1, 1927, and had been in force for one year and four months when the report was prepared. These regulations not only fix minimum weekly rates of wages for experienced and inexperienced employees but set a definite limit to the proportion of inexperienced workers.

During the year a marked reduction was noted in the number of inexperienced workers and a corresponding increase in the number of experienced workers, the number of those receiving the full minimum rate as experienced workers being about doubled. The average weekly wage earned by all the employees experienced and inexperienced, increased in the Montreal district from \$11.75 to \$12.65 and in the rest of the province from \$8.16 to \$9.36. On the other side, the report quotes the opinion of employers to the effect that the minimum wage law, instead of hurting the industry has rather stabilized it by suppressing the unfair competition of employers who paid inadequate wages, and by supporting those who paid fair wages. At the same time it is pointed out that the law guarantees to workwomen a minimum wage from the start, with periodical increases fixed in advance, making employment steadier and reducing the labor turnover. (Labour Gazette, Canada, February 1929.)

New Minimum Wage Order

Orders recently issued by the Minimum Wage Board of Quebec, effective July 1, govern the employment of women in the boot and shoe and leather industries. The Board fixed for experienced workers a minimum rate of \$12.50 in the city and Island of Montreal; of \$10.00 in municipalities of over 3,000 population; and of \$8.00 in municipalities having less than 3,000 population. Experienced workers are those having over 24 months experience at the trade. (Labour Gazette, Canada, May 1929.)

Saskatchewan

In the report of the Minimum Wage Board of Saskatchewan for the year ending April 30, 1928, one of the chief difficulties confronted in enforcing the minimum wage act is detailed as follows:

Experience had proved that the rigid enforcement of the regulations of the Minimum Wage Board, in regard to the rate of wages to be paid to female employees, has not in all cases proved satisfactory. It is urged by some that the orders of the board should be strictly enforced and no deviation be allowed, whatever the circumstances or whatever the result may be. On the other hand it is found that some employers, willing enough to employ women at a lower rate, are not inclined to pay the increased rate requested, to those whom they consider have not the ability to earn such wage. The result is the employee is given notice to leave. Instances have occurred where employees have been recommended by the inspector for an increase and have been dismissed in consequence. These employees have come to the department begging to be given a permit to allow them to continue in their employment at the lesser wage, for the reason that they were unable to find other employment, and, being entirely dependent upon themselves for their living, the consequences would be serious if they were out of employment. In other instances parents have berated the board for refusing to issue such permits, giving as a reason that other employment was difficult to find, and the earnings were necessary.

"It is regrettable," the report states, "that some few employers in factories, hotels and cafes have taken advantage of non-English-speaking employees. These employees, unable to speak English, and therefore unable to read the orders regulating their employment, are ignorant of their rights under the Minimum Wage Act. Frequently these girls are employed in factories, particularly those operating for the first time, at a less rate of wages than that provided for beginners in the Minimum Wage Regulations. The inability to speak English causes them to be afraid of losing their jobs and very reluctant to do anything that would jeopardise their employment. In the investigation of two cafes, one hotel and one store, back wages were obtained without recourse to the courts, and in a large number of other cases the wages of employees were increased to the amount set by the regulations by recommendations made to

employers. In July, 1927, legal proceedings were commenced against several cafe proprietors in Saskatoon for working female employees for long hours, but due to the strike instituted by the cafe employees, which resulted in better working conditions, the matter upon request of the workers was allowed to drop."

Of the 833 women employed in hotels and restaurants and refreshment rooms, 188 work a six day week, the remainder working seven days. (Labour Gazette, Canada, February 1929.)

Ecuador

A new law relating to maximum hours of work and the weekly rest period became effective in Ecuador January 1 of this year. It applies to all wage-earners with the exception of domestic servants, home workers, casual workers, commission agents and commercial travelers and persons engaged in work of a confidential, managerial or supervisory nature, for which special regulations will be drawn up later.

The hours of work are fixed at 8 per day, with a rest period of 2 hours after the first 4 hours of work, or at any other point fixed by common agreement between employer and employee; the number of working days will be 6 per week. Overtime must in no case exceed two hours per day or 12 per week and will be paid for at a rate from 50 to 100 per cent higher than the normal.

A weekly rest period of 36 consecutive hours must be granted to workers on Sunday or on some other day on which the parties concerned may agree. No work shall be carried out on Sunday except in industries in which work must not on any account be interrupted, or in case of unavoidable necessity, very serious circumstances or imminent danger of accident. If work is performed between 7 p.m. and 6 a.m. the daily hours of work shall be reduced to 7.

Several sections of the act deal with the making up of lost time, fines for infringements of the regulations, the duties of factory inspectors and the posting of time-tables. (Industrial and Labour Information, March 18, 1929.)

Another recent enactment prohibits the employment of women in dangerous and unhealthful occupations and in night work, and establishes a rest period of three weeks previous to and three succeeding childbirth during which they shall receive 50 per cent of their wages, requiring also that after mothers return to work they shall be given sufficient time at regular periods to nurse their children. (Bulletin, Pan American Union, February 1929.)

Germany

At the request of the German Ministry of Labor, factory inspectors undertook a special inquiry in the course of the year 1927 into the employment of married women in German industry and commerce. The following are the principal details collected, according to an analysis published by Mrs. Frida Wunderlich in *Soziale Praxis* of 1 November 1928.

Proportion of Married Women. Since the census of 1899 the number of married women employed has risen from 33.5 per cent to 34.8 per cent of the number of women employed and from 9.6 per cent to 11.5 per cent of the whole mass of labor. According to districts the proportion of married women to the total of women workers varies from 12.9 per cent to 46.4 per cent for manual workers and from 4.5 per cent to 14 per cent for salaried employees. The textile industry is the one which employs relatively the largest number of married women. It is nearly always economic difficulties which compel married women to work. Often the family rent

is too high for the husband's earnings, while sometimes the cost of establishing the household has not yet been met.

Engagement and Dismissal. In normal times women workers are engaged solely on the ground of their abilities, without any distinction being made between married and unmarried. The former seem to be sometimes preferred on account of their greater stability. However, when there is a shortage of orders married women are the first to be dismissed, because it is thought that they can live upon their husbands' earnings. For salaried employees the position is different. The preference seems to be given to those who are unmarried. The salaried employee gives up her work after marriage more often than the manual worker. These two circumstances explain why the proportion of married women is much lower among employees than among workers.

Regularity of Employment. The majority of married women work throughout the year and do not seem to have any preference for seasonal employment.

Hours of Labor. As a general rule hours of labor are the same for married women as for the other groups of the staff. Greater facilities are sometimes allowed them in remotely situated rural undertakings. In general married women are not entitled to a longer period for the midday rest than others, and often they do not desire this because they live too far from the factory.

Morbidity. No precise figures exist which would allow a comparison to be made between morbidity among married and single women workers. Certain employers think that married women workers are more regular in attendance than others; other employers hold the opposite opinion. According to the statistics of the sickness fund of Cologne, married women workers are ill for longer periods than single ones.

Special Institutions for Social Welfare. Generally speaking, there are no special institutions of social welfare for married women in undertakings. As a rule working women do not care to nurse their children in the work place. In several large undertakings, however, there are workshops superintendents who pay special attention to married women and their families. (Industrial and Labour Information, March 4, 1929.)

Japan

In view of the provision of the Japanese factory act establishing the night work of women and young persons, which comes into operation July 1, 1929, a number of leading cotton factories have already started the abolition of night work and have largely increased the number of their spindles in order to compensate for the decrease in production caused by the shortening of hours of work.

Most of these factories have adopted the two-shift system; one shift works from 5 a.m. to 2 p.m. and the other from 2 p.m. to 11 p.m., with one-half hour interval in each shift.

One of the most difficult problems with which the cotton spinners are faced is the increase in the cost of production resulting from the shortening of hours. Under the present system 20 hours a day are worked by 2 shifts of 10 hours each, while after the abolition of night work the day will be reduced to 17 hours by 2 shifts of $8\frac{1}{2}$ hours each. Thus, the hours worked by each individual worker will be reduced by 15 per cent. At the same time it is impossible under present conditions to compensate for this reduction by reducing wages. Most of the factories in which night work has already been abolished have announced their intention of raising piece-work rates and maintaining the present rates for workers paid by the day. Keen interest is shown in the question whether manufacturers will be able to check the rise in costs of production by increasing the efficiency of machinery and of the workers.

The question of utilization of workers' spare time is also being carefully studied. One of the factories in which night work has been abolished has made arrangements to provide collective recreation or instruction for the workers for 2 hours daily.

