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**LABOR LEGISLATION
OF ARGENTINA**



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LABOR LEGISLATION OF ARGENTINA INTRODUCTION AND SUMMARY

This is the second of a series of bulletins to be published by the United States Bureau of Labor Statistics on labor legislation enacted in the Latin American countries.

The labor laws of Argentina have been compiled and translated from the original Spanish texts obtained through the State Department from the American consul general at Buenos Aires, from Ernesto Tornquist & Co., of Buenos Aires, and from the Argentine Embassy in Washington. The bureau is also indebted to the publishers of the *Boletín del Trabajo* for many of the Provincial laws.

While in most of the South American countries labor legislation is a Federal matter and is therefore enacted only by the Federal Congress, in Argentina one meets with a more complicated arrangement by virtue of the character of its Federal Government. On certain subjects the National Congress enacts national legislation; that is to say, legislation applicable to all the 14 Provinces or States,¹ the 10 National Territories, and the Federal capital; but as regards other questions, the laws passed by the National Congress are of a local nature, applicable only to the Federal capital (city of Buenos Aires) and to the National Territories. As an example of the latter, the Sunday rest law (No. 4661) may be cited. Since this law is limited in scope to the Federal capital and the National Territories, the Provinces have enacted their own Sunday rest laws, the text of 10 of which are on file in the Bureau of Labor Statistics. On the subjects on which the National Congress enacts legislation applying to the whole country, the various Provinces, or States, generally issue regulatory decrees based on such national laws but providing for their application in detail within their own territory.

Space in this bulletin does not permit the publication of all the labor laws or decrees of the various Provinces, but as far as it has been practicable, the law or decree of one Province is given on each labor subject and the similarities or dissimilarities of those of the other Provinces pointed out, and in the case of the regulatory decrees issued by the Provinces, based on the national laws, the variances are indicated.

The fact that no mention is made of a Provincial law on a certain subject does not signify that the Province has not passed such legislation, but merely that this bureau, after repeated efforts, has been unable to secure a copy of the text thereof.

¹ Buenos Aires, Catamarca, Cordoba, Corrientes, Entre Ríos, Jujuy, La Rioja, Mendoza, Salta, San Juan, San Luis, Santa Fe, Santiago del Estero, and Tucuman.

Workmen's Compensation

Law No. 9688 of October 11, 1915, provides that employees and workers who are hurt in industrial accidents arising out of and in the course of the employment or due to a fortuitous occurrence or force majeure connected with the nature of the work, are entitled to compensation, and that their employers shall be held liable for such accidents. The liability of the employer exists even when the labor contract is made through a contractor, except in the case of forestry or agricultural enterprises when machinery driven by mechanical power is used, in which case the contractor is exclusively and directly liable for damages caused by his own machinery. Injuries are not compensable when they are due to force majeure not connected with the nature of the work or to the employee's culpable negligence.

Certain occupational diseases are compensable in cases where the disease was contracted while carrying on the work, or where it is proved to have originated from work carried on by the wage earner during the year previous to his disability.

Compensation benefits.—In fatal cases the employer must pay compensation to the family of the deceased equal to the total wages for the last 1,000 days worked by the employee, but not more than 6,000 pesos.² If the deceased employee had worked less than 1,000 days, the compensation is determined by multiplying by 1,000 the average daily wage during his period of employment by the said employer. The latter must also defray the funeral expenses, not, however, to exceed 100 pesos.

For the purposes of this law the deceased employee's "family" includes the surviving spouse and the minor children; also his ascendants, brothers, sisters, and grandchildren under 16 years of age, if they were dependent on him at the time of the accident.

The law provides that a worker who is totally and permanently disabled shall receive compensation equivalent to the wages received during the last 1,000 days he worked, up to a maximum of 6,000 pesos. In cases of permanent partial disability the employee is to receive an amount equal to one thousand times the wage loss due to the accident.

For temporary disability the benefit shall equal half the employee's daily wages, computed on the basis of earnings during the preceding year, from the day of the accident to the day on which he is able to return to work. If the disability lasts more than a year the employee is entitled to permanent disability benefits from the date of the accident.

A worker temporarily disabled by an industrial accident forfeits his right to receive compensation if he leaves the country. Dependents of a foreign workman shall receive compensation if they are residing in Argentina at the time of the accident or if an international agreement or treaty has been made by Argentina with the country concerned.

² National currency. One gold peso=96.48 cents; national currency normally convertible at 44 per cent of face value.

Insurance.—Employers may discharge their obligations as to compensation by taking out insurance in insurance companies or mutual associations complying with specified requirements.

Regulatory decrees.—Besides the national regulatory decree applying to the Federal capital and the National Territories, the following Provinces have issued regulatory decrees based on the national law: Buenos Aires, Cordoba, Entre Rios, Jujuy, Salta, San Juan, San Luis, Santa Fe, and Santiago del Estero.

Accident Prevention

The safeguarding of operators of portable or traction engines in agricultural work is provided for by a decree of September 18, 1923, which stipulates for annual inspections of the condition of such engines by an authorized inspector, and for operation thereof only by licensed operators, and prescribes the qualifications necessary to obtain a license. Local inspections at the time of the harvest as to the condition of the engines and the qualifications of the operators shall also be made.

Accident prevention measures to be taken in industrial establishments are set forth in the workmen's compensation law.

Wage Legislation

On August 5, 1925, Argentina passed a law (No. 11278) which required all wages, whether of manual or nonmanual workers, to be paid in national currency. It provides that pay periods must not exceed 15 days for work done by the day nor one month for services rendered for a fixed wage. All wages must be paid on workdays, during working hours, and on the premises where the work is executed. It is strictly forbidden to pay workers in places where merchandise or alcoholic beverages are sold. In no case may the payment of wages be delayed, nor may any portion be deducted or withheld from the total amount to be paid. Deductions on the pretext of fines or of payments made in kind or accommodation are expressly included in this prohibition. Exception to the above is made, however, in the case of workers who have intentionally caused damage to the tools or materials in the workshop.

Employees shall not be liable to fines other than those prescribed in Government regulations, such fines in no case to exceed one-fifth of the total monthly or semimonthly wage.

Violators of this law are punishable by fines of from 20 to 100 pesos per person concerned, which will be doubled for second offenses. The revenue derived from these fines will be paid to the National Council of Education.

The following Provinces have enacted similar laws or issued decrees based on the national law: Buenos Aires, Jujuy, and Santiago del Estero.

By a law (No. 9511) of October 2, 1914, it was decreed that wages and salaries which do not exceed 100 pesos monthly shall not be attached, nor can they be assigned or transferred to a third party. From 5 to 25 per cent of salaries which exceed this amount may be attached, depending upon the monthly salary.

The law also makes provision for advances to employees under retirement systems, through the national fund for civil retirement annuities and pensions, to bear interest at 8 per cent, and to be repaid in monthly payments.

Although Argentina has enacted no minimum wage law for factory or shop workers, its home work law provides for minimum hourly and piecework rates for home workers.³

Home Work

At the present time Argentina is the only country in South America with a special law on home work. This law (No. 10505), passed on October 8, 1918, and which applies to the Federal capital and the National Territories, empowers the National Department of Labor to appoint wage boards, composed of an equal number of representatives of employers and of workers and an independent chairman appointed by the Department of Labor, whose duties it shall be to fix minimum rates for home workers, taking into consideration the following: The nature of the work, the price of the articles in the locality, the sums necessary for the living expenses of the workers, the lowest salaries earned by factory workers on the same or similar articles, local customs, the price of articles of prime necessity in the locality, and the value of accessories needed for the work. Employers who pay a lower wage than that fixed as the minimum are liable to a fine of 300 pesos. The law also lays down specific rules and regulations concerning hygiene and safety in domestic workshops.

8-Hour Day

One of the most recent labor laws of the Republic is that (No. 11544) enacted in September, 1929, providing for an 8-hour day or a 48-hour week for day work, stipulating that night work may not exceed 7 hours and defining night work as that performed between 9 p. m. and 6 a. m. When the work has to be performed in unhealthy places which might endanger the health of the worker, the hours shall not exceed 6 a day or 36 a week.

These working hours apply to persons employed by others in public or private enterprises, whether or not conducted for purposes of gain, but do not apply to agricultural work, stock raising, or domestic service, or to establishments which employ only members of the family of the head of the establishment.

The following Provinces have enacted similar 8-hour laws: Cordoba, Mendoza, Salta, San Juan, San Luis, Santa Fe, and Tucuman.

Sunday Rest

Under the Argentine Sunday rest law (No. 4661) which was enacted September 6, 1905, all manual work, except that done in domes-

³ A recent decision of the Supreme Court of Argentina declared the minimum wage law of Mendoza unconstitutional because the regulation by contract for service is a matter reserved exclusively for the National Congress, under sec. 11 of art. 67 of the constitution, and is regarded as a Federal rather than a Provincial question. Three other Provinces, viz, San Juan, San Luis, and Tucuman, had enacted minimum wage laws which are rendered void by this decision.

tic service, is prohibited on Sunday in the Federal capital and the National Territories. No exceptions are permitted as regards the weekly rest day for women and children under 16 years of age.

The law exempts from its provisions work necessary to the public interest, that necessary for the welfare of the industry, and such work as is necessary to prevent accidents and other losses.

Sunday rest laws have also been passed by the Provinces of Buenos Aires, Catamarca, Cordoba, Entre Rios, Jujuy, Mendoza, San Luis, Santa Fe, Santiago del Estero, and Tucuman.

Prohibition of Night Work in Bakeries

Night work has been the object of a special law (No. 11338) of September 9, 1926, in which the work of employees in bakeries, pastry, and confectioners' shops, and similar establishments is prohibited between 9 p. m. and 5 a. m.

Each violation of this law shall be punished by a fine of 100 pesos for each person unlawfully employed.

Beside the national regulatory decree applying to the Federal capital and the National Territories the following Provinces have issued regulatory decrees based on the national law: Buenos Aires, Cordoba, Corrientes, La Rioja, Santa Fe, Santiago del Estero, and Tucuman.

Employment of Women and Minors

A law (No. 11317) of September 30, 1924, prohibits the employment of children under 12 years of age in any class of work, including agriculture. Children over 12 who have not completed their period of compulsory education are not allowed to work except in case of family necessity. In no instance may children under 14 years of age be employed for gain or for charity in industrial or commercial enterprises, except those in which only members of the family are employed.

Boys under 14 years of age and unmarried girls under 18 years may not, either on their own account or as employees, engage in street trades.

The law forbids night work (i. e., work done between 8 p. m. and 7 a. m. in winter and 6 a. m. in summer) of women (except in domestic or nursing service and public evening entertainments) and minors, as well as work in dangerous or unhealthful industries or occupations. Working mothers are also protected by the law.

In addition to the national regulatory decrees based on the national law and applying to the Federal capital and the National Territories, the following Provinces have issued such decrees: Buenos Aires, Cordoba, Corrientes, San Luis, Santa Fe, and Santiago del Estero.

Housing

Law (No. 9667) of October 5, 1915, and the regulatory decree of April 21, 1917, created a National Housing Commission, whose function it is to study and promote the construction and sanitation of low-priced houses, as well as to engage in the actual construction of such

houses. They are to be sold at cost to reliable persons with families, who are to be chosen by lot from among skilled and unskilled workers and salaried employees who do not have property worth more than 3,000 pesos or an equivalent income.

The laws providing for retirement annuities and pensions for railroad employees (Law No. 10650), public service employees (Law No. 11110), and bank employees (Law No. 11232) make provision for mortgage loans for homes to employees covered by these laws (see pp. 76, 86, and 100).

Employment Agencies

Free public employment agencies were organized in Argentina by a law (No. 9148) of September 25, 1913. According to the latest report⁴ for the year 1928 the agencies received 19,010 applications for employment and 16,054 offers of employment, the number placed in employment, principally domestic work, being 11,469. Among the persons placed were 5,910 Spaniards, 2,949 Argentineans, 2,259 Italians, and 351 of other nationalities.

By a law (No. 9661) of August 28, 1915, Provincial supervision is provided for private employment agencies to prevent fraudulent dealings therein, for which heavy penalties are prescribed.

A national decree of November 9, 1915, regulates the application of these laws in the Federal capital and the National Territories, and the Provinces of Buenos Aires, Cordoba, Santa Fe, and Tucuman have passed similar laws or issued similar decrees.

Retirement Annuities and Pensions

Four classes of employees are entitled to retirement annuities and pensions under the laws of Argentina, viz, civil officials, employees, and agents (Law No. 4349 of September 20, 1904); employees on government-controlled railroads (Law No. 10650 of April 30, 1919); employees of private street-car, telephone, telegraph, gas, electricity, and radio-telegraph companies (Law No. 11110 of February 11, 1921, and regulatory decree of June 30, 1923); and bank employees (Law No. 11232 of October 9, 1923). All four systems are contributory, a fund being established in each case for administrative purposes.

The employees of each class are required to contribute 5 per cent of their salaries or wages, though the maximum amount of such salary subject thereto in the case of railroad employees and public-service employees is 1,000 pesos per month and of bank employees 1,500 pesos; the amount of the first month's salary of a new employee, except civil employees, only one-half of whose first month's salary is contributed; and the difference in the first month's salary when given an increase in salary.

The employers in each case also contribute to the fund—in the case of the civil employees the Government contributes the income on 10,000,000 pesos in public funds; in the other three classes the employers contribute 8 per cent of all the salaries and wages, limited

⁴ *Cronica Mensual del Departamento Nacional del Trabajo*, June, 1929, pp. 2835, 2836.

in the case of railroad and public-service employees to a maximum of 1,000 pesos of the wage. Provision is also made for the reception of donations and legacies, fines, etc., and that the interest and profit on invested capital shall accrue to the fund.

A civil employee may be granted an ordinary annuity after 30 years' service; railroad employees, public-service employees, and bank employees, in addition to such service, must have reached the age of 50 years. Smaller annuities are given those who have reached that age but have less than 30 years' service.

Disability retirement is granted to civil, railroad, public-service, and bank employees after 20, 5, 10, and 10 years' service, respectively, and for permanent disability in the line of duty from a cause arising out of the service whatever the length of service. Voluntary retirement annuities at a reduced rate may be granted after reaching 50 years of age and having 10 years' service, except for bank employees, who may voluntarily retire after 20 years' service.

The ordinary annuity granted a civil employee is $3\frac{1}{6}$ per cent of the last salary multiplied by the years of service. The amount of the ordinary annuity of railroad employees and public-service employees is based on the average wage for the last five years' service, that of the former being, on such wages up to 120 pesos, the whole amount; on wages from 120 to 300 pesos, 120 pesos and 80 per cent of the wage over 120 pesos; and on wages from 300 to 1,000 pesos, 264 pesos and 70 per cent of the wage over 300 pesos; while that of public-service employees runs from 95 per cent of such wages not exceeding 100 pesos to 255 pesos plus 70 per cent of the amount over 300 pesos on wages from 300 to 1,000 pesos.

For the civil employees the annuity for disability is calculated in the same way as the ordinary annuity, except that the annuity for disability is equivalent to 2.40 per cent of the last salary while that of the ordinary is $3\frac{1}{6}$ per cent thereof; for railroad employees, public-service employees, and bank employees it is 10, 5, and $3\frac{1}{2}$ per cent, respectively, of the ordinary annuity for each year of service up to the maximum. In cases of voluntary retirement, railroad employees and public-service employees receive the sums they have contributed to the fund plus 5 per cent interest compounded annually.

In the case of civil employees, railroad employees, public-service employees, and bank employees, pensions are provided for dependents on the death of employees having a right to a retirement annuity. The amount of the pension is 50 per cent of the full retirement annuity.

The funds are administered by boards composed of an equal number of representatives of employees and of employers, with a chairman appointed by the executive authority. Up to 50 per cent of the resources of all except the civil employees' fund may be loaned to employees covered by the law for the construction or purchase of homes.

Prohibition of Matches Containing Phosphorus

By law (No. 11127) of June 8, 1921, the manufacture, importation, and sale of matches containing white or yellow phosphorus is prohibited.

Violations of this law shall be punished by a fine of from 500 to 1,000 pesos or by imprisonment of from three to six months.

Cooperative Societies

Law No. 11388 of December 20, 1926, recognizes cooperative societies in Argentina and prescribes measures for their protection and supervision.

National and Provincial Labor Offices

A law of October 8, 1912, and its regulatory decree of January 2, 1913, describes in detail the manner in which the Argentine Department of Labor under the Ministry of the Interior is to be administered and the powers and duties of its three divisions, namely, legislation, statistics, and inspection and supervision.

Similar legislation establishing Provincial labor bureaus has been enacted by Buenos Aires, Cordoba, Corrientes, Entre Rios, Mendoza, Salta, Santa Fe, San Luis, Santiago del Estero, and Tucuman.

Medical Attention in Industrial Establishments

Two Provinces (Tucuman and Jujuy) have passed laws requiring that medical attention be provided in industrial establishments employing 200 or more workers. A suitable infirmary and a first-aid room, with the necessary skilled physicians, is to be provided in each establishment, and free medical attention furnished to all employees and their families when needed.

Seats for Employees

The Provinces of Cordoba and Mendoza have enacted legislation requiring that employers in stores and shops provide seats with back rests for their employees in the proportion of two seats for every three employees, and that employers in industrial establishments where the work is not continuous provide such seats in the proportion of one seat to every three workers.

TEXT OF LABOR LEGISLATION

WORKMEN'S COMPENSATION

LAW NO. 9688 OF OCTOBER 11, 1915

CHAPTER 1.—*Liability for accidents*

ARTICLE 1. All employers, whether individuals or corporations, who have charge of work carried on in the industries and enterprises referred to in the following article shall be liable for accidents suffered by their employees and workers while performing their work, whether arising out of or in the course of such employment or due to a fortuitous occurrence or to force majeure connected with the nature of the work.

ART. 2. Workers and employees whose annual wages do not exceed 3,000 pesos and who render services in the following industries and occupations are the only ones covered by this law:

(1) Factories, workshops, and industrial establishments in general where power other than man power is used in the work;

(2) Construction, maintenance, and repair of buildings, railroads, harbors, dikes, canals, and similar works;

(3) Mines and quarries;

(4) Transportation, loading, and unloading;

(5) Manufacture or use of explosives or inflammable materials and of electricity;

(6) Forestry and agriculture, but only persons engaged in transportation by or operation of engines;

(7) Installing, repairing, or removing telegraph or telephone systems or lightning rods;

(8) All similar industries or enterprises not included in the preceding enumeration which, on the recommendation of the National Department of Labor, shall have been declared by the Executive Authority, at least 30 days prior to the occurrence of the accident, to be included.

ART. 3. Compensation under this law for accidents causing disability shall be paid only when the disability exceeds six working days.

ART. 4. The employer is exempt from all liability for industrial accidents in the following cases: (a) When it has been intentionally caused by the injured worker or is due to his own misconduct, (b) When it is due to force majeure extraneous to the work.

The employer shall likewise not be liable to the heirs of a deceased worker if the latter intentionally caused the accident or brought it about by his own misconduct.

ART. 5. It shall be presumed that the employer is liable for all accidents occurring as specified in article 1 of this law without other exceptions than those specified in the preceding provision.

ART. 6. The employer is liable even when the worker does his work under the direction of a contractor on whom the former depends to carry on the industry. However, in forestry or agriculture the contractor alone is directly and exclusively liable for accidents due to the use of machinery operated by mechanical power which is owned by him.

ART. 7. Employers may discharge their obligations as regards compensation by taking out insurance in favor of the employees or workers in an insurance company or in an employers' mutual association complying with the requirements set forth hereafter, provided the benefits are not less than those fixed in this law.

CHAPTER 2.—*Compensation*

ART. 8. The following shall be taken into account in fixing the amount of compensation:

(a) If the accident causes the worker's death, the employer is required to pay the funeral expenses, which shall not exceed 100 pesos, and, in addition, to com-

pensate the family of the deceased with an amount equivalent to the latter's entire wages for the last 1,000 days' work but never more than 6,000 pesos (national currency). If the deceased worked less than 1,000 days with the employer who is liable, the compensation shall be computed by multiplying by 1,000 the average daily wage which the deceased received during the time he worked for said employer. For the purposes of this law, by "family" will be understood the surviving spouse and the minor children of the deceased. Grandchildren up to 16 years of age, ascendants, and brothers and sisters until they reach the age of 16 years, shall be considered as a part of the family, but only if on the date of the accident they were living under the care of and supported by the deceased.

The compensation shall be considered as community property and shall be distributed among the heirs in the proportion and manner established in the Civil Code.

(b) For permanent total disability, the injured worker shall receive a sum equal to that fixed in the preceding section.

(c) For permanent partial disability, the compensation shall be a sum equal to one thousand times the reduction in daily earning capacity resulting from the accident.

(d) For temporary disability caused by the accident, one-half of the average daily wages shall be paid as compensation from the day of the accident until the injured worker is in a condition to return to work, computing it on his earnings during the last 12 months. After one year the disability shall be considered as permanent from the day of the accident for the purposes of compensation, from which must be deducted the amounts paid for temporary disability.

ART. 9. The liability under this law of employers, insurance companies, or employers' [mutual] associations for accidents shall be discharged only by their depositing, in the name of the injured worker or his heirs, the amount of the compensation in a special division to be established under the national fund for annuities and pensions, which shall invest the amount of said compensation in Government bonds and shall pay monthly the annuities to those entitled thereto.

ART. 10. Employers or insurers must deposit in a special fund of said division, which shall be called the "Guaranty fund": (a) Compensation due on account of death, where the deceased worker leaves none of the dependents specified in articles 8 and 14 of this law; (b) pensions created in conformity with the preceding article, the beneficiaries of which have died without leaving any of the heirs specified in article 8; (c) the amount of the compensation or pensions belonging to foreigners who have left the country; (d) fines imposed for failure to comply with this law

The resources of this fund shall be used exclusively (1) to pay the expenses of the accident division; (2) to pay compensation left unpaid by reason of a judicial decree of absolute insolvency of the employer, provided the injured worker has begun his action within one month after the accident and has proceeded with all the diligence necessary to establish his right.

ART. 11. For the purposes of this law, by "annual wage" shall be understood that received by the worker during the year preceding the accident from the employer for whom he was working, and by "daily wage" the amount obtained by dividing the annual wage by the number of working days during the year.

If the worker has not been employed for the entire year, the daily wage shall be computed by dividing the worker's earnings during the time he worked by the actual number of days he worked.

If the injured person is an apprentice, the compensation shall be computed on the basis of the lowest earnings of workers in the same industry and class as the apprentice.

ART. 12. For the purposes of the preceding provisions, the executive authority shall determine, in regulations under this law, the injuries which shall be considered total disability and those which shall constitute partial disability, taking into consideration, when there are two or more injuries, the age and sex of the injured worker.

ART. 13. Compensation benefits for industrial accidents may not be attached, nor are they transferable, negotiable, or subject to waiver, and they shall enjoy all the immunities and privileges accorded by the civil and commercial laws to allowances.

ART. 14. A worker who has suffered an accident causing temporary incapacity to work shall lose his right to continue receiving the part of his wages accorded him by the law from the day he leaves the country, and the heirs of a foreign workman shall not receive any compensation if at the time of the accident they were not living in the country, unless reciprocity has been established by international agreements or treaties.⁵

CHAPTER 3.—Action for compensation

ART. 15. The judge of the place where the accident occurred or that of the residence of the defendant, whichever the plaintiff chooses, shall be competent to try actions for compensation for industrial accidents in the capital and National Territories, summary procedure being followed.

ART. 16. The representative of the General Office for Incompetents shall be empowered to receive in his jurisdiction the amounts to be turned over to the guaranty fund, created in conformity with this law, for which purpose the authorities shall inform him of the accidents which require his intervention.

ART. 17. Workers and employees to whom this law refers may choose between bringing a special action for compensation under this law or an action under the common law for fraud or neglect on the part of the employer. However both are exclusive and the initiation of one of them or the acceptance of any sum thereunder shall of itself constitute a surrender of the rights under the other.

ART. 18. In addition to his right of action against the employer or contractor, the injured worker or his representatives shall have a right of action against a third party for damages for injury caused by him, in accordance with the principles of the Civil Code. By "third party" is understood one who is not connected with the industrial operation, thus excluding from this class the employer and his workers or employees.

The compensation obtained from a third party in conformity with this provision relieves the employer of his liability for such part as was paid by the said third party.

Actions against third parties may be brought by the employer at his own expense and in the name of the injured worker or his heirs, if the latter have not brought such action within eight days after the accident.

ART. 19. Actions under this law must be brought within one year after the accident.

ART. 20. Accident insurance companies or employers' [mutual] associations which seek to assume for employers their obligations under this law must be licensed by the executive authority of the Nation or of the Provinces, and be organized in conformity with the following principles:

(a) They shall deposit 50,000 pesos (national currency) in the Bank of the Nation, to be invested in Government bonds, which can not be withdrawn as long as the insurance company has insurance policies in the country;

(b) Insure their obligations to pay compensation in conformity with the provisions of this law, fixing the scale of premiums on this basis;

(c) Constitute a reserve fund, based on the amount of insurance written, as fixed by the Executive authority in the regulations;

(d) Exclude all clauses of forfeiture with respect to the injured worker or his heirs;

(e) Separate completely the workmen's compensation insurance from other business handled by the company.

ART. 21. In case of bankruptcy of a company or an employers' [mutual] association which has handled compensation insurance for the workers or the employer who owes the compensation, the funds set aside for its payment shall not become a part of the general fund, but shall be returned to the insured employer in the condition in which they were at the time of the bankruptcy or

⁵ Practically identical conventions have been signed by Argentina with Austria, Belgium, Denmark, Italy, Spain, Sweden, and Yugoslavia providing for the reciprocal treatment of their nationals as regards compensation for industrial accidents suffered by workers resident in the contracting countries. These agreements provide that workers of one of the contracting countries injured in the territory of the other, as well as their heirs, shall have the same right to compensation and other benefits which the local law concedes to its nationals, and this provision holds even if the injured workman or his heirs subsequently leave the country where the accident occurred.

be turned over to the fund for retirement annuities and pensions for the creation of a pension.

CHAPTER 4.—*Occupational diseases*

ART. 22. When a worker is incapacitated for work or dies as the result of a disease contracted in the exercise of his occupation, he shall have a right to the compensation accorded by this law, under the following conditions:

(a) The disease must have originated exclusively in the work performed by the worker during the year preceding the disability.

(b) Compensation shall not be paid if it is proved that the worker was suffering from the disease before entering the employment.

(c) The last employer for whom the man worked during the year referred to, on the kind of work which caused the disease, shall pay the compensation, unless it is proved that the same was contracted while in the service of other employers, in which case the latter shall be liable.

(d) If the disease, owing to its nature, could have been contracted gradually, the other employers in whose service the worker had been employed during the last year on the kind of work which caused the disease, are liable to the last employer for a proportionate share of the compensation, to be fixed by arbitrators if there is any controversy concerning it.

(e) The employer in whose service a worker is incapacitated by a disease must report it in the same way as an accident.

Occupational diseases shall be enumerated by the executive authority in regulatory decrees, after a previous report from the technical bureaus, and liability therefor shall begin 90 days from its determination.

CHAPTER 5.—*General provisions*

ART. 23. Any clause which exempts the employer from liability for accidents or which in any way nullifies the present law is absolutely void.

ART. 24. Agreements made by the injured workers or their heirs with intermediaries which, in return for agreed advance remuneration, secure to them the enjoyment of the rights accorded by this law, are also null and void.

ART. 25. The worker, and in case of his death his heirs, must notify the nearest judicial or police authority of the accident within the period of time fixed by the Executive Authority, under penalty of a 25 per cent reduction in the compensation, except in case of force majeure or other impediment duly proved. The employer is also required to report the accident within 24 hours after it has come to his attention, under penalty of a fine of from 50 to 100 pesos. The National Government authority which receives information of the accident shall transmit it the same day to the employer and to the office of the National Department of Labor in the locality of the accident. A similar procedure shall be required of the Provincial governments on the part of the said officials in their service.

ART. 26. When an accident occurs for which the employer has no legal excuse he shall be required to furnish gratuitously medical and pharmaceutical attention to the injured worker until he is in a condition to return to work, dies, or is declared permanently disabled, provided the worker agrees to accept the attention of the physicians appointed by the employer.

ART. 27. The injured worker or his heirs shall have the right of proceeding in forma pauperis in the case of legal proceedings to obtain compensation.

ART. 28. In case of accidents incurred in the service of the National Government, legal proceedings may be brought without previous claims being made through administrative channels.

ART. 29. The executive authority, in issuing regulations under this law, shall indicate the measures which must be adopted in the capital and the National Territories to prevent accidents in all work which is dangerous for the workers. Violations of such regulations shall be punished by a fine of from 50 to 200 pesos, without prejudice to the usual liabilities.

ART. 30. The executive authority shall regulate the form in which contractors or employers may provide medical attention or care for the injured workmen through physicians of their own selection.

REGULATORY DECREE OF JANUARY 14, 1916 (FOR FEDERAL CAPITAL AND NATIONAL TERRITORIES)

ARTICLE 1. Law No. 9688 shall be in force in the Federal Capital and the National Territories in conformity with the provisions of this regulatory decree.

CHAPTER 1.—*General provisions*

ART. 2. For the purposes of Law No. 9688, by "industrial accident" will be understood one arising out of or in the course of the work, and which causes either direct or indirect bodily injuries, whether apparent or not apparent, deep or superficial. Accidents due to a fortuitous occurrence or force majeure connected with the nature of the work and which cause similar injuries shall also be considered industrial accidents.

ART. 3. By "employer" is understood an individual or corporation which conducts or operates, with the help of other persons, any of the industries or enterprises specified in article 2 of the law. An employer's liability exists even when the workers are under the immediate direction of contractors whom the former has intrusted with the operation of his industry or enterprise.

The National Government, the Provinces, and the municipalities are regarded as employers for the purposes of this article.

ART. 4. By "workers" is understood all those who habitually work for another as operators or employees in enterprises or industries, with or without remuneration, for a wage or by the job, by virtue of an oral or written contract. Apprentices shall be included in this provision.

ART. 5. The wage which shall serve as the basis for the compensation accorded by this law is the remuneration which the worker receives in money or in any other form from the employer in whose service he was when the accident occurred. The daily wage shall be calculated by dividing the annual wage by the number of working days in the year, but shall not be less than 1½ pesos (national currency), even for apprentices who receive no remuneration or workers who receive less than said amount.

If the worker has not been employed in the establishment where the accident occurred for the entire year the daily wage shall be calculated by dividing the earnings of the worker for the time which he worked by the number of days' work actually performed.

When an employee works for two or more employers at different hours or on different days during the year, his wage shall be computed as if all his earnings were obtained from the employer for whom he was working when the accident occurred.

ART. 6. In order to fix the wage when the worker is not paid in money but in kind, in the use of a house, or in any other form, said remuneration shall be computed according to its average value in the locality.

If the service is contracted for by the job, the wage shall be calculated according to what workers receive under similar conditions for doing similar work to that performed by the injured worker, or, in the absence of such conditions, the nearest similar conditions.

ART. 7. In accordance with the provisions of article 2 of the law, the same shall apply especially to—

(1) Factories, workshops, and industrial establishments in general where power other than man power is used.

(2) Industries the operation of which, wholly or in part, requires habitually the use or the action of inflammable, explosive, or volatile substances or materials whose vapors form with the air explosive mixtures, and which shall be specified in a regulation.

(3) Industries which require the manufacture, transportation, or storage of one or more materials of the nature indicated in the preceding paragraph.

(4) Navigation of vessels which ordinarily travel from one point to another in the Republic, or of vessels which travel exclusively in rivers and interior waters and yet come from foreign parts, provided the accident occurs in jurisdictional waters.

(5) Pleasure-boat service.

(6) Fishing industry, operating in rivers or interior or jurisdictional waters.

(7) Ship building and dismantling.

(8) Ship chandlery.

- (9) Salvaging ships and their cargoes.
- (10) Operation of docks for vessels.
- (11) Operation of locks and drawbridges.
- (12) Work performed in enterprises connected with railroads, street railways, busses, vehicles, and horses.
- (13) Work of contractors of loading, unloading, storage, weighing, transportation, or warehousing of merchandise.
- (14) Industries or enterprises of construction, maintenance, repair, and demolition of buildings, opening and closing of roads, railroads, or street railways, canals, locks, harbors, docks, bridges, dikes, and hydraulic installations.
- (15) Diving work.
- (16) Work in the laying, repairing, rebuilding, or dismantling of drains, piping, electrical conductors, or lightning rods.
- (17) Work of excavating, laying foundations, fencing, dredging, boring, and digging wells.
- (18) Peat industry.
- (19) Mine operations and the extraction of iron ore, sand, or gravel.
- (20) Operations of stone quarries.
- (21) Work in the diamond and other precious stones industry.
- (22) Paint and glass industry.
- (23) Tapestry and furniture industry.
- (24) Stucco work.
- (25) Window washing, cleaning of buildings, and work on their façades and their annexes.
- (26) Chimney-cleaning enterprises.
- (27) Gas works.
- (28) Work in the extraction or utilization of metals, stone, wood, cork, or rushes.
- (29) Gathering and manufacture of straw, when motor power is used.
- (30) Manufacture or work on glass, pottery, lime, brushes, leather articles, india rubber, paper and pasteboard articles, linen, cord, candles, or soap.
- (31) Basket-making industry.
- (32) Tanning; leather industry.
- (33) Shoe manufacture, when machinery is used.
- (34) Work performed for manufacturers of stone, floor, or roofing tiles.
- (35) Operations of reinforced-cement manufacturers.
- (36) Printing and binding.
- (37) Salt works.
- (38) Pharmacies, and work in the manufacture of chemical products.
- (39) Laboratory work in scientific or technical research for industrial purposes.
- (40) Operation of slaughterhouses and meat markets and work in the manufacture of meat products.
- (41) Preparation of preserved food, or fruit extracts.
- (42) Fish drying and salting.
- (43) Manufacture of beer and vinegar.
- (44) Distillation of fermented beverages and the manufacture of gin and liquors.
- (45) Malt industry.
- (46) Mineral-water manufacture.
- (47) Manufacture of coffee or chicory sirups (*jarabes de café o achicoria*).
- (48) Manufacture of butter, when a centrifugal machine is used for churning the same.
- (49) Melting of grease.
- (50) Distillation of oil, lacquers, and varnishes.
- (51) Manufacture of sealing wax.
- (52) Packing yeast.
- (53) Cut-tobacco industry.
- (54) Rag sorting.
- (55) Street-lighting service.
- (56) Work of firemen.
- (57) Cleaning of roads, streets, squares, wells, drains, or toilets; work in the collection of ashes or garbage, and the manufacture of fertilizers.
- (58) Telegraph, telephone, and electrical installations of all kinds.
- (59) Forestry and agriculture only as regards persons engaged in transportation service or in operating motors.

(60) Any other industries which the executive authority may hereafter incorporate herein.

[By regulatory decree of November 12, 1917, establishments for the storage and handling of native fruits, known as "fruit-sheds" (*barracas*), were added.]

ART. 8. All employers of more than four workmen shall keep a register wherein the name, residence, age, status, nationality, and wage of each workman are shown. Whenever workmen change their address they must give notice thereof in order that the change may be noted in the register.

ART. 9. Employers are likewise required to keep a special book, to be called "Salaries and wages," all the pages of which shall be numbered. The head of the National Department of Labor shall certify on its first page as to the contents and the name of the employer or employers. There shall be noted daily in said book, in chronological order in the proper columns, the attendance of the workmen or employees working for the establishment or enterprise, either on a salary basis, or for wages by the day or by the piece, using the words "yes" or "no" to show presence or absence. Likewise there shall be recorded after each name the salary or wage earned and in separate columns the amount of work done by the job or by the piece.

ART. 10. The said book shall be kept without changes or erasures of any kind, and shown to the inspector of the National Department of Labor whenever he shall ask for it. The inspector shall leave a record of his inspection in every case.

ART. 11. For the purposes of the provisions of article 2, of Law No. 9688, the National Department of Labor shall prepare a roster of the industrial establishments in the Capital and the National Territories.

CHAPTER 2.—*Employer's liability*

ART. 12. The employer's obligations are operative before, during, and after the accident.

ART. 13. For the purposes of article 5 of Law No. 9688, the employer's liability established by such law shall be effective from the time of the occurrence of the accident.

ART. 14. The most immediate obligation is that of furnishing the injured worker with medical and pharmaceutical attention without delay.

ART. 15. The aid of the nearest physician shall be first resorted to, but thereafter physicians designated by the employer shall give medical attention unless an official physician takes charge of the care of the injured person.

ART. 16. From the time of the occurrence of the accident causing incapacity for work, the employer is required to pay the injured workman one-half his wages, in conformity with article 8, paragraph (d), of the law.

ART. 17. Workers injured in industrial accidents or their heirs, must give notice of the occurrence thereof to the competent authority within 30 days thereafter, under penalty of suffering a 25 per cent reduction in their compensation, except in cases of force majeure or some other impediment duly proved.

ART. 18. As required in article 25 of Law No. 9688, employers must give similar notice within 24 hours from the occurrence of the accident or from the time that they become cognizant thereof, which will be presumed to be within the following 24 hours when they were not present at the place where the accident occurred. The employer who fails to give the notice is liable to a fine of from 50 to 100 pesos (national currency).

ART. 19. Workers as well as the employer must report the accident, in the national capital, to the police of the precinct where it occurred or to the offices of the National Department of Labor, and in the National Territories and Provinces to the police authority of the locality or to the justice of the peace.

ART. 20. The police authorities, in the Federal capital and the National Territories, upon being notified by injured workers or their heirs of industrial accidents, shall on the same day notify the National Department of Labor and the employer of the injured worker by mail, using a printed form.

ART. 21. In recording the accident the name, nationality, age, salary, occupation, and status of the injured worker and the place and hour of the accident, as well as the apparent causes thereof, shall be set forth, filling in the form which the National Department of Labor shall distribute to those interested.

ART. 22. The person giving information of the accident may require a certificate of such notification.

ART. 23. In case of immediate death, the employer shall give notice likewise to the National Department of Labor, setting forth those facts mentioned in article 21 which are pertinent.

ART. 24. In addition to the above-mentioned notice, the employer shall notify the National Department of Labor in writing as soon as he has begun to carry out his obligations in regard to his liability for the accident.

In this notice the worker and [or] the interested parties, either personally or by their representatives, must signify their agreement.

Similar notice shall also be given the National Department of Labor of the employer's intention to pay the compensation, stating the amount, and the article, number, and paragraph of the law pertaining thereto.

ART. 25. If the amount of the compensation is deposited in the national annuities and pensions fund for retirement in conformity with article 9 of the law, notice shall likewise be given to the said department.

ART. 26. If the employer thinks that the accident was due to force majeure extraneous to the work, or that it was caused intentionally by the injured workman or his heirs, or was due to serious fault on the part of said workman or his heirs, the employer shall so declare in writing to the National Department of Labor; it being understood, however, that he is not thereby relieved from the obligations set forth in articles 12 and 14 [14 and 16] concerning medical attention and payment of half wages.

ART. 27. When the National Department of Labor has knowledge of a difference between the employer and the workman or his heirs concerning the compensation to be paid, it shall offer in writing its mediation in order to effect an understanding.

ART. 28. Should the employer appoint physicians to give medical attention and to certify the facts, he shall within 48 hours forward to the National Department of Labor the names and residences of the same. If he has not appointed any, the physicians taking care of the injured person shall be considered as representing the employer, for the purpose of establishing character and duration of the injury.

ART. 29. The physicians named by the employer shall have the right to visit the injured person at the hospital, should he be removed to one. The same right shall apply to the physician of the National Department of Labor.

ART. 30. Physicians are required to issue the following certificates: (1) When the accident occurs, a certificate to the effect that the worker is unable to work; (2) when the cure is effected, a certificate to the effect that the worker is able to resume his work; (3) when after the cure of the worker, the patient is still disabled, a certificate to that effect, giving the classification of the disability; (4) a death certificate, in case the worker dies.

ART. 31. In the certificate mentioned in clause (1) of the preceding article, the injury shall be described in the greatest detail. The same shall also be done in the certificate referred to in clause (4), adding the data resulting from the autopsy when one is performed.

The certificate to which clause (3) refers must describe the disability with the greatest precision.

ART. 32. When such certificates are issued, the employer shall send a certified copy thereof, bearing his signature to the National Department of Labor if so requested. Any refusal to comply with this requirement renders the employer liable to the penalties provided in article 8 of Law No. 8999.

ART. 33. Injured workmen must be advised of the certificates mentioned in clauses (2) and (3) of article 30, and if they concur therein, they shall so manifest by signing the same either personally or by their representatives.

ART. 34. In case of disagreement, either because the workman does not consider himself to be cured or because he does not agree with the classification of the disability, the workman may name physicians in order that, with the concurrence of the medical inspector of the National Department of Labor and the physicians of the employer, another examination may be made, and a certificate issued, signed by all the attending physicians, in which the consensus of opinion is shown.

ART. 35. If the said physicians are unable to agree, three copies shall be made of the document—one for the employer, one for the workman, and the other for the National Department of Labor in the Federal capital, for the chief of police in the National Territories, and [or] for such authority as the particular Province may designate in its territory.

The National Department of Labor in the Federal Capital and the authorities mentioned in the National Territories and the Provinces shall send copies of the

medical certificates and of all the data relating thereto, to the National Health Department, which shall give final judgment.

CHAPTER 3.—*Injuries*

ART. 36. If the injured workman has not returned to work within four days after the accident, the employer must, on being given a receipt, deliver to the National Department of Labor a medical certificate in which the condition of the injured workman and the probable consequences of the accident are shown, together with the time in which it will be possible to know the result definitely.

ART. 37. When a serious accident is involved, the inspectors of the National Department of Labor shall visit the place of its occurrence and draw up a detailed report of the facts.

ART. 38. The National Department of Labor shall furnish the judges, whenever so required, the reports and documents pertaining to each industrial accident.

ART. 39. For the purposes of this regulation there shall be considered: 1. As total disabilities, those which preclude any kind of work; 2. As partial disabilities, those which preclude the work in which the worker was engaged, but no other.

ART. 40. Even though the causes of the accident may give rise to court proceedings in a criminal case, the measures prescribed in this regulation as to determining and classifying the disability shall not be postponed so that the action authorized in article 10 of Law No. 9688 may be expedited.

CHAPTER 4.—*Compensation.*

ART. 41. The compensation fixed by law shall be paid in national currency. Compensation paid in any other form shall be absolutely void, and the worker can claim another payment.

ART. 42. For the purposes of this law, a family is understood to consist of the surviving spouse and the minor children of the injured workman. Grandchildren up to the age of 16 years, the ascendants, and the brothers and sisters up to the age of 16 years, shall be considered as part of the family only if at the time of the accident they were living under the care of and were supported by the injured workman.

ART. 43. If the accident results in the death of the workman, the employer, in accordance with the provision of paragraph (a) of article 8 of the law, is required to pay the funeral expenses, which may not exceed 100 pesos, and to compensate the family of the workman with a sum equal to the decedent's full wages for the last 1,000 days' work, but not to exceed 6,000 pesos. The wage shall be calculated in accordance with the terms of article 5 of this regulation. If the workman worked less than 1,000 days with the employer who is liable, the compensation shall be calculated by multiplying by 1,000 the average daily wage which he earned during the time that he worked for the said employer.

ART. 44. The heirs of a foreign workman who dies as a result of an industrial accident shall receive no compensation if at the time of the accident they were not residing in the country, except in cases where international agreements or treaties have established reciprocity in this respect.

ART. 45. Compensation shall be considered as community property and shall be distributed among the heirs in the proportion and form established therefor by the Civil Code.

ART. 46. In case of permanent total disability, compensation equivalent to that fixed in article 43 of this decree shall be paid the injured worker.

ART. 47. In case of permanent partial disability the compensation shall be equal to one thousand times the reduction in daily earning capacity as a result of the accident.

ART. 48. Temporary disability caused by an accident shall be compensated with half of the average daily salary, from the day of the accident up to the day when the injured workman is in a condition to return to work, the calculation to be made upon his earnings for the last 12 months. After one year the disability shall be considered, for compensation purposes, as permanent from the day of the accident, from which shall be deducted the amounts paid for temporary disability.

ART. 49. In estimating the character of the disability the following rules shall be followed:

(1) Temporary total disability shall be estimated, for the purposes of article 8, paragraph (d), of the law, as a continuation of the pathological consequences caused by the accident within the time limit indicated in said provision.

(2) The classification of temporary total disability shall cease when the injured workman is declared cured or when a year has passed since the accident without a cure being effected.

ART. 50. The cure of the injured workman shall be declared by the physicians according to the following standards: (a) Cure without disability; (b) cure with disability.

ART. 51. As a general rule, cures without disability shall be declared from the time that the healing of the injuries has taken place, unless a period of treatment is required to restore the functioning of the parts which were injured.

ART. 52. As a general rule, cures with disability shall be declared from the time that the healing of the injuries has taken place, resulting in manifest disability. If the resulting disability is functional instead of organic, on petition of the employer there may be a wait for the period indicated in the law for the function to be restored.

ART. 53. When the cure with disability is declared definitely, the disability shall be classified as total or partial.

ART. 54. The following are total disabilities for the purposes of this law:

(a) Total loss of the arms, the legs, or an arm and a leg, or loss of the essential parts thereof, the loss of a hand or a foot being considered as such.

(b) Functional injury to the locomotive organs, which can be estimated in its consequences as analogous to the mutilation of the extremities under the same conditions as those indicated in paragraph (a).

(c) Loss of both eyes, by enucleation of the organ or total loss of vision.

(d) The loss of one eye, with serious impairment of vision in the other eye.

(e) Incurable mental derangement.

(f) Functional or organic lesions of the brain and of the circulatory and respiratory systems, occasioned directly or indirectly by the mechanical or toxic action of the accident and which is regarded as incurable.

(g) Inguinal or femoral hernia, single or double.

ART. 55. Partial disabilities are:

(a) Total loss of the right arm, or loss of its essential parts, considering as such the hand, all the fingers of the hand but the thumb, or the loss of all the second and third phalanges, or the loss of the thumb alone.

(b) The total loss of the left arm, or loss of its essential parts, considering as such the hand and all the fingers of the hand.

(c) The total loss of one of the legs or the loss of its essential parts, considering as such the foot and the parts which are absolutely necessary for standing and walking.

ART. 56. Partial disabilities shall be considered as total in the following cases:

(1) When, in addition to the injury to a definite member which is classified as a partial disability, the worker suffers as the result of the accident injuries to other members which together cause a 50 per cent reduction in his working capacity.

(2) When there is a 42 per cent reduction in working capacity and the worker is over 50 years of age.

(3) When there is a 36 per cent reduction in working capacity and the worker is over 60 years of age.

(4) In the case of woman employees the percentages are 2 per cent less than the above.

ART. 57. In the cases specified in the preceding article and for the purposes of this law, the classification of the disability for the purposes of compensation shall be understood to apply to the regular occupation of the injured worker and not to casual or temporary work.

ART. 58. If the employer does not accept the worker as in the occupation or class of work which he was doing at the time of the accident, all the injuries which alone do not constitute total disability shall be defined as partial disability.

ART. 59. To comply with the provision in the preceding article the employer may accept the worker either definitely or provisionally. In the latter case,

the final decision shall not be postponed for more than six months from the acceptance.

