

Newsletter - 1930

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

News Letter No. 62.

January 15, 1930.

Massachusetts

A resolution introduced in the Massachusetts House of Representatives by Representative Arthur P. Crosby, of Brookline, would create a special commission to be appointed by the governor to investigate conditions relating to the employment of women throughout the Commonwealth. Under the provisions of the resolve the commission would consist of three members, two of whom would be women. The resolve further provides that the commission "shall ascertain the number of married women engaged in gainful occupation, their financial condition, and the questions as to whether they have other means of support for their livelihood, to the end that more general employment be established for single women, whose circumstances are needy, rather than for those who have other means of support." (United States Daily, December, 12, 1929.)

New Jersey

Reporting on the work of the New Jersey Bureau for Women and Children, in the October issue of the Industrial Bulletin published by the State Department of Labor, the Director of the bureau says with reference to the night-work law: "As was reported heretofore, several large firms have been brought into line and it remained for the smaller offender to be dealt with. This is gradually being accomplished, and during the past month about 20 small firms, after being called before the department for a hearing, discontinued the practice. The bureau has maintained that only through cooperation of all concerned can the desired results be accomplished, and this stand has proven to be the correct one, as in almost every instance immediate cooperation has followed a straight-from-the-shoulder talk to the employer by the Commissioner of Labor and the Director. In each instance it has been made clear that only one warning would be issued, and that prosecution would be the result of a second offense."

New York

Office Worker's Earnings.

That average weekly earnings for office workers in representative New York State factories reached a new high point of \$36.94 in October, the gain over October, 1928, amounting to almost 60 cents, is reported by the Bureau of Statistics and Information of the State Department of Labor, in its Industrial Bulletin for November, 1929. These conclusions are based upon figures of office forces and pay rolls submitted regularly by firms on the fixed list for the "Labor Market" analysis. The tabulation is made every October and covers only office help in the manufacturing plant. The report continues:

The general trend of earnings has been steadily upward, true for the separate industries as well as all combined. October, 1929, marked the high point in all but three of the industries. The only large drop this year occurred in the public utility group where earnings fell over one dollar from last October, due mainly to one firm.

In the ten years under consideration, the whole level of pay has been gradually raised but the increase in the various industries has not been the same. The range between the different industries has broadened from \$26.10-\$34 in 1920 to \$29.34-\$42.68 in 1929. It is unwise to make comparisons among the different industries, since the distribution of the higher salaried supervisory and technical staff and the lower paid clerical force varies. The printing and paper goods industry may be pointed out as showing the greatest actual gain since 1920, an industry where a large part of the office consists of other than clerical help.

The question arises over the variation in earnings as to how much the prevailing wage scale in the shops influences office earnings. To a greater degree than in the shops, office work is the same from one industry to another. Do industries which are well known to pay on a low scale in the shop carry this over into the office? What effect does greater organization of shop workers in certain industries have upon salaries of office workers? Unfortunately the firms do not separate office figures into type of work done, so that no conclusions of this kind can be drawn.

A cursory glance at the men's and women's average weekly earnings in factory offices indicates that men earned more than women in any and every industry, roughly twice as much. . . Office men earned on the average between \$40 and \$60 while women received between \$20 and \$30.

The prevailing wage level for both men and women office workers was higher in New York City than up-State. This has been found true also for shop workers. Every New York City industry paid \$5 a week more on the average for office women than up-State. Some up-State industries showed higher earnings for men than New York City, because of a greater proportion of supervisory and technical workers.

No year to year comparison is made of earnings for men and women, since it is not possible to secure this information every year from identical firms. But the movement is upward for both.

Office workers on the whole fare better than shop help. A comparison of average weekly earnings shows that firms pay more for office work. Added to this is the regularity of office employment and consequently fewer changes in pay. A glance over the firms' reports indicates that offices generally work a shorter day than shops. (Industrial Bulletin, New York State Department of Labor, November, 1929.)

#### Legislative Program of State Federation of Labor.

Included in the legislative program for 1930 adopted by the New York State Federation of Labor are the following items:

Enactment of legislation to provide no injunction shall be issued in an industrial dispute until after a hearing in court with both parties present and participating in such hearing; and further providing that any person accused of violating such injunction shall be entitled to jury trial as a right.

Establishment of a State-administered compulsory old age pension law, based on the payment of not less than \$30 a month to men who have reached the age of 65 years and women who have reached the age of 60 years, with proper exemptions of other possessed minor income, and complete exemption of income derived from pension funds maintained by labor organizations from contributions of members.

Provision for establishing an exclusive State insurance fund as the only carrier of workmen's compensation insurance in this State, except such insurance as is supplied for public employees from public funds.

Amending workmen's compensation law so as to provide that all workers disabled by diseases contracted in or caused by their employment shall be compensated in the same manner as if disabled by accidental injury, and increasing the maximum of weekly payments to \$25 in all cases.

Amending the antimonopoly law by inserting the declaration that "the labor of a human being is not a commodity or an article of commerce" within the meaning of the law.

Increasing the number and compensation of safety inspectors employed by the State Department of Labor to inspect workshops, machinery, underground and surface construction and electrical installation and power wires, so as to diminish the hazard of accidental injury to workers.

Enactment of amendments to existing compromise 48-hour-week law for employed women and minors (interpreted by court decision to mean from 49½ to 51 hours a week) so as to establish a genuine 48-hour-a-week law.

Regulation of private fee-collecting employment agencies so as to end the abuse of shipping workers to points where there is no employment fitted for them, and to abolish extortionate fees and corrupt collusion with persons engaging workers temporarily.

#### Governor Urges Laws for Women.

A minimum wage law and revision of the hour law for women again are recommended by the Governor of New York in his message to the legislature. That section of the message relating to labor reads as follows:

Labor legislation must keep step with changing developments in industrial life and with forward steps in social welfare.

I recommend to you the following program:

1. The inclusion within the coverage of the workmen's compensation law of all diseases arising from occupational tasks--in other words, making last year's law a real law.
2. A genuine 8-hour day and 48-hour week for women in industry, not the present counterfeit which masquerades under this title.
3. The establishment for women and children of an advisory minimum or fair wage board.
4. A raising of the limit for compensation to \$25 per week so as to include all types of disabilities. The present distinction between partial and total disabilities is arbitrary and without reason.
5. Regulation by the State of fee-charging employment agencies.
6. Declaration in the form of a statute that the labor of human beings is not a commodity or an article of commerce.
7. Prohibition against the granting of temporary injunctions without notice of hearing in industrial disputes, with provision for trial before a jury of any violation of injunctions when granted.
8. Last year I signed a new multiple dwellings bill because it offered a definite step in advance. It still has certain defects which should be remedied. We should look to improved legislation over a period of years in order to abolish dark rooms and provide fair minimum of sanitary provisions in all tenement houses.

Canada

Nova Scotia.

The Women's Federated Labor Union, at a meeting at Halifax, Nova Scotia, in November, appointed a committee to make a survey of wages and working conditions of women workers. The information thus obtained will be used later in urging the provincial government to give effect to the minimum wage for women act, which was enacted by the legislature in 1920, but has not yet been proclaimed as being in force. (Labor Gazette, Canada, December, 1929.)

Belgium

A Belgian decree of 26 July 1929 amended in certain respects the decree of 10 October 1923 relating to hotels, restaurants and other licensed premises, as regards the hours of work of women employed.

Women employed in responsible positions, such as cashiers, may work until 1 a.m. One out of every 5 chambermaids, or one in each establishment, may work until midnight. On seven days in the year, all the adult women regularly employed in the establishment may work between 10 p.m. and 5 a.m., provided that an interval of 11 hours is observed before they are called on to resume work. Work done after 11 p.m. in accordance with the provisions of the decree will be paid for at double rates. (Revue du Travail, August 31, 1929; Industrial and Labor Information, November 11, 1929.)

India

In the Indian Council of State on 24 September 1929, Mr. T. Ryan (Industries and Labor Secretary) moved a resolution recommending the Governor-General in Council not to ratify the convention concerning the creation of minimum wage fixing machinery, adopted by the International Labor Conference at its 11th session (1928), or to accept the recommendation concerning the application of minimum wage fixing machinery adopted at the same session.

The resolution was discussed in the Council of State on 26 September 1929, when Mr. Ryan explained that the resolution was placed before the Council in accordance with Article 405 of the Treaty of Versailles, which required the Draft Conventions or Recommendations of the International Labor Conference to be brought before the competent authority or authorities for the enactment of legislation or other action at the latest 18 months from the closing of the session of the Conference. The Government of India has not brought this Convention and Recommendation before the legislature earlier because it had thought it best to await the publication of the terms of reference of the Royal Commission on Labor (The Whitley Commission). The question of minimum wages boards had not been specifically included in the list of subjects upon which the Royal Commission had invited evidence. The view of the Government of India was that, whatever final decision might be taken at the proper time, it could not be taken at present. He reminded the council that at the Conference Mr. Paranjpye had made it clear that the Government of India would observe a neutral attitude, because it had not got the necessary material to justify its coming to the conclusion that the establishment of wages boards in India was at present practical, or that, if established, they would be certain to be beneficial. The resolution was therefore purely temporizing.

After a debate in which numerous members took part the resolution was adopted by 20 votes to 10. (Council of State Debates, v. 2, no. 6 p. 224-227; no. 8 p. 302-314; Industrial and Labor Information, November 18, 1929.)

Latvia

The Latvian Ministry of Social Welfare submitted to the Cabinet on 11 September 1929 a bill for the approval of the convention concerning the creation of minimum wage fixing machinery and the recommendation concerning the application of minimum wage fixing machinery, adopted by the International Labor Conference at its 11th session (1928). (Industrial and Labor Information, November 18, 1929.)

PERSONNEL

New York

Miss Esther Midler has been appointed head of the Home Work Division of the New York State Department of Labor.

NOTES

Hillman Fellowship in Economics and Industrial Relations.

The establishment of a graduate fellowship at the University of Chicago by the Chicago Joint Board of the Amalgamated Clothing Workers of America has recently been announced. This fellowship, providing \$1,000 for unrestricted research in industrial relations, is to be known as the Hillman Fellowship in Economics and Industrial Relations.

Occupations for College Women.

"Occupations for College Women; A Bibliography" has recently been issued by the Institute of Women's Professional Relations. The bibliography, which is extensive, was prepared by Chase Going Woodhouse and Ruth Frances Yeomans and published by the North Carolina College for Women as Bulletin No. 1.

Women in Gainful Occupations—1870 to 1920.

Under this title Doctor Joseph A. Hill, of the U. S. Bureau of the Census, has just issued Census Monograph IX—"A study of the trend of recent changes in the numbers, occupational distribution, and family relationship of women reported in the census as following a gainful occupation." This is the second special study of women in gainful occupations made by the Bureau of the Census, the first—"Women at work"—having been issued shortly after the census of 1900.

The Older Woman in Home Economics.

As to the status of the older woman in home economics Daisy A. Kugel, of Spelman College, Atlanta, Ga., has the following to say in the December issue of the Journal of Home Economics:

The growing disesteem in which older men and women are held in industrial and professional work and the constantly increasing difficulties they meet in securing employment present a problem which is giving real and increasing concern to students of social and economic questions. That it affects the home economics profession is evident from the fact that mature home economists of broad experience, superior ability, and excellent education seek anxiously for months for an opportunity to earn a living and render worthy service to society, and that when they do secure a position, the salary and responsibility are frequently not at all commensurate with their ability and previous professional standing. The present study was undertaken to get at whatever facts could be ascertained. It was hoped that from these facts conclusions might be drawn that would furnish helpful guidance material for college students and councilors as well as for older women in home economics.

To secure the desired information, questionnaires, interviews, and correspondence were employed. The questionnaires were sent to employers of home economists in public schools, colleges, and extension work, and to employment agencies for teachers, dieticians, and other professional workers. The 260 questionnaires returned came from 215 employers who have in their employ 5,668 home economists, living in 48 different States and territories and 93 cities, and from 45 agency or placement managers. In addition the writer interviewed 31 managers of commercial employment and welfare agencies in New York City. Correspondence was engaged in with anyone from whom it was thought that information could be obtained. The facts learned by these means would seem, therefore, representative of the country as a whole.

The investigation shows that the sentiment against older women in home economics is very general, at least in regard to teachers, extension workers, and hospital dieticians. Among those reporting, 58 per cent of the college administrators, 56 per cent of the city school employers, and 61 per cent of the directors of extension follow a definite policy of age limitation in the employment of new people. In cases in which the upper age limit is fixed by law or school regulations, the mean is 44.5 years—a seemingly low limit to establish legally. The mean age limitation as fixed by custom or opinion is 34.6 years. It seems strange that, according to prevailing custom, old age should begin shortly after the thirty-fourth birthday, in this period when the discrepancy between young and old in dress, manner, and thinking is less than ever before.

The objections to the older women are based on personality, fear of physical disability, and the belief that her professional ability is less than that of the younger woman. The undesirable personal qualification most frequently mentioned is lack of adaptability, and others often cited are irritability and oversensitiveness. As far as the investigation reveals, these objections are a matter of steadily growing prejudice, based largely on experience with a few isolated cases. No one who replied presented facts or other scientific evidence for the opinions expressed. Even in the matter of health disability, no figures are available to prove that the average home economist over 34, or any other woman for that matter, is kept away from her work by illness for more days than those in the decade below. The assumption that illness is increasing among the middle-aged seems especially unwarranted now that the age of mortality is being raised. The objections based on personality appear equally untenable. Undoubtedly, many mature women are unyielding in habits and thinking, but are there not enough young women whose minds are set by the time they receive their bachelor degrees, to make this trait seem an illogical basis for the universal condemnation of women over 34? It can not be safe to suppose that experience has only a disagreeable effect on these women, when the most gracious, open-minded persons whom one meets are women over 40—many of them teachers. And why should not administrators, supervisors, and directors, as well as teachers, be urged to retire before the age of 35 or 40 renders them equally undesirable? It is true that some older women ceased to grow professionally and to keep pace with the newest content and educational methods in the field, but according to the writer's observation, these are not only women who are looking for jobs but often women (or men) who are holding jobs.

Business and institutional work (except that of hospital dieticians) seem to be the most promising lines of work for the well prepared, efficient home economist who is not wanted in the teaching profession, and apparently the only fields where age is not a liability. This is borne out by the interviews as well as the replies to questionnaires. The manager of a large employment bureau for the placement of professional women says, "There is no problem of the older woman in business. Age is never mentioned by the employer. Maturity is an asset."

Home economics students should be made aware of this trend in the economic world and the problems which it may present to them in the future. One solution to the difficulty would be to encourage them to go into lines other than teaching; as an aid to this, teachers' colleges and teacher-training departments might well limit their admissions. Home economists in their early thirties, just verging on "old age" for teachers and dieticians, must plan to evade this probable social difficulty by getting experience that will enable them to go into other lines of work when they desire. Better still, they should go into business early in their careers, so that if present trends continue, they will have wider opportunities later.

#### International Federation of Trade Unions.

The Women's International Trade Union Committee of the International Federation of Trade Unions met in Amsterdam on 1 and 2 October 1929. The agenda included the question of the employment of married women. After hearing reports by Miss Gertrud Hanna (Germany) and Miss Héle<sup>n</sup>e Burniaux (Belgium), the Committee adopted the resolution given below, which will be submitted to the International Federation of Trade Unions as a declaration of principles.

The resolution declares that the trade union movement is attempting to obtain such conditions of labor and of living as will allow members of the working class to found and maintain a family, without married women being compelled by economic necessity to contribute their earnings. The unions consider that such conditions of labor and of living are necessary for the personal development of the members of the family, as well as for the life of the family in general and for domestic happiness.

The unions, however, should refrain from combating the principle of industrial employment for married women, since this employment often remains an absolute necessity for the family itself.

The unions recognize the right of every human being, within the limits which the trade union organizations consider necessary for all workers, to provide for himself, by his own labor according to his abilities and powers. A combat against the principle of industrial employment for married women would affect a particular section of the working class, and would therefore be in contradiction to the fundamental principles of solidarity which should prevail among the organized workers.

This statement of principle in no way affects the measures which may be considered expedient by certain unions in the event of an unemployment crisis, to ensure that preference in the engagement of labor may be given to persons whose economic resources are slight, rather than to persons whose resources are greater. Measures taken for this purpose, however, should not be directed against women workers only, nor should every married woman be ranked in the class of persons possessing greater economic resources.

From details collected in different countries and in many industries it is evident that in industry, as in commerce, the wages of women are generally on a much lower level than those of men. In most cases the principle of equal pay for equal work, though officially recognized, is far from being carried out.

This position constitutes a serious danger, both moral and material, for women, and also seriously compromises the possibility of raising the wages of male workers and the success of the work undertaken by the unions in this sphere.

For this reason it is necessary to draw the attention of women to their particularly unfavorable position in this respect, and to show them the close connection between the level of wages and the power of the trade unions, in order that they may be led to join trade union organizations, as much in their own interests as from a sentiment of solidarity.



At the same time, the resolution continues, we urgently request male workers also to work for the organization of women workers in the joint interest of men and women, we further request the federation of trade unions of each country to carry out, by the methods best suited for the purpose, a vigorous and persistent propaganda to win over women workers, whenever the organization with a special propaganda day or week can be taken into consideration.

Finally, the committee further recommends that on the occasion of the International Congress of Trade Unions next year an International Conference of Women Workers should also be convened, in view of the fact that women are generally insufficiently represented at trade union meetings. (Industrial and Labor Information, October 28, 1929.)

#### International Federation of Christian Textile Workers.

At the tenth Congress of the International Federation of Christian Textile Workers, which was held in Vienna from 28 to 30 August 1929, special attention was devoted to the employment of women in the textile industry.

Reports were submitted by Miss Weitaski (Germany) and Miss Hutten (Netherlands) on this question, and resolutions were passed recalling the resolutions adopted at the Antwerp Congress in 1926, and once again calling for the effective protection of women and young persons employed in the textile industry. This resolution laid special emphasis on the principle of equal pay for equal work. It urged that guarantees should be given for the vocational training of young workers and a statutory control of training in domestic science for girls. The congress demanded fuller protection for married women, and especially for pregnant women and nursing mothers. This protection should include a reduction in hours of work. The establishment of insurance funds for large families would make it easier for married women to give up industrial employment. (Industrial and Labor Information, October 28, 1929.)

#### French General Confederation of Labor.

At the Congress of the French General Confederation of Labor, which was held in Paris from 17 to 20 September 1929, the resolution given below was adopted on the proposal of Mrs. Jeanne Chevenard.

The congress, considering that women are daily taking a more important place in every sphere of economic and social life, that technical progress is facilitating their admission into every branch of industry, that in spite of this progress home-work continues and is even increasing in consequence of the distribution of electric power in many villages close to large industrial centers, that in spite of the great services rendered by female labor, women's wages remain unfairly low, and that many women workers are subjected to the intense and abnormal overwork resulting from a combination of maternal, domestic and industrial life, declares that progress does not consist merely in the improvement of machinery, making it possible to range men, women, and children in a competitive battle in the factory, but that progress, if it is to be real, must also bring about an effective transformation in the social conditions of men and women workers. The congress further considers that the numerical importance of women in economic life gives rise to urgent problems and calls for immediate improvements.

Among these improvements are the provision, both for factory work and home-work, of a living wage, which may be defined as a wage related to the output of the individual and satisfying all the normal needs of life. This requires the effective application of the principle of equal pay for equal work, since the value of labor is inherent in itself and does not depend upon the person performing it. There should also be stricter supervision of the working of the acts relating to labor protection, hygiene, hours of work and safety in factories. To combat overwork an

extensive building programme should be carried out, resulting in a new supply of workers' dwellings provided with central heating, laundries, and all modern conveniences, so as to facilitate the task of the mother in her domestic life. A study should also be made with a view to improvement of the position in which children are placed by the necessity for their parents to leave the home for the factory. The necessary steps should be taken to carry into effect the Washington Conventions, especially those concerning rest for women before and after childbirth, and concerning night work for women.

The congress considers that motherhood should be recognized as a social function and paid for as such.

It is recalled that wage committees must carry out their duties regularly in every department, with the help of the workers' organizations.

The congress urges that factory inspectors should be specially appointed for the supervision of homework.

It is proposed to undertake the study of half-time work in industry, allowing the morning for domestic life and the afternoon for industrial life. It is also urged that, in accordance with the Geneva Convention and Recommendation of 1928, steps should be taken for the establishment of a committee, some of whose members should be appointed from among the departmental wage committees, which should make a study of the present position and take steps to achieve greater uniformity, so as to bring about as soon as possible an improvement in the conditions of home work by the fixing of minimum wages.

Finally, it is decided to take part in the international propaganda week for the recruiting of women workers for the unions. (Le Peuple, September 21, 1929; Industrial and Labor Information, October 28, 1929.)

#### Christian Trade Unions in Germany.

The twelfth Congress of German Christian Trade Unions was held in Frankfort from 15 to 17 September 1929. Resolutions were adopted relating to the protection of women workers, and especially maternity protection. A summary of these resolutions is given below.

Hours of labor for women workers should not exceed 48 in the week. The normal working day should not be lengthened except in case of unavoidable necessity, with the approval of the recognized representatives of the women workers, and by not more than 1 hour in the day or 120 hours in the year. Women workers who are in charge of households should not be required to work overtime. Women workers should not be employed after 1 p.m. on Saturdays or the day before holidays, or after 5 p.m. in undertakings where the work is done in shifts.

The employment of women before 6 a.m. or after 10 p.m. or on Sundays should be forbidden.

Women workers should be allowed rest periods of suitable length in the course of their work. Women workers who have charge of a household should be entitled to obtain on request an addition of half an hour to the midday rest.

Pregnant women should be entitled, on their request, to work half time. They should be authorized to leave their employment on production of a medical certificate stating that their confinement will probably take place within three months. They should not be reemployed after childbirth except upon production of a statement that at least 10 weeks have passed since their confinement.

It should be unlawful for an employer to dismiss a woman worker during pregnancy or during the 10 weeks following her confinement, or during the whole period of her incapacity in cases where it can be proved by medical certificate that she is prevented from resuming her occupation by an illness resulting from pregnancy or confinement. Pregnant women and nursing mothers should not be compelled to work overtime.

The acts relating to employment before and after childbirth should be amended in accordance with this proposal and maternity allowances should be increased.

## Inter-Parliamentary Union.

During the Inter-Parliamentary Week held in Geneva from 23 to 31 August 1929, the Committee on Social and Humanitarian Questions decided, on the proposal of the Sub-Committee on the Protection of Mothers and Children, to refer three questions to the Standing Committee for study and reports.

The first question was that of the efforts to be made to obtain the ratification of the Washington Convention concerning the employment of women before and after childbirth, and the extension of the principles of that convention to women employed in agriculture and domestic work, and also of the efforts to be made for the establishment of homes for expectant mothers and for mothers and children and of other social institutions for the protection of mother and child. It was proposed that this question should be intrusted to Mrs. Schroeder (Germany).

The second question was that of the extension of social protection to women workers who are not nationals of the country in which they are employed. Mrs. Kosmowska (Poland) was proposed as reporter on this question.

The third question was that of the protection of illegitimate and deserted children in the different countries. The reporter proposed for this question was Mrs. Rudel-Zeynek (Austria). (Industrial and Labor Information October 28, 1929.)