The members of the Japanese Cotton Spinners' Association have agreed to limit production. This limitation however, will cease as soon as the prohibition of night work comes into force. It is expected that there will be a great increase in production when night work is stopped by all the cotton factories. (Industrial and Labour Information, April 29, 1929.)

PERSONNEL

New Jersey

Colonel Charles R. Blunt has been appointed Commissioner of Labor of New Jersey for a term of five years. He succeeds Dr. Andrew F. McBride whose 5 year term expired January 21, 1929.

Mrs. Isabelle M. Summers has been appointed Director of the newly created Bureau of Women and Children of the Department of Labor. Mrs. Summers represented Passaic County in the Assembly during the four sessions from 1926 to 1929.

New York

Miss Frieda Miller has succeeded Miss Nelle Swartz as Director of the Bureau of Women in Industry, Miss Swartz having been appointed a member of the State Industrial Commission.

Pennsylvania

In Pennsylvania, Mr. Peter Glick is the newly appointed Secretary of the State Department of Labor and Industry, and Miss Sarah M. Soffel, the new Director of the Bureau of Women and Children, succeeding Miss Charlotte M. Carr.

NOTES

How Many Home Makers?

An answer to this question is given by Hazel Kyrk and Margaret Reid of the University of Chicago in the Journal of Home Economics for June of this year. Their estimates, based on census figures, show 22,169,387 women engaged in homemaking in 1920; 18,899,936 in 1910; 16,255,469 in 1900; and 13,491,588 in 1890. "According to these estimates," the authors state, "the number of women engaged only in homemaking has not increased quite as rapidly as has the population from 1890 to 1920. The population increased 68.8 per cent and the number of homemakers 64.3 per cent. Putting it in another way, a larger proportion of women 15 years of age and over were in school or were gainfully employed in 1920 than in 1890. In 1890, according to our estimate, there were 1.078 homemakers for each private family; in 1920 there were 0.923. These figures, if at all correct, indicate what we have long suspected that with the decline in household tasks has gone a decline in the number of persons in the home who perform them."

Summer Schools for Women Workers in Industry.

Schools for women workers are in progress again this summer. The Bryn Mawr Summer School opened June 15 with 110 students. The school at Barnard College reports 50 students from New York City industries, and the Southern Summer School at Burnsville, N. C. will have at least 31 students from 17 communities in 8 States.

National Women's Trade Union League Convention.

The two outstanding days of the 11th convention of the National Women's Trade Union League, held in Washington, D. C. May 6 to 11, were those devoted to a wage symposium and discussion of the labor problems in the new industrial South. Prepared material and a set of challenging statements provoked rapid fire discussion from the delegates on the subject of wages, under the leadership of Lillian Herstein, of Chicago, on the one day; on the day following the central figure was Margaret Bowen, secretary of the newly formed union of textile workers in Elizabethton, Tennessee, as told the story of the rayon strike in Elizabethton which involved 5,000 workers and which since has been settled.

The National headquarters of the League, by vote of the convention, will be moved to Washington in the fall in order to be in close touch with the national headquarters of the national labor movement and nearer to the field of work in the South. The officers elected were: Honorary President, Mrs. Raymond Robbins; President, Rose Schneiderman; Vice President, Matilda Lindsay; Secretary-Treasurer, Elizabeth Christman; Executive Board, Mary E. Dreier, Sarah Lloyd Green, Mary V. Halas, Agnes Nestor, Ethel M. Smith, and Maud Swartz.

Meeting of Governmental Officials in Industry.

The 16th annual convention of the Association of Governmental Officials in Industry of the United States and Canada was held June 4 to 7 in Toronto, Canada. Miss Maude Swett who succeeded to the presidency on the expiration of Dr. McBride's term of office as Commissioner of Labor of New Jersey, was re-elected to that office, and Miss Louise E. Schutz was reelected to the office of secretary-treasurer. The vice presidents for the coming year are: Mr. James H. H. Ballantyne, Mr. W. A. Rooksbery, General E. Leroy Sweetster, Dr. Eugene B. Patton, and Dr. C. W. Roberts.

News Letter No. 60.

October 15, 1929.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY

Florida

Effort was made in the Florida Legislature of this year to secure action on a bill providing an 8-hour work day for women in that State. The measure was, however, not reported out of committee.

Massachusetts

Compensation Awarded Night Club Entertainer.

Compensation amounting to \$254.81 was awarded under the workmen's compensation act by the Chairman of the State Industrial Accident Board to a 19-year-old girl, a professional dancer, who tore a cartilage in her left knee while dancing at a night club. The owner of the night club was insured by an employer's liability corporation which was unwilling to pay the compensation in the case on the ground that the claimant was not an employee, but an entertainer who, for the purposes of her work was an independent contractor, being placed by a booking office.

The Chairman of the Industrial Accident Board in his decision in the case stated that the claimant was an employee of the subscriber engaged in work of a type associated with the conduct of the business of the subscriber. The booking office connection with the case, he stated, appeared to have been that of an agent of the subscriber rather than an employee of the injured claimant. The chairman found that the employee received an injury in the course of and arising out of her employment, and that she was therefore entitled to compensation.

Massachusetts Industrial Commission.

The Industrial Commission authorized by the General Court of 1929 to investigate and report on or before the first Wednesday in December, 1929, on the conditions affecting the textile industry and the problem of unemployment in that and in other industries, includes in its membership of seven the commissioners of the departments of labor and industries and of agriculture and five members appointed by the governor—Frederick H. Payne, Greenfield (chairman); Andrew Raeburn, New Bedford; Thomas O'Hare, Norfolk Downs; Louis E. Kirstein, Boston; Paul E. Fitzpatrick, Brookline.

Occupational Diseases.

During May of this year 349 cases of occupational diseases and accidents were investigated by the Division of Industrial Safety of the State Department of Labor and Industries. Fifty-three were cases of industrial diseases of which 23 were dermatitis and 3 lead poisoning. The others included chrome poison, inhaling ammonia fumes, chlorine poison, brass poison, inhaling carbon monoxide, and acid fumes. There was one case of benzol poison and one case of pneumoconiosis. Forty-nine cases were men, and four were women. The plants visited included a shoe factory, print works, textile finishing, chemical and dye corporation, leather finishing, electrical equipment, granite cutting and steel hardening.

New Jersey

The Bureau for Women and Children of the New Jersey Department of Labor has announced three conferences to be held in Newark, Trenton, and Camden during October and November, at which the problems of employment of women and children will be discussed. It is planned to have speakers from other State bureaus, from Federal bureaus, and from various independent organizations.

New York

Court Decision Makes 51-Hour Week for Women Permissible.

The Supreme Court of New York, Appellate Division, First Department, in a decision rendered in March, 1929, reversed the earlier decision of the Attorney General as to the application of the women's hour law of 1928. In a case brought by the State against the Elite Steam Laundry Inc. the court upheld the defendant stating that "an employer who works his female employees under a weekly schedule of nine hours a day for five days and four and one-half hours on the sixth day, may add under the express permit of the statute to the sixth or short day of four and one-half hours the one and one-half hours of overtime without violating the law." Thus a 51-hour week will result if the yearly allowance of 78 hours overtime specified in the act are distributed evenly throughout the year.

Women Workers in Newburgh Industries.

The Bureau of Women in Industry of the New York Department of Labor has reported recently on a study of working conditions of women in Newburgh. This is the second in a series of industrial surveys of cities of New York State. Newburgh, a city of 30,000 population was chosen for study as being one of the smaller cities of the State with fairly diversified industries. The chief manufacturing industries which employ women are clothing and textiles, but a considerable number of women work in paper goods and in a group of miscellaneous industries.

At the time of the investigation, the report states, Newburgh was in a period of industrial transition which had resulted in considerable unemployment among its women workers. One large plant that had employed more than 200 women had moved away, while two others with a combined working force of about 200 women had ceased operation because of a falling off in demand for their products. Three plants which together had formerly employed in the neighborhood of 150 women were operating on part time and with only a skeleton force because of style changes and decreased demand for their output. Some of the women who had been thrown out of work by these industrial changes had found employment with two new firms which had just opened up in Newburgh. Neither of these was operating at full capacity, however, and they had absorbed only a part of the women who were seeking new work. This survey, then, presents a picture of a small industrial city in a state of transition, when the industries of the city were unable to offer employment to all the available labor.

The 1,333 women covered in the investigation (61 per cent of the 2,203 industrial women in Newburgh) were found to be predominantly American born, single women chiefly (though 29 per cent were married and 8 per cent widowed, separated, or divorced), and the majority were between the ages of 18 and 45, a large proportion (29 per cent) being under 21. Sixteen per cent however, were 45 years or over.