ART. 60. The following scale shall be followed in fixing compensation:

SCHEDULE FOR VALUATION OF REDUCTION OF WORKING CAPACITY

	Per cent of wages
Total loss of arm, right or left.....	60
Total loss of forearm, right or left.....	60
Total loss of hand, right or left.....	60
Total loss of thumb, right or left.....	30
Total loss of index finger, right.....	24
Total loss of index finger, left.....	18
Total loss of two phalanges of thumb, right.....	18
Total loss of two phalanges of thumb, left.....	9
Total loss of two phalanges of index finger, right [*]	16
Total loss of two phalanges of index finger, left [*]	12
Total loss of two phalanges of ring finger [†]	6
Total loss of a finger, middle.....	9
Total loss of a finger, ring.....	9
Total loss of a finger, little.....	13
Total loss of a phalange of any finger.....	6
Total loss of thigh.....	60
Total loss of leg.....	60
Total loss of foot.....	50
Total loss of toe.....	6
Loss of sight in one eye.....	42
Total deafness.....	42
Deafness in one ear.....	12
Inguinal or femoral hernia, double.....	18
Inguinal or femoral hernia, single.....	12

ART. 61. The National Department of Labor shall keep a card index of reported disabilities, with notes, arranged alphabetically, and shall issue a certificate of the facts on request by an interested party in any litigation. For this purpose the department shall adopt its own rules.

CHAPTER 5.—*Accident prevention—Safety and sanitation*

ART. 62. The measures to prevent industrial accidents indicated below shall apply to all the industries included in article 2 of the law, and which are established in the Federal capital and the National Territories and other zones subject to Federal jurisdiction. The obligation to take such preventive measures against industrial accidents shall also apply to every industry which may hereafter be designated in accordance with paragraph 8 of article 2 of the law. The same measures shall be compulsory in trade schools and institutions, provided they use mechanical installations, steam boilers, or electric motors, or when the industry is classified as dangerous and unhealthful. These measures shall also be enforced in theaters, circuses, and similar establishments in which mechanical apparatus is used.

SANITARY MEASURES

ART. 63. The following provisions shall be observed in factories, workshops, and other work places:

(a) They shall be kept in a state of perfect cleanliness.

(b) Noxious emanations from sewers and water-closets shall be avoided and also dampness of floors, etc.

(c) If gases, vapors, dusts, and other impurities are generated in the course of the work in quantities tending to injure the health of the employees, they shall be so controlled by the system of ventilation as to become inoffensive. When dusts, vapors, or emanations are generated in the course of the work, proper devices to remove such impurities from the work place to the outside shall be provided under conditions which will not be offensive to the neighborhood. When the natural ventilation is not sufficient, mechanical suction must

^{*} Added by decree of Dec. 24, 1918.

[†] Added by decree of Feb. 28, 1919.

be used, the machines being either inclosed or adapted to carry away the matter collected by means of simple suction, upward or downward, according to what the case demands and what is technically possible. If the technical conditions make mechanical suction impossible, adequate measures or precautions must be adopted to avoid any bad effect on the workers. Pulverization of irritating or poisonous materials shall be done only in closed apparatus.

(d) If, for technical reasons connected with the production or other circumstances, the windows in any work place have to remain closed during working hours, at least 40 cubic meters⁸ of pure air per employee per hour must be provided.

ART. 64. A work place shall not employ a larger number of persons than is consistent with its capacity and the quantity of respirable air, at the rate of 10 cubic meters of air for each person. There shall be posted in a conspicuous place a notice specifying the maximum number of persons who may be employed therein.

ART. 65. Workrooms shall be suitably lighted to avoid injury to the eyesight of persons employed therein.

ART. 66. Factories and workshops shall be provided with an adequate number of toilets, with separate installations for each sex. The filtered drinking water necessary for the use of the employees shall also be provided.

SAFETY MEASURES

ART. 67. Notices giving warning of dangerous places shall be posted in all rooms where there are machines run by mechanical power.

ART. 68. The following requirements shall also be observed in the work places:

(a) All elevators, cranes, flywheels, and pulleys directly connected with a motor, and the parts of all water wheels or wheels run by mechanical force, shall be protected in the manner prescribed by the inspectors.

(b) All gutters should be closed if they are not otherwise isolated.

(c) All dangerous parts of machinery, transmission apparatus, and belting shall be guarded and arranged so that they offer no danger to the persons employed thereon or who work in the factories.

ART. 69. Boilers must be inspected and tested by a hydrostatic pressure double that at which they can be operated. For boilers which operate at a pressure greater than seven atmospheres, the test shall be made with six atmospheres more than the maximum pressure at which it operates. This test shall be made every two years in the presence of the technical inspector of the department, and the proprietor shall provide the means therefor. After the test is made, a plate shall be affixed to show the maximum amount of pressure.

ART. 70. All boilers used for generating steam shall be provided with a safety valve and a manometer which indicates the pressure of the steam and a water gauge which shows the height of the water in the boiler.

ART. 71. Transmission belts shall have the boxes, perches, belt carriers, and wire guards arranged to the best advantage for avoiding accidents to the workmen.

ART. 72. There shall be aisles at least 1 meter and 30 centimeters wide between the movable parts of two machines, and 1 meter between the bases and foundations of the same, provided there is no flywheel in the intervening space; if there is, that distance shall be guarded.

ART. 73. Whenever a machine permits thereof, it should have a loose pulley and a belt shifter, so that the machine may be stopped immediately in case of accident.

ART. 74. Emery wheels shall be provided with dust-exhaust apparatus and other dangerous parts shall be covered with a framework or hood, as may be required.

ART. 75. Lifts, hoists, and cranes should have sufficient guaranty of strength, and the maximum weight they can support should be posted thereon. The supports of each floor should be protected.

ART. 76. In all industrial establishments where motors are employed, there shall be means of communication between the motor room and the different departments where the transmission reaches, either by speaking tubes, electric bells or other apparatus.

⁸ Cubic meter = 35.314 cubic feet.

ART. 77. In establishments where wood or inflammable materials are being worked up, illuminating lamps must be covered, the use of alcohol and mineral oils being prohibited therein.

ART. 78. In factories where there are electric machines and other electric installations, all cables, conductors, etc., must be insulated and the motors guarded, so that they will present no danger to the employees.

ART. 79. Electric storage batteries or transformers must be insulated and access to them must be prohibited to persons who are not operators.

ART. 80. When generators are used in the production of both light and power in establishments which work at night, a special installation shall be provided to furnish light in case the generator does not function.

ART. 81. When gas or compressed air is used, the storage tanks shall be tested in the same manner as the boilers. They are also to be provided with a safety valve and a manometer.

ART. 82. Scaffolds used in the construction and repair of buildings must meet the following requirements:

(a) They must be 1.2 meters^o wide.

(b) They must be constructed of well-joined planks 5 centimeters^o thick, with a board on each side 30 centimeters high.

(c) The uprights must measure at least 75 by 75 millimeters^o and be placed at the edge of the walk way, be embedded 50 centimeters, and not be set at a greater distance than 3 meters apart.

(d) Above the level of the scaffold two horizontal crosspieces shall be placed, one at 50 centimeters and the other at 1 meter, well secured and firm.

(e) The crosspieces shall be joined with wires or with nailed iron hoops and the uprights shall have nailed pegs by which they are held.

(f) The ladders must be firm and put together so as to prevent their bending and side movement.

ART. 83. Scaffolds must not be loaded with an excessive weight of materials or persons, on penalty of the manager or owner of the works incurring, in addition to the liabilities established by the law, the damages occasioned thereby.

ART. 84. The introduction and consumption of any alcoholic beverage on the premises or work places are prohibited.

ART. 85. The National Department of Labor may grant a period of not less than six months to such establishments as require time to institute reforms or repairs needed to conform to the preceding provisions.

WORK OF PORT LOADING AND UNLOADING

ART. 86. The articles of this chapter are applicable to the work of loading and unloading, the preparation and maintenance of vessels, and also the handling of freight, when these operations are carried on in ports, docks, and dry docks, as well as at wharves and piers.

ART. 87. Scaffolds, gangplanks, ladders, and in general the installations upon which employees have to move about, work, or remain, shall offer in all their parts the necessary assurances of resistance, stability, and solidity. The materials used in the construction of the above must be of good quality, in a perfect state of preservation, and with no defects which may lessen the conditions of safety prescribed in the preceding section.

Lashings and cables must be sufficiently strong to support any accidental impact given them.

ART. 88. The use of warped boards, decks of glued woods, and the application of paint or varnish which may hide any defect of construction or poor quality of material are strictly prohibited.

ART. 89. More weight will not be permitted than that which the resistance of the hull of the ship can stand.

ART. 90. Scaffolds suspended from vessels shall be placed with all possible care and shall be so fastened as to prevent swinging and tilting.

ART. 91. Installations for painting or other work on floating vessels or vessels in dry docks shall be protected with firm railings placed sufficiently high to prevent the worker from falling. In places where the laborers have to work seated, a strip at the height of the worker's back, in addition to the guard for support, shall be provided. This requirement extends also to the upper platforms of other scaffolds.

^o 1 meter=39.37 inches; 1 centimeter=0.3937 inch; 1 millimeter=0.0394 inch.

ART. 92. When passage from the shore to the ships or vice versa and between two or more ships must be made on a slope and offers danger, gangplanks or ladders shall be provided so that the passage may be made in perfect safety.

ART. 93. The planks used in the construction of gangplanks must rest on supports and shall be so arranged that they can not slip or move. They shall be fastened together by means of a crosspiece to prevent their separation, and there shall be no spaces left between which might offer danger to the worker.

ART. 94. The boards of installations on hatchways must be fastened to the boat. Gangplanks shall be provided with railings of a proper height and shall be sufficiently wide to allow safe passage of the workers during the performance of the work.

ART. 95. Gangplanks having a slope of more than 20 per cent are prohibited. Moreover ashes or sawdust must be scattered upon the surface of the walkway when from any cause it becomes slippery. Supporting gangplanks upon loose bundles or bales of material of light weight or upon bags containing materials which are likely to escape, is likewise forbidden.

ART. 96. There shall be sufficient space around ladders to allow the workers to pass easily from them to the gangplanks or to other devices leading to and from ships.

ART. 97. Ladders leading into the hatch must be placed on a level with the coaming when the distance from the mouth of the hatch to the bottom of the hold is more than 1 meter and 60 centimeters. The use of a ladder in which rungs are lacking or which have a broken, weak, or movable rung is prohibited.

ART. 98. The foot of a ladder must rest upon a sufficiently resistant surface. In case of necessity the uprights must be wedged to avoid slipping. Placing a ladder upon one of the steps is prohibited unless there is sufficient resistance and the same is supported by the uprights in such a manner that it can not turn.

ART. 99. Suspended ladders must be so placed that they will not oscillate nor tilt.

ART. 100. Separate ladders shall be used for the ascent and descent of the workers to the gangplanks when these operations are performed simultaneously.

ART. 101. The transporting of crews of workers on board boats, launches, and other vessels to the roadstead or to other vessels in the docks, as well as returning them to the land, shall be done by means of boats which are suitable, safe, and in a good state of repair. The number of persons which they can carry shall be posted in a conspicuous place.

ART. 102. All places in which the laborers have to perform work or to move about must be well lighted. When oil lamps are used in the performance of the work, the safest type must be adopted.

ART. 103. In addition to taking the necessary precautions to prevent workmen from falling into the water, a life-saving apparatus for the use of the employees shall be provided. This apparatus shall be put in a place which is easily accessible, so that it can be used quickly in emergencies.

ART. 104. The employment of young persons under 18 years of age or of women in the operation of winches or other hoisting apparatus, and in the transmitting of signals in connection with the operation of the same to persons in charge of such operation, is prohibited.

CHAPTER 6.—*Deposit of compensation—Guaranty Fund.*

ART. 105. [Repealed by decree of October 25, 1923. (See p. 27.)]

ART. 106. The deposit mentioned in article 9 of Law No. 9688 shall be made within 30 days from the time of the accident. To prove the accident the same data as required by article 21 of this decree shall be recorded.

ART. 107. In its "Accident Division" the National Fund for Retirement Annuities and Pensions shall organize the office of the "Guaranty Fund" mentioned in article 10 of the law. The personnel of this office and their remuneration shall be determined by the board of directors of said retirement fund.

ART. 108. Employers or insurance companies or employers' [mutual] associations, as the case may be shall, in addition to the above-mentioned deposit, pay into the Guaranty Fund the following:

(a) The compensation due on account of death, when there are no heirs having right to the same as specified in articles 8 and 14 of the law hereby regulated.

(b) The amount of the compensation, or the pension derived therefrom, belonging to foreigners who have left the country.

(c) The pensions whose beneficiaries have died without leaving heirs who can qualify under article 8 of the same.

ART. 109. There shall likewise go into the guaranty fund the following: (a) Fines imposed for violation of the present law; (b) gifts from private parties; (c) subsidies given by the Province.

ART. 110. The fund for retirement annuities and pensions shall notify the National Department of Labor immediately of deposits which it receives on account of compensation, giving the name and the residence of the depositor, that of the injured person, the date of the injury, and its apparent causes.

ART. 111. The funds of the guaranty fund shall be used only as follows, in conformity with article 10 of the law:

- (1) To cover the expenses of the accident division.
- (2) To pay compensation left unpaid by reason of a judicial decree of absolute insolvency of the employers, provided the injured party has begun his action within one month after the accident, and has proceeded with due diligence to establish his right. The period specified does not apply in cases of force majeure or of insurmountable obstacles. The provisions of this article shall be applied in each case with the advice of the National Department of Labor.

CHAPTER 7.—*Suits for compensation*

ART. 112. The injured workman, or the person or persons interested, is entitled to bring suit against the employer before the competent judges, in accordance with article 15 of the law. In such case the procedure shall be summary, in accordance with said article of the law.

ART. 113. Before electing to sue judicially, any workman may ask the intervention of the National Department of Labor to require the employer to pay the compensation to which he believes he is entitled.

ART. 114. In compliance with article 15 of the law, the competency of the judges shall be regulated by the organic law of the courts of justice and of justices of the peace in the Federal capital, and by the organic law of the National Territories in the latter.

ART. 115. The injured worker or his heirs shall have the right of proceeding in forma pauperis in case of legal proceedings to obtain compensation.

ART. 116. The National Department of Labor shall give free legal advice to workers who submit cases of this nature to it.

ART. 117. When the National Government is responsible for an accident legal proceedings may be brought without previous claims being made through administrative channels or the congressional permission which Law No. 2952 requires in regard to claims against the Government.

ART. 118. The representative of the General Office for Incompetents shall be empowered to receive in his jurisdiction amounts to be deposited in the guaranty fund, for which purpose the National Department of Labor shall notify him of accidents which require his intervention.

CHAPTER 8.—*Additional guaranties*

ART. 119. Workers and employees to whom Law No. 9688 refers may choose between bringing a special action for compensation under this law or an action under the common law for fraud or negligence of the employer. However, both actions are exclusive and the initiation of one of them or the acceptance of any sum thereunder shall of itself constitute a surrender of the rights under the other.

ART. 120. The last part of the preceding article shall not apply when there may have been deceit, fraud, or falsehood to induce the worker to accept compensation other than that granted by Law No. 9688.

ART. 121. In addition to his right of action against the employer, an injured worker, or his representatives, retains the right of action against any third person responsible for the accident, in accordance with the principles of the Civil Code.

ART. 122. By "third persons" is understood persons who are not connected with the industrial operation, the employer and his workers or employees thus being excluded from such classification.

ART. 123. Compensation obtained from third persons under the preceding provision shall relieve the employer of his liability for that part which the third party who caused the accident is obliged to pay. If such part is less

than the amount of the compensation to which the workman or his heirs are entitled, they may demand the difference from the employer.

ART. 124. Actions arising out of Law No. 9688 shall be brought within one year from the act from which the cause of action originated.

CHAPTER 9.—*Exceptions*

ART. 125. Employers are not liable under Law No. 9688 for accidents suffered by their workers or employees whose annual wages exceed 3,000 pesos.

ART. 126. Nor are they liable for accidents suffered by workers in industries not included in the list in article 2 of the law and article 7 of this regulation, unless the executive authority, by a decree issued previous to the accident, included the industries in which it occurred.

ART. 127. Compensation for accidents is allowable in accordance with this law only when the incapacity to work continues longer than six working days.

ART. 128. For the purposes of the preceding article, disability resulting as an immediate consequence of the accident shall be classified by the physicians.

ART. 129. Only when the workman returns to work and performs the same work he did at the time of the accident shall his temporary disability be understood to have ceased.

ART. 130. The employer is exempt from all liability for an industrial accident:

(a) When the same has been intentionally caused by the injured person or arises entirely through his serious fault.

(b) When due to force majeure extraneous to the work.

Likewise the employer shall not be liable to any of the heirs of an injured person if the latter voluntarily caused the industrial accident or brought it about through his serious fault.

ART. 131. For the purposes of the provision in paragraph (b) there is serious fault on the part of the injured person when the industrial accident is due to a violation of the work rules, provided they have been expressly approved by the National Department of Labor; or if the cause of the accident could and should have been avoided by measures which were within his reach at the time of the accident.

ART. 132. The employer is liable in all cases when the workman performed the act causing the accident by virtue of an order or authorization from the employer or the directors of the work.

ART. 133. Carelessness in the work growing out of the continual performance of any kind of work does not exempt the employer from liability.

ART. 134. For the purposes of the first part of article 131 the employers should present in duplicate to the National Department of Labor the proposed work rules for their respective establishments. The department shall take them under advisement, and if they are worthy of approval shall file a copy signed by the employer, in its archives. The other copy, signed by the head of the department, shall be posted in the factory in a place indicated by the labor inspector.

If, upon the occurrence of an industrial accident, the work rules are not in their place, the first part of article 131 shall not apply.

CHAPTER 10.—*Insurance companies*

ART. 135. Employers may satisfy their obligations relative to compensation by insuring their employees and workmen in an insurance company or [mutual] association of employers which meets the requirements hereafter shown, provided the compensation shall be not less than that fixed by the present law.

ART. 136. A workman may bring before the National Department of Labor, his claim against an insurance company which does not pay the compensation. Such claim may serve as the reason for the executive authority to employ the measure referred to in article 144 of this regulation.

ART. 137. Accident insurance companies or employers' [mutual] associations which assume the employers' obligations under this law must be licensed for this purpose by the executive authority and organized in conformity with article 20 of the law and the provisions of this regulation.

ART. 138. In order to obtain such license it shall be necessary:

(1) To petition therefor in writing to the National Department of Labor, attaching a certified copy of its by-laws if it is a stock company, and if not, the articles of association;

(2) To deposit 50,000 pesos (national currency) in the Bank of the Argentine Nation in government bonds, which sum may not be withdrawn so long as the company carries insurance in the country. A certificate of such deposit shall accompany the petition referred to in the preceding article;

(3) To fulfill its liability to pay compensation in accordance with the requirements of this law, fixing the scale of premiums according to the industries and the anticipated cases of compensation in the same;

(4) To constitute, by annual accumulation, a reserve of 30 per cent of the total amount of insurance underwritten which produces a balance each fiscal year;

(5) To submit for the approval of the National Department of Labor the clauses of the policy, for the purpose of the requirement of article 20, paragraph (d), of the law and other conditions applicable;

(6) To maintain separate accounts for operations dealing with workmen's compensation insurance and those of any other kind of insurance which the company may underwrite;

(7) To present to the National Department of Labor: (a) A balance sheet or annual report of the company's business; (b) A monthly report and an account sheet containing a detailed statement, in accordance with a special regulation, of insurance underwritten during the month and of the premiums paid in.

ART. 139. Foreign companies which wish to establish branch offices in the Republic of Argentina in order to do business in workmen's insurance shall comply with the requirements of article 138 of this regulation.

ART. 140. The companies shall also comply with every request for evidence or additional reports which may be required by the administration in regard to their financial standing and their business.

ART. 141. In addition to the supervision of the inspection bureau of the Department of Justice (*Inspección General de Justicia*), the National Department of Labor shall inspect minutely the operation of any institution which undertakes workmen's insurance.

ART. 142. In case of proof showing irregularities indicating neglect to comply with the requirements of article 138, the inspector shall ask for the revocation of the license for workmen's insurance.

ART. 143. When a company or an employers' [mutual] association underwriting workmen's insurance, or an employer owing compensation becomes insolvent, the funds set apart for the payment of compensation shall not go into the general fund, but shall be returned to the employer who contracted for the insurance in the condition in which they were at the time of the insolvency, or turned over to the fund for retirement annuities and pensions for the creation of a pension.

ART. 144. The executive authority may revoke the license mentioned in article 138 of insurance companies or employers' [mutual] associations which do not comply with their obligations concerning compensation. This measure shall be taken after a report from the National Department of Labor.

CHAPTER 11.—Occupational diseases

ART. 145. For the purposes of the law hereby regulated, by "occupational diseases" will be understood only those which are caused exclusively by the work of the injured person in the employment in which he was engaged.

ART. 146. When a workman is incapacitated from work or dies as the result of a disease contracted in the exercise of his occupation, he shall be entitled to the compensation granted by this law under the following conditions:

(a) The disease must be declared to have originated exclusively from the kind of work performed by the worker during the year preceding his disability.

(b) If it should be proved that the workman suffered from this disease before entering such employment, then no compensation shall be paid.

(c) Compensation shall be claimed from the last employer for whom the man worked during the said year in the employment whose nature caused the disease, unless it was shown that the disease was contracted while in the service of other employers, in which case the latter shall be liable.

(d) If the disease, owing to its nature, could have been contracted gradually, the other employers in whose service the workman was employed during the last year on the kind of work which caused the disease are liable to the last employer for a proportionate share of the compensation, to be fixed by arbitrators if there is any controversy concerning it.

(e) The employer in whose service a workman is disabled on account of a disease shall make a report as in the case of an industrial accident.

ART. 147. Employers are absolutely prohibited from stating in letters of recommendation which they give to workmen their occupational disease or diseases.

ART. 148. In the cases under this chapter there shall be reported, as the date of the accident, the date on which the disease manifested itself, causing real incapacity to work.

ART. 149. The occupational diseases which, for the present, are included for the purposes of the last paragraph of article 23 [22], of the law are: Pneumoconiosis, pulmonary tabacosis, anthracosis, and siderosis, poisoning by lead, mercury, copper, arsenic, carbon disulphide, hydrocarbons, and phosphorus, ophthalmia due to ammonia, anthrax, dermatosis, and ankylostomiasis.

ART. 150. Any other disease which it is believed should be included in the preceding enumeration shall be added as opportunity affords.

DECREE OF APRIL 30, 1917

ARTICLE 1. It is incumbent on the defender of the poor and incompetent to report to the proper correctional judge violations of Law No. 9688, as well as to prosecute the action for the imposition, collection, and payment into the proper fund of the fine which is legally applicable in each case.

DECREE OF NOVEMBER 12, 1917

ARTICLE 1. Through the agency of the division of inspection the National Department of Labor shall protect and defend injured workers or their families when, after administrative efforts have been exhausted, it is necessary to resort to the courts.

ART. 2. The protection and defense of the worker shall be absolutely free to the worker.

ART. 3. When, as a result of these trials, costs are imposed on the employer the amount thereof shall be turned over to the social welfare fund.

ART. 4. The head of the National Department of Labor shall regulate the exercise of this new function.

DECREE OF MAY 21, 1918

ARTICLE 1. The heirs of workers or employees who have died as the result of industrial accidents who wish to exercise the optional right referred to in article 17 of Law No. 9688 must prior thereto meet the following requirements:

(a) Within one month following the death they shall state in writing to the National Department of Labor that they waive the benefits of Law No. 9688 in order to bring a civil action for damages.

(b) Before the same department and with the intervention of the fund for retirement annuities and pensions in its character as administrator of the guaranty fund they shall prove by the documents in the case that they qualify as heirs under Law No. 9688 as specified in articles 8 and 14 thereof.

(c) Within two months following the death they shall present to the National Department of Labor a certificate issued by the proper judicial authority stating that civil action for damages has been brought.

ART. 2. For good and sufficient cause, the National Department of Labor shall extend the period mentioned in the preceding article.

ART. 3. When the requirements of article 9 of Law No. 9688 are not complied with, the National Department of Labor shall require the employer to deposit in the fund for retirement annuities and pensions the proper compensation, allowing the intervention, in a relevant case, of the representative of the office of incompetents as provided for in article 16 of the same.

DECREE OF MAY 21, 1918

ARTICLE 1. The national fund for civil retirement annuities and pensions shall hear and decide cases of compensation for industrial accidents in which there are interested minors, with only the intervention of the parents or guardians.

DECREE OF OCTOBER 25, 1923

ARTICLE 1. The national fund for civil retirement annuities and pensions shall decide applications for paying out the sums deposited for compensation of industrial accidents, applying the law directly, without prejudice to the proper judicial actions by those interested.

ART. 2. Article 105 of the regulatory decree issued under Law No. 9688 is hereby repealed.

DECREE OF NOVEMBER 20, 1923

ARTICLE 1. Compensation cases for industrial accidents suffered by Government workers or employees shall be tried and decided by the Department of the Interior.

PROVINCIAL REGULATORY DECREES

The following are the eight Provinces whose regulatory decrees issued under the national workmen's compensation law (No. 9688) are on file in the Bureau of Labor Statistics and the dates of their enactment: Buenos Aires, March 14, 1917; Cordoba, April 27, 1916; Entre Rios, May 10, 1917; Jujuy, July 28, 1922; Salta,²⁰ May 7, 1921; San Luis, August 8, 1916; Santa Fe, October 5, 1916; and Santiago del Estero, November 30, 1928. The Province of San Juan issued such a regulatory decree on December 31, 1917, but the bureau has received only extracts thereof.

Since these eight decrees are all patterned after the national regulatory decree covering the Federal capital and the National Territories (see p. 13), and are essentially identical, only the few variances will be given here.

Four Provinces (Buenos Aires, Entre Rios, Salta, and Santiago del Estero) have inserted in their decrees as to industrial accidents the following provision which does not appear in the national regulatory decree:

Every industrial accident which an employee or worker suffers while rendering his services, arising out of or in the course of the work, or the result of a fortuitous occurrence or due to force majeure connected with the work, shall be compensable, viz: (a) One or several injuries of a traumatic order: Wounds, internal or external bruises, luxation, torsion, fractures, lacerations, mutilations, or functional changes resulting from the traumatism; (b) acute poisoning due to the emission of vapors, gases, or dusts; (c) burns or cauterizations resulting from the action of heat or of some corrosive liquid; (d) functional injuries or disturbances caused by electricity, light, or high or low temperatures and which are not of the nature of an occupational disease; (e) acute infections caused by the absorption of some infectious matter to which the worker has been exposed in an unexpected contact; (f) contagious diseases contracted as a direct and exclusive consequence of the work; (g) any other condition resulting from an external cause inherent in the work which, acting on the human body in a sudden and violent manner, destroys or diminishes the economic capacity of the injured worker; (h) fortuitous events or force majeure, considering as such, conditions caused by man or by nature which could not have been anticipated nor avoided; and in case it might have been foreseen, if the work itself, its elements, or the circumstances under which it was carried on, have contributed in provoking the action or aggravating its effects.

The provisions (arts. 86-104) in the national regulatory decree pertaining to loading and unloading work in ports have been omitted in the decrees of Buenos Aires, Cordoba, Entre Rios, Jujuy, Salta, and Santiago del Estero.

The Salta decree omits those provisions dealing with occupational diseases (arts. 145-150).

Provisions (arts. 135-144) dealing with insurance companies have not been included in the Jujuy decree.

²⁰ This is a part of the Güemes law, which also includes sections dealing with the 8-hour day and the employment of women and children.

Chapter 5 of the national regulatory decree pertaining to accident prevention measures is not found in the Salta decree, while only that section dealing with scaffolds is omitted from the decree of Santiago del Estero.

The national decree contains in article 7 a list of 60 occupations or industries covered by that law. The decree of Salta omits this list in its entirety, while Jujuy deletes the following: Nos. 4-12, 15, 21-29, 31, 42, 45, 47, 49, 50-52, and 55. Entre Rios omits only Nos. 4, 9, and 10; and Santiago del Estero leaves out Nos. 3, 7-10, 15, and 21, but it is the only Province which adds to the list services rendered in connection with aviation. The occupations or industries covered by the decree of Buenos Aires includes Nos. 1, 3, 6, 12-14, 19, 30, 32, 36, 37, 39, 40, 44, 53, 57, and 59, and adds the following: Textile industry, lumber industry, metallurgical works, mills and other establishments engaged in the manufacture of cereals, refineries in general, production and transmission of energy, and works in which high and low temperatures are required.

ACCIDENT PREVENTION—AGRICULTURAL MACHINERY

DECREE OF SEPTEMBER 18, 1923

ARTICLE 1. All portable or traction steam engines, coupled to threshing machines, shellers, etc., must be provided with a plate or certificate showing an inspection by an authorized technical expert.

ART. 2. Said inspection shall include an examination and hydraulic test of the boiler, the seal of the safety valve, the control of the fusible plug, and other auxiliary instruments, and shall be made, normally, each year, and in a special manner every time the boiler is subjected to an important adjustment.

ART. 3. During the threshing and shelling season a local inspection must be made with the object of proving: (a) Whether the engine is run by an operator having a certificate accrediting him as such; (b) whether he has altered the controls of the safety valve, the fusible plug, etc.; (c) whether the cleaning, washing, and scaling of the boilers are done correctly and periodically, as needed.

ART. 4. Every year in the months of July and August the owners of steam engines for agricultural use shall give notice to the Ministry of Agriculture whether they will use the engines the next season.

ART. 5. All portable or traction steam engines may be run only by persons having the following qualifications: (a) He is of age; (b) he holds a certificate of ability which proves him to be qualified for said employment.

ART. 6. The certificate of ability will be given after a theoretical and practical examination in the school or branch office specified by the Ministry of Agriculture.

ART. 7. The owner of a portable or traction steam engine, which is run without a certificate of inspection or who intrusts it to an operator without a certificate of ability, shall pay a fine of 100 pesos (national currency) the first time and 200 pesos the second time.

ART. 8. The Ministry of Agriculture shall issue regulations for the application of this decree.

PAYMENT OF WAGES IN NATIONAL CURRENCY

LAW NO. 11278 OF AUGUST 5, 1925

ARTICLE 1 (as amended by Law No. 11337 of September 9, 1926). All wages or salaries of wage earners or salaried employees shall be paid exclusively in legal national currency, under penalty of nullity.

Payment by bank check shall be allowed only when it is for one pay period and for a sum not less than 300 pesos (national currency).

ART. 2. Payments shall be made at the following intervals:

(a) In work at a fixed wage, by the month;

(b) In work by the day, every 15 days;

(c) In work paid by the piece or quantity, every 15 days for work completed within said period, and an amount proportionate to the value of work

partly completed; a sum not exceeding one-third of the amount may be retained as a guaranty.

(d) If the remuneration is by the piece or quantity or by a fixed wage supplemented by a commission on sales, a share in the profits, or any other device, the rate—by the piece or quantity—and the supplementary amount, as well as the time of payment of the latter, shall be fixed in advance and posted at the work place or the place where the wages are paid.

(e) The National Executive authority shall fix maximum periods, in no case longer than one week, within which payment must be made for each period. The National Executive authority may authorize transportation enterprises established by national concession and government operations to pay wages in all such cases at monthly intervals, if previous agreement to that effect has been made between the respective employers' and workers' organizations.

ART. 3. Wages shall be paid on working days, during working hours, and at the work place. They shall not be paid in places where merchandise is sold nor where alcoholic beverages are retailed, either as the principal or a subsidiary branch of the business, except for such persons as may be working therein.

ART. 4. In no case may any deduction, retention, or set-off be made from the amount of the wages or salaries, nor shall there be any delay in payment. This prohibition shall apply especially to deductions, retentions or set-offs in the form of fines, delivery of merchandise, provision of food, rent, the use of tools, or any other loans in kind or in money. Employers who are guilty of violating these provisions shall be liable to the payment of interest on the pay withheld, without prejudice to the penalties hereafter specified.

ART. 5. An exception to the provision in the preceding article is made when a workman or employee intentionally causes damage to the workshops, tools, or work materials. When damage is thus done, the employer or manager may, judicially, set apart a part of the wage or salary proportionate to the damage done.

ART. 6. Employees or workmen employed by contractors or intermediaries shall have the right to demand from the persons for whom said intermediaries or contractors work, that they retain and deliver to them the amount of the salaries or wages due for any pay period as established by this law, if on the day it was due it was not paid.

ART. 7. The shares in the profits and the supplemental payments referred to in this law shall be entitled to the same privileges as salaries and wages, in accordance with the provisions of the Civil Code.

ART. 8. Employees and workmen shall not be liable to fines other than those determined by regulations issued by the national executive authority or the Provincial governments. Such fines shall not in any case exceed one-fifth of the total amount of the monthly or semimonthly wage or salary.

ART. 9. In cases of violation of the present law, employers shall be liable to a fine of from 20 to 100 pesos (national currency) for each person involved in the said violation; in the case mentioned in article 1 the maximum fine shall be imposed, without prejudice to the penalty of nullity provided for therein, and in case of a repetition of the offense the fine shall be doubled. The revenue from these fines shall be turned over to the funds of the National Council of Education or the Provincial councils. Fines shall be collected in the Federal capital and the National Territories by the procedure established in Law No. 9658, and in the Provinces in conformity with the laws passed for such purpose.

ART. 10. This law is a general public law and renunciation of its benefits shall not release anyone from the obligations and penalties which it imposes.

ART. 11. The provisions of this law shall be incorporated in the Civil and Commercial Codes, and any provisions contrary thereto shall be repealed; the provisions of this law shall become effective four months after its promulgation.

PROVINCIAL LAWS OR DECREES

The three Provinces whose laws or regulatory decrees under national Law No. 11278, as amended by Law No. 11337, concerning the payment of wages in national currency, are on file in the bureau, are as follows: Buenos Aires;¹¹

¹¹ Date of decree not given.

Jujuy, July 1, 1924; and Santiago del Estero, October 6, 1928. Since these laws or decrees are essentially identical with the national law, it has not been considered practicable to publish them.

ATTACHMENT AND ASSIGNMENT OF SALARIES, WAGES, AND RETIREMENT ANNUITIES

LAW NO. 9511 OF OCTOBER 2, 1914

ARTICLE 1. Salaries, wages, retirement annuities, and pensions which do not exceed 100 pesos monthly shall not be attached, nor can they be assigned or transferred to a third party.

ART. 2. Salaries, wages, annuities, and pensions which exceed 100 pesos may be attached only in the proportion established in the following scale, even in cases of proved transfer constituting rights of their full value: (a) From 101 to 150 pesos, up to 5 per cent of the monthly amount; (b) from 151 to 200 pesos, up to 10 per cent of the monthly amount; (c) from 201 to 300 pesos, up to 15 per cent of the monthly amount; (d) from 301 to 500 pesos, up to 20 per cent of the monthly amount; (e) over 500 pesos, 25 per cent of the monthly amount.

ART. 3. The national fund for retirement annuities and pensions may invest up to one-half of its capital in advances to employees, which shall bear 8 per cent interest annually and a monthly cumulative amortization of 1, 2, and 3 per cent, according to the employee's service of 15, 10, or 5 years, respectively, but in a sum not to exceed 50 per cent of the total of the cumulated deductions for each of the applicants for the purposes of the retirement annuity and pension law, and in advances of one month's salary, returnable at the expiration of the same with the said interest, which shall be granted to those who have served more than one year.

For the operations authorized by this law, the accounting office of the fund shall issue the certificates concerning the years of service and salary of the employee who makes the application, and the head of the fund shall forward to the National General Accounting Office the monthly lists of the deductions to be made from the salaries of the personnel.

Transactions of the fund shall be exempt from taxes.

ART. 4. The first and second articles of this law are not applicable in cases concerning credits for litigation expenses (*litis expensa*) for maintenance pensions and to those arising from transactions with the national fund for retirement annuities and pensions.

HOME WORK

LAW NO. 10505 OF OCTOBER 8, 1918 (FOR FEDERAL CAPITAL AND NATIONAL TERRITORIES)

ARTICLE 1. The provisions of this law shall apply in the Federal Capital and the National Territories, and shall affect all persons, without distinction of sex, who perform at home, customarily or as an occupation, manual work or service for another.

This law does not cover domestic service.

ART. 2. All owners, directors, or managers of industrial or commercial concerns who give out work to be done in the worker's home shall keep a register containing the full names of the workers, their addresses, the quality and nature of the work given to them, and the remuneration which they are to receive.

The register shall be open to inspection by the inspectors of the National Department of Labor who may, on suitable days and at suitable hours, examine it whenever they deem it necessary.

Failure to keep a register in the form prescribed or the entering of false data therein shall be punished by a fine of from 100 to 300 pesos (national currency) for each violation.

ART. 3. As soon as a worker receives materials to be worked on in his home he must be given a work book, in which the nature and quality of the work, the date on which it was given out, the remuneration to be paid him, and the value of the materials supplied shall be entered.

When the finished work is returned, the date thereof and the price paid shall be entered in the work book.

The conditions of payment in case the materials supplied to the worker are lost or damaged shall be clearly expressed in the work book, as well as the name and address of any guarantors.

ART. 4. Owners, directors, or managers of commercial or industrial establishments may impose fines on workers for defective work, damage to materials being considered defective work.

No fine shall exceed one-sixth of the wages estimated by the day.

ART. 5. Places in which only members of a family are employed, under the authority of one of them, shall not be subject to inspection if they fulfill the following conditions: (1) The work does not involve the use of a steam boiler; (2) the trade carried on is not included among those held to be dangerous or unhealthful.

ART. 6. Unless they have well-founded information to the effect that the conditions laid down in the preceding section are not observed, inspectors shall not have access to domestic workshops.

ART. 7. Whenever inspectors find that a domestic workshop uses a steam boiler or that the work done is dangerous or unhealthful, they shall impose a fine of from 50 to 100 pesos (national currency), on the manager of the workshop and order the regulations for sanitation and safety prescribed for factories and workshops to be observed, under penalty of closing the workshop if these measures are not adopted within a fixed time.

ART. 8. The making, repair, adornment, cleaning, fitting, or other work on footwear, hats, clothing, textiles, or flowers, or the elaboration, or packing of articles of consumption, in a house in which a person is suffering from an infectious or contagious disease or in a dwelling used by a person suffering from tuberculosis shall be absolutely prohibited.

ART. 9. The owner or manager of any business who accepts articles made in a place wherein the conditions described in the preceding article exist shall be punishable by a fine of 200 pesos (national currency), whenever it is proved that he had knowledge of the case of illness.

ART. 10. The managers or principal lessees of houses occupied by home workers are required to report to the health authority any cases of infectious or contagious diseases which occur therein, being liable, in case of failure so to do, to a fine of 200 pesos, and the inspectors shall then prohibit the home work and the removal of the goods specified in article 8, and if they consider it necessary, order their disinfection.

ART. 11. Physicians attending persons suffering from tuberculosis who observe that any of the work specified in article 8 is performed in the dwelling shall immediately report it to the principal lessee and to the proper authority, as in the case of a notifiable disease.

ART. 12. Work can not be resumed in a building in which there has been a case of infectious or contagious disease, or in which a tubercular patient has lived, until the sick person has recovered or been removed, and the dwelling has been properly disinfected in the presence of a competent authority.

ART. 13. The National Department of Labor shall appoint wage commissions in municipalities (*municipios*) for every industry in which home workers are employed, whenever so requested in writing by at least 50 workers in any organization or industry. These commissions shall have the duty of fixing minimum hourly or piece rates of wages, conforming to the national laws respecting maximum hours of labor.

ART. 14. The wage commissions shall be composed of an equal number of representatives of employers and of workers, of either sex and of legal age, in the industries concerned.

The number of members of each wage commission shall be fixed, according to circumstances, by the National Department of Labor.

The representatives of employers and of workers shall be elected by the parties whom they represent in the form to be determined in the regulations under this law.

In case the representatives are not elected within the time fixed, they shall be appointed by the Executive Authority officially from names submitted by the National Department of Labor.

Each wage commission shall be presided over by a person not belonging to the board and appointed by the executive authority on the proposal of the National Department of Labor.

ART. 15. The wage commissioners shall hold office for two years, and may be reelected indefinitely.

A majority of the members shall constitute a quorum, but there shall always be present at least two representatives of the workers when there are more than two such representatives.

A commission shall meet, at the call of its chairman, in the municipal assembly hall whenever necessary or on petition of a third of the members.

ART. 16. The wage commissions shall pass upon every petition for the fixing of a minimum wage for home work in the occupations coming within their jurisdiction. The petition may be made by one of the members, by the labor inspectors, or by 10 workers concerned.

The decisions shall be rendered by a simple majority of the votes of those present, and in case of a tie the chairman shall cast the deciding vote.

ART. 17. Wage commissions, in fixing a minimum wage, shall bear in mind: 1. The nature of the work; 2. the current market price of the finished article; 3. the worker's necessary living expenses; 4. the minimum wage received by workers in factories or workshops of the Federal Capital or the National Territories producing the same or a similar article; 5. local customs and the prices of dwellings and of the necessary articles of consumption in the district or town where the industry or business is carried on; 6. the value of the accessories or the tools required by the workmen for the performance of the work.

ART. 18. The minimum wages fixed by the commission shall be paid in their entirety to the worker, without any deduction for the remuneration of contractors or subcontractors.

ART. 19. The decisions of the commission shall be published in a form to be determined by the National Department of Labor. The wage scale shall be posted in the places where the raw materials are delivered to the workers and printed in the receipt for the finished work returned by them. Any contractor industrialist, or merchant not complying with this requirement shall incur a fine of from 100 to 300 pesos (national currency). The minimum wage shall become effective 15 days after the publication of the decision.

ART. 20. Any employer guilty of having paid a wage which is less than the minimum fixed for that work shall be liable to a fine of 300 pesos (national currency).

These same penalties shall be applicable to any other violations of this law for which no special punishment is fixed.

ART. 21. Any worker who has been paid a wage which is less than the one fixed by the wage commission may, notwithstanding any agreement to the contrary, demand from his contractor the balance of his wage, and he may, moreover, claim any damages and interest involved in the case.

Right to legal action shall expire at the end of a year, counting, for each payment, from the day when it is made.

ART. 22. Inspectors, wage commissions, the National Department of Labor, and judicial authorities shall exercise special vigilance in regard to the payment of wages according to the established rates, and shall take particular pains to see that they are paid in cash.

ART. 23. The justices of the peace of the various localities shall have authority to pass on any disputes arising in the application of this law concerning the payment of the wages fixed by the wage commissions where the amount claimed does not exceed 500 pesos (national currency), and the civil judges when it exceeds that sum. The decisions of the justices of the peace may be taken on appeal to the civil judges; those of the latter, in matters in which they have jurisdiction, to the courts of appeals.

These decisions, shall be summary, oral and effective.

ART. 24. In all the actions in which the employers and workers are required to appear before the authorities in petition, complaint, or defense of their rights recognized by this law, they shall not be required to pay stamp duties, fees, remuneration, or any form of compensation whatever for services which are to be rendered directly or indirectly by the officials in question, and any of them who violates this provision shall be sentenced to pay a fine of ten times the amount of the fee charged.

ART. 25. Fines imposed for violations of the provisions of this law shall go to the National Council of Education.

ART. 26. The executive authority shall issue regulations under this law.

REGULATORY DECREE OF DECEMBER 30, 1918 (FOR FEDERAL CAPITAL)

ARTICLE 1. Law No. 10505 shall apply in the Federal capital in accordance with the provisions of the present regulatory decree, the National Department of Labor having the duty of enforcing it.

Definitions

ART. 2. By "home work" is meant, for the purposes of the law, any kind of industrial transformation executed, customarily or as an occupation, by workers in their dwellings, provided such work is performed, in whole or in part for an employer and by his order.

ART. 3. Persons engaged in this kind of work are called "home workers," without distinction as to sex or age; but those performing domestic service and those who work for themselves in their homes are not included under this term.

ART. 4. A "domestic workshop" is one formed by "home workers" belonging to the head of the family or his wife, provided the workers live in the same house.

ART. 5. By "employers" is meant manufacturers, merchants, middlemen, contractors, subcontractors, etc., who give out or order home work, regardless of whether they furnish the materials and tools, or fix the wage by the job, by the piece, or in some other form.

Registers

ART. 6. Each employer is required to keep a "register of home workers," which shall be authorized and stamped by the National Department of Labor and in which shall be entered the full names of the workers, their addresses, the quality and nature of the work assigned, and the remuneration which they are to receive.

ART. 7. Every home worker shall have a book, given him by the employer, in which shall be entered all the items required by article 3 of the law, and it shall not be valid unless it bears the stamp of the National Department of Labor.

ART. 8. For the purpose of supervision of the observance of the preceding provisions the National Department of Labor shall keep a "register of persons employing home workers," in which every employer who employs home workers under the said conditions shall see that he is enrolled. The time limit for enrollment shall be one month from the date of the publication of this decree or from the date on which any new employer establishes himself thereafter.

Safety and sanitation

ART. 9. In domestic workshops it is forbidden to use steam boilers or to engage in an industry classed as dangerous or unhealthful, without an official inspection and compliance with the sanitary and safety measures prescribed for factories and workshops.

ART. 10. The making, repair, adornment, cleaning, fitting, or other work on footwear, hats, clothing, textiles or flowers, and the elaboration or packing of articles of consumption in a house where there is anyone suffering from an infectious or contagious disease or in a dwelling which is or has been used by anyone suffering from tuberculosis, is absolutely prohibited.

ART. 11. The managers or principal lessees of houses occupied by home workers are in duty bound to report all cases of infectious or contagious diseases occurring therein to the division of inspection of the National Department of Labor. Infectious or contagious diseases, for the purposes of such report, are tuberculosis, anthrax, typhoid fever, leprosy, scabies, measles, smallpox, scarlet fever, diphtheria, and trachoma.

The National Department of Labor shall, on the same day, transmit the report to the National Department of Health. Its truthfulness being established, work in that dwelling shall be prohibited until further order, which shall not be issued except on information furnished by the said Department of Health.

ART. 12. The report required by article 11 of the law of doctors attending a tubercular patient in a dwelling where such home work is carried on must be

made to the National Department of Labor either personally or by registered letter.

The report, when received, shall follow the same course as that specified in article 11 of this regulation.

ART. 13. The report regarding a home worker suffering from an infectious or contagious disease may be made to the National Department of Labor personally by any neighbor or responsible person. Such report shall be given due consideration, the name of the person making it being kept secret, if he so requests.

Wage commissions

ART. 14. The wage commissions to which article 13 of the law refers shall be established by the National Department of Labor on the written petition of home workers or employers thereof, provided the number of the former is not less than 50, and that of the latter, 3. The division of inspection shall ascertain whether the petitioners are of age. The head of the department shall fix, in each case, the number of employers' representatives and of workers' representatives who shall constitute the commission. The two parties shall always have equal representation.

ART. 15. The division of inspection shall keep a register of workers' and employers' associations. On oral application of the secretary, all the organizations of home workers or of the employers thereof shall be enrolled in said register. For this purpose, it is not necessary that such organizations possess legal capacity, nor need all its members be workers or employers of the home industry; it need only be an organization including persons engaged in this class of work.

ART. 16. The members of the wage commissions shall be elected by the members of the workers' and the employers' associations of the respective trade or occupation which are enrolled in the register of associations. Should there be more than one association of the same kind enrolled, the nomination of the representatives shall be pro rata.

ART. 17. In case there are no associations enrolled, the head of the National Department of Labor shall propose to the Executive Authority for nomination workers' and employers' representatives chosen from those persons who signed the petition referred to in article 14 of this decree. The Executive Authority on the proposal of said department, shall also nominate the chairmen of the wage commissions, such appointees necessarily being persons not members of these commissions.