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CORRECTIONS.

Two corrections, or amendments, should be made in the summary of 1929 labor legislation for women in the preceding news letter. Maine's amended law exempts night telephone operators only from that provision of the hour law restricting continuous labor to 6 hours; all exchanges employing more than 3 operators still are covered by the 54-hour provision of the law of 1915.

Michigan's amendments extend the hour law to women employed in hospitals, but exempt, as stated in News Letter No. 61, student and graduate nurses in hospitals or nurses in fraternal or charitable homes.

## ACTIVITIES AFFECTING WOMEN IN INDUSTRY

Illinois

Average weekly earnings in Illinois industries for January, 1930, as reported by the Bureau of Statistics and Research of the State Department of Labor, were \$19.70 for women and \$31.75 for men; in manufacturing industries the averages were \$18.60 for women and \$30.99 for men. The highest average for women in all industries was \$30.23 in fur and fur goods manufacture; the highest for men was \$50.90 in lithographing and engraving. The lowest averages for women were \$6.02 in saw planing mills, \$9.79 in cotton and woolen goods, \$10.31 in furniture and cabinet work, and \$11.00 in women's underwear, while the lowest averages for men were \$20.40 in boots and shoes, \$20.44 in fruit and vegetable canning, \$20.61 in hotels and restaurants, and \$21.34 in wholesale dry goods establishments.

Massachusetts

## Hour Law Amendment Asked.

The State Federation of Labor has been instrumental in having introduced in the Massachusetts legislature a bill to change the wording of the hour law for women so as specifically to cover all women employed "in or in connection with" the industries and establishments listed in the law. The law at present specifies women "in laboring" in the listed industries and for this reason the State Supreme Court has ruled that women who do physical labor only are covered.

## Other Legislative Bills.

Other bills before the 1930 legislature provide—

1. For the appointment of a commission to consist of one Senator, two Representatives, a representative of the Department of Labor and Industries, one employer of Labor, one representative of Labor, and one representative of the Associated Industries of Massachusetts, to investigate "as to the existence of unemployment, more especially among men and women over 45 years of age, and, if such condition is found to exist, to ascertain to what extent it results from the working of laws relative to workmen's compensation or to group insurance, from removal of industries from the State on account of excessive taxes or otherwise, from consolidations and mergers of employers of labor, from the use of labor saving machines and devices, from the existence of the surplus of labor owing to immigration or from other causes."
2. That each operator of an elevator shall have one-half hour each morning and each afternoon for rest without loss of pay.
3. For the appointment of a special commission to investigate the conditions relative to the employment of women.
4. For regulation of the hours of work of certain employees in laundry establishments.
5. For investigation by the Massachusetts Industrial Commission of conditions existing in the shoe and leather industry.
6. For further regulation of the hours of labor of women and children employed in the manufacture of leather.
7. For allowance of reasonable compensation for care and nursing in hospitals or at home of employees injured in industrial accidents.
8. For regulation of the compensation and working conditions of weavers.
9. For voiding certain provisions in contracts of employment whereby either party undertakes not to join a labor union or an organization of employers.

10. For appointment by the governor of a commission "to rehabilitate the textile cities and towns of the commonwealth by devising ways and means of introducing diversified industries therein."

11. For compilation by the Department of Labor and Industries of monthly statistics concerning employment and wages.

12. That Congress be memorialized in favor of legislation limiting the hours of labor and service to not more than 8 consecutive hours in any one day. Report-- leave to withdraw--accepted.

### New Jersey

A bill is now before the legislature to include restaurants in the law prohibiting the employment of women between 10 p.m. and 6 a.m. This bill is sponsored by the State Federation of Labor.

Another bill before the legislature provides for the licensing by the State Department of Labor of distributors of home work.

### New York

Bill to Exempt Women in Restaurants from Night Work Prohibition.

A joint hearing was held February 26 before the Senate and Assembly Committees on Labor and Industry on the Kirkland-Jenks bill to exempt women employed in or in connection with restaurants from the law prohibiting work between 10 o'clock at night and 6 o'clock in the morning. The bill which is similar to the one defeated last year, is opposed by organized labor throughout the State.

#### Use of Overtime in New York.

"Whenever an attempt has been made to shorten the hours of labor for women in New York State by legislation," says the Bureau of Women in Industry of the State Department of Labor, "it has been met with a counter demand for longer hours to care for seasonal peaks and emergencies. Because the necessary basic facts about the nature, extent and distribution of important woman-employing industries in the State have not been available, it has not been possible to determine whether these demands have been based on conditions inherent in the industries themselves, or whether they have arisen from inefficiency of management in individual plants. In fact, even the sincerity of the demand for overtime on seasonal and emergency grounds has never been proved by evidence of its overwhelming industrial necessity. Some information, however, has recently been gained on the use of overtime which bears strongly on this point."

The information which follows is reported in the Industrial Bulletin of the New York State Department of Labor for January, 1930. It is taken from an unpublished study of the legal regulation of overtime work of women in factories and mercantile establishments made by the Bureau of Women and Industry in the fall of 1929. The study includes an analysis of overtime schedules sent in by 190 plants, 132 factories and 58 mercantile establishments, during the first 9 months of the calendar year of 1929. These plants employed approximately 10,000 women.

The overtime schedules of 121 of these plants showed a more or less definite purpose in the use of overtime, while the remaining 69 appeared to use it only occasionally, and are therefore, not discussed here.

Apparently the 73 factories and the 48 mercantile establishments, included in these 121 plants, held different theories on the distribution of their 78 hours of yearly overtime the Bureau of Women in Industry points out. Factories, to a much greater extent than stores, bore out the claim that overtime is necessary for seasonal peaks and emergencies. Sixty-seven per cent of the factories, but only 17 per cent of the stores, used overtime during their busy seasons or in emergencies. However, it must be kept in mind that the busiest season for mercantile establishments

the week preceding Christmas, is exempt from all restrictions on working hours and therefore stores do not have to use any of their 78 hours of yearly overtime during this rush period.

Eighty-three per cent of the stores and 33 per cent of the factories made a practice of using overtime freely to lengthen working hours. The bureau found that overtime was used (a) during busy seasons by 46 factories and 7 stores, (b) in emergencies by 3 factories and 1 store, (c) to increase working hours by 24 factories and 40 stores. Of this last group 13 factories and all 40 stores used overtime to increase their working hours in order to use the maximum permitted by law; 7 factories in order to operate on a 5-day week and 4 factories in order to operate steadily on long hours, staggering employees.

A large variety of industries was represented by the 46 factories which worked overtime during their busy seasons. Factories making women's and men's clothing predominated with 23 plants, the food industry was next with six, textiles had five plants, shoes had two, metals two, furniture two, and sails, bakelite specialities, and the laundry industry each were represented by one plant. Fifteen plants were busy both spring and fall, 12 in the spring, five in the fall, four in the fall and winter, three in the summer, two in the spring and summer, two in the spring, summer and fall, and one each in the winter, in the fall, winter and spring, and in each week containing a legal holiday.

Of the seven mercantile establishments which used overtime to care for seasonal demand four were particularly busy at the end of each month, two in the fall and one in the winter.

Only four plants, three factories and one store, claimed that emergencies were responsible for the greater part if not all of their overtime hours. The emergencies mentioned by the factories were the breakdown of machinery, and an unexpectedly large volume of orders during the spring and fall of 1929 and "shortage in production" for one week in January only.

The mercantile establishment used an unusually large amount of overtime during the period when a new hard wood floor was being laid on the main floor of the store. This work was done at night and the stock had to be moved every night after the store closed and replaced each morning before the store opened.

There was a large number of firms which used overtime regularly to increase their working hours. This was done in three ways: A. Most frequently the firms added the 78 hours of allowable overtime to their regular scheduled hours in order to take advantage of the maximum hours permitted by law; B. Some firms used their overtime regularly in order to operate their plants on a five-day week throughout the year or during certain seasons of the year; C. A few firms used overtime to run their plants steadily at long hours, but staggered the women during the overtime hours, not using the same women every day.

A. Thirteen factories and 40 stores definitely planned to increase their working hours regularly by the use of overtime. Following are the various ways in which the overtime was distributed in the factories: One-quarter of an hour or 18 minutes daily for 5 days of the week; one-half hour, one hour, or one hour and a half on one day of each week; one hour on one day and a half hour on another day of each week; four and a half hours on the short day of each week until the overtime limit was reached for each individual woman.

It is the custom in the stores to use overtime on Saturdays throughout the year. All the 40 stores working overtime regularly used it on Saturday, 31 using one hour and a half, two using one hour, one, an hour and a quarter, one, 50 minutes, four, 30 minutes, and one, a quarter of an hour. Four of the stores which used overtime on Saturday used it on other days of the week as well, two working a half hour overtime each Friday, one a quarter hour daily, and the fourth using a half hour each Monday and a quarter hour each Tuesday and Friday.

B. Seven factories planned to use their overtime so that the plants could be operated on a five-day week. One plant operated on a five-day basis for the entire year, working overtime for one-half hour on three days of each week. The other six plants ran on a five-day week for only part of the year, usually during the summer months. These plants either worked one hour or one-half hour overtime daily, for five days a week.

C. Four factories ran at long daily hours continually, and arranged to do so by staggering the women in various ways. Two plants worked overtime every day of the year, but a careful overtime record was kept and no one woman permitted to work more than her 78 hours of yearly overtime. One plant starts the women on a 48-hour weekly schedule, working one hour overtime daily, five days a week. Each woman does not work overtime every week, but when she has used her 78 hours of overtime she is placed on an "alternate" schedule of  $49\frac{1}{2}$  hours. By distributing the overtime among their employees, the firm is able to work longer hours all year round. One department of the fourth plant works overtime daily, with the exception of June, July, and August. Two women in this department used 78 hours of overtime from January 1 to April 23, two other women worked the overtime hours from April 23 to June 1. And the 5th woman used 77 hours of overtime from September 12 to December 31.

In an industrial State as large as New York, the Bureau of Women and Industry points out, it is hardly justifiable from a study of only 121 establishments to say whether or not the demand for overtime is actually based on seasonal or emergency grounds. The fact remains, however, that of the 121 plants employing around 10,000 women, 57 worked overtime during their busy seasons or in emergencies, while 64 firms spread their overtime regularly throughout the year in order to operate their plants on a longer daily or weekly basis.

### Ohio

Sixty men and women from nine communities in Ohio and representing nineteen organizations met in Columbus on January 25 at the call of the Consumers' Leagues of the State to discuss what should be done next to meet the needs of Ohio's industrial women. Discussion brought out the need for better enforcement of the present legislation, increase in the number of labor inspectors and establishment of a Women's Bureau in the Department of Labor, consideration of domestic workers and their inclusion in the workmen's compensation law, regulation or prohibition of employment of women in factories at night, protection for women who work in hospitals, institutions and hotels, and extension of the hour law to women in offices.

### Pennsylvania

A Women's and Children's Section has recently been developed in the Bureau of Inspection in the Pennsylvania Department of Labor and Industry to supervise generally the enforcement of laws and regulations governing the employment of women and minors.

This new section is distinct from the Bureau of Women and Children which is a research bureau except for its supervision of industrial homework. Labor law enforcement has always been conducted by the Bureau of Inspection. It is proposed through the Women's and Children's Section to better systematize and develop this class of inspection.

### South Carolina

According to press reports a bill for a 48-hour week in cotton and woolen mills of South Carolina has been reported favorably by the committee on commerce and manufactures of the House of Representatives. The bill which is sponsored by Representatives Huff of Laurens and Easterling of Richland also carries a provision to prohibit women and girls from working in the mills after 10 o'clock at night. The New York

Journal of Commerce of February 8 reports that no one appeared before the committee to ask for any hearing on the bill and no special opposition was voiced.

The committee also returned a favorable report, the Journal of Commerce states, on the bill introduced by Representative H. C. Godfrey of Spartanburg to limit the number of looms operated by a mill worker to 36. This measure is referred to as an "anti-stretch-out" bill.

#### Texas

An amendment of 1929 to the Texas hour law for women exempts from the provisions of the law superintendents, matrons and nurses and attendants employed by, in, and about such orphans' homes as are charitable institutions not run for profit and not operated by the State.

#### Bolivia

In compliance with a request of the General Bureau of Public Health, President Siles has issued a decree which provides, in part, that a period of 30 days' rest shall be given at childbirth to all mothers employed in workshops or in industrial concerns and 15 minutes every two hours during the working day thereafter for nursing the infant. The employment of women in industries specified as unhealthful by the Bureau of Public Health, in establishments engaged in the sale of alcoholic beverages, and from 9 p.m. to 6 a.m. is forbidden. Further regulation of the work of women and minors in accordance with this decree will be left to the Bureau of Public Health. (El Diario, La Paz, October 2, 1929; Bulletin, Pan American Union, February, 1930.)

#### China

An Ordinance of November 1, 1929, adopted by the colony of Hong Kong, brings women and young persons within the scope of the Industrial Employment of Children Ordinance of 1922.

By the original Ordinance, a child is defined as a person under 15 years of age, and the amending Ordinance defines a young person as any person between 15 and 18 years of age. In addition to the powers conferred by the original Ordinance on the Governor-in-Council to make regulations for the employment of children, regulations may be made under the amending Ordinance prescribing the ages under which young persons may not be employed in particular trades or occupations, prescribing the conditions under which women and young persons may be employed in industrial undertakings, and imposing obligations upon persons who employ women or young persons in industrial undertakings. The powers of the inspectors of labor with regard to the employment of children are extended to cover the employment of women and young persons. In addition, with the object of facilitating investigation and avoiding the danger of the offender causing the child or young person concerned to disappear, the inspectors will be allowed to remove and detain for inquiries any young person or child found in any place in which there is reason to believe that some offense against the Ordinance has been committed.

Regulations to be issued under the new Ordinance make the following provisions: Lead processes and the manufacture of vermilion are added to the list of dangerous trades. The employment of young persons in dangerous trades is prohibited, the employment of children having already been prohibited by regulations under the 1922 Ordinance. The employment of women in dangerous trades without the special permission of the Protector of Labor is prohibited. It is proposed to allow the employment of women in fire cracker factories. The employment of women and young persons between 10 p.m. and 6 a.m. is prohibited, the employment of children between 7 p.m. and 7 a.m. having already been prohibited under the 1922 Ordinance. The official Statement of Objects and Reasons explains that the Ordinance is intended to be a further step in



the improvement of factory conditions in the colony. Such improvement must be slow and gradual, and it is very difficult in such matters to travel far ahead of neighboring countries. A similar warning made by the Attorney-General in the Legislative Council led to unfavorable comment in the local press, which insists that an advanced Factory Code is required. (Hong Kong Weekly Press and China Overland Trade Report, October 4, 1929; Industrial and Labor Information, December 30, 1929.)

#### Colombia

On September 7, 1929 the office of the National Federation of Women Commercial Employees, under the direction of the League of Catholic Women, was opened in Bogota. The Federation will act as a bureau of information and employment, conducting commercial and manual-training classes which will qualify young girls for suitable positions. The building which is equipped with a dining room serving meals at moderate prices, library, lecture hall, and facilities for providing theatrical entertainment, motion pictures, and so forth, will also contain a savings bank. (El Nuevo Tiempo, Bogota, September 7, 1929; Bulletin, Pan American Union, January, 1930.)

#### Czechoslovakia

On November 20, 1929, the Czechoslovak Ministry of Social Welfare submitted to the government and to all Ministries and Departments of State concerned, the Draft Convention concerning the creation of minimum wage fixing machinery and the Recommendation concerning the application of minimum wage fixing machinery, with a view to ratification of the Convention and acceptance of the Recommendation. (Industrial and Labor Information, December 30, 1929.)

#### Great Britain

##### Women Employed in the Post Office.

At a meeting of the Royal Commission on the Civil Service on December 13, 1929, Sir Evelyn Murray, Secretary to the Post Office, described the position of women in that service.

Women had been employed on telegraph and counter work since 1870, he said, and were introduced for clerical work in the Accountant-General's Department in 1871 and in the Savings Bank in 1875. The Post Office was a pioneer in the employment of women in the public service. The experiment proved successful, and the number of women employed on clerical duties had steadily increased. In the Accountant-General's Department the number of men and women was approximately equal; in the Savings Bank women considerably outnumbered the men; and the Money Order Department was largely a women's department. The accounting section of the London telephone service, a more recently established office, had proceeded on the same lines, women now being in a majority.

In all these departments the men and women were borne on separate seniority lists with separate avenues for promotion; and except in the London telephone service the women were in the main employed in separate branches on different sections of the work. In each case the hierarchy on the female side ran up to a superintendent who approximated in status to an assistant controller and had free access to the head of the department.

In the other headquarter departments there was not the same scope for the employment of women. In the engineering and stores departments the clerical force came into close contact with the engineering staff and the stores and factories manipulative staff. The duties upon which women could be usefully employed could only be isolated with considerable difficulty and with a loss of flexibility which a purely male staff allowed. Similarly, women were not employed in the clerical offices of the Controller of the London postal service and of the central telegraph office. Much of the work of these offices involved the disciplinary control of force predominantly male, and the clerical force was constantly in contact with the manipulative grades and their supervisors.

On the manipulative side, practically the whole of the telephone operating between 8 a.m. and 8 p.m. was in the hands of women, who were regarded as more suitable than men, and the employment of men was as far as possible confined to night work, on which it was considered undesirable to employ female staff. There were about 20,000 female telephonists. About 8,000 women were employed as telegraphists and at the public counters. Women were only employed on the postal side to a very limited extent, partly on account of the heavy nature of much of the work and partly because of the inconvenient hours of attendance. About 3,000 women were employed as part-time postwomen, mainly in outlying districts where a part-time postman was not available, and there were about 8,000 sub-postmistresses in scale-payment sub-offices, whose duties and responsibilities were the same as those of sub-postmasters. (London Times, December 14, 1929; Industrial and Labor Information, February 10, 1930.)

#### Proposed Civil Service Club.

Support is being given among civil service organizations to a proposal for the establishment of a clubhouse and institute in London, which could accommodate the social and sporting organizations of 300,000 civil servants.

The original proposal was for an institute to house also the various trade unions, but several of the leading unions have raised objections; in some cases the transfer from their present headquarters would add considerably to their expenses.

The proposal for an institute was discussed recently at a meeting convened by the staff side of the National Whitley Council, and a committee was appointed to consider the possibility of this scheme. In face of the trade union views indicated, the committee is now considering the less ambitious plan for bringing the social and sporting activities under one roof. (Daily Herald, December 2, 1929; Industrial and Labor Information, February 10, 1930.)

#### Greece

A decree granting bonuses to Greek civil servants and military officers was issued on December 30, 1929. The salaries of civil servants receiving less than 1,953 drachmas a month will be increased by 70 per cent; salaries between 1,953 and 3,869 drachmas by 50 per cent; and salaries exceeding 3,869 drachmas by 40 per cent. The bonuses will be free of all taxation and of all deductions in favor of third parties. (Acropolis, December 25, 1929; Eleutheron Bema, December 31, 1929; Industrial and Labor Information, February 10, 1930.)

#### India

The Bombay legislature has passed an act which came into force on July 1, 1929 to regulate the employment of women in factories before and after confinement and to provide for the payment of maternity benefit.

The act applies to all women employed in factories in the principal cities of the Province of Bombay. It prohibits the employment of women during the four weeks immediately following the date of confinement.

In order to be entitled to maternity benefit, the woman must have been employed in the factory for at least six months prior to the date when she gives notice that she expects to be confined within one month. On giving such notice she is allowed to absent herself until four weeks after the date of her delivery. The benefit, which amounts to 8 annas a day, is payable for not more than three weeks before confinement and for four weeks afterwards. The whole cost is borne by the employer. (Industrial and Labor Information, December 16, 1929.)

#### Japan

An account of a series of observations made by Dr. Shu Ishihara, Professor of Hygiene, Osaka Medical College, of the effect of the seasons on the health of textile

workers in Japan is given in the January, 1930 issue of the International Labor Review. The author, Dr. Ishihara, who was formerly a factory inspector and inspector of mines, has for many years, the Review points out, been engaged in observations of this kind, having already studied the effects of night work on the health of women workers and of underground work on all workers underground. As a result of this study of the relation of working hours to climate, Dr. Ishihara reports the following conclusions and recommendations:

(a) The "health injury line" is at a wet-bulb temperature of about 20° C. and a dry-bulb temperature of about 30° C.

(b) Labor in cotton-spinning mills in Japan is more harmful to the health of the workers in summer (the hot season) than at other times of the year—spring and autumn, when the climate is better, and winter, when the workshops are artificially heated.

(c) It follows that there are scientific objections to adopting a uniform working day throughout the year in countries with a climate like that of Japan.

(d) In such countries daily working hours should be reduced during the hot season, with the possibility of distributing some of the hours so lost over other periods of the year, provided hours are not thereby prolonged beyond what is reasonable.

#### PERSONNEL

##### Pennsylvania

Mrs. Elsie V. Middleton has been appointed chief of the new Women's and Children's Section in the Bureau of Inspection of the Pennsylvania Department of Labor and Industry. The assistant chief is Miss Anne E. Murray.

#### NOTES

##### Accident Prevention Course.

A call for "men with qualities of leadership to equip themselves for executive positions in the safety movement" has been issued jointly by New York University, the American Museum of Safety and the National Society for the Prevention of Blindness. Rufus D. Smith, director of the Extension Division of the University, at the same time announced that ten free scholarships to the University's course in accident prevention had been made available by Arthur Williams, president of the Museum of Safety. A scholarship is to be given to the person designated by each of the following organizations: Merchants Association of New York; New York State Chamber of Commerce; Brooklyn Chamber of Commerce; Queens Chamber of Commerce; Bronx Board of Trade; Industrial Education Department of the Y.M.C.A., Manhattan; New York City Continuation Schools; New York City Realty Board; American Federation of Labor, New York City Office; General Contractors Association of America.

"Mr. Williams' decision to finance the training of ten men for service in accident prevention was influenced by the fact that—despite the excellent accomplishment of many cities and industries—the toll of accidents has steadily increased. At the Safety Congress held in Chicago a few days ago, it was revealed that 97,000 persons were killed by accident in the United States during the last year—the greatest total of such casualties in the history of the country. At the same time the records of the New York State Department of Labor show that during the first seven months of this year in the metropolitan district along 10,000 more accidents were reported than during the corresponding period of last year. This is characteristic of the situation in industry and in public life throughout the country. It is the belief of close students of this problem that the major cause of the present situation is the lack of leaders in this new profession. New York University has therefore, decided to make its course for the training of public and industrial safety directors avail-

able to any interested man or woman showing qualities of leadership, irrespective of previous academic education.

"The course will be given evenings at the Washington Square Branch of the University. The course will be conducted in cooperation with the Museum of Safety and the ten industrial and commercial associations which have been asked to designate scholarship students. The instruction will include a minimum of theory and a maximum of practical data growing out of the experience of the industries and communities that have been most successful in the reduction of accidents. Students of the course will be taken through the plants of members of the Museum of Safety and the various industrial associations where they may observe at first hand the technique of accident prevention.

"The instructors in the course are: C.W. Price, consulting safety engineer and former general manager of the National Safety Council; Dr. E. George Payne, Assistant Dean, School of Education, New York University; Louis Resnick, director of publicity, National Society for the Prevention of Blindness; W. Graham Cole, director of safety, Metropolitan Insurance Company; C. S. Carstens, safety engineer, Metropolitan Life Insurance Company.