Scheduled working hours were short; about 30 per cent of all the women had a standard week of 44 hours or less. Only a third had a basic week of more than 48 hours, and less than 1 per cent were scheduled for more than 49½ hours. Actually hours worked in the week of the investigation (January 15, 1929) by 36 per cent of the women reporting were less than 40 hours, while only 28 per cent of the women actually worked as long as 48 hours a week. Only 3 women were found working illegal hours, that is more than 54 a week.

Less than a quarter (23 per cent) of the women in factories and laundries worked their scheduled hours in the week studied. The proportion of full time was much the same in all industries except paper goods, in which only 3 per cent of the women worked full time.

Nearly two-thirds (65 per cent) of the women worked less than their scheduled hours. Undertime was very serious among the workers in paper goods and laundries; 95 per cent in the former industry, and 76 per cent in the latter worked below their schedule. Even in the clothing industry where basic hours were decidedly short, 70 per cent of the women worked under schedule. This widespread under-employment meant,

for many workers, reduced working capacity and an irregular wage. The amount of time lost by employees shows specifically the seriousness of the undertime situation. Two-thirds of the workers (67 per cent) lost five hours or more in the week of the investigation; 36 per cent lost at least 10 hours, or fully one day's working time; and a fifth (21 per cent) 20 hours or more. Textile workers lost the most time, half the undertime workers losing at least 10 hours, and 6 per cent, 40 hours or more.

Eleven per cent of the women worked more than their scheduled hours, but only four women had as much as 5 hours overtime work in the given week. Most of the overtime was concentrated in textiles and some of the miscellaneous industries, textiles leading with 21 per cent of its women working longer than scheduled hours.

The median weekly rate of pay for all women in Newburgh was \$14.91. Eighteen per cent of all the women had rates of less than \$12 and 85 per cent had rates of less than \$20; only 6 per cent had rates of \$25 or over. A study of actual earnings, however, showed that in the week of January 15, 1929, the median week's earnings of 1,149 women employed in factories and laundries were \$12.57; that is, half the women earned less and half more than this amount. The median earnings of factory workers in Newburgh were \$12.53, as compared with \$15.42, the average week's earnings of women in representative New York State factories (outside New York City) in the week studied. Only the Newburgh women working in factory industries classed as "miscellaneous" had earnings as high as the average factory earnings throughout the State. Their median week's earnings were \$16.93.

Earnings in a particular week may vary above or below the average, the report points out, depending on the season of the year, whether it is busy or slow. Year's earnings, however, show what the worker can count on in the long run to meet the cost of living. The median earnings of women in Newburgh for the year ending with the week of January 15, 1929, were \$802. This is based on reports from 717 women who had been employed a year, and had worked at least 44 weeks out of the year. A fifth of the workers earned less than \$600, a half earned less than \$800, and almost three-fourths earned less than \$1000.

Women in the miscellaneous factory industries had the highest median, \$904, and laundry workers the lowest, \$600.

Dividing a year's earnings by 52 shows what are the average weekly earnings throughout the year. Comparing these averages with amounts actually earned by the same workers in the week studied gives some idea of the part which irregularity of employment plays in determining long-time earnings, and shows the discrepancy between what the worker earns in any given week and what she is able to average steadily throughout the year.

Evidently, says the report, the week of the investigation was a fairly representative week, for the median earnings of all women reporting were only 63 cents less than the average for the year. This indicates that the considerable amount of undertime prevailing during the week studied also characterized the preceding year, and hence the study was not made in a week of exceptional unemployment.

In each of the industries except clothing and the miscellaneous group, the median earnings for the selected week were within a dollar of the average for the year. The season of the year was evidently a slow one in the clothing industry, for its women employees earned \$2.50 less than their yearly average, while women in miscellaneous industries earned \$2.41 more than they could average throughout the year.

Age was one of the most important factors bearing on the earning capacity of women in Newburgh. The period of highest earning capacity was between the ages of 30 and 35. From a minimum of \$633 a year for the 16- and 17-year-old group, median earnings increased rapidly to a maximum of \$1,015 for the 30- to 35-year group. After 35, earning capacity declined sharply at first, then more gradually, women of 60 years and over earning only \$639—less than any other group except the 16 and 17 year olds.

By far the largest share of the women in this study were single. Their median earnings were \$789, slightly less than the \$803 median wage for all workers; married women had earnings considerably higher, \$875; and those widowed, separated, or divorced made \$775, or \$100 a year less than the married workers.

The age of the workers, rather than their marital status, was probably the dominant factor in such differences in earning capacity as were found to exist. All except 5 of the workers under 21 were single, and of those over 45 years of age, 61 per cent were single; both these age groups were comparatively low paid, and hence reduced the earnings level of the entire number of single women. On the other hand, half the married workers were between the ages of 30 and 45, a period of high earning capacity, (Industrial Bulletin, New York State Department of Labor, August and September, 1929.)

Pennsylvania

Special Bulletin Number 29, recently issued by the Bureau of Women and Children of the Pennsylvania Department of Labor and Industry, presents a scientific analysis of the hours and earnings of men and women employed in the silk industry of the State. The rapid growth of the industry in Pennsylvania, its seasonal fluctuations, the variety of skilled and unskilled operations, and the high proportion of women employed, makes such an analysis of special importance. "The value to the industry of a study of this type," the report points out, "is best expressed by the cooperation consistently shown by employers in permitting representatives of the Bureau of Women and Children to review their pay rolls."

In conclusion the report says "An analysis of the weekly hours and earnings of nearly 17,000 men and women employed in 62 silk plants in Pennsylvania, a study representing one-fourth of the silk workers and 15 per cent of the silk plants in the State, brings out the following findings:

1. The pay period studied, the week of February 15, 1928, was representative of the industry in its busy season with wage payments and employment nearly attaining the peak for the year.
2. Three-fourths of the silk plants were working more than one shift.
3. Fifty hours was the scheduled work week of approximately three-fourths of the employees.
4. Only one-fourth of the men and one-third of the women worked their regular scheduled hours; men tended to be employed more and women less than their schedule. Nearly one-half of the men worked overtime, more than one-third of the women worked undertime.
5. The weaving department had the highest proportion of full-time work, dyeing and finishing the highest proportion of overtime, and throwing the highest proportion of undertime.
6. Almost one-fourth of the men worked 60 hours or more; the same proportion of women worked less than 44 hours.
7. The median weekly earnings were \$10 higher for men than for women; \$26.93 for men and \$16.29 for women. The extreme amount of overtime worked by men and the undertime worked by women only in part explains the difference in their earnings, for men and women working full time in the same occupational group had median earnings differing from \$3.18 in the throwing department of throwing plants to \$12.51 in the entering and twisting department of weaving plants.

8. The warpers, weavers, and twisters had the highest earnings. With the exception of these three occupational groups where the median earnings for men were as high as \$34.60 and for women as high as \$25.40, the median earnings for men consistently fell below \$30 and for women below \$15.
9. Overtime earnings did little to increase the median earnings of all men and actually lowered the median earnings of all women. While nearly one-half the men worked overtime, one-fifth of them worked 8 hours or more beyond their regular schedule, the median earnings of men employed overtime were only \$2.48 higher than the median earnings of men employed their regular full-time hours. Women working overtime had median earnings \$3.25 lower than the median earnings of women working their regular scheduled hours.
10. Undertime materially lowered median earnings. One-fourth of the men worked undertime and had median earnings which were \$8.06 less than the median earnings of men employed full time. There were 41 per cent of the women who were working undertime. This group, larger than the proportion of women employed full time, had median earnings of \$12.39 which must, therefore, be considered as more representative of women's earnings than the \$19.74 median earnings of women employed full time.
11. The median earnings in individual silk plants ranged from as low as \$3.41 to as high as \$54.50. In nearly one-third of the plants women received median earnings of less than \$14, in the same proportion of the plants men received median earnings of \$30 or more.

"A summary statement will serve to emphasize the outstanding problem which the silk industry must face, that of instability of employment. Extreme fluctuations in employment from month to month and year to year have long been recognized as a handicap to the silk industry. That similar fluctuations should occur in a single week of extreme activity in the industry may not have been so generally appreciated. In the weekly pay period studied, while the great majority of the plants were working double shifts, in some cases three shifts, the industry was not providing a full week's work for one-third of its employees, although it was requiring excessive hours of overtime from one-third of its employees. These extremes in overtime and undertime are not explained on the grounds of sex, for while men unquestionably worked the greater proportion of overtime, one-fourth of the men worked undertime and more than one-fifth of the women worked overtime. Nor were these extremes wholly the result of pressure of work in certain departments and slack work in others for every occupational group showed an appreciable amount both of undertime and overtime employment. Certain geographical districts showed more overtime, others more undertime, but in no district were the majority of the workers employed their full-time hours.