ART. 18. Each wage commission shall be governed by its own rules. It may not, however, depart from the following principles: (a) The chairman may take part in all deliberations, but may vote only in case of a tie; (b) all other members shall be entitled to vote, and shall have equal rights and duties; (c) the member chosen as secretary shall always have a voice and a vote; (d) all proceedings and resolutions shall be recorded in the minutes; (e) no meeting shall be valid at which less than half the voting members are present; (f) even if a majority is present, no meeting shall be valid unless there are at least two representatives of the workers present.

ART. 19. The chairman shall call the commission together, and the meetings may be held either in the assembly hall of the City Council or in the National Department of Labor. The wage commission may meet: (a) At the call of its chairman; (b) on petition to the chairman by one-third of its voting members; (c) on petition by the head of the National Department of Labor.

ART. 20. The chairman of the wage commission may apply to the head of the National Department of Labor for any kind of data and information which he may deem necessary for the better performance of his duties.

Minimum wage rates

ART. 21. The wage commissions shall proceed to the fixing of wage scales in accordance with the provisions of articles 16 and 17 of Law No. 10505.

ART. 22. Each minimum wage scale must, in order to be valid, contain the following: (a) Date of its approval by the wage commission; (b) period for which it shall be in effect—this period may not exceed one year; (c) a detailed specification in which, opposite each operation or job, there shall be stated the corresponding minimum wage; (d) the signature of the chairman and voting members present at the meeting at which the scale was approved.

ART. 23. When the scale has been approved by the wage commission, the chairman thereof shall send it, with a note, to the head of the National Department of Labor, who shall see to its publication in the Boletin Oficial and at the same time endeavor to give it the greatest publicity possible by other means. Fifteen days after the publication of the scale in the Boletin Oficial the minimum wage rates established therein shall be binding on all employers in the class of industries to which it refers. Within the said period of 15 days, the scale shall be posted conspicuously in all places where such work is delivered or paid for.

ART. 24. The wage rates specified in the scale shall be regarded simply as minimum rates, and for no reason and under no pretext may a lower remuneration be paid. There is not excluded, therefore, the making of average or maximum wage scales, but the latter shall not have the character of obligatory rates. The rates shall be uniform, and in case of doubt concerning the interpretation of one or more items of the scale the commission in which it originated shall be consulted.

ART. 25. Each new wage scale must carry a clause repealing the preceding one. Even when its term of operation has expired, the scale shall continue in force until a new one is adopted. Scales of wages shall be designated by the date of their approval by the wage commission. The division of inspection of the National Department of Labor shall register in a special book all the official home-work scales, and shall give official notice of them to judges and other parties concerned.

Inspection

ART. 26. Homes of employers and of workmen may not be inspected except on suitable days and hours.

ART. 27. Dwellings of those performing home work individually are not subject to inspection, nor are the places where home work is performed by the members of a family, except when the work is done with the aid of a steam boiler or when the industry carried on is among those classed as dangerous or unhealthful.

ART. 28. If the inspectors of the National Department of Labor learn that in a family workshop work is performed clandestinely with the aid of a steam boiler or that an industry classed as dangerous or unhealthful is carried on, they shall proceed to investigate the violation and to apply the provisions of article 7 of the law.

ART. 29. It shall be the duty of the labor inspectors: 1. To ascertain whether the employers are enrolled in the register of persons employing home workers referred to in article 8 of these regulations, the enrollment to be proved by the proper certificate; (2) to make sure that employers keep, in proper form, the register of home workers referred to in article 6 of these regulations; (3) to make sure that workers possess the work book referred to in article 7 of these regulations; (4) to make sure that the scale of wages is posted conspicuously in the various working places; (5) to make sure, in so far as this is possible, that wage payments are made in accordance with the said scales; (6) to attend to complaints made by the parties concerned, and to ascertain their truth by investigating the facts reported; (7) to make the inspection of houses referred to in articles 27 and 28 of this decree.

ART. 30. It shall be the duty of the division of inspection: 1. To organize the inspection service for the better enforcement of this law; (2) to propose standard forms, books, registers, etc.; (3) to register all wage scales; and (4) to present annually a detailed statement of everything relative to compliance with the law, results of its application, and any changes which it may be necessary to make in the law or in this decree.

ART. 31. It shall be the duty of the statistical division to assemble data and to classify the material so gathered with a view to furnishing statistical information relative to home work in the Federal Capital.

ART. 32. It shall be the duty of the heads of the National Department of Labor: 1. To intervene in all disputes which may arise between employers and home workers, either by offering their mediation in order to avoid the effects of a conflict, by proposing conciliation between the parties, or by suggesting arbitration or acting directly as arbitrators if the parties so request; 2. to solicit the aid of the health authorities to improve the sanitary conditions of the places where home work is performed; 3. to maintain relations between the wage commissions and the National Department of Labor.

Penalties

ART. 33. In accordance with article 20, second paragraph, of the law, the penalty established in said article shall be imposed in the following cases: 1. When home work is given a worker who does not possess a work book or when such book is not in accordance with the requirements of this decree; (2) When the work books do not contain the items referred to in article 3 of the law, or contain them in an incorrect form; (3) when the employer giving out home work is not enrolled in the employers' register referred to in article 8 of this regulation.

ART. 34. The imposition of the penalties established by Law No. 10505 shall be governed by the procedure set forth in Law No. 9658.

8-HOUR DAY**LAW NO. 11544 OF SEPTEMBER 12, 1929**

ARTICLE 1. Working hours shall not exceed 8 hours a day or 48 a week for any person employed by another in public or private operations, even though they are not carried on for profit.

Agricultural work, stock raising, domestic service, and establishments in which only the members of the family of the head, owner, contractor, manager, director, or principal paymaster are employed, are not included under the provisions of this law.

ART. 2. Night work may not exceed 7 hours, understanding as such that performed between 9 p. m. and 6 a. m. When the work has to be performed in unhealthful places in which the contamination of the air or its compression, emanations, or poisonous dusts endanger the health of the workers employed, the working hours shall not exceed 6 a day or 36 a week. The executive authority shall determine directly or at the request of the interested party, and after previous report from the technical divisions, the cases in which the 6-hour working day shall apply.

ART. 3. In the operations included in article 1, exceptions may be made as follows: When the work is that of administration or inspection; when it is done by shifts the work can be extended beyond 8 hours a day and 48 a week, on condition that the average length of the working hours for a period of three weeks at least shall not exceed 8 hours a day or 48 hours a week; in case of actual or impending accident or in case of urgent work to be performed on the machines, equipment, or installations, or in case of force majeure, but only as a necessary measure to avoid serious hindrance in the regular work of the establishment and only when the work can not be done during the normal working day, it being necessary to report the fact immediately to the authorities who have charge of enforcement of this law.

ART. 4. The regulations of the executive authority may fix by industry, commerce, occupation, and by district: The permanent exceptions which are admissible for preparatory or complementary work which must necessarily be performed outside of the limit assigned for general work in the establishment or for certain classes of persons whose work is especially intermittent; the temporary exceptions which are admissible in order to permit the enterprise to cope with the extraordinary demands of the work. In granting these authorizations the amount of unemployment shall be taken into consideration.

ART. 5. All regulations and exceptions must be made after previous consultation with the respective employers' and workers' organizations and the maximum number of supplementary hours which are to be authorized in each case shall be fixed therein.

The wage rate for these supplementary hours shall be increased by at least 50 per cent of the normal wage and by 100 per cent when the work is done on holidays.

ART. 6. In order to facilitate the enforcement of this law, each employer must, by means of notices posted in conspicuous places in the establishment or in any other suitable place, announce the hours for beginning and stopping work; or, if the work is done by shifts, the hours for beginning and stopping of each shift shall be fixed so that the limits prescribed by this law shall not be exceeded, and once modified it shall be in effect in this form, and can not be modified without a new notice made in advance as determined by the executive authority; announce in the same manner the rest periods granted

during the working day, which shall not be computed therein; enter on a register all the supplementary hours allowed by virtue of the provisions of articles 3, 4, and 5 of this law.

ART. 7. The provisions of this law may be wholly or partially suspended by a decree of the national executive authority in case of war or of circumstances which involve imminent danger to public safety.

ART. 8. Violations of the provisions of this law shall be punished by fines of from 10 to 50 pesos for each person who is affected by a violation, the proceeds of which shall go toward the national or Provincial elementary education funds, as the case may be.

ART. 9. In the Federal Capital and the National Territories the National Department of Labor and in the Provinces those whom the respective governments appoint, are the administrative authorities.

ART. 10. The representatives of the administrative authority are empowered to visit establishments to which this law refers in order to prove violations and they can require the cooperation of the police.

ART. 11. In addition to the injured parties, employers' and workers' organizations by their directors and also the administrative authority may report and accuse violators.

ART. 12. This law shall be incorporated in the Civil Code and shall become effective six months after it is promulgated.

PROVINCIAL LAWS

Of the 14 Provinces 7 have legally established the 8-hour day: Cordoba, December 19, 1919; Mendoza, November 1, 1918; Salta, August 28, 1923; San Juan, November 29, 1923; San Luis, December 31, 1923; Santa Fe, June 17, 1927; and Tucuman, March 24, 1923.

While the Provincial laws differ in some respects as regards minor details they are essentially identical to the law of Tucuman given here:

LAW OF TUCUMAN ¹¹

ARTICLE 1. The legal working day throughout the territory of the Province shall not exceed 8 hours per day or 48 hours per week in sugar mills, agricultural enterprises, factories, power houses, manufacturing establishments, workshops in general, wholesale and retail commercial establishments, transport enterprises, construction work in general, loading and unloading enterprises, and public or private establishments in general, even if they have the character of vocational training.

ART. 2. In case of agreement between workers and employers, the department of labor may authorize a 10-hour working day on 60 days in the year in indoor work places, and on 90 days in the year if the work is performed in the open air. Overtime shall be paid 50 per cent more than the normal wage, whether on timework or piecework.

ART. 3. Any agreement or contract contrary to the provisions of this law shall be null and void.

ART. 4. Members of the managerial staff, employers, or their agents who violate the provisions of this law shall be liable to a fine of 10 pesos (national currency) per day and per person; in the event of a repetition of the offense the fine shall be doubled.

ART. 5. The application of the 8-hour day shall not be a valid ground for a reduction in wages.

ART. 6. All provisions contrary to this law are repealed.

REGULATORY DECREE OF APRIL 30, 1923 ¹²

ARTICLE 1. The law of March 24, 1923, in respect to the legal working day, shall be applied from the date hereof, in conformity with the following regulations:

ART. 2. The following establishments shall be subject to the provisions of article 1 of the law, in addition to those expressly mentioned therein: (a) Fac-

¹¹ Cronica Mensual del Departamento Nacional del Trabajo, May, 1923, p. 1055.

¹² Cronica Mensual del Departamento Nacional del Trabajo, July, 1923, p. 1077.

tories, workshops, industrial establishments in general; (b) construction, maintenance, and repair of buildings, railways, wells, dams, canals, roads, and similar works; (c) mines and quarries; (d) transport enterprises; (e) forestry and agricultural industries as regards workers employed on manual work or in transport work or motor service; (f) printing and bookbinding, including persons employed on the composition and presswork of newspapers and periodicals; (g) pharmacies as regards the nonlicensed laboratory staff, clerks, and unskilled laborers; (h) slaughterhouses, butchers' shops, preparation of by-products thereof; (i) furniture, carriage-building, and lighting industries; (j) cleaning of roads, streets, public squares, and wells; (k) commercial establishments as regards office employees, clerks, transport workers, and unskilled laborers; in general, private establishments employing other persons besides the owner of the establishment or members of his family, provided the latter are not employed in the capacity of wage-earning or salaried employees.

ART. 3. The establishments included in the preceding section shall keep a register of their employees showing the distribution of working hours.

The list shall be drawn up in duplicate, one copy being posted in a conspicuous place within the establishment and another forwarded every two weeks to the department of labor.

ART. 4. The register required by the preceding section shall comprise the wage-earning and salaried employees employed both inside and outside the establishment. Where the work is job work done inside and outside the workshop or factory, the name and address of the persons employed, the quantity and nature of the work given to them, the date when the work was given out, and the date when it was completed shall be entered in the register in order to show that longer working hours than the legal working day are not required for the work in question.

ART. 5. The maximum legal hours of work shall be eight per day and 48 per week.

This limit may be exceeded up to a maximum of 10 hours per day, provided the total working hours in the six working days of the week shall not exceed 48.

ART. 6. The legal working day shall not apply to persons with purely administrative or supervisory functions, such as foremen, overseers, etc., nor to persons employed in domestic service.

ART. 7. For the purposes of the preceding section, persons employed in domestic service shall mean persons working for a wage in the service of other persons or families, with the object of working for and attending them, to the exclusion of work for purposes of direct gain, in commerce or industry.

ART. 8. Workers employed in transport work shall not stop work until they have finished the task assigned to them; but they shall be entitled later to a rest period equivalent to the number of hours which they have worked in excess of the legal working day, and no deduction shall be made from their wage, nor shall it be reduced in any way because of such rest period.

The same shall apply to wage-earning and salaried employees who are employed on work which, by its nature, can not be suspended at the end of the legal working day without evident injury to the industry or business in question or to public order.

ART. 9. The owners or managers of the establishments referred to in the preceding section shall make up a list every two weeks, giving the names of the persons employed and the compensatory rest periods due to each. The list must be signed by the employees concerned, or, if they can not write or are otherwise unable to sign, proof must be furnished of its having been brought to their notice.

ART. 10. In case of continuous processes carried on day and night, the changes of shift shall be made at the times previously fixed in conformity with custom, and the rest periods of such workers shall begin or end at the same hours.

ART. 11. Employers or their agents who desire the authorization referred to in article 2 of the law, as regards the maximum working day, shall apply in writing to the department of labor, giving the reasons justifying a 10-hour day and the number of wage-earning or salaried employees strictly necessary for the work in question. Particulars respecting the wages due and the additional payments for overtime shall also be given.

ART. 12. If the department of labor has satisfied itself by inquiry that the wage-earning or salaried employees have given their consent, and also that overtime is necessary, it shall give its authorization for a fixed period which shall not exceed the limits fixed by the law.

ART. 13. If the reasons for which the authorization was given cease to exist, or if the employers make improper use of the authorization, the department of labor shall at once give the employers 48 hours' notice of its withdrawal, without prejudice to any penalties which may have been incurred. In this case, as in the case of the preceding section, an appeal from the decision of the department may be made to the department of the interior [*Ministerio de Gobierno*].

ART. 14. The department of labor shall be responsible for the application and supervision of the provisions of the law and the regulations for its administration.

ART. 15. Whenever the department shall deem it necessary, it shall proceed to conduct a general or partial inspection to ascertain whether the legal working day is observed.

ART. 16. Any employer or owner of an establishment who refuses to allow the inspections to be held which the department is required to carry out through its inspectors shall be liable to a fine of not less than 100 nor more than 500 pesos, without prejudice to the right to enforce entry [*allanamiento*] on a writ obtained by the director from the judge having jurisdiction and in conformity with the provisions of article 10 of the law of July 29, 1913.

ART. 17. The fines referred to in the preceding section, and also the fine referred to in article 4 of the law, shall be imposed by the department of labor and enforced by judicial action in conformity with article 10 of the law of July 29, 1913.

ART. 18. Without prejudice to the intervention of the department on its own initiative or at the request of the parties concerned, any responsible person who becomes aware of a violation of any of the provisions of the law or of the regulations thereunder may bring such violation to the notice of the department of labor in order that the latter may proceed to investigate the matter.

ART. 19. Public officials shall cooperate with the department of labor when they are directly requested so to do, for the purpose of the enforcement of this decree.

Employments covered.—There is a striking similarity as regards industries covered in the provisions of the seven Provincial eight-hour laws received by this bureau. All of these laws cover work in industrial and commercial establishments, in mining and quarry operations, and in factories and workshops. The laws of five Provinces (Cordoba, Mendoza, Salta, San Juan, and San Luis) cover workers employed by the Provincial or local authorities on public works, and those of four Provinces (Cordoba, Santa Fe, Salta, and Tucuman) include transportation enterprises, while Cordoba, San Luis, San Juan, Santa Fe, and Tucuman include construction work. Agricultural work is covered by the laws of Mendoza, Tucuman, and San Juan, the last mentioned specifically including timber felling, land clearing, excavation work, and all work requiring excessive and continuous physical effort. The following are included less frequently: Workers in barber shops (Cordoba and San Luis) and on bootblack stands (Cordoba), in printing and bookbinding establishments (Santa Fe and Tucuman), pharmacies (Santa Fe and Tucuman), and in slaughterhouses (Santa Fe and Tucuman).

Exemptions.—All the Provincial laws allow certain specified exemptions. The law of Salta excepts agricultural workers, domestic servants, drivers, and chauffeurs; that of San Juan, persons employed in the raising, herding, care, and transportation of cattle; drivers of vehicles; letter carriers; and in general those working in the open air, and from whom no great physical effort is required; domestic workers; and those engaged in overtime work of urgent necessity; that of Cordoba, workers in bakeries, pastry shops, confectioneries, and flour mills. Agricultural workers and those engaged in stock raising, domestic servants, public entertainers, and those caring for the sick are exempted by the law of Santa Fe. According to the laws of Mendoza and San Luis, the proper officials may authorize overtime or an extension of working hours in cases of necessity, provided overtime is paid for at the rate of time and a half.

Penalties.—The laws of the seven Provinces specify penalties for violations, varying, for the first offense, from a fine of 10 pesos per day per person (in Tucuman) to one of 100 pesos (in Cordoba) or imprisonment from 1 to 30 days (in Mendoza), and for a second offense a fine of not less than 100 nor more than 500 pesos is imposed in San Juan.

SUNDAY REST

LAW NO. 4661 OF SEPTEMBER 6, 1905 (FOR FEDERAL CAPITAL AND NATIONAL TERRITORIES)

ARTICLE 1 (as amended by Law No. 9104, art. 1, and Law No. 9105, art. 1). The performance of manual work for another and of work done publicly for one's self, in factories, workshops, commercial enterprises, and other establishments or workplaces shall be prohibited on Sunday and on May 25 and July 9, in the capital of the Republic and in the National Territories, subject only to the exceptions specified in this law and in the regulations to be issued thereunder.

ART. 2. The above prohibition shall not apply to the following work, in accordance with the rules and regulations to be issued by the executive authority:

(1) Work which can not be interrupted either because of the nature of the needs which it is intended to satisfy or for reasons of a technical character, or because the interruption would cause serious injury to the public interest or to the industry itself; such work may be done without a special permit, in conformity with the rules laid down in the regulations.

(2) Repairing or cleaning work in industrial establishments which must be done in order not to interrupt the work during the week.

(3) Work which may be imperative by reason of impending disaster or accident or other temporary circumstances which must be dealt with.

In all events, the regulations shall determine the weekly rest for those covered by the exceptions.

ART. 3. No exceptions shall be made concerning the weekly rest as regards women and minors under 16 years of age.

ART. 4. The provisions of this law shall not apply to domestic service.

ART. 5. Establishments selling alcoholic beverages shall remain closed on Sunday.

ART. 6. Employers shall be deemed to be responsible for violations of this law unless there is proof to the contrary, and shall be liable to a fine of 100 pesos for the first offense and double that amount or 15 days' imprisonment for subsequent offenses.

ART. 7. This law shall become effective 90 days after its promulgation.

REGULATORY DECREE OF MARCH 1, 1926 (FOR FEDERAL CAPITAL)

ARTICLE 1. The performance of manual work for another and of work done publicly for one's self, in factories, workshops, commercial enterprises, and other establishments or workplaces shall be prohibited on Sunday in the capital of the Republic, in accordance with the provisions of Law No. 4661, without other exceptions than those specified in the said law and in these regulations.

ART. 2. The prohibition of manual work on Sunday shall apply to the period between midnight on Saturday and midnight on Sunday, and the prohibition of manual work done for another shall not entail a decrease in the wage agreed upon proportionate to the amount due for this rest period.

ART. 3. By "manual work" is understood any employment of human activity wherein the exercise of the physical powers predominates.

ART. 4. For the purposes of the prohibitions and exceptions in the law and these regulations it is understood: (a) That manual work for another is that performed on the order of another person, for which the worker, artisan, agent, or employee who performs the work receives no pecuniary compensation other than the wages paid to him; (b) That manual work for one's self, performed publicly, is that which is done in a public place, or may be observed from the same, whenever such work is performed for profit or in the operation of an enterprise, business, or industry.

ART. 5. No exception to the compulsory weekly rest period will be applicable to women or minors under 18 years of age.

ART. 6. The provisions of the law and of these regulations shall not apply to domestic service. By "domestic service" is meant the employment of persons, for a wage, in the service of other persons or families for the purpose of working for or attending them, provided the said persons are not employed for purposes of direct gain [in] commerce or industry.

ART. 7. The owners of industries or businesses covered by the authorized exceptions shall keep a special list giving the names of persons employed on Sunday and the compensatory rest periods for each one during the week. This list shall be posted in a conspicuous place, and the manufacturer and merchants shall show it to the inspectors of the National Department of Labor whenever so required.

ART. 8. In case of manual work carried on day and night without interruption, the change of shifts shall be made at the customary hours, and the rest period shall also begin and end at the same hours.

ART. 9. Manual work, either continuous or occasional, which is allowed on Sunday by exception shall be performed by the number of workers, artisans, agents, or employees strictly necessary therefor, and the work shall not continue beyond the time absolutely necessary for the performance of the work for which the exception is authorized.

ART. 10. Commercial establishments which, under the provisions of this law or of this decree, are not allowed to work or do business on Sunday shall remain closed. However, if they have no other ventilation than by the door, and if the manufacturer or merchant, his family, or clerks, live in such establishments or houses, the same may remain half open, with a placard announcing to the public that the establishment is not open for business.

ART. 11. In order to decide whether a business should remain open or closed on Sunday the kind of goods dealt with and the principal work carried on shall be taken into consideration and this shall be proved by the trade license.

The fact that reference is made in the said license to the sale of goods belonging to an excepted class as supplementary to the regular business of the establishment shall not be made a pretext for claiming to come under the said exception. The definitions given in these regulations shall also be considered.

ART. 12. A merchant who refuses to comply with the instructions of the authorities, or who sells goods whose sale is prohibited on Sunday, shall forfeit the benefits of the exception.

ART. 13. For the purposes of these regulations:

(a) Grocery store shall mean a business engaged principally in the sale of food articles or necessary articles for domestic use, but will not include for the purposes of this law, the businesses hereafter specified which sell perishable goods or articles of a special nature: 1. Butcher shops; 2. food stands and cookshops; 3. cheese and butter stores, dairies, chocolate shops, and creameries; 4. confectionery and candy stores, pastry shops, cake shops and bakeries; 5. vermicelli or fresh paste factories; 6. restaurants, hotels, eating places, boarding houses, and lunch rooms; 7. fish, game, fruits, and green goods markets; 8. cafés, bars, breweries, places of amusement, and other businesses of a similar nature, even if carried on under some other name.

(b) Butcher shops, cookshops, butter and cheese stores, dairies, chocolate shops, confectionery and candy stores, pastry shops, cake shops, bakeries, vermicelli and fresh paste factories, cafés, and bars shall sell no goods other than those covered by the name of the business, and if they sell or keep any goods not covered by the name of the establishment they shall be deemed to be grocery stores.

(c) Restaurants, eating places, lunch rooms, hotels, boarding houses, cafés, and bars shall not sell articles of consumption except to be consumed on the premises or with meals, and shall not keep or sell any goods to be consumed off the premises, except prepared meals.

(d) Businesses carried on in markets and fairs shall be subject to the regulations in the preceding paragraphs, and shall not sell goods sold in grocery stores.

(e) If a cookshop or bar keeps goods which are generally sold in grocery stores, this shall be sufficient cause, for the purposes of the law, to classify the said business or bar as a grocery store, unless the sale of the goods in question is kept entirely separate from the ordinary business of the establishment. The said separation shall be absolute and permanent. Nevertheless such shops or bars shall not be deemed to lose their status as cookshops or bars and be classified as grocery stores if they merely keep the limited

commodities required for their own trade, for immediate consumption on the premises.

(f) Butcher shops shall include businesses in markets or elsewhere engaged exclusively in the sale of fresh meat, and fruit stores shall mean businesses engaged exclusively in the sale of fresh fruit.

(g) By confectioners' shops, tea rooms, and lunch rooms shall be understood those establishments engaged principally in the sale of sweets, bonbons, cakes, tarts, tea, coffee, and chocolate. The fact that they also sell goods usually sold in grocery stores and food stands shall not cause their classification to be changed, provided the sale of said goods is exceptional and is for immediate consumption on the premises.

(h) Dairies are those businesses which sell milk and fresh products derived therefrom.

(i) Food stands in markets which sell goods usually sold in grocery stores in addition to cold food shall cease to be considered food stands and be classified as grocery stores.

(j) Establishments engaged in the retail sale of cigars, tobacco, and similar articles shall be considered cigar stores.

ART. 14. The sale of alcoholic beverages on Sunday shall be prohibited. Beer and cider whose alcoholic content is not more than 6 per cent shall not be considered alcoholic beverages.

ART. 15. All establishments whose main business is the sale of alcoholic beverages shall remain closed on Sunday.

ART. 16. Hotels, restaurants, and eating houses in general may sell wine on Sunday only at the usual meal time and for consumption on the premises.

ART. 17. In addition to exceptions of a general and permanent character, special and occasional exceptions shall be authorized by which a particular individual may work on Sunday. Applications for such permits shall be made on ordinary paper to the National Department of Labor a sufficient time in advance; they shall state the reasons therefor, the nature of the manual work to be done, the duration thereof, and the number of workers to be employed.

ART. 18. Work which can not be interrupted, either because of the nature of the needs which it is intended to satisfy, or because the interruption would cause serious consequences to public interest, shall constitute exceptions of a general character, such as the following:

(1) Railroad enterprises: Manual work in connection with the movement of passenger and freight trains, loading and unloading of baggage, parcel post, perishable goods, and cattle, and the loading of general freight in times of accumulation.

(2) In harbors: Work in the embarkation and landing of passengers, baggage, mail, and perishable freight, such as fruit, fish, etc., and the loading and unloading of cattle; in the dispatching of trains; in the towing of vessels, both entering and leaving the harbor; and on small steamers, launches, and passenger boats for trips and regattas; fire, safety, cleaning, watching, and necessary repair services; general loading and unloading only in case of accumulation of work or manifest emergency.

(3) Cartage: Only for the transportation of baggage and for the services and work authorized by these regulations.

(4) Railways, busses, bicycles, automobiles, carriages for hire and for funeral services.

(5) The personnel of hospitals and sanitariums.

(6) Drug stores: By turns as determined by the National Department of Health, but selling any other kind of articles than those in their own line is prohibited.

(7) Preparation and sale of special food for the sick.

(8) Bathhouses, but the conducting of business or the provision of services other than those incidental to this business are prohibited; sanitary work in connection with sewers and public comfort stations.

(9) Hiring of chairs and decorations and articles for banquets.

(10) Museums.

(11) Telegraph, telephone, and radio-telephone services.

(12) Hotels.

(13) Restaurants in hotels and elsewhere, boarding houses, and eating places, subject to the prohibition in article 14 of these regulations. This exception shall include boarding houses and eating places connected with grocery stores, provided they are situated on premises absolutely and permanently separate.

- (14) Auctioneers in case of real-estate sales only.
- (15) The following may remain open until noon on Sunday: (a) Butcher shops; (b) fresh fruit and vegetable shops; (c) bakeries.
- (16) Dairies and creameries.
- (17) Butter shops, for the sale of butter only.
- (18) The manufacture of ice shall be permitted on Sunday during the months of November, December, January, February, and March, but ice may be delivered on Sunday throughout the year.
- (19) Street vendors shall be subject to the provisions in these regulations relating to similar businesses. Itinerant photographers are included in this exception.
- (20) The moving of furniture of an employee or worker shall be permitted on Sunday after obtaining a permit from the National Department of Labor.
- (21) Photographer's establishment, for the taking of negatives on Sunday only.
- (22) Garages and automobile concerns, to perform urgent repair work, the sale of tires being prohibited.
- (23) Confectioners' shops, candy stores, chocolate shops, cafés, and billiard parlors for the sale of goods inside the building or its annexes.
- (24) Theaters, circuses, and moving-picture houses.
- (25) Daily newspaper enterprises.
- (26) Sale of plants and cut flowers.
- (27) Stores renting bicycles.
- ART. 19. The following shall be considered as work which can not be interrupted for reasons of a technical nature and because its interruption would cause serious injury to the industry:
- (1) When the raw material is liable to spontaneous change if it is not subjected to industrial treatment at the time of its extraction or preparation, or where the raw material can be used only within a limited period of time.
- (2) Work whose performance, including the necessary preparatory and finishing work, requires more than 24 hours owing to the nature of the operations to which the raw materials, their derivatives or mixtures or solutions with other materials, are subjected.
- (3) Work in which it is absolutely necessary to subject the raw materials, their derivatives, compounds, or mixtures with other materials, to the constant action of some agent such as heat or cold, or to the continued action of the said agent for more than 24 hours.
- (4) Work in connection with the maintenance of a constant or fixed temperature in rooms or apparatus, either owing to the nature of the processes of manufacture or preparation, if these are continuous, or to enable work to be resumed after the rest period.
- (5) Work necessary to complete or terminate operations which must be concluded on Sunday and which it has been or will be impossible to finish before midnight on Saturday for the reasons given under paragraphs (1), (2), (3), and (4), provided the articles in question are articles the fabrication or manufacture of which can be completed or the sale of which is permitted by way of exception in the law or these regulations.
- (6) In the manufacture of cellulose: Operation of the calcining and dehydrating apparatus, of the furnaces, and of the lye-evaporating apparatus.
- (7) In the manufacture of paper: Until 6 a. m. on Sunday, processes which were not terminated on Saturday; the heating required to maintain the paper pulp at the necessary temperature.
- (8) In cardboard and wrapping-paper factories: Drying by air or heat.
- (9) In tanneries: The reception of the hides and the maceration processes.
- (10) In patent leather and chamois factories: The drying of the patent leather and the bleaching of the chamois leather in the sun.
- (11) In glass or crystal factories: Feeding and tending tank or pot furnaces, and the preparation and mixing of the raw materials; the blowing of glass until 6 a. m.
- (12) In potteries: Feeding and tending the calcining furnaces.
- (13) In brick works: Feeding and tending the kilns, and until 9 a. m. on Sunday the preparation of the kilns.
- (14) In lime and plaster works: (a) In the case of kilns with special heating, feeding and tending the kilns until 9 a. m. on Sunday; (b) in the case of kilns with grates, feeding and tending the kilns; also, until 9 a. m. on Sunday, withdrawing the finished product; (c) in circular and chamber kilns, feeding

and tending the kilns, and in addition, until 9 a. m., withdrawing the finished product and putting in the unfinished articles.

(15) In cement works: In circular kilns, the charging of the calcining kilns until 9 a. m., the withdrawal of the finished product, and the putting in of the unfinished articles.

(16) In factories for the manufacture of carbon filaments for electric arc lamps, electrodes, and dynamo brushes; feeding, watching, and tending the continuous and gas furnaces.

(17) In factories for the manufacture of artificial coal, and tar and tar oil distilleries: Charging and tending the furnaces, the distillation of tar and heavy and light oils which is in progress has been begun on the previous working day or is not finished.

(18) In wood and peat distilleries: Carbonization in the retorts, the separation and purification of the products of distillation, and the crystallization of the salts.

(19) In artificial fertilizer factories: The preparation of the lye, concentration to extract the phosphoric acid, and the roasting of substances for the preparation of artificial fertilizers.

(20) In powder and explosives factories: The drying of the substances.

(21) In the extraction of fats from bones: The finishing of the extraction of the fats in operations begun before 6 p. m. on the previous day, and the emptying of the fat extractors.

(22) In glycerin factories: Operating the distillation apparatus and the furnaces for the calcination of the bones.

(23) In petroleum refineries: The completion of distillation processes begun on Saturday or previously, and the emptying of the distillation apparatus.

(24) In vegetable-oil factories: Until 6 a. m., processes not completed on Saturday.

(25) In stearin factories: Operating the distillation apparatus.

(26) In breweries and malt works: The germination of the barley (or grain), the preparation of the mash, and the fermentation; the finishing of any processes begun on Saturday; the operation of the refrigeration machinery.

(27) In vinegar works: The work of refilling and of fermentation.

(28) In tallow factories: The reception and melting of the fat.

(29) In spaghetti factories: The operation of drying the spaghetti made before Sunday.

(30) In glue factories: The drying of the glue made before Sunday.

(31) In smelting works: Charging and tending the furnaces and work in the shops connected therewith in the casting of iron and steel for the rolling mills.

(32) In tile and enamel goods factories: Charging and tending the melting furnaces for tiling and enameling.

(33) In metal galvanizing: Galvanizing by the electrolytic process; supervision of the process.

(34) In the manufacture of galvanized iron: Charging the furnaces to keep the zinc liquid.

(35) In sugar mills, alcohol distilleries, and refineries; the work of manufacturing and refining.

(36) In chemical works: In the manufacture of sulphuric, hydrosulphuric, hydrochloric, and nitric acid, sulphides, sulphites, chlorides, chlorates, carbonates, nitrates, fluorates, chromates, manganates, and alkalis, the following work: (a) At the roasting and oxidizing furnaces; (b) at the apparatus for condensation, concentration, crystallization, refrigeration, precipitation, drying, and compression; (c) at the apparatus for the production of oxygen and hydrogen; (d) at the apparatus for the dissolution, purification, and evaporation of the solutions; (e) in putting the manufactured products into containers and transporting them to the warehouses.

(37) In the manufacture of soda, potash, caustic soda, and caustic potash, the operation of: (a) Melting and calcining furnaces and vessels; (b) apparatus for condensation, concentration, crystallization, and precipitation; (c) putting the manufactured products into containers and transporting them to the warehouses.

(38) In the manufacture of ammonia (anhydrous or in solution) and salts of ammonia: (a) The operation of apparatus for concentration, purification, distillation, crystallization, drying, and compression; (b) necessary preparatory work for the distilling process.

(39) In alum and aluminum factories: The operation of apparatus for gradation, concentration, crystallization, melting, and drying.

(40) In factories for the manufacture of dyes from organic substances and their derivatives: Crystallization and the operation of the drying apparatus.

(41) In carbonic-acid works: At the apparatus for the production of carbonic acid and the compression pumps.

(42) In compressed oxygen and hydrogen works: At the apparatus for the production of oxygen and hydrogen and the compression pumps.

(43) In factories making white lead, red lead, and other lead compounds: The operation of the oxydization, drying, and precipitation chambers, and of the melting and calcining furnaces for the preparation of compounds of lead.

(44) In zinc white factories: The operation of the calcining furnaces and apparatus and machinery connected therewith.

(45) In starch factories: The feeding, operation, supervision, and regulation of the machinery and apparatus for macerating, grinding, elimination of gluten, filtering, cutting moist starch in squares, gathering, and placing in the ovens and drying.

(46) In cigar factories: Feeding, operating, supervising, and regulating drying apparatus in the rooms for the drying of the moist cigars.

(47) In soap works: Tending the fires under the melting pans.

(48) In reinforced-concrete building: Continuation of the work begun before Sunday which is necessary.

ART. 20. The following shall be deemed to be manual work of an urgent nature necessary to avoid damage or accidents:

(1) In building: The construction, demolition, or completion of work necessary to insure the stability of a building, or to rebuild or shore up buildings which threaten to fall, or to prevent floods or to minimize their consequences.

(2) In industrial workshops and establishments: The preparation of the materials necessary to carry out repairs in the workshops or establishments themselves or elsewhere.

(3) In public streets, private houses, and commercial or industrial establishments: Repairs to gas or water pipes, drains, or electrical conductors.

(4) In connection with steamers, vessels, locomotives, railways, and other means of locomotion: All necessary and urgent repairs to boilers, motors, tracks, transmission and distribution cables and pipes, and signals.

(5) In private shipyards and docks: Urgent repairs to vessels.

ART. 21. The following shall be deemed to be work which can not be interrupted either for reasons of a technical character or because interruption would cause serious injury to the public interest:

In lighting undertakings, manual work in connection with production and distribution, the repairing of conduits, appliances, etc., carried out by undertakings which produce and supply light, power, or heat by means of electricity, gas, acetylene, alcohol, or any other system.

ART. 22. The following shall be deemed to be work which must be carried out on account of transitory conditions of which it is necessary to take advantage: (1) The making of preserves in the fruit season; (2) irrigation work in agriculture and forestry work in the season when such work is necessary for sowing, planting, and cultivation.

ART. 23. The repairing and cleaning work referred to in the second paragraph of article 2 of the law shall be considered to mean such work as it may be found necessary to perform on Sunday in connection with the machinery, its accessories and tools; in manufacturing and lighting apparatus, in the existing constructions and installations in factories and workshops; on premises on which work is being done, their annexes and approaches: (a) In order to finish work begun on the previous day; (b) in order to avoid interfering with the ordinary work during the week; (c) in order to avoid causing damage to the industry.

ART. 24. In addition to the businesses or establishments not specially enumerated among the exceptions, the following shall remain closed on Sunday: (a) Butcher shops; (b) shops for the sale of cigars, cigarettes, and tobacco; the sale of these articles shall be prohibited even in shops not solely engaged in the sale thereof; (c) cheese stores; (d) messenger offices; (e) barber shops; (f) kiosks in the public streets, except those exclusively for the sale of fresh flowers.

ART. 25. This decree shall become effective 90 days after its publication in the Boletín Oficial, all previous decrees for the administration of Law No. 4661 being repealed. This decree shall apply to the Federal Capital.

ART. 26. The National Department of Labor, through its inspectors and other employees, shall supervise the enforcement of the law and of this decree, without prejudice to cooperation by the police authorities.

PROVINCIAL LAWS

The 10 Provinces listed below have enacted laws providing for Sunday rest: Buenos Aires, January 7, 1908; Catamarca, September 24, 1909; Cordoba, October 7, 1907; Entre Rios, October 31, 1906; Jujuy, July 28, 1925; Mendoza, October 22, 1906; San Luis, July 12, 1915; Santa Fe, July 3, 1906; Santiago del Estero, August 28, 1907; Tucuman, July 25, 1907.

Since these laws are all patterned after National Law No. 4661 and its regulatory decree (see above) and are essentially identical, only the few variances will be given here.

In article 18 of the regulatory decree there are a number of exceptions given as work which can not be interrupted, either because of the nature of the needs which it is intended to satisfy, or because the interruption would cause serious consequences to public interest. The Provincial law of Cordoba omits exception No. 7, namely, the preparation and sale of special food for the sick. The hiring of chairs and decorations is classified as an exception in all the Provincial laws except Cordoba and San Luis. Work in connection with museums is not excepted from the laws of Cordoba and San Luis, while auctioneers are not excepted in the Cordoba law. The sale of plants and cut flowers is not allowed on Sunday, nor may bicycle repair shops remain open on Sunday, in Cordoba. While the Provinces of Buenos Aires, Entre Rios, Mendoza, San Luis, Santa Fe, and Tucuman allow work to be done in dairies and creameries as well as grinding work in mills on Sunday, Cordoba does not. Buenos Aires, Cordoba, and San Luis do not allow commercial and industrial establishments to make their inventories on Sunday.

PROHIBITION OF NIGHT WORK IN BAKERIES

LAW NO. 11338 OF SEPTEMBER 9, 1926

ARTICLE 1. Night work from 9 p. m. to 5 a. m. on the following day is prohibited throughout the territory of the Republic in bakeries and pastry and confectioners' shops and similar establishments. The prohibition shall apply to all work directly or indirectly connected with said industries.

ART. 2. If the public interests so requires, the National Executive Authority may authorize night work in machine bakeries, subject to the following conditions: (a) When an agreement to this effect is made between the employers' and the workers' organizations concerned; (b) when the work is performed in shifts of not more than 8 hours each, which alternate periodically in the working days and the weekly rest days; (c) when the sanitary conditions are satisfactory.

ART. 3. A copy of this law shall be posted in a conspicuous place on the premises to which it applies. The address of the authority charged with the administration of the law shall follow the text thereof.

ART. 4. Owners of the above-mentioned establishments who violate this law shall be punished by a fine of 100 pesos (national currency) for every person unlawfully employed.

ART. 5. The administrative authorities for this law shall be the National Department of Labor in the Federal Capital and the authorities specified in the regulations of the Provinces and the National Territories.

The police shall cooperate with the said authorities in investigating violations.

ART. 6. Representatives of the administrative authorities shall have the right, during working hours, to enter all establishments covered by this law. Outside working hours a writ of entry shall be required.

ART. 7. Without prejudice to the rights of the administrative authority, persons who have suffered loss and also the respective organizations of workers and of employers, acting through their governing boards shall be entitled to report violations of this law and to prosecute the persons guilty thereof in the criminal courts.

REGULATORY DECREE OF NOVEMBER 29, 1926 (FOR FEDERAL CAPITAL AND NATIONAL TERRITORIES)

ARTICLE 1. If the public interest so requires, the National Department of Labor in the Federal Capital may authorize night work in machine bakeries which satisfy the conditions laid down under (a), (b), and (c) of article 2 of Law No. 11338, provided that in the National Territories the governor shall be the administrative authority.

ART. 2. Machine bakeries shall be deemed to mean only those factories in which the processes of manufacture are entirely mechanical in every stage.

ART. 3. Permits shall not be granted in cases other than those expressly specified, and they shall not continue longer than the duration of the public necessity for which they were issued.

ART. 4. Permits issued as provided for in the preceding articles shall cover only the following cases: (a) When by reason of force majeure a decrease in production occurs which hinders the normal working of the enterprise; (b) emergency cases, to meet necessities of a national character; (c) to satisfy the urgent needs of public institutions, asylums, hospitals, schools; (d) cases of accidents or of defects in machinery which have interfered with work during the day.

ART. 5. Petitions for permits in the cases referred to in article 2 of the law and article 4 of this decree shall be presented to the administrative authorities, with the following particulars: (a) Reasons for the petition; (b) agreements of the respective employers' and workers' organizations; (c) organization and number of the shifts to be employed.

ART. 6. In no case shall the workers be employed for more than 8 hours during the 24 hours of the day; that is, those who have worked on a previous shift shall not work during the hours covered by the permit. The shifts so organized may, one week in three, work from 9 p. m. to 5 a. m. of the following day.

ART. 7. Owners of enterprises covered by this law shall enter in a special list, the names of the persons employed, the shifts on which they are employed, and the compensatory rest periods of each one. This list shall be posted in a conspicuous place and the employers shall show it to the Department of Labor inspectors whenever it is asked for.

ART. 8. The sanitary conditions required by law shall be attested by a certificate of the National Department of Public Health, and in the National Territories by the certificate of a physician in the service of the national authorities.

ART. 9. The administrative authorities shall have the right to enter, during working hours, all establishments covered by law No. 11338.

ART. 10. Violations of the provisions of these regulations shall be punished in conformity with the provisions of the law, by the penalty specified in article 4 thereof.

ART. 11. This decree shall become effective 90 days after its publication in the Boletín Oficial.

PROVINCIAL REGULATORY DECREES

The seven Provinces here listed have enacted decrees regulating night work in bakeries under National Law No. 11338: Buenos Aires, February 25, 1927; Cordoba, November 21, 1928; Corrientes, April, 1927; La Rioja, August 19, 1927; Santa Fe, February 23, 1927; Santiago del Estero, July 29, 1927; and Tucuman, September 18, 1928.

Since these decrees are identical, only that of Corrientes is given.

REGULATORY DECREE OF CORRIENTES¹⁴

ARTICLE 1. If necessary in the public interest, the general bureau of statistics and labor may permit night work in machine bakeries which satisfy the requirements specified in (a), (b) and (c) of article 2 of law No. 11338, and for this purpose the bureau shall be the authority responsible for the administration of the law.

ART. 2. Machine bakeries shall be deemed to mean only those factories in which the processes of manufacture are entirely mechanical.

ART. 3. Permits shall be granted only in the cases expressly specified, and for the period required by the public necessity on account of which they are issued, as follows: (a) Decrease in production owing to force majeure which has interfered with the normal working of the industry; (b) cases of emergency, in order to meet necessities of a national character; (c) satisfaction of the urgent needs of public establishments, such as asylums, hospitals, and schools; (d) cases in which the condition of the machinery interferes with work during the day.

ART. 4. Applications for permits in the cases referred to in article 2 of the law and article 3 of this decree shall be made to the general bureau of statistics and labor, and shall give the following particulars: (a) Reasons for the application; (b) agreements between the employers' and workers' organizations concerned; (c) organization and number of shifts to be employed.

ART. 5. Workers shall not in any case be employed for more than 8 hours in the 24, i. e., those who have worked on a previous shift in the 24 hours shall not work during the hours covered by the permit. The shifts thus organized may work, on one week in three, from 12 p. m. to 5 a. m. on the following day.

ART. 6. Owners of establishments covered by the law shall enter on a special list the names of the workers employed, the shifts, and the compensatory rest periods due to each worker. This list shall be posted in a conspicuous place, and the employers shall submit it to the labor inspectors whenever so required.

ART. 7. Compliance with the sanitary conditions prescribed in the law shall be attested in the capital by a certificate from the general bureau of public health and in other parts of the Province by a certificate issued by a physician attached to the police department or municipal authority.

ART. 8. The authorities responsible for the administration of the law shall have the right to enter the establishments covered by Law No. 11338 during working hours for purposes of inspection and supervision.

ART. 9. Violations of the provisions of this decree, as specified in the law, shall be punished by a fine of 100 pesos (national currency) for every person unlawfully employed.

ART. 10. This decree shall become operative 30 days after the date of its publication in the Boletín Oficial.

EMPLOYMENT OF WOMEN AND MINORS**LAW NO. 11317 OF SEPTEMBER 30, 1924****CHAPTER 1.—Employment of children**

ARTICLE 1. The employment of minors under 12 years of age on any kind of work for another, including rural work, shall be prohibited throughout the Republic.

The employment of young persons over 12 years of age who are of school age and who have not completed their compulsory education shall also be prohibited. However, the competent authority for the protection of minors may authorize their employment when it is considered necessary for their own maintenance, or that of their parents or brothers and sisters, provided the minimum school instruction prescribed by the law has been satisfactorily completed.

ART. 2. No minor under 14 years of age, under any circumstances, shall be employed in domestic work or in industrial or commercial enterprises, whether they are private or public, for profit or for charity, except those in which only members of the same family are employed.

¹⁴ Cronica Mensual del Departamento Nacional del Trabajo, July, 1927, p. 2060.

ART. 3. The prohibition in the above articles does not apply to the work of children for purposes of training, in schools recognized for this purpose by the competent school authorities.

ART. 4. Boys under 14 years of age and unmarried girls under 18 years of age shall not engage, on their own account, or for any other person in any occupation in the streets, squares, or public places.

CHAPTER 2.—*Employment of women and minors under 18 years of age*

ART. 5. Women over 18 years of age shall not be employed in industry or commerce for more than 8 hours per day or 48 hours per week, nor minors under 18 years of age for more than 6 hours per day or 36 hours per week.

ART. 6. Women and minors under 18 years of age shall not be employed in night work, except in nursing and domestic occupations, by night work being understood that between 8 p. m. and 7 a. m. of the following day during the winter, and between 8 p. m. and 6 a. m. during the summer. The above provision shall not apply to public entertainments at night in which women over 18 may be employed.

ART. 7. Women and minors under 18 years of age who work during the morning and afternoon hours shall be granted a rest of two hours at noon.

ART. 8. Women and minors under 18 years of age who are employed in the main or branch office of an enterprise shall not be required to do any work at home.

ART. 9. The employment of women and minors under 18 years of age in dangerous and unhealthful industries or occupations shall be prohibited.