"Among the subjects to be covered are:

- What the chief executives of a plant can do to promote safety
- What a foreman must do to make his department safe
- Making the plant physically safe
- How the eye hazards of industrial occupations can be eliminated
- The influences of workmen's safety committees and workmen in accident prevention
- The printed word as a factor in accident prevention
- The fundamental principles of organized safety campaigns
- Safety instruction in the public and parochial schools
- 'Safety Week' drives and their effect on permanent accident prevention activities
- How papers, movies, and the radio influence the accident situation
- Accident prevention in the home
- Traffic surveys and law enforcement as means of accident prevention
- Organizing commercial vehicle operators for safety."

(Safety Engineering, January 1930.)

### First International Congress on Mental Hygiene.

The Committee on Organization of the First International Congress on Mental Hygiene, acting as the representative of national mental hygiene societies and related organizations throughout the world, announces a world meeting on mental hygiene to be held at Washington, D. C., from May 5 to 10, inclusive, 1930. The committee invites the attendance and participation of all governments, organizations and individuals who are interested in better mental health for all people.

The preliminary announcement of this Congress states that the American Psychiatric Association and the American Association for the Study of the Feeble-minded will hold their 1930 annual meetings in conjunction with the First International Congress. "It can safely be predicted that the conjoint meetings of these two Associations with the International Congress will bring together during Congress week, to greet their coworkers from other lands, the largest and the most significant assembly of American psychiatrists in the history of the mental hygiene movement.

"Both of the Associations are participating in every phase of Congress activity. The programs of the Congress sessions, and of the two Associations, are being worked out in close cooperation. Both of the Associations are represented on the Committee on Program as well as on committees responsible for the organization of the Congress.

"The principal purposes of the Congress are:

1. To bring together from all countries, at this First International Congress, workers in mental hygiene and related fields, for exchange of information and experience and for mutual consideration of individual and social problems growing out of nervous and mental disease, mental defect and mental and emotional maladjustments of the individual to his personal and social environment.

2. To consider ways and means of world cooperation and of more effective promotion of mental hygiene within the various countries.

3. Through a program planned for the purpose, to endeavor to correlate the special knowledge and experience of psychiatrist, psychologist, psychiatric social worker, occupational therapist, public administrator, educator, sociologist and those of related professions, in determining how best to care for and treat the mentally sick, to prevent mental illness and to conserve mental health.

4. Through discussion and conference, to endeavor to arrive at common agreements concerning sound mental hygiene objectives for the organized movement.

5. Through news and comment resulting from the Congress, to arouse greater world interest in mental hygiene, and secure greater acceptance of the idea that mental disease can, in large measure, be prevented, and that greatly increased governmental and philanthropic expenditures for mental health will find justification in lives saved for productive activity and will be good public policy."

The President of the Congress is Dr. William A. White, Superintendent of St. Elizabeths Hospital, Washington, D.C. The Secretary-General is Clifford W. Beers, founder of the mental hygiene movement. The chairman of the Committee on Program is Dr. Frankwood E. Williams, Medical Director of the (U.S.) National Committee for Mental Hygiene. Thomas W. Lamont is Treasurer. Speakers will be drawn from the ranks of mental hygienists throughout the world.

#### Institute of Women's Professional Relations.

Bulletin No. 2 of the Institute of Women's Professional Relations was issued in December, 1929 under the title "Women and the Ph. D. Facts from the Experiences of 1,025 Women Who Have Taken the Degree of Doctor of Philosophy Since 1877." The author is Emilie J. Hutchinson, associate professor of economics, Barnard College. The bulletin was published by the North Carolina College for Women, Greensboro, N.C.

## ACTIVITIES AFFECTING WOMEN IN INDUSTRY

Colorado

An investigation of women's wages as a preliminary step toward enforcement of the State minimum wage law is urged by the Colorado Federation of Labor in a resolution adopted by the executive board in which the president and secretary of the Federation are instructed to cooperate with and assist the Industrial Commission in making the law operative.

Massachusetts

## Earnings in Manufacturing Establishments.

Announcement by the State Department of Labor and Industries, through its Division of Statistics, of the results of its February survey of employment and earnings in representative manufacturing establishments in the State, shows that for 1,096 plants average weekly earnings per person were \$24.03 in February as compared with \$24.08 in January, a decrease of five cents. For 856 of the 1,096 establishments and 34 of the 38 industries reporting, pay-roll data were furnished separately by sex. These data refer to 116,846 persons, of whom 84,808 were males, and 32,038 were females. The total amount paid in wages was \$2,936,687, of which the males received \$2,418,739 and the females received \$517,948. The average earnings of males were \$28.52, of females, \$16.17. The lowest average wage for women, \$12.79, was found in the paper box industry, the highest \$28.47, in the newspaper printing and publishing business. The lowest average for men, \$19.94, was found in cotton goods manufacturing, the highest, \$44.72, as for women, in newspaper printing and publishing.

## Industrial Commission Conducting Hearings.

The legislature last year authorized the creation of the Massachusetts Industrial Commission which is placed with the Department of Labor and Industries for administrative purposes. The commission was formed to help in developing the agricultural, industrial and recreational resources of the State and was assigned by the legislature to a special study of the unemployment conditions in the textile industry.

The commission was unable to make the study last year and asked authorization from the legislature to conduct the work during the present year. This is being done at the present time. The commission recently started public hearings which are being held in various sections of the State.

## Legislation.

With reference to the petition (accompanied by bill, House, 134) of Ida Y. Mills for legislation to restrict the employment of married women under the laws relating to the civil service, the House Committee on Civil Service has reported the following resolve:

That a special unpaid commission, to consist of one member of the senate to be appointed by the president, two members of the house of representatives to be appointed by the speaker, and two persons to be appointed by the governor, with the advice and consent of the council, is hereby established for the purpose of investigating the subject-matter of current house document numbered one hundred and thirty-four relative to the employment of married women under the civil service laws. Said commission shall ascertain the number of married women now employed under the civil service laws in the service of the commonwealth or any political subdivision thereof, and the number of women so employed who are not entirely dependent upon the compensation received from said service for

their support. The commission shall also consider the advisability of changing the civil service laws and rules and regulations so as to exclude from appointment thereunder married women as provided in said house document. Said commission shall report to the general court the results of its investigation and its recommendations, together with drafts of legislation necessary to give effect to the same, by filing the same with the clerk of the house of representatives on or before December first in the current year. For the purposes of this resolve said commission may expend such sum, not exceeding two thousand dollars in the aggregate, as may be hereafter appropriated therefor.

### New York

A girl going to New York must plan to pay \$7 or \$8 a week for a room and for comfortable and independent living must be assured of \$24 to \$25 a week, according to an announcement in the New York Times of April 13, made by Mrs. Angelika W. Frink, chairman of the room registries section of the Welfare Council of New York. Mrs. Frink added that it is increasingly difficult for a girl living alone in New York, particularly if she is unskilled, to get work. "Employers of unskilled labor prefer girls who live with their parents, for one thing because such girls are usually available at a lower wage."

Basing her figures on the mode of life of thousands of girls who yearly pass through the six non-profit organizations in the section which helps young women find places of residence in New York. Mrs. Frink made public a budget for weekly ~~living~~ living expenses in Manhattan and Brooklyn.

The budget, which shows Brooklyn rents to be lower, included: Rent, \$8 in Manhattan, \$7 in Brooklyn; food, \$10.50; clothing, on basis of \$200 a year, \$3.85; carfare, telephone and postage, \$1.25.

"This," Mrs. Frink said, "leaves only \$1.40 for recreation, savings, church and charity, medicine, doctor and dentist bills, vacation funds, dry cleaning and all the other miscellany of a girl's life. No allowance is made for laundry, which means that the girl earning \$25 a week must do all that for herself—and she usually does."

Explaining that she made public the budget to warn young women coming to New York from all parts of this country and others, Mrs. Frink went on:

"The girl coming to New York should plan to pay \$7 to \$8 a week for a room because these are the lowest figures at which satisfactory rooms may be secured at any time. Occasionally a comfortable room may be secured for less, but these bargains are very uncertain.

"While these are the conditions known to all of the non-commercial room registries, we are constantly receiving personal visits and letters from Germany, France and parts of Great Britain and her colonies, and from the four corners of America from girls all ready to come to New York, though they have neither friends nor relatives, no assured job and only limited funds.

"This is especially true of girls expecting to secure jobs in New York as governesses, companions and maids. They do not seem to realize that the modern efficient apartment, and all-day school for children, and the universal use of labor-saving appliances have caused thousands upon thousands of families to dispense with such help. Our advice to young women, therefore, is 'Stay out of New York unless you are assured of at least \$25 a week or have funds to insure life on such a budget until a permanent position is secured!'"

The organizations which comprise the section are the Association to Promote Proper Housing for Girls; the Catholic Room Registry, League of Catholic Women; Room Registry for Jewish Girls and Women; Travelers' Aid Society; Young Women's Christian Association of Brooklyn and the Young Women's Christian Association of the City of New York.

Ohio

What Girls Live on—and How.

An attempt to answer this question has been made by the Consumer's League of Cincinnati through personal interviews with a group of 100 girls and women employed at a variety of occupations in Cincinnati and the near-by suburbs. The girls whose earnings ranged from \$10 to \$25 a week were, in a sense, a picked group, the League points out, their names and addresses being obtained from the industrial Department of the Y.W.C.A., from other girls' clubs, from organized homes for girls, from employers, and from social agencies and trade unions. As a result of this method of selection, it is felt that the data obtained represent, with few exceptions, the economic condition of girls better situated than those receiving the lowest wage paid locally to working women. "This statement is no mere generalization. It is based on reports filed by employers with the Department of Industrial Relations of the State of Ohio. According to these figures, there were in Hamilton County in the year 1928, 2,330 females over 18 years of age earning between \$5 and \$10 a week, and 5,695 females earning between \$10 and \$12 a week. In fact 53.6 per cent of the 51,103 girls and women employed in our offices, stores and factories were paid at a weekly rate of less than \$15.

The group of 100 girls and women ranged in age from 17 to 55 years, the majority of them being in their twenties. There were 20 girls 18 and 19 years old. Twenty-nine girls and women earned between \$10 and \$15 a week, 50 between \$15 and \$20 and 21 between \$20 and \$25, half of them, therefore, earning less than \$16.50 a week and half more than that amount.

More than half of the 100 girls were found to be living at home, more than a quarter in organized residences for girls.

A summing up of the findings after a careful study of expenditures for various items of the budget showed the following median weekly expenditures:

- \$13.08 for 29 girls earning \$10 and under \$15
- \$16.88 for 50 girls earning \$15 and under \$20
- \$21.32 for 21 girls earning \$20 to \$25.

The report points out the comparative accuracy of the individual budgets evident from the fact that in each group the median expenditures approximate very closely the median weekly wage of that group. The first budget shows a median weekly expenditure of 8 cents more than the median wage for that group; the second a variation of 12 cents less than the median of \$17; and the highest wage group, a median expenditure of \$21.32 a week, compared with a median wage of \$21.50. The wider variation between these two figures is of course due to the fact that several girls in the best paid group spent considerable sums for purposes not included under any of the headings of the total median budget.

The report emphasizes that the entirely self-supporting girl attempting to live on \$13 a week is compelled to sacrifice in some particular a healthful and self respecting manner of living. She "is a liability rather than an asset to the community. She is likely to have an inadequate diet; her residence and her clothing tend to lessen rather than increase her self-respect; she has insufficient recreation, in the real sense of that word. Because of these handicaps, her health and her social adjustments are apt to suffer. When this happens, her efficiency as a worker is also lowered, and either prolonged illness or discharge, and subsequent unemployment may result.

"If laid off from work for any cause whatever, she has no reserve to fall back upon while looking for another job. Even if steadily employed, it is impossible for her to set aside a sufficient amount to cover doctor's or dentist's bills for anything but the simplest ailments. Nor can she save enough to provide herself with adequate protection through insurance against sickness, disability or old age. Under normal conditions, she contributes little, in the economic sense, to the wealth of



the community. If she is overtaken by illness, accident or unemployment, she speedily becomes a social burden. There is the further chance that her children may show the effects of her lessened vitality, and add to the responsibilities of the community.

"If all the girls employed at a wage of \$13 or less in Cincinnati's workshops, stores, and factories were actually attempting to live on their earnings, we should be much more keenly aware of the harmful effects of low wages than we are at present. A large number, however, of these low-wage girls and women are living with their parents or relatives. Some fathers and mothers are quite willing that their daughters should work for any wage, whether or not it is a decent one, so long as the girls thereby contribute something toward the family's expenses. Some employers even express a preference for girls who live at home, because such girls do not have to be paid as much as the girls who must support themselves. Practices such as these must of necessity lower the wage which the entirely self-supporting girl can secure when looking for employment."

As its conception of the expenditures necessary to maintain at least a minimum standard of health and self-respect, rather than a mere existence the Consumer's League proposes a budget of \$17.50 a week for a self-supporting girl employed in Cincinnati in 1930. "We do not pretend that this is our ideal for the income of working girls in Cincinnati; we merely set fourth the suggested budget as evidence of the wage which we feel girls should receive to enable them to live in Cincinnati at the present time without endangering their health, their working efficiency and their citizenship."

#### South Carolina

An unfavorable report was made to the South Carolina senate by the Committee on Commerce and Manufacturing on a House bill to prohibit the operation of more than 48 looms by a textile mill operative, according to the Daily News Record of March 15.

Senator Williams of Aiken, suggested that the bill be recommitted for the purpose of further study, but no vote was taken; Senator Williams said that as the matter than stood he would have to vote against the unfavorable report, but that he believed differences could be better ironed out in the committee room. In the mills in his section he said 48 looms were as many as one person could operate.

The bill was introduced in the House by Representative Godfrey, of Spartanburg. It was originally to prohibit the operation of more than 36 looms. The House previously voted in favor of the bill.

#### Canada

##### British Columbia

The Male Minimum Wage Board of British Columbia issued its first order on January 22. The order provides for stationary steam engineers a minimum of 50 cents an hour, and for "special" engineers a minimum of 40 cents an hour.

Since its establishment under legislation enacted last year the Board has considered applications from employees in three occupations—steam engineers, taxi drivers and pharmacists. The application of the drug store employees for an investigation was refused, however, on the ground that the occupation of the applicants, was a profession and did not fall within the scope of the act, this opinion later being upheld by Mr. Justice Murphy in the British Columbia Supreme Court. (Labor Gazette, Canada, March, 1930.)

##### Nova Scotia

The provincial government on March 3 announced the appointment of a board to administer the minimum wage for women act. This law was first enacted in 1920, and was proclaimed as being in force on May 1, 1924, no board, however, being named until now. (Labor Gazette, Canada, March, 1930.)

## Quebec

The Quebec locals of the Amalgamated Clothing Workers of America submitted to the government of the province of Quebec the following proposed changes in the provisions of the women's minimum wage legislation of the province:

(1) That the powers vested in the commission be extended so as to include the regulation of hours of labor; (2) that commercial establishments be placed under the commission; (3) that labor be represented in the conferences by various groups of organized labor in each district; (4) that official records be kept showing the experience of apprentices or learners; (5) that proper inspection of factories and commercial establishments be provided with a view to the maintenance of the wage scales and the other orders of the commission, the present number of inspectors being inadequate; (6) that legislation be enacted to deal in a summary manner with employers who infringe the orders of the commission; (7) that the public representatives be chosen upon the joint recommendation of employers and employees, and in the case of disagreement, that these representatives be chosen with regard to the wishes of both employers and employees; (8) that at least one woman become a member of the commission. (Labor Gazette, Canada, March, 1930.)

France

## Proposed Night Work Legislation.

The French Government, which has ratified the International Conventions for the prohibition of night work for women and young persons, introduced on February 7, 1929 a bill to extend this protection to occupations not covered by legislation in force. The sections of the Labor Code which prohibit night work for women and children do not apply to persons employed in commercial undertakings or water transport, or to women employed in road or railway transport, or in loading or unloading goods.

A report on the proposed bill was submitted to the Chamber of Deputies on November 26, 1929 by Mr. Durafour on behalf of the Labor Committee. The text as amended by the Committee was adopted by the Chamber of Deputies on December 8, and is now before the Senate.

The bill prohibits night work for women and children employed in or about industrial or commercial undertakings of any kind whatsoever, whether public or private, religious or otherwise, including institutions for vocational training or philanthropic purposes. As regards children, temporary exemption is provided for young persons between 16 and 18 years of age in cases of unusual pressure of work in transport undertakings on public holidays or market days, and in retail shops before certain public holidays or at the time of stocktaking, and in banks and money-changing offices during the periods of balancing of accounts. These exemptions must be authorized by public administrative regulations after consultation of the employers' and workers' organizations concerned.

As regards the night work of women, more elasticity was required than in the case of children, and a distinction is made between permanent and temporary exemptions, while some occupations are not covered by the bill at all. Permanent exemption is provided for certain kinds of employment in transport undertakings, such as level-crossing keepers, charwomen on trains, and ticket sellers. The temporary exemptions provided for in the case of women are the same as those already enumerated in the case of children. The following classes of women workers are not covered by the bill: Nurses, superintendents, housekeepers, women employed in markets, or in the folding and wrapping of newspapers. The following classes of women workers are not covered by the bill if they are over 25 years of age: Ushers, cloakroom attendants, waitresses in theaters, cashiers, and servants employed in cafés, restaurants and hotels, and cashiers in wineshops. (Industrial and Labor Information, March 24, 1930.)

#### Half-Time Work for Married Women.

On February 6, 1930 the half-time office maintained by the Bordeaux Trades Chamber for the purpose of securing part-time employment for married women communicated to the International Labor Office some interesting information as to the results obtained.

It may be recalled that an international congress on women's vocational guidance held under the auspices of the Bordeaux Trades Chamber in September, 1926 adopted a resolution calling for the gradual abolition of paid work for mothers, and recommended that, as a first step towards the realization of this object, married women should only be employed on part-time work, and that voluntary organizations should be set up to study the best means of giving effect to this measure.

As previously announced the Bordeaux Trades Chamber gave effect to this resolution in September, 1928 by setting up a half-time office to encourage the creation of part-time employment in industrial and commercial undertakings so as to enable married women with children to attend to their household duties and children, while engaging in paid labor for a few hours a day.

The communication received from this office states that the applications for employment are much more numerous than the positions offered. During the eighteen months since the establishment of the office, there have been 400 applications for part-time work and 80 positions offered. The latter figure does not include temporary work.

The office interprets half-time work to mean not merely employment during the morning or the afternoon, but any employment for a few hours a day, a few hours a week, or a few whole days weekly.

All such positions are reserved for married women, and especially for those with children. Although unmarried girls, generally students, frequently apply for part-time employment, they are not considered except in cases in which married women are unsatisfactory.

The work offered is generally shorthand-typing, copying, or other clerical work in offices or shops, and light duties in factories, especially chocolate factories, boot and shoe factories, and factories making straw wrappers for bottles.

The communication adds that a large department store has recently informed the office of its intention of organizing a half-time service for saleswomen and has asked the office to submit a list of eligible persons.

Finally, the half-time office regrets the lack of training of candidates for employment. (Industrial and Labor Information, March 24, 1930.)

#### Great Britain

##### Distribution of Women in Industry.

"A study of the factors which have operated in the past and those which are operating now to determine the distribution of women in industry," a publication recently issued by the Home Office, is reviewed in the Ministry of Labor Gazette for March, 1930, as follows:

A claim has been recently put forward by certain women's societies that all restrictions imposed by the Factory Acts on women's employment, which do not equally apply to men, should be removed. On the other hand, this claim has been opposed by organizations representative of the industrial women themselves. Those who advance it assert that the restrictions which have been imposed by Parliament, in the series of Factory Acts extending over nearly a century of industrial legislation for the protection of women workers in industry, have tended, and will tend, to limit a woman's chances of employment as compared with a man's by making employers less willing to employ women. It is also claimed that these restrictions tend to drive women into the least skilled and worst paid jobs.

The present memorandum brings together, in a summary form the information in the possession of the Factory Department of the Home Office which bears on the question of the distribution of women in industry. This information comprises (i) statistical information showing the numbers of men and of women employed in industry at various dates; (ii) information as to the actual processes in which women have been engaged at various stages in the development of industry; and (iii) information as to the causes which have determined the employment or nonemployment of women in particular industries or processes.

Part I of the Memorandum deals with the changes that have taken place in the number of women employed in industry during the past forty years, and gives statistics showing that both in textile and in nontextile factories the percentage of women increased between 1890 and 1928. The increase was much greater in the nontextile group, which includes many new and newly-organized industries, than in the textile industries, where women were well established as factory workers long before 1890.

Part II contains an examination of the causes which have operated to determine the distribution of women in industry in the past. A number of typical industries are dealt with in turn in some detail, viz., cotton and wool; flax and jute; hosiery; lace; the clothing trades; boots and shoes; the light metal trades; laundries; pottery; the tinsplate industry; bread and biscuit manufacture.

Part III deals in the same way with the new or newly organized industries—artificial silk; tobacco; gramophones, electrical fittings and wireless, and scientific apparatus; photography.

Part IV deals with the displacement of women in processes in which they replaced men during the war. It will be remembered that agreements were made with the trade unions, providing for the reinstatement of men in their old occupations after the war; and this movement, it is stated, was supported by a strong feeling among the women themselves. It is suggested in the memorandum that the rapid and easy return to the pre-war position indicates that the division of work between men and women in industry tends to settle itself naturally on the lines of pre-war tradition and experience.

Part V deals with the instances, very few in number, in which women have lost ground. The causes have in almost all cases been changes in organization (such as the introduction of machinery), changes of process, changes in public demands, changes in raw material (such as the substitution of wood pulp and fibre for rags in paper making), and so on. In a few cases the reduction appears to have been due to trade union action, as in the great decline in the employment of women compositors in Scotland.

Part VI deals with the effect of statutory restrictions on the employment of women in industry. The conclusion reached in the memorandum is that the general legislative restrictions on the employment of women have had very little influence on their distribution in industry. Except in a few isolated cases (mentioned in the memorandum), there is little evidence that they have handicapped women in the past or are handicapping them in the present. On the contrary, the employment of women during the period under review has been steadily progressing. Cases where men are sometimes employed at night on work that is done by women during the day, or in which women have been displaced by men because they can not be employed in a night shift, are rare; and, in view of the strong opinion that exists generally against the employment of women at night, it is very doubtful whether women would be employed even if the prohibition were removed. Though in the national emergency created by the war, when night work on a great scale became a necessity, restrictions on the employment of women at night were relaxed, and women were employed in a number of industries on the night shift, the opinion of employers generally, so far as it has been expressed to the factory inspectors, would appear to be very unfavorable to the employment of women at night under normal conditions. Moreover, generally speaking, the processes

in which a night shift is common are processes in which, on account of the nature of the work, men would in any case be employed, e.g., blast furnaces, manufacture of iron and steel, heavy chemical trades, glass works, paper mills, gas and electricity works. The only complaint that has reached the Home Office in recent years has been that the prohibition of night employment has prevented women who have been trained as electricians from taking charge of some small country stations.