"The seriousness of instability of employment in the industry is the more acutely recognized with the evidence that undertime employment served to cut earnings to a greater extent than overtime employment increased them."

Canada

Alberta.

The sixth annual report of the Minimum Wage Board refers to the application by employers during the year for permission to work their employees overtime. Such requests were connected with the Christmas and other seasonal rushes, and were granted by the board on condition that the provisions under the various orders in regard to payment for overtime should be observed.

Five requests were received for permission to employ a greater number of apprentices than is permitted by the regulations. Investigations showed that

experienced help was not available, permission was therefore granted for the number necessary to meet the requirements of the industries.

A new order, that governing the canning of fruit and vegetables was issued during the year.

The number of businesses employing female help that were inspected during the year was 2,693. These businesses employed 7,903 experienced helpers and 945 learners. As the result of the inspections, 258 orders for adjustments of wages, 59 for adjustment of hours, and 31 for adjustment of staff, so that not more than 25 per cent would be in receipt of apprentice wages, were made.

There was an increase in the total number of females employed under all orders. The total increase under all orders was 1,908 or 27 per cent.

The inspectors found a number of females in receipt of wages less than the minimum rate, and a number who were working longer hours than the maximum fixed by the board. All wages and hours were adjusted by employers when the infractions were brought to their attention by the inspectors.

Three court cases were taken against proprietors of restaurants for failing to pay minimum wages, two convictions were obtained and the employer was ordered to pay back wages; one case was dismissed. (Labor Gazette, Canada, August, 1929.)

British Columbia.

Minimum Wage Board Reports for 1928.

The 11th annual report of the Minimum Wage Board of British Columbia, for 1928, shows that 9 orders have been put into force, and that these orders cover practically all women employees coming within the scope of the minimum wage act—19,377. The minimum weekly rates set by the board range from \$12.75 in the mercantile industry to \$15.50 in fish canneries.

In view of the number of workers affected by the rulings the percentage of employers who evaded the regulations is considered very small. Through pay roll inspections, personal visits by the officials and complaints of employees some discrepancies were found during the year. In the majority of cases employers paid the girls the arrears due them without recourse to court proceedings. Adjustments were effected through friendly negotiations conducted by correspondence or interviews between employers, employees, and officials of the board. By these methods the sum of \$3,202.11 was paid during 1928 to employees throughout the province. This amount represents the difference between what they should have received under the various orders and what they were paid by employers who were not complying with the law.

In fairness to the employers it is stated that this noncompliance was not always wilful. In some cases a slight misunderstanding of an order led to an inadequate wage being paid, in other instances employers coming into British Columbia from outside points failed to acquaint themselves with the regulations governing their particular industry or occupation.

During the period under review 8 convictions for violations of the act were obtained, 2 cases were dismissed, and 1 case withdrawn owing to the serious and continued illness of the material witness.

Of the total number of women and girls employed in the 9 occupations and industries under the act, 3,692 or 19.05 per cent were reported as receiving the actual minimum for their respective classes of work. In the higher scales of pay, it is noted that 11,904, or 61.44 per cent of all those reported, were listed as being in receipt of wages in excess of the legal minimum, leaving 3,781, or 19.51 per cent, who were paid below the minimum. This latter group, however, includes young girls and inexperienced workers for whom lower rates are set, and employees of experience whose working week was shorter than 48 hours, with a pro rata reduction in their remuneration.

The average weekly wage of all occupations for experienced employees over 18 years of age during 1928 was \$17.52, as compared with \$17.06 in 1927, and \$17.05 in 1926.

Commenting on the increase in wages since 1918 the report states that "while the Minimum Wage Board does not take all credit for the substantial increase in wages during this period, to the orders is largely due this noticeable rise. Other economic factors have contributed in a lesser degree to these increases, but the wage level has been raised and maintained chiefly by this protective legislation." The report observes that "as employees are also buyers, the higher their wages the more they can spend, and thus their money goes into circulation to give ^{impetus} to trade." (Labor Gazette, Canada, September, 1929.)

Male Minimum Wage Act.

A board to administer the new Male Minimum Wage Act of British Columbia was appointed during August. Under the provisions of the new act the board is authorized to fix a minimum wage rate for any occupation on receipt of a request from at least 10 of the employees concerned, but the board may also fix minimum rates on its own initiative. The first application for the establishment of minimum rates of wages was from members of the International Brotherhood of Teamsters, Chauffeurs, Stablemen, and Helpers. Appeals against rulings of the board may be taken in the courts. (Labor Gazette, Canada, September, 1929.)

Ontario

Minimum Wage Board Reports.

The report of the Minimum Wage Board of Ontario for 1928 shows that during the year arrears of wages due to a number of women were collected, 75 firms making such payments to 136 employees. The total amount collected was \$7,384.15 of which the largest to any one person was \$350, the average being \$54.29.

The board is accustomed to issue special permits for lower wages to handicapped workers or for variations or suspensions of its orders in certain emergencies. The number of firms to which such permits were issued in 1928 was 54. It is stated that the proportion of such permits is so small that the standards of wages are not affected, and at the same time the system of special permits provides a valuable degree of flexibility, enabling a number of women to be steadily employed who otherwise would be excluded from remunerative work. (Labor Gazette, Canada, August, 1929.)

Rigid Enforcement of Minimum Wage Act Is Urged.

The Trades and Labor Congress of Canada at its 45th annual convention held in August adopted a resolution instructing the Ontario executive committee to request the Minimum Wage Board of the province to strictly enforce the provision of the act against employers who dismiss or discriminate against employees who lay charges against employers for violation of the Minimum Wage Act. The convention also approved a resolution asking that the Quebec Minimum Wage Act be amended so as to include women and girls employed in commercial as well as industrial establishments.

Czechoslovakia

On May 31, 1929, the Czechoslovak Government approved the recommendation concerning the general principles of sickness insurance adopted by the International Labor Conference at its tenth (1927) session. (Industrial and Labor Information, July 8, 1929.)

Germany

By letter of June 10, 1929, the German Government informed the Secretary-General of the League of Nations, in accordance with paragraph 6 of Article 405 of the Treaty of Versailles that it had approved the recommendation concerning the application of minimum wage fixing machinery, adopted by the International Labor Conference at its eleventh (1928) session.

The communication states that the recommendation was submitted to the Reichsrat and the Reichstag as an appendix to the bill providing for ratification of the convention concerning the creating of minimum wage fixing machinery.

No special measures have to be adopted in order to apply the recommendations, since German legislation already complies with its provisions. The legislation which gives effect to the provisions of the recommendation consists of the Homework Act of June 27, 1923, and the orders issued in application of that act, particularly the order of November 28, 1924, relating to home workers' trade committees and the order of October 6, 1928, relating to wage registers and wage books. (Industrial and Labor Information, July 8, 1929.)

Great Britain

The formal ratification by the British Government of the convention concerning the creation of minimum wage fixing machinery adopted by the Industrial Labor Conference at its eleventh (1928) session, was registered by the Secretariat of the League of Nations on June 14, 1929. (Industrial and Labor Information July 8, 1929.)

Italy

A meeting recently took place at the Italian Ministry of Corporations between representatives of the Facist General Confederation of Banks and those of the National Confederation of Fascist Unions of Bank Employees for the purpose of interpreting certain clauses in the agreements arrived at between the two organizations.

It was decided that the revision of appointments according to the sliding scale should take place every six months, starting from the month of July, 1929, and the cancellation of the contract of employment of female employees on marriage, as laid down by the National Convention of Bank Employees and by the contracts of the undertaking itself, should remain annulled. The provision of clause 55 of the same Convention, in virtue which the female employee voluntarily leaving her employment in consequence of marriage has the right to a special bonus, remains in force. This provision further lays down that if the marriage of the woman employee takes place within three months from her leaving employment she will be entitled to half her monthly salary for every year of service. (Industrial and Labor Information, September 2, 1929.)

Japan

The Prohibition of Night Work

The prohibition of night work for young persons and women under the Japanese factory act came into effect on July 1, 1929, after a delay of 18 years from the time when the prohibition was laid down in the Factory Act for the first time. It affects more than 380 factories employing approximately 1,000 young persons and 196,000 women. Hereafter the Japanese cotton mills will be operated on a two-shift basis from 5 a.m. to 11 p.m., reducing the actual hours of work from 10 hours to 8½ hours a day.

To commemorate this event, Mr. Yamaguchi, acting chief of the Labor Division of the Bureau of Social Affairs, broadcast on the eve of the prohibition a message stating the significance of the prohibition of night work and emphasizing the need for the workers to profit by their increased leisure. Practically all the newspapers of the country devoted much space to comments on the enforcement of the abolition of night work.