The regulations shall determine the industries to which this prohibition shall apply in general.

ART. 10. The prohibition in the above article shall apply particularly to the following industries: (a) The distillation of alcohol and the manufacture or mixing of liquors; (b) the manufacture of white lead, red lead, or other poisonous paint ingredients, as well as the mixing of paints, enamels, or varnishes containing salts of lead or arsenic; (c) the manufacture, manipulation, or elaboration of explosives or inflammable or caustic substances, or work on premises or in places where explosives or inflammable or caustic substances are manufactured, elaborated or handled, or are deposited in quantities which involve danger of accident; (d) the cutting and polishing of glass, the polishing of metals with emery, and work in any shop or place where dust or irritating and poisonous gases are habitually produced.

ART. 11. Women, and minors under 18 years of age, shall not be employed (a) in the loading and unloading of ships; (b) in quarries or in underground work; (c) in loading or unloading by means of cranes or hoists; (d) as engineers or firemen; (e) in the oiling and cleaning of machinery in motion; (f) in the shifting of belts; (g) on circular saws and other dangerous machines; (h) in the smelting of metals, the melting of glass, and the blowing of glass with the mouth; (i) in the transportation of hot substances; (j) in the retail sale of distilled or fermented alcoholic liquor, wherever it may be sold.

ART. 12. When a woman or a minor suffers an industrial accident or disease, if it is proved that the said accident or disease was due to an occupation prohibited for women and minors by this law or carried on under conditions involving a violation of the requirements of this law, or due to the presence of such woman or minor in a work place in which her presence was unlawful, the accident or disease shall be deemed to be due to the fault of the employer by reason of these circumstances alone.

CHAPTER 3.—*Protection of maternity*

ART. 13. During the period of six weeks following childbirth, the employment of women in industrial or commercial enterprises and their branches, whether urban or rural, public or private, with the exception of those in which only members of the family of the employer work, is prohibited. A woman shall be entitled to leave her work on presentation of a medical certificate stating that her confinement will probably take place within six weeks.

No woman shall be dismissed from her work on account of pregnancy, and her job shall be held for her while she is absent from her work under the preceding provisions.

ART. 14. If a woman remains away from her work for a longer period on account of an illness which is, according to a medical certificate, due to preg-

nancy or childbirth, and which renders her unfit to resume her work, she shall not be dismissed for this reason.

ART. 15. During the period of lactation women shall be entitled to a rest period of 15 minutes every three hours to nurse their children, except when a shorter period is prescribed by a medical certificate.

In establishments in which the minimum number of women is employed, as determined by the regulations, suitable nurseries shall be provided for children under two years in which such children shall be cared for while the mothers are at work.

CHAPTER 4.—*Provisions as to enforcement*

ART. 16. In industrial and commercial enterprises which employ minors under 18 years of age, their birth certificates from the Bureau of Vital Statistics or other equivalent documents, shall be filed and classified and in addition a general register of said minors, with the data prescribed by the regulations, shall be kept.

ART. 17. The offices of the Bureau of Vital Statistics shall provide gratuitously to each of the minors covered by this law a book in which shall be written his name, age, occupation, and working hours, as well as the names, occupations, and domicile of his parents, guardians, or custodians.

In the same book shall be noted by the proper authority whether or not the minor has complied with the educational requirements.

ART. 18. Persons who employ minors under 18 years of age shall be required to enter in the book referred to in the preceding article the conditions of the employment and the wage or salary.

A sheet containing these data shall be sent to the administrative authorities.

Any other notation, and especially any that might be prejudicial to the bearer, by symbols or words, shall be prohibited under penalty of payment of damages.

ART. 19. The administrative authorities for this law, in the Federal Capital shall be the National Department of Labor, and in the Provinces and the National Territories the authorities specified in the respective regulations.

The police shall cooperate with said authorities in investigating violations.

ART. 20. Representatives of the administrative authorities shall have a right to enter all establishments covered by this law during working hours. Outside of working hours a writ of entry shall be required.

CHAPTER 5.—*Penal provisions*

ART. 21. Violations of this law shall be punished by a fine of from 50 to 1,000 pesos (national currency), which shall be doubled in case of repetition, or in lieu thereof an equivalent period of imprisonment according to the Penal Code.

Every case where a person has been unlawfully employed or a woman deprived of work in violation of the provisions in articles 13 and 14 of this law shall be considered as a separate violation thereof. In the latter case the proceeds of the fine shall be immediately turned over to the woman in question.

ART. 22. All those who require women, or children under 18 years of age, to perform dangerous feats of strength or contortions shall be liable to a fine of from 1,000 to 5,000 pesos (national currency), or in default thereof to an equivalent period of imprisonment in accordance with the Penal Code. The same penalty shall be imposed on those who employ children under 16 years of age in public performances at night, as well as the parents or guardians who may profit by their work.

In case of a repetition of these violations, the maximum fine shall be imposed, or imprisonment for from six months to two years.

ART. 23. Without prejudice to the powers of the administrative authority and the authority for the protection of minors, the persons who have suffered loss and also societies for the protection of women and minors, and workers' organizations, acting through their governing bodies, shall be entitled to report violations of this law and to bring criminal actions against persons guilty thereof.

ART. 24. The provisions of this law shall be incorporated in the Civil and Penal Codes of the Nation.

ART. 25. Law No. 5291 is hereby repealed.

REGULATORY DECREE OF MAY 28, 1925 (FOR THE FEDERAL CAPITAL)

ARTICLE 1. In addition to the industries and occupations specified in articles 10 and 11 of Law No. 11317, the following shall also be considered unhealthful and dangerous occupations and industries, within the meaning of article 9 of the law, in which women, and minors under 18 years of age, shall not be employed: 1. Refining and distillation of petroleum or hydrocarbons used for illuminating or heating purposes; 2. Manufacture of oil varnishes; 3. Manufacture of carbon sulphide; 4. Manufacture of sulphuric and acetic ether; 5. Manufacture of colloid and its derivatives; 6. Manufacture of waterproof cloth; 7. Manufacture of sulphuric acid; 8. Polishing of precious metals (gold and silver); 9. Manufacture of aniline dyes; 10. Manufacture of picric acid; 11. Manufacture of oxalic acid; 12. Manufacture of salicylic acid; 13. Manufacture of murexide or purpurate of ammonium; 14. Manufacture of chlorine; 15. Manufacture of chlorine of lime or hypochloride of lime; 16. Manufacture of nitric or azotic acid; 17. Manufacture of chromates; 18. Manufacture, smelting, and rolling of lead, and manufacture of litharge, red lead, massicot, white lead, and oxide of lead; 19. Manufacture of zinc white; 20. Manufacture of copper and crushing of copper ore and treatment of same with acids; 21. Gilding and plating; 22. Manufacture of arsenic compounds; 23. Manufacture of sodium salts (sulphuric-acid process); 24. Manufacture of cyanide of potassium and its salts; 25. Manufacture of potassium and its salts; 26. Manufacture of celluloid; 27. Distillation of tar products (paraffin, creosote, carboic acid, benzine, and naphtha for commercial purposes); 28. Manufacture of fireworks; 29. Manufacture of explosives; 30. Type founding; 31. Gathering of bones and rags; 32. Carding work in textile factories.

ART. 2. The foregoing list may be extended on petition of the National Department of Public Health when new industrial processes appear which ought to be classified as unhealthful.

Total or partial exemption from the above prohibitions may be granted when it is shown, on application of the manufacturers, approved by the National Department of Public Health, that the introduction of new methods of manufacture or the adoption of preventive measures have eliminated the dangerous or unhealthful character of the work.

ART. 3. As specified in article 15 of the law, every establishment in which 50 or more women over 18 years of age are employed shall provide a suitable nursery for children under 2 years of age, where they shall be cared for during the time the mothers are at work.

ART. 4. The register of minors referred to in article 16 of the law shall contain the following data: Serial number, full name of the minor, age, nationality, sex, occupation, date of entrance, date of withdrawal, wages, address, names of parents or guardians, and reference to the certificates required by the same article. The register of minors shall be signed by the head of the National Department of Labor and periodically countersigned by the inspectors, who shall note on the same, pertinent orders and observations.

ART. 5. On petition of the interested parties, the head of the National Department of Labor shall order the inspectors to submit reports on matters relating to provisions contained in articles 1, 12, 13, and 14 of the law. Copies of these reports shall be given the interested parties so that they may reply. The petition may be made orally.

ART. 6. The National Department of Public Health shall issue the medical certificates referred to in certain articles of this law.

ART. 7. This decree shall apply to the capital of the Republic, and shall be effective 30 days after its publication.

REGULATORY DECREE OF JUNE 9, 1925 (FOR NATIONAL TERRITORIES)

ARTICLE 1. [Identical with article 1 of the regulatory decree of May 28, 1925 (see above).]

ART. 2. Additions may be made to the above schedule at the request of the administrative authorities of each of the Territories, when new industrial processes appear which ought to be classified as unhealthful. Total or partial exemption from the above prohibitions may be granted when it is shown on the application of the manufacturers, with the approval of the National Depart-

ment of Public Health, that the introduction of new methods of manufacture or the adoption of preventive measures has eliminated the dangerous or unhealthful character of the work.

ART. 3. [Identical with article 3 of the regulatory decree of May 28, 1925 (see p. 51).]

ART. 4. The register of minors referred to in article 16 of the law shall contain the following data: Serial number, full name of the minor, age, nationality, sex, occupation, date of entrance, date of withdrawal, wages, address, names of parents or guardians, and reference to the certificates required by the same article. The register of minors shall be signed by the governor of the Territory if the distance permits, and if not, by the authorities to whom this task is delegated by the governor; the keeping of the register shall not be required outside the capitals of the Territories, except in establishments which usually employ more than two minors under 18 years of age.

ART. 5. The governor of each Territory shall be the administrative authority under the provisions of article 19 of the law. Physicians of the public welfare service and others in the Territories connected with the national authorities shall be required to issue the medical certificates referred to in certain articles of the law.

ART. 6. The Ministry of Justice and Education shall make the necessary arrangements to provide young persons with the books referred to in article 17 of the law. These books, as well as the documents and proceedings required of manufacturers or of minors and women under the law, shall be entirely free of charge.

ART. 7. In cases in which it is necessary to apply the penalties provided for in the law, the procedure followed shall be that specified in the Code of Procedure.

ART. 8. This decree shall apply to the National Territories, and shall become effective 30 days after its promulgation in each capital. During the first 60 days of the operation of the decree an employer shall not be deemed to be guilty of a violation unless he has been duly notified of his offense and continues it beyond the time limit which has been allowed him for compliance with the provisions of the law.

ART. 9. The governors shall include in their annual reports a statement in regard to the observance of the law and this decree within their respective jurisdictions, and any observations they may deem necessary.

PROVINCIAL REGULATORY DECREES

The bureau has received six Provincial regulatory decrees dealing with the employment of women and minors, which are as follows: Buenos Aires, July 24, 1925; Cordoba, August 4, 1926; Corrientes, May 16, 1927; San Luis, May 5, 1926; Santa Fe, December 23, 1926; and Santiago del Estero, October 9, 1928.

The regulatory decree of Santa Fe is given in detail as representative of the other five. In article 3 of the Santa Fe decree a nursery must be provided in establishments employing 25 women or more while in Buenos Aires, Cordoba, and Corrientes the number is 50, and in Santiago del Estero 40 women workers must be employed before a nursery is required. With this exception the decrees are identical.

REGULATORY DECREE OF SANTA FE¹⁵

ARTICLE 1. In addition to the industries specified in articles 10 and 11 of [the national] Law No. 11317, the following shall be deemed to be dangerous and unhealthful industries or occupations, within the meaning of article 9 of the law, in which women and minors under the age of 13 years, shall not be employed, viz: Refining or distillation of petroleum or other hydrocarbons used for lighting; manufacture of oil varnishes; manufacture of carbon bisulphide; manufacture of sulphuric and acetic ether; manufacture of collodion and its derivatives; manufacture of waterproof cloth; manufacture of sulphuric acid; refining of precious metals (gold and silver); manufacture of

¹⁵ Cronica Mensual del Departamento Nacional del Trabajo, November, 1926, pp. 1947, 1948.

aniline dyes; manufacture of picric acid; manufacture of oxalic acid; manufacture of salicylic acid; manufacture of murexide or purpurate of ammonium; manufacture of chlorine; manufacture of chloride of lime or hypochloride of lime; manufacture of nitric or azotic acid; manufacture of chromates; manufacture, smelting, and rolling of lead, and manufacture of litharge, red lead, massicot, white lead, and oxide of lead; manufacture of zinc white; manufacture of copper, and crushing of copper ore and the treatment thereof with acids; gilding and silver plating; manufacture of arsenical compounds; manufacture of sodium salts (sulphuric acid process); manufacture of potassium cyanide and its salts; manufacture of celluloid; distillation of tar products (paraffin, creosote, carbolic acid, benzene, naphtha for commercial purposes); manufacture of fireworks; manufacture of explosives; type founding; collecting of bones and rags; carding processes in textile factories.

ART. 2. Additions may be made to the above schedule at the request of the administrative authorities on the basis of a report from the health council if new industrial processes are introduced which must be classified as unhealthful. Total or partial exemption from the above prohibitions may be granted in cases where it is shown by the manufacturers, subject to the approval of the health council, that because of the introduction of new manufacturing processes or the adoption of preventive measures the industry has ceased to be dangerous or unhealthful.

ART. 3. For the purposes of article 15 of the law, in all establishments in which 25 or more women over the age of 18 years are employed a suitable nursery shall be provided for children under the age of 2 years, in which such children shall be cared for while their mothers are at work.

ART. 4. The register of minors referred to in article 16 of the law shall contain the following data: Serial number, name in full, age, nationality, sex, occupation, date of entering and date of leaving the service, wages, address, name of the parents or guardians, and reference to the certificates required by the same article. The register of minors shall be signed by the director general of statistics and labor or by the officials of his office to whom this task is delegated outside the capital [of the Province].

ART. 5. Throughout the territory of the Province the authority administering the law shall be the general bureau of statistics and labor; the health councils, the medical inspectors of labor, and the medical officers of the police department shall be required to issue the medical certificates referred to in certain articles of the law.

ART. 6. The Ministry of the Interior, Justice, and Education shall make the necessary arrangements to provide the employers with the books referred to in article 17 of the law. These books and all documents and formalities required of industrial employers or of minors and women under the law shall be entirely free of charge.

ART. 7. In cases in which it is necessary to resort to the penalties provided for in the law, the procedure followed shall be that laid down in the laws relevant thereto, and for this purpose the administrative authority shall have power to initiate and conduct the proceedings.

ART. 8. At the request of any party concerned, the director general of statistics and labor shall instruct the inspectors to investigate cases in connection with the provisions of articles 1, 12, 13 and 14 of the law; the aforesaid request may be made orally. Copies of the reports of the inspectors shall be delivered to the persons concerned.

ART. 9. This decree shall apply to all the territory of the Province and shall become effective 30 days after its publication. Notices containing a copy of the law and of this decree shall be posted in public offices and other suitable places.

HOUSING

LAW NO. 9667 OF OCTOBER 5, 1915

ARTICLE 1. There is hereby created, with the title of national housing commission, a commission of five members ad honorem named by the executive authority, which shall exercise the functions of direction, development, and control instituted by this law.

ART. 2. The funds created by article 7 of Law No. 7102 shall constitute a special fund to be used in carrying out the provisions of this law and shall be deposited in a special account to the credit of the national housing commission.

ART. 3. The powers of the commission are:

(a) To invest the funds received for the purposes of this law, by means of contracts with construction companies and (with) individuals, in sanitary and low-priced houses in the capital and the National Territories, said houses to be sold or rented to workers, day laborers, or small-salaried employees.

(b) To act as a mediary in the granting of the benefits or inducements accorded by this law to those societies or individuals who devote themselves to the construction of low-priced houses in accordance with its specifications.

(c) To promote constructions of this type by individuals or construction companies in the capital, in the Provinces, and in the National Territories by means of prizes and pecuniary inducements.

(d) To encourage the formation of credit, charitable, and cooperative societies which either engage in actual building or furnish money for this purpose.

(e) In general, everything related to the study, promotion, and construction, and sanitation and healthfulness of said low-priced houses.

ART. 4. The commission shall sell, at cost price and by lot, any houses which it constructs, exclusively to workers, day laborers, or employees with a family, whose record as to good conduct and lack of resources are verified, it being an indispensable requisite for the purposes of this last provision that the purchaser shall not possess property valued at more than 3,000 pesos or equivalent income.

ART. 5. The total value of the ground and building shall be paid in fixed monthly installments, with interest at the rate of 3 per cent and a cumulative amortization of 5 per cent per annum on the amount of the sale, advance payments being in no case permitted.

ART. 6. The purchaser or his successors can rescind the contract of sale of a house, in which case there shall be returned to him or his legal heirs the sums paid on account of amortization, together with the value of any useful improvements made, after deduction of the cost of necessary repairs.

ART. 7. As long as he has not received final title, the purchaser may not under any conditions rent or alienate the property nor establish any business therein, nor receive merchandise in storage.

The violation of this clause shall cause him ipso facto to forfeit his rights, and he shall not be entitled to claim any other indemnity than that accorded by article 6. Alienation to any of the persons referred to by article 4, with previous authorization of the commission, is excepted.

ART. 8. Unjustified failure for five consecutive months to pay the monthly installments of interest and amortization shall be sufficient cause for the cancellation of the contract of sale, upon returning to the purchaser by way of indemnity the sums referred to in article 6.

ART. 9. The purchaser shall receive his provisional deed, which shall contain a statement of the sale, and the final title shall be granted him as soon as he has paid the last installment of the price.

The recording of the sale with the recorder of deeds shall be done free of charge and shall be exempt from the stamp tax.

ART. 10. The materials used in the construction of the houses contracted for by the commission shall be exempt from taxes and import duties. The same exemption is hereby granted to the materials used in the construction of low-priced houses, whether individual or apartment houses, for workers or employees, by societies having that object, provided the national commission approves the plans and specifications thereof and the terms of their alienation or leasing.

The amounts of these customs exemptions shall be refunded to the builders as soon as the work is finished and approved by the national commission.

ART. 11. Houses acquired or constructed privately by employees, workmen, or laborers and which comply with the following conditions, are exempt from the payment of the land tax for the period of 10 years from the date of the purchase or construction: (a) That they are for the proprietor's private use; (b) that their cost does not exceed 10,000 pesos; (c) that it is duly proved that the proprietor does not possess property valued at more than 3,000 pesos, or equivalent income; (d) that they are not intended for business nor for the storage of merchandise.

ART. 12. Building or credit societies having for their sole object the construction of low-priced houses, whether individual or apartment houses, or the lending of money for their construction, are likewise exempt from fiscal taxes, provided they conform to the purposes of this law, and the commission approves

the plans and specifications of their construction and the terms of their alienation or leasing.

ART. 13. Low-priced houses built by charitable or cooperative societies for sale or leasing are also exempt from fiscal taxes, those for sale being exempt for the period of 10 years whenever the purchaser conforms to the requirements of article 11. The plans, construction, and terms of leasing shall be approved by the commission.

ART. 14. The transmission of the properties in case of death shall be exempt from every inheritance tax or duty in the case of direct heirs, and shall have a reduction of 50 per cent when the heirs are collateral.

ART. 15. The recorder of deeds shall keep in a special section a list of the houses covered by the benefits of the present law.

When, in order to promote the construction of low-priced houses within the terms of this law, loans are made secure by mortgages on such houses, such a mortgage shall remain of record during all the time required for the extinction of the debt through its cumulative amortization.

ART. 16. The national commission is empowered to establish temporary life insurance for the purchaser of a low-priced home, by means of a premium which it shall duly fix, in order to guarantee to his family, in case of death, the payment of all installments still due.

ART. 17. The insurance premiums may be paid in a lump sum at the time of making the sales contract or in monthly installments, diminishing according to the risk.

ART. 18. Being in arrears for five monthly installments without good reason shall cause the forfeiture of the insurance, and the sums already paid shall be entered to the credit of the purchaser.

ART. 19. In case of the death of the purchaser, the surviving spouse can not be compelled by the other heirs to divide the property.

ART. 20. In case of the death of both husband and wife, the children may not divide the property among themselves as long as there are minors.

ART. 21. The executive authority shall include each year in the estimate of expenditures for the nation the amount which he may deem necessary to be appropriated for the National Commission for the purposes of this law.

The National Postal Savings Fund may lend money to the National Commission for the purposes of this law, not to exceed 50 per cent of the deposits, the interest rate to be 5 per cent.

ART. 22. The National Commission is empowered to acquire the land necessary for the buildings, to receive donations and legacies, and to administer all the funds, and is required to render an account each six months to the General Accounting Office of the Nation and to prepare a report, which shall be published at the beginning of the regular session of each year.

ART. 23. The executive authority may cede to the National Commission any public lands suitable for use for the construction of low-priced houses.

ART. 24. The commission shall propose annually to the Ministry [of the Interior] the necessary employees, whose salaries shall be fixed in the general budget of the administration and which shall be charged against general expenditures, for the purposes of the calculation of the cost price of each house.

ART. 25. Anyone giving false information or altering the truth in any way with the object of obtaining the benefits of this law shall be punished by imprisonment of from 6 to 12 months or a fine of 500 to 1,000 pesos, in addition to the loss of any installments paid.

ART. 26. Should the offender be a public employee, in addition to the penalties established in the preceding article he shall be ipso facto dismissed from his position.

ART. 27. Should the act be committed by a society, the president and manager shall be liable to the penalty.

ART. 28. Any provisions contrary to the present law are hereby repealed.

REGULATORY DECREE OF APRIL 21, 1917

Constitution and functioning of the national housing commission

ARTICLE 1. The national housing commission, at its first session of each year, shall choose a president, a vice president, and a treasurer, from among its members.

The president, in addition to the general functions pertaining to the position, shall have that of managing the funds to be used in carrying out the law, but in conjunction with the treasurer, who shall countersign everything which signifies administrative transactions or acts affecting these funds.

The vice president shall take the president's place in cases of his inability or absence.

The treasurer shall have in his care the direction and control of the accounts and shall be the head of the technical personnel of that section.

The secretary shall act as secretary of the commission, he shall be the immediate chief of the employees composing the personnel, and his signature shall accompany that of the president on all documents for which no other formality is prescribed.

Administration and employment of funds

ART. 2. The commission shall establish the form in which and conditions under which the funds referred to in article 2 of the law shall be deposited.

ART. 3. In pursuance of paragraph (a) of article 3 of the law, the commission shall invest the funds in the construction of "low-priced houses," "individual" and "collective" [apartment houses] and in making any expenditures required by this and other purposes of the law.

ART. 4. For the construction of "low-priced houses" the commission shall acquire any lands that it may deem suitable whether they be those held by the State in conformity with article 23 of the law, or those held by individuals in conformity with article 22 thereof, in the manner established by article 5 of this regulation.

ART. 5. In order to exercise the power of acquiring lands granted it by article 22 of the law, the commission shall proceed in the following manner:

(a) It shall open a special register in which shall be noted all offers of lands which are received and shall advertise as it may deem necessary each time that it decides to make acquisitions.

(b) The offers shall be received on paper bearing stamps of the value of 5 pesos, and shall be accompanied by plans, in duplicate, containing precise data regarding the location, extent, dimensions, and price of the lands offered, in addition to any other data in the case which the commission may require in order to complete its information.

(c) In the selection of lands, the commission shall take into consideration not only the price but also their suitability for the nature and purposes of the buildings to be erected, all in harmony with the spirit of the law; and, other things being equal, said commission shall give preference to those lands which are best adapted to a proper orientation of the buildings, to the reservation of larger and better arranged areas for streets or avenues, and to the establishment of common services, public or private.

(d) In case of urgency arising from the announcement of a public auction or other unforeseen circumstances, the commission may make direct purchase of properties the advantages of which have been determined by a previous study.

ART. 6. All legacies and donations shall be accepted on condition of an inventory or previous investigation of any charges, stipulations, or liens with which they may be encumbered. They shall be rejected whenever, in the judgment of the commission, the charges, stipulations, or liens do not permit of the advantageous application of the property to the purposes of the law. Once they have been accepted, however, the commission shall proceed in the following manner:

(a) Should they consist of money, income securities, or commercial paper in general, they shall be added to the fund created by article 7 of law No. 7102, and shall be administered in the same form, provided this procedure is not rendered impossible by any charges, stipulations, or liens with which they may be encumbered.

(b) Should they consist of immovables, they shall be included in the inheritance under the law, and shall be duly applied to the purposes of said law, provided they are not encumbered with charges, stipulations, or liens requiring a special form of procedure.

ART. 7. The commission shall each year request the Executive Authority to determine the sum referred to in article 21 of the law. Such request shall be accompanied by any information which may serve to enlighten the Executive Authority concerning the needs arising from the application of the law.

ART. 8. Of the proceeds from the 3 per cent interest which the law authorizes it to collect, the commission shall take any part that may be necessary in order to pay the general expenses of its functioning and administration.

Low-priced houses

ART. 9. "Low-priced houses," for the purposes of Law No. 9667, shall be those "individual," or independent, houses and those "collective," or apartment houses which may be constructed by the national housing commission or its order, in accordance with the requirements of Law No. 9667 and its regulations. Likewise to be considered such are any houses, of either of the types indicated, that may be constructed by individuals or enterprises, provided they conform to all the following conditions:

(a) That they are situated in localities near or of easy access to urban or rural centers where workmen or employees are concentrated, and be built for families.

(b) That they are intended to be rented or sold to persons having the characteristics established in article 3, paragraph (a), or article 4 of Law No. 9667.

(c) That the sale price or the rent, in each case, is within the limit fixed by the commission.

(d) That they comply with the requirements of the law and its regulations in their construction and use.

Characteristics of buildings

ART. 10. The "low-priced houses" shall combine the following characteristics:

1. They shall be built on grounds hygienically situated, preferably in zones provided with sewerage and running water and having ready means of communication and suitable lighting.

2. If constructed in districts lacking sewerage, this service shall be established locally by means of drains leading to septic tanks, and if running water is lacking wells shall be constructed.

3. The walls shall be constructed of first-quality common bricks and be as thick as existing municipal regulations require; the mortar shall be made of lime and sand, with brick dust. The walls may also be constructed of reinforced concrete or other material equally firm and durable, though in this latter case they must have sufficient thickness to be effective insulators against the outside temperature.

The plastering outside shall be done with a good mixture of lime, sand, and Portland cement, and that inside shall be of the type called ordinary plaster.

4. The foundation walls shall be insulated from the building walls by a layer of impermeable material. Those building walls which are most exposed to moisture, because of their position, shall be rendered impermeable by means of such materials as experience proves most effective.

5. All the interior angles of the rooms shall be rounded, avoiding sharp edges, and there shall not be permitted any projections or moldings which may interfere with cleanliness.

6. The inside walls and the ceilings shall be whitewashed or painted with oil paints. Papering shall be prohibited. The iron work shall be oil-painted. The woodwork shall be varnished, or oil-painted, or whitewashed. Whenever whitewash is used, it shall be renewed with such frequency as sanitation and the health of the inhabitants require.

7. The minimum height of the upper stories shall be 3 meters. That of the first story shall be 3.6 meters in apartment houses and 3 meters in individual houses. The first floor shall, moreover, always have a minimum elevation of 30 centimeters above the level of the ground.

8. The dimensions of the dwellings shall be based on a minimum of 6 square meters of area for each adult and 3 for each child under 12 who occupy them, but in no case may the area occupied by a dwelling be less than 9 square meters.

9. Each dwelling shall have in the outer wall and placed at a distance of 20 centimeters beneath the ceiling a ventilation grating with a mechanism for opening and closing. The open spaces between the stories shall be ventilated by means of air chambers.

10. Whenever it is necessary to accelerate the natural ventilation in non-dwelling places, resort shall be had to some means of artificial ventilation easily and economically installed and kept in order, such as ducts, registers, and flues for removal of vitiated air.

11. All the outside doors and windows shall be provided with transoms, easily opened and closed, so that the rooms may be better ventilated. In malarial places, wire screens, easily inserted and removed, shall be supplied.

12. The interior shall be arranged in such a way that all portions may have sufficient air and light. In each case there must be a well ventilated and lighted room, as spacious as possible, which may serve equally well as a living room during the day, as a dining room, workroom, and even as a kitchen if necessary.

13. Any basements that are constructed may not be used as living quarters. They shall be designed, when necessary, to serve as a kitchen, bathroom, lavatory, or for other auxiliary purposes, but in no case for sleeping rooms.

14. Access to the sleeping rooms shall be as direct as possible, and their area and height shall be in accordance with the provisions of paragraphs 7 and 8. They shall be isolated from water-closets and kitchens and shall have a minimum capacity of 18 cubic meters per person. These rooms shall have every provision possible for the requirements of health.

15. The stairways shall be well lighted and ventilated, their height shall not exceed 17 centimeters per step, they shall have ample landing on each floor, and they shall provide easy access to the rooms. In apartment houses they shall be of incombustible material and shall be distributed in such a way as to serve the smallest possible number of apartments.

16. Each house shall have a bathroom with outlets for a shower bath and lavatory. The water-closet shall be separated from all other parts of the house, shall not contain more than 1 square meter of area, and shall be ventilated in accordance with the regulations of the National Bureau of Sanitary Works.

17. The minimum dimensions of the courts for giving light and air to sleeping rooms, living rooms, dining rooms, and other principal rooms in apartment houses, shall be:

	Minimum area of court (square meters)	Shortest side of court (meters)
1 story.....	12	3
2 stories.....	20	3
3 stories.....	30	5
4 stories.....	50	5

In the small courts for comfort, ventilation, and lighting of kitchens, water-closets, passages, or auxiliary rooms, the minimum dimensions shall be:

	Minimum area of court (square meters)	Shortest side of court (meters)
1 or 2 stories.....	10	2
3 or 4 stories.....	15	3

Preference must be given, when possible, to courts open on one or more sides, and there shall be an endeavor to have the open area concentrated in the fewest possible courts.

In the case of apartment houses more than two stories high, at least one-third of the ground surface shall be reserved for courts, walks, and inner gardens.

18. In the apartment houses, there shall be an endeavor to provide the dwellings with wardrobes, cupboards, closets, and other built-in conveniences

which may eke out the scarcity of furniture possessed by the families which live in said houses.

19. Apartment houses shall not have more than four stories. In each case the commission shall determine the number of stories within that limit, according to the location, extent, dimensions of the ground, orientation, and other circumstances and characteristics of the building. Individual houses shall not have more than two stories. In both cases the ground floor shall be considered a story.

20. In apartment houses there shall be a special installation, common to all the apartments, for the collection of garbage and trash, and wherever there is no municipal service for the collection of trash, incinerating furnaces shall be constructed.

21. In apartment houses there shall be, outside of the apartments, special rooms for laundries with the necessary conveniences, and the manner and time in which each occupant shall make use of the laundry must be provided for in the regulations governing each house. Adjoining the laundry shall be provided an antiseptic bath for soaking the clothes before washing.

Application of benefits granted by the law

ART. 11. The benefits and inducements provided by Law No. 9667 shall be granted in the cases specified therein, and in the forms and under the conditions established in this regulation for the application of the pertinent articles of the law.

ART. 12. The granting of the privileges accorded by article 10 of the law shall be effected in the following manner:

(a) In the case of buildings erected by the commission or at its order, the commission shall certify the quantity, class, and origin of the materials intended for the constructions to be benefited in an itemized list, for which it shall be responsible.

(b) Should the commission import directly, the exemption from import taxes and duties shall be made effective at the time when the materials enter.

(c) If the importations are made by the contractors to whom the commission let the work, the duties shall be refunded at the time fixed in the second paragraph of article 10 of the law. In this case the commission shall make the certifications provided for in paragraph (a) and in addition that of the actual use of the materials in the works benefited.

(d) In the case of buildings erected by the societies referred to in article 15 [13] of the law, the procedure shall be in the form established by paragraph (c).

ART. 13. In order that any houses sold by such societies may receive the benefits of the law, it shall be necessary, aside from the other conditions imposed by the law and this regulation, that the sales be made in accordance with a strictly mathematical plan, specifying the amount and date of each of the payments and itemizing the portions thereof to be applied to interest, amortization, insurance, etc.

The commission, having the report of the promoters or builders, shall fix the rental or sale price, as the case may be, which prices may not be modified without the authorization of the commission, under penalty of being immediately outside the terms of the law and deprived of its benefits, without prejudice to any other legal penalties applicable to the case.

If, in the judgment of the commission, the purposes of Law No. 9667 are not being carried out at any time during the construction or use of the houses, it may so declare and suspend the benefits of the law, without prejudice to the restitution of any benefits already obtained, and any other legal penalties applicable to the case.

ART. 14. In order to secure the exemptions accorded by article 12 of the law the societies must abide by the following provisions: (a) Their by-laws shall be approved by the commission; (b) they shall accept the supervision of the commission in their administration and accounting; (c) they shall remit their balance sheets and statements annually to the commission; (d) they shall adjust their operations and constructions to the provisions of the law and this regulation; (e) when they present plans they shall proceed in the form prescribed in article 5, paragraph (b) of this regulation.

ART. 15. In the matter of the exemptions accorded by the second paragraph of article 9 of the law, the commission, whenever so requested by the party

concerned, shall in due time transmit the necessary information to the recorder of deeds.

ART. 16. In granting the privileges accorded by articles 11, 12, and 13 of the law the commission shall in due time transmit the pertinent information to the authorities directly concerned therewith.

ART. 17. At the request of any party concerned or on judicial order the commission, after establishing the facts of the case, shall furnish the necessary certificates for the application of article 14 of the law.

ART. 18. The commission shall report to the recorder of deeds a list of all the houses which it constructs and all the houses under its control which receive the benefits of the law. It shall likewise communicate to him a list of any houses recorded as "low priced" which for any reason cease to be entitled to the benefits of the law.

ART. 19. At the request of any party concerned or on judicial order, the commission shall furnish the records necessary in case of the application of articles 19 and 20 of the law.

Promotion of purposes of the law

ART. 20. The commission shall promote the constructions referred to in paragraph (c) of article 3 of the law by means of the application of article 22 of this regulation and the granting of the prizes and inducements which it shall establish in each case.

ART. 21. The commission shall encourage the formation of the societies referred to in paragraph (d), of article 3 of the law, in the following manner: (a) It shall grant, to any now existing and to any that may be formed hereafter, the benefits of articles 10, 12, and 13 of the law, under the conditions set forth in articles 13 and 14 of this regulation; (b) it shall endeavor to spread in such forms and by such means as it may deem most suitable and timely, the knowledge of the pertinent provisions of the law and of this regulation; (c) it shall apply the corresponding provisions of article 22 of this regulation.

ART. 22. For the purposes of paragraph (e), of article 3 of the law, the commission shall apply the following provisions: (a) The commission shall likewise provide for the construction of "low-priced houses," "individual," and "collective" (apartment houses), in the manner determined by article 4 of this regulation.

(b) It shall encourage the remodeling of existing buildings in the capital and National Territories, especially of tenement houses (*conventillos*) and huts (*rancherías*), whenever it is possible and advantageous to convert them to the purposes of the law and of this regulation, by means of the granting of the benefits accorded by the law and which may be applicable to buildings remodeled with this end in view.

(c) Whenever the buildings can be adapted to the purposes of the law and of this regulation by mere renovation, the commission shall encourage the performance of the work in the form established in the preceding clause.

(d) When it deems such action opportune it shall procure from private persons and concerns, or from municipalities and other authorities, the cession of grounds suited to the construction of "low-priced houses" and also the performance of work or the installation of public services that may contribute to the improvement of the living conditions of the workmen or employees to whom the law refers; such as the laying out of gardens and parks, the opening or widening of streets and avenues, and the establishment of public libraries, baths, lavatories, gymnasiums, and transportation facilities.

(e) By furnishing plans free of charge, by building inspection services, by the preparation of estimates and computations, by approving and arranging for the exemption from municipal or Provincial taxes or contributions, and by granting the other benefits applicable to the case which are accorded by the law and this regulation, it shall promote the existence or the formation of societies having as their object the construction of "low-priced houses" or the furnishing of money for their construction, provided such concerns conform to the provisions of the law and its regulations.

(f) It shall carry on the work of propaganda and dissemination of the provisions and purposes of the law and its regulations in such forms and by such means as it may consider most practical and suitable, and it may solicit the cooperation of the press, and of the schools, of popular associations, and of persons who can contribute to that object.

(g) It shall strive especially for the formation of cooperative societies for the construction of and transferring title to "low-priced houses" among popular groups, social organizations, and mutual-aid societies, and with this object it shall duly formulate standard by-laws in which provision shall be made, whenever possible, for insurance against cases of death, as specified in article 16 of the law, or of disability.

(h) It can appoint boards of resident landowners composed of three members ad honorem, and intrust to them the work relating to propaganda or furtherance of the law and its regulations, and to diffusion of the knowledge of the benefits to be derived from its application.

(i) It shall promote the improvement of the sanitary conditions of the dwellings of the people, reporting to the city authorities, the National Department of Health, the National Department of Labor, and the police department any living places whose unsanitary conditions may imperil the healthfulness of the districts in which the "low-priced houses" are located.

ART. 23. The commission shall create and award an annual prize for the family keeping its house in best condition, and shall prescribe the regulations applicable to such houses and see to their enforcement.

ART. 24. The commission shall prepare a special regulation for the application of articles 16, 17, and 18 of the law and shall submit it in due time to the executive authority for approval.

Sale and leasing of "low-priced houses"

ART. 25. The commission, when it is to sell "low-priced houses," shall request the press to publish its proposal, indicating the period during which it will receive applications, in order to study them in connection with article 27 of this regulation, and the following data: Location, number and price of the houses offered for sale, number of rooms each house contains, and other information which it may deem suitable, and date and place of the drawing of lots.

ART. 26. The commission shall hand each applicant a printed form which he shall fill in with the data which the commission may deem necessary for the study as to the better application of the provisions of the law and its regulations. The forms shall contain on the back thereof the principal provisions of the law and its regulations which are applicable to the case, or a résumé of the same, and any instructions which the commission may deem suitable for facilitating the proceedings.

ART. 27. When, in accordance with article 4 of the law, the commission is to sell individual "low-priced houses," it shall proceed in the following manner:

(a) It shall see that the drawing is done between applicants in the same circumstances as regards number of persons of and under age who live on the income or incomes of the members of the family and as regards the importance of those incomes in relation to the normal expenditures.

(b) The composition of the family of each applicant shall be verified by means of certificates of the Bureau of Vital Statistics, the police department, or other trustworthy documents or evidence.

(c) The incomes of the family shall be proved by certificates signed by those who pay such incomes, and duly established in the judgment of the commission, in any form which said commission may indicate in the particular case.

ART. 28. The commission shall prepare at its convenience, but before effecting any sales, a special regulation in which shall be specified the procedure to be followed for determining the circumstances referred to in paragraph (a) of the preceding article.

ART. 29. The drawing having taken place and the house allotted, the grantee shall receive from the commission a notebook containing: The date of the drawing and of the allotment of the house; a detailed specification of the property allotted; legal conditions of the allotment; periods, dates, and manner of the payment of the monthly installments; amount of these installments, with specification of the nature of the sums comprising them, in accordance with article 5 of the law; and a résumé or printed copy of the principal provisions of the law and its regulations having any bearing on the contract. There shall also be delivered to the grantee the provisional deed prescribed by article 9 of the law.

ART. 30. The commission shall keep a special record of the sales it makes. In this record, notations shall be made as in the notebook prescribed by article 29 of this regulation, and any other notations that may become necessary in order to evidence any incident that may affect the terms of the contract under the provisions of the law and its regulations, or as a consequence of unforeseen events.

One page of the record shall be devoted to each house.

ART. 31. For the purposes of article 8 of the law, the commission shall send, each month of delay [in making payments], a notice to the purchaser by registered mail.

ART. 32. Notwithstanding the first paragraph of article 7 of the law, whenever a purchaser is obliged to leave his house temporarily for an absence from the locality, while still possessing the intention of acquiring final title thereto, he may petition the commission to rent said house to a person coming under paragraph (a) of article 3 of the law and to reserve to him his rights on condition that he continue paying the sums due on account of the amortization and interest to which article 5 of the law refers, and provided the absence does not last longer than one year.

ART. 33. For the purposes of article 7 of the law, there shall not be considered as prohibited renting the lodging granted to an outside person, provided it be not more than one, nor as prohibited storage that which consists of materials to be used in work which the dweller does in his home, nor as prohibited business the workroom used for this work, provided it causes no danger or annoyance and has been established with the express authorization of the commission.

This provision shall apply also to paragraph (d) of article 11 of the law, and to this effect the commission shall make the appropriate communication to the proper authorities whenever so requested by the party concerned.

ART. 34. In rented houses, the commission may authorize in exceptional cases the setting up in special rooms of commercial establishments, in which the sale of alcoholic beverages shall be prohibited and for which the commission shall determine the nature and price of the articles to be sold.

ART. 35. In case of cancellation of the contract, according to articles 6 and 8 of the law, or as a consequence of failure to abide by any legal conditions having the sanction thereof, the commission shall proceed in the following manner:

(a) The value of the repairs that have to be made in the house, except those required by deterioration due to natural wear and tear, shall be deducted from the amount credited to the purchaser.

(b) Any improvements which the purchaser has made in the house with the consent of the commission shall be credited to him in accordance with their useful value at the time of the cancellation.

ART. 36. So long as he has not acquired final title, the purchaser shall not be permitted to make any alteration or improvement in the house without the consent of the commission, under penalty of being liable, in case of cancellation, for whatever it may cost to restore things to their previous condition, if the commission should so decide, and of receiving no compensation for those alterations or improvements which the commission may decide to retain.

ART. 37. In cases of leasing, whenever there is an excessive number of applicants, recourse shall be had to the drawing of lots in accordance with the rules established in article 27 of this regulation.

ART. 38. For the purposes of articles 25 and 27 of the law, the commission shall transmit the pertinent information to the Federal Judge sitting and in the case of article 26 to the administrative authority concerned.

EMPLOYMENT AGENCIES

PUBLIC AGENCIES

LAW NO. 9148 OF SEPTEMBER 25, 1913

ARTICLE 1. There shall be established under the immediate direction of the employment bureau of the National Department of Labor (Law No. 8999, art. 5), the following free public agencies: Two in the Federal capital and one in each capital of a Province or National Territory; another in the city of Rosario and another in Bahia Blanca. Those first mentioned are of the first class, and the latter of the second class.

ART. 2. Until the enactment of the budget law, agencies of the first class shall have the following personnel: A chief, two assistants, and an orderly, whose salaries shall be 350, 200, and 100 pesos, respectively. Those of the second class shall have a chief receiving 200 pesos, an assistant receiving 150 pesos, and an orderly receiving 80 pesos per month.

ART. 3. The executive authority shall regulate the form in which the national immigration agencies in the Territories and the Provinces shall cooperate in placing workers, in agreement with the National Department of Labor; and the latter shall, for the same purpose, put itself into communication with such official agencies as are maintained by the Provinces or municipalities within their respective jurisdictions, or with those which are subsidized under this law.

ART. 4. Government offices which use the services of domestic or day workers shall apply to the free public agencies for such workers as they may need.

ART. 5. Pecuniary aid is hereby granted the free employment agencies of philanthropic societies, mutual aid societies, or trade-unions having legal capacity and which submit to the supervision and inspection of the National Department of Labor.

ART. 6. The executive authority, in a regulation of a general character, shall determine the conditions, proportion, and form of distribution of the subsidy to the agencies specified in the preceding article.

ART. 7. For the purposes of article 5, the executive authority may spend as much as 25,000 pesos (national currency) per year, such item to be included hereafter in the annual budget.

ART. 8. The operation of employment agencies for domestic and day workers is forbidden in the capital and National Territories unless they have previously been enrolled in the special book which shall be kept by the municipal authorities or governors of National Territories, and in which shall be noted the name of the proprietor, his civil status and occupation, classes of placements in which he will engage, and the address at which the agency will operate. Any change in said circumstances shall be reported to the municipal authorities for entry within the period of 30 days. Existing agencies shall comply with this requirement within 60 days from the promulgation of this law.

ART. 9. Employment agencies may in no case operate in places connected with hotels, inns, or saloons.

ART. 10. Any owners of employment agencies who violate the provisions of articles 8 and 9 shall incur a fine of 100 pesos (national currency), which fine shall be doubled in case of repetition. In either case, moreover, the agency may be closed.

ART. 11. In addition to the civil or penal liabilities to which he may be subject under the common law, any agent who has misled or injured his clients by means of false notices or other deceptive procedure shall incur a fine of from 10 to 100 pesos for each violation, the fine to be doubled in case of repetition.

ART. 12. The fines referred to in the preceding articles shall be collected in accordance with Law No. 9658 of August 28, 1915.

ART. 13. The executive authority shall make the regulations necessary for securing compliance with this law, endeavoring to coordinate the action of the different kinds of employment agencies for the purpose of duly regulating the work.

PRIVATE AGENCIES

LAW NO. 9661 OF AUGUST 28, 1915

ARTICLE 1. Any parent, guardian, custodian, or legal representative of a minor, who by means of untruthful statements induces a manager or employer to take such minor into his employ in violation of the provisions of Law No. 5291¹⁰ shall incur a fine of 20 pesos.

ART. 2. Whenever in compliance with the provisions of article 5 of Law No. 8999, the National Department of Labor ascertains that an employment agency has deceived or misled a worker, whether by indicating to him a different wage or working day, or work different in kind from that which he is really to perform, or which is to be performed in a place or in conditions different from those specified, the manager of the agency shall incur a fine of from 20 to 50 pesos and shall refund the commission collected. When the em-

¹⁰ Superseded by Law No. 11317.

ployment secured through the owner of the agency does not last more than three days, for any reason not imputable to the worker, the manager shall return the commission collected.

ART. 3. Employment agencies are forbidden to collect commissions in advance, under penalty of a fine of twice the amount collected for such purpose. Employers who contract for labor through these agencies guarantee the payment of the commission agreed upon out of the wages earned by the workers.

ART. 4. Owners of employment agencies and all those who take part in or facilitate fraudulent negotiations for the collection of unlawful commissions for a labor contract shall incur a fine of four times the amount of the sums unlawfully collected, and shall be liable, moreover, to the penalty for principals or accomplices in the crime of swindling.

ART. 5. In case of repetition of such offenses, the penalties shall be cumulative, each day of violation being considered as a new offense.

ART. 6. In case of repetition within 12 months after the date of the previous conviction, the penalty shall be doubled.

ART. 7. Ninety per cent of the amount of fines collected for violations of labor laws shall be applied to the formation of a fund for the welfare of workers and the improvement of the services of the National Department of Labor. The executive authority shall regulate the distribution of these funds. The remaining 10 per cent shall be distributed by the National Department of Labor among the inspectors, in proportion to the importance of the violations which they have proved.

ART. 8. The fines to which the preceding articles refer shall be collected in accordance with Law No. 9658 of August 28, 1915.

PUBLIC AND PRIVATE AGENCIES

REGULATORY DECREE OF NOVEMBER 9, 1915 (FOR FEDERAL CAPITAL AND NATIONAL TERRITORIES)

ARTICLE 1. Laws Nos. 9148 and 9661 shall be applied in accordance with the provisions of this regulatory decree.

CHAPTER 1.—*General provisions*

ART. 2. The operation of employment agencies for domestic and day workers is forbidden in the capital and the National Territories unless they have previously been enrolled in the national employment bureau in a special register which shall be kept for the purpose. The enrollment shall contain the serial number, name of the owner, his civil status and occupation, class of placements in which he will engage, and the address of the agency. In the National Territories the enrollment book shall be kept by the municipal authority or by the governor of the Territory. The existing agencies shall comply with this requirement within 30 days following the date of this decree. Any change in the matters indicated must be reported to the said authorities for entry at least three days in advance.