In addition to the general restrictions, there are certain special restrictions (set forth in an appendix to the memorandum) dealing with particular processes. These are, with one exception, lead processes involving danger to health. The restrictions have been imposed on the grounds that the use of lead involves special danger to women. There is little evidence that the restrictions have prevented any appreciable number of women from obtaining employment who might otherwise have been employed. Other openings for women have arisen. In the pottery industry, for instance, the proportion of women employed has steadily increased during the period in which the restrictions have been in force.

The general conclusions reached in the memorandum are that women's part in industry has been steadily increasing, and that the distribution of men and women in industry has been in the past, and is being to-day, except in a few isolated cases, determined by factors quite independent of the legal restrictions on women's employment. This increase has taken place notwithstanding an increase in the rates of women's wages at least equal to, and in some industries greater than, the increase in men's rates.

In the earlier stages of industry, the distribution of men and women in industry was largely determined by tradition, aptitude, and physical strength, and in particular cases by the shortage or otherwise of male labor. As industry developed, distribution constantly tended to be modified by changes in the nature of the work brought about by the introduction of new types of machinery and new processes.

In the more recent developments of industry, the constant increase of light repetition work has greatly enlarged the field for employment of women.

A marked feature of women's employment as compared with men's is the tendency for women to be found in the unskilled processes. The number of the processes carried out by women during the war on which they had not previously been employed, and the skilled work done by women in certain trades, are sufficient to show that this tendency is not due to any innate want of aptitude for or capacity to learn certain kinds of work. The cause is undoubtedly to be found in the difference of attitude towards industrial work.

The industrial life of women is, in general, a short one. Though in some industries, such as cotton weaving, women may continue to work at their trades after marriage, in the majority of cases they do not. This makes them unwilling to spend much time on a course of training, and disposes them to seek occupations where they can earn a good wage as quickly as possible. For the same reason, managers are unwilling to train up workers for skilled occupations if they are likely to lose them when they have really become useful.

Work in the factory is looked upon by most of the girls who enter industry as a temporary career, which fills in the time, and enables them to earn a living between school and marriage; and for this reason they tend to seek the easily learned repetition work, and are apt to lack the enterprise and ambition which would make such work seem irksome. The increasing specialization of processes, and the substitution of a machine operation for craftsmanship or skill acquired by training, have facilitated this tendency.

### Italy

The following "Note of the Week" appears in the International Labor Office publication, Industrial and Labor Information, for February 24, 1930:

According to an announcement in the Italian press, the Government, at a meeting held on February 12, approved the draft of a bill relating to the regulation of hours of work in industrial undertakings.

The bill (it is added) contains provisions which are in conformity with the principles laid down by the Washington Eight Hours Convention, and which at the time take account of the requirements of production and economic conditions in Italy. The object of the bill is to put Italy in a position to give up the reservation, relating to ratification by other countries, by which her own ratification was conditioned, and thus to honor her international obligations.

This announcement marks a new departure of great importance on the part of Italy, and one which seems bound to have an influence outside her frontiers. Italy's ratification of the Hours Convention, it may be recalled, was accompanied by the condition that the observance of the convention should date from its ratification, without reservations or differing conditions, by Belgium, France, Germany, Great Britain, and Switzerland. Other conditional ratifications include those of France, which is contingent on ratification by Germany and Great Britain, and of Spain, which is contingent on those of France, Germany, Great Britain, and Italy.

If, as a result of the step now announced, Italy is able to withdraw her reservation and to declare her ratification to be unconditional, her action can not fail to stimulate the movement towards ratification by other countries. Belgium and Czechoslovakia have ratified unconditionally, Italy is contemplating the same course, and France is waiting only for ratification by Germany and Great Britain. Thus ratification by the two last-mentioned countries would insure enforcement of the convention in at least six of the principal industrial countries in Europe, and their example might well be expected to influence others.

For the latest information as to where these two countries stand in the matter, we would refer the reader to the statements made on their behalf at the recent session of the Governing Body of the International Labor Office, briefly reported in this issue (Industrial and Labor Information, February 24, 1930.). From those statements it will be seen that the British Government expects within the next three or four months to give tangible evidence of its desire to ratify the convention, while the German Government holds out the hope that Germany's ratification also may not be long delayed.

The announcement of the proposed action of the Italian Government comes, therefore, at a moment when the prospect of obtaining other vital ratifications is bright, and encourages the hope that a consummation which has been long and patiently awaited will soon be achieved.

#### Venezuela

A representative group of working women of Caracas recently met and organized the Venezuelan Christian Association of Working Women, the purpose of which will be to afford its members mutual benefits and raise the standards of Venezuelan working women in general. To these ends the association will provide those of its members who may be in need of financial assistance; establish an employment agency; open an exchange where women may sell on a commission basis articles which they have made; foster the habit of saving; and take measures to awaken among poor women a love for healthful recreation, such as games and exercise in the open air, emphasizing at the same time the benefits of nourishing food and hygienic surroundings. The association will also attempt through the holding of classes and distribution of educational material to assist women in learning new occupations and perfecting those which they already know and will endeavor to make the enactment of working regulations more general, particularly those on the 8-hour day, Saturday half holiday, and annual vacation of at least two weeks. (El Universal, Caracas, December 6, 1929; Bulletin, Pan American Union, March, 1930.)

## NOTES

## New Field for Women in British Banks.

Rapid spread of mechanization in the work of British Banks is opening a new field for women, says the Christian Science Monitor of April 3. This may be seen from the "school" at Lloyds Bank in Pall Mall, where young women in neat blue overalls are busily engaged in mastering what appears to the laymen to be a vastly complicated system of keys and stops and switches, out of which are produced long sheets of red and black figures which represent the pass-book, ledger, and waste work of the bank.

The "school," which claims to be the first of its kind in the country so far as banking is concerned, instructs between 29 and 30 pupils at one time, and these are drafted, after a period of four or five weeks, to those branches in which the new machines have been installed.

"It is interesting work," declared Miss Evelyn G. Green, the superintendent, "not so highly paid, perhaps, as that of a secretary—because a knowledge of shorthand is not essential—but, in many ways, less arduous; and the worker has the satisfaction of knowing that her particular bit of work is entirely in her own hands. Accuracy and common sense are the real essentials—and arithmetic."

During their period of training, the pupils receive a salary. Ledger-keeping in its new style appears to be recognized already as a woman's work; and from what seems a humble beginning, there is nothing to prevent the best workers rising to those supervising positions in the mechanized departments of the bank which offer a really interesting career.

## Occupation and Health.

"We are happy to announce," says the International Labor Office, "that the first volume of Occupation and Health, the encyclopaedic work relating to industrial hygiene which was undertaken by the office in conformity with a decision of the International Labor Conference, is now approaching completion. This work, which has been published in parts during the last few years and will finally appear in two volumes, summarises the results of a systematic and laborious study of available knowledge on the health hazards of industrial life. It covers practically every important industry, process or ingredient involving risk of illness or injury to the worker. Concise information is given as to materials used, processes employed, chemical or infection, statistics, symptoms, diagnosis, prevention, legislation and bibliography. or biological causes of disease, sources of poisoning"

"In the compilation of the Encyclopaedia, it has been the privilege of the office to have the cooperation of a large number of eminent experts in all parts of the world, including the members of the Correspondence Committee on Industrial Hygiene, who have readily assisted, by contributing or revising articles dealing with subjects on which they are specialists, in a work which it is hoped will encourage and facilitate the effort to stamp out occupational diseases and dangers.

"It is not claimed that the Encyclopaedia is either complete or final; it could not be so, having regard to the continuing evolution of technical practice and the progress of science. Nor is it claimed that its contents are either wholly original or exhaustive. Nevertheless, it is the belief of the office that, thanks to the endeavor which has been made throughout to insure that the technical and other data given should be intelligible and informative both to nonexperts and to specialists, the Encyclopaedia will prove to be of permanent use, as a standard work of reference, to employers, workers, doctors, insurance companies, public health

authorities, and all others concerned in the preservation of health and safety in the workshop or the office." (Industrial and Labor Information, March 17, 1930.)

#### Bibliography of Industrial Hygiene.

The December 1929 number of the Bibliography of Industrial Hygiene (Vol. III, No. 8) has just been published by the International Labor Office.

It contains a list of books, articles, etc., which appeared in different countries during the latter part of 1928, on the following subjects: Industrial Hygiene; Personal Health Physiology; Industrial Pathology; Industrial Medicine; Pathology (Causes of Injury); Pathology of the Special Systems; and Social Medicine.

In response to the desire expressed by several subscribers, commencing with the next number (No. 1, Vol. IV) a certain number of copies of the Bibliography of Industrial Hygiene will be printed on one side only, in order to make it possible to cut out and docket the bibliographical list.

The annual subscription to the Bibliography of Industrial Hygiene printed on one side only has been fixed at 5s., or \$1.25. (Industrial and Labor Information, March 24, 1930.)

#### German Film on Atmospheric Hygiene.

A film has recently been produced in Germany entitled Atmospheric Hygiene, and dealing with dust.

The film, which was prepared with the cooperation of experts, among whom was Professor Koelsch, of Munich, consists of four parts, dealing respectively with atmospheric pollutions, injuries to health caused by dust, the history of the campaign against dust, and the gravimetric and optical processes of the quantitative analysis of dust. The producers have announced that a second film on the same subject is at present in preparation. (Industrial and Labor Information, March 24, 1930.)

#### Youth in Danger

"Youth in danger: A study of young workers injured in Georgia industries" is the title of a pamphlet just issued by the National Consumer's League in cooperation with the Industrial Commission of Georgia.



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

News Letter No. 65.

May 26, 1930.

## ACTIVITIES AFFECTING WOMEN IN INDUSTRY

Maryland.

The 38th annual report of the Commissioner of Labor and Statistics of Maryland states that in Baltimore City, in 1929, the industrial inspectors found employed in 8,328 establishments 61,697 women, including both those who come under the jurisdiction of the laws governing the hours of labor for women and those who do not. Of the total number of women 51.6 per cent were found employed in manufacturing industries; 8.9 per cent were working in mechanical industries; 30.7 per cent in mercantile trades; and 8.8 per cent in offices.

Again it was found that the largest single group of women worked exactly 8 hours a day;

Number of hours worked per day	Per cent of women
Less than 8 hours.....	15.4
8 hours.....	34.2
8 and less than 9 hours.....	19.5
9 and less than 10 hours.....	18.9
10 hours.....	2.8
More than 10 hours.....	1.4
Hours not reported.....	7.8

Reports of 37 violations in Baltimore of the hour law for women were made by the industrial inspectors during 1929. Seven of these cases were taken to court and were dismissed. In addition to the two court cases included in the 1928 report, a third case of this type of violation of the law was taken into court during that year, and a conviction secured. In this case involving the employment of two women during hours which exceeded 10 in one day and 60 in one week, the employer was fined \$5 and costs in each case, a total of \$12.90.

During 1929, twelve violations in the counties were reported.

Massachusetts.

The following is taken from the New York Times of May 4, 1930:

The governing boards of Harvard University will pay \$280 in "back wages" to each of twenty scrubwomen employed at the Widener Library at Harvard, who were discharged last December after it was disclosed that they were getting less than the minimum prescribed by the Massachusetts Minimum Wage Commission, it was learned here yesterday.

In consequence of this decision the Harvard alumni group here, headed by Corliss Lamont, instructor in philosophy at Columbia and son of Thomas W. Lamont, who had planned to raise funds by alumni subscription with which to pay the women the difference between the Harvard wage and the minimum wage, will abandon its plans.

Young Mr. Lamont nearly two months ago protested to the University authorities. Fifty-two alumni, many of them prominent, signed the letter, which suggested payment of "back wages" and requested an explanation of the policy of the university toward its scrubwomen.

It was said that the scrubwomen had been paid at the rate of thirty-five cents an hour, whereas the prescribed minimum rate was thirty-seven cents an hour. This rate, it was said, has been paid for nine years to the Widener Library scrubwomen, who were regularly employed for five hours a day. The \$280 recommended for each woman would reimburse her for the two-cent shortage over the nine-year period.

It is understood that since the announcement of the alumni plan, a representative of the governing boards has been in New York and consulted with the group. According to the report, the local group agreed to abandon its subscription plan on the representation that the authorities in Cambridge would issue a statement within the next few weeks to the effect that it had been decided after an inquiry, to reimburse the women.

Mr. Lamont, however, would say yesterday only that the subscription plan had been "indefinitely postponed." His formal statement was:

"The project of raising a fund among Harvard alumni for the Widener Library scrubwomen has been indefinitely postponed because of hope that the whole scrubwomen affair can be satisfactorily and justly settled through other and better methods."

#### New York

##### Forty-Eight Hour Law Amended.

Two bills, one affecting factories and one mercantile establishments, introduced in the New York legislature this year to amend the women's 48-hour law, had the approval of the State Department of Labor, and were indorsed by the New York State Federation of Labor, The Women's Trade Union League, The League of Women Voters, The Women's City Club, The American Association for Labor Legislation, The Consumers' League of New York, and other women's organizations and trade unions. They were designed not so much to change the intent of the original law as to clarify and provide for its better administration. The choice of the 48 or 49½ hour week, with a half-holiday was retained, but overtime was not to be permitted at all with the 48-hour week, and was to be prohibited on the short day of the 49½-hour week. The 78 hours of overtime were retained but were limited to two periods in each calendar year not to exceed 61 days each, thus taking care of seasonal rush periods as intended by the original law but not permitting the regular extension of daily and weekly hours. There was a further provision for filing an overtime schedule with the Department of Labor two weeks in advance which would have simplified greatly the department's work in checking up on overtime. These bills, the Bureau of Women in Industry reports, were considerably amended before passing the legislature. The provision restricting overtime to two periods was stricken out, but in final form the bills insured the weekly half-holiday which, according to the decision of the Appellate Division of the Supreme Court in the Elite Laundry case, was not enforceable under the original law. They also forbid overtime in connection with the 48-hour week and establish the calendar year as the basis for overtime operation. The bills were signed by the Governor and are to take effect immediately.

##### Bills Not Passed.

The bill to exempt women over 21 years of age in restaurants from the provision in the labor law prohibiting work between 10 p.m. and 6 a.m. was not reported out of committee.

Several fair wage or minimum wage bills were introduced in both houses of the legislature but were defeated.

Canada.

New Brunswick

Social legislation introduced by the New Brunswick government at its session this year included acts to provide for old-age pensions, for mother's allowances, and for minimum wages for women in certain occupations. (Labor Gazette, Canada, April, 1930.)

Quebec

A bill to provide for fixing a minimum wage for men was introduced and defeated at this year's session of the Quebec legislature. The minimum rate fixed under the provisions of the bill (as reported in the Labor Gazette (Canada) April, 1930) was 35 cents an hour for male employees 16 years of age or over. Employees in agriculture, in domestic service, in navigation by sail, and in commercial establishments and offices were not covered by the bill, which, however, specifically included employees of the provincial government as well as those of municipal and school corporations. An employee receiving wages less than 35 cents an hour, under the provisions of the bill, would have been enabled to recover the difference by suit before any court of competent jurisdiction either during his employment or within a year from the date of discharge.

The Montreal Trades and Labor Council opposed the establishment of a fixed minimum rate, fixed without reference to local conditions or existing rates.

Colombia.

One of the most interesting and helpful of Bogota's social welfare services is the restaurant for working girls maintained by a number of well-known women members of Sagrado Corazón de Jesús and directed by Dr. José Alejandro Bermúdez of the National University. The purpose of the restaurant is to provide inexpensive lunches and dinners to working girls; however, it does much more than serve as a place to lunch and dine. Here the girls find wholesome amusements, a library filled with many hundreds of books, classes in typewriting, stenography, spelling, arithmetic, Spanish and English, a place to deposit their savings, no matter how small, the advice of a physician and medicine when they are sick, and even clothing should they be in need. At the present time almost 200 girls are thus being served; the majority work in factories, shops, or with industrial or commercial firms. Since they earn little, the restaurant, with its cheerful atmosphere and sympathetic help, fills a real need. (Cromos, Bogota, January 18, 1930; Bulletin, Pan American Union, May, 1930.)

Finland.

On July 31, 1929, the Finnish government placed before the Chamber of Representatives a report on the draft convention and recommendation concerning the creation and application of minimum wage fixing machinery adopted by the International Labor Conference at its eleventh session, 1928. In the report the government expressed the opinion that Finland should not for the present ratify the convention and that accordingly there would be no occasion to take any special steps to apply the principles incorporated in the recommendation. The Chamber approved the government's proposal. (Industrial and Labor Information, February 24, 1930.)

Germany.

Women in Trade Unions.

The organ of the German General Federation of Trade Unions recently published a study of the place of women workers in German trade-union organization as shown by the annual reports of the unions for 1928. A summary of this study is given below.

The increasing numbers of women workers in industry have given rise to serious problems for the trade unions. It will be seen in the table given below women are in a majority in all the trade unions mentioned except in the last two, in which they form one-half of the membership.

Union	Percentage of women members
Tobacco workers.....	77.5
Bookbinders.....	67.9
Printers.....	64.1
Hatters.....	63.3
Textile workers.....	57.8
Clothing workers.....	48.1
Shoemakers.....	44.3

Even in those unions in which the number of women members is small, the percentage has risen considerably. In the case of saddlers and upholsterers, the number of male members has increased by 5.8 per cent, and that of female members by 9.5 per cent. In the metal industry, where there are comparatively few women workers, and in 1925 their numbers did not exceed 11.1 per cent, the Metal Workers' Union in 1928 obtained 15.2 per cent of new male members and 21.4 per cent of new female members. The total percentage of women members in this trade union has risen to 7.4 per cent.

The unions are not merely concerned with the enrollment of women members, but seek to induce them to take part in the life and work of the union, making use for this purpose of lectures, leaflets, and special women's supplements in the trade-union press. The Metal Workers' Union is about to establish a special women's section within the National Committee under the management of a woman. In January, 1929, a training course for women was given in which 50 women officials took part. This proved so successful that similar courses will, in future, be given at regular intervals.

The annual report of the Metal Workers' Union draws attention to the importance of allowing women to take part in works councils and remarks that this participation has made little progress in the metal industry. In the textile industry, the circumstances are more favorable, and the union has carried out 19 training courses for members of works councils, in which 543 women took part. From this point of view the most advanced union is that of bookbinders, which has 2,677 members belonging to works councils, including 847 women. A special position exists at Nürnberg, where the members of works councils include 97 men and 268 women. The report draws attention to the excellent work carried out in Dresden by women members of works councils, and mentions that in an envelope factory at Jüterborg the works council was composed entirely of women, and in spite of special difficulties had carried out excellent work.

One of the chief concerns of the unions is that of raising the level of wages of women workers. Owing to the continual influx of women into industry, the wages of women workers are much lower than those of men. In general the raising of wages is very slowly achieved. It is only in public undertakings that more progressive conditions seem to exist. The report of the Metal Workers' Union shows that considerable progress has been made; it states that between 1925 and 1928 wages increased by 32.8 per cent for men, and by 50.7 per cent for women, and that in 1928 the wages of women represented 67 per cent of the wages of men. The union of workers in the food industry also reports considerable progress in the raising of women's wages. In some towns, especially in Berlin, greater increases of wages have been achieved by women than by men. In this connection, the report of the Shoemakers'

Union draws attention to the fact that women workers are much more often than men engaged at wages below contract rates, owing to the fact that women will submit to reductions of wages more readily than men. (Gewerkschaftszeitung, January 11, 1930; Industrial and Labor Information, February 17, 1930.)

#### Maternity Protection.

The reports of the German factory inspectors for the year 1928 now make it possible to survey the first year's working of the Act of July 16, 1927 relating to the employment of women before and after childbirth.

The task of supervising and facilitating the application of this act devolves particularly upon the women factory inspectors. It was carried out partly by means of publications and special notices in the factories, and partly by cooperation with the various branches of social welfare organization, social insurance, etc. Several reports of these inspectors draw attention to friendly cooperation between employers, workers, and salaried employees in helping pregnant women to take advantage of the provisions of the act. Others show that there still exist failures to carry out the provisions forbidding the discharge of pregnant women workers. Several inspectors have tried to find out in conjunction with the sickness funds to what extent pregnant women make use of their right to leave their work six weeks before confinement. It is observed that in general women are making increasing use of this right, but that when engaged on piece work are often unwilling to give up their wages, which are considerably higher than the allowance provided under the act. This resistance seems, however, to be decreasing since the Decree of May 18, 1929, under which the allowance for the four weeks preceding confinement is increased to the equivalent of three-quarters of the basic wage provided that the woman in question does not work during this time.

There are often difficulties in carrying out the provisions relating to the two half-hour intervals for the nursing of children. If the women live at a distance from the factory they can not take advantage of the interval, even in cases where the undertakings in which they work are provided with nurseries, because it is seldom practicable to bring the children there. In some shoe factories the women refuse to take their infants during the interval because their clothing is saturated with chemicals.

The report of the Inspection Service of Saxony is specially concerned with the protection of mothers. The Saxon Government has made provision to insure to every pregnant woman who leaves her work an allowance of 1.50 mark a day for the eight weeks preceding confinement; for the last four weeks the State benefit covers the difference between the insurance benefit and the amount of the basic wage. The Saxon Government hopes thus to encourage the women to give up their work. Generally speaking, the reports note that the provisions of the act are not yet sufficiently widely known in spite of continuous propaganda by means of leaflets, lectures, etc. In Hamburg, the enforcement of the new act has not met with any serious difficulties. In general, women workers have left their work regularly. (Reichsarbeitsblatt, No. 35, 1929; Industrial and Labor Information, February 17, 1930.)

#### Great Britain.

The April 28 issue of Industrial and Labor Information, published by the International Labor Office, reports the formal introduction in the House of Commons by Miss Margaret Bondfield, British Minister of Labor, of a bill to regulate hours of work in industrial undertakings. As general indications of the contents of the bill the following quotations from the British Press are given:

The bill lays down the eight-hour day and the forty-eight-hour week as the normal maximum. . . The minister has been engaged up to the last few days in consultation with various interests affected. Both the trade unions and the employers' organizations have been met, and detailed examination has been given to the circumstances of individual industries. The aim of the minister has been so to draft the measure that, while being within the provisions of the Hours Convention, there should be no unnecessary interference with the practice of British industry. (Daily Herald, April 17, 1930.)

Once this bill has been passed into law it will be possible for the British Government to ratify the Washington Eight Hours Convention. The main object of the measure is to provide for an eight-hour day for all industrial workers, but it is provided that the basis of a forty-eight-hour week may be substituted in certain industries where it is necessary for a longer shift than eight hours to be worked. Overtime has to be paid for, and it is provided that 300 hours of overtime may be worked in a year. Agricultural workers, seamen, and shop assistants are excluded from the scope of the bill, and arrangements have had to be made to suit special cases, such as that of the railway men, who have an agreement that the guaranteed week shall not include Sunday, which is paid for at double rates. It is believed that as a result of the conferences which Miss Bondfield has had with the bodies representing the employers and the workers, most of the difficulties have been solved. (The Times, April 17, 1930.)

#### Hungary.

The Hungarian Minister of Commerce, with the approval of the Cabinet and the Regent, submitted to Parliament on January 31, 1930 a bill for the ratification of the convention concerning the creation of minimum wage fixing machinery, adopted by the 11th session of the International Labor Conference, 1928.