Mr. Abe, Chairman of the Board of Directors of the Japanese Cotton Spinners' Association, published a declaration stating that the Japanese mill owners are not disturbed by the change of working hours, as a result of long preparation. He welcomed the abolition of night work, because it not only protected the workers' health but also promoted international good will. At the same time he expressed the fear that Japan's competitive position in the international market might be weakened by the introduction of the new method. The Committee on Women's Labor Problems of the

Japanese Association for International Legislation issued a statement, in which the committee expressed its earnest desire for the prompt extension of the hours during which night work is prohibited, and also of the scope of application of the prohibition, so that Japanese law might conform to the terms of the Washington Conventions concerning the prohibition of night work.

In commemoration of the occasion, many factories celebrated the day in various ways. The Industrial Association of the Okayama Prefecture has decided to consecrate July 1 as "health day," and to observe this day every year. For this year the association requested its affiliated factories to give a medical examination to all their employees on that day, and to start some sort of athletics for the improvement of their health. (Industrial and Labor Information, August 19, 1929.)

Poland

By letter of June 8, 1929, the Polish Government Delegate accredited to the League of Nations and to the Governing Body of the International Labor Office informed the Secretary-General of the League of Nations, in accordance with paragraph 6 of Article 405 of the Treaty of Versailles, of the steps taken by Poland to give effect to the recommendation concerning the general principles of sickness insurance, adopted by the International Labor Office at its tenth (1927) session.

The communication states that the legislation in force in Poland on the subject of compulsory sickness insurance (namely, the Compulsory Sickness Act of May 19, 1920) completely satisfies the requirements of the recommendation. The general principles of the policy followed in Poland as regards insurance are in harmony with those set forth in the recommendation; Polish experience has shown that these principles are those most likely to contribute to just, efficient, and rational management of sickness insurance. It should be added that the Polish Act extends to all parts of the republic except upper Silesia, where the provisions of Book II of the German Insurance Code of July 11, 1911, as amended by Silesian legislation and administrative orders, are still in force. (Industrial and Labor Information, July 8, 1929.)

Salvador

By legislative decree of June 13, 1929, an 8-hour day has been established for laborers in mills, factories, at ports, on railroads and in other transportation companies, and for employees in industrial and commercial houses. Fines of from 5 to 200 colones are provided for infractions of the law. An amendment to the law authorizes the executive to regulate the hours of labor of the employees and workmen of the State. (Bulletin, Pan American Union, September, 1929.)

NOTES

Consumer's League Studies Industrial Hazards.

During a preliminary survey made by the Consumer's League of Massachusetts over a period of three months, of the hazards in some Massachusetts industries where women handle poisonous material, 55 factories in the shoe, leather, rubber, candy, and a few miscellaneous industries, were visited and 35 women working with poisons were interviewed in their homes and in the factories. Doctors were consulted; hospital records were consulted; and conferences were held with employers. "A problem so common to many industries, so complex, and yet so little investigated," the League feels, "can not be solved in such a short period. This study is offered however, in the hope that it may, by presenting certain existing conditions, arouse to the need of immediate action to safeguard women workers exposed to industrial

poisoning. Moreover, it is offered to research workers in the field of industrial hygiene with the hope that it may suggest to them problems for extensive and intensive study."

Some manufacturers, the report points out, did not even know of benzol as an industrial hazard, yet in the Massachusetts General Hospital there were in 1927 six serious cases of chronic benzol poisoning, three resulting in death, and these fatalities had occurred among workers in the very industries where employers showed the greatest ignorance in the matter.

In tanning and leather finishing establishments, ~~where~~ in the spraying, seasoning (doping), and topping processes women are exposed to occupational health hazards. Chemicals, such as benzol, methyl alcohol and amyl acetate, contained in the lacquers, pigments and finishes have been proven definitely injurious to the health of workers.

Workers in the candy industry are liable to chocolate dippers' dermatitis, a skin irritation similar to eczema, to felons, worn fingers, tinosynovitis (dry wrist), dysmennorrhoea and colds. These latter ailments are common because of the necessarily low temperature in the chocolate rooms.

In some cementing processes in the boot and shoe industry, in the covering and breasting of wooden heels, and in the repairing and cleaning of finished shoes before shipment, women are often exposed to health hazards. Naphtha rubber cement, benzol cement, methyl (wood) alcohol, ether, and certain repairing dopes are the principal substances known by physicians in industrial hygiene to be injurious to the health of workers in these processes.

Cementers in the rubber industry and also the workers in or near rooms where toxic substances are used, are often exposed to health hazards. Benzol and naphtha rubber cement, often containing carbon tetrachloride to prevent inflammability, are counted among these toxic substances in proportion to the amount of benzol or naphtha used as a solvent. The fumes from bromine (used sometimes to give a shiny finish to rubber fabrics), carbon disulphide, and sulphur chloride (used in vulcanizing processes) are also health hazards.

The report lists States in which benzol poisoning is compensable and reportable, and also summarizes foreign legislation in regard to the exclusion of children, women and young persons from work exposing them to benzene vapor, and concludes with the following recommendations on the part of the Consumers' League of Massachusetts:

1. The establishment in the State Department of Labor and Industries of a Division of Industrial Hygiene under a competent industrial physician.

Some States have such a division to which are referred all industrial health problems. Intensive study of occupational diseases and preventive measures should be carried on by such a division as well as analysis of new chemicals with scientific experimentation as to the effect upon the health of individuals exposed to them. Printed instructions should be supplied to individual workers in various hazardous trades. Considering the health problems arising in modern industry, a physician, trained in industrial hygiene, is the logical person to cope with them.

2. Reestablishment, with adequate standards, of the position of Industrial Health Inspector in the Personnel Classification Service.

The classification of Industrial Health Inspector was dropped from the Reclassification for Personnel Service made in 1927, so that now there are no permanent standards of training or experience required, and no special civil service examination given for an industrial health inspector different from that of an ordinary health inspector.

3. Adoption of an industrial code regulating the use of benzol in industrial establishments.

The Department of Labor and Industries has several codes for safeguarding workers in hazardous occupations. A lighting code, sanitary code for washing and toilet facilities, rules and regulations for the painters' trade, and the operation of power presses and wood-working machinery have been adopted. Considering the hazard of benzol, it is equally necessary to have a code regulating the use of this substance.

4. Required medical supervision in all factories where workers are exposed to poisonous substances, with periodical physical examinations and blood tests of workers exposed to benzol.

5. The establishment of Industrial Clinics in hospitals and dispensaries in industrial centers.

The need for such clinics with records of cases is very great. The discontinuance last year of the Massachusetts General Hospital Industrial Clinic is considered by all interested in industrial problems as a retrogressive step.

6. More intensive and extensive research in the field of industrial hygiene. Closer cooperation between public and private agencies concerned with industrial health problems would be valuable. Industrial hygiene is little touched upon and affords an interesting and broad field for study.

7. More comprehensive study of industrial health conditions throughout the country by such Federal agencies as the Women's Bureau, Bureau of Labor Statistics, and the Public Health Service.

International Labor Office Issues Study of Women's Laws.

A recent publication of the International Labor Office bears the title "Laws relating to the work of women; A comprehensive study of the legislation relating to the employment of women in the States' Members of the International Labor Organization; with appendices containing tables and a summary of the State laws of the United States of America." The volume is mimeographed and contains more than 300 pages.

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

News Letter No. 61.

November 23, 1929.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY

Summary of 1929 Amendments to State Labor Laws for Women.

Although 1929 legislatures have made no changes in the maximum number of hours women in industry may be employed, a number of the States have amended their existing hour laws and also other types of laws.

In the number of amending acts passed, California leads. The hour law was amended by adding barber shops to the list of establishments affected and by the addition of the words "or industry," thus making the law apply to females "employed in any manufacturing, mechanical or mercantile establishment or industry, laundry, hotel," etc. Other amendments require employers to keep accurate records showing the names and actual hours worked of all female employees; increase from \$50 to \$100 the maximum fine for a first violation of the hour and seating provisions; and make liable for violations of both provisions managers, superintendents, agents and officers, as well as employers.

The law regulating the lifting of weights by women is extended to restaurants specifically, and to "any other establishment employing women." The maximum weight allowed to be lifted is reduced from 75 to 50 pounds. A new provision is added that prohibits the carrying of any weight of 10 pounds or over up or down any stairway, or series of stairways that rise more than 5 feet. Instead of a \$50 fine for every day's violation of this law, the penalty now provided for violations is a \$500 maximum fine or not more than 60 days in prison, or both fine and imprisonment.