ART. 3. Any agencies that may be established in the Federal capital shall report to the National Department of Labor, at least 8 days in advance, the date on which their activities will begin.

ART. 4. No employment agency may operate in annexes of or places contiguous to agencies of money brokers or steamships, hotels, inns, or saloons. In all the agencies, printed copies of the laws and regulations relating to labor shall be posted.

ART. 5. The owners or managers of agencies may not retain any document belonging to a worker or employer, such as memorandum books, letters of recommendation, identification papers, etc.

ART. 6. Agencies of any class are absolutely forbidden to disqualify a worker or employer because of refusal to accept the work or the worker offered to him, whatever the cause thereof.

ART. 7. When it is a matter of employment in establishments or enterprises whose workers are on strike, agencies shall make this circumstance known to the applicant.

ART. 8. Proprietors of agencies established in the Federal capital are responsible for the acts of their branch offices or those in charge of the same, in whatever part of the Republic or of the capital they may be.

ART. 9. Government offices which employ domestic or day workers shall apply to the free and public agencies for such workers as they may need.

CHAPTER 2.—Private agencies

ART. 10. The proprietors of agencies must always keep in sight a card showing the commission rates which they charge.

ART. 11 (as amended by decree of January 31, 1918). Agencies shall be responsible for the identity of the persons whom they place, and also for the information which they give to employers and to workers and servants concerning fitness for the work, previous conduct, and other data which they may be asked to furnish.

When the employment considered is domestic service, the agents can not fill it without previous presentation of the work book granted by the National Department of Labor, through a branch of the national employment bureau. This book is an indispensable requisite for employment as a domestic.

The work book shall bear on its first page the personal description of its possessor and his photograph. Under the headings on the second leaf the agent must have recorded, for the national employment bureau, the name of the employer, the date of employment, and the wage agreed on.

The agents are absolutely prohibited from making annotations of any kind in the work books of domestics.

Those who violate the preceding provisions shall incur the penalty provided in article 26 of this regulation.

ART. 12. Collection of the commission in advance is absolutely forbidden to owners of agencies, under penalty of a fine of twice the amount of the sum collected for such purpose. The commission may not be collected except at the same time or after the labor contract is signed; but when the employment lasts less than three days, for any cause not imputable to the worker, the agency shall refund the commission collected.

ART. 13. Among causes not imputable to the worker shall be included destination or duties not stipulated in the agreement referred to in article 15 and the closing down of the business, factory, or workshop, or office, for reasons beyond the will of the worker.

ART. 14. In case the commission has not been paid at the time the labor contract is signed, employers, by the mere fact of using the services of an employment agency guarantee and are responsible for the payment of the commission agreed upon. For this purpose they may deduct from the first two semimonthly payments of salary of the worker the amount of such commission, provided the agency has demanded it.

ART. 15 When it is a question of placing workers outside the capital an agreement shall be entered into between the owner of the agency, the employer, and the worker, and each of the signatories shall keep a copy thereof.

ART. 16. In the agreement mentioned in the preceding article, the following matters shall be stated: (a) Name and address of the contracting parties and of the agent; (b) class of work or employment; (c) hours of labor; (d) place and destination where the work is to be performed; (e) wages; (f) terms of payment; form in which the commission is to be deducted from the wage.

ART. 17. Any employment agency owner not complying with this requirement shall incur the fine prescribed by article 2 of Law No. 9661.

ART. 18. In the case of placements covered by article 15, agencies of the Federal capital may collect their commissions upon authorization of the national employment bureau. The latter shall not authorize said collection unless said agencies present to it the railway passes issued in the name of the workers contracted for and the agreements prescribed by said article.

CHAPTER 3.—Inspection and penalties

ART. 19. The inspection of employment agencies shall be made by the National Department of Labor.

ART. 20. Inspectors of the National Department of Labor who observe violations of the municipal ordinances in the rooms of employment agencies shall take note thereof and report them at once to the chief of the division of inspection.

ART. 21. The division of inspection of the National Department of Labor shall have charge of workers' complaints against the agencies, and the legal adviser of such department shall handle cases involving civil claims.

ART. 22. No action for the return of a commission or for lack of compliance with the labor contract may be brought before the legal adviser of the National Department of Labor by an intermediary of the workers or employees, but only directly by them or their legal representatives.

ART. 23. When an employment agency deceives or misinforms a worker, whether by mentioning a different salary or different working hours or work different from that which is really to be performed, or in a place or under conditions different from those indicated, the manager or owner of the agency shall incur a fine of from 20 to 50 pesos and shall refund the commission received, remaining liable moreover to the civil or penal liabilities therefor under the common law.

ART. 24. The owners of employment agencies or any other person who promotes fraudulent negotiations or takes part in them in order to collect unlawful commissions for a labor contract, shall incur a fine equal to four times the sum unlawfully received, and shall also be liable to the penalty for principals or accomplices in the crime of swindling.

ART. 25. Any person who, within a year following the first conviction, again violates the provisions of the law and of this regulation shall be considered a repeater and as such shall be given a fine double the amount of the first in accordance with article 6 of Law No. 9661.

ART. 26. Owners of employment agencies who violate the provisions of articles 8 and 9 of Law No. 9148 shall incur a fine of 100 pesos (national currency), which fine shall be doubled in case of repetition, without prejudice in either case, to the closing of the agency.

ART. 27. In cases of repetition of the offenses, the penalties shall be cumulative, each day of violation being regarded as a new offense.

The same provision shall apply in cases of violation of this regulation.

ART. 28. The fines established in the laws to which this regulation refers, and also such fines as may arise from violations of the same, shall be collected in accordance with Law No. 9658.

CHAPTER 4

ART. 29. For the purposes of article 7 of Law No. 9661, there shall be kept in the National Department of Labor a register of fines, in which shall be noted those imposed on each establishment and the amount of those collected.

ART. 30. In the Bank of the Argentine Nation a special account shall be opened for sums received on account of the fines paid by violators, to which account shall be transferred those payments made directly to the department as well as those collected by the criminal courts.

ART. 31. The destination of the amount of these fines shall be that indicated in article 7 of Law No. 9661, and for this purpose the director of the National Department of Labor shall pay monthly to each employee charged with supervising compliance with labor laws the share to which he is entitled of 10 per cent of the fines collected, as shown by the receipts for deposits made in the Bank of the Argentine Nation.

ART. 32. Of the 90 per cent remaining, one-third shall be applied to the formation of a special fund for "social welfare" and the other two-thirds to the promotion of the work of the department.

ART. 33. When the amount deposited so permits, the Executive Authority shall decree the investment of the "social welfare" fund in uses suitable for that purpose.

ART. 34. The investment for promoting the work of the National Department of Labor shall be applied to the following purposes: (a) Expansion of the library and acquisition of books; (b) dissemination of the laws and regulations concerning labor; (c) printing and free distribution, to workers' and employers' organizations, of studies, monographs, and reports on social questions; (d) publication of charts against alcoholism and social vices; (e) payment of the cost of special studies concerning labor in the Republic of Argentina; (f) the administrative services of the department.

ART. 35. These expenditures shall be made in each case with the authorization of the Executive Authority, and the National Department of Labor shall render accounts in accordance with the accounting law.

PROVINCIAL LAWS OR DECREES

The Provinces of Buenos Aires, Cordoba, Santa Fe, and Tucuman have laws or decrees providing for employment agencies and regulating their operations, such legislation having been enacted on the following dates, respectively: January 9, 1924; September 15, 1914; May 12, 1924, and May 1, 1918. The decrees of Cordoba are given here in detail, since they cover both Provincial and private employment agencies, while the law of Buenos Aires and the decree of Santa Fe legislate only on Provincial employment agencies, and the law of Tucuman covers only private agencies.

REGULATORY DECREE OF CORDOBA—PROVINCIAL EMPLOYMENT AGENCY

ARTICLE 1. The administration of the Provincial employment agency is under the charge of the chief of the bureau of labor and general statistics in accordance with the provision of the decree relating thereto.

ART. 2. The services of the agency shall be free to the public.

ART. 3. The chief of the bureau of labor and general statistics shall appoint a competent person to direct the work of the agency and to attend to the details thereof, who shall also give oral or written information concerning the demand and supply of labor, wages, and other matters relating to the condition of the labor market, and the legal conditions arising between the contracting parties, provided they shall be only of an informative character and without legal force.

ART. 4. The office hours shall be published in due time.

ART. 5. Applications by employers and by workers shall be separated according to trades and occupations. They shall be entered in numerical order on cards and shall be attended to promptly and accurately.

ART. 6. Applications from outside [the capital] shall be attended to in like manner.

ART. 7. Applications of workers shall be considered as disposed of under this regulation when the workers have been sent to employers and the former start to work.

ART. 8. Offers of work by employers shall be good for a period of 30 days, unless formally withdrawn before that time. Employers are therefore required to give notice when the position offered has been filled, even if without the assistance of the agency.

ART. 9. If within the stipulated month, the agency sends to an employer who resides outside of the capital the workers requested by him, and the latter are not employed, the former is required to reimburse the round-trip expenses of such workers.

ART. 10. The agency shall keep in constant contact with the employers, to ascertain if the workmen sent them arrive or if there are any other openings.

ART. 11. Those who apply to the agency and do not comply with the provisions of the regulations shall not be enrolled again in the applications for work.

ART. 12. A book of complaints for the use of the public shall be kept in the office of the agency.

ART. 13. On the 1st day of each month the agency shall submit to the ministry of public works and industries the monthly labor statistics and report as provided in the regulations.

DECREE OF CORDOBA—PRIVATE EMPLOYMENT AGENCIES

ARTICLE 1. Employment agencies for dayworkers, mechanics, servants of both sexes for any enterprise or domestic occupation, foremen, and employees can not be opened without first obtaining a license from the ministry of public works, which shall require from the applicants therefor security in the sum of 500 pesos (national currency) deposited in the Bank of Cordoba.

The present owners of private employment agencies shall secure such license and give such security within 60 days after publication of this decree.

Register

ART. 2. Each agency shall keep a register for recording the name, residence, prior record, and other conditions required by the bureau of labor, of each person obtaining employment through the agency.

Card

ART. 3. The agency shall present to the interested party a card containing a copy of the record in the register.

Premises

ART. 4. The premises used by such agencies must meet the following conditions:

(a) They must not be situated in streets of ill-repute, nor in buildings where there is a hotel, an inn, a restaurant, or any place selling alcoholic beverages.

(b) They shall be spacious, with light and ventilation, whitewashed or painted, and have their own separate toilets. Their floors must be washed at least once a week. Sanitary spittoons shall be provided.

(c) The premises shall not be connected with the rest of the building.

Fraudulent charge

ART. 5. No employment agent shall require payment from the applicant for the service agreed on until the applicant is employed by the enterprise or employer who had made the request or to whom the applicant had been sent.

Rules and regulations

ART. 6. In accordance with law No. 2385, the bureau of labor shall formulate the regulations governing the agencies, and shall fix the rates to be charged. These rates shall not be increased nor diminished within a year.

Payment in advance

ART. 7. In the absence of an agreement to the contrary, the compensation of the agent may be paid by the employer or contractor and charged to the salary of the person employed, but only with the consent of the employee, declared at the time of the engagement.

Fraudulent notices

ART. 8. No employment agent shall publish, inside or outside of his premises, or in any manner, notices of applications for and offers of employment which have not been made to him, or carry out any action for this purpose or special order or authorization of the interested parties, workers, or employers.

Inspection of books

ART. 9. The bureau of labor shall periodically inspect the books of private agencies. At the end of each month private agencies shall submit a summary of the movement. Such data, accurately compiled, shall be submitted to the ministry of public works and published as statistics of the labor market of the Province.

Liability of agents

ART. 10. The owners, directors, or managers of private employment agencies are liable in cases in which a patron has been influenced wrongly or suffered injuries from false information, fraudulent conduct, or other dishonest procedure in the employment contract. The right of such patron to demand this indemnification shall expire 90 days after the contract is made.

ART. 11. Every owner, director, or manager of a private employment agency convicted of having taken advantage of a patron by means of false information, fraudulent promises, or other dishonest procedure, shall be tried in accordance

with the principles of section 2, book 2, of the Civil Code, without prejudice to the indemnification referred to in the preceding article.

ART. 12. Persons who, in cooperation with the owners, directors, or managers of a private employment agency, influence the patrons thereof wrongly or injure them by false information, fraudulent conduct, or other dishonest procedure relative to the position offered and its duration shall incur the same penalties.

Repetition of the offense

ART. 13. In case of repetition of the offense the ministry of public works shall revoke the license of the transgressing agency.

ART. 14. A copy of these regulations shall be posted in a place visible and accessible to the public, in all private employment agencies of the Province.

RETIREMENT ANNUITIES AND PENSIONS

CIVIL EMPLOYEES

LAW NO. 4349 OF SEPTEMBER '20, 1904 (AS AMENDED BY LAWS NOS. 4870, 5143, 6007, 7497, AND 11027)

ARTICLE 1. A National Fund for Retirement Annuities and Pensions for the officials, employees, and civil agents referred to in article 2 is hereby created.

It is declared that the funds and income of this fund are the property of the persons included under the provisions of this law and from them shall be paid the retirement annuities provided for in Laws Nos. 1909, 2219, and 3744 and the retirement annuities and pensions which are granted hereafter in conformity with this law.

ART. 2 (as amended by Law No. 4870, arts. 1-3, and Law No. 6007, art. 2). The following are included under the provisions of this law:

- (1) Civil officials, employees, and agents who fill positions in the administration.
- (2) Directors, employees, and other personnel of the National Council of Education, to which Law No. 1909 refers.
- (3) Employees of the Bank of the Nation (*Banco de la Nación*) of the National Mortgage Bank, and the National Bank of Liquidation (*Banco Nacional en Liquidación*).
- (4) Present annuitants, for the purposes of chapter 4.
- (5) Judicial magistrates, cabinet secretaries, and those filling elective offices who may come under the law, provided that those belonging to the last two classes have rendered 20 years of the services to which paragraph 1 of this article refers.
- (6) The personnel of the State railroads.
- (7) The personnel of the National Fund for Retirement Annuities and Pensions.
- (8) Employees of the office of the recorder of deeds in the capital may be granted the benefits of Law No. 4349, provided they pay into the national fund for pensions a sum equivalent to a deduction of 5 per cent of the salaries which they have earned from the date of their appointment, with the current rate of interest.

(9) The members of the Consular Service who become national employees by virtue of a law of Congress and an executive decree may be granted the benefits which Law No. 4349 grants to national employees, computing the services rendered prior to this date, provided that in addition to the deductions provided for above they shall subscribe to the additional deduction to which article 62 of this law refers, which shall be calculated on the salary received and for the time between January 1, 1901, and the date of their coming under the administration. The annuities in these cases shall be determined by computing each gold peso of the salary as 1 peso of national currency.

ART. 3. This law shall not apply to the remuneration following:

- (1) That of persons referred to in paragraph 5 of article 2 when they are not covered by this law.
- (2) That paid for services which are contracted for under special authorization, on account of exceptional qualifications of the persons, except those who have contributed, from the time they entered the service to the resources of the fund the deduction referred to in paragraph 1 of article 4.

(3) That of workers employed by the day on public works or in industrial shops of the Nation, except those who have permanent positions and contribute the said deduction.

(4) [Repealed by art. 4 of Law No. 4870.]

(5) That of casual workers or workers engaged for a fixed period of time.

CHAPTER 1—*The national fund*

ART. 4 (as amended by Law No. 4870, art. 5). The resources of the national fund shall be made up from the following:

(1) A compulsory deduction of 5 per cent of the salaries of the persons covered by article 2.

(2) The amount of one-half of the first month's salary of a new employee of the administration or of a former employee who is reinstated, provided he has not previously paid this deduction.

(3) The difference in the first month's full salary in the following cases: (a) When any of the persons covered by the law receive an increase in salary; (b) when they are given a more remunerative position; (c) when they fill more than one position; (d) when they come back into the service in a more remunerative position than the last one held, provided the deduction of half of the salary was contributed previously.

(4) The amount of cash fines imposed by the administration on the personnel or on outsiders.

(5) Interest on the public funds and income from other property acquired by the fund.

(6) The amount of the salaries of vacant positions unless the executive authority declares by special decree that the posts are not filled for reasons of economy.

(7) Gifts and legacies which are received.

(8) The income of 10,000,000 pesos in public funds at 6 per cent interest, which the Nation contributes.

(9) The amount of the funds accumulated by the National Education Council under Laws Nos. 1420 and 1909, which is being paid into the treasury.

ART. 5. The national fund shall be administered by a board composed of an administrative president, appointed by the executive authority with the approval of the Senate, who shall serve four years and may be reelected; and two directors, who shall be the head of the National Accounting Office and the head of the Public Credit Office.

ART. 6. At the request of the administrative board, the administrative president of the national fund may, because of malfeasance in office, be removed before the end of his term of office by the executive authority with the concurrence of the Ministers.

ART. 7. If the board is without a president the head of the National Accounting Office shall perform his duties.

ART. 8. The board referred to in article 5 shall be required especially:

(1) To see that the provisions of this law providing for the granting of pensions and retirement annuities are faithfully observed.

(2) To see that no person who has lost his right to receive the pension continues to receive it.

(3) To render a quarterly report of its operations to the National General Accounting Office and to publish such report every three months.

(4) To submit to the Ministry of the Treasury at the end of each fiscal year a full report of the condition of the fund, specifying the difficulties which have been encountered and proposing any modifications of the law shown by experience to be necessary, especially those referring to the apportionment of the accumulated resources among the expenses which have occurred or which it is believed will occur, always on the basis that the resources created by this law must by themselves be sufficient to carry out its purposes.

(5) To make its own rules and regulations, submitting them to the executive authority for his approval.

ART. 9. The board of the national fund shall receive the resources specified in article 4, pay the retirement annuities and pensions to which this law refers, draw up its budget of expenses, which must be approved by the executive authority, and have charge of the resources of the fund; and shall appoint and discharge the personnel at will.

ART. 10. In no instance may any part of the resources of the fund be used for purposes other than those mentioned in this law, under the personal lia-

bility of the directors, to be made good with their own property on the order of the executive authority or at the request of any of the persons referred to in article 2.

ART. 11. The fund shall not accumulate sums in cash which are not required for current expenses or a prudent reserve. All cash deposits shall be put in the Bank of the Nation.

ART. 12 (as amended by Law No. 6007, art. 1). Without prejudice to preceding provisions, the resources of the fund shall be invested in national bonds, or other bonds which have a subsidiary guaranty by the Nation, in such a way as to produce the highest interest and the most frequent capitalization possible.¹⁷

ART. 13. The acquisition or transfer of national bonds shall be by bid, unless the board unanimously decides, in special cases, to proceed in a different manner.

ART. 14. The amounts which, under article 4, form the resources of the national fund shall be set aside each month by the national funds which pay or liquidate salaries, and paid without delay on the first.

ART. 15. The property of the national fund established by this law may not be attached.

CHAPTER 2.—Annuities

ART. 16. The national civil officials, employees, or agents referred to in article 2 shall be entitled to an annuity according to the provisions of this law.

ART. 17 (as amended by Law No. 6007, art. 1). The annuity is ordinary or special. The ordinary annuity is equivalent to 3½ per cent of the last salary multiplied by the years of service of the person receiving the annuity. The special annuity is equivalent to 2.40 per cent of the last salary, also multiplied by the years of service of the annuitant.

ART. 18 (as amended by Law No. 6007, art. 1). The ordinary annuity is granted to the employee who has rendered 30 years' service.

ART. 19 (as amended by Law No. 4870, art. 7). The special annuity is granted to the employee who, after 20 years' service, is declared physically or mentally unable to continue in his employment, and to one who, regardless of his length of service, has been physically or mentally incapacitated while in the service and from a cause obviously and exclusively imputable to the work.

ART. 20 (as amended by Law No. 6007, art. 1). For the purposes of the annuity, only the actual services rendered during the number of years required by the law shall be computed, even when they are not continuous; in no case may the interruptions be computed as services rendered.

ART. 21. For the employees of the Bank of the Nation (*Banco de la Nación*) or the National Mortgage Bank, the services that they have rendered in the National Bank (*Banco Nacional*), in liquidation at the present time, shall be computed.

ART. 22 (as amended by Law No. 5143, art. 2, and Law No. 6007, art. 3). Only those who have obtained ordinary annuities shall be able to return to the service. In such case the annuitant shall cease receiving his annuity and shall receive only the salary assigned to the new position. When he resigns from the new position, he shall again receive the annuity and will not be entitled to have it increased. If he is called on to perform temporary public services, he can not collect any remuneration from the Government.

These prohibitions do not include Provincial or municipal positions nor national elective offices which may be filled by the annuitants without losing the annuity.

The annuity obtained on account of services in the magistracy or in the administration does not disqualify a person from holding a position as a professor, subject to a deduction of 5 per cent, but without entitling the annuitant to any increase in his annuity.

ART. 23. In fixing the amount of the special annuity for persons referred to in the last part of article 19, service of less than 15 years shall not be computed.

ART. 24 (repealed by article 1 of Law No. 6007).

ART. 25 (as amended by Law No. 11260, art. 21). For the purposes of the annuity it is hereby declared that last salary shall mean the average monthly

¹⁷ Law No. 9511 of Oct. 2, 1914 (see p. 30), provides that up to 50 per cent of the capital of the fund may be used in advances to employees, bearing interest and to be repaid in monthly payments.

salary which the interested party may have received during the last 5 years of service.

ART. 26. Services rendered before the party reaches 18 years of age shall not be computed except for those who have had the 5 per cent deducted from their salaries from the time they entered the service.

ART. 27 (as amended by Law No. 6007, art. 1). Employees who are dismissed for reasons of economy or whose services are no longer needed, and those who lose their positions through reorganization of the administrative system, or on account of eliminations made in the annual budgets or in special laws, who desire to retire from the national fund for retirement annuities and pensions shall have the right, after 10 years' service, to claim the return of the 5 per cent deductions from their salaries, with 5 per cent interest compounded each year.

All employees who perform services for the administration, regardless of their character, shall have the deductions made from their salaries provided for in the annuity and pension laws.

ART. 28. No pension may exceed 95 per cent of the last salary received.

ART. 29. Application for the annuity must be made, under penalty of nullity, to the administrative board, which after considering all the proceedings shall grant it or not, transmitting its decision through the proper ministry to the Executive Authority for its approval.

ART. 30. If the application is for the special annuity, the administrative board, without prejudice to investigations which are deemed to be according to law, shall apply to the National Department of Health for a report on the alleged causes of physical or mental incapacity.

ART. 31 (as amended by Law No. 4870, arts. 9, 10, 16; Law No. 5143, art. 1; Law No. 6007, art. 3; Law No. 7197, art. 1). The right granted in article 13 of Law No. 4349 may be exercised by the members of the judicial administration after 25 years' service therein and reaching 55 years of age; by teachers of primary education, after 25 years' service therein and reaching 45 years of age; by mail and telegraph employees under the same conditions; by safety police employees, petty officers, and men, by employees in penitentiaries and jails and police wardens, and by fire chiefs and officials and firemen, after 25 years' service and reaching 45 years of age.

In these cases the annuity shall be 95 per cent of the average monthly salary for the last 12 months.^a

The employees enumerated in the preceding article may exercise the right granted in the first part of article 19 of Law No. 4349 after 17 years' service. In this case the annuity shall be equivalent to 3 per cent of the last salary multiplied by the number of years of service.

Employees in the administrative offices of the police are excepted from the benefits accorded in this and the preceding article.

The employees enumerated in the classes specified in [paragraph 1 of this article] who may have been retired in accordance with Law No. 4349 shall have the advantages provided in said article.

If the services rendered by the said officials and employees fall short of the number of years fixed by this article and the person seeking the annuity has previously rendered other services in the general ranks, both services shall be computed in the proper proportions, even though the time of each of them, considered separately, does not reach the minimum required for an annuity.

ART. 32. With the exception of officials who can not be removed, the Executive Authority may officially grant the annuity to those who meet the conditions in the preceding articles when the good of the public service demands it. In this case the decision shall be rendered, on the intervention of the administrative board, after a hearing of the interested party and with the concurrence of the ministers.

ART. 33. In computing services, fractions of years shall be considered full years if they are more than 6 months; if less, they shall not be computed.

ART. 34. The annuities granted up to the promulgation of the present law by virtue of the provisions in Laws Nos. 1909, 2219, and 3744 shall be paid in the future by the national fund with a reduction of 10 per cent on their present value.

ART. 35. When an employee has held two or more positions at the same time, the annuity shall be granted on the highest salary without adding the time or the salary of the others. The case of professors (*empleados del profesorado*)

^a Amended by Law No. 11260; see art. 25 of this law.

is excepted, as their salaries can be added, on the condition that at least the deduction of 5 per cent has been paid for five years in all the professorships held.

ART. 36. The annuities shall be paid from the day on which the interested party leaves the service.

CHAPTER 3.—*Loss of annuity*

ART. 37. The following are not entitled to be retired:

(1) One who has been discharged from the service for inefficiency in the performance of his duties;

(2) One who has been convicted by a judicial sentence of any of the crimes classified in the Penal Code as "peculiar to public employees" and in general for crimes against property or for any other crime the penalty of which is confinement in a penitentiary or punishment by hard labor;

(3) One who does not apply for an annuity within five years from the date on which he left the service.

ART. 38. The annuity is for life and the right to receive it is lost only for the causes stated in paragraph 2 of the preceding article.

ART. 39. Commutation of the sentence or a pardon shall not restore the rights lost, as specified in articles 37 and 38, if the penalty has been imposed for crimes against property or those peculiar to public employees.

ART. 40. One who is a defendant in a pending criminal action may not claim his annuity, provided such action arises from any of the crimes specified in paragraph 2 of article 37. The interested party must allege prior thereto the definite termination of the criminal action.

CHAPTER 4.—*Pensions*

ART. 41 (as amended by Law No. 4870, art. 13). In the cases in which, under the provisions of this law, persons are entitled to receive annuities and the employee or annuitant dies, the widow, the children, or if there are none, the parents, of the deceased are entitled to request a pension in the proportion and under the conditions provided by this chapter.

When the annuitant dies, the persons specified in the preceding paragraph shall be entitled to a pension under the conditions laid down in the following articles without any other proceeding than that of proving the existence of the annuity and that it was granted subject to the laws relating thereto.

ART. 42. The right to receive the pension among the said persons shall be in the following order: (1) To the widow concurrently with the children; (2) to the children only; (3) to the widow concurrently with the parents; (4) to the widow; (5) to the parents.

Illegitimate children shall receive that part of the pension to which they are entitled under the common law.

ART. 43. The amount of the pension shall be half of the amount of the annuity which the deceased received or to which he was entitled.

ART. 44. If the widow of the employee is found to have been divorced for her fault or was living apart from the deceased without wishing to be reconciled, or is temporarily separated, because of her fault, on the request of the husband, she shall not be entitled to a pension; but it shall go to the other persons named by this law to receive it, as if no widow survived.

ART. 45. Whenever there are several persons entitled to receive the pension if any of them lose their right thereto the part which would have come to them shall be given to the others.

ART. 46. If upon the death of a person entitled to an annuity, orphan children of different marriages are left, the pension shall be divided equally among them, being delivered to their legal representatives.

ART. 47. To receive the pension the widow who has not had children while married to the deceased must prove that she has been married to the annuitant five years before his death, except where there are legitimated children or in the case provided for in the last part of article 19. In such case it is sufficient that the marriage was performed before the said incapacity.

ART. 48. The maximum duration of the pensions shall be 15 years from the date of death of the retired employee, from which time it must be credited.

ART. 49. Two or more pensions can not be given to the same person. The interested party may choose the one he desires, and, having made the choice, must relinquish the right to the others.

ART. 50. All applications for pensions shall be presented, under penalty of nullity, to the administrative board, accompanied by the necessary evidence to prove that the petitioner comes under the conditions of the law. On the information in the application, the board shall either grant it or not, and send it with the report to the executive authority for his final decision.

ART. 51. The persons mentioned in article 42 shall be entitled to the amount of the last month's salary of the employee who died without being entitled to an annuity for every four years which he may have contributed to the resources of the national fund.

Extinction of the pension

ART. 52. The right to an annuity is extinguished: (1) For the widow, when she remarries; (2) for the sons, when they become 20 years of age; (3) for the single daughters, when they marry; (4) in general, for leading an immoral life, vagrancy, living in a foreign country, or having been convicted of a crime against property or one involving a sentence to hard labor or the penitentiary.

General provisions

ART. 53. The pensions granted up to the date of this law will continue to be paid under the law of the general budget, reduced 10 per cent in their value.

ART. 54. [Repealed by article 18 of Law No. 4870.]

ART. 55. Annuities and pensions are inalienable. Any sale or transfer thereof for any cause shall be void.

The judges alone may decree an attachment of one-fourth of them; but if a pension belongs to several persons, only one-fourth of that received by the debtor may be attached.

ART. 56. The evidence necessary to prove the right to receive an annuity or a pension shall be the same as that required by the common laws for the acquisition of rights.

ART. 57. In a case in which the board of the national fund has not granted an annuity or pension the executive authority, after hearing the solicitor of the Nation, shall decide the case, with the concurrence of the ministers.

ART. 58. For the purposes of this law the services rendered for municipalities or in the Provincial administrations shall not be computed nor shall services performed in the army when they are recompensed with military retirement.

ART. 59. The executive authority may suspend the granting of new annuities and pensions for the time deemed necessary when the resources of the national fund are not sufficient to take care of them, giving immediate notice to Congress and promoting the revision of this law.

ART. 60. This law shall be effective from its promulgation and upon the executive authority issuing regulations thereunder, as soon as advisable, in order that the national fund created herein function immediately.

RAILROAD EMPLOYEES

LAW 10650 OF APRIL 30, 1919 (AS AMENDED BY LAWS NOS. 11074, 11173, AND 11308)

CHAPTER 1.—Object and beneficiaries of the law.

ARTICLE 1. There is hereby created the national fund for retirement annuities and pensions of railroad employees, which is subject to the provisions of this law.

ART. 2 (as amended by Law No. 11308, art. 1, par. a). The provisions of this law cover permanent employees and workers: Of railroads under national jurisdiction, including State railroads, with the reservation in article 52 of this law; of port and warehouse enterprises of the Republic which have railways on their property, whatever their function; of the central fruit market; of cable railway enterprises; of the fund created by this law; and the physicians, dentists, and other employees of mutual aid societies connected with the enterprises and to whose support the latter contribute or have contributed, and who render or have rendered services to the same.

The provisions of this law also cover the employees of confectioners' shops, whether the latter are carried on directly by the railway enterprises or by third parties, and the employees of the railroad information bureaus.

The board of directors of the fund shall in all cases compute the services prior to the operation of the present law, and this shall apply equally to all enterprises organized in the future, whether by the Government or by enterprises of private capital.

ART. 3. The provisions of this law do not include employees and workers who perform casual services or those of a transitory nature.

For the purposes of law a permanent employee is considered to be one who has had more than six months of continuous service in an enterprise.

CHAPTER 2.—*Management of the fund*

ART. 4 (as amended by Law No. 11308, art. 1, par. *b*). The administration of the fund created by this law shall be in charge of a board of directors, consisting of a chairman appointed by the executive authority with the consent of the Senate, four representatives of the enterprises and four of the personnel, and an equal number of alternates for both parties.

For the election of their representatives the number of votes each of the enterprises shall have shall be in proportion to the total wages and salaries it paid during the year immediately preceding.

The representatives of the personnel shall be elected by secret ballot in an assembly of delegates which shall meet in the Federal Capital. The delegates shall be elected by simple plurality and by secret ballot in district meetings in the electoral districts established in the regulations, the enterprises not being allowed to interfere in such proceedings.

The number of delegates to be elected in each district shall be in proportion to the number of members of the fund in the same, and each delegate shall have in the assembly the number of votes equal to that with which he was elected.

The executive authority shall regulate the election proceedings and the election returns in accordance with these principles and shall supervise the first election through the agency of the National Department of Labor and the general inspection bureau of the Department of Justice (*Inspeccion General de Justicia*) the direction of the later elections being in charge of the fund with the assistance of said bureau of inspection.

ART. 5 (as amended by Law No. 11308, art. 1, par. *c*). The representatives appointed as members of the board of directors of the fund shall belong to different railway enterprises.

The term of office of the representatives shall be four years, half of them being replaced every two years. The term of office of the chairman shall be for the same time, but he can be reelected. The chairman and directors shall receive the salaries fixed by the budget of the fund, which can not be added to the wages or salary which at the present time a representative receives.

Increases in salaries can not be taken advantage of by the members of the board of directors authorizing them. Enterprises shall reserve for the representatives elected by the personnel the positions held by them at the time of their election. These representatives shall be considered under the law as employees of the fund during the time they serve as representatives. Members of the board of directors must be citizens of Argentina and at least 25 years of age. Minors under 18 years of age and employees with less than 2 years' continuous service can not be electors.

ART. 6. The chairman shall have a voice and a vote in the deliberations of the board of directors, his vote prevailing in case of a tie. He executes the decisions of the board of directors and is its legal representative. The employees of the fund shall be under his immediate orders, but their appointment and dismissal shall be by the board of directors.

ART. 7. In the absence of the chairman of the fund for retirement annuities and pensions of railroad employees, the board of directors shall be presided over by the chairman of the fund for civil retirement annuities and pensions.

ART. 8 (as amended by Law No. 11308, art. 1, par. *d*). The board of directors shall be governed by rules and regulations of its own making, and it shall fix annually its budget of expenditures, which shall not exceed 3 per cent of the receipts from contributions and interest, and that of the sum of the retirement annuities and pensions which must be paid during the year from the resources of the fund, which it shall submit to the executive authority for approval. When the calculated resources are not sufficient to cover the total amount of the retirement annuities and pensions which must be paid during

the year, the Government shall contribute the difference. The National General Accounting Office shall audit all the operations of the fund.

CHAPTER 3.—*Resources of the fund*

ART. 9 (as amended by Law No. 11308, art. 1, par. *f*). The resources of the fund shall be composed of the following allotments:

1. The contributions of the personnel collected under Law No. 9653 prior to the promulgation of this law.

2. The compulsory deduction of 5 per cent of the wages of persons covered by article 2, whenever they do not exceed 1,000 pesos monthly; in case they do, the deduction shall be made only on this last amount.

3. The amount of the first month's salary, payable in 24 successive monthly installments, of a new employee of a railway enterprise, or one who is re-employed by it, whenever he has not suffered such deduction under this law or any other with a similar provision.

4. The difference in the first month's wages when the employee or worker is promoted to a better paying position or receives an increase of wages.

5. The monthly sum which the railway and other enterprises coming under the provisions of this law shall give as their sole contribution, equivalent to 8 per cent of the salaries and wages of all the employees and workers, whenever they do not exceed 1,000 pesos monthly (national currency); in case they do, the contribution shall be paid only on this last amount.

Enterprises shall also make the contribution referred to in this clause for workers engaged by contractors. The contribution for the personnel of the fund shall be charged to the same.

With the surplus at the present time accumulated and that which in the future may arise as the result of an increase in rates authorized by the executive authority under article 59, after the enterprises have paid the contribution mentioned in the first clause of paragraph 5 above.

ART. 10 (as amended by Law No. 11173, art. 1). Railway enterprises whose personnel come under the benefits of this law are required to make the deductions referred to in paragraphs 2, 3, and 4 of the preceding article and those required by the loans service authorized in articles 12 and 13 of this law and the life insurance specified in article 12, from the wages of their personnel and to deposit them each month, together with the contributions fixed by paragraph 5 of article 9, in cash in the Bank of the Argentine Nation to the order of the fund, within the first 10 days after the end of each month, without deducting any amount for any purpose.

ART. 11. The funds and contributions obtained under this law shall be the exclusive property of the persons covered by its provisions, and from them shall be paid the retirement annuities and pensions hereafter granted under said law.

In no case shall they be used for other purposes under the personal liability of the members of the board of directors, their property being subject to judicial action therefor.

ART. 12 (as amended by Law No. 11173, art. 1). All the resources of the fund, except the sums fixed by the board of directors as necessary for current expenses, shall be deposited in a special account in the Bank of the Argentine Nation. Such resources shall be invested, after resolution of the board of directors in each case, in national income securities or those whose payment is guaranteed by the Nation, in such a manner that they will produce the highest possible interest and the most frequent capitalization. Up to 40 per cent of such resources can be invested in cash-mortgage loans, of not over 20,000 pesos (national currency), to employees and workers covered by this law who have had at least 10 years' service, bearing interest not exceeding 1 per cent above the rate for national income securities, and combined with term life insurance for the decreasing amount owed. The fund is authorized to organize a special section for the purpose of drawing up such insurance.

ART. 13 (as amended by Law No. 11173, art. 1). These mortgage loans shall be governed by Laws Nos. 8172 and 10676, in the conditions for those authorized by article 2, paragraph 2, letter H, except in the following points:

(a) The fund can make loans up to the total value of the property when that value does not exceed 6,000 pesos (national currency), up to 90 per cent when it is 10,000 pesos (national currency) as a maximum, and of 80 per cent when it exceeds that amount.

(b) The fund can establish differences in the rate of interest, in the amount, and in the term of the loans, up to a maximum of 30 years, in accordance with

scales fixed in proportion to the taxable value of the properties and the amount of the wages, favoring the development of small homes.

(c) The loans service can not be increased more than 5 per cent for expenses of administration and execution of deeds.

(d) In the case of death of the employee indebted for the loan, the fund shall apply the amount of the life insurance to the cancellation of the loan, interest, and pending expenses.

(e) In case of the retirement of the employee, the fund shall retain monthly out of his amount the monthly sum for the loan service and insurance premium.

ART. 14 (as amended by Law No. 11173, art. 1). The property coming under this law and also the houses which are the object of the loans specified can not be attached during the life of the borrower or his wife or minor children. They can not be transferred, encumbered, rented, or ceded without consent of the board of directors, until the loan is canceled.

ART. 15 (as amended by Law No. 11173, art. 1). The property encumbered by mortgage obligations under this law can be attached only under the conditions and requirements set forth in laws Nos. 8172 and 10676.

CHAPTER 4.—*Retirement annuities*

ART. 15. The employees and workers referred to in article 2 who have contributed to the resources of the fund the deductions provided for in article 9, barring any exceptions determined hereafter, shall be entitled to the retirement annuities granted them by this law.

ART. 16. The retirement annuity granted by this law is: 1. Ordinary; 2. For disability; 3. For voluntary retirement.

ART. 17 (as amended by Law No. 11308, art. 1, par. *g*). The amount of the ordinary retirement annuity shall be calculated on the basis of the average wages received during the last five years of service and subject to the following scale:

1. Average wages up to 120 pesos, the amount of the average wages.
2. Average wages between 120 and 300 pesos, 120 pesos, and in addition 80 per cent of the difference between 120 pesos and the average.
3. Average wages between 300 and 1,000 pesos, 264 pesos and in addition 70 per cent of the difference between 300 pesos and the average.

The rental value of the dwellings which enterprises furnish to certain employees or workers, or in place thereof the extra pay given them for that purpose, shall be considered an integral part of the wages or salary, for the purposes of the deductions and the retirement annuity.

ART. 18. The ordinary retirement annuity, within the conditions established in the foregoing article, is: 1. Total: For the employee or worker who, having rendered at least 30 years' service, is 50 years of age; 2. Reduced by 25 per cent: For the employee or worker who, having rendered at least 30 years' service, is over 45 and under 50 years of age and wishes to retire.

ART. 19 (as amended by Law No. 11308, art. 1, par. *n*). The amount of retirement annuity for disability shall be calculated on the basis of the average wages received during the last five years' service and subject to the scale of the ordinary retirement annuity, at the rate of 10 per cent of the amount of said retirement annuity for each year of service up to the maximum.

ART. 20 (as amended by Law No. 11308, art. 1, par. *i*). The retirement annuity for disability, within the conditions established in the preceding article shall be granted: 1. To the employee or worker who, after five years' service, is declared physically or mentally unable to continue in his employment or in any other, suitable to his usual activity or his proved training; 2. To the employee or worker who, whatever his length of service, is permanently incapacitated in the line of duty and from a cause clearly and solely arising out of the service.

ART. 21 (as amended by Law No. 11308, art 1, par. *j*). In no case shall a retirement annuity for disability be granted to one who applies therefore after six months from leaving the service of the railway enterprises, except in case of physical or mental inability so to do.

ART. 22. The retirement annuity for voluntary retirement may be granted the employee or worker who, being in the service more than 10 years and over 50 years of age, does not have the number of years' service required by article 18.

This retirement annuity shall be calculated at the rate of 2 per cent of the ordinary retirement annuity for each year of service.

ART. 23. Employees or workers who become 50 years of age before they have had 10 years' service and who wish to retire shall have a right to compensation equal to the sums contributed by them to the resources of the fund, with interest at the rate of 5 per cent, compounded annually. In no case shall interest be calculated after the date of retirement.

ART. 24 (as amended by Law No. 11308, art. 2). Employees or workers who are dismissed because their services are not needed or for reasons of economy shall have a right to compensation equal to that fixed in the preceding article, without interest.

When in such case the employee or worker chooses to renounce the compensation and later reenters the railway service, he shall have the right for the purposes of this law to have the services rendered previous to discharge computed.

Employees and workers covered by Law No. 9653 who have been discharged because their services were not needed or because of reasons of economy and whose contributions to the fund were withdrawn prior to the ratification of this law can receive the benefits of the same whenever they comply with the conditions for obtaining the retirement annuity within the railway service and after return at one time of the sums previously withdrawn.

Workers who have been dismissed because of strike agitation can not be deprived of their right to the return of their contributions or to retirement annuities.

ART. 25. The rights granted by the two preceding articles will be forfeited by those who have not expressly asserted them within a period of three years from the date of their retirement or discharge from the service.

The rights granted by the last paragraph of the preceding article shall be forfeited by them two years after the promulgation of this law.

ART. 26. For the purposes of the retirement annuity there shall be taken into account only the actual services, even though not continuous, during the number of years required.

When the remuneration for work has been totally or partially by day wages, one year of service shall be computed for every 250 days of actual work, and if it has been by the hour, the number of hours shall be divided by eight to establish the number of days of actual work.

ART. 27. In the total period of seniority any fraction which exceeds six months shall be computed as one entire year.

ART. 28 (as amended by Law No. 11308, art. 1, par. *k*). The retirement annuities for disability shall be final when the disability is of that character. In other cases the beneficiaries shall be subject to any revisions which in the number of two annually as a maximum the board of directors of the fund may order within the five years following the granting of the annuities, after which date they shall be considered as final.

ART. 29. No retirement annuity for disability shall be granted without a previous report from the National Department of Health, or the physician or physicians designated for the purpose by the board of directors, with respect to the causes of the alleged physical or mental disability. Aside from this, the board of directors shall order any investigations it may deem necessary.

ART. 30. Only those receiving the ordinary retirement annuity can return to the railway service. In such case the retirant shall cease to receive the retirement annuity and receive only the wages in the new position. On abandoning the latter, he shall again receive the retirement annuity without being able to make any demand for an increase therein. Therefore, as to the new position, the contributions provided for in article 9 shall not be demanded of him.

ART. 31. A party retired for disability whose services are utilized in some other employment is excepted from the provision in the foregoing article; in such case he shall receive, besides the wages, that fraction of the retirement annuity for disability granted by the board of directors which corresponds to the diminution suffered in his capacity for work. When the years of service necessary for obtaining the ordinary retirement annuity are reached, he shall be granted a final retirement annuity equal to the amount of the ordinary annuity corresponding to the wages of the new employment, besides the fraction of the retirement annuity for disability which he has received.

ART. 32 (as amended by Law No. 11308, art. 1, par. *l*). Retirement annuities, pensions, return of contributions, and other benefits accorded by this law shall be granted by the board of directors of the fund, to which application must be made.

Retirement annuities, when granted, shall be paid from the day on which the interested party leaves the service. In case of dissent by the interested party, the decision of the board of directors shall be appealable by the same within 90 days after official notification thereof, in order that the Federal chamber (*Camara Federal*) of the capital, hearing the appellant and the representative of the fund, may render a decision, without further recourse, based on certified copies of the administrative papers and any other data which it may request for its better information.

ART. 33. Employees or workers having no family to support who have complied with the conditions entitling them to the right to retirement annuities, and who before receiving them were dismissed because of incompetency or excessive use of alcoholic beverages during the performance of their duties, or were convicted of a crime carrying a prison or penitentiary penalty, shall not be granted an annuity, but the amount of the deductions from their wages shall be returned to them, provided there is no occasion for applying it to civil indemnification for the damage done.

In case there is a family to support, the amount of the deductions from his wages shall not be returned to the convicted party, but the persons having a right to them under this law shall receive the pension corresponding to the retirement annuity forfeited.

In each case in which circumstances of dereliction are alleged, they must be proved in the proceedings before the board of directors of the fund, in accordance with the regulations which the executive authority shall issue for the purpose.

ART. 34. The right to apply for the retirement annuity expires five years after the date of leaving the service.

ART. 35 (as amended by Law No. 11308, art. 1, par. *m.*) The retirement annuity is for life and the right to receive it is lost only for the causes expressed in this law. The annuitant shall forfeit all right to the retirement annuity if he locates in a foreign country, without obtaining previous authorization from the national executive authority.

ART. 36. Commutation or pardon shall not restore rights lost as a consequence of the provisions of this law.

ART. 37. One having a criminal action pending against him can not claim his retirement annuity, when the charge in the case involves a prison or penitentiary penalty or a crime against property.

CHAPTER 5.—Pensions

ART. 38 (as amended by Law No. 11074, art. 1, par. *b*). In cases in which under this law there exists a right to a retirement annuity and the death of the employee or worker occurs, the following shall have the right to apply for a pension in the proportion and on the conditions specified in this chapter: The widow, the invalid widower, the children, or in their absence the parents, and in case there are none of the latter, the unmarried sisters of the deceased up to the age of 22 years, and those older if they are unable to work.

If the deceased had received his retirement annuity, the persons enumerated in the preceding paragraph shall have a right to pension under the conditions specified in the following articles without other formality than that of proving their identity, showing the existence of the retirement annuity under this law, and observing the requirements thereof.

In like manner the aforementioned persons shall have a right to pension if the deceased died in the exercise of his duty and had been in the service over 10 years.

For the purposes of article 40, it shall be understood that the retirement annuity to which the deceased would have had a right is the retirement annuity for disability.

ART. 39. The pension for the persons mentioned in the foregoing article shall be effective from the day of the death of the deceased and shall be granted in the following manner and order: (1) To the widow or widower incapacitated for work concurrently with the children; (2) to the children only; (3) to the widow concurrently with the parents of deceased, whenever the latter were entirely dependent on the former; (4) to the parents in the circumstances expressed in the preceding clause; (5) to the unmarried sisters of the deceased who were dependent on him.

Natural children recognized or declared to be such by judicial decree shall receive that part of the pension to which they have a right under civil law.

ART. 40 (as amended by Law No. 11308, art. 1, par. *n*). The amount of the pension shall be equivalent to 50 per cent of the full retirement annuity which the deceased was receiving or had a right to receive; the minimum pension corresponding to an ordinary retirement annuity or a disability annuity shall be 100 pesos. Half of the pension shall go to the widow if she shares concurrently with the children or the parents of the deceased; the other half shall be distributed "per capita" among the latter. When there are no parents or children, the entire pension shall go to the widow.