The Minister of Commerce also submitted to Parliament a report on the recommendation concerning the application of minimum wage fixing machinery, recommending the adoption of the recommendation. (Industrial and Labor Conference, April 7, 1930.)

#### Japan.

The Secretary-General of the League of Nations has received a communication signed by Shunzo Yoshisaka stating that with reference to the recommendation concerning the application of minimum wage fixing machinery adopted by the International Labor Conference, 1928, "the Japanese Government, at the Cabinet meeting November 22, 1929 decided not to adopt it, on the ground that the state of affairs at present does not permit to introduce immediately into Japan such an organ as minimum wage fixing machinery." (Official Bulletin, International Labor Office, March, 1930.)

#### Luxemburg.

The government of Luxemburg has informed the International Labor Office that the convention concerning the creation of minimum wage fixing machinery, has been referred to the council of State for consideration. (Industrial and Labor Information, February 24, 1930.)

### Peru

On January 17, 1930 the Peruvian Government issued regulations relating the inspection of the conditions of work of women and young persons. The regulations provide that all undertakings, whether industrial or other, must keep at the disposal of the inspector a book in which he is to write the date of his visit and any remarks he wishes to make. The inspection offices are to keep a register of the women and young persons employed, showing their duties, their wages, and such other information as may be considered useful. After seeing the reports drawn up by the inspection service, the National Labor Department will prescribe whatever measures are called for by each case and will determine the period within which these measures ~~must be carried into effect.~~ (La Prensa, Lima, January 18, 1930; Industrial and Labor Information, April 28, 1930.)

### South Africa

Ada J. Arbutnot, writing from South Africa in the April issue of the Bulletin of the International Council of Women, says "Much dissatisfaction is being expressed in women's university circles over the application of a rule adopted by the Department of Agriculture some months back, debarring women from employment in research work in the Division of Plant Industry. This regulation is not retrospective, so that women now employed in that section will not lose their posts, but no others will in future be employed, apart from the mere routine work. The result will be that women who have gone in for higher education in this subject will find all posts barred to them, and will probably be driven into the teaching profession, because there will be no openings for them in the special direction in which their studies have lain.

### Spain

The formal ratification by the Spanish government of the convention concerning the creation of minimum wage fixing machinery, adopted by the International Labor Conference, 1928, was registered by the Secretariat of the League of Nations on April 8, 1930. (Industrial and Labor Information, April 21, 1930.)

### NOTES

#### Hours of Work of Salaried Employees.

The International Labor Office has published its second report on the hours of work of salaried employees. Twenty-nine governments sent their replies in time for inclusion in the report; later replies will be published in a supplementary report. An analysis of the 29 replies, the International Labor Office says, shows that 18 of the governments, including those of France, Germany, and Italy, are definitely in favor of a draft convention for regulating internationally the hours of work of salaried employees, though some reservations are made as regards the precise scope of such a convention. Of the remaining 11 governments, 6 express a preference for dealing with the subject only by a recommendation, while 5 (including Great Britain and Japan) are not in favor of any immediate international action by way of positive regulation at this session of the conference. The general contention of the latter group is that the subject is not yet ripe for practical and effective international action.

In the light of these replies, the office has appended to the report definite proposals for submission to the conference. These proposals, which represent an endeavor to arrive at the greatest common measure of agreement shown by the replies, take the form of a draft convention and two recommendations. The proposed draft convention provides for the limitation of hours of work in commercial or trading establishments and offices to forty-eight in the week. Provision is suggested whereby this maximum, though based on an eight-hour day, may be so arranged that employees may work up to ten hours on certain days of the week. Provision is also made for considerable elasticity in the application of the draft convention—provision, for example, for exemptions in certain cases, for the making up of lost time, for occupations which are inherently intermittent, etc.

The proposed recommendations provide for investigations by the several governments into the conditions with regard to hours of work prevailing, respectively, in hotels, restaurants, and similar establishments, and in theaters and other places of public amusement. It is suggested that the results of these investigations should be reported to the International Labor Office within four years, with a view to the possible consideration at a later session of the conference of the adoption of draft conventions applying to the establishments in question. (Industrial and Labor Information, March 31, 1930.)

#### Occupation and Health.

A further series of brochures of Occupation and Health, the Encyclopaedia of Hygiene, Pathology and Social Welfare which is in course of publication by the International Labor Office, has just appeared. It comprises monographs on blood (changes due to occupation); clothing or garment trade; cork and linoleum industry; cotton industry; cyanogen and its compounds; cerium; coal tar.

This series completes the subjects coming under the letter "C". (Industrial and Labor Information, March 31, 1930.)

#### Behind the Scenes in Canneries.

Under this title the Consumers' League of New York has published the results of a study planned and conducted by its investigators in New York State canneries.



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

News Letter No. 66.

July 26, 1930.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY

Massachusetts.

"Back Wages" Not Paid by Harvard to Discharged Scrubwomen.

Contrary to earlier reports Harvard University has not taken any steps toward paying to the scrubwomen who were discharged last winter the difference in the wages they received over a period of nine years and the rate prescribed by the Massachusetts Minimum Wage Board. Information to this effect has been received from Mr. Henry L. Shattuck, treasurer of the University and Mr. Corliss Lamont, who heads a group of alumni seeking to have the women reimbursed.

It will be recalled that the cleaning women, who were employed in Widener Library, were dismissed following complaint by the Minimum Wage Board that they were being paid less than 37 cents an hour, the minimum rate established for such workers in 1921. Answering criticism for this action, Harvard University stated that the women were paid 35 cents an hour including rest periods, or the equivalent of more than the prescribed minimum of 37 cents, and that dismissal, intended in any case in order to substitute men in this work, was only hastened by threatened action of the Minimum Wage Board. The alumni group, on the other hand, feels that justice to the women demands that they be paid 2 cents additional for each hour worked during the nine years since the rate of 37 cents an hour was fixed by the Minimum Wage Board. Mr. Lamont reports definite word from the University that an investigation of the labor situation as now planned will not include any consideration of back pay for the scrubwomen. Further action on the part of the alumni group is pending.

Division of Industrial Safety Reports.

In nearly 6,000 inspections made by the Department of Labor and Industries 2,079 orders were issued. Of this number 193 were in connection with toilet and washroom facilities; 301 for the safeguarding of dangerous machinery; 120 requiring compliance with the regulation for medical chest and first-aid rooms; 88 governing common towel and drinking cup; 29 requiring gas, dust and fumes removal; 40, industrial lighting; and 15 requiring pure drinking water.

New York.

The following statement as to the application of the women's hour law as amended in 1930 has been issued by Miss Frances Perkins, Industrial Commissioner of the State Department of Labor:

The law clearly means that manufacturers and owners of mercantile establishments who employ women must make a choice on the basis of the calendar year of either:

Plan A: Factory employment—

A work week for women of six full working days whose maximum may not exceed eight hours per day or forty-eight per week. If this plan is elected no overtime may be used throughout the calendar year. No day of the week may exceed eight hours under any circumstances.

In Mercantile employment—

A work week for women of six full working days whose maximum may not exceed eight hours per day or forty-eight per week. If this plan is elected no overtime may be used throughout the calendar year, except that they may work nine hours on one day of each week in order to make one or more shorter work days in the week; i.e., a week of one day at

nine hours, one day at seven hours, and four days at eight hours is permitted.

Plan B: In Factory employment—

A work week for women of five and one-half working days. If this plan is selected the regular work week may be forty-nine and one-half hours. The short day may not exceed four and one-half hours under any circumstances; the regular hours may not exceed nine on the long days. With this plan seventy-eight hours of overtime per year becomes available. This overtime may be used at will until the seventy-eight hours have been exhausted with the following limitations:

- (a) The overtime may never be added to the short day.
- (b) The overtime may be added to any long day provided no day exceeds 10 hours including the overtime.  
Any time beyond nine hours in one day is overtime.
- (c) The total hours of work per week including the overtime can not exceed fifty-four.

In Mercantile employment—

The plan is the same as for factories except that on one day of a week they may work more than ten hours. Any hours more than nine must be charged as overtime. In no event can they work more than fifty-four hours in any week including overtime.

If any overtime at all is to be used during the course of the calendar year the five and one-half day week must be elected at the outset.

If six days of eight hours is selected no overtime can be worked at any time during the calendar year.

The following points are to be understood in connection with the arrangement of the half holiday:

Under Plan B:

1. It is not necessary that the half holiday should fall on Saturday afternoon. Any half day of the week may be designated provided always that the working hours on that day do not exceed four and one-half.
2. The so-called stagger plan will be permitted. That is—different half holidays may be granted to different members of the staff. This plan must provide one-half day off for each employee coming under the provision of the act during each week, but some, for example, may have the holiday on Monday—others on Tuesday—others on Wednesday.
3. The posted schedule of working hours must reflect clearly the regular plan for each individual woman.
4. A separate schedule for use of overtime in the five and one-half day week must be posted for each individual employee.

The New York Department of Labor states further:

In issuing the preceding statement relative to the administration of the amendments to sections 172 (hours of labor in factories) and 181 (hours of labor in mercantile establishments), the Commissioner expresses her appreciation of the good spirit in which the bills have been received by the various groups and organizations which are affected by their provisions. A commendable spirit of cooperation has been evidenced, readiness to confer at all points and to put at the disposal of the Commissioner varied experience with the problems involved. This cooperation has been

especially helpful since it was essential to the uniform and equitable enforcement of the act that it be carefully studied and its meaning clearly established beforehand. Individuals and organizations so numerous that it is impossible to mention them individually have helped toward this end. If, however, any uncertainty still exists on the part of any one as to what is involved in the choice of schedules, or on other questions, the department will gladly consult with him on all details and assist him in the selection and arrangement of schedules.

Due to the growing practice, both in factory employment and among mercantile establishments of closing all day Saturday during the summer months, a custom which will doubtless be much more widely adopted this summer because of the volume of unemployment, the department wishes to inaugurate the new plan in such a way as not to disturb a situation so beneficial to the working people.

The year 1930 being nearly half over before this law was passed, the schedules used previously by any firm will not be held to bind the firm to that schedule for the remainder of the calendar year. A new choice, either Plan A (6 days) or Plan B (5½ days) may be made, but when made, must be followed throughout the calendar year.

#### Ohio.

A study made by the Consumers' League of Ohio "to get at the facts in relation to the employment not of married women as such, but of married women with minor children," Miss Elizabeth McGee reports, covered 550 working mothers in Cleveland. In 295 cases the husbands were living with their wives; 119 women were widows, 62 were divorced or separated, and 46 had been deserted. In 13 cases the husbands were in institutions. Of the 295 women whose husbands were living at home, 187 said that their reason for going to work was the insufficient income of the husbands; 34 gave personal preference as the reason; 33 gave the illness of the husband; and 26 his unemployment. In 80 per cent of the cases where insufficient income was given as the reason the husbands received less than \$30 per week. The families studied averaged 2.3 children. One-half had one or two children and one-half had 3 or more children. In over one-half of the cases where inadequate income was given as the reason for employment the husbands had irregular work. Most of the 550 women studied were doing full-time work away from home; 249 were in domestic and personal service, including not only work in homes but cleaning in buildings, employment in restaurants and hotels; 224 were employed in factories—clothing, iron and steel, textile, food, and cigar factories; 51 were saleswomen in stores; 17 were office workers; 6 were in professional or semiprofessional occupations; 3 in agricultural or horticultural pursuits; 45 were employed at night. More than half—56 per cent—of all the women did all the laundry work themselves; only 14 per cent sent washing out.

Fifty mothers sent their children to a nursery while they worked; 99 had them cared for by relatives or friends at home and 29 by neighbors; 183 said nobody took care of them. (Ohio Welfare Bulletin, January, 1930.)

#### Canada.

##### Alberta.

The Alberta legislature at its recent session amended the minimum wage act of 1925 by making it apply to the province generally instead of only to specified cities and towns. Accordingly, on May 10, the Minimum Wage Board issued an order that, commencing July 1, 1930, Orders No. 1 to 7 inclusive, are to apply and to have full force and effect universally throughout the province. These orders cover the employment of women in (1) manufacturing industries; (2) laundries, dye-works, etc.; (3) hotels, restaurants, etc.; (4) personal service occupations; (5) offices; (6) shops, stores, and mail order houses; (7) the fruit and vegetable industry. (Labor Gazette, Canada, June, 1930.)

### British Columbia

Meetings of the Male Minimum Wage Board were held May 19 to June 10 for the purpose of conducting a separate inquiry in each case into the circumstances surrounding the employment of licentiates of pharmacy, certified drug clerks, and certified drug apprentices. At the same time an inquiry was to be made into the circumstances surrounding the employment of janitors, cleaners, watchmen, elevator operators, and any other occupation of a similar nature.

The application of the drug store employees was at first refused by the Board, which ruled that these employees belonged to the professional class and were therefore not subject to the provisions of the male minimum wage act. The British Columbia Court of Appeal subsequently set aside this ruling, finding that drug store employees belonged to an "occupation" within the meaning of the act. (Labor Gazette, Canada, June 1930.)

### Ontario

Three new orders went into effect in 1929, the chairman of the Minimum Wage Board of Ontario states in his annual report for that year. Female employees in wholesale establishments, warehouses and the like were included within the office workers order; regulations were adopted respecting female operators of elevators; and seasonal factories engaged in canning, packing and evaporating fruits and vegetables were brought under an order.

### Saskatchewan

The Saskatchewan legislature added a section to the minimum wage act providing that an employer may be required to furnish a certified statement giving the name and address of every employee, the number of hours per day and per week worked by each, the amount of wages paid and any other information that maybe required. An employer failing to comply is liable to a penalty of \$10 for each day of default. (Labor Gazette, Canada, June 1930.)

### Argentina.

The Argentine Government has issued regulations putting into force the act which makes the 8-hour day compulsory in all commercial and industrial undertakings in the Republic.

The act comes into force from the date of promulgation of the regulations except for the staffs of maritime and river transport undertakings, harbors, the State railway and other public undertakings to which it will not apply until September 12, 1930.

The Libertad (March 16, 1930) remarks that the text of the act is an almost exact reproduction of the International Convention concerning the 8-hour day adopted by the International Labor Conference in 1919 and not yet ratified by the Argentine Parliament, in spite of repeated demands by the Socialist group in the Chamber. It is pointed out that the Argentine delegation to the Conference voted in favor of the adoption of this convention. (Industrial and Labor Information, May 19, 1930.)

### Belgium.

#### Day of Rest.

A bill was introduced in the Belgian Chamber of Representatives February 13, 1930 to amend that provision of the act of 1905 relating to the weekly rest which lays down a series of industries and branches of commerce in which workers and salaried employees may be required to work 13 days in 14 or  $6\frac{1}{2}$  days in every 7. The object of the bill is to extend the right to a weekly rest of 24 hours to these groups of workers. It provides that, after consultation with the organizations or representative bodies provided for by the act, Royal Orders may be issued withdrawing industrial and commercial undertakings from the special provisions in question and transferring them to the general system. (Industrial and Labor Information, May 19, 1930.)

#### Minimum Wage Fixing Machinery and Regulation of Home Work.

The Belgian Minister of Industry, Labor and Social Welfare submitted to the Senate, on April 2, 1930, a bill for the regulation of home work from the point of view of wages and hygiene. The government has informed the International Labor Office that when this bill has been passed the convention concerning the creation of minimum wage fixing machinery, adopted at the eleventh session of the International Labor Conference (1928), will be submitted to Parliament. (Industrial and Labor Information, June 9, 1930.)

#### Bolivia

The President of the Republic of Bolivia in September 1929 issued a decree providing for the protection of women and children employed in industrial undertakings. Regulations giving effect to the decree provide that pregnant women employed in industry are entitled to cease work 30 days before confinement and the employers are bound to keep their employment open for them. Working women who bring up their own children have the right to an interval of 15 minutes every two hours for the purpose of nursing their children, and this period of rest may not be included in the normal hours of rest. Night work is forbidden for women between the hours of 9 p.m. and 6 a.m.

The regulations give a detailed list of activities considered dangerous or unhealthy, in which young persons under 16 and women may not be employed. They fix the maximum loads they may carry at 10 kilograms for boys under 16 years, 5 kilograms for girls under 16 years, and 10 kilograms for women between the ages of 16 and 20. They also prescribe the weight of loads which may be transported on carts, wheelbarrows or trucks, pulled or pushed by a single person.

The decree and the regulations make the Department of Public Health responsible for enforcement and provide penalties for noncompliance. (Boletin de la Direccion Generale de Sanidad Publica, September-October 1929; Industrial and Labor Information, June 16, 1930.)

#### China.

The International Labor Office has been informed of the formal ratification by the Government of the Chinese Republic of the Convention concerning the creation of minimum wage fixing machinery, adopted by the Eleventh Session of the International Labor Conference, 1928. (Industrial and Labor Information, June 2, 1930.)

#### Colombia.

On March 8, 1930 a decree was signed by the President authorizing the creation of a temporary commission under the General Labor Bureau of the Department of Industry to advise the department on questions arising in the study of the proposed labor code drafted by a commission in that bureau. The newly constituted body will be composed of the members of the latter commission, two representatives of employers' associations and two representatives of labor organizations. The session of the committee, held under the chairmanship of the minister, are, according to the decree, to be attended by the chief and the legal adviser of the General Labor Office. Members of the congressional committee for the study of social problems will also be invited. One of the representatives of the employers' associations will be chosen by the Society of Agriculturists of Colombia and the other by the National Coffee Growers' Committee. Representatives of the labor organizations will be chosen by the Department of Industry by lot from the candidates nominated by incorporated labor organizations, each of which may submit one name. (El Nuevo Tiempo, Bogota, March 9, 1930; Bulletin, Pan American Union, June 1930.)

Germany.

The German national trade union center has conducted an inquiry into actual working hours in Germany. The week selected was that of February 10-15, and the inquiry covered 63,500 undertakings distributed over the boot and shoe industry, the building trade, the chemical industry, the woodworking industry, the metal industry, the printing trades, and the textile industry, the number of workers coming under it being 2,700,000. The percentages of workers whose hours exceeded 48 per week were found to be: 5.5 per cent were working from 48 to 51 hours a week regularly, 2.6 per cent were working these hours owing to temporary pressure, 5.6 per cent were working from 51 to 54 hours a week regularly, and 1.5 per cent were working these hours owing to temporary pressure. The corresponding figures for working hours exceeding 54 hours a week were 1.7 per cent and 0.3 per cent. Thus an aggregate percentage of 17.2 per cent were working more than 48 hours a week, either regularly or owing to temporary pressure. Taking into account the bad state of trade, this is a considerable improvement on the results of the last inquiry, held in October, 1928.

The "Gewerkschafts-Zeitung" states that working hours are not uniform in any one of the industries covered. Close to districts doing very little overtime work are other districts, engaged in the same industry, where large numbers of workers are working over 48 hours a week. The great center of overtime work is Rhenish Westphalia, and there can be no doubt that the long hours worked in the heavy industry govern the working hours of all the other industries. More than half the metal workers covered by the inquiry in Rhenish Westphalia were working over 48 hours, and in the other industries of the same district overtime was also very prevalent. (Manchester Guardian, April 7, 1930.)

Hungary.

A Government Bill introduced in the Hungarian Chamber of Deputies January 31, 1930 for the ratification of the convention concerning the creation of minimum wage fixing machinery was passed by the Chamber on April 11, 1930. (Industrial and Labor Information, June 9, 1930.)

Irish Free State.

The formal ratification by the government of the Irish Free State of the convention concerning the creation of minimum wage fixing machinery was registered June 3, 1930 by the Secretariat of the League of Nations. (Industrial and Labor Information, June 23, 1930.)

Japan.

At a conference of factory inspectors held in the Japanese Bureau of Social Affairs April 14-15, 1930, a number of decisions were taken in regard to enforcement of factory legislation.

It was reported that numerous textile factories were employing workers for 1 or 2 hours a day longer than the hours authorized by law. The conference decided that the limitation of hours of work should be vigorously enforced in cooperation with the police authorities.

It may be recalled that the Japanese cotton spinners have adopted a scheme for limitation of output, in spite of the fact that they had applied for an extension of hours of work from 10 to 11 p.m. on the plea that the drastic cut in hours of work would result in a reduction of output. In view of this contradictory situation, the conference agreed that the extension of hours of work at night should be granted only for a limited period and should be withdrawn whenever any violation of the statutory provisions was detected. The conference further agreed to urge the employers to grant a weekly rest so far as circumstances allowed.

In silk filatures, wages are paid in most cases on a piece basis. Customarily bonuses are paid to the workers (mostly young girls), and penalties imposed, according to the quantity and quality of their work. The penalties are often so

heavy that when they are deducted from the day's earnings the inferior workers receive nothing at all. In order to meet this situation, the conference adopted a proposal to establish minimum wages in silk filatures, ranging from 25 to 30 sen a day. This system will be applied to silk factories in the Nagano Prefecture, the most important silk center in Japan, as from June 1930, and will subsequently be extended to silk filatures in other prefectures.

Mention has already been made of the fact that a large number of silk filatures have failed to pay wages which had been retained in the custody of the employer as savings. The competent authorities in the Nagano Prefecture have adopted a new system requiring employers who wish to retain workers' wages as savings to produce at least three sureties jointly liable to the extent of 200 yen per worker. As this system has proved satisfactory, the conference decided to recommend other prefectural authorities to introduce it.

Many employers have been in the habit of depositing the workers' savings in post offices or banks in their own names and using the money in their businesses. In order to prevent this abuse, the conference decided to urge employers to have representatives of post offices or banks come to the factories and receive the money directly from the workers, leaving only the deposit books in the care of the employers.

The law requires an employer, when he desires to discharge a worker, to give two weeks' previous notice or an indemnity equivalent to two weeks' wages. This provision does not apply to temporary workers, who may be employed for two weeks, or three weeks with the approval of the prefectural governor. There is a growing tendency among factory owners to employ workers on a temporary basis indefinitely, by renewing the contract of employment, so as to facilitate the discharge of workers without payment of that statutory indemnity.

The conference decided that persons engaged in the same work as permanent workers should be regarded as permanent workers and entitled to the statutory indemnity when discharged at the convenience of the employer.

As a result of trade depression, many owners of small factories who have found it difficult to carry on business have turned the management over to their workers, receiving a fixed rent for the use of the factories. In view of the frequency of such cases, it was decided that the provisions of the Civil Code relating to partnership should be applied, the representatives of the partnership being legally responsible. (Industrial and Labor Information, June 2, 1930.)

#### NOTES

##### Taking Noise Off the Pay Roll.

Disinterested scientists have found by experiment that no person is actually indifferent to noises and that many people suffer from them, writes Mr. Arthur T. Vincent in the April issue of the Office Economist. If quietness is of benefit in a hospital and a sanitarium, argue the physiologists and the psychologists, then it may be of even more benefit to normal healthy individuals. The statement of many robust workers that they have become accustomed to noises and do not mind them is only partially true. That the ear rendered less sensitive by abuse does not register in terms of conscious appreciation of all the vibrations that enter it is true, but the constant hammering of sound nevertheless makes a record and sets up harmful reaction within the nervous system.