The act establishing the industrial welfare commission is amended to require that employers shall keep pay-roll records showing hours worked daily and wages paid to women and minors. Any refusal to keep such records or make them accessible to the commission is a misdemeanor. Minors are defined as persons of either sex under 21 years of age but the Industrial Welfare Commission is not authorized to fix minimum wages or maximum hours for male minors between 18 and 21 years of age.

This law is further amended by authorizing the Industrial Welfare Commission to publish and distribute reports and bulletins covering its operations and proceedings and such other matter relative to its work as it may deem advisable. Under the old law only biennial reports of the commission's investigations and proceedings were authorized.

Kansas, this year, has created a commission of labor and industry to be composed of three members to be appointed by the governor. One commissioner, to be designated chairman, is to have active charge of the workmen's compensation act; one, designated commissioner of labor, is to have active charge of factory inspection, State mine inspection, the State bureau of free employment, and supervision of laws pertaining to women and children in industry. All such powers, authority, jurisdiction and duties of the public service commission are by this law transferred to the commission of labor and industry here created.

Maine's amendments exempt from the law regulating women's hours of work any telephone exchange where the operator during the night is not required to operate at the switchboard continuously but is able to sleep the major part of the night. From the provision requiring the posting of hour schedules telephone exchanges employing less than 5 female operators are now exempt.

Michigan has added an exemption from its hour law for student and graduate nurses in hospitals or nurses in fraternal or charitable homes.

In New Jersey, 1929 legislation has established in the Department of Labor, a bureau for women and children, the director to be a woman. This bureau is authorized

and empowered to make studies and investigations of special problems connected with the labor of women and children and to create the necessary organization and appoint an adequate number of investigators, with the consent of the commissioner of labor, and, under the supervision and control of the commissioner of labor, to enforce the laws, rules and regulations governing the employment of women and children.

Oklahoma, though it has had a law for many years prohibiting the employment of women underground in mines and quarries, has this year enacted a new law which reads that women and girls shall not be employed underground or in the operation of mines in the State, in any capacity other than clerical, and then only on top of the ground. The term "mines," the act says, means mines wherein lead, zinc, or other metals are sought or produced. All earlier acts in conflict with this, so far as they apply to such mines, are repealed. Violation of the 1929 law is a misdemeanor, punishable by a fine of not more than \$500.

In Pennsylvania, 1929 legislation requires any person violating any provision of the hour law to pay the costs of prosecution in addition to the fine imposed. Upon nonpayment of the fine (\$25 to \$50) and costs for a first violation of the posting and seating requirements, the offender shall be imprisoned, the amendment provides, for not more than 20 days; upon nonpayment of the fine (\$50 to \$200) and costs for a second or subsequent violation, he shall be imprisoned for not more than 60 days. Upon nonpayment of the fine (\$10 to \$50) and costs for a first violation of the hour and night work provisions, the offender shall be imprisoned for not more than 10 days; for nonpayment of the fine (\$25 to \$200) and costs for a second or subsequent violation, he shall be imprisoned for not more than 60 days.

Another act of 1929 in Pennsylvania amends the penalty provision for violation of rules and regulations of the Department of Labor and Industry by adding the costs of prosecution to the fine of \$100, and providing that upon nonpayment of fine and costs, the offender shall be imprisoned for not more than one month. Further amendment relates to enforcement procedure and to the powers and duties of the department in connection with its rules and regulations.

In Rhode Island an amending act removes from the jurisdiction of the law regulating women's hours of work in manufacturing, mechanical business or mercantile establishments, "women working by shifts during different periods or parts of the day in the employ of a public utility."

Utah has repealed its minimum wage act.

Wyoming's legislature of 1929 amended the seating and hour law for women of that State by requiring posting of the act in each establishment where women work, instead of in each room, as before.

A further amendment eliminates the words "or unusual pressing business or necessity demands it" but leaves the law otherwise as it was permitting overtime where an emergency exists, providing time and a half is paid.

New Jersey

Industrial Disease Investigation Bureau.

(Joint report for period January 1 to June 30, 1929, by John Roach, Deputy Commissioner of Labor, and Henry H. Kessler, M.D., Medical Director, Rehabilitation Clinic, Newark.)

The policy of establishing a medical unit for the investigation of occupational diseases had been under consideration by the New Jersey State Department of Labor for a number of years before definite action was taken that led to the creation of a bureau whose definite functions were to locate plants using toxic trade substances and after an engineering investigation of the premises and processes to give each employee a careful physical examination to determine, if possible, whether the work was affecting his health. It had been the practice of the Department of Labor for a long term of years, even before the compensation laws were extended to a group of occupational disease causes, to investigate reported cases and make the findings a

matter of official record. The investigation consisted of an engineering inspection of the premises where the person worked, a conference with either the superintendent of the plant or someone having official authority to answer questions, and a careful survey of the processes and materials handled. This kind of an investigation was lacking in thoroughness for until recently it has been assumed that many cases of occupational sickness were either not discovered or unreported so that the few cases that did come to the attention of the Department of Labor were not conclusive as proving that particular occupations were causing definite health losses.

The value of a more thorough investigation under the direction of competent medical supervision and in accordance with approved industrial medical practices is apparent, when it is realized that a more accurate and complete picture of the health of workers in an establishment can be secured by a thorough physical examination of all persons exposed rather than by placing too much dependence upon occasional reported cases of sickness the diagnoses of which, at least in the past, were often made by medical men who had given little or no attention to diagnostic symptoms of occupational cases.

The practice of the new bureau that has been operating since January, 1929, is to have the Field Director (who has a personal knowledge of the industrial activities of the State that may expose workers to sickness) outline the occupational groups that may need physical examinations, make contacts with the plants securing permission for these examinations to be made, and in general to act as a liaison officer between industry and the medical side of the bureau itself.

The Technician, after a contact has been made, visits the plant and does the actual work of taking blood samples, compiling a trade history of each case which includes, of course, an accurate employment record. The blood samples are examined by the laboratory expert who reports her findings to the medical director.

The Medical Director visits all of the plants where examinations are to be made, becomes familiar with the trade exposures, and, in instances, where it is deemed necessary, he makes the physical examination of workmen on the premises. In addition to the actual field medical work doubtful cases of occupational disease are referred by the field director to the medical director who makes a thorough physical examination which in addition to its health aspects is often a determining factor in deciding whether the person is entitled to compensation payments. Under the law in New Jersey, a definite group of occupational causes has been placed under the Workmen's Compensation Laws as follows: Anthrax, Poisoning by Lead, Mercury, Arsenic, Phosphorus, Wood Alcohol and Chrome, Benzene and its homologues, and all derivatives thereof, Caisson Disease and Mesothorium or Radium Necrosis. All the medical features of the work are under the direct supervision of the medical director.

The services of the Consulting Chemist are requisitioned in instances where trade substances are used the toxicity of which is reported either in vague terms or of which there is very little general medical knowledge.

Although the Occupational Disease Investigation Bureau has been in existence for a little less than five months it would be interesting to summarize the activities of the bureau during this time. These activities may be classified into: (1) Investigation, (2) Physical Examination, (3) Education.

Investigation.

Twenty-nine plants were visited for the purposes of inspecting the premises as to the existence of occupational health hazards, and also to familiarize ourselves with conditions in the respective industries. Of these twenty-nine, 10 were in industries where benzene, its homologues or its derivatives were used, 11 were in industries where lead and its products were used, 7 were in industries where mercury in some form was used, and 1 was in an industry where chrome poisoning was a health hazard.

The wide variety of industries in which benzole was used is attested by the fact that we found it used in dye plants, perfumeries, chemical plants, and in artificial leather manufacture. Following recommendations of the Department of Labor that benzole be eliminated in industry due to its poisonous qualities, most plants with a few exceptions carried out these recommendations. We found one or two plants still using benzole in varying amounts. An investigation was carried on of the workers in several of these places where benzole was still used. This investigation consisted of a complete physical examination of all workers in the plant, including a complete blood examination to rule out the possibility of benzole poisoning. The report of this investigation will be described later.

Of the lead plants visited we found men exposed to lead in various industries such as smelters, as in the making of reflectors, storage batteries, chemical industry, pottery, lead color and tetra-ethyl lead. It was interesting to note the varying procedures adopted by the different industries for the industrial control of lead poisoning, the complete lack of uniformity of standards for such control, and we were called upon to recommend certain standards of control which would include not only safe practices in the plant operation, but also a plan of medical supervision that would discern the early cases of lead poisoning before they were sufficiently bad to cause permanent changes. Of the plants visited where mercury was used four were hat factories, one was a chemical plant, one a thermometer plant, and one a storage battery plant. Despite the fact that chronic mercurial poisoning was considered a thing of the past in hat factories it was quite evident that many of the workers were still suffering from the disease. Tremors (shakes) were common in a large proportion of the men seen in these shops. A program of medical supervision for these plants has been developed and offered to the plant management as well as to the individual workers.