In the cases specified in clauses 1 and 2 of article 39, if the right to the pension of some of the persons mentioned in them is extinguished, their part shall accrue successively to the children or surviving spouse coming under the benefits of this law.

ART. 41. If the wife of the employee, left a widow, has been divorced for her fault or has been actually separated without desire to be reconciled, she shall have no right to pension, and the latter shall pass to the persons who under this law have a right thereto.

ART. 42. If on the death of the employee there survive orphan children of different marriages, the pension shall be distributed in the proportion corresponding to the same and shall be paid to their respective legal representatives.

ART. 43. The pension is for life, and the right to receive it is lost only for the causes fixed in this law for the loss of the retirement annuity.

ART. 44. Two or more pensions or retirement annuities shall not be paid to the same person. The party concerned must choose the one which suits him, and after the choice is made the right to the other is extinguished.

ART. 45 (as amended by Law No. 11308, art. 1, par. *o*). Retirement annuities and pensions shall be granted by the board of directors of the fund, to which application therefor must be made, accompanied by the necessary proof that the applicant comes within the terms of this law.

The record of the proceedings shall be made on ordinary paper and the board of directors shall definitely grant or reject the petition, its decisions being appealable, as provided by article 32.

The administration of the fund can appoint agents in the most important railway centers: (a) In all the proceedings initiated by interested parties whose domicile is within the district fixed for each of the agencies, to receive petitions, to conduct the proceedings up to the time of the decision by the board of directors, and to publish the decisions of the latter; (b) to give orally or in writing all the data solicited for the purposes of the proceedings or the recognition of the rights granted by the retirement laws.

ART. 46. The persons enumerated in article 38 shall have a right to compensation equal to 5 per cent of the sums received as wages by the deceased employee or worker who left no right to a pension.

ART. 47 (amended by Law No. 11308, art. 1, par. *p*). The right to the pension is extinguished: (1) For the widow and widower or mother, when he or she marries again; (2) for the sons, when they become 18 years of age, except in case of physical disability for work; (3) for the single daughters or sisters, when they marry; (4) in general, for dissolute life or vagrancy, or for locating in a foreign country without previous permission of Congress.

CHAPTER 6.—*Special provisions*

ART. 48. Employees or workers having a right to retirement annuity, but who, on account of having rendered services previous to the date on which the compulsory deductions referred to in paragraph 1, article 9, of this law were ordered, or for any other reason, have not contributed to the resources of the fund 5 per cent of all the wages received during the number of years specified in order to be entitled to receive their benefits, shall suffer a deduction of 10 per cent in their retirement annuities until there is returned to the resources of the fund a sum equal to 5 per cent of the wages received.

For this purpose the board of directors, on granting the retirement annuities, shall state the amount owed, and shall proceed the same with pensions.

ART. 49 (as amended by Law No. 11074, art. 1, par. *d*). Employees and workers who, prior to the operation of this law and after January 1, 1913, have been dismissed for causes not specified in this law shall have a right to the benefits which it grants, with a 10 per cent deduction.

On the same conditions the persons referred to in article 38 can obtain a pension, as well as when the employee entitled to an annuity died after January 1, 1913, and before promulgation of this law.

This provision includes the case of a pension granted on account of the death, while in the performance of his work, of an employee entitled to an annuity.

ARTS. 50 and 51 (as amended by Law No. 11308, art. 1, par. *g*). The national fund for retirement annuities and pensions for railway employees shall compute the services rendered in other services whenever they have been recognized by the respective funds. The other funds shall compute the railway services and in the retirement annuities and pensions granted for mixed services, each fund shall contribute the corresponding proportional part.

For the purposes of this article the fund shall grant the retirement annuity or pension in accordance with its law, and the other funds shall reimburse said proportional parts. In all cases the computation shall be made without deduction of time.

ART. 52 (as amended by Law No. 11308, art. 1, par. *r*). Federal employees and workers subject to the system of Law No. 4349, who are included under the provisions of Law No. 10650, and who at the time of ratification of the latter law were rendering service, shall be considered to choose the benefits of the latter if within a period of six months they do not expressly declare in writing before the general railway administration their choice of the former. The railway administration referred to shall proceed within three months following the expiration of the period fixed by the preceding article [sentence]:

1. To send to the fund for [civil] retirement annuities and to the railway fund a list of the employees or workers who are subject to the one or the other system.

2. To deposit to the order of the fund for retirement annuities and pensions of railroad employees the amount for the employees and workers put under the system of Law No. 10650, specified in article 9, paragraph 5, of the same.

The national fund for civil retirement annuities and pensions shall transfer to the railway fund within 90 days from the communication specified in paragraph 1 of this article the contributions of the personnel which under said paragraph 1 is subject to the system of the latter.

ART. 53. Retirement annuities and pensions may not be attached and are inalienable. Any sale, cession, or setting up of rights which becomes a charge thereon and which impedes the free disposal of the same by the holder of the title shall be null.

ART. 54. Railway enterprises shall be required to furnish the board of directors of the fund all the information it may request concerning the personnel and to permit any verification it may deem necessary, under warning and penalty of a fine varying from 500 to 2,000 pesos.

ART. 55. Railway enterprises which do not deposit, in the time and manner provided by article 10 of this law, the sums required of them by this law, after notice by the chairman of the board of directors of the fund, shall incur a fine of 1,000 pesos for each day of delay up to the amount of the deposit, with 7 per cent interest from the first day of delay.

The chairman of the board of directors shall have sufficient authority to institute before the executive authority or the courts of justice, by means of writ of execution, the proper actions to make effective the obligations and penalties of this law.

The resolutions of the board of directors entered in the book of minutes and approved constitute a public document.

ART. 56. The benefits and obligations of this law may be extended to employees and workers of railway enterprises under Provincial jurisdiction whose representatives request it through their local governments, whenever the enterprises, the employees, and said governments make the contributions and comply with the conditions fixed in this law.

ART. 57. The board of directors of the fund shall issue regulations under this law and shall submit such regulations to the executive authority for approval.

ART. 58. The granting of benefits under this law shall commence three months after its promulgation.

ART. 59 (as amended by Law No. 11308, art. 1, par. *s*.) For the purposes of the contribution by enterprises, the latter are authorized to increase their rates in the proportion necessary to meet their contributions, opening a special account, the movement of which they shall annually report to the general railway administration, which shall examine and adjust it for the purposes of article 53 of this law.

Railway enterprises not governed by articles 8 and 9 of Law No. 5315 and having a different system of rates from that established in said law, may also

increase them up to the limit authorized by the same, thus subjecting themselves to the provisions of the articles mentioned.

At the end of each fiscal year the surplus in the special account shall be turned over to the fund to form part of the resources of the same, according to the provisions in article 9.

ART. 60. The fund shall make a census of the employees covered by this law and a mathematical study on actuarial bases within the first three years of its functioning, the results of which it shall report to the executive authority, proposing any modifications it may deem necessary.

ART. 61. All provisions of other laws contrary to those of this law are revoked.

ART. 62 (as amended by Law No. 11308, art. 3). The first election of the directors under this law shall take place not later than three months after its ratification, the term of office of all the members of the present board of directors terminating for this reason.

ART. 63 (as amended by Law No. 11308, art. 4). Retirement annuities and pensions decreed before the date of promulgation of this law shall be liquidated hereafter in accordance with the modifications established herein.

ART. 64 (as amended by Law No. 11308, art. 5). The board of directors of the fund is authorized to invest up to 1,000,000 pesos (national currency) in the acquisition of a site and construction of a building in the Federal capital.

REGULATORY DECREE OF AUGUST 16, 1919

ARTICLE 1. In accordance with the provisions of article 58 of Law No. 10650 the board of directors of the national fund for retirement annuities and pensions of railroad employees shall initiate the operations of the same as from the fifteenth day of August, 1919.

ART. 2. By virtue of the provision of article 2, paragraph 1, of the law, it is declared that the personnel of the ports of the Republic who are included in the benefits of the same are those who perform permanent functions inherent in the work of railroad transportation, even when the enterprises providing such services are not of that class nor recognized officially.

ART. 3. For the purposes of article 2 of the law, railroad enterprises shall, within the period of 30 days from the date of this decree, send to the fund a list of the personnel affected by the same, including those covered by paragraph 2 of said article, with the salary of each employee and all other data and particulars relating thereto which they possess. They shall also communicate monthly all the changes therein.

Employees and workers included under the law shall also send, within the same period as that fixed for the enterprises, all the data required to fill out the personal filing card for each, specifying the age, class, nationality, date of entering the service, occupation, etc.

ART. 4. For the purposes of article 3 of the law, there shall be considered as permanent all employees and workers who render services on the railroads, in the ports, etc., to which the same refers, with the following exceptions:

1. Employees and workers who render services for a period less than six months;

2. Those who, even when they render services for a longer period than that mentioned in the preceding paragraph, have done so because of the necessity for such work through extraordinary or transitory circumstances, obliging the enterprises eventually to increase the personnel.

In the case of paragraph 2, the enterprise must make known to the employee or worker that the work which is to be done is merely temporary, and, if possible, the length of time it will take, reporting also to the fund, in writing, the number of employees and workers, giving the full name and occupation of each.

ART. 5. In case the office of a director is vacant, the board of directors shall notify the executive authority and the respective organizations, to the end that the office may be filled.

In the cases specified in this article the railroad enterprises and the railroad employees and workers' associations having legal capacity shall report to the Ministry of Public Works, within the period of 10 days from the date on which the board of directors has given notice of the vacancy, the name of the person or persons designated to fill such vacancy or vacancies.

ART. 6. The quorum required for the transaction of business shall be five²⁸ members and the chairman or their alternates.

The board of directors shall appoint annually one of its members to act in cases of accidental absence of the chairman as an alternate and to attend to the daily business of the administration of the fund.

ART. 7. In compliance with article 8 of the law the board of directors shall, before the fifteenth of December of each year, submit to the executive authority for approval its budget of expenditures and estimate of the amount of the retirement annuities and pensions that must be satisfied during the following year.

ART. 8. The funds accumulated under Law No. 9653 shall be transferred to the account of the national fund of retirement annuities and pensions of railroad employees created by Law No. 10650.

ART. 9. The enterprises referred to in the first paragraph of article 2 of the law shall deposit the deductions which they are required by said law to make, in the wages and salaries of their employees and workers, as well as their own contribution to the resources of the fund.

ART. 10. For the purposes of the law, by "wages" shall be understood the monthly stipend which the employee or worker receives under the budget, excluding all other sums or things.

When the payment for the work has been entirely or partially by the day, by "monthly wages," for the purposes of the deduction of 5 and 8 per cent, shall be understood the amount corresponding to 25 days of actual work, and if it was by the hour or by the job, it shall be calculated on 200 hours divided by 8 to establish the number of actual days' work.

ART. 11. Employers and workers who go from one enterprise to another to work, or from one branch of the national administration to one of the enterprises included under the law, or vice versa, shall be exempt from the deductions specified in article 9, section 3, provided they have suffered the deduction fixed for a similar purpose.

In the opposite case they shall suffer the deduction provided by Law No. 10650.

ART. 12. The permanent personnel of the enterprises which during the operation of Law No. 9653 have not suffered the deduction provided for in the same, whatever the cause may have been, must pay them into the resources of the fund in the manner and under the conditions which the board of directors may direct.

For the purposes of this article, the enterprises shall send to the board of directors of the national fund of retirement annuities and pensions of railroad employees, within the period of 30 days from the date of notice of this decree, a complete list of the employees and workers who have failed to comply with the obligations specified in Law No. 9653, giving the full name of each one and the wages they have earned from the operation of said law up to April 30, 1919.

ART. 13. From June 1, 1920, the enterprises, in accordance with article 10 of the law, shall deposit in the Bank of the Argentine Nation, to the order of the national fund of retirement annuities and pensions of railroad employees, the sums to which the sixth paragraph of article 9 of said law refers, sending to the board of directors the corresponding certificate of deposit with an account sheet showing the origin of the sums to which it refers.

Any sum deposited on account of the provision of the sixth paragraph of article 9 of the law and which an enterprise was obliged to return by judicial decree will be reimbursed by the fund to such enterprise.

ART. 14. The Railroad Administration of the State shall transfer to the fund of retirement annuities and pensions of railroad employees before the 30th of August of the current year the amounts of 5 and 8 per cent of the salaries and wages for the months of May, June, and July of this year of their employees and workers who choose the benefits of Law No. 10650 under article 52 of the same.

Hereafter, it shall deposit, with the other enterprises, the 5 and 8 per cent of the salaries and wages of said employees and workers within the first 10 days of each month.

In similar fashion the executive authority shall dispose of the amounts equivalent to 8 and 5 per cent of the salaries and wages of the employees and workers of the national divisions who choose the benefits of Law No. 10650.

ART. 15. In the case provided for in article 56 of the law which is here regulated, the amounts which the workers and the employees, as well as the

²⁸ Changed from 4 to 5 by decree of October 1, 1925.

enterprises or governments for whom they work, must make in accordance with the provision of article 9 will be liquidated from the date of the promulgation of such law.

ART. 16. In fixing the amount of the retirement annuity that corresponds to a wage between 100 and 300 pesos (national currency) there shall be added to the fixed amount of 95 pesos (national currency) 80 per cent of the difference between such wage and the minimum of 100 pesos established in article 17, paragraph 2, of the law.¹⁹

The amount of the annuity for a wage between 300 and 1,000 pesos (national currency) shall be determined by adding to the fixed sum of 255 pesos (national currency) 70 per cent of the difference between such wage and the minimum of 300 pesos (national currency) established by article 17, paragraph 3, of the law.¹⁹

ART. 17. For the purposes of the proofs referred to in article 37 of the law, the executive authority shall request, through the Ministry of Justice, of the proper judicial authorities of the Federal Capital and the National Territories that they give notice to the board of directors of the fund of the result of each charge or accusation that is presented or renewed against the employees or workers included under this law, as well as of the proceedings against them growing out of the charge or accusation.

A similar request will be made, through the Ministry of the Interior, of the governors of the Provinces.

Without prejudice to the above, the board of directors shall request in each case all the proofs or evidence they deem desirable.

PUBLIC-SERVICE EMPLOYEES AND WORKMEN

LAW NO. 11110 OF FEBRUARY 11, 1921

CHAPTER 1.—*Object and beneficiaries of the law*

ARTICLE 1. There is hereby created the national fund for retirement annuities, pensions and grants of the permanent personnel of private street-car, telephone, telegraph, gas, electricity, and radio-telegraph enterprises organized under the authority of the National Government or the municipal authority of the Federal capital, even when such enterprises, because of their nature, extend beyond the boundaries of the municipality.

The permanent personnel of agencies or branches of these enterprises, even though for the time being not performing services in common with them and in whatever part of the Nation the work is being performed, is covered by the provisions of this law.

ART. 2. The benefits and obligations specified in this law may also be extended to the employees and workmen of enterprises in Provincial jurisdictions which are of the same nature as those referred to in article 1, and also waterworks and sanitary services whose representatives make application therefor through their governments, provided such enterprises, their employees and workmen, and the said governments make the payments and comply with the conditions fixed in this law; but none of the benefits provided hereby shall be granted them until three years after this becomes effective.

ART. 3. The provisions of this law cover all permanent employees and workmen of the enterprises referred to in the preceding articles; those who belonged to the permanent personnel of the same but were dismissed after the 25th of September, 1918, for reasons other than those enumerated in article 28; the doctors and employees of recognized aid societies connected with the enterprises; those of the fund organized by this law; and all the persons referred to in article 32 who are related to permanent employees and workmen who died subsequent to the date mentioned.

For the purposes of this law, those who have served more than six consecutive months in an enterprise are regarded as permanent employees or workmen, in addition to those whose occupation has such character.

Employees and workmen who perform services which are casual or of a transitory nature are not covered by the provisions of this law.

¹⁹ The provisions of article 17 of the original law have since been amended (see p. 77).

ART. 4. For the purposes of this law, the seniority of each employee and workman is to be reckoned from the day when he began work in any of the services included therein.

Those who have worked for companies now merged with or acquired by any of the existing companies or their predecessors are to be accorded seniority from the day when they began work for the first enterprise.

ART. 5. In the computation of years of service there shall be taken into account the actual length of service, even if not continuous, of employees and workmen, no matter in what form they received their salary or in which of the enterprises referred to in article 1 of this law or which may come under its provisions in accordance with article 2 they rendered their services, and also the services rendered by said employees and workmen in the branches of the National Government, the municipal government of the Federal capital, or the railway enterprises set forth in article 54, but when the employee or workman has rendered service in two or more enterprises at the same time, only the services rendered in one of them may be counted.

In the total length of service any fraction of a year in excess of six months shall be computed as an entire year.

CHAPTER 2.—*Resources of the fund.*

ART. 6. The capital of the fund, from the date of promulgation of this law, shall be composed of—

(a) The amount of the compulsory deduction of 5 per cent of the wages of the persons covered by article 8, provided such wages do not exceed 1,000 pesos per month; in case they do, the deductions shall be made only on this sum.

(b) The amount of one month's wages, payable in 36 consecutive monthly installments, of each of the permanent employees and workmen now in the service.

(c) The amount of the first month's wages of each employee or workman who becomes permanent, which shall also be paid in 36 monthly installments.

(d) The difference in the first month's wages after an employee or workman is promoted to a better paid position or receives an increase in salary.

(e) The resources arising from article 51.

(f) A monthly contribution from the enterprises equal to 8 per cent of the salaries and wages of all the permanent employees and workmen, provided such pay does not exceed 1,000 pesos per month; in case it does, the contribution shall be paid only on this amount.

(g) The amount of the funds, plus interest, which prior to the promulgation of this law the enterprises have had to contribute toward the retirement of their personnel under their concession contracts, or by virtue of municipal ordinances or National or Provincial laws.

(h) The amount of those fines incurred by the enterprises whose use is not otherwise prescribed by law or contract.

(i) The interest and profit arising from the investment of the capital of the fund.

(j) Any donations and legacies left to said fund.

(k) The contribution of the Nation, the amount and form of which shall be determined as soon as the census referred to in article 59 is taken, and the fund's report required by the same article is received.

ART. 7. The funds and contributions obtained under this law shall be the exclusive property of the persons covered by its provisions, and all retirement annuities, pensions, and grants hereafter made under said law, as well as the expenses arising from the administration of the fund, shall be paid out of said funds and contributions.

In no case shall they be disposed of for other purposes, and the members of the board of directors shall be personally liable for any violation of this provision, this liability being judicially extended to their property.

ART. 8. All the resources of the fund, except the sums fixed by the board of directors as necessary for current payments, shall be deposited in a special account in the Bank of the Argentine Nation.

ART. 9. Without prejudice to the direction of the preceding article, the resources of the fund, after deduction of the sums necessary for current payments, shall, on resolution of the board of directors in each case, be invested in Government income securities or any such securities whose payment is

guaranteed by the Government, in such a way as to produce the highest possible interest and the most frequent capitalization.

Whenever the board of directors deems it expedient, as much as 50 per cent of the capitalized funds may be invested in loans to employees and workmen covered by this law who have more than 10 years' service to their credit, such loans to be secured by first mortgage and to be employed exclusively in the construction or purchase of houses for use as dwellings by their owners. Such a loan, however, may not exceed the sum of 10,000 pesos, and shall be in proportion to the wages of the employee or workman, said wages being at least equal to three times the installment to be paid monthly on account of amortization and interest. These loans shall bear interest at a rate not exceeding 7 per cent and shall be repaid by cumulative amortizations within a period not exceeding 15 years, advance payments for partial or total cancellation being permissible at any time, in accordance with tables to be specified in the regulation of the law. Said loans may be combined with ordinary life insurance.

Loans of money may also be made to employees or workmen with more than five years' service, up to an amount not exceeding three months' wages of the employee or workman, and repayable in 12 monthly installments, provided his personal contributions to the fund equal the amount of the loan. All rights under this law are dependent on the fulfillment of any obligations which the employee or workman has contracted under this article.

ART. 10. The enterprises to which this law refers are required to make the deductions mentioned in paragraphs (a), (b), and (c) of article 6 from the wages of the permanent personnel of their respective branches and to deposit them in cash in the Bank of the Argentine Nation to the credit of the fund within 30 days after the end of each month, without deducting any amount whatever on any account.

ART. 11. The sums to be contributed by enterprises under paragraph (f) of article 6 of this law shall be deposited at the time and in the manner established in article 10 for the deposit of the deductions. The sums referred to in paragraph (g) of article 6 shall be deposited by the enterprises in the same manner within 30 days after the promulgation of this law.

ART. 12. Any enterprises failing to comply with the provisions of the preceding articles, after notice which, for the purpose of such compliance, shall be sent them by the chairman of the board of directors of the fund, shall incur a fine of 200 pesos per day; said chairman shall have authority to institute before the executive authority or the courts of justice the proper executive actions.

CHAPTER 3.—*Retirement annuities*

ART. 13. The retirement annuity granted by this law is either: 1. Ordinary; 2. for voluntary retirement; 3. for disability.

ART. 14. Ordinary retirement annuities shall be granted to employees or workmen in the following circumstances: (1) Total—to any employee or workman who, having served at least 30 years, has attained the age of 50 years; (2) reduced by 5 per cent for each year of age which he lacks of 50; to any employee or workman who, having served at least 30 years, is more than 45 years of age and applies for retirement.

ART. 15. The amount of the ordinary retirement annuity shall be calculated on the basis of the average wages during the last five years' service and in accordance with the following scale: (1) Wages not exceeding 100 pesos (national currency), 95 per cent; (2) wages between 100 and 300 pesos (national currency), 95 pesos plus 80 per cent of the difference between 100 and 300 pesos (national currency); (3) wages between 300 and 1,000 pesos (national currency), 255 pesos plus 70 per cent of the difference between 300 and 1,000 pesos (national currency).

ART. 16. The voluntary retirement annuity may be granted the employee or workman who, having had more than 10 years' service and being more than 50 years of age, does not have the number of years of service required by article 14.

This annuity shall be calculated at the rate of 2 per cent of the ordinary retirement annuity for each year of service.

ART. 17. Those employees or workmen who, having less than 10 years' service, reach the age of 50 years and desire to be retired shall be entitled to compensation equal to the sums contributed by them to the resources of the fund, plus

interest at the rate of 5 per cent per annum compounded annually. In no case may this interest be calculated after the date of retirement.

ART. 18. Any employees or workmen dismissed because of their services not being required or for reasons of economy, or for reasons other than those referred to in article 23, and those obliged by the rules of the enterprises to leave the service on account of getting married, provided they are not entitled by this law to a larger benefit, shall be granted:

1. To those with less than 10 years' service, 5 per cent of the sums received by them on account of wages or for remuneration of their work, plus interest at the rate of 5 per cent per annum, compounded annually.

2. To those having 10 years' service or more, but less than 20 years, one month's pay for each year of service.

3. To anyone having more than 20 years' service, a retirement annuity equal to 2 per cent of the ordinary retirement annuity for each year.

ART. 19. Employees or workmen covered by the preceding article who later reenter the service of the enterprises shall be entitled by this law to credit for the years of service rendered prior to their retirement, provided they have waived the benefits of said article or return to the fund in a lump sum the amounts received from the same by reason of their retirement.

ART. 20. The amount of the retirement annuity for disability shall be calculated at the rate of 5 per cent of the amount of the ordinary retirement annuity for each year of service up to its maximum.

ART. 21. The retirement annuity for disability, within the conditions set forth in the preceding article, shall be granted to:

1. Any employee or workman who, after 10 years' service is declared physically or mentally incapacitated for the further performance of his duties or any others suitable to his usual activity or proved training.

2. Any employee or workman who, whatever his length of service, becomes permanently incapacitated in the line of duty, from any cause clearly and solely arising out of the service.

ART. 22. In no case shall a retirement annuity for disability be granted to anyone applying therefor after six months from the date of leaving the employ of the enterprise, except in case of force majeure, or mental or physical inability to take such action.

ART. 23. Retirement annuities for disability shall be granted provisionally, and the beneficiaries shall remain subject to any revisions, though not more than two per year, which the board of directors of the fund may impose during the first five years after the granting of such annuity; after this date such an annuity shall be considered final.

ART. 24. No retirement annuity for disability shall be granted without a previous report from the National Department of Health, or from the doctor or doctors designated for the purpose by the board of directors, as to the causes of the alleged physical and mental incapacity. The board of directors may, moreover, order any investigations which it may deem suitable.

ART. 25. Only those who have obtained ordinary retirement annuities may return to the service. In such case the retired worker shall cease to receive the retirement annuity and receive only the wage in the new employment. When this is given up, he shall again receive the retirement annuity, without being able to make any demand for an increase in such annuity, for which reason he shall not be required to make the contributions specified in article 6 as regards the new employment.

ART. 26. There is excepted from the provisions of the preceding article any person retired for disability, should he work at some other job. In such case he shall receive in addition to the wage that fraction of the retirement annuity granted him by the board of directors of the fund which corresponds to the diminution suffered in his capacity for work.

Should he work a sufficient number of years to obtain an ordinary retirement annuity, there shall be granted him as a final retirement annuity an amount equal to the ordinary retirement annuity corresponding to the wage in his new employment plus the fraction of the retirement annuity for disability which he has received.

ART. 27. Retirement annuities and grants when once allowed shall be paid from the day when the party leaves the service, or, in the case of those who have already left it, from the day when the annuity is granted them. In cases of disability or when the employee or workman is dismissed for reasons not provided for in this law the retirement annuity or grant shall date from the day on which the employee or workman because of his disability or dismissal was

deprived of his job. For the proof of such circumstances an indispensable prerequisite is an immediate report of the fact to the directors of the fund, unless by reason of incapacity or force majeure it could not be reported.

If such employee or workman dies without having received the amount of the retirement annuity to which he was entitled from the day when by reason of his disability or discharge he was obliged to leave his employment, said amount shall be delivered to the persons mentioned in article 32, who shall also be entitled to receive the pension provided for by this law.

ART. 28. Employees or workmen having no family to support and who have complied with the conditions entitling them to be retired on annuity but who before being so are dismissed for incompetency or for excessive use of alcoholic beverages during working hours or who have been convicted of a crime carrying with it a term in jail or prison shall not be retired on annuity, but there shall be refunded to them the amount of the deductions made from their wages, provided there is no occasion to use such amount for indemnifying the civil damage caused.

In case he has a family to support the convict shall not be refunded the amount of the deductions from his wages, but the pension corresponding to the retirement annuity forfeited shall be received by the persons entitled thereto under this law.

ART. 29. The right to demand the retirement annuity expires at the end of five years from the day of leaving the service, except in case of insanity, incapacity, or force majeure, and as long as such circumstances exist.

ART. 30. The retirement annuity is for life, and the right to receive it is forfeited only for the causes expressed in this law. Any person retired on annuity shall forfeit all right to such annuity if he domicile himself in a foreign country without first obtaining permission from the national executive authority.

ART. 31. Commutation or pardon shall not restore the rights forfeited as a consequence of the provisions of this law.

CHAPTER 4.—Pensions

ART. 32. In cases in which under this law there exists a right to a retirement annuity and the employee or workman dies, the following persons shall be entitled to receive a pension in the proportion and on the conditions prescribed in this chapter: The widow, the invalid widower, the children, or if such are lacking, the parents, or in default of these the unmarried sisters, of the deceased who have been dependent on him.

If the deceased had already been retired on annuity, the persons enumerated in the preceding paragraph shall be entitled to pension under the conditions prescribed in the following articles, without other formality than that of proving their identity, showing the existence of the retirement annuity in accordance with this law, and observing the requirements thereof.

ART. 33. The right to pension among the persons mentioned in the preceding article shall date from the day of the decease, and it shall be granted in the manner and order following: 1. To the widow or incapacitated widower concurrently with the children; 2. to the children only; 3. to the widow concurrently with the parents of the deceased, provided the parents were entirely dependent on him for support; 4. to the parents alone, under the circumstances expressed in the preceding clause; 5. to the unmarried sisters of the deceased who were dependent on him.

Natural children recognized or declared to be such by judicial decree shall receive that part of a pension to which they may be entitled under the civil law.

ART. 34. The amount of the pension shall be 50 per cent of the full retirement annuity which the deceased was receiving or to which he was entitled. Half of the pension shall go to the widow, if she shares concurrently with the children or parents of the deceased. the other half shall be distributed among the latter "per capita." In the absence of parents, children, or sisters, the whole pension shall go to the widow.

In the cases covered by classes 1 and 2 of article 33, if the pension right of any of the persons enumerated in said clauses becomes extinguished, their part shall be added to that of the children coming under the benefits of this law.

ART. 35. Should the employee die after divorcing his wife as unfaithful, or if said wife had in fact been living separate from him of her own will, she shall not be entitled to a pension, and it shall pass to the person who under this law are entitled thereto.

ART. 36. If on the death of the employee there should survive orphans of different marriages, the pension shall be distributed among them in the proportion corresponding to the same and shall be paid to their respective legal representatives.

ART. 37. Pensions are for life, and the right to receive them is forfeited only in the cases specified in this law.

ART. 38. Two or more pensions or retirement annuities shall not be paid to the same person. The party concerned must choose the one which suits him, and when the choice is made the right to the other is extinguished.

ART. 39. All pensions shall be granted by the directors of the fund, to whom applications shall be made, accompanied by the necessary proof that the applicant comes within the terms of this law. The directors shall definitely grant or reject the petition, but their decisions may be appealed in the form and for the purposes specified in article 62.

ART. 40. The persons enumerated in article 32 shall be entitled to compensation equal to 5 per cent of the sums received as wages by the deceased employee or workman who leaves no right to pension. But if the employee or workman has 20 years' service or more, and dies without having acquired the right to an ordinary retirement annuity, the persons enumerated in article 32 shall be entitled to pension in the proportion of 1 per cent of the ordinary retirement annuity for each year of service.

ART. 41. The right to a pension is extinguished: (1) For the widow, widower, or mother, upon remarriage; (2) for children not incapacitated for work, when they reach the age of 18 years; (3) for daughters or unmarried sisters, when they marry; and (4) in general, for dissolute life, vagrancy, or taking up residence in a foreign country without previous permission of the national executive authority.

CHAPTER 5.—Administration of the fund

ART. 42. The administration of the fund shall be in charge of a board of directors, composed of a chairman appointed by the national executive authority with the consent of the Senate and whose term of office shall be four years, a representative of the enterprises, and a representative of the employees and workmen in each one of the public services coming under this law. The term of office of the directors shall also be four years, and half of them shall be replaced each two years.

In no case may more than one representative of the enterprises and another of the employees and workmen in the same public service sit on the board of directors; and the two representatives must belong to different enterprises in said public service, unless such service embraces but a single enterprise.

For the purposes of this article, the following are declared to be separate public services: Street cars, telephones, telegraphs and radio-telegraphy, gas and electricity, water works and sanitary service.

ART. 43. For the election of their representatives, each of the enterprises shall have a number of votes in proportion to the total amount of wages and salaries paid during the year immediately preceding.

The representatives of the employees and workmen shall be elected by an assembly of delegates by secret ballot, and the latter shall be elected, without interference by the enterprises, by the permanent employees and workmen in district meetings by secret ballot, in the proportion of one delegate for each 500 employees and workmen or fraction thereof of one-half or over.

Simultaneously with the election of the regular directors, there shall be elected, in the same manner, an alternate for each director, who shall act for the director on the board of directors in case of the latter's resignation, death, or absence from any other cause for a period longer than three months.

The national executive authority shall regulate the election proceedings and the election returns in accordance with these principles, and shall supervise the first election through the agency of the National Department of Labor and the inspection bureau of the Department of Justice (*Inspección de justicia*), the elections thereafter to be under the control of the fund, with the assistance of said inspection bureau.

ART. 44. The board of directors shall appoint and remove employees of the fund, shall make its own rules and regulations, and shall make a census of employees and workmen, stating the salary, class, years of service, and other data required in connection with this law.

It shall provide for the collection and investment of the resources of the fund, prosecuting the enterprises if necessary to this end, and it shall fix annually its budget of expenditures and the amount of retirement annuities and pensions to be met during the year with the fund's resources, all of which shall be submitted to the national executive authority for approval.

ART. 45. The chairman shall have a voice and a vote in the deliberations of the board of directors, and shall cast the deciding vote in case of a tie. He executes the decisions of the board of directors and is its legal representative. The employees of the fund shall be under his immediate orders but their appointment and dismissal shall be by the board of directors.

ART. 46. In the absence of the chairman of this fund, the board of directors shall be presided over by the chairman of the national fund for retirement annuities and pensions of railway employees and workmen.

CHAPTER 6.—*General provisions*

ART. 47. When any of the enterprises covered by this law pass into the ownership of the Province or municipality, as provided in the concession in such case or by subsequent agreement, the employees and workmen thereof shall still belong to the fund created by this law.

ART. 48. The amount of retirement annuity, pension, or grant to be allowed under this law shall not exceed that corresponding to a maximum wage of 1,000 pesos (national currency) per month, even though the beneficiary receive a larger compensation.

ART. 49. None of the benefits established by this law shall be granted to employees or workmen at present entitled to obtain them until after the expiration of three years from its promulgation.

ART. 50. Enterprises shall be obliged to furnish the board of directors of the fund all the information it may request concerning the personnel and to permit any verification it may deem pertinent, under summons (*apercibimiento*) and penalty of a fine in an amount varying from 500 to 2,000 pesos.

ART. 51. Present employees and workmen who have not contributed to the formation of the resources of the fund 5 per cent of all the wages received by them during the number of years accredited in order to be entitled to its benefits, either because of having worked prior to the date on which the compulsory deductions referred to in paragraph (a) of article 6 were ordered or for any other reason, shall, at their option, suffer either an additional deduction of 3 per cent of their wages, beginning the third year after the promulgation of this law, or a deduction of 10 per cent in their retirement annuity, until they have paid into the fund a sum equal to 5 per cent of the wages for the years required for the retirement annuity on which the compulsory deduction of 5 per cent was not made. If after the date when by this law he is entitled to receive the benefits of an ordinary retirement annuity, because of having attained the age and years of service required, the employee or workman should continue working in his employment, instead of accepting retirement, he shall be credited monthly with the amount which he would have been entitled to receive as retirement annuity, until he has thus paid in to the fund the total amount still owed by him for the purposes referred to in this article.

If the employee or workman dies without having paid into the fund the sum owed on the said account, a deduction of 10 per cent shall then be made in the amount of the pension to which his family may be entitled.

For the purposes of this article the board of directors of the fund shall prepare a statement in each case showing the total amount owed on such account by each employee or workman.

ART. 52. Employees and workmen who, on and after the 25th of September, 1918, and prior to the date when this law goes into effect, have been dismissed for reasons not specified in this law shall be entitled to the benefits accorded thereby, with a 10 per cent deduction.

On the same conditions the persons referred to in article 32 may obtain a pension when the employee or workman died after the 25th of September, 1918, and prior to the promulgation of this law.

ART. 53. Employees and workmen already retired on annuity or pensioned by the enterprises shall be entitled to receive the benefits of this law on the same conditions as employees and workmen on the active list. But as regards the contribution established by article 6 and also in the matter of the amount of

the retirement annuity or other benefits to which they may be entitled, these shall be calculated on the basis of the average salary or wage received during the last five years prior to retirement.

ART. 54. In the matter of the retirement of the employees and workers of the Province of the municipality of the Federal Capital, or of railway enterprises, the national civil retirement annuities and pensions fund, the municipal fund for retirement annuities and grants of the Federal Capital, and the national fund for retirement annuities and pensions of railway employees and workmen, respectively, shall compute the services rendered by said employees and workmen in public service enterprises subject to the provisions of this law.

The present employees and workmen of the public service enterprises covered by this law shall also have computed the services which they had previously rendered in the different branches of the national administration or of the municipality of the Federal Capital and [or] in the railway enterprises.

In both cases, the computation shall be made without deduction of time.

ART. 55. In the cases covered by the preceding article, this fund shall transfer to or demand from, respectively, the national civil retirement annuities and pensions fund, the municipal fund for retirement annuities and grants of the Federal Capital, and the national fund for retirement annuities and pensions fund of railway employees and workmen, the proportional sums due in each case.

ART. 56. Retirement annuities and pensions are unattachable and inalienable; and any sale, cession, or setting up of rights which become a charge thereon, preventing their free disposal by the person holding title thereto, shall be null and void.

ART. 57. The board of directors of the fund shall issue regulations under this law and submit such regulations to the national executive authority for approval.

ART. 58. In the matter of contribution by the enterprises, the latter are empowered, on approval of the authority who granted the concession or who has charge of the regulation of prices, to raise their prices in the proportion required for meeting the amounts which they are required to pay.

ART. 59. The fund shall take a census of the employees and workmen covered by this law, and also of the persons referred to in article 32, and for this purpose it shall keep a permanent register containing all the data pertaining to said employees and workmen and their respective families.

During the first three years of its operation, the fund shall make a mathematical study on actuarial bases and the result shall be transmitted to the executive authority, together with any proposals for the modification of this law which it may deem desirable; and in the succeeding years said fund shall present to the executive authority an annual report showing the present and future financial and administrative condition of the fund, which report shall be published in the Boletín Oficial and in two dailies having the largest circulation.

For the purposes of the benefits accorded by this law and of the census referred to in this article, all employees or workmen covered by this law are obliged to furnish the data pertaining to the persons mentioned in article 32, and also to report the birth or death of such persons within 30 days thereafter.

ART. 60. The fund shall have a classification made of the personnel of the different public utilities in relation to the nature of their functions or work, for the purpose of determining the circumstances in which preference should be given or exception made by reason of age or sex or years of service, and shall, within the period of two years, transmit the results thereof, with its opinion, to the executive authority for submission to Congress.

ART. 61. Any employees or workmen who, because of their connection with enterprises having agencies or branches outside the Republic, shall have been transferred to service in other countries, shall be entitled to have their contributions refunded, with 5 per cent interest. Should they return to the Republic, they may be restored to the enjoyment of all the rights accorded by this law, upon refunding the sums withdrawn, together with 5 per cent interest, and complying with the other obligations imposed by the law.

ART. 62. Retirement annuities, pensions, and grants shall be allowed by majority vote of the members composing the board of directors of the fund, to whom application therefor shall be made.

In case the party concerned dissent, the decision of the board shall be appealed to the civil judge sitting, who, having at hand certified copies of the administrative papers bearing on the case or others which, ex officio and

for his further information, he may request of the authorities of the fund, shall decide whether or not the law was applied correctly.

ART. 63. All provisions of other laws not in conformity with those of this law are hereby repealed.

REGULATORY DECREE OF JUNE 30, 1923²⁰

ARTICLE 1. The making of mortgage loans authorized by article 9 of Law No. 11110 to be granted to the employees and workmen entitled to its benefits shall conform in all respects to the provisions of that law and of this regulation, the following requirements to be met immediately:

(a) That the employee or workman contribute the deductions provided for in article 6 of the law.

(b) That he hold a position of permanent nature, proving 10 years' service.

(c) That the property be intended exclusively as a dwelling for the applicant and his family.

(d) That the debtor make, as security for the loan and for the period of the same, a first mortgage in favor of the fund and secured by the house purchased or built.

ART. 2. The 10 years' service required by article 9 of the law and to which allusion is made in paragraph (b) of the preceding article as an indispensable condition for obtaining said loans, shall be determined by taking into consideration the total service computable; that is, actually rendered by the applicant, in accordance with article 4 of the law and taking into account the provisions of article 19 thereof.

ART. 3. There are entitled to the benefits of article 9 of the law any employees or workmen who have applied for retirement before the date of this decree and any who shall already have been retired directly by the enterprises, on the terms prescribed by article 53 of the law.

ART. 4. The board of directors has the power either to grant or to refuse any loans for which application is made.

ART. 5. All loans shall be made in cash, and the board of directors shall set aside for this purpose that part of the funds authorized by article 9 of the law which it may deem suitable, taking into consideration the payments to be made on account of retirement annuities, pensions, grants, and expenses of administration.

ART. 6. The amount of any loan shall be anywhere from 80 to 100 per cent of the valuation of the property as fixed by the fund, the amount within those limits to be at the discretion of the board of directors in each case.

ART. 7. The loans shall bear interest at the rate of 1.625 per cent per quarter, and shall be repaid by cumulative amortizations at the rate of 1 per cent per quarter.

The payments shall be made monthly, and the full amount still due may be paid at any time or extra payments made of not less than 1 per cent of the original amount of the loan.

ART. 8. The period of the loan may not exceed 15 years; and only in exceptional cases and when the board deems it fitting may the fund consent to a refinancing of the remaining part of the debt of those who have punctually complied with their obligations for five consecutive years, a new mortgage then being made and the premium of the term life insurance increased proportionately.

ART. 9. In order to obtain a mortgage loan, the borrower is absolutely required to take out a term life insurance policy, the premium of which shall be paid at the same time and in the same manner as the repayments on the loan.

The insurance premium shall be fixed in relation to the age of the applicant for the loan and according to the tables approved by this decree.

The term life-insurance policy guarantees to the fund the payment of the debt on the part of the employee or workman who obtained the mortgage loan, said insurance decreasing with the debt and becoming void at its extinction, so that the insured, or his survivors in case of his death, shall be entitled to no reimbursement on account of said insurance.

ART. 10. The debtor is likewise required to take out fire insurance on the immovable property acquired or constructed by him for the full period of the loan, the amount of the insurance to be not less than the valuation of the

²⁰A decree of November 5, 1921, regulates the procedure in regard to the election of the employers' and employees' representatives on the board of directors of the fund.

building as determined by the fund. To this end the fund may take out the insurance for the debtor for 5-year periods if the latter should not choose to do so himself in some company with the consent of the board, the debtor paying, in the first case, the premium for that period. The policy shall be indorsed in favor of the fund, and the latter may take directly upon itself the burden of the insurance or else enter into agreements with one or two fire-insurance companies established in the Argentine Republic for the transfer of the policies and the correlative obligations.

ART. 11. In applying for a loan to be used for the purchase of a lot or for building on a lot belonging to the applicant or for the acquisition of land and building, or, finally, for the purchase of a lot already improved, the party shall present his application in triplicate on forms supplied by the fund and shall accompany it with the following data and documents according to circumstances: (a) Dimensions and location of the lot or ground; (b) enumeration of the years of service in the enterprise in which he is or has been employed, showing that he has served the required number of years and is contributing to the fund the regulation deduction; (c) plans, dimensions (in meters), estimates, specifications, and building contract, the forms for which shall be supplied by the fund.

ART. 12. In passing on applications the following shall be taken into account: 1. The order of presentation for each public service; 2. The condition of the member's debt to the fund at the time application is made, and the punctuality with which he has repaid previous loans of money, it being understood that the best record in these matters shall have an influence in the determination of the right to priority.

In the order resulting the loans shall be granted, in the proportion corresponding to each public service, each month from the 1st to the 13th and until the available funds are exhausted, out of the sums then on hand or paid in during the preceding month. Any applications that can not be granted from the available resources shall be considered in their order the following month.

ART. 13. Credit for the purchase of land shall be granted only on condition that such land is to be used for building, and such credit shall not exceed 40 per cent of the amount credited to the applicant in accordance with Law No. 11110. If two months after the granting of the loan the construction of the building has not been begun, the fund may foreclose the mortgage.

ART. 14. If the applicant is the owner of the ground, he shall present the title free of all encumbrance, and in case any encumbrance exists, it shall be lifted at the time the mortgage loan is made, leaving the said title absolutely clear.

ART. 15. If a loan is requested for the acquisition of ground and building, the fund may advance as the first installment the price of the ground, when this has not been paid for wholly or in part by the applicant, there being delivered, in consequence, at the time the loan is made only the said amount. The price of the building shall be supplied in installments, in accordance with the terms stipulated in the building contract and on a certificate of the technical bureau of the fund as to the amount of work performed.

ART. 16. In the case stated in the preceding article, the payment of amortization and interest by the borrower shall begin at the time he receives the last installment for the payment of the work. For such purpose, a current account with the debtor shall be opened, charging him the interest due on the sums advanced to him up to that time.

ART. 17. In case of the purchase of property already improved, the amount of the loan shall be delivered at the time the employee or workman takes title to the property and makes the mortgage in favor of the fund, these two acts to be simultaneous.

ART. 18. In all these cases, as soon as the loan is granted and it is accepted by the applicant the papers shall be drawn up by a notary designated by the fund.

ART. 19. In no case shall more than one loan be granted to the same person, and the amount of the loan granted shall be such that the monthly installment to be paid as interest and amortization shall not exceed one-third of the wages or retirement annuity received by the party at the time of the application.

ART. 20. Loans which are granted may be increased only in the following cases, provided the limit fixed in the preceding article and the maximum amount fixed by article 9 of the law are not exceeded: (a) When because of the estab-

lished needs of the employee or workman or his family, the enlargement of his house is justified; (b) when it requires important repairs for its preservation; (c) when such increase is to be used in paying for pavements and sanitary work affecting the mortgaged property; (d) when the applicant has become able to meet payments larger than those on the loan already granted, without changing the proportion fixed in the preceding article.

ART. 21. The debtor may not sell the mortgaged property, nor place any other encumbrance upon it, nor do any work modifying its structure even though it be with the intention of making improvements in it, without the previous consent of the board of directors. Neither may he rent the property for a period longer than one year, nor collect rents in advance for more than two months. The violation of any of these provisions shall give the fund the right to foreclose the mortgage.

ART. 22. In case the debtor does not comply with paragraph (c) of article 1, the fund may declare every agreement canceled in fact and require the immediate payment of the whole debt. Only in exceptional cases, when in the judgment of the board of directors there are good reasons, may the fund authorize the establishment of businesses or the renting of the property as a whole or in part.

ART. 23. The contracts for loans on real property situated within the jurisdiction of the capital of the Republic shall be entered into and carried out in the capital, and those relative to real property situated within the jurisdiction of the Provinces and the National Territories shall be entered into and carried out in the respective jurisdiction; and for this purpose the fund may designate its representative and notary in the capital of each Province, in the capitals of the National Territories, and in any other localities it may deem expedient.

ART. 24. The board of directors of the fund shall organize the offices necessary for the work connected with the loans, and is authorized to arrange with the National Mortgage Bank, if it should deem suitable, for any work regarded as indispensable for the better execution of the law.

ART. 25. The board of directors of the fund shall establish a salary scale for assessors, building inspectors, and notaries, and also a percentage for expenses of administration, all of which shall be strictly observed, and it is empowered for this purpose to make arrangements with the National Mortgage Bank or any similar institution.

ART. 26. The fund may also organize an insurance section, which shall issue: (a) Term life insurance policies for the decreasing amount owed by the employees and workmen to whom the fund grants mortgage loans; (b) fire-insurance policies on the houses for which the loans are granted.

ART. 27. In case of the death of any debtor who meets the requirements set forth in article 1 of this regulatory decree, the fund shall declare the debts extinguished, releasing the mortgage and placing the property in the possession of the heirs as soon as his death is established in legal form and all the taxes, interest, and expenses have been paid.

ART. 28. Employees or workmen who have been dismissed or retired may continue paying off the debt in the manner originally agreed on, provided that they comply with the provision of paragraph (c) of article 1 of this decree, that they pay the installments on time, and that they do not take advantage of the right granted by paragraph 2 of article 18 of the law.

ART. 29. If for any reason the debtor should be unable to continue paying the installments of the loan in the case covered by the preceding article, the fund may choose between selling the property at public auction or taking upon itself the administration of the property on the terms established by the mortgage, all obligation on the part of the debtor to continue monthly payments being immediately suspended.