The effects of noise on output and energy consumption of office typists was measured by Dr. Donald A. Laird, Director of the Psychological Laboratory of Colgate University, and his associates, Mr. Vincent says. Both mediocre and champion typists were required to type at top speed under alternating fairly quiet and noisy conditions. The typing speed was found to be 5 per cent greater when the room was only 15 per cent quieter. One expert typist wrote a letter 12 seconds faster when she was

not disturbed by the reverberations of a noise machine which reproduced the sounds heard in an average office, even to the telephone bell and traffic horns. By measuring the calories expended the discovery was made that the typists used up 25 per cent more bodily energy in a noisy room than in one relatively quiet. This increased consumption of energy is ascribed by Dr. Laird not only to the fact that the typists surrounded by noise pound the keys of their machines harder, but also to the fact that noisy conditions produce a general tenseness of the muscles which is fatiguing and saps bodily energy unnecessarily. The expert typist already referred to lost two-thirds of 1 per cent of her bodily weight during 90 minutes of typing in the experimenting rooms and only half that much in the same length of time under quieter conditions. Both men and women were used in these experiments but results showed no appreciable differences.

Dr. Laird's studies, it is reported, have been in progress for many years. "It is apparent," he says, "that noise plays a vital role in modern life. The office manager and production department should study it as a factor in lessened quality and amount of output; the sales department, as a competitive factor in sales." As much as 30 per cent increase in output has been noted in some places where disturbing noises are cut down. For example, in an electrical assembly job where the source of noise was a high speed, rather worn ventilator, simply shutting off the ventilator brought the increase in output although the temperature conditions were less favorable. Here was an instance, Dr. Laird points out, of the continued noise that the workers were used to and did not consciously notice, yet their systems were reacting to it in an insidious way. "Records give justification," so states Dr. Laird, "in saying that at least 5 per cent of the pay roll of the United States is eaten up by inefficiency caused by preventable noises. Bear in mind that I say preventable. I refuse to state the dollars loss, because it is a figure so large that my followers might suspect that I had lost my reason."

#### Hours of Work of Salaried Employees

By 86 votes to 31 the International Labor Conference, which closed its session June 28 of this year, adopted a draft convention providing that the hours of work of persons employed in commercial establishments and offices should not exceed 48 in the week and 8 in the day; provided, however, that the weekly maximum might be so arranged that on one or more days the hours worked might amount to 10. Provision was made for exemptions and exceptions.

By 103 votes to 18, the conference adopted three recommendations in favor of national inquiries into hours of work in (a) hotels, restaurants and similar establishments, (b) theaters and other places of public amusement and (c) establishments for the care of the sick, infirm, destitute or mentally unfit, such establishments being excluded from the convention. The question of adopting special conventions to cover them would be considered within four years. (Industrial and Labor Information, July 7, 1930.)

#### Publications of the International Labor Office.

A further series of brochures of Occupation and Health, The Encyclopaedia of Hygiene, Pathology, and Social Welfare which is in course of publication by the International Labor Office has appeared. It comprises monographs on: Glass industry, graphite, hides and skins, iron, pig iron and steel industry, iron carbonyl, ice cream makers, lignite.

The office also has published recently a supplementary volume containing the American section of the International Survey of Legal Decisions on Labor Law for the year 1928. In this volume the description of the organization of the judiciary in the United States, which was given last year has been retained and extended by a short survey of the powers of American courts to declare labor laws unconstitutional and of the effects of anti-trust legislation on labor law. (Industrial and Labor Information, May 19, 1930.)



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

News Letter No. 67.

October 1, 1930.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY

Massachusetts.

Legislation—1930.

Unemployment among older men and women.

The Department of Labor and Industries is authorized and directed to investigate unemployment, especially among men and women over 45 years of age, and to ascertain the cause and the best method of correcting existing conditions of unemployment. The department is requested to make a report of the investigation to the General Court with its recommendations, together with drafts of any legislation necessary to carry the recommendation into effect.

Stock purchase by employees.

The Department of Labor and Industries is authorized to investigate the purchase of stock by employees in cooperative shoe shops. In connection with this study the department is requested to consider the circumstances attending the purchase of the stock by employees as a condition precedent to employment, the remedies open to the employees where stock has no market value, and the desirability of permitting this practice to be continued. The department is requested to report to the General Court the results of the study and investigation, and its recommendations, together with drafts of any necessary bills by December 1, 1930.

Investigation of unemployment and conditions in the textile industry.

The General Court authorized the Massachusetts Industrial Commission to make an investigation of unemployment and conditions in the textile industry in the State. The Industrial Commission was created by act of the legislature in 1929 and placed within the Department of Labor and Industry for administrative purposes. This study was authorized in 1929. The commission, however, was unable to undertake the work until 1930 and asked for authority to conduct its study during the present year. This authority was granted by the legislature.

Workmen's compensation.

Several amendments to the workmen's compensation law were passed this year. Some are merely perfecting measures correcting some inconsistencies of the existing laws, others liberalize the provisions of the law.

Division on the Necessaries of Life.

The Commission on the Necessaries of Life which was created August 1, 1919, and which has been continued from year to year as an emergency measure, went out of existence April 30, 1930. In its place a permanent Division on the Necessaries of Life was created within the Department of Labor and Industries. The Director of the Division, who was formerly executive secretary of the Commission on the Necessaries of Life, by act of legislature is given certain authority in case of a fuel emergency.

Mothers' aid law liberalized.

The law providing assistance for mothers with dependent children under 16 years of age has been extended this year to apply to mothers with one child. Formerly it applied only to mothers of two or more children.

Old age assistance.

This act which will become effective July 1, 1931, provides for adequate assistance to deserving citizens 70 years of age and over, who have resided in the Commonwealth at least 20 years, and who are in need of aid. The act provides that such assistance whenever practicable shall be given to the aged person in his own home or in lodgings or in a boarding house, and it shall be sufficient to provide suitable and dignified care. No person receiving assistance shall be deemed to be a pauper by reason thereof. This measure which is similar to the mothers' aid law, in operation since 1913, provides for the creation of a bureau of old-age assistance in local boards of public welfare. The work is under the supervision of the State Department of Public Welfare. The State will reimburse cities and towns to the extent of one-third of the assistance given.

The Commissioner of Taxation ~~and Taxation~~ and Corporation is directed to consider ways and means for raising the revenue required to carry out the terms of the act, and to report by December 1, 1930, with recommendations, together with drafts of legislation necessary to carry out the recommendations. He is also required to consider the sources of revenue that will not constitute an additional burden upon real estate, and especially consider some form of taxation on amusements, proprietary articles and luxuries.

It is estimated that 8,000 men and women will receive assistance during the first year of the operation of the act.

Inspection Work in Department of Labor and Industries.

Inspections were made in nearly 12,000 cases in May and June 1930. The number of orders issued were 2,755, of which 181 were in connection with occupational diseases; 374 were made after complaint; 304 were for accidents; 2 for health and sanitation; and 4 for home work. Wages amounting to \$12,137.35 were paid during the two months to employees after complaint had been entered with the department.

New York.

Study Made of Production Problems in Canneries.

The Bureau of Women in Industry of the New York State Department of Labor cooperated during the summer with the Foodstuffs Division of the U. S. Department of Commerce and the New York Cannery Association in making a study of certain production problems of the canning industry in up-state canneries. Such a study was decided upon by the Joint Committee of Canneries, which consists of representatives of the canning industry and the Department of Labor in about equal numbers. As result of this study it is hoped to establish the practicability of operating canneries without excess of overtime. (Industrial Bulletin, New York State Department of Labor, July 1930.)

Law Interpretation Committee.

A law interpretation committee, whose function is to assist the Industrial Commissioner in promulgating administrative rulings on points of the labor law concerning which varying opinions are held by the different bureaus, has been formed in the Labor Department. Its members are Miss Perkins, chairman; Mr. Andrews, Mr. Tausky, Assistant Attorney General, in charge of Labor Bureau Department of Law; Dr. Patton and Mr. Corcoran. (Industrial Bulletin, New York State Department of Labor, July, 1930.)

#### Wages Collected for Defrauded Employees.

For the past five years Mrs. Lillian Sire, Chief of the Division of Aliens, has collected wages for employees of up-state summer hotels and boarding houses, who have been defrauded by employers. Last summer, with the assistance of Maurice Kaplowitz, special investigator, she made collections amounting to \$30,000 and began work this year with 90 claims involving \$10,000. During Decoration Day week, in a period of six days, she collected \$3,400, and complaints continued to pour in at the Department of Labor headquarters and the local offices of magistrates in Ulster, Sullivan, Delaware, Greene and Orange counties.

The usual complaints of these employees are that they were not paid for their work, were paid only in part, were discharged and refused return car fare to the city, or were kept until the end of the season and given bad checks for their services. Many also complained that private employment bureaus, from which they were sent to the jobs, exacted large fees and often instructed employers to deduct additional fees from their wages. In some cases they were compelled to sign contracts which permitted employers to discharge them without notice. Many hotels take on a full staff for the Decoration Day week end, promising them work for the season, then shut down until the Fourth of July, and discharge the workers, often without pay.

These objectional practices are not prevalent among reputable summer resort owners, but have become common in hotels of a fly-by-night character, it is stated. (Industrial Bulletin, New York State Department of Labor, June, 1930.)

#### Pennsylvania.

##### The Trend of Industrial Home Work.

An analysis of Pennsylvania home work records for the last four years shows, the State Bureau of Women and Children reports, "that in spite of the centralization and mechanization of industry, home work remains as integral a part of our industrial system in 1929 as it was in 1925 when the home-work regulations became effective. The shifts in industry by consolidation, by introduction of new machinery, and by changes in the type of product manufactured, tend to make home work more unstable and fragmentary, but do not tend to any noticeable degree to eliminate it. Business depressions temporarily decrease the amount of work sent out to be done by home workers, but along with the renewal of business prosperity comes an increase in home work. The consolidation of small plants and the introduction of new machinery may result in a sharp decrease in home work in one industry, while a development of some new product may result in as much or more home work in another industry.

"So long as home work continues to be an essential phase of industry, the State's responsibility for the women and children employed in home work must continue. Legal standards of sanitation, hours, and conditions of work for women must be maintained. Conditions of employment for home workers have been greatly improved since the adoption of the home-work regulations and it is believed that the carrying on of the bureau's program of education and law enforcement will show continued improvement in the future."

The numbers of licensed employers and home workers for 1926-1929 follow:

<u>Year</u>	<u>Employers</u>	<u>Home Workers *</u>
1926	910	11,883
1927	1,161	12,659
1928	1,240	11,309
1929	1,204	11,882

(Labor and Industry, Pennsylvania Department of Labor and Industry, June, 1930.)

\* Number of home workers reported in September each year.

### Is the Large or Small plant the More Hazardous?

From a study made in 1929, the Bureau of Industrial Standards of the State Department of Labor and Industry says "it may be assumed that the hypothesis of the small-sized plant being the most dangerous is correct, and that the department is justified in concentrating its energies where the potential accident hazard is most apparent."

Establishments reporting accidents for which employment records were secured numbered 6,069, and employed a total of 997,361 workers. These 6,069 establishments reported 51,527 lost-time accidents during 1929, or approximately 69.8 per cent of the total of 90,112 lost-time accidents reported by the manufacturing groups included in this study.

An analysis of the figures showing frequency of fatal and nonfatal accidents according to size of establishments "tends to confirm the assumption that the accident frequency in establishments employing a small number of persons is higher than the accident frequency in establishments with a large number of employees. These findings do not represent true accident frequencies, especially in the groups with a small number of employees, because there are many establishments that did not report any accidents during the year whose records were not included in the study. The greatest number of establishments reporting no accidents most likely falls within the groups having a small number of employees, that is from 1 to 25 and 26 to 50, etc.

"The figures obtained, however, do show an inverse accident rate according to size of establishment. The smaller the establishment, the higher the accident frequency becomes and vice versa. The results are so pronounced that they undoubtedly do indicate a distinct trend.

"In both the fatal and nonfatal frequencies, there is a very distinct upward trend in the smaller establishments, reaching a maximum in establishments employing up to 25 persons.

"The fact that the accident frequency rates for both the fatal and nonfatal groups do not show a straight line decrease is due to the fact that the study does not include enough establishments to indicate the effect of the exceptionally good or bad records of a few establishments.

"This is especially true of the fatal accident groups. For instance, in the classification of establishments employing from 8,000 to 9,000 (there is but one establishment of this size) there were nine fatal accidents. This is undoubtedly an extremely bad accident experience and the resultant accident frequency of .106 is very much out of line with other frequency rates. These discrepancies must be overlooked in several cases, and the final results or conclusions of the study should be based on an analysis as a whole, not on any one group representing any particular size of establishment." (Labor and Industry, Pennsylvania Department of Labor and Industry, July 1930.)

#### Canada

#### Alberta.

During 1929-30 minimum wage inspectors found a number of women receiving wages less than the minimum rate and a number who were working longer hours than the maximum fixed by the Minimum Wage Board. In most cases wages and hours were adjusted by the employers when the infractions were brought to their attention by the inspectors. However, six cases of failure to pay minimum wages were carried to the courts. Five convictions were secured and the employers were ordered to pay back wages; one case was dismissed after necessary adjustments had been made.

Owners of beauty parlors asked that the minimum wage order affecting personal service occupations be amended by exempting their establishments. After public hearings and careful review the Board decided against any change in the order.

The Board also decided that the time was not opportune for a general increase in all wage rates as urged by the Alberta Federation of Labor and the United Garment Workers. (Annual Report, Commissioner of Labor of Alberta, 1929-30.)

#### British Columbia.

An order of the Male Minimum Wage Board of British Columbia, dated July 31, 1930, fixes a minimum wage rate of 80 cents an hour for licentiates of pharmacy. This term means any person who is the holder of a certificate as a licentiate of pharmacy issued under the provisions of the pharmacy act. The order applies to every employee within the meaning of the Male Minimum Wage Act who is engaged in the occupation of a licentiate of pharmacy, in the selling, dispensing, or compounding of poisons, drugs, medicines, or chemicals, or in the dispensing of prescriptions of medical practitioners whether in a drug store dispensary, pharmacy, laboratory, office, or elsewhere and whether by retail or wholesale. (Labor Gazette, Canada, August, 1930.)

The Male Minimum Wage Board also has conducted inquiries upon application from cab and taxi drivers, warehousemen and stationary engineers. For stationary engineers an order was issued in January setting a minimum of 50 cents an hour. In the case of taxi drivers, however, the Board decided that it was not advisable to establish a minimum rate at the present time, while in the case of warehousemen the evidence was considered insufficient to warrant establishing a minimum wage. (Labor Gazette, Canada, September 1930.)

#### Ontario.

The Minimum Wage Board of Ontario held a public hearing early in July in connection with a proposed order governing minimum rates of wages to be paid to female employees in the customs tailoring trade in the province. The proposed rates are based upon a minimum wage of \$12.50 for experienced workers in Toronto. Customs tailoring was practically the only remaining trade to which the minimum wage act had not been applied previously. (Labor Gazette, Canada, July 1930.)

#### Quebec.

Investigations have been started by the Women's Minimum Wage Commission with a view to establishing wage rates for female employees in the cardboard box, fur, and corset industries in the province, and public meetings of employers and workers will shortly be called to discuss the minimum wages for the various occupations. In regard to the observance of existing orders of the Commission Mr. Gustave Francq, chairman of the commission, stated that in very few cases was it necessary for the commission to bring delinquent employers before the courts, and that methods of persuasion were usually sufficient. (Labor Gazette, Canada, September 1930.)

#### Saskatchewan

The one day's rest in seven act passed by the Saskatchewan legislature at its last session, after enumerating the occupations covered provided further that the Lieutenant Governor in Council might declare any industry to be exempt. Accordingly,

by an order in Council dated July 2, 1930, the following industries ceased to be subject to the provisions of the act of July 1:

- (a) The industry of members of the fire department of the cities of the province; and
- (b) The industry of nursing including graduate nurses, pupil nurses in training, orderlies, and persons employed in any technical or professional capacity in the care of the sick in all hospitals in the province whether such hospitals are municipally owned or otherwise. (Labor Gazette, Canada, September 1930.)

#### Argentina.

The Minister of the Interior issued a resolution on June 18 whereby the National Labor Bureau was authorized to permit women over 18 years of age to work more than eight hours a day with the proviso that in no one week any woman should be employed more than 48 hours, and that her employment should be in accordance with the regulations of the hour law of 1929. (La Prensa, Buenos Aires, June 19, 1930; Bulletin, Pan American Union, September, 1930.)

#### India.

According to the latest statistics, there were 7,863 factories in British India in 1928, as compared with 7,515 in 1927. The number of notified factories (those employing ten or more persons whether mechanical power is used or not) was 197 in 1928, as compared with 160 in the previous year.

The total average daily number of workers employed was 1,520,315 in 1928, as compared with 1,533,382 in 1927. The decrease in the number of workers was due chiefly to strikes in the Bombay cotton mills, lasting for six months, and in the iron and steel mills in Bihar and Orissa. There was a slight decrease in the number of women employed, but the greatest reduction took place in the number of children, which fell from 57,562 in 1927 to 50,911 in 1928. This decline in child labor was ascribed to a growing preference for adults due to the more rigorous enforcement of child labor legislation.

Of the total number of factories employing men, 41 per cent worked 54 hours or less a week; of those employing women, 44 per cent worked 54 hours or less a week; of those employing children, 30 per cent fixed their maximum hours at 30 in the week.

Perceptible progress was made during the year in the matter of housing of labor and sanitation in factories. Improvements also took place in many provinces in respect of ventilation and lighting of factories. The total number of recorded accidents during the year was 16,348, as against 15,711 in 1927. The increase was mostly in minor accidents. This was partly due to the fact that an increasing number of workers reported injuries of the most trivial nature, such as cuts and bruises, with the expectation of getting compensation under the provisions of the workmen's compensation act of 1923. As a result of the industrial disputes, welfare work was rather slow during the year.

The total number of factories inspected in 1928 was 7,093 (90 per cent) as against 6,692 (89 per cent) in 1927.

The total number of convictions obtained during the year for breaches of the Indian Factories Act was 1,348, as against 1,420 in 1927, the number of persons convicted being 419, as against 432 in the previous year. (Industrial and Labor Information, September 8, 1930.)

New South Wales.

A bill to restore the 48-hour standard work week was adopted in May by the Legislative Assembly by 44 votes to 12. The bill was submitted by the Government as a means of meeting the present industrial crisis. The act providing a 44-hour week, thus displaced, was passed in 1925. (Industrial and Labor Information, August 4, 1930.)

Nicaragua.

A labor accident compensation law passed by the Senate February 19, 1925, was approved by the Chamber of Deputies, March 7, 1930, and signed by President Moncada on May 13, 1930. (La Gaceta, Managua, May 26-28, 1930; Bulletin, Pan American Union, September, 1930.)

NOTES

Textile Institute Recommends Elimination of Night Work.

The following resolution has been adopted by the Executive Committee of the Cotton-Textile Institute:

Resolved: That the executive committee of the Cotton-Textile Institute recommends to the board of directors that the recommendation be made to the cotton textile mills that they eliminate, as soon as possible and not later than March 1, 1931, the employment of women and the employment of minors under 18 years of age between the hours of 9 p.m. and 6 a.m.

Maximum Loads Carried by Women in Certain Foreign Countries.

The results of a series of inquiries made by workers' organizations in various countries on the subject of the maximum weight of loads are reported by the International Labor Office in the International Labor Review for July, 1930 and are reproduced here in part.

The Belgian organization considers that even 20-kilogram loads are too heavy for many women, and that efforts should tend to prohibit completely this kind of work for women as it is prejudicial to their health.

In Czechoslovakia the Prague organization has succeeded in concluding agreements with several undertakings, in accordance with which women are not employed in carrying loads during the six weeks before and the six weeks after childbirth. The organization recommends the general prohibition of such work within these limits.

Some of the agreements concluded by the Women Workers' Union in Denmark, e.g. with egg dealers, contain a clause providing that women workers shall not have to lift or carry full cases. In other undertakings, e.g., match factories and certain undertakings in the metal industry, women workers have some times to carry very heavy loads. In the paper industry it is usual for packages weighing 76 kilograms to be carried by two women workers.

In Great Britain, in the various branches of industry whose workers are affiliated to the National Union of Distributive and Allied Workers, women rarely have to lift heavy loads. Where they still do so, the maximum weight varies between 40 and 56 pounds.

In Norway's paper industry heavy loads are usually handled by mechanical means. Rationalization has been in progress for about 10 years; it has aimed primarily at eliminating all unnecessary expenditure of muscular force. There is an agreement between the employers' and the workers' organizations in accordance with which married women may not be employed in the industry save in exceptional cases where other women workers are not available. Where women are employed they often have to carry loads weighing considerably over 20 kilograms.

In the German porcelain industry heavy loads are carried by women in the firing and casting operations. The German Union of Ceramic Workers reports that according to statistics collected in April, 1929, covering the great majority of the persons engaged in the industry, there were 2,077 women (as well as 4,415 men) employed in the kiln rooms. One of the principal operations of work in the kiln rooms consists in filling the saggars and carrying them to and from the kiln. The saggars vary in size and therefore also in weight. In well-managed undertakings it is only exceptionally that women are employed in carrying saggars. In undertakings whose technical equipment is out of date--which seem to be still fairly numerous in Germany--it has been ascertained that, except for a few men employed on very heavy jobs, only women are employed in the kiln rooms. The saggars, when full, weigh from 10 to 40 kilograms, and are thus far too heavy to be handled by women. The Union says in addition, the heat in the kiln rooms is frequently so intense that even men are affected by it, and women even more so. The saggars have to be carried in front of the body; only very heavy ones are carried by two women.

The sickness statistics show, according to the Union, that this work has a very bad effect on the health of women and that in the work rooms in question, abdominal affections were more frequent than in other departments of the works.

According to the same statistics, 1,688 men and 3,141 women were employed in the casting rooms. As a general rule large objects are cast by men; but there are undertakings which employ only women for this work. In these undertakings the casting of the large pieces requiring the handling of very heavy plaster molds is of course also done by women. What is more serious is that in many undertakings the casting is still done by means of cans, which are filled with the liquid slip and have to be carried to the mold that has to be filled. These cans vary in size and weight. Under the piece-work system, which is usual in the porcelain industry, the women workers naturally try to carry as much slip as possible on each journey to the place where the casting is done. With this in view, the heads of the undertakings have provided cans holding from 15 to 30 kilograms.

In the rooms where the grinding of the raw materials and preparation of the slip, etc., is done, few women are employed (69, as compared with 1,324 men). It is in these workshops that the hardest and dirtiest work is performed. The raw materials are brought in on hand carts or in cases; this, the Union says, is done by women in undertakings which employ female workers.

#### Why do Married Women Work?

In the survey of April 15, 1930, Eleanor G. Coit and Elsie D. Harper discuss a study made by the Industrial Department of the Young Women's Christian Association of 519 women workers, who were or had been married. Factory workers, household employees, telephone operators, a few low-paid clerical workers, and saleswomen from 19 States and 66 widely scattered communities were represented. A third of the women were foreign born and a little over 1 per cent were negroes. Three hundred and seventy (about 71 per cent) were living with their husbands, 92 were divorced or separated, and 53 were widowed; 4 made no report. More than half the women were under 35 years of age and of these 14 were under 20; 115 were between 25 and 29 years old, and 96 were over 40.

Of the 482 women reporting size of family, 305 had from 1 to 4 children; 8 mothers had 5 and 12 had 6 or more children to care for, while 157 (about 32 per cent of the group) were childless.