Physical Examination:

Physical examinations were performed at the Rehabilitation Clinic, 9 Franklin Street, Newark; at the plant premises in four instances; at the Newark City Hospital; and in the Irvington General Hospital. Each case received a complete clinical and physical investigation of the entire system along with a complete blood and in many instances urine and feces examinations, where indicated. In this way it was possible to make an accurate diagnosis, thus avoiding error due to incomplete data. The information given to us by the laboratory data was found invaluable, and in many cases not only corroborated the clinical findings but was sufficient to make a diagnosis in itself. Cases were referred to the clinic by the plants, directly, by individuals, by the field director, by hospitals, and by physicians. Through the cooperation of hospitals in Essex County the medical director of each hospital has been advised to report to our bureau all occupational disease cases and has also accorded us permission to visit and examine those cases.

Two important studies were made; one in a plant where benzole was used, and one in a lead color plant. Of 89 workers exposed to benzole in the artificial leather industry, 10 were found with symptoms strongly suggestive of chronic benzole poisoning indicating the insidious nature of this poisoning and the need for proper safeguards through periodic medical supervision and the examination of the affected worker. The report of the National Safety Council Committee on Benzole Poisoning indicated the value of a blood count as an important aid in the diagnosis. This was borne out in our experience. In the lead color industry out of 21 men examined 8 were found to be suffering from active lead absorption despite the fact that they were wearing respirators. These respirators, which were of the ordinary type, consisting of a small rubber mask with a piece of filtered paper over a wire gauze netting, were found to be inadequate in the prevention of absorption of lead dust. Recommendations for a proper type respirator with an air line were made and have been carried out in one plant.

Education.

The purposes of this Occupational Disease Inspection Bureau are to study scientifically the cases of occupational diseases and to spread its knowledge among physicians, employers, and employees. Secondly, to contact with all workmen apparently or decidedly affected by occupational diseases in order to establish the diagnosis as well as to examine systematically all workmen engaged in industries that are exposed to health hazards. With the exception of those physicians who are engaged in industrial practice the rank and file are unfamiliar with the unhealthful conditions that obtain in industry and the diseases resulting therefrom. This results in occupational diseases being called by other names making treatment unsatisfactory because of the lack of diagnosis. Furthermore, compensation rightfully due workmen affected by occupational diseases is often denied them because of the lack of information on the part of the attending physician in ascribing the symptoms to conditions outside his employment. The past few years have seen the onset of new occupational poisons or new forms of old occupational poisons such as tetra-ethyl lead, benzole and radium. The presence of such a technical bureau as this is of considerable help in initiating control investigation to ascertain the exact cause of all specific industrial illnesses. These insidious poisons have a definite effect upon the health of the worker and his working efficiency, and furthermore may even affect his life expectancy. The information obtained through the bureau is available to the family physician. No treatment is attempted at the bureau. The physician may avail himself of any material or information or any of the facilities that the clinic may have at its disposal. Free blood counts and other laboratory work are included in this material placed at his disposal. In order to enlarge this idea of popular propaganda both among the laity and medical profession, a museum is contemplated which will contain plaster models of various occupational diseases, tables, charts, and photographs of affected workmen and dangerous health hazards.

The progress of any community depends not only upon the advancement of its economic resources but also upon the state of happiness and health of its constituents. Through these preventive measures the Occupational Disease Inspection Bureau, by actual field work, medical examinations, blood examinations, personal advice, inspection, investigation and popular propaganda, hopes to educate the public to the inherent health hazards in industry and so save them from the inevitable disability and invalidity that might result from them. (Industrial Bulletin, New Jersey Department of Labor, September, 1929.)

Night Work Law Enforced.

A report of activities of the new Bureau for Women and Children, of the New Jersey Department of Labor, states that in five cases of violation of the law prohibiting night work for women, the law was complied with after a reasonable allowance of time for adjusting plant operations. "Compliance with the law and the carrying out of its provisions is the aim of the department, and violators will be summarily dealt with when orders are not carried out. Drastic measures have not been necessary, however, and we hope that litigation and prosecution can be replaced by law observance and cooperation in the majority of cases." (Industrial Bulletin, New Jersey Department of Labor, September, 1929.)

Canada

Nova Scotia.

The Christian Science Monitor of November 11, 1929 reports that the first business meeting of the recently organized Women's Federated Trades Union, held at Halifax, November 15, passed a resolution favoring a minimum wage law for women in Nova Scotia and appointed a committee to further its adoption.

Germany

Effects of German Labor Legislation for Women.

Else Lüders, Oberregierungsrat in the Federal Ministry of Labor, Berlin, in an article in the September issue of the International Labor Review, discusses the effects of German labor legislation on the employment possibilities for women. After considering the several types of special legislation and pointing out that the general occupational censuses and the statistics given in the annual reports of the industrial inspectors clearly show that there has by no means been a displacement of women workers in Germany because of such legislation, which has been extended continually by acts and orders since 1878, she says in conclusion: "When we remember the long and difficult years of struggle in the course of the last century before the idea of labor protection was accepted at all, and the strong opposition the employers always put forward to every fresh development of the protection of female workers, then it seems almost ridiculous for the leading women of the Open Door Council to appeal to the women of all nations for the 'launching of the new international adventure,' i.e. in particular, the campaign against special legislation for the protection of female workers. It is true that there are still very many 'closed doors' which can and must be opened for women, such as their admission to higher and the highest posts, the promotion of the factory worker to the position of forewoman or works manager, etc. If the Open Door Council directs its campaign towards opening of such doors, then it will be welcomed; but to combat special legislation for the protection of female workers is not opening doors, but tearing a safety net. This net has been woven by dint of long and painful toil, and the meshes should rather be made smaller, and not wider, in order to protect female workers from the prodigal exploitation of their womanhood and motherhood."

Great Britain

A private members' bill promoted by Labor to make it incumbent upon employers in Britain to give every member of their staffs eight days' holiday annually on full pay has received a second reading in the House of Commons.

On closure, the motion, taken after five hours' debate, in which the Conservative members opposed the bill as calculated to handicap industry was carried 184 to 63, and the measure was given a second reading without further division.

In the course of the debate John J. Lawson, secretary to the Ministry of Labor, said the Government accepted the bill's intention but was conscious that the question concerned could not be dealt with in such simple terms. This was taken to mean that facilities are not to be given to enable the measure to become law.

The Daily Herald, the Labor organ supporting the measure, says the eight days' break has not come yet, but is "a great deal nearer." The Daily Telegraph, Conservative, says the Government statement is "an interesting illustration of the difficulties of Socialism in office in explaining to Socialism out of office that the possibilities of giving everyone a good time by law are severely limited." (Christian Science Monitor, November 16, 1929.)

Greece

At a meeting held on July 25, 1929, at which Mr. Venizelos presided, Mr. Zaccas, Director of the Labor Section in the Greek Ministry of National Economy, gave an account of the discussions which took place at the Twelfth Session of the International Labor Conference, which he attended as Greek Government delegate.

Mr. Zaccas reported that he had informed the conference of the intention of his Government of taking steps as soon as possible to provide for strict enforcement of the conventions relating to the protection of women and children.

A discussion took place on the steps which the Government proposed to take for the benefit of the workers, with special reference to social insurance. According to an official communication issued after the meeting, a Bill on this subject has

been drafted and submitted to the Social Insurance Section of the International Labor Office for examination. The Bill has also been submitted for approval to representatives of employers and workers, and will be introduced in the Chamber in October. (Eleftheron Vima, July 26, 1929; Industrial and Labor Information, September 23, 1929.)

India

The Royal Commission appointed "to inquire into and report on the existing conditions of labor in industrial undertakings and plantations in British India, on the health, efficiency and standard of living of the workers, and on the relation between employers and employed, and to make recommendations," has issued a schedule of the subjects falling within these terms of reference which appear likely to engage the commissioners' attention in the course of their inquiry, and on which they invite evidence.