ART. 30. Should the fund decide in favor of the second course, the employee or workman may regain possession of the property by guaranteeing the regular payment of the installments, together with the corresponding increase in the premium on the life insurance for the time that the original period has been lengthened, provided the income from the property has not sufficed to cover that amount, and by paying the expenses connected with the upkeep of the property and the taxes, with interest thereon at such rate as may be fixed by the board of directors, and also any expenses arising from administration. This privilege shall be granted only for the period of 12 months, at the end of which time, if the debtor has not retaken possession, the fund may require full payment of the debt immediately; in default thereof, the fund may proceed to sell the

property if such action is in the interest of the fund, adopting that procedure which it deems most advantageous for safeguarding such interests.

ART. 31. If during the period of 12 months while the payments are suspended, the death of the debtor should occur, the fund shall declare the debt extinguished and shall turn the property over to the heirs as soon as said heirs make up the back payments, taxes, expenses, etc., with interest thereon, for which purpose they shall be granted a supplementary extension of six months, counting from the date of the decease. In case the heirs do not take advantage of this opportunity, the fund shall proceed, in order to secure the balance of the loan, as indicated in articles 29 and 30 of this decree.

ART. 32. Whenever the fund decides on the sale or auction of the property, it shall pay to the employee or workman, in the cases set forth in articles 29 and 30 of this regulation, or to his judicially declared legal heirs, as provided by the article preceding, any part of the sale price remaining after paying the full amount of the loan, with interest thereon, and any expenses, of whatever nature, arising in connection therewith.

ART. 33. There are hereby approved, as an integral part of this regulation, the tables prepared by the fund to govern the granting and repayment of the credits herein referred to, namely, that for the amortization of mortgage loans, payable in 180 monthly installments, with interest compounded quarterly; that for term life insurance and for maximum loans in relation to wages; and the fixing as a uniform fire-insurance premium of the sum of 0.12 centesimos (national currency) per month for each peso of insurance.

BANK EMPLOYEES

LAW NO. 11232 OF OCTOBER 9, 1923

ARTICLE 1. There is hereby created the national fund for retirement annuities and pensions of employees of banking enterprises, which is subject to the provisions in the following articles.

ART. 2. The minimum benefits which the fund shall grant, according to the conditions established by the organic law, are the following: (a) Ordinary retirement annuity; (b) special retirement annuity, for disability of an employee; (c) special retirement annuity for disability of an employee incurred in the service; and (d) pension to his family on the death of an employee.

ART. 3. The entire personnel on the monthly pay roll of private banks are included under the provisions of these laws.

ART. 4. Seniority of the personnel included under this law shall be recognized from their entrance into the service of any of the banking establishments.

ART. 5. In the total period a fraction exceeding six months shall be computed as one entire year.

ART. 6. In the computation of years of service there shall be taken into account the services rendered, even though they are not continuous.

ART. 7. The capital of the fund shall be composed of the following:

(a) The compulsory monthly deduction of 5 per cent of the wages of each employee, beginning on the promulgation of this law. In wages of over 1,500 pesos (national currency) said deduction shall be made only on said amount of 1,500 pesos.

(b) The first month's wages of the employee when he enters the service of the bank, after the ratification of this law, which shall be paid in 10 monthly installments.

Present employees shall contribute to the fund, in 24 monthly installments, the amount of one month's wages which they are receiving when this law is ratified, calculating up to the maximum of 1,500 pesos (national currency) fixed as a limit for the retirement annuity.

(c) The difference in the first month's wages when the employee is promoted to a higher position or receives an increase of wages.

(d) The monthly contribution of the banks, consisting of 8 per cent of the total monthly pay roll, beginning from the date on which this law is promulgated.

(e) The interest or profits earned by the resources of the fund.

(f) The fines received under this law.

(g) The contributions of the employees and of the banks to satisfy the deficit referred to in article 17, the amount of which shall be determined by the organic law.

ART. 8. Payment of the benefits granted by the fund and the expenses of the administration of the same shall be made from the resources and profits obtained under this law.

In no case shall the resources or any part of them be used for any other purpose, under the personal liability of its directors.

ART. 9. Up to 50 per cent of the resources of the fund shall be invested in national income securities or in other securities having the subsidiary guaranty of the Nation; and the other 50 per cent in mortgage loans to employees included under the benefits of this institution, whether individually or as members of cooperative societies, to be used exclusively in the acquisition or construction of their homes and in accordance with the rules and regulations which the board of directors, with the approval of the executive authority, shall make. When there are funds available because of lack of requests for mortgage loans, they can be invested temporarily in the income securities to which reference has been made.

ART. 10. The banks shall collect monthly the sums to which paragraphs (a) to (c) of article 7 refer, and shall, from the 1st to the 5th of each month, deposit them, together with the contribution referred to in paragraph (d) of the same article, in the Bank of the Argentine Nation to the order of the fund, under penalty of a fine of 200 pesos daily, after notice from the board of directors of the fund.

ART. 11. The banks shall be required to furnish to the fund any information it seeks as to the personnel and to submit any proofs it deems desirable under penalty of a fine of from 500 to 2,000 pesos in each case.

ART. 12. The administration of the fund established by this law shall be in charge of a board of directors, consisting of a chairman appointed by the executive authority with the consent of the Senate, three representatives of the enterprises and three of the personnel, and an equal number of alternates for both parties.

In the election of their representatives, each of the enterprises shall have a number of votes in proportion to the total wages and salaries paid during the year immediately preceding.

The representatives of the personnel shall be elected by secret vote in an assembly of delegates, which shall meet in the Federal Capital. The delegates shall be elected by simple plurality and by secret vote in district meetings held in the electoral districts to be established by the regulation. The number of delegates to be elected in each district shall be in proportion to the members of the fund in the district, and each delegate shall have in the assembly the number of votes corresponding to that of his constituents.

Any interference by the enterprises or their agents in the election proceedings is prohibited.

The national executive authority shall regulate the election proceedings and the election returns in accordance with these principles, and shall supervise the first election through the agency of the National Department of Labor and the general inspection bureau of the Department of Justice (*Inspección general de justicia*), the management of the elections thereafter being under the control of the fund with the assistance of the said inspection bureau.

ART. 13. The representatives elected to the board of directors of the fund, including those of the employees, shall belong to different banking institutions.

ART. 14. The term of office of the representatives shall be three years. The chairman of the fund shall be appointed by the executive authority, with the consent of the Senate, and his term of office shall be three years.

ART. 15. The board of directors shall receive the remuneration which shall be fixed in the budget of the fund.

The chairman is the legal representative of the fund, with a voice and a vote in its deliberations. The employees of the fund shall be under his immediate orders, but their appointment and removal shall be by the board of directors.

ART. 16. The board of directors of the fund shall make its own rules and regulations and shall fix annually the budget of expenditures, with the approval of the national executive authority.

It shall make annually a general balance sheet, which shall be published, and a verified quarterly statement of numbers and settlements, which shall be distributed to the banks for posting in places visible to the personnel.

All the expenses of this fund shall be audited by the National General Accounting Office.

ART. 17. The board of directors shall appoint a technical commission, which within the maximum period of one year shall make a census of employees, and within a year after the census is made shall make an actuarial valuation of the plan of loans to be granted to the members on the basis of the resources created by this law. It shall also determine in what manner the deficit caused by the recognition of seniority of the personnel referred to in article 4 shall be covered.

The board of directors, in agreement with these principles, shall recommend, in a special regulation, the benefits referred to in article 2, submitting a bill to Congress which shall serve as a basis in passing the organic law of the fund.

ART. 18. The expenses for administration of the fund and for transportation of the electors shall be paid out of the resources created by this law, the total not to exceed 3 per cent of the amount received by virtue of article 7.

ART. 19. The board of directors shall have authority to institute before the national executive authority or the courts of justice actions under this law.

ART. 20. The fund for banks shall compute the services rendered in other activities subject to the retirement system by other national laws.

The other funds shall compute the bank services, and in the retirement annuities or pensions granted with mixed services each fund shall contribute its corresponding proportional part.

The computation shall be made without deduction of time.

For the purposes of this article, the last fund shall grant the retirement annuity or pension in accordance with its law, and the other funds shall reimburse it with their proportional part.

ART. 21. Banking enterprises under national jurisdiction and those which have agencies or branches in the Federal Capital or the National Territories are included under the benefits of this law.

The Provincial and municipal banks may take advantage of its benefits, provided their representatives and those of the employees request it within six months after promulgation.

The executive authority, on demand of the board of directors, is authorized to prevent the functioning of any bank, branch, or agency which repeatedly neglects to comply with the requirements imposed by this law.

ART. 22. The retirement annuities and pensions may not be attached and are inalienable. Any sale, conveyance, or setting up of rights which becomes a charge upon them and prevents their free disposal by the person holding title thereto shall be null.

ART. 23. In case of dissent by the interested party, the decision of the board of directors shall be appealable by him within 90 days after being notified thereof in an authentic manner. The Federal chamber (*Cámara Federal*) of the capital, after hearing the appellant and the representative designated by the fund, shall decide, without further appeal, on the basis of the record of the administrative proceedings or anything else it may officially request for its better understanding.

ART. 24. Any case not provided for in this law shall be decided by the board of directors of the fund by majority vote.

ART. 25. The personnel of the fund are recognized as entitled to the benefits granted by this law, and any of them who may have previously rendered service in banks shall be given credit for such service.

ART. 26. Any employee of the enterprises included under this law who has become separated therefrom between January 1, 1922, and the passing of the organic law, for causes other than proved bad conduct, may take advantage of the benefits of the same. The same benefit is recognized for heirs with the right to receive pension.

ART. 27. Every provision of other laws contrary to those of this law is revoked.

ORGANIC LAW OF THE BANK EMPLOYEES' NATIONAL RETIREMENT FUND²¹

ARTICLE 1. The national fund for retirement annuities and pensions for bank employees which hereafter shall be called the bank employees' national retirement fund, shall function subject to the provisions of this law.

²¹A decree of January 7, 1924, regulates the procedure in regard to the election of the employers' and employees' representatives on the board of directors of the fund, and a decree of February 4, 1927, prescribes the powers and duties of such board of directors and of the members thereof.

ART. 2. The funds and revenues created by this law are the exclusive property of the persons included under the said law. From said funds shall be paid the retirement annuities, pensions, withdrawals, and subsidies granted under its provisions and the expenses of administration of the fund.

In no case shall the board of directors authorize or permit the use of the said funds for any other purposes than those provided for by this law, under the personal liability of its members.

ART. 3. Private banking enterprises operating throughout the Republic, whether as principal bank, branch, or agency, are compulsorily included under the provisions of this law. The personnel of the retirement fund referred to in this law is also included.

ART. 4. Private banking enterprises which operate outside the capital and the National Territories, if they were already functioning previous to the period of incorporation, must make the proper contributions from the date of initiation of the operations of the fund (October 10, 1923), or from the opening of the bank, if that occurred later. In both cases there must be added to the respective contributions interest at 6 per cent, compounded quarterly, from the date on which they would have been made if the incorporation had been effected at the time referred to.

ART. 5. Official or semiofficial banks of the Provinces or municipalities, regardless of the place in which their principal banks, branches, or agencies operate, may also avail themselves of the benefits of this law, providing their representatives, through their respective governments, and the majority of the employees request it, subject to the conditions established in the preceding article; but none of the benefits provided by the law shall be granted until three years after the date of their coming under this law. The affiliation of any of these banks with the fund created by this law must include the entire personnel of the enterprise or establishment seeking affiliation.

ART. 6. In no case may any of the banking enterprises referred to in the preceding article apply for their withdrawal.

ART. 7. For the more exact interpretation of this law there shall be understood:

(a) By "banking enterprises" those which, in a permanent form and as the principal object of their business, carry on credit operations by means of accumulation of capital which is loaned to third parties in any of the usual forms of personal or real credit.

(b) By "employee" a person who renders services to banking enterprises on terms fixed by them, and in consideration of a salary.

(c) By "salary" the fixed remuneration in money which the employee receives periodically for his regular services, regardless of the denomination given it or the forms in which its payment is stated on the books of the banking enterprise.

ART. 8. The seniority of the employees of banking enterprises included under this law shall be recognized from the date of their beginning work in any one of them, as well as the seniority of employees in official or semiofficial Provincial or municipal banking enterprises not affiliated, when they enter the employ of any of those included under this law.

ART. 9. Those persons who, having ceased to form a part of the personnel of banking enterprises included under this law prior to January 1, 1922, are later reemployed by any of them, shall be entitled to have their former employment recognized, and are required to cover the seniority payments by means of a monthly deduction of an additional 10 per cent of the salary they receive, and subsequently by means of the contributions fixed in article 19, paragraph (b).

ART. 10. In the calculation of the services there shall be taken into account those actually rendered, even though they are not continuous, and a fraction exceeding six months shall be computed as one year.

ART. 11. Any employee of the enterprises included under this law who has become separated therefrom between January 1, 1922, and the ratification of the present law, for causes other than proven misconduct, may take advantage of the benefits of the same. The same privilege is granted to heirs who are entitled to receive a pension.

In every case the contributions fixed in articles 18 and 19 must be made.

ART. 12. For the purposes of the benefits granted by this law, the time spent in compulsory military service shall be counted, provided the interested party chooses the said benefits within one year after his reentry into a banking enterprise and pays the contributions referred to in paragraphs (b) and (c) of article

17, which shall be made in 40 monthly payments. The said benefit shall be extended, on the same conditions, to persons who have performed said military service previous to this law.

ART. 13. The banking employees' national retirement fund shall compute the services rendered by those who have been affiliated with other retirement systems governed by the National laws, as well as by Provincial laws or municipal ordinances, provided reciprocity exists with this fund. The other funds shall compute the services of persons affiliated with the bank employees' fund, and in the case of retirement annuities granted for mixed services each fund shall contribute its proportional part, according to the respective periods of service, based on the salaries of the applicants during their period of service, and on the per cent of benefits recognized by the law of the institution which has to pay said benefits. For the purposes of this article and on the conditions above-mentioned the last fund shall grant the retirement annuity or pension in accordance with its law, giving recognition for the respective services and fixing the liability of each of the other funds on which there is a claim. In no case shall any deduction of time be made.

ART. 14. Banking enterprises are required to furnish the fund with any information it requests concerning the personnel and supply it with an authentic copy of any data and information it deems necessary, under penalty of a fine of from 500 to 2,000 pesos in each case, and double that amount for each repetition of the offense.

ART. 15. The employees who must choose [one of two or more funds], in accordance with the provisions of article 71, shall not be required to make contributions except to the fund chosen.

In case the interested party, having made contributions to the bank employees' fund, chooses the benefits of another law, the amount of his payments to such fund shall be returned to him with 5 per cent interest per year.

The same disposition shall be made in the case of any person who, having made contributions to the bank employees' fund, is excluded by this law from its benefits.

ART. 16. Retirement annuities and pensions may not be attached and are inalienable. Any sale, conveyance, or setting up of rights which becomes a charge upon them or prevents their free disposal by the one holding title thereto shall be null and void, with no other exception than that authorized by this law, as a guaranty for mortgage loans to the affiliated members themselves.

Resources of the fund

ART. 17. The capital of the fund shall be composed of the following resources:

(a) Amounts collected under Law No. 11232 up to the promulgation of this law.

(b) Compulsory monthly deduction from the salaries of the employees included under articles 3 and 4 of this law, provided the said salaries do not exceed 1,500 pesos per month and in case they do the deduction shall be made only up to said amount, in accordance with the following scale: Up to 500 pesos, 5 per cent; from 501 to 1,000 pesos, 6 per cent; from 1,001 to 1,500 pesos, 7 per cent.

(c) The amount of the first month's salary of the employee when he enters the service of any of the banking enterprises included under this law, which shall be paid in 20 consecutive monthly installments.

(d) The difference in the first month's salary when the employee is promoted to a higher position in one of the affiliated enterprises or receives an increase in salary.

(e) The monthly contribution of the banks, consisting of 8 per cent of the total salaries paid to their personnel.

(f) Interest or profits earned by the resources of the fund.

(g) Fines collected in accordance with this law.

(h) The contributions provided for in articles 18, 19, 20, and 21 and which are paid by employees and banking enterprises to cover seniority deficits, in conformity with the provisions of article 17 of Law No. 11232.

ART. 18. The bank employees' national retirement fund shall fix the charge, without interest, against the employees, annuitants, and pensioners, for the amount hereafter to be paid on the salaries received and for which no deductions were made previous to the date of the beginning of the contributions determined in article 7, paragraph (a), of Law No. 11232, and until the 30 years'

service required for the ordinary retirement are completed, and which shall be calculated:

(a) At 8 per cent on the salaries received during the five years immediately preceding the date on which the contributions of the employee began.

(b) At 10 per cent on those received between the 5 and 10 years preceding.

(c) At 12 per cent on those received previous to that.

ART. 19. The charge to which the preceding article refers shall be paid off monthly until extinguished:

(a) By an additional deduction of 3 per cent of the salary of an employee up to 500 pesos, of 5 per cent from 501 to 1,000 pesos, and of 7 per cent above 1,000 pesos.

(b) By a deduction of 10 per cent on the retirement annuities and pensions when the seniority to be covered is 15 years or less and 15 per cent when such seniority is more than 15 years.

ART. 20. In the case of employees who under article 11 avail themselves of the benefits of this law, a charge must be made, in addition to the one referred to in article 18, for the amount of the deductions of 13 per cent, plus interest compounded quarterly, on their last salary, from the time the employment ceased up to the ratification of th's law.

The charge shall be added to the one which is fixed for the covering of seniority deductions, to be paid in the manner established in paragraph (b) of article 19. The employees shall also pay the amount referred to in article 7, section (b) of Law No. 11232.

ART. 21. Banking enterprises shall pay, as their contributions to cover seniority deficits, an additional 2 per cent on the salaries referred to in article 17, paragraph (e).

ART. 22. The banking enterprises subject to the regulations of this law shall be required to make the deductions referred to in article 17, paragraphs (b), (c), and (d), and those necessitated by the loan service authorized by article 23 and the additional insurance of the same, from the salaries of the personnel in their charge and shall deposit them, together with the contributions fixed by articles 17, paragraph (e), 18 and 21 in the Bank of the Argentine Nation to the order of the fund, from the first to the fifth day of each month, under penalty of a fine of 200 pesos for each day after notice from the board of directors. No deduction may be made from this amount for any reason.

ART. 23. All the resources of the fund shall be deposited in the Bank of the Argentine Nation except the sum the board of directors fix for current payments.

Fifty per cent of the resources of the fund shall be invested in national bonds and in other securities having the subsidiary guaranty of the Nation, and the other 50 per cent in mortgage loans to the employees included in the benefits of this institution, for the sole purpose of acquiring or constructing homes for themselves, and the loan must be combined with insurance to cancel the amount still due in case of death.

Seventy per cent of the total invested in mortgage loans must be in loans that do not exceed 30,000 pesos. The proportion of the loans, interest, and other conditions relative thereto shall be determined by the board of directors with the approval of the executive authority. When there are funds available because of lack of requests for mortgage loans, they may be invested temporarily in the income securities referred to above.

ART. 24. In case of the retirement of the employee or the pensioning of his heirs the fund shall retain from the monthly amount a sum sufficient to cover the loan charges and the insurance premium referred to in the preceding article.

ART. 25. Property encumbered by mortgage obligations under this law can be attached only under the conditions and on complying with the requirements fixed by Laws Nos. 8272 and 10676.

Administration of the fund

ART. 26. The administration of the fund established by this law shall be in charge of a board of directors, consisting of a chairman appointed by the executive authority with the consent of the Senate, two official representatives of the banks, two of the employees, and an equal number of alternates for each side.

The chairman and a majority of the official representatives and their alternates must be Argentinian citizens over 25 years of age.

In the election of their representatives each of the banks shall have a number of votes in proportion to the total salaries and wages paid during the year immediately preceding.

The representatives of the employees shall be elected by direct secret vote of said employees in the manner determined in the regulation thereon.

Any interference by the banks or their agents in the election proceedings is prohibited, and the board of directors may levy a fine of from 500 to 2,000 pesos for each violation of this rule.

The executive authority shall regulate the election proceedings under the management of the board of directors of the fund, with the assistance of the inspection bureau of the Department of Justice (*Inspeccion de Justicia*).

ART. 27. The representatives of the banks and of the bank employees elected to the board of directors of the fund must belong to different banking institutions.

ART. 28. The term of office of the chairman and other members of the board of directors shall be three years. The board shall take the measures necessary for the election of the members who are to take the place of those whose terms expire, following the procedure and the form established in article 26, so that the election returns may be approved a month before the regular change.

The directors shall continue in the exercise of their duties until those who are to replace them have been chosen.

In cases of vacancies due to resignation, death, or any other cause, regular elections shall be called for the election of regular and alternate representatives of the banking enterprises only when there are two or more officers to be elected. Under the same circumstances an election shall be held for choosing representatives of the bank employees.

ART. 29. The chairman and other members of the board of directors shall receive the remuneration fixed in the budget of the fund, and it shall be paid in proportion to the meetings attended.

ART. 30. The chairman is the legal representative of the fund, with a voice in the deliberations of the board and a vote in case of a tie. The employees of the fund shall be under his immediate orders, but their appointment and removal shall be by the board of directors.

ART. 31. The board of directors shall have legal authority through its chairman or special agencies constituted for the purpose, to bring before the national executive authority or administrative authorities such claims and actions as may be proper as well as to appear before the courts in the cases which may be brought against them.

The representative appointed by the board, or in lieu thereof the chairman personally, shall be qualified to bring before courts of justice, by means of writ of execution, the proper actions to enforce the provisions of this law and the penalties imposed by the authorities of the fund in accordance with the law.

For the purpose of establishing legal authority, the decisions of the board and of the chairman, as the case may be, entered in the minutes and approved, constitute a public instrument.

ART. 32. In the first half of the month of December of each year, the board of directors shall appoint a director to serve as alternate for the chairman and to exercise his functions in case of any temporary absence, and in case of a permanent vacancy until the vacancy is filled. When the alternate chairman is absent, the board shall appoint a special one from its own members with the same powers and duties.

ART. 33. The board shall be governed by the rules and regulations which it makes for that purpose.

It shall with the approval of the executive authority fix annually the budget of expenditures, which shall continue in force the following year until the approval of the budget which is to replace it.

It shall collect and administer the funds in accordance with the present law and the budget which is in force, drawing up an annual general balance sheet, which shall be published once in the Boletín Oficial, and a verified quarterly statement of numbers and settlements, which shall be distributed to the banks, so that it may be posted in a conspicuous place where it may be examined by the personnel.

All the expenses of this fund shall be audited by the National General Accounting Office.

ART. 34. In case the interested parties take exception to any decision of the board of directors relative to the application of this law, an appeal from

the said decision may be taken within 30 days after notification of the same in due form, if (the party) lives in the Federal Capital; within 60 days if he lives outside the capital; and within 90 days if he lives in a foreign country.

The appeal shall always be granted by the Federal Chamber (*Cámara Federal*) of the capital, which after hearing the appellant and the representative designated by the fund shall give its decision, without further recourse, basing such decision on the record of the administrative proceedings and other records which it may officially request for better information.

ART. 35. The interpretation of this law, as well as the decision of any matters relative to the purpose of the law and not provided for herein shall devolve upon the board of directors.

ART. 36. The expenses of administration of the fund shall be defrayed from the resources created by this law, the total thereof not to exceed 3 per cent of the amount received by virtue of article 17 during the previous year.

Retirement annuities

ART. 37. The employees to whom this law refers who have contributed to the resources of the fund shall be entitled to a retirement annuity.

ART. 38. The retirement annuity to which the preceding article refers shall be: (a) Ordinary; (b) For disability; (c) For voluntary retirement.

Ordinary retirement

ART. 39. Those employees who have a minimum of 30 years' continuous or discontinuous service and who are 50 years old are entitled to the ordinary retirement under the conditions established in this law.

ART. 40. The employees who have served 30 years and are 50 years of age and who continue in the exercise of their duties shall be entitled to an increase in the amount of their retirement annuity of 1.5 per cent for each year over said time up to a maximum of 90 per cent. This increase shall be paid only for the years subsequent to the promulgation of this law.

ART. 41. The amount of the ordinary retirement annuity shall be calculated on the basis of the average salary received during the last five years of service—within the limit of 1,500 pesos—and in the following proportion: Up to 500 pesos, 75 per cent; from 500 to 1,000 pesos, 70 per cent; from 1,000 to 1,500 pesos, 65 per cent.

ART. 42. The employee who has rendered the minimum of 30 years' service and is 45 years of age and desires to retire is entitled to the ordinary retirement annuity reduced 5 per cent for each year he lacks of being 50.

Retirement annuity for disability

ART. 43. A retirement annuity for disability, under the conditions in the following article, is paid to an employee who after 10 years' service is declared physically or mentally unable to continue in the service of his employment or other position compatible with his usual ability or proved training. Enterprises and entities subject to this law may not discharge an employee for disability pending a final decision relative to his retirement for that cause. When the decision is negative, the respective enterprise must keep him in its employ and give him an equivalent position which is suited to his ability, and he is entitled, pending decision of his case, to his regular salary. If the employee does not petition for retirement within six months after becoming incapacitated, or after being required to do so by the respective enterprise, he shall lose the right granted him by this article.

ART. 44. The amount of the retirement annuity for disability shall be calculated on the basis of the average salary received during the last 5 years' service and subject to the scale of the ordinary retirement annuity, at the rate of 3½ per cent of the amount of the ordinary retirement for each year of service up to its maximum.

ART. 45. An employee who is incapacitated for his work before having completed 10 years' service and can not claim the benefits granted in the following article, shall be entitled to as many months' average salary as he has years of contributions to his credit.

ART. 46. Regardless of the length of service any employee or worker who is permanently disabled in the line of duty and from a cause clearly and solely

arising out of the service shall be entitled to a special retirement annuity equivalent to 40 per cent of the salary he was receiving or of the average salary received during the past 5 years' service, plus a bonus of 2 per cent for each year of service up to the maximum.

Voluntary retirement

ART. 47. The employee who has more than 20 years' service but has not served the required number of years for the ordinary retirement may claim the voluntary retirement annuity. This retirement annuity shall be calculated at the rate of 2 per cent of the ordinary retirement for each year of service rendered.

Pensions

ART. 48. In the same cases in which, under this law, one is entitled to receive an ordinary or special retirement annuity, and the employee dies, the widow, the disabled widower, the children, or in lieu thereof the parents, or in lieu thereof the unmarried sisters of the deceased if supported by him, shall be entitled to request a pension under the conditions given below.

If the deceased was already receiving a retirement annuity the persons enumerated above shall be entitled to a pension under the conditions established, no other proceedings being necessary except to prove their legal rights, establishing the existence of the retirement annuity in conformity with this law, and complying with the requirements thereof.

ART. 49. The persons mentioned in article 48 shall be entitled to receive a pension from the day of the death of the employee, and it shall be granted in the following manner and order: 1. To the widow or disabled widower, concurrently with the children; 2. To the children alone; 3. To the widow or disabled widower, concurrently with the legitimate or illegitimate parents of the deceased employee, provided they were wholly dependent upon him for support; 4. To the legitimate or illegitimate parents if they fulfill the conditions specified in the preceding paragraph; 5. To the unmarried sisters of the deceased employee under the same conditions as the parents; 6. Illegitimate children who are recognized, or legitimated by judicial decision, shall enjoy the same rights as legitimate children.

ART. 50. The amount of the pension shall be equivalent to 50 per cent of the retirement annuity which the employee was receiving or was entitled to receive.

One half of the pension shall go to the widow or disabled widower if there are children or parents of the deceased; the other half shall be divided per capita among them.

If there are no children nor parents the total amount of the pension shall go to the widow.

In cases where the pension goes to the widow, widower, or children, if the right granted to one of the said parties is extinguished his share shall be added proportionally to that of the survivors included in the benefits of this law.

ART. 51. The pension is for life, and the right to receive it is lost only for the causes established in this law.

ART. 52. The persons enumerated in article 48, whose relative died with less than 10 years' service computable for retirement purposes, shall be entitled to compensation equivalent to as many months' average salary as he has years of contributions to his credit.

ART. 53. The pension right is extinguished: (a) In the case of the surviving spouse and parents, when they remarry; (b) In the case of the sons, when they reach the age of 18, unless they are totally incapacitated for work; (c) In the case of the unmarried daughters or sisters, when they marry or reach the age of 22 and are not totally incapacitated for work; (d) In general, for immorality or dishonesty.

ART. 54. The wife of the employee shall not be entitled to a pension if at the time of his death she was divorced from him, due to misconduct on her part, or was actually separated from him without wishing to be reunited. In this case the pension shall go to the persons who are entitled to the same under this law.

ART. 55. If an employee in whom a pension right is vested dies, leaving orphan children of different marriages, the pension shall be divided equally among them and shall be paid to the respective legal representatives.

ART. 56. Retirement annuity and pension papers shall be executed on ordinary paper.

Other benefits

ART. 57. Employees who are discharged because their services are no longer required or for reasons of economy, because of closing of the business, or for any cause other than that expressed in article 67, shall be entitled to the following, unless under this law they are entitled to greater benefits: (a) To the return of their contributions with cumulative annual interest of 5 per cent, when their term of service is not over 15 years; (b) to a retirement annuity equivalent to 2 per cent of the ordinary retirement for each year of service rendered if they have served more than 15 years, and their discharge is not due to a cause imputable to the employee.

ART. 58. Employees who voluntarily retire after 10 years' service in enterprises subject to this law shall be entitled to the return of their contributions without interest.

ART. 59. After return of the contributions has been made in any of the cases under the preceding articles the employees soliciting said return permanently lose [credit for] the years of service rendered previous to said return, unless upon reentry in any of the institutions included in the retirement system created by the national laws the employee returns his contributions to the bank employees' fund with 6 per cent annual interest, compounded quarterly.

General provisions

ART. 60. For the purposes of the retirement annuity only the services actually rendered shall be considered, even if they were discontinuous, during the required number of years. In no case shall services rendered before the employee is 18 years of age be counted.

When the remuneration for the work has been wholly or partially by the day, one year of service shall be counted for each 250 days actually worked, and if the remuneration was by the hour it shall be computed at the rate of one day for each eight hours actually worked.

ART. 61. When the disability is permanent the retirement annuity shall have the same character.

In other cases the beneficiaries shall be subject to the periodical revisions which the board of directors of the fund may order within 10 years after the granting of the retirement, after which time the retirement annuities shall be considered permanent.

ART. 62. Retirement annuities for disability shall not be granted except after a report from a doctor or doctors designated by the board of directors as to the causes and importance of the alleged physical or mental disability.

ART. 63. All benefits established by this law shall be granted by the board of directors of the fund, to which all claims should be made. Its decisions are appealable in accordance with the provisions of article 34.

ART. 64. Retirement annuities granted shall be paid from the day the interested party leaves the service, up to which date payment of contributions must be made.

ART. 65. The right to claim a retirement annuity or pension expires after five years.

Payment of the retirement annuity or pension shall cease if the beneficiary moves to a foreign country without notifying the board of directors.

ART. 66. The retirement annuity is for life and the right thereto is lost only for the causes expressed in this law.

ART. 67. Whoever, being entitled to a retirement annuity, has a criminal charge pending [against him], and the deed with which he is charged carries a penalty of arrest or imprisonment for more than 3 years, may not claim the retirement annuity until after the termination of the same, but his heirs shall receive the pension to which they would be entitled under this law.

In case the retirement annuity is granted subsequently, the retired employee shall be paid the difference between the amount of the retirement annuity and the total sum received by his family in the form of a pension.

ART. 68. Commutation or pardon shall not reinstate the rights lost as a consequence of the provisions of this law.

ART. 69. Those who have obtained the ordinary retirement annuity or voluntary retirement annuity may reenter the employment of a bank. In this case the retired employee shall cease to receive the retirement annuity and shall receive only the salary of a new employee. If he leaves his employment he shall again receive his retirement annuity, without any right, however, to claim

an increase in the same, for which reason the contributions required of the newly employed person in accordance with article 17 shall not be required of him.

ART. 70. Retired employees to whom the conditions of the preceding article apply and who owe for seniority deficits must continue paying them when they reenter the banking service, in accordance with articles 18 and 19.

ART. 71. Two or more retirement annuities granted by retirement systems governed by the laws of the Nation shall not be granted to one person. The interested party must choose one of them, his right to the others being extinguished thereby.

Special provisions

ART. 72. The benefits of this law shall be granted, in general, 90 days following its promulgation.

ART. 73. The first election of the board of directors in accordance with the provisions of article 26 shall take place at the conclusion of the term of the present board, which shall continue in service until the new authorities take charge.

ART. 74. The banking enterprises to which articles 4 and 5 of the present law refer may make their contributions in not more than 36 monthly payments.

ART. 75. The fund shall make a complete census of the employees included under this law within five years from the date of its establishment, the result of which shall be sent to Congress, proposing, in such case, any modifications it deems proper.

ART. 76. The private banks and their employees which are now affiliated with the fund established by Law No. 11232 shall continue to form a part of it.

ART. 77. The board of directors of the fund shall prepare the regulation of this law, submitting it for the approval of the executive authority within 60 days after the promulgation of the present law.

ART. 78. All provisions contrary to this law are hereby repealed.

PROHIBITION OF MATCHES CONTAINING PHOSPHORUS

LAW NO. 11127 OF JUNE, 8, 1921

ARTICLE 1. The manufacture, importation, or sale of matches containing white or yellow phosphorus is prohibited.

ART. 2. Violators of the preceding provision shall be punished by a fine of from 500 to 1,000 pesos (national currency), or to imprisonment of from 3 to 6 months, and in case of a repetition of the offense the establishment or factory shall be closed for 6 months.

ART. 3. Owners, partners, directors, or managers of factories or establishments which manufacture, import, or sell matches of which the tip material contains white or yellow phosphorus shall be directly liable and subject to the penalties specified in this law.

ART. 4. Funds derived from the collection of fines under this law shall be assigned to the National Council of Education.

ART. 5. Procedure for the application of the fines fixed by this law shall be governed by Law No. 9638 of August 28, 1915.

ART. 6. This law takes effect throughout the territory of the Nation on January 1, 1922.

COOPERATIVE SOCIETIES

LAW NO. 11388 OF DECEMBER 20, 1926

ARTICLE 1. Cooperative societies shall be governed by the provisions of this law.

ART. 2. Only those societies shall be known as "cooperatives" which in addition to this name have the following qualifications:

1. The addition of the word "limited" to the name.
2. No statutory limit to the number of members, nor to the number of shares, nor to the capital stock, nor to the life of the society.
3. The shares shall be nominal and indivisible, and transferable only with the consent of the board of directors under the conditions determined by the by-laws. All shares, when paid up, shall have the same value.

4. Each member shall have only a single vote regardless of the number of shares he may possess.

5. The by-laws shall state the conditions for admission, resignation, or expulsion of members. The members shall have the right to resign from the society at the time fixed in the by-laws, or, in the absence thereof, at the end of each fiscal year, giving 10 days' notice.

6. When the by-laws of the society require an initiation fee, it shall not be increased as a contribution to the society's reserve funds.

7. Members leaving the society for any reason whatsoever shall have no individual right to the reserve funds.

8. In case of the dissolution of the society, the reserve funds shall be turned over to the National or the Provincial treasury, according to the actual domicile of the society, to be used for the economic education of the community.

9. No advantage or privilege shall be accorded to the organizers, founders, and directors, nor shall they be given preference to any part of the capital.

10. Remuneration by the payment of commissions, or in any other way, for getting new members or selling shares is prohibited.

11. Societies shall not have as their principal or supplemental purpose the propaganda of either political, religious, nationalistic, or local ideas, nor impose, as a condition of membership, affiliation of members with religious organizations, political parties, or nationalistic or local groups.

12. They shall not extend credit for purchases of consumers' goods.

13. Only members of the society may participate in its benefits.

14. The board of directors, without excluding any of the members, may at any time order the retirement of capital stock of the members having the greater number of shares. If all the members have an equal number of shares, the retirement shall be made pro rata.

15. When money loans are made to the members, no sum reducing the amount of the loan, whether it is called a premium, a bonus, or any other name, shall be collected, except the payment of interest, if such has been fixed. The interest shall not exceed 1 per cent of the rate collected by official banks in similar transactions, and shall not be increased during the term of the loans. The loans may be canceled at any time by the borrower, without further payment of interest.

16. Of the net profits earned there may be paid upon the operating capital in transactions that are not of credit, interest which does not exceed 1 per cent of the discount rate of the Bank of the Nation.

17. Of the net profits earned each year at least 5 per cent shall be set aside in the reserve fund and 90 per cent shall be distributed among the members as follows: (a) in consumers' cooperative sections or societies, in proportion to the purchases of each member; (b) in workers' productive societies, in proportion to the work performed by each one; (c) in cooperative labor societies and workshops, in proportion to the amount of the operations of each member with the society; (d) in cooperative credit societies, in proportion to the capital.

18. The financial accounts and reports of the board of directors shall be made up annually and submitted to the general meeting, which shall take place within three months following the close of the fiscal year.

19. Notice of the general meeting shall be given at least eight days in advance, in the manner provided by each society in its by-laws, and the meeting shall take place one hour after the time fixed in the announcement regardless of the number of members present, unless before that time one-half of the members, plus one, have already assembled.

20. The by-laws may prohibit voting by proxy. If they authorize voting by proxy, the representation must be by a member and he may not represent more than two members.

21. When there are more than 10,000 members, there shall be substituted for the general meeting an assembly of delegates chosen at electoral assemblies by sections or by districts, in the manner determined by the by-laws. The by-laws may provide similar procedure for the representation of members who reside in localities distant from the place of the general meeting.

22. For the control of the society's accounts, the general meeting shall elect a treasurer and an alternate. Likewise an auditing committee shall be elected, the number of whose members shall be twice that of the board of directors and auxiliary to it.

ART. 3. Cooperative societies may enlarge their scope and unite with another or others of the same nature by a majority vote at the regular meeting, provided that such business was made a part of the order of the day. The expan-

sion of their object or their union shall be registered as specified in articles 5 and 6 of this law.

ART. 4. Cooperative societies may federate by a majority vote of the regular meeting, in order to form a cooperative union and to work in common, according to the principles fixed in this law.

ART. 5. Cooperative societies may be formed legally without the necessity of a public document, their papers being drawn up in duplicate, signed by those forming the society, and copied in a special register kept by the Ministry of Agriculture.

ART. 6. The presentation of a list of the members, a copy of the by-laws, and evidence of the organization of the society, either in operations or bank deposits of a twentieth part of the capital subscribed, shall be sufficient to obtain recognition and authorization for a cooperative society. Societies constituted in accordance with the provisions of this law shall be authorized to function within 90 days from the date of their petition.

ART. 7. Minors over 18 years of age and married women may join cooperative societies without paternal or marital authority and by themselves dispose of their interest in the same.

ART. 8. Cooperative societies already in existence should conform to the provisions of this law within one year from its promulgation, if they desire to continue the title of "cooperative." Those which do not so conform shall be liable to the penalty fixed in the following article.

ART. 9. After the date of the promulgation of this law the use of the word "cooperative" in the name of any society or enterprise which has not complied with its provisions shall be prohibited. Violation of this prohibition shall be punished by a fine of from 500 to 2,000 pesos (national currency) and by the closing of the establishment, offices, places of sale, and other public appurtenances of the society or enterprise, if the violator does not cease the unlawful use of the word "cooperative."

ART. 10. The Ministry of Agriculture shall have the public supervision of cooperative societies and shall examine and certify the balance sheets submitted by them, and shall establish an information service for and concerning the cooperative movement in the Republic.

ART. 11. Articles 392, 393, and 394 of the Commercial Code and any other provision which is contrary to this law are hereby repealed. For societies formed according to the rules of this law, the provisions of the Commercial Code concerning corporations shall apply when not contrary hereto.

ART. 12. This law shall be incorporated under a special title in the Commercial Code.

NATIONAL AND PROVINCIAL LABOR OFFICES

NATIONAL DEPARTMENT OF LABOR

LAW NO. 8999 OF OCTOBER 8, 1912

ARTICLE 1. The present General Bureau of Labor shall, after the promulgation of this law, be called the "National Department of Labor"; it shall be under the Ministry of the Interior, and its functions shall be to prepare all labor legislation, collecting, coordinating, and publishing the data relative thereto, and to organize the work of inspection and supervision under the laws passed by Congress on the subject.

ART. 2. The department shall be composed of three principal divisions (a) Legislation; (b) statistics; (c) inspection and supervision.

ART. 3. The department shall establish a direct and permanent inspection and supervision service in the industrial and commercial establishments of the capital of the Republic and the National Territories, for the purpose of securing compliance with the laws relative to labor.

ART. 4. Duly authorized labor inspectors have the right during working hours to enter all places where an industry or business is carried on. The proprietor's refusal thereof shall amount to a violation of this law, which shall be punished by a fine of from 100 to 500 pesos, without prejudice to proceeding by forcible entry on a writ previously obtained by the head of the department.

ART. 5. The department shall organize and have under its direction, under the form of management it considers most suitable, a workers' employment bureau, for the purpose of coordinating the demand for and supply of labor, and also the inspection and supervision of private employment agencies.

ART. 6. The department shall be in charge of a director named by the executive authority.

His duties shall be to secure compliance with the laws relative to labor; to mediate in conflicts between capital and labor; to recommend appointments, promotions, punishments, and dismissals of employees; to request, whenever necessary, the cooperation of the different branches of the administration, these being in duty bound to grant it; to publish a bulletin which shall be distributed free of charge to employers' and workers' organizations.

In case of the absence or disability of the director, his place shall be taken by the chief of the legislative division, and in his absence by any official designated by the executive authority.

ART. 7. Whenever conflicts between capital and labor require it, the director shall call together and preside over "labor councils," composed in each case of an equal number of employers and of workers. These councils, in the performance of their duties, shall have access to all the data required for arriving at their decisions, and such a decision shall end the mediation of the department in the case submitted for its decision.

ART. 8. Any persons to which this law refers who refuse to furnish data or information required by the department for the performance of its duties, or who furnish data or information which is false, shall incur a fine of from 100 to 150 pesos for the first offense and from 500 to 1,000 pesos for subsequent offenses (the amount of such fines to go to the school fund) or, in default thereof, equivalent imprisonment according to the Penal Code.

The department shall not divulge nor publish the names of the persons, enterprises, or societies to which the data or information refers. Any employee or agent of the national department of labor who reveals industrial or commercial secrets of which he may have acquired knowledge by reason of his employment therein shall incur the penalty provided in the Penal Code for revealing secrets.

ART. 9. The resources of the department shall be the annual appropriation under the budget law, the proceeds from its publications, and the gifts received for the promotion of the services which the department is designed to render.

ART. 10. The department, as the representative of the State, is hereby authorized to receive by inheritance, legacy, or donation any property or sums of money to be applied to particular services or for the establishment of foundations or institutions directly connected with the purposes of its creation. When such gifts are conditional, legislative approval shall be required for acceptance.

ART. 11. The penalties mentioned in articles 4 and 8 shall be imposed by the department of labor, with appeal to the ordinary courts of justice.

REGULATORY DECREE OF JANUARY 2, 1913

ARTICLE 1. Law No. 8999 shall be administered in accordance with the provisions of this regulatory decree.

ART. 2. The National Department of Labor is under the ministry of the interior and is composed of three divisions: Legislation, statistics, and inspection and supervision.

ART. 3. That the studies and work of these various divisions may be carried on as prescribed by this regulation, the department shall have the duty of preparing material for labor legislation, of seeing that labor laws enacted by Congress are enforced, and of facilitating the placement of unemployed workers by registering and making known offers of and applications for employment.

ART. 4. The department shall be in charge of a director, and each of the divisions shall have its technical chief with the personnel specified by the budget law. In case of the director's absence or disability, his place shall be taken by the chief of the legislative division, or, in his absence, by whatever official the Executive Authority may name on each occasion.²²

ART. 5. The bureau charged with keeping a register of positions for unemployed workers shall form a part of the division of inspection and supervision.

²² By a decree of Jan. 14, 1918, it is provided that in case of the absence or disability of the director and his legal substitute the chief of the legislative division, the head of the division of inspection and supervision shall fill the place of the director of the said department, and by a decree of Oct. 30, 1919, that in the absence of the latter the head of the division of statistics shall fill the place.

ART. 6. The powers and duties of the director are:

(1) To promote, direct, and adopt, with the authorization of the ministry, all measures conducive to the better enforcement and efficacy of the laws relating to labor now in force or which may hereafter be enacted; to submit proposals for legislation to the Executive Authority.

(2) To coordinate, order, and inspect the work of the various bureaus composing the department, to distribute the work among them according to its nature, and to require the reports from them which he may deem proper.

(3) To recommend appointments, promotions, punishments, and dismissals of the employees of the department, being empowered to order their immediate suspension when the exigencies of the service so require, and until final decision is made in each case.

(4) To offer his mediation in forming the labor councils referred to in article 7 of the law.

(5) To call together and preside over said councils whenever his intervention is sought and accepted in disputes arising between capital and labor; to arrange the means and procedure necessary for collecting all the data by which conciliation of the parties may be facilitated, and to order the publication of the settlement terminating the dispute.

(6) Through the Ministry of the Interior, to request of the other branches of the administration any cooperation he may need for the greater success of the services intrusted to the body of which he has charge.

Relations with the National Department of Health shall be direct, for the purpose of inspecting industrial and commercial establishments with regard to the health of workers and the sanitation of the workrooms.

(7) To represent the department in all acts and relations arising from the duties intrusted to him.

(8) To accept, for the executive authority, any inheritances, legacies, or donations made to the department and property or sums of money given to it to be applied to particular services or for the establishment of foundations or institutions directly connected with the purposes of its creation.

Whenever the donations are conditional, acceptance shall be subject to the approval of Congress.

(9) To impose the proper penalties in the cases provided for by articles 4 and 8 of the law, after the fact is duly approved and on the advice of the legislative division. The decision rendered shall also be signed by the secretary of the department.

(10) To decide petitions for exceptions to the Sunday rest law in cases which manifestly do not come within the terms of the law and the regulatory decree, referring to the Ministry of the Interior, with the data on the case, only such petitions as are of special importance because of the interests involved or which are based on considerations of public order or are found to be expressly authorized.

(11) Petitions based on cases of force majeure or of necessities for which the industry or business can not normally provide shall be decided by the director whenever, because of the day or hour on which such circumstances occur and because of the urgency of the case, directly verified by inspectors of the department, they can not be taken up and disposed of by the ministry nor postponed without serious damage to the public interest or to the industry itself, or without imminent risk of damage.

(12) To make any reports required of him by the ministry.

(13) To present an annual statement on the activities of the department in administering the services under its charge, indicating also any administrative or legislative measures necessary to remedy deficiencies or to provide for new needs.

(14) To request of the judges the appropriate order in the cases provided for in article 4 of the law.

ART. 7. The duties of the legislative division are:

(1) To observe and study the results of the application of the labor laws in force and to point out any modifications advised by its own experience or by that of other countries with respect to analogous laws.

(2) To collect the data required for the preparation of any laws of a social nature which may be needed.

(3) To take charge of the care and formation of the department's library, endeavoring to accumulate all the publications on social legislation of the countries which are the most advanced and best organized in this respect, and also keeping up to date the bibliographical information on these questions.

(4) To ascertain the present situation and the rate of progress of our institutions of savings, credit, and insurance in their relation to the working classes and also the advantages afforded to said classes in the solution of their disputes by the existing institutions of conciliation and arbitration.

(5) [Repealed by Law No. 9667.]

(6) To concern itself, in general, with all those phenomena or institutions relating directly or indirectly to the well-being of the working classes and the knowledge or adoption of which may tend to elevate their moral or material level.

(7) To issue any reports or to make any studies ordered by the director.

(8) To gather and classify, by subjects, the conclusions of domestic and foreign jurisprudence concerning the various questions relating to capital and labor.