While many of the women were accustomed to earning their living before marriage, the group as a whole did not anticipate work after marriage. The reasons for working most frequently given were lack of adequate income to provide necessities, to save, to educate children. In many cases the husband was ill, unemployed, divorced, or dead, and many times unpaid bills made employment necessary.

Sixty per cent of the women carried a double job, doing all their own housework, and many others were responsible for part of it. The median wage for the 481 women reporting was \$16 a week, 228 of them earning \$15 a week or less.

"The present distribution of wealth as illustrated in the cases studied suggests," say the authors of the survey article, "that it is not always possible for a woman to choose her occupation and make her own decision as to whether she will return to work after marriage and carry a double job, or confine her energies to caring for her children and home. Many unmarried women workers are discussing the right of the married woman to work outside her home. But the fact remains that the married woman is in industry and all the evidence goes to show that she will remain there."

#### Rural Girls in the City For Work.

"Rural girls in the city for work: A study made for the Southern Woman's Educational Alliance," by O. Latham Hatcher, tells the story of 255 girls in Richmond, Va., and Durham, N.C. Eighty-four were employed in mill or factory work, 59 in stores in nonclerical work; 67 were in clerical or other office work or were students in business colleges, 12 were waitresses, and 33 were in training to become nurses. Nearly three-fourths of them were from 17 to 23 years old, more than half--142--being not more than 20.

Approximately two-fifths of the girls were living independently in boarding or rooming houses, or in girls' home clubs; another two-fifths were living either with their families who had moved to the city or with relatives or family friends, while the remainder were commuting from country homes or else were nurses in training, and so were living in nurses' homes provided by the training schools.

"To promote immediacy in the reader's sense of contact with the girls, they are first presented, although very briefly, as they were first discovered in the city. Their country homes which they left, their family backgrounds, and habits of living in the country are next described. An account of the transition to the city and much fuller facts about their lives and general adjustment there complete the pictures and the concluding chapter deals with summaries and tentative recommendations."

#### Legal Status of Women.

A revised edition of "A survey of the legal status of women in the 48 States," bringing the legislation down through 1929, has been issued by the National League of Women Voters.

## ACTIVITIES AFFECTING WOMEN IN INDUSTRY

Illinois.

The Women's Eight-Hour Bill will again be introduced in the Illinois legislature when that body meets next January. While this bill has met defeat after defeat in successive sessions of the Illinois General Assembly, the efforts to secure its passage have not been barren of results. The testimony submitted before the legislature in support of the measure has had the effect of arousing public opinion to the extent of bringing about a reduction in the working hours in many shops and factories throughout the State. Employers who at one session insisted that it was necessary to enforce a 9 or 10 hour day in their respective plants, were found afterwards agreeing that they had found it wise, as a matter of business policy and productive efficiency, to reduce the working hours in their plants. (Report of Executive Board, Illinois State Federation of Labor. Sept. 15, 1930.)

Massachusetts.

Pay-roll data for September, secured by the Massachusetts Dept. of Labor, showed little change from the August figures. There were 842 establishments that reported pay-roll data separately by sex. These data relate to 105,131 persons, of whom 75,429 were men and 29,702 were women. The average weekly earnings of men were \$27.55 and of women, \$15.78.

New Jersey.

A bill was passed in the last session of the legislature further regulating industrial home work by requiring that all contractors and distributors be licensed as well as the home worker, in order that responsibility be placed upon the contractor for the persons to whom he gives work for distribution, and that the Bureau of Women and Children may have a list of all to whom work is distributed. Since this law went into effect July 1, 1930, the bureau has inspected and licensed 2,500 homes, compared with 3,800 inspected and licensed during the fiscal year ending June 30, 1930.

New York.

Large-scale experiments using Rochester, N.Y., as a laboratory, to determine means of eliminating unemployment, will be launched soon under direction of the New York State Department of Labor in the first big scientific effort to combat idleness.

Rochester was chosen, according to Miss Frances Perkins, State Industrial Commissioner, because it represented best the economic problems of the average American city and diversified industries and labor demands.

Under the plan, an employment bureau will be set up to absorb the present State employment bureau. It will be operated under the Labor department, with a number of committees observing and correlating results. The experiments will continue for three to five years.

Job requirements, fitness of workers, changes in industry and industrial and population shifts will be studied and the labor market coordinated as a demonstration for the rest of the Nation.

Arthur H. Young, director of the Industrial Relations Counselors and chairman of the State Advisory Council, will work with the Labor Department in the experiment. A committee on demonstrations, headed by Dr. Bryce M. Stewart of the Industrial Relations Counselors, will supervise it.

Virtually every industry in Rochester has offered its cooperation and supplied delegates to a local committee. A technical advisory committee, headed by R. W. Waldron, employment manager for the Eastman Kodak Company, will supply technical details for the demonstration committee.

Research data collected will be the first large-scale correlation ever attempted, it was said. Its major effort will be to strike a balance between industrial demands and men and women available for jobs, making it possible to forecast conditions and avoid serious unemployment with fair accuracy. (The Christian Science Monitor, November 11, 1930.)

#### Pennsylvania.

Special mid-summer activities of the Bureau of Inspection in the month of July included a survey of the vegetable canning industry conducted by Mrs. Elsie V. Middleton, Chief of the Section of Women and Children, in cooperation with the supervising inspectors and Mrs. A. B. Fleming, of the Industrial Board. The investigations revealed flagrant violations of the Woman's and Child Labor Laws in a number of canneries, and also housing and sanitary conditions in labor camps requiring immediate correction. Eight prosecutions of canners for violation of labor laws were brought by the Bureau in July as it was considered that the canners had violated their pledges to the department made several years ago when a survey of the canning industry disclosed a general disregard of labor laws and regulations. (Labor and Industry, September, 1930.)

#### Canada.

At the Annual Convention of the Trades and Labor Congress of Canada approval was given to a resolution asking that the provisions of the various provincial Minimum Wage Acts be extended to towns and villages where such are not now included with a view to giving protection to girls and young women who are working excessive hours. It was also decided to instruct the provincial executive of Quebec to press for amendments to the Minimum Wage Act that will insure adequate protection to all female workers employed in both industry and commerce in the province.

#### New Brunswick

The Minimum Wage Act, which comes into force on proclamation, applies to every female person in any trade or occupation in New Brunswick who works for wages, with the exception of farm laborers and domestic servants. This act is administered by a Minimum Wage Board which has authority to conduct investigations and establish minimum wages and the maximum number of hours per week for which such wages shall be paid. It also has power to fix overtime rates as well as special rates for handicapped employees and apprentices. A maximum penalty of \$100 for each employee affected, or imprisonment for six months, is provided for any employer contravening an order of the board. In addition the employer will be ordered on conviction to pay to such employees the difference between the wages actually received and those established by the board.

### Nova Scotia

The Minimum Wage Board of Nova Scotia has issued the first order since their appointment early this year. The new order governs the wages and other conditions of female employees in laundries and dry cleaning and dyeing establishments in Cape Breton. Minimum rates of wages for a week's work of 44 to 50 hours are fixed at eleven dollars for experienced workers. For inexperienced adults over 18 years of age the minimum scale starts at nine dollars per week, and for young girls under 18 at seven dollars, increasing after each period of six months until the worker becomes experienced. (The Labor Gazette, Canada, October, 1930.)

### Chile.

Sra. Yolanda Frias de Portales, recently appointed labor inspector in Valparaiso, took office on August 11, 1930. To her will be referred all matters that arise concerning the welfare of women employees in industry. She will also be responsible for the observance of legislation dealing with health regulations, working conditions, and similar protective measures. (El Mercurio, Santiago, August 13, 1930.) (Bulletin of the Pan American Union, November, 1930.)

### China.

An English translation of the Chinese Factory bill has recently appeared. This bill was passed in December, 1929, but has not yet been put into effect. Mr. Thomas Tchou (Director of the Department of Labor), in a foreword to the translation says, "The application of these laws ushers in a new chapter in the evolution of administrative work in China. . . Such measures . . . for the protection of human rights in industry were until recently considered by many to be visionary. Under the guidance of Dr. Sun Yat Sen's principles, these ideals are being written into law."

The act applies to all factories driven by steam, gas, electricity or water power, regularly employing thirty or more workers.

The law provides that the regular working day for adults shall be eight hours, but may be extended up to the limit of ten hours to meet varying local conditions or special requirements of work. Factories working with day and night shifts must arrange for the shift to be changed at least once a week. Night work for children is forbidden between 7 p.m. and 6 a.m. and for women between 10 p.m. and 6 a.m.

Minimum wage is to be based on local conditions and standards of living. Overtime is to be paid for at from one-third to two-thirds more than the ordinary hourly rate. Female workers must be paid the same rate of wages as male workers when they perform the same kind of work with equal efficiency.

Children under 16, and females may not be employed in the following occupations or places:

- In handling explosives, inflammatory or poisonous articles;
- In places exposed to dust or poisonous odors and gas;
- In fixing, cleaning, oiling, inspecting or repairing moving machinery, power transmitting equipment, or dangerous parts of such equipment, or in adjusting bolts or ropes;
- In connecting highly charged electric wires;
- In handling molten metal or the residue thereof;
- In work on furnaces or boilers; or
- In work of an immoral or dangerous character.

The employer is required to provide, at his own cost, supplementary education during not less than ten hours a week for child workers and apprentices, and

also such educational facilities as are possible for other workers, the time so occupied being excluded from working hours.

Women workers must be given leave with full wages before and after childbirth, for a total period of eight weeks.

The employer is rendered liable to pay compensation in respect of workers who become sick, or are injured or who lose their lives through the performance of their duty. It seems therefore that only occupational risks are covered.

Compensation consists of the payment of medical expenses and the payment of allowances or lump sums. (Industrial and Labor Information, Nov. 10.)

### Czechoslovakia.

#### Women Workers

The Ninth Congress of the Czechoslovak Federation of Trade Unions, meeting in September, adopted a resolution relating to the labor and protection of women, recommending that the Committee of the International Federation of Trade Unions should convene a committee of women with a view to defining its attitude to the Open-Door movement. The resolution demanded for women equal pay for equal work, admission to the public service on equal terms, participation in factory inspection and a system of maternity protection which should not affect the stability of employment or the material resources of the women concerned. (Industrial and Labor Information, October 20, 1930.)

#### The Five-Day Week

The five-day week has recently made further progress in Czechoslovakia. The example set by the Bata and Busi shoe factories has been followed by two other factories employing about 600 workers, so that the five-day week will in future apply to about 60 per cent of the workers in the shoemaking industry.

The five-day week of 45 hours has also been introduced in a chocolate factory in Kutna-Hora, and it is reported that the question of introducing it in the State tobacco factories is under consideration.

The five-day week is already in force in about 250 undertakings affiliated to the German Employers' Association of Czechoslovakia and employing about 24,000 workers; the number of hours represented by the five-day week in these undertakings is not stated. (Industrial and Labor Information, November 17, 1930.)

### France.

#### Minimum Wage-Fixing Machinery

The Government of the French Republic has registered with the Secretariat of the League of Nations its formal ratification of the convention concerning the creation of minimum-wage-fixing machinery, adopted at the 11th (1928) session of the International Labor Conference. (Industrial and Labor Information, October 6, 1930.)

#### Half-Time Work for Married Women

The French National Congress of Departmental Labor Committees, held in Lille on 22 and 23 September, 1930, discussed the question of the part-time employment of married women.

The problem of the employment of married women, especially mothers, has aroused considerable attention in France, where it is feared that the family may suffer from the absence of the mother. The necessity of making some contribution

to the family income has compelled women to seek paid employment outside the home, but it is felt that this practice entails serious social disadvantages. The married woman, it is argued, after finishing her day's work outside, has to devote herself to her home and children, and her health is liable to suffer. If she neglects her home, her husband and children suffer, and a certain amount of waste is inevitable.

Various organizations which would like to help mothers to earn money without leaving their homes all day have proposed a system of employment of married women for a few hours daily.

Experience has shown that half-time work can be introduced successfully in offices and factories. Experiments in shops have proved equally satisfactory, and the results have encouraged the promoters of the innovation to continue their efforts.

The Congress adopted the following resolution:

The Congress, considering:

- (1) The serious effects on family and social life of the employment of married women, especially mothers, outside the home;
- (2) That half-time work, which leaves women more free to devote themselves to their homes and to taking care of their children, may be regarded as a palliative in the present unfortunate situation; and
- (3) That the inquiries undertaken by the various departmental committees and the proceedings of the committee set up by the Congress show that efforts to organize half-time work are still very limited;

Recommends that propaganda in favor of the organization of half-time work for married women and women in charge of families should be carried on by all desirable means and particularly by the public authorities in their dealings with employers' and workers' organizations, it being understood that the conditions of employment, including hours of work and wages, should be not proportionally worse than those existing for a normal working day.

#### Great Britain.

The Annual Report of the Chief Inspector of Factories and Workshops for the year 1929 contains an analysis of accidents due to weight lifting during the period of three months—February to April, 1929.

The number of such accidents reported within the period was 948, of which 866 occurred to male adults, 33 to women adults, 36 to male young persons, and 13 to female young persons. Only those accidents are reportable which disable the workman for more than three days from earning full wages for the work at which he was employed.

Of the accidents to women, textiles contributed 14, of which the cotton industry accounted for 10; the manufacture of foodstuffs, 5, and metal work, 4. The order of industries is altered, however, when the figures of incidence of weight lifting accidents are calculated on a basis of the numbers of women employed in the different industries. Then the manufacture of foodstuffs with an incidence of 4 per 10,000 employed is highest and textiles (1.1) lowest.

In 9 of the 33 accidents to women lifting, the injured woman was assisted. If women lift together, or have male assistance, the lifters do not appear to exceed two. In 5 instances the load reported to have caused an accident was greater than 50 per cent of the woman's body weight. Choice of size of load was not possible in 3 of these 5 instances. In 23 other cases of injury, where the load attempted was less than 50 per cent of the body weight, the size of the load was not variable at the wish of the worker.

The younger women from 18-34 account for more than half the accidents. The injuries sustained were muscular strains in 28 instances, and herniae in 4.

Only 13 female young persons appear among the 948 cases of injury. Five of these were under 16. The maximum load recorded was 63 lbs.—a tray of metal articles, lifted from 18 inches to 3 feet level. A "strained back" was sustained, but it is noted that the girl was not expected to lift this load without assistance. A load of 56 lbs.—a crate of beer bottles—was, however, considered the normal work of a fairly sturdy girl of 17. In stacking crates six high she sprained her back. The weight of loads which appear to have caused injury was not variable at the will of the girl workers in six of the 13 recorded cases. Girl workers evidently do not favor "joint lifting;" there is only one instance of this method.

#### NOTES

##### Earnings of Women in Business and the Professions

This study made by the University of Michigan in connection with the National Federation of Business and Professional Women's Clubs is based on the experiences of over 14,000 women engaged in 20 different types of work in more than 700 cities and towns in the United States. Forty-three per cent of the women included in the study are engaged in clerical work; 19.7 per cent are in teaching; 10.8 per cent in sales and publicity work; 6.5 per cent in health work; and 4.5 per cent in finance. The remaining 15.5 per cent are scattered through 15 other kinds of work.

Regarding earnings the following are among the conclusions drawn from the study:

(1) "The chances of high earnings are about twice as great for women working in commercial and manufacturing organizations as for those employed in educational institutions; and a much larger proportion of women in sales and publicity work have high earnings than in either clerical work or teaching.

(2) "Earnings increase with experience for about the first twenty years of work, remain fairly constant for the next ten years, and then decline.

(3) "Earnings increase with age up to fifty years, vary but little between fifty and sixty, and decline thereafter. The tendency for earnings to drop after the age of sixty is not apparent in all kinds of work." (Michigan Business Studies, Vol. III., No. 1.)

##### The Incidence of Occupational Deafness and Methods for its Prevention

"Everyone has heard of boiler makers' deafness," says Frank G. Pedley, Assistant Professor of Industrial Hygiene, McGill University, "and perhaps some have heard of riveters' deafness, but there are a great many other occupations in which work is carried on amid frightful din, and in which the workers almost invariably lose their hearing."

A partial list of these occupations is as follows:

"In the metal industry; chipping, stamping, rolling and beating and boiler making, machining, work in copper, sheet iron and tin plate. In the textile industry; weaving and spinning, carding, and combing.

"It may be accepted as proven that continuous noise will produce deafness in a large number of individuals. But much more information than this is required if a rational programme of prevention is to be planned. It is obvious that certain noises can be borne indefinitely without producing impairment of hearing, but the intensity above which pathological changes in the ear occur is not known. This intensity must vary, of course, for different individuals, for some people appear to be capable of withstanding noises which quickly deafen their fellows. The factor of time, too is important. A year's exposure to noise of a certain intensity might produce no demonstrable damage, but five years' exposure might deafen.

"Animal experimentation has given us definite proof that noise can produce

serious and permanent damage to the structures of the inner ear, but the results of animal experiments can not be applied directly to the human problem. We are conducting human experiments all over the country, however, and all we need are observers to record the results. In other words, in countless factories throughout the land, men are commencing work with normal hearing and gradually losing it, and no accurate observations are being made of this phenomenon. It would be a great step forward if we could undertake a study in some noisy plant, of the factors concerned in the production of deafness. It would be necessary to know, not only the degrees of deafness produced and the time it took to produce it, but also the intensity of the noise which did the damage. A study of this character would imply the combined help of physician and physicist.

"I question whether the State has morally the right to permit conditions which destroy the function of any part of the body, and certainly the individual citizen should be informed of these conditions and given the option of refusing or accepting them.

"In the case of industrial accidents and diseases, the most powerful stimulus to prevention, has been the enactment of compensation legislation. Unquestionably compensation for occupational deafness would stimulate the reduction of noise." (Safety Engineering, October, 1930.)

#### Eyes Saved in Industry

A study on this subject was conducted jointly by the National Safety Council and the National Society for the Prevention of Blindness. The study was made by the use of a detailed questionnaire eliciting information as to the numbers of cases in which the eyes of workers had been protected by the use of goggles from flying metal, molten metal, injurious chemicals or flying tools. Data were secured for the years 1926 and 1927 from 583 plants, employing an aggregate of 578,396 men and women.

All told, there were definitely recorded during 1927 cases of 2,650 workers who had one lens pierced, shattered, or spattered with molten metal or injurious chemicals and 1,974 men and women who had both lenses of their goggles or headmasks pierced, shattered or spattered while in use—a total of 4,624 cases. During the previous year, 1926, a total of 2,787 cases of such damage to goggles and masks were reported in the returned questionnaires, making a grand total of 7,411 cases in two years. There can be little doubt that in each of these 7,411 instances the injury would have led to the complete loss of vision in one or both eyes or to very serious injury of the eyes.

The estimated saving to employers in compensation cost was \$18,026,700, while the estimated saving to employees in net wage loss after compensation had been paid was \$10,689,030.

Impressive as this figure may seem, that it is only a fraction of the actual saving to the workman becomes apparent when we consider the extent to which the loss of one eye, and certainly total blindness, reduces the earning capacity of any man or woman. These \$10,000,000 represent only the difference between compensation received and what would have been the wages of these workers if they had not been injured. Imagine what happens to most one-eyed or blinded workers when compensation ceases. (National Society for the Prevention of Blindness, Publication 62.)



### Y. W. C. A. Program to Aid Women Workers

A comprehensive program dealing with the present employment emergency and designed to establish permanent safeguards for woman's position in the economic world has been adopted by the National Young Women's Christian Association as the result of a two-day conference at the national headquarters in New York City.

The program, which will govern the association branches throughout the country, includes four measures for immediate action. It also embraces five standards which the association will support in its capacity as an employer of labor and as a social force in communities.

The immediate remedies for which the women will work are the proposed Wagner bills in Congress for establishment of public employment agencies, "prosperity reserve plans," a study of unemployment and other forms of social insurance, and examination of "elements which make for suffering and injustice in the present economic system."

The code of standards which the women will support follows:

"That the lowering of wage rates be discouraged, both because of its tendency to lower standards and because of its harmful effect on purchasing power. Where the employer has less money to use in wages, the normal wage rate should be maintained by proportionally lessening the hours of work.

"That those employed be protected from overtime and long hours growing out of reduced forces, and that the shorter work day be encouraged.

"That child labor be eliminated and young people kept in school as long as possible.

"That there be no discrimination in employment or discharge solely on the score of sex, race, age, citizenship or marital status.

"That in addition to these standards for all workers, the following be maintained for work established for relief purposes: That emergency work should not be of a kind to compete with the production of regular establishments; that conditions under which work is done should uphold standards and conform strictly to laws relating to hours, workman's compensation, sanitary conditions, and so forth; that in view of the long struggles against the sweat shop, home work be avoided."

(Christian Science Monitor, Nov. 20, 1930.)

### Store Opening and Closing Hours

More than 250 local Chambers of Commerce contributed by questionnaire to a report on this subject made by the National Chamber of Commerce. These questionnaires stated whether or not retail stores in their respective communities open and close at specified hours by agreement, whether by practice without agreement, hours of opening and closing, how holidays are observed, and on the practice of half day closing in summer.

Week day closing hours were reported by 178 cities as follows: 5 o'clock, 4; 5.30 o'clock, 70; 5.40 o'clock, 1; 6 o'clock, 101; and 8 o'clock, 2.

Saturday closing hours were reported by 127 cities as follows: 8 o'clock, 3; 9 o'clock, 82; 9.30 o'clock, 24; 10 o'clock, 17; and 11 o'clock, 1.

One hundred and twenty-five cities reported that stores closed in summer months for a half day each week. The schedule of days of closing follows: Tuesdays, 2 cities; Wednesdays, 60; Thursday, 36; Saturday, 8; combinations such as Thursday and Saturday 11; and "half days" not named, 8.

Forty-six cities reported that stores not closing in the summer months gave their employees time off each week on a stagger system or by relays of one kind or another. In some cases this plan applies to all stores not closing; in other instances to a few stores. (Domestic Distribution Department, Chamber of Commerce of the United States of America, Washington, D. C.)

International Labor Office Publications

The Bibliography of Industrial Hygiene for September contains a list of books, articles, etc., which appeared in different countries during 1929 and the first part of 1930 on the following subjects: Industrial Hygiene; Personal Health; Physiology; Industrial Medicine; Social Medicine. (Industrial and Labor Information, November 10, 1930.)

Further series of brochures of Occupation and Health, the Encyclopaedia of Hygiene, Pathology and Social Welfare, published by the International Labor Office have appeared. They contain monographs on the pottery industry, feather, file cutting, fire lighters (rosin), firemen, gardeners and market gardeners, glanders, hotels and restaurants, hydroxylamine factory surgeons, fatty substances, first aid, fisherman, gases and fumes, gold, gold mines, homework. (Industrial and Labor Information, October 13 and November, 10, 1930.)

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

News Letter No. 68.

November 1, 1930.

ACTIVITIES AFFECTING WOMEN IN INDUSTRY

Massachusetts.

Harvard Alumni Will Pay Back Wages to Discharged Cleaning Women.

An appeal has gone out from a group of Harvard Alumni to Harvard students, past and present, to contribute to a fund of \$3,880 to be paid to 19 cleaning women discharged last year from Harvard University. The group of alumni headed by Mr. Corliss Lamont, claim that this amount is due the women for past services to the University.