The schedule, which is not intended to be exhaustive, comprises 146 headings divided into 18 sections:

1. Recruitment includes such questions as migration, employment agencies, unemployment, and recruitment for Assam.
2. Staff Organization includes training of supervisory staff, works committees, time-keeping and piecework registers, and subcontracting.
3. Housing covers public and private building, rent-rates, subletting, eviction, and the moral effect on the worker of industrial housing conditions.
4. Health questions include those of birthrate and infant mortality, working conditions, provision of medical facilities, supervision, control of humidification in cotton mills, industrial diseases, sickness insurance (including "suitability of International Labor Convention"), and maternity benefits.
5. Welfare covers the provision of educational facilities by employers, the possibility of provisions for old age and incapacity, cooperation, and the possibility of a Miners' Welfare Fund.
6. Education relates in part to facilities for industrial and vocational training.
7. Safety. Inquiry is proposed into existing regulations, incidence of accidents, causes, prevention (including "Safety First" propaganda), first-aid, inspection, and effect upon safety of hours, health, light and working conditions generally.
8. Workmen's Compensation includes the operation of existing legislation and the possibility of improvement, including the question of compulsory insurance by employers.
9. Hours is divided into four subsections—factories, mines, railways, and other establishments. The subjects scheduled include the effect on the workers and on industry of the 60-hour week in factories and of the restricted hours in mines, and the extent of the application to railways of the conventions concerning hours and rest days.
10. Special Questions relating to Women, Young Adults and Children include the admission of infants to factories, the suitability of existing regulations affecting women and children, facilities for apprenticeship, extent of "blind alley" employment, the double and single shift systems as affecting the health of women, young persons and children, and the question of the exclusion of women from work in mines.
11. Special Questions relating to Seamen and Workers comprise hours of work, rations and accommodation, articles of agreement, etc., and the provisions and possible revision of the Indian Merchant Shipping Act.
12. Wages, include among 16 subjects scheduled, prevailing rates and average earnings, movements in recent years, payment in kind, payment through middlemen, method of fixing wages, basis of payment for overtime and Sunday work, possibility of statutory establishment of minimum wages, fines and other deductions, period of payment, indebtedness, bonus and profit sharing schemes, annual or other leave, and the desirability of the Fair Wages Clause in public contracts.

13. Industrial Efficiency of Workers covers the questions of changes in recent years, comparative efficiency of Indian and foreign workers, influence of various factors (use of machinery, physique, climate, etc.) on comparisons, effect on production of such factors as changes in working hours, housing, legislation, alcohol and drugs, etc., and possible methods of securing increased efficiency.

14. Trade Combinations include the extent and effect of organization of employers or employed, nature of trade union activities, attitude of employers towards trade unions, operation and possible amendment of the Trade Union Act, 1926, methods of negotiation and attempts at cooperation between employers and employed, and the position of State employees in relation to the general trade union movement.

15. Industrial Disputes comprise the extent of strikes and lockouts, conciliation and arbitration machinery, operation of the Trades Disputes Act, and the attitude of the Government towards trade combinations and industrial disputes.

16. Law of Master and Servant covers in part types of contract of employment commonly in use, together with the operation of certain special labor acts.

17. Administration includes in addition to factory and mines inspection and inspection of plantations, docks and other industrial establishments, "the International Labor Organization; ratification of conventions and action taken; its effect on legislation, etc."

18. Intelligence. Under this head, are specified the questions of the extent and use, method of collection and degree of accuracy of existing statistics, the possibility of improvement in statistics, the nature and results of cost of living inquiries, and the future developments necessary.

The commission, it is unofficially announced, will meet at Karachi on October 13, 1929, and will continue to work until the latter part of March, 1930. They expect to visit all the leading industrial centers and probably all the provincial capitals in the course of the cold weather of 1929-1930.

It is also stated that, for the purpose of the inquiry into questions relating to women and child workers, the commission will co-opt Indian women for local investigations. It is further proposed to enlist the help of assessors representing the interests of employers and workers in connection with the inquiry. (Industrial and Labor Information, September 23, 1929.)

Spain

Spanish Law on Maternity Insurance.

Compulsory maternity insurance was established in Spain by a law passed March 22, 1929, the provisions of which differ considerably from those of the provisional decree on the same subject of August 21, 1923. The purpose of the law, like that of the decree, is to give effect to the international draft convention on the protection of maternity ratified by Spain in 1922.

According to the new law all wage earning women between the ages of 16 and 50, except those in domestic service, must carry maternity insurance. Each insured woman will pay 7.50 pesetas (about \$1.50) annually, and her employer will pay an equal amount. The State is to contribute to the insurance fund 50 pesetas for each confinement and other unspecified amounts for nursing benefits.

Every insured woman is entitled to medical aid and medicines during pregnancy and confinement and to a weekly cash benefit for the 6 weeks following her confinement, during which she is required to stay away from work. Her place must be kept for her by the employer for a certain length of time. Upon presenting a physician's certificate of pregnancy, an insured woman has the right to stay away from work for the 6 weeks before her confinement, and a benefit is paid during that time also.

The amounts to be paid as benefits will be set in subsequent regulations. The law also provides for the establishment of a Maternity and Infancy Fund (Fondo Maternal e Infantil) to be used for establishing new maternity and infancy health centers and for aiding those already in existence. The resources of the fund will consist of a certain percentage of the premiums paid by the insured women and of donations from public and private sources.

When the available resources permit, a cash benefit may be paid beyond the prescribed period if the mother is ill as a result of childbirth, or if the mother loses her employment through such illness, or if the child is ill.

The general administration of the law will be in the hands of the National Provident Institute, which administers also the law on old-age pensions. To see that the women are given the medical aid, the cash benefit, and the rest period prescribed by law, local maternity insurance organizations will be established in certain cities. In other places local administration of the law will be carried on by certain approved mutual aid societies, public child welfare boards, public boards of education, or public health boards, in which the insurance organizations, the workers, and their employers must be represented.

The law prescribes fines for employers and employees who fail to comply with it. (Gaceta de Madrid, March 24, 1929; American Journal of Public Health, September, 1929.)

NOTES

U.S. Laws for Women Workers Cited as Example for Dutch.

The News Service of the National Catholic Welfare Council of recent date carried the following item from their Louvain correspondent:

In the diocese of Harlem, Holland, Bishop Aengenent has confided the social women service work to the Ladies of Nazareth, a recently founded religious community whose members follow their own individual tastes in dressing and do not change their names upon entering. It's not what we are accustomed to from the religious communities of women, nor is it the only departure from accepted conventional regulations; for I have before me a two-column leader from a political daily signed "Mia Van der Kallen, of the Ladies of Nazareth." It's a plea for a Women's Bureau in the Dutch Ministry of Labor, modeled after the bureau organized in the United States by the vote of the Kenyon-Campbell bill in June, 1920.

Mia Van der Kallen, who does not appear to fear public comment for venturing to vent her views on social matters in the political press, evidently has made a thorough study of women's labor conditions in the United States and of the work accomplished for American working women by Miss Julia Lathrop, Miss Marie Obenauer, Miss van Kleeck, Miss Mary Anderson and others who have prepared the way for organization of the Women's Bureau at Washington. She concludes her long and interesting article as follows:

"In many matters our old world has conferred upon itself a certificate of superiority, which I am not prepared to contest. There is one point, however, in which America is unquestionably far ahead of us; had Europe known in 1914 its United States of Europe, all the differences probably would have been settled at a tempestuous session of the Geneva Congress. Far too late has Briand placed the Etats Unis d'Europe upon the Hague program.

"Next to this one point, upon which America may well read a lesson to Europe, there are quite a number of others, upon which, however, much opinion may differ. It must be admitted that the New World gathers experience much sooner than we do over here and that there is a lot to learn from these American experiences by us Europeans."

The congregation of the Ladies of Nazareth, to whom Msgr. Aengenent entrusted in his diocese--abode of more than one-half of all the Holland factory and shop girls--the organization of these girls, has thought it proper to carry out this order not only through the practise of Christian charity in "The Grail," but also through research work and informing study.

One of the first results of their study they beg to jot down in this first article of their program: "We stand for an autonomous Women's Department in our Ministry of Labor, for a department entirely filled by women."

At present, amidst the army of men officials in the Department of Labor the assistant women inspectors may be counted upon the fingers of one hand.

American Association for Labor Legislation.

The 23d annual meeting of the American Association for Labor Legislation will be held in New Orleans, December 27-28, 1929. Important among the topics for discussion are employment problems of the older workers, aims and methods of legal research, labor injunctions and equity courts, workmen's compensation and methods for stabilizing employment. Joint meetings will be held with the American Political Science Association, the Association of American Law Schools, and various local organizations. Besides the president of the American Association for Labor Legislation, Thomas I. Parkinson, presiding officers for the sessions will include Mary Anderson, Director of the U.S. Women's Bureau, Morton A. Aldrich, Tulane University, Francis S. Philbrick, University of Pennsylvania Law School, Charles H. Behre, Chairman, Manufacturers Bureau, New Orleans Association of Commerce, Frances Perkins, Commissioner of Labor, New York, and John A. Lapp, Marquette University, Milwaukee.