The 19 women were discharged from their jobs as cleaners in the Widener Library in December, 1929, after the Massachusetts Minimum Wage Commission insisted that their pay be increased from 35 to 37 cents an hour to meet the minimum rate established by the Commission nine years before. The alumni group then considered the matter of reimbursement but gave up their project for raising a fund for this purpose on the understanding that the University was to investigate the whole matter. Mr. Lamont reports, however, that the investigation of the University's employment situation, as now planned, will not cover the question of the scrubwomen and their back pay; and, that at the request of the alumni group, an investigation has been made by the Consumers' League of Massachusetts, who have interviewed at length the 19 women who were discharged.

It will be recalled that the University justified its payment of two cents per hour less than the minimum rate fixed by the Minimum Wage Commission on the ground that the Widener Library cleaning women were given a 20-minute rest period each day. The Consumers' League reports that the testimony of the women is that there was no fixed or regular rest period, that the time out for tea ranged from 5 to 15 minutes between 8.45 and 9 a.m., that on some occasions certain women had no time out at all, and that on Sundays there was no rest period whatsoever. The League reports also that the women's testimony is that they were in fact hired on the basis of 35 cents an hour and that they did not know that their pay was being docked for such time out as they had. In any case, the alumni group feel that \$3,880, the difference between what the 19 women received over a period of 9 years and what they would have received under the rate of pay prescribed by the Minimum Wage Commission, is due them. It is planned to raise this fund, to be given to the women in the proper proportions on Christmas Day, 1930, just one year after their dismissal by the University.

Seasonal Exemption for Cranberry Screening.

The Department of Labor and Industries has determined that screening cranberries is a seasonal industry. This means that women may be employed 52 hours a week in this work providing the average number of hours worked, excluding Sundays and holidays does not exceed 48 a week.

Under the law, the department has the authority to determine whether manufacturing industries are seasonal. The decision in the present instance was given on petition of the Cranberry Growers Association and after a public hearing before the Board of Commissioners. The former State Board of Labor and Industries determined straw hats and packing apples to be seasonal occupations. The present department has ruled that work in tobacco sorting shops, canning fresh mackerel and screening cranberries are seasonal occupations.

### Average Earnings in Manufacturing Establishments.

Pay-roll data for August, secured by the Massachusetts Department of Labor and Industries from 837 representative manufacturing plants show average weekly earnings for men of \$27.37, and for women \$15.76. The figures, shown by sex for 33 industries, were highest for both men and women in the newspaper printing and publishing industry—\$45.54 for men and \$29.35 for women. Ranking next for men was gas and by-products (where no women are employed) with average weekly earnings of \$32.96; next for women was boot and shoe manufacturing with an average of \$18.07. The lowest average weekly earnings for men were \$19 in cotton goods manufacturing and for women \$11.80 in the manufacture of radio apparatus and supplies.

### New York.

#### Effect of Noise on Hearing of Industrial Workers.

Special Bulletin No. 166 of the New York State Department of Labor on the Effect of Noise on Hearing of Industrial Workers has just been issued. This study, made by Dr. Florence Hulton Frankel, physician in the Bureau of Women in Industry, to determine whether or not there was any permanent deafening of workers in noisy occupations, includes a group of 1,040 workers, 630 women and 410 men. These workers comprised the employees of seven factories making biscuits, tin cans, razor blades, books, shoes, silk hosiery, carpet and rugs, and two groups of clerical workers, one in the State Department of Labor and the other in the State Insurance Fund. The tests were made with the Bell audiometer which measures hearing in units of sensation loss.

The number of cases of deafening Dr. Frankel found to be very small in most of the plants except two. The incidence of deafness in the whole group of 1,040 workers was 246 cases, or 23.7 per cent. Of this group, 91 had histories of some condition of the ear or parts closely related to it which might have influenced the hearing of the workers so that, on this ground, they can not be included. This leaves 155 workers out of the 1,040, or 14.9 per cent, in whom deafening may have any industrial significance.

The greatest incidence of deafening was found in the group of workers subjected to the greatest amount of noise, i.e., that group for which the noise was between 60 and 80 units. In this group of 367 workers, 96 showed deafening with no apparent reason to account for it. This group includes a large number of workers, 66 out of the 96, from the tin can factory in which the work was done in a large room dominated by the noise of the stamping machine that affected all present whether or not they worked on it. This noise was not very rhythmic but rather irregularly intermittent in character. It has been found, the report says, by lessened coordination, that unrhythmic processes are more fatiguing to workers, and it is possible that the unrhythmic sound this produced may have an effect on the auditory apparatus different from that of rhythmic sounds of the same intensity. The group of 150, subjected to noise of an intensity between 20 and 40 units, showed 23, or 15.3 per cent, deafened workers without previous histories while the next group of 489 had only 34, or 6.9 per cent.

There does not seem to be any correlation between the age of workers, the noise to which they are subjected, and the amount of deafening, according to the report. The greatest number of cases of deafening, falls in the group between the ages of 21 and 30 years, comprising 69 of the 155 cases without any history which might otherwise account for their deafening. The amount of noise appears to have been the determining factor in the deafening since in every age group the largest number of cases fell in the group working under the noisiest conditions, 21 out of 24 cases in the group under 21 years of age, 38 out of 69 in the group between 21 and 29 years of age, 23 out of 37 in the group between 30 and 45 years of age, and 14 out of 25 in the group over 45 years of age.

Dr. Frankel's conclusions and recommendations, as a result of her study, are as follows:

#### Conclusions.

1. In order to draw any far reaching conclusions, many more groups than those reported on here would have to be studied. There is practically no available data on the occurrence of deafness among different age groups. If groups of 1,000 workers, each exposed to different degrees and different types of noise, could be tested, the data would be of great value. Such work would have to be done over a long period of time and could be best done by the medical departments of the factories concerned.

2. So far as the present study is concerned, although the number of cases of deafening without history of any ear condition was small, still the greatest incidence was in the groups subjected to the greatest amount of noise and to the type of noise made by certain machines.

3. Incidence of nerve deafness in certain factories where the workers were subjected to loud noise and especially that made by certain types of machines would indicate that either temporary (fatigue) or permanent effects are produced by constant exposure to certain noises.

4. Before it could be definitely stated that there was any permanent deafening, it would be necessary to rule out nerve fatigue. This would call for careful examination of the same group of workers at various times in the work day and week.

5. Although the three factors, age of worker, amount of noise to which worker was subjected, and length of exposure, could not be correlated, there was a progressive increase of deafness with the age.

6. Of the group of 1,040 workers, 129, or 12.4 per cent, had had some previous ear disease or a present ear condition (including cerumen in the external auditory canal). Besides these there were nine other workers who had histories or present conditions which might be contributory factors to deafening.

7. Since one factory where there was a constant film of oil vapor in the atmosphere had a larger percentage of workers with cerumen than any other group studied, it is quite possible that this condition is contributory to the hardening of the wax. On investigation many of the factories might be found with vapors causing the same condition.

#### Recommendations.

1. Wherever possible tests of hearing should be made on all employees at the beginning of employment.

This, in the course of several years, would give standards whereby the judging of average hearing in different age groups would be rendered possible.

2. Periodic reexaminations should be made where the workers are subjected to more than a moderate amount of noise.

The effect, if any, of different degrees of noise would be followed. Information would also be gained as to whether or not noises of the same intensity but of different quality had different effects. On the basis of this data, the welfare of the worker could be safeguarded and a scheme could be worked out to relieve the worker of ear strain where present.

3. Certain types of machines should be isolated.

Since it was found that some machines of which there were only a few in a room determined the degree of noise for the whole room, the amount of noise and any consequent fatigue or permanent effect on hearing could be reduced for workers on quieter machines who are subjected to the greater noise of the machines of other workers.

4. Sufficient ventilation should be provided to remove all vapors.

Any vapor which might tend to harden cerumen in the auditory canal and thus temporarily affect hearing would be eliminated in this way.

#### Radium Poisoning Made Compensable.

An amendment to the workmen's compensation law of New York adds to the list of compensable diseases radium poisoning or disability due to radio active properties of substances or to Roentgen (X-rays); disability arising from blisters or abrasions; disability arising from bursitis or synovitis, and dermatitis (venenata). This provision became effective October 1.

#### Use of Home Work by Welfare Organizations.

Following a conference called last spring by Commissioner Perkins of the 20 welfare organizations in New York and Brooklyn, that were found to be dealing with home work, a committee representing these agencies and the Bureau of Women in Industry, undertook a survey to determine the volume and character of the home work carried on under the direction of these organizations, which included agencies for the care of the handicapped, church societies, women's exchanges, relief agencies and "sewing societies" of various types. The survey is based on the reports of 17 of these agencies, 3 being dropped because they had not actually distributed home work. According to the most accurate estimate which could be made less than 800 persons were doing home work during 1929 for the 15 organizations supplying data on this point. The large majority of the workers were women, and the predominating type of work was sewing. Only seven of the agencies gave work to physically handicapped persons. Of the remaining ten, the majority were relief societies of various types which made payments to the home workers from their endowments or other relief funds, acting in accordance with their philosophy that it is desirable to exact work of some kind in return for financial aid.

"The facts brought out in the survey make it clear," the Bureau of Women in Industry says, "that both the volume of home work distributed by social agencies in New York and Brooklyn and the number of homeworkers they deal with are relatively insignificant compared with the stream of articles flowing constantly into the tenement houses of the city from the distributing rooms of manufacturers and contractors and the thousands of persons working in their homes on these factory products. Home work under the direction of welfare organizations may be different in many respects from that carried on in tenement houses for factories. Both the workers and their homes may be of a different type and the work may be closely supervised by the organization which is primarily interested in the welfare of the worker. Nevertheless, certain problems arise here as well as in connection with home work carried on under less favorable conditions. The problem of sanitation is one of these. Because of the danger of spreading disease through clothing and other articles made under insanitary conditions and in apartments where communicable disease exists, one of the duties of the Department of Labor is to regulate industrial home work and inspect tenements where articles are made." \* \* \* Though not factories as defined by the law, the Bureau of Women in Industry stresses the point that all agencies that give out home work have a moral if not a legal responsibility, to comply with standards set for the protection of the consuming public. Most of the agencies have recognized this responsibility and exercise close supervision over all of their home work. "The question of adequate wages for home work is also an important one," the bureau adds, "whether the worker is employed by the manufacturer or a noncommercial organization. In the case of social agencies, however, the wage question is complicated by several factors; the relief aspect of the payments on the one hand, and the therapeutic aspect of the work on the other. The wages of the homemaker may depend upon the financial resources of the society rather than on the market value of the product. The work provided because of its therapeutic value or the economic needs of the homeworkers may not be worth a living wage. Some agencies, however, have been able to set piece rates for home work at a standard which would provide a living wage for normal full-time workers. These agencies are recognizing their responsibility as progressive organizations for maintaining adequate wage standards among a small portion of one of the most poorly paid groups of workers." (Industrial Bulletin, New York State Department of Labor, September, 1930.)

Pennsylvania.

In order to present some idea of the number of persons whose social and economic status is affected by the accidental deaths of workers in industry, the Pennsylvania Bureau of Statistics made an analysis of the dependency in the 1,798 fatal cases compensated during 1929. In summary the figures show that 284 workers left no dependents; that 1,514, or nearly 85 per cent of the total, had 4,213 relatives depending upon their earnings for support—1,233 widows, 2,651 children under 16, 188 mothers, 136 fathers, 5 brothers or sisters under 16.

"In other words," the bureau says, "for every 2 persons killed in industrial accidents, 5 persons become dependent upon the compensation system for a means of livelihood."

South Dakota.

The South Dakota State Federation of Labor at its 11th annual convention held in August adopted a resolution urging amendment of the minimum wage law to increase the minimum rate from \$12 to \$16.85, "the same to be paid in legal tender." The resolution states that at present deductions for room and board frequently are made from the wages of women and girls and that in many cases these deductions are "excessive and out of all proportion to the wages paid."

PERSONNEL.

Pennsylvania.

The promotion of Miss Beatrice McConnell, Assistant Director of the Pennsylvania Bureau of Women and Children to the directorship of the bureau has recently been announced. Miss McConnell succeeds Miss Sara M. Soffel who has been appointed judge of the Allegheny County Court.

NOTES.

The Second Pan Pacific Women's Conference.

The Second Pan Pacific Women's Conference held in Honolulu August 9-23, under the auspices of the Pan-Pacific Union, resulted in the organization of a Pan-Pacific Women's Association of which the president is Dr. Georgina Sweet of Australia and whose governing body is a council composed of the 13 charter member countries. The quorum of this council is five, and must include the members from Japan, China, the United States, and two of the three countries, Australia, Canada, and New Zealand. Efforts are being made to enlist the remaining countries bordering on the Pacific.

The program of the 1930 conference again considered the five sections dealt with in 1928—education, government, health, industry, social service—and an additional section on home economics. The section on industry made the following recommendations:

(1) That the women of all the industrial countries represented at this conference who have benefited so much by the conventions of the International Labor Office of the League of Nations, wish to record their appreciation of the efforts of the International Labor Office for the welfare of women.

(2) That in all countries where women are employed or are beginning to be employed, the importance of legislation be urged to secure minimum standards and the enforcement of the same.

(3) That wherever the necessary machinery does not exist, the governments be urged to establish the same for the collection of data on matters affecting employed women and girls.

(4) a. That owing to the difficulties that have arisen in our study of industrial conditions due to differences in terminology and in methods of collecting data concerning the employment of women in industry, the International Labor Office be asked to undertake a survey of these two matters on the lines of its previous survey of laws relating to the work of women.

b. That the members of this section pledge themselves to cooperate in this study in any way possible.

(5) That in order to secure the best conditions in the countries in the Pacific where women are engaged in industry, we work toward the establishment of machinery, by the government of each country, by means of which standards and policies shall be formulated which shall promote the welfare of wage-earning women, improve their working conditions, and increase their efficiency.

(6) That we keep in mind the importance of participation of women on these programs.

The third conference will convene in three years in Honolulu on the invitation of the women of Hawaii extended through Mrs. Frances M. Swanzy, Chairman of the Hawaii Executive Committee for the 1930 conference and Honorary President of the newly formed Pan-Pacific Women's Association. The program committee for the 1933 conference, with Mrs. Edgerton Parsons as chairman, will present its report to the council in January, 1931. (Bulletin, Pan-Pacific Union, October, 1930.)

#### Night Work and the Cotton Mills.

Acting on the recommendation of its board of directors, the annual meeting of the members of the Cotton-Textile Institute voted to discontinue the employment of women and minors in the cotton mills between 7 p.m. and 6 a.m. Reporting the meeting at which this decision was reached, the Daily News Record of October 16, says, "Every one came prepared for the question, and it was a foregone conclusion that the gathering would go on record unanimously as favoring the recommendation of the board of directors. There was, however, a very important change made, as compared with the original proposal. As previously adopted by the board of directors, the idea was to eliminate the working of women and minors in mills, between the hours of 9 p.m. and 6 a.m. However, the realization developed that in the handling of this matter, there was still too much leeway left for those who would unquestionably seek ways and means to circumvent the spirit of the recommendation. In its amended form, as announced to the meeting yesterday, the hours are changed to cover between 7 p.m. and 6 a.m. This adds considerably to the significance of the proposition \* \* \* ."

"The plan for having the industry accept and put this recommendation into effect is to be carried out based on the progressive acceptance of this policy by 75 per cent of the spindles of the industry during the first year, including a corresponding percentage of the spindles of those who have at any time in the last two years operated at night; 80 per cent in the second year and 85 per cent in the third year. The definite start is to be made by March 31, 1931, as originally planned.

In order to make it fair for all concerned, there is a provision whereby a mill can sign up, depending upon the application of these percentages to the particular groups in which they are most interested. Also, there is provision so as to take care of any who question what will be their obligations in the event that it develops the new policy can not be generally maintained. The institute is to advise all who are involved, as to how the plan is being carried out. Previous to the meetings, there had been a vote of 20,975,455 spindles, representing 64 per cent of the industry, in favor of cutting out the night work of women and minors. This vote also included 68 per cent of the night runners. The fact that this response to the first call was so large was considered very impressive."

#### Helping Industry to Help Itself.

"An intelligent relationship between government and industry, one which naturally presupposes understanding and integrity on both sides, can result from the



cooperative or conference method of industrial regulation. To one who believes that really good industrial conditions are the hope for a machine civilization, nothing is more heartening than to watch conference methods and education replacing police methods," says Miss Frances Perkins, Industrial Commissioner of the State of New York, in Harpers Magazine for October, 1930. Concluding, Miss Perkins points out that sometimes out of better methods of production have come great improvements in working conditions. She cites examples and says: "American industry often accomplished miracles for the improvement of its product, where human welfare comes as a by-product. At this stage of our progress, we can be thankful for that by-product, wherever and however we find it. Government's final job in relation to industry, as I know it, is to see to it that this by-product of human welfare is put on the market, that it is advertised, and, finally, that it is required for entrance into a civilized industrial society."

"Twenty-five Dollars a Week for Retail Salespeople."

"It is no longer necessary to argue that high wages based on high production are good for business," says Mr. Edward A. Filene in the Nation's Business for September, 1930. Recognizing the difficulty involved in finding the correct wage figure, Mr. Filene says that, nevertheless, some temporary standard must be set in either factory or retail store that is well above the average existing wage. He suggests and is prepared to defend "as a perfectly reasonable minimum wage for retail store employees--\$25 per week of a definite number of hours. \* \* \*

"Higher wages," Mr. Filene continues, "instead of being the bugbear which employers have traditionally imagined them to be, are one of the profitable necessities of efficiently managed business. A mere bonus system, even at its best, can not be so dependable a source of profits. A bonus may induce employees to work harder and it may from time to time inspire them to think of some improvement in method. Fatigue, however, is not conducive to thought; and the employer who depends too much on mere speeding up, is not likely to develop a maximum of initiative among his employees. Scientific management does release this initiative. That is one of its prime specialties. It studies every employee, not merely to discover how he may be spurred to greater effort, but to discover his hidden potentialities. \* \* \*

"An organization, either in production or distribution, which solves the wage problem in the scientific way is in a position to meet and beat all competition. It is particularly in a position to reduce prices, and because it is guided by fact-finding, will reduce prices whenever possible. Other advantages of the high minimum wage will immediately occur to readers. I have purposely not mentioned them, because they are so obvious that any reference to them at the start might have drawn attention away from the greater advantages. It is obvious, for instance, that a \$25 minimum wage would attract to any store which installed it, the highest grade salespeople. The employment office would have a better educated, more intelligent lot of applicants to draw from; and the public knowledge that a store is manned by such a select personnel would be the most desirable sort of advertisement. The problem, however, can not be approached successfully from that angle, for the moment one does it, he thinks of high wages in terms of a tax on the business, which with good luck, may be wholly or partially offset by proper publicity, just as he imagines a donation to some popular charity may prove in the end to be good business. But high wages are not a tax--not even a fair tax. They are part of the process of scientific management and one of the most necessary steps to greater profits."

Women in Public Service.

Women in public service in the city of Berkeley, Calif., are the subject of an article by Avis Marion Saint, appearing in Public Personnel Studies for July, 1930. This is the second in a series of articles by Miss Saint dealing with women in public service.

The important positions in Berkeley are held by women almost equally with men, Miss Saint finds, but a comparison of the salaries of men and women shows that the average compensation for women is lower than that for men. For example, "the men that head departments receive from \$275 to \$375 a month, while with one exception, a woman receiving \$335 a month, the women in these positions receive from \$165 to \$250 a month. The men employed as laborers in the Department of Public Works receive more than competent women clerical workers and women public health nurses. The policewoman at \$170 a month receives little more than a general clerk." Miss Saint concludes that "on the whole, however, it is possible to look with satisfaction at woman's status in the city of Berkeley. The number of women in the city service, the important executive positions they hold, and the contributions they are making to the betterment of community life are the factors which justify the contention that women have 'arrived' in the city of Berkeley. City Manager John Edy has made possible the advance of women in this government service; working closely with the University of California, he has insisted that the city take advantage of its well trained women graduates."

#### Social Work Year Book.

Publication by the Russell Sage Foundation of the first Social Work Year Book, is announced for the near future. The book, resembling an encyclopaedia in appearance, contains 600 pages of a large size and is divided into two parts. Part I, four-fifths of the volume, contains 187 topical articles by 197 writers who are authorities in the different fields covered, including labor and industrial matters. Part II, presents uniform listings of 455 national agencies, public and private, in the field of social work, or in closely related fields, and for each agency is shown its address, the date of its organization, its executive officer, the names of its departments having separate directors (with their names), its purpose or activities, its periodicals, and the month and place where its annual meeting was held in 1929, if that meeting was a program meeting open to the public. There is also what is in effect a topical index, of the 455 agencies included in the volume.

#### "Oiled Wheels for Whitehall Typists."

"The typists and stenographers in the British Government offices of Whitehall, London, have become comfort-conscious, and so apparently has the British Government," says an editorial in the Christian Science Monitor of October 18. "For a year past the Office of Works has been experimenting with various kinds of typist's chairs and at last there has been evolved the Compleat Chair of the Compleat Typist. Further, the authorities are considering requests of the typists that foot stools and rests should be provided for every one; that concrete or stone floors should be covered with felt or rugs; that all walls and ceilings should be painted a light cream color; that green rubber key covers should be provided for typewriters. Perhaps most pointed and piquant of all is the additional request that draft documents should be written by high officials of state in ink, legibly, instead of in pencil, scribbingly, and on white paper instead of tinted.

"There is something democratic as well as human in the request of the typists that government officials should write legibly. Typists' errors both from misreading of scribble and from mishearing the dictated words are often quaint. \* \* \* In view of such happenings and of the proved truth that comfort and proper equipment pay dividends in added efficiency, the movement for the provision of oiled wheels for Whitehall typists is all to the good."

#### Health and Labor Turnover in a Department Store.

Dr. C. J. Ho, formerly with R. H. Macy and Company, New York, in the Personnel Journal for October, 1930, reports his findings in a study on the relation of health and labor turnover.

The Journal says "It is no easy matter to disentangle the real from the fancied reasons for quitting a job. Ill health is sometimes alleged as an excuse; sometimes it is a real but overlooked complication. Without debating the adequacy or reliability of data obtained in the leaving interview, Dr. Ho has taken them at face value and made comparisons which point directly toward the importance of attention to employees' health.

Since making this study Dr. Ho has joined the faculty of Cheeloo University Tientsin, China."

Dr. Ho's article is summarized as follows:

The relation of health to labor turnover was studied on the basis of experience of a department store for five years. It was found that on the average 7 per cent of all separations each year are caused by health reasons. Different departments vary in proportion of health cases. In the selling departments studied an average of 11 per cent of all separations were for reason of health, while the nonselling departments range from 5 to 8 per cent. Among the selling departments, those having unfavorable location and physical conditions have greater proportions of health cases.

Health cases are more frequent in the spring than in the fall. On the average of the five years, there were 9 per cent in the first half of the year but only 6 per cent in the second half. Women more frequently leave because of health conditions than men. One man was found in a hundred separations due to health, while 25 per cent of all separations were men and 75 per cent women.

The management is responsible for the health cases whether they are due to individual constitutions or environmental conditions. Practical measures such as health education, adjustments, selection, study of physical conditions and periodic physical examinations are suggested.