ART. 8. The division of statistics is to compile, summarize, and annotate all the data regarding:

(1) Commerce and industry in general within the Republic; articles of which the trusts or other combinations of capital and commercial operations have a monopoly, and the influence which these facts exercise over prices, and also the influence of customs duties on the price of articles of common consumption.

(2) The workers, including: (a) Number of workers in the different occupations; sex, age, nationality, and civil status thereof; (b) unemployment among workers in the various occupations; (c) workers employed in temporary occupations; (d) wages; (e) working hours; (f) work of women and children; (g) home work.

(3) Labor disputes: (a) Strikes and lockouts, their causes, duration, and results; (b) mediation, conciliation, and arbitration.

(4) Labor hazards: (a) Occupational diseases; (b) industrial accidents, and their classification.

(5) Labor organizations: (a) Trade-unions, mutual-aid societies, and leagues of defense (*sociedades de resistencia*); (b) recreational and educational societies; (c) workers' political groups.

(6) The workman's life: (a) The worker's family and its budget; (b) workers' housing; (c) prices of articles of prime necessity; (d) contribution of the different members of the family to the family income; (e) illness and mortality among workers.

(7) Education and morality of workers: (a) Adult and industrial night schools; (b) alcoholism; (c) crimes.

(8) Social insurance: (a) Sickness insurance; (b) industrial-accident insurance; (c) old age and invalidity insurance; (d) insurance against unemployment and shutdowns; (e) insurance of private employees; (f) maternity insurance.

(9) Pauperism and thrift among workers.

(10) Immigration and emigration, in their social and economic aspect.

(11) Current prices, wholesale and retail, of the articles of prime necessity.

(12) Workers of transportation enterprises and of public works.

(13) Labor statistics of foreign countries.

(14) Statistics of all other branches of industrial and commercial life relating to workmen.

(15) Statistical work ordered by the Ministry [of the Interior].

ART. 9. The division of inspection and supervision shall:

(1) Organize, maintain, and keep constantly in operation, through its personnel, the service of direct inspection and supervision of the industrial and commercial establishments in the Federal capital and the National Territories, in order to see that there is strict compliance with the law regulating the work of women and children, the law on Sunday rest, and any laws which Congress may hereafter enact. As to the first of these laws inspectors shall see that there is prompt compliance with those requirements intended to assure the health, safety, morals, instruction, and necessary rest of minors and women. They shall make affidavits as to any violations which they may discover, adding all the details and evidence which may tend to prove such violations.

Attested copies of these documents in due form shall be sent to the chief of police for the imposition of the proper fine.²³

(2) The inspectors shall also visit the National Territories to inspect industrial and commercial establishments operating therein which employ women and children, and if they find that these provisions are not being respected, shall suggest to their owners, through the police authority, that they conform to the provisions of the law, such owners remaining liable to the penalties incurred thereby.

(3) For the purposes of such inspection and supervision the labor and health inspectors may enter all places where any industry or business is conducted. They shall be provided with credentials issued by the director of the department, and may not visit such establishments except during working hours.

(4) If employers or owners of industrial or commercial houses should not permit the inspectors to enter, the latter shall limit themselves to making a record of the fact, drawing up the proper affidavit, which shall be signed by two witnesses, the inspector and the employer, if he consent to do so. This affidavit shall serve as sufficient evidence for the imposition of the proper fine and for the request for a writ of entry. The chief of the division shall transmit it to the director with his recommendation.

(5) The inspectors shall also inspect and supervise all private employment agencies of the Federal capital with the purpose of ascertaining whether they conform to the conditions prescribed in the ordinances governing them and whether abuses are committed in dealing with workers seeking employment. Such inspectors shall report any irregularities or violations they may observe and a copy of their report shall be transmitted to the proper official.

(6) Labor inspectors in performing their duties of inspection and supervision or other tasks entrusted to them shall comply with the instructions of the chief of the division.

Art. 10. Inspectors may require of the owners of industrial or commercial establishments and of the workers all the information and data which they may consider necessary to the performance of their duties and any affidavits or reports prepared by them shall be accepted as true until proved to the contrary. Inspectors shall require of employers presentation of the work rules of the establishment, the register prescribed by article 3 of Law No. 5291,²⁴ the certificates of school attendance during the week of the minors who have not yet completed their compulsory schooling under the law governing this matter, and the labor contracts, if any.

Inspectors may order the immediate withdrawal of any children found to come under the prohibition of articles 1 and 2 of Law No. 5291²⁵ and also of those who have been shown by medical examination to be employed in work which is injurious to their health and normal development. Inspectors shall report in detail to the chief of the division as to the adoption of such measure, and the latter shall bring it to the knowledge of the director of the department for his approval.

Art. 11. If any dispute arises between employers and workers concerning a labor matter, the director of the department, in case he is not asked by the parties to intervene, shall offer his mediation in order to promote a peaceful settlement in the way provided by article 7 of the law.

Art. 12. When a dispute or disagreement has occurred, either of the parties may lay it before the director of the National Department of Labor and solicit his mediation. A brief shall be submitted, containing a concise exposition of the subject matter of the dispute and the steps taken to settle it.

Art. 13. The director of the department shall send a copy of the brief to the other party, fixing a reasonable time within which said party may state whether or not he accepts his good offices. If the reply is affirmative, it shall be accompanied by an equally concise brief in reply to the first.

Art. 14. The employers' brief shall be signed by the employer or employers concerned, or by any one of them who is authorized to speak for the others. The workers, on their part, shall proceed in the same way. Each party shall swear to the genuineness of his authorization. When a corporation is involved, the petition or answer shall be signed by the person empowered so to do by the by-laws of said corporation.

²³ This procedure is modified by Law No. 9658, of Aug. 28, 1915, which provides that such affidavits shall serve as the basis for special judicial trials, in which a representative of the Department of Labor acts as prosecutor.

²⁴ Superseded by Law No. 11317.

ART. 15. When the director's intervention has been solicited or accepted he shall proceed with all possible diligence to form a "labor council," naming six delegates, three from the list presented by the employers and three from that presented by the workers.

ART. 16. When the council has been formed and assembled, it shall proceed to examine the two briefs of the parties and shall invite said parties to appear before it for the purpose of explaining the grounds and principles on which they base their respective claims, which may be done either in writing or orally. The secretary of the department shall act as secretary of the council and shall keep minutes of all the meetings, putting in the record the discussions at such meetings, together with the reasons advanced by each of the parties in his case.

ART. 17. The council may, if it considers such procedure necessary for the better determination of the causes of the dispute, order any investigation made which it may deem proper and hear the opinion of persons not concerned in the matter at issue.

ART. 18. The council shall first of all endeavor to obtain the agreement of the parties that while conciliation is in progress the employers will not suspend work nor the workers go on strike.

ART. 19. In the course of its investigations, the council shall make any proposals and take all steps which it may deem useful and fitting in order to induce the parties to agree directly to a friendly settlement and equitable solution of the dispute, and it may postpone the consideration of the matter as long as it may deem prudent in order to afford said parties time in which to agree on any point where a mutual understanding is possible.

ART. 20. If said settlement does not take place, the council after all the data have been collected and the causes of the dispute examined, shall propose to the parties the solution which, as a conciliatory agreement, it deems just and prudent, according to the importance and seriousness of the differences. The council's proposal shall cover all points involved in the disagreement. If such proposal is accepted, its terms shall be stated in a record to be signed by those concerned or their representatives and the members of the council, and in which shall be stated the contract obligation of complying with the agreement. This record shall be kept on file in the department, and any copies thereof for which application is made shall be issued by the secretary.

ART. 21. Should the council be unable to obtain an amicable agreement between the parties, it shall propose that their differences be submitted to arbitration, and the council may itself assume the character of a council of arbitration on petition of said parties. In such case, a document shall be prepared stating the respective compromise, the questions to be settled, and the obligation upon both parties to submit to the arbitrator's award.

The council having been constituted as an arbitral tribunal, it shall receive from the parties any evidence they may present and shall take on its own account any that it may deem necessary for rendering a decision within the time fixed by the arbitration agreement. The decision shall be incorporated in the record and shall be signed by both parties or their representatives.

ART. 22. If neither conciliation nor arbitration is accepted, that shall be set forth in like manner, and the council, if it deems such procedure useful, shall state therein its opinion on the case and order it to be published.

ART. 23. In all matters before the council, the settlement to be proposed to the parties shall be adopted by a majority vote of the members present, exclusive of the chairman except in case of a tie, in which case he shall cast the deciding vote.

ART. 24. When the parties in dispute belong to legally constituted associations, each one of these associations shall present its list of delegates for membership on the council, if the question affects the whole trade. If it affects the workers or operatives of a single enterprise or workshop, the lists shall be presented by said workers or operatives and by the owners of said enterprise or workshop, respectively.

ART. 25. When a majority of the employees or employers concerned do not belong to any trade association, each side by a majority vote shall elect a commission from among their number to prepare the list of delegates.

ART. 26. Any trade organization having legal capacity shall forfeit it whenever, in the judgment of the executive authority, it rejects without cause a conciliatory agreement proposed by the council.

ART. 27. If, when a dispute has arisen, the intervention of the director of the department is not sought nor the mediation offered by him accepted, the division of inspection shall order a thorough investigation of the causes of said dispute and shall give publicity to the results, with such explanations as it may deem pertinent, for the most correct and impartial appraisal of the case.

ART. 28. The employment bureau is hereby established, and its duties shall be to coordinate the supply of and demand for labor, seeking suitable situations for workers and competent workers for employers.

ART. 29. The bureau shall record, classify, and publish all applications for work which are made through it and all offers of positions which it receives, and shall bring to the knowledge of those concerned calls for employment corresponding to their offers.

ART. 30. For the purposes of the preceding article, the bureau shall keep three registers: 1. Applications for work; 2. Calls for workers; 3. A confidential register, in which shall be noted the record of any employers who have failed to comply with the conditions under which they contracted for workers, and also the record of any workers who have likewise failed.

ART. 31. The entries or notations in each register shall be made by occupations and chronologically. In order to be enrolled in the appropriate register, workers shall establish their personal identity and present a certificate of good conduct. The enrollment and also the service of the agents of the bureau in advising workers shall be free of charge.

ART. 32. The bureau shall order printed special forms on which shall be noted the data concerning those who seek and those who offer employment, which shall include all the circumstances relative to such work and its remuneration. It shall post daily in public places lists of offers of and applications for employment, and shall furnish, if necessary, a place where those interested may meet and come to an understanding directly.

ART. 33. The bureau's personnel shall be thoroughly familiar with commerce and industry in the Federal capital and the National Territories, and shall keep informed regarding the current customary wages and working hours of the different trades. To this end said personnel shall be in constant and direct contact with workmen's and employers' associations, mutual aid societies, and police and municipal authorities, from which it shall solicit all the information it may deem useful in the fulfillment of its task.

ART. 34. The bureau shall organize, with the advice of the division of statistics the necessary services of this nature and shall present a quarterly report of its work, in addition to the daily statement to be presented to the chief of the division of the work of the bureau in so far as it concerns the number of employers and workers enrolled and of positions filled.

ART. 35. Under the supervision of the director there shall be issued the "Bulletin of the National Department of Labor" in which shall be published the reports and studies made by the divisions of the department in matters under their particular jurisdictions, and the reports and proceedings of the public authorities of this and foreign countries, which relate to questions of labor. Said bulletin shall be distributed free of charge to employers' and workmen's organizations and shall be sent in exchange to similar institutions of other countries and also to Argentinian consuls abroad.

The department may also publish pamphlets, monographs, or any material on subjects related to social questions, the knowledge and study of which may be of interest to capitalists and workmen.

ART. 36. Inspectors or any other employees of the department who reveal industrial or commercial secrets of which they have acquired knowledge by reason of their duties, shall be dismissed and shall, moreover, be liable to the penalties prescribed by the Penal Code in articles 262 and 265.

ART. 37. The National Department of Labor shall request the National Department of Health to make such technical inspections as it may consider necessary in industrial and commercial establishments of the Federal capital and the National Territories, in order to assure strict compliance with the labor law for women and minors with reference to the sanitary conditions of the workrooms and the health of the workers.

The result of these inspections shall be communicated in writing to the National Department of Labor. Moreover, the National Department of Health must indicate any measures whose adoption it may deem proper for insuring the effectiveness of the said law in the matter of sanitation and the health of the persons who are employed.

ART. 38. The inspectors of the National Department of Health shall be provided with credentials by the director of the National Department of Labor in order to be able to enter factories, workshops, and commercial houses where they are to carry on the inspection with which they are charged.

ART. 39. The inspection and supervision of industrial and commercial establishments of the National Territories shall be made by the physician of the health department of the Territory according to the instructions he may receive from the National Department of Health.

ART. 40. For the purposes of study and accurate understanding of occupational diseases in our industries the National Department of Labor may request the National Department of Health to inspect those establishments where work liable to produce such diseases is performed.

ART. 41. In the cases provided for in paragraph 4 of article 9, the inspectors of the National Department of Health shall restrict themselves to giving an account of the facts in writing to their respective superiors, and the head of the department shall transmit it to the Department of Labor for action.

ART. 42. The provision contained in paragraph 2 of the same article shall also be applicable to inspectors of the National Department of Health.

ART. 43. Any previous provisions contrary to this decree are hereby repealed.

PROVINCIAL BUREAUS OF LABOR

The following are the 10 Provinces whose laws or decrees establishing labor bureaus are on file in the Bureau of Labor Statistics and the dates of their enactment: Buenos Aires, December 11, 1910; Cordoba, September 1, 1914; Corrientes, April 22, 1926; Entre Rios, June 12, 1915; Mendoza, September 1, 1913; Salta, June 13, 1921; Santa Fe, January 9, 1923; San Luis, January 12, 1927; Santiago del Estero, July 12, 1917; and Tucuman, February 27, 1918.

Since these laws or decrees are all patterned after the national law (No. 8999) creating the National Department of Labor (see p. 107), only the law of Cordoba is given here, the others being essentially identical.

LAW OF CORDOBA

ARTICLE 1. The present general office of statistics shall be called, after the promulgation of this law, the bureau of labor and general statistics. It shall be under the ministry of public works and industries, and shall have the following functions:

To prepare labor legislation, collecting, coordinating, and publishing the data relative thereto; to organize inspection and supervision of the enforcement of the legal provisions of National or Provincial orders on the matter; and to publish general statistics in accordance with the decree of January 4, 1899, and the law of November 11, 1902, as regards the matters stated in their provisions, all other provisions being repealed by the provisions of this law.

ART. 2. The bureau shall consist of two principal divisions: (a) Legislation and statistics; (b) inspection and supervision.

ART. 3. The bureau shall establish a direct and permanent service of inspection and supervision in industrial and commercial establishments in the capital and in the departments for the purpose of supervising the enforcement of the laws relative to labor.

ART. 4. The duly authorized labor inspectors have the right to enter, during working hours, the premises where an industry or business is being carried on. Refusal of the employer shall amount to a violation of this law and shall be penalized by a fine of from 100 to 500 pesos (national currency) without prejudice to proceeding under a writ of entry secured by the director of the bureau.

ART. 5. The bureau shall organize and have under its charge, under the system considered most appropriate, an employment office for workmen for the purpose of coordinating the supply and the demand of labor. It shall also have the duty of inspecting and supervising private employment agencies.

ART. 6. The bureau shall be under the management of a director appointed by the executive authority.

His duties shall be to supervise the enforcement of labor laws; to mediate in disputes between capital and labor; to propose appointments, promotions, repre-

mands, and dismissals of employees, requesting, whenever necessary, the cooperation of the various branches of the administration, the latter being obliged to render it, and also to direct the various publications issued by the bureau.

If the director is absent or is prevented from being present, his place shall be filled by the assistant director who is also chief of the division of legislation and statistics, or in his absence by an official appointed by the executive authority.

ART. 7. The director, when disputes between capital and labor require it, shall recognize and preside over labor councils composed in each case of an equal number of employers and workers. These councils shall have at their disposal during their proceedings all the elements of the investigation necessary for their decision, and the latter shall terminate the mediation by the bureau in cases submitted for its decision.

ART. 8. All persons referred to in this law who refuse to furnish data or reports required by the bureau for the discharge of its duty, or who furnish false information, shall incur a fine of from 100 to 150 pesos for the first offense and from 200 to 300 pesos for offenses thereafter, or shall suffer a penalty equivalent to 1 day of arrest for each 10 pesos.

The bureau may not give out nor publish the names of persons, enterprises, or societies to which the data or reports refer. Any employee or agent of the bureau of labor or statistics who reveals industrial or commercial secrets of which he has knowledge by reason of his work shall incur the penalty established in the Penal Code for disclosing secrets.

ART. 9. The authorities and other employees of departments of the Province are considered by this law as auxiliary agents of the bureau of labor for the purpose of furnishing data and collecting the facts solicited from them compatible with the discharge of their duties.

ART. 10. Besides the yearbook heretofore published by the general office of statistics, the bureau of labor shall edit a bulletin whose distribution shall be free.

ART. 11. The penalties referred to in articles 4 and 8 shall be imposed by the judge having authority, with appeal to the superior judge, and the proceeds of the fines shall be added to the common fund for schools.

ART. 12. The executive authority is authorized to spend up to 5,000 pesos (national currency) in the execution of the present law, to be charged to the account thereof, taking it from the general tax funds.

REGULATORY DECREE OF SEPTEMBER 15, 1914

ARTICLE 1. The bureau of labor and statistics is subordinate to the ministry of public works and industries, and shall include two principal divisions: (1) Legislation and statistics; (2) inspection and supervision.

ART. 2. The duties of the division of legislation and statistics are:

(a) To organize a special service of labor statistics, the results of which shall serve as a basis for study and labor legislation. It shall make general investigations in the capital and the departments concerning salaries, hours of labor, industrial accidents, necessary shutdowns, agricultural work, home work, number of workers employed, idle, and available, the organization of labor unions and institutions favoring the working classes, their by-laws and objects, the number of private agencies and their management. It shall make special investigations regarding the present condition of industrial establishments and workshops, manner of payment, hours of labor and of rest, and above all the facts and antecedents that influence the economic situation of the workers, including the problem of dwellings, and especially that which will aid in determining and establishing the present condition of the laboring classes.

(b) To frame and propose labor legislation applicable to the necessities and peculiarities of the Province based on the result of the investigations made under the provisions of the preceding article.

(c) To devote special attention to all phases of the employment of women and children, giving great importance to this social problem with respect to health and morals, and to present legal and administrative measures for their active protection.

(d) To make contacts with employers' associations and labor unions, whether they are technical or have socio-political leanings, to ascertain opportunely the activities, movements, and fluctuations of the labor market, in order to strengthen and facilitate the position of the bureau when acting as an intermediary in disputes between both parties.

(e) To study the present situation as to relations between employers and commercial employees with respect to the stipulations of contracts, dismissal, rest periods, and hours of labor, suggesting any necessary reforms, and also to make contacts with the existing employers' associations and employees' organizations.

(f) To establish and direct a Provincial employment agency which shall serve employers and workers without cost and whose organization shall be extended, proportionally to its development, by means of branches throughout the Province, keeping always in contact with analogous institutions of the National Government and of other Provinces.

(g) To devote special attention to the matter of Sunday rest, to study the probability of its extension and the application of necessary exceptions.

(h) To promote the establishment of labor councils and of technical commissions, formed between employers and workers, whose object shall be to cooperate with and to help the bureau of labor in making provisions concerning the agreement of wages and of fixed scales, mediation between both parties, and all measures which tend to the improvement of the working classes.

(j) To study the social and labor legislation and literature of those countries which devote special attention to the labor problem, profiting by their experiences, and adapting any innovations there introduced as far as practicable.

(k) To establish relations between bureaus of the same class within and outside of the country, for the exchange of publications and interesting correspondence, to form a socio-economic library which shall be at the disposal of anyone interested on observing the special regulations.

(l) To edit and publish, in addition to the present statistical yearbook, a bulletin of the bureau of labor, for free distribution, in which shall be published the reports and studies made by the bureau in matters in its peculiar field, and the documents and proceedings of national and foreign public authorities, provided they relate to questions of labor. It may also publish pamphlets, monographs, or any work on social matters, the knowledge and study of which may be of interest to industrialists and workers, through the press or through its own means.

ART. 3. The duties of the division of inspection and supervision are:

(a) To organize and carry on a direct and permanent inspection and supervision service in industrial establishments in the capital and the departments, for the purpose of supervising the enforcement of the laws and decrees of the Government. These provisions shall give special attention to the exigencies which guarantee health, safety, morality, and necessary rest for the worker. If the inspector, during a visit in a factory or workshop engaged in the manufacture of foods feels it opportune to take notice of the hygienic condition of the establishment or of the method of manufacture, he shall advise the bureau of his observations for further action.

(b) For the purposes of inspection and supervision the duly authorized inspectors may enter all places where industry or commerce is carried on. Inspection shall take place, however, only during working hours.

(c) If the owners or employers of industrial or commercial houses do not permit inspectors to enter, the latter shall limit themselves to stating that fact, making a record thereof, which shall be signed by two witnesses, the inspector and the employer, if he does not refuse to do so. This document shall serve as evidence for the application for the writ of entry. The inspector shall submit it to the chief of the bureau with the report of the case.

(d) The inspectors shall also supervise and make an inspection of the private employment agencies, for the purpose of ascertaining whether they meet the conditions prescribed by the ordinances governing them and whether abuses are being committed on their patrons. They shall report the information obtained.

(e) The inspectors may receive from the employers and workers all the information and data considered necessary for their mission and the records of proceedings and the reports which they make shall be considered authentic until proved to the contrary.

(f) In the discharge of their duties of inspection and supervision or of the commissions intrusted to them, labor inspectors shall be guided by the instructions given them by the chief of the bureau.

ART. 4. General provisions: (a) The bureau shall not disclose nor publish the names of persons, enterprises, or societies referred to in the data or reports. Any employee of the bureau disclosing industrial or commercial secrets of which he has knowledge because of his work shall incur the fine established in the Penal Code for disclosing secrets.

MEDICAL ATTENTION IN INDUSTRIAL ESTABLISHMENTS

PROVINCIAL LAWS

On July 15, 1925, and May 12, 1925, the Provinces of Jujuy and Tucuman enacted laws requiring that medical attention be provided in industrial establishments.

Only the law of Tucuman is given, since the laws are essentially identical with only two exceptions, which are: (1) Whereas the Tucuman law makes medical attention compulsory in "sugar mills and in other industrial establishments in which not less than 200 persons are employed," the law of Jujuy does not specifically mention sugar mills; (2) the law of Jujuy makes no mention of midwives, as does the law of Tucuman in article 5.

LAW OF TUCUMAN ²⁵

ARTICLE 1. Permanent provision for medical attention shall be compulsory in all sugar mills in the Province, and in other industrial establishments in which not less than 200 persons are employed.

ART. 2. Every sugar mill and industrial establishment covered by the preceding article shall provide in a suitable place an infirmary and a first-aid room, with the necessary skilled staff, in order to give free medical attention to all the salaried and wage-earning employees, whether permanent or temporary, and to the families of such employees.

ART. 3. The sugar mills and industrial establishments referred to in article 1 shall distribute, free of charge and in the quantity required, the milk that, by doctors' prescriptions, is needed by salaried or wage-earning employees who are sick, and by children under the age of three years belonging to the families of said employees.

ART. 4. The executive authority shall fix in each case the capacity of the infirmaries, first-aid rooms, and other premises required for the observance of this law, in proportion to the number of persons employed in each establishment.

ART. 5. Permanent medical attention shall be provided in the infirmaries and first-aid rooms, and a physician shall attend daily.

One or more midwives, either graduate or licensed by the Provincial health council, shall also be attached to the said infirmaries and first-aid rooms.

ART. 6. The physicians referred to in the preceding article, in addition to their special duties, shall give monthly lectures for the purpose of giving scientific information respecting infant hygiene, malaria, alcoholism, tuberculosis, trachóma, etc.

ART. 7. The Provincial health council shall supervise the strict observance of the provisions of this law, and shall submit a monthly report thereon to the executive authority through the competent ministry.

ART. 8. The executive authority shall be authorized to impose fines of not less than 500 nor more than 5,000 pesos (national currency), for every violation of this law. Persons on whom such fines are imposed shall not be exempted from payment thereof, and any officials authorizing such exemption shall be personally liable for the amount of the fines. The proceeds of the said fines shall be utilized in public-health measures proposed by the health council and approved by the executive authority, provided the moneys in question are used for the benefit of the locality in which the violation occurred.

ART. 9. The sugar mills and industrial establishments covered by this law shall have the services referred to in articles 2 and 3 ready and functioning within six months from the date of the administrative regulations to be issued under this law.

If, on the termination of the said time limit, the establishments in question have failed to comply with this regulation, the executive authority shall cause the said services to be set up at the cost of the said establishments, and shall be empowered to recover the cost thereof by judicial action.

ART. 10. The executive authority shall issue administrative regulations under this law within one month from the date of approval of the law.

ART. 11. The expenses arising in connection with the administration of this law shall be defrayed from the general revenues and credited to the same.

²⁵ *Cronica Mensual del Departamento Nacional del Trabajo*, July, 1925, p. 1607.

SEATS FOR EMPLOYEES

PROVINCIAL LAWS

Both Cordoba in its law of September 6, 1918, and Mendoza in its decree of July 15, 1926, require employers to provide seats for their workers. The laws differ only in one particular, and that is that the penalty imposed for violating the same is 20 pesos for the first offense and 40 pesos for the second offense in Cordoba, while in Mendoza the fine ranges from 5 to 20 pesos for the first offense and 200 pesos for subsequent violations. The law of Cordoba is given below in detail.

LAW OF CORDOBA **

ARTICLE 1. In the capital of the Province and in the capitals of the departments, each room in stores and shops and their annexes used for the sale or display of merchandise or other objects to the public must have at least two-thirds as many seats with back rests as the number of employees there employed, exclusive of the seats provided for the public.

ART. 2. In industrial establishments where the work is not continuous or where the nature of the work permits it, there shall be provided seats with back rests in the proportion of one for every three workers. For the purposes of this article, the labor office shall classify the establishments in which its observance is compulsory.

ART. 3. All places shall be considered as annexes which, although separated from the place where the selling is being carried on, communicate therewith, whether on the same floor or on different floors.

ART. 4. Every worker or employee has a right to occupy a seat so long as it does not interfere with his work.

ART. 5. The department of labor shall have charge of supervising the enforcement of this law, and for this purpose its inspectors have the right to enter all the establishments specified in articles 1 and 2.

ART. 6. Employers, directors, or managers are required to post a copy of this law in a conspicuous place on the premises to which it applies, in a manner which permits it to be readily and easily read. Below the text must be written the address of the Provincial department of labor.

ART. 7. Violations of this law shall be punished, for the first offense, by a fine of 20 pesos for each seat that is lacking; and, for a second offense, double this amount. Any employer, manager, or director who prevents employees or workers from taking advantage of the right conferred upon them in article 4 shall incur the same penalty.

REGULATORY DECREE OF AUGUST 29, 1919 **

ARTICLE 1. The following are included in the provisions of Law No. 2712: Stores, wholesale dry-goods stores, shops, pharmacies, shoe stores, hardware stores, bakeries, and all other establishments employing workers of both sexes, whether on a salary basis or not, engaged in the sale and display of merchandise to the public.

ART. 2. Manufacturing establishments, workshops, and annexes where the work is not continuous or where the nature or the manner of doing the same permit it, are also included.

ART. 3. In case of doubt concerning the character of an establishment, as regards the application of Law No. 2712, the labor office shall decide its classification.

ART. 4. Employers of establishments specified in article 1 shall provide at least two seats, with back rests, for every three workers, and the establishments cited in article 2 shall provide at least one seat for every three workers.

ART. 5. Every employee or worker may occupy a seat when not busy or when it does not interfere with the work.

ART. 6. The labor office shall distribute free of charge posters containing the text of the law and these regulations. The employers, directors, and managers

** Boletín del Trabajo, November, 1928, p. 187.

are required to post them in a conspicuous place on the premises to which they are applicable, in a manner which permits them to be readily and easily read.

ART. 7. The labor inspectors are authorized to supervise the enforcement of these provisions, for which purpose they may inspect during working hours the establishments referred to in articles 1 and 2.

ART. 8. Without prejudice to the duties assigned to the labor office, the police officials in the capitals of the departments shall have charge of seeing that the law and its regulations are complied with, for which purpose they shall make inspections, within their jurisdictions, at least every three months.

ART. 9. Violations of the provisions of article 4 of the regulatory decree shall be penalized by a fine of 20 pesos (national currency) for the first offense for each seat that is lacking, and double this amount for a second offense. Employers, directors, and managers who prevent their employees or workers from taking advantage of the rights conferred upon them in article 4 shall incur the same penalty, as will also those who do not comply with the provisions of article 6 of the regulatory decree.

ART. 10. Any person who knows of a violation of this regulatory decree or of the law on which it is based may report the same to the labor office, which, after it has been proved, shall impose the fine.

ART. 11. Such fines shall be imposed and collected, under receipt, by the labor office in the capital and elsewhere by the police authorities. The proceeds shall be turned over to the guaranty fund of the accident division of the retirement fund.

ART. 12. Violators may appeal from the fines imposed to the ministry of the department, who shall definitely decide it.

ART. 13. In case of refusal to pay the fine imposed, the authority shall report it to the ministry of the department so that the proper measures may be adopted.

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LIST OF BULLETINS OF THE BUREAU OF LABOR STATISTICS

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A complete list of the reports and bulletins issued prior to July, 1912, as well as the bulletins published since that date, will be furnished on application. Bulletins marked thus () are out of print.*

Conciliation and Arbitration (including strikes and lockouts).

- *No. 124. Conciliation and arbitration in the building trades of Greater New York. [1913.]
- *No. 133. Report of the industrial council of the British Board of Trade on its inquiry into industrial agreements. [1913.]
- No. 139. Michigan copper district strike. [1914.]
- *No. 144. Industrial court of the cloak, suit, and skirt industry of New York City. [1914.]
- *No. 145. Conciliation, arbitration, and sanitation in the dress and waist industry of New York City. [1914.]
- *No. 191. Collective bargaining in the anthracite-coal industry. [1916.]
- *No. 198. Collective agreements in the men's clothing industry. [1916.]
- No. 233. Operation of the industrial disputes investigation act of Canada. [1918.]
- No. 255. Joint industrial councils in Great Britain. [1919.]
- No. 283. History of the Shipbuilding Labor Adjustment Board, 1917 to 1919.
- No. 287. National War Labor Board: History of its formation, activities, etc. [1921.]
- *No. 303. Use of Federal power in settlement of railway labor disputes. [1922.]
- No. 341. Trade agreement in the silk-ribbon industry of New York City. [1923.]
- No. 402. Collective bargaining by actors. [1926.]
- No. 468. Trade agreements, 1927.
- No. 481. Joint industrial control in the book and job printing industry. [1928.]

Cooperation.

- No. 313. Consumers' cooperative societies in the United States in 1920.
- No. 314. Cooperative credit societies (credit unions) in America and in foreign countries. [1922.]
- No. 437. Cooperative movement in the United States in 1925 (other than agricultural).

Employment and Unemployment.

- *No. 109. Statistics of unemployment and the work of employment officers. [1913.]
- No. 172. Unemployment in New York City, N. Y. [1915.]
- *No. 183. Regularity of employment in the women's ready-to-wear garment industries. [1915.]
- *No. 195. Unemployment in the United States. [1916.]
- No. 196. Proceedings of the Employment Managers' Conference held at Minneapolis, Minn., January 19 and 20, 1916.
- *No. 202. Proceedings of the conference of Employment Managers' Association of Boston, Mass., held May 10, 1916.
- No. 206. The British system of labor exchanges. [1916.]
- *No. 227. Proceedings of the Employment Managers' Conference, Philadelphia, Pa., April 2 and 3, 1917.
- No. 235. Employment system of the Lake Carriers' Association. [1918.]
- *No. 241. Public employment offices in the United States. [1918.]
- No. 247. Proceedings of Employment Managers' Conference, Rochester, N. Y., May 9-11, 1918.
- *No. 310. Industrial unemployment: A statistical study of its extent and causes. [1922.]
- No. 409. Unemployment in Columbus, Ohio, 1921 to 1925.

Foreign Labor Laws.

- *No. 142. Administration of labor laws and factory inspection in certain European countries. [1914.]
- No. 494. Labor legislation of Uruguay. [1927.]

Housing.

- *No. 158. Government aid to home owning and housing of working people in foreign countries. [1914.]
- No. 263. Housing by employers in the United States. [1920.]
- No. 295. Building operations in representative cities in 1920.
- No. 500. Building permits in the principal cities of the United States in [1921 to] 1928.

Industrial Accidents and Hygiene.

- *No. 104. Lead poisoning in potteries, tile works, and porcelain enameled sanitary ware factories. [1912.]
- No. 120. Hygiene of the painters' trade. [1913.]
- *No. 127. Dangers to workers from dusts and fumes, and methods of protection. [1913.]
- *No. 141. Lead poisoning in the smelting and refining of lead. [1914.]
- *No. 157. Industrial accident statistics. [1915.]
- *No. 165. Lead poisoning in the manufacture of storage batteries. [1914.]
- *No. 179. Industrial poisons used in the rubber industry. [1915.]
- No. 188. Report of British departmental committee on the danger in the use of lead in the painting of buildings. [1916.]
- *No. 201. Report of the committee on statistics and compensation insurance cost of the International Association of Industrial Accident Boards and Commissions. [1916.]
- *No. 209. Hygiene of the printing trades. [1917.]
- *No. 219. Industrial poisons used or produced in the manufacture of explosives. [1917.]
- No. 221. Hours, fatigue, and health in British munition factories. [1917.]
- No. 230. Industrial efficiency and fatigue in British munition factories. [1917.]
- *No. 231. Mortality from respiratory diseases in dusty trades (inorganic dusts). [1918.]
- *No. 234. Safety movement in the iron and steel industry, 1907 to 1917.
- No. 236. Effects of the air hammer on the hands of stonecutters. [1918.]
- No. 249. Industrial health and efficiency. Final report of British Health of Munition Workers' Committee. [1919.]
- No. 251. Preventable death in the cotton-manufacturing industry. [1919.]
- No. 256. Accidents and accident prevention in machine building. [1919.]
- No. 267. Anthrax as an occupational disease. [1920.]
- No. 276. Standardization of industrial accident statistics. [1920.]
- No. 280. Industrial poisoning in making coal-tar dyes and dye intermediates. [1921.]
- *No. 291. Carbon-monoxide poisoning. [1921.]
- No. 293. The problem of dust phthisis in the granite-stone industry. [1922.]
- No. 298. Causes and prevention of accidents in the iron and steel industry, 1910-1919.
- No. 306. Occupational hazard and diagnostic signs: A guide to impairments to be looked for in hazardous occupations. [1922.]
- No. 392. Survey of hygienic conditions in the printing trades. [1925.]
- No. 405. Phosphorus necrosis in the manufacture of fireworks and in the preparation of phosphorus. [1926.]
- No. 427. Health survey of the printing trades, 1922 to 1925.
- No. 428. Proceedings of the Industrial Accident Prevention Conference, held at Washington, D. C., July 14-16, 1926.
- No. 460. A new test for industrial lead poisoning. [1928.]
- No. 466. Settlement for accidents to American seamen. [1928.]
- No. 488. Deaths from lead poisoning, 1925-1927.
- No. 490. Statistics of industrial accidents in the United States to the end of 1927.
- No. 507. Causes of death by occupation. [1929.]

Industrial Relations and Labor Conditions.

- No. 227. Industrial unrest in Great Britain. [1917.]
- No. 340. Chinese migrations, with special reference to labor conditions. [1923.]
- No. 349. Industrial relations in the West Coast lumber industry. [1923.]
- No. 361. Labor relations in the Fairmont (W. Va.) bituminous-coal field. [1924.]
- No. 380. Postwar labor conditions in Germany. [1925.]
- No. 383. Works council movement in Germany. [1925.]
- No. 384. Labor conditions in the shoe industry in Massachusetts, 1920-1924.
- No. 399. Labor relations in the lace and lace-curtain industries in the United States. [1925.]

Labor Laws of the United States (including decisions of courts relating to labor).

- No. 211. Labor laws and their administration in the Pacific States. [1917.]
- No. 229. Wage-payment legislation in the United States. [1917.]
- No. 265. Minimum-wage laws of the United States: Construction and operation. [1921.]
- No. 321. Labor laws that have been declared unconstitutional. [1922.]

Labor Laws of the United States (including decisions of courts relating to labor)—Continued.

- No. 322. Kansas Court of Industrial Relations. [1923.]
- No. 343. Laws providing for bureaus of labor statistics, etc. [1923.]
- No. 370. Labor laws of the United States, with decisions of courts relating thereto. [1925.]
- No. 408. Laws relating to payment of wages. [1926.]
- No. 444. Decisions of courts and opinions affecting labor, 1926.
- No. 486. Labor legislation of 1928.

Proceedings of Annual Conventions of the Association of Governmental Labor Officials of the United States and Canada. (Name changed in 1928 to Association of Governmental Officials in Industry of the United States and Canada.)

- No. 266. Seventh, Seattle, Wash., July 12-15, 1920.
- No. 307. Eighth, New Orleans, La., May 2-6, 1921.
- No. 323. Ninth, Harrisburg, Pa., May 22-26, 1922.
- *No. 352. Tenth, Richmond, Va., May 1-4, 1923.
- *No. 389. Eleventh, Chicago, Ill., May 19-23, 1924.
- *No. 411. Twelfth, Salt Lake City, Utah, August 13-15, 1925.
- No. 429. Thirteenth, Columbus, Ohio, June 7-10, 1926.
- *No. 455. Fourteenth, Paterson, N. J., May 31 to June 3, 1927.
- No. 490. Fifteenth, New Orleans, La., May 21-24, 1928.
- No. 508. Sixteenth, Toronto, Canada, June 4-7, 1929.

Proceedings of Annual Meetings of the International Association of Industrial Accident Boards and Commissions.

- No. 210. Third, Columbus, Ohio, April 25-28, 1916.
- No. 248. Fourth, Boston, Mass., August 21-25, 1917.
- No. 264. Fifth, Madison, Wis., September 24-27, 1918.
- *No. 273. Sixth, Toronto, Canada, September 23-26, 1919.
- No. 281. Seventh, San Francisco, Calif., September 20-24, 1920.
- No. 304. Eighth, Chicago, Ill., September 19-23, 1921.
- No. 333. Ninth, Baltimore, Md., October 9-13, 1922.
- *No. 359. Tenth, St. Paul, Minn., September 24-26, 1923.
- No. 385. Eleventh, Halifax, Nova Scotia, August 26-28, 1924.
- No. 395. Index to proceedings, 1914-1924.
- No. 406. Twelfth, Salt Lake City, Utah, August 17-20, 1925.
- No. 432. Thirteenth, Hartford, Conn., September 14-17, 1926.
- *No. 456. Fourteenth, Atlanta, Ga., September 27-29, 1927.
- No. 485. Fifteenth, Paterson, N. J., September 11-14, 1928.

Proceedings of Annual Meetings of the International Association of Public Employment Services.

- No. 192. First, Chicago, December 19 and 20, 1913; second, Indianapolis, September 24 and 25, 1914; third, Detroit, July 1 and 2, 1915.
- No. 220. Fourth, Buffalo, N. Y., July 20 and 21, 1916.
- No. 311. Ninth, Buffalo, N. Y., September 7-9, 1921.
- No. 337. Tenth, Washington, D. C., September 11-13, 1922.
- No. 355. Eleventh, Toronto, Canada, September 4-7, 1923.
- No. 400. Twelfth, Chicago, Ill., May 19-23, 1924.
- No. 414. Thirteenth, Rochester, N. Y., September 15-17, 1925.
- No. 478. Fifteenth, Detroit, Mich., October 25-28, 1927.
- No. 501. Sixteenth, Cleveland, Ohio, September 18-21, 1928.

Productivity of Labor.

- No. 356. Productivity costs in the common-brick industry. [1924.]
- No. 360. Time and labor costs in manufacturing 100 pairs of shoes, 1923.
- No. 407. Labor cost of production and wages and hours of labor in the paper box-board industry. [1926.]
- No. 412. Wages, hours, and productivity in the pottery industry, 1925.
- No. 441. Productivity of labor in the glass industry. [1927.]
- No. 474. Productivity of labor in merchant blast furnaces. [1928.]
- No. 475. Productivity of labor in newspaper printing. [1929.]

Retail Prices and Cost of Living.

- *No. 121. Sugar prices, from refiner to consumer. [1913.]
- *No. 130. Wheat and flour prices, from farmer to consumer. [1913.]
- *No. 164. Butter prices, from producer to consumer. [1914.]
- No. 170. Foreign food prices as affected by the war. [1915.]
- No. 357. Cost of living in the United States. [1924.]
- No. 369. The use of cost-of-living figures in wage adjustments. [1925.]
- No. 495. Retail prices, 1890 to 1927.

Safety Codes.

- *No. 331. Code of lighting: Factories, mills, and other work places.
- No. 336. Safety code for the protection of industrial workers in foundries.
- No. 350. Specifications of laboratory tests for approval of electric headlighting devices for motor vehicles.
- *No. 351. Safety code for the construction, care, and use of ladders.
- No. 375. Safety code for laundry machinery and operations.
- No. 378. Safety code for woodworking plants.
- No. 382. Code of lighting school buildings.
- No. 410. Safety code for paper and pulp mills.
- No. 430. Safety code for power presses and foot and hand presses.
- No. 433. Safety codes for the prevention of dust explosions.
- No. 436. Safety code for the use, care, and protection of abrasive wheels.
- No. 447. Safety code for rubber mills and calenders.
- No. 451. Safety code for forging and hot-metal stamping.
- No. 463. Safety code for mechanical power-transmission apparatus—first revision.
- No. 509. Textile safety code.

Vocational and Workers' Education.

- *No. 159. Short-unit courses for wage earners, and a factory school experiment. [1915.]
- *No. 162. Vocational education survey of Richmond, Va. [1915.]
- *No. 199. Vocational education survey of Minneapolis, Minn. [1917.]
- No. 271. Adult working-class education in Great Britain and the United States. [1920.]
- No. 459. Apprenticeship in building construction. [1928.]

Wages and Hours of Labor.

- *No. 146. Wages and regularity of employment and standardization of piece rates in the dress and waist industry of New York City. [1914.]
- *No. 147. Wages and regularity of employment in the cloak, suit, and skirt industry. [1914.]
- No. 161. Wages and hours of labor in the clothing and cigar industries, 1911 to 1913.
- No. 163. Wages and hours of labor in the building and repairing of steam railroad cars, 1907 to 1913.
- *No. 190. Wages and hours of labor in the cotton, woolen, and silk industries, 1907 to 1914.
- No. 204. Street-railway employment in the United States. [1917.]
- No. 225. Wages and hours of labor in the lumber, millwork, and furniture industries, 1915.
- No. 265. Industrial survey in selected industries in the United States, 1919.
- No. 297. Wages and hours of labor in the petroleum industry, 1920.
- No. 356. Productivity costs in the common-brick industry. [1924.]
- No. 358. Wages and hours of labor in the automobile-tire industry, 1923.
- No. 360. Time and labor costs in manufacturing 100 pairs of shoes, 1923.
- No. 365. Wages and hours of labor in the paper and pulp industry, 1923.
- No. 394. Wages and hours of labor in metalliferous mines, 1924.
- No. 407. Labor costs of production and wages and hours of labor in the paper box-board industry. [1925.]
- No. 412. Wages, hours, and productivity in the pottery industry, 1925.
- No. 416. Hours and earnings in anthracite and bituminous coal mining, 1922 and 1924.
- No. 442. Wages and hours of labor in the iron and steel industry, 1907 to 1926.
- No. 454. Hours and earnings in bituminous-coal mining, 1922, 1924, and 1926.
- No. 471. Wages and hours of labor in foundries and machine shops, 1927.
- No. 472. Wages and hours of labor in the slaughtering and meat-packing industry, 1927.
- No. 476. Union scales of wages and hours of labor, 1927. [Supplement to Bulletin 457.]
- No. 482. Union scales of wages and hours of labor, May 15, 1928.
- No. 484. Wages and hours of labor of common street laborers, 1928.
- No. 487. Wages and hours of labor in woolen and worsted goods manufacturing, 1910 to 1928.
- No. 492. Wages and hours of labor in cotton-goods manufacturing, 1910 to 1928.
- No. 497. Wages and hours of labor in the lumber industry in the United States, 1928.
- No. 498. Wages and hours of labor in the boot and shoe industry, 1910 to 1928.
- No. 499. History of wages in the United States from colonial times to 1928.
- No. 502. Wages and hours of labor in the motor-vehicle industry, 1928.
- No. 503. Wages and hours of labor in the men's clothing industry, 1911 to 1928.
- No. 504. Wages and hours of labor in the hosiery and underwear industries, 1907 to 1923.

Welfare Work.

- *No. 123. Employers' welfare work. [1913.]
- No. 222. Welfare work in British munitions factories. [1917.]
- *No. 250. Welfare work for employees in industrial establishments in the United States. [1919.]
- No. 458. Health and recreation activities in industrial establishments, 1926.

Wholesale Prices.

- No. 284. Index numbers of wholesale prices in the United States and foreign countries. [1921.]
- No. 453. Revised index numbers of wholesale prices, 1923 to July, 1927.
- No. 493. Wholesale prices, 1913 to 1928.

Women and Children in Industry.

- No. 116. Hours, earnings, and duration of employment of wage-earning women in selected industries in the District of Columbia. [1913.]
- *No. 117. Prohibition of night work of young persons. [1913.]
- *No. 118. Ten-hour maximum working-day for women and young persons. [1913.]
- No. 119. Working hours of women in the pea canneries of Wisconsin. [1913.]
- *No. 122. Employment of women in power laundries in Milwaukee. [1913.]
- *No. 160. Hours, earnings, and conditions of labor of women in Indiana mercantile establishments and garment factories. [1914.]
- *No. 167. Minimum-wage legislation in the United States and foreign countries. [1915.]
- *No. 175. Summary of the report on conditions of women and child wage earners in the United States. [1915.]
- *No. 176. Effect of minimum-wage determinations in Oregon. [1915.]
- *No. 180. The boot and shoe industry in Massachusetts as a vocation for women. [1915.]
- *No. 182. Unemployment among women in department and other retail stores of Boston, Mass. [1916.]
- No. 193. Dressmaking as a trade for women in Massachusetts. [1916.]
- No. 215. Industrial experience of trade-school girls in Massachusetts. [1917.]
- *No. 217. Effect of workmen's compensation laws in diminishing the necessity of industrial employment of women and children. [1918.]
- *No. 223. Employment of women and juveniles in Great Britain during the war. [1917.]
- No. 253. Women in the lead industries. [1919.]

Workmen's Insurance and Compensation (including laws relating thereto).

- *No. 101. Care of tuberculous wage earners in Germany. [1912.]
- *No. 102. British national insurance act, 1911.
- No. 103. Sickness and accident insurance law in Switzerland. [1912.]
- No. 107. Law relating to insurance of salaried employees in Germany. [1913.]
- *No. 155. Compensation for accidents to employees of the United States. [1914.]
- *No. 212. Proceedings of the conference on social insurance called by the International Association of Industrial Accident Boards and Commissions, Washington, D. C., December 5-9, 1916.
- *No. 243. Workmen's compensation legislation in the United States and foreign countries, 1917 and 1918.
- No. 301. Comparison of workmen's compensation insurance and administration. [1922.]
- No. 312. National health insurance in Great Britain, 1911 to 1921.
- No. 379. Comparison of workmen's compensation laws of the United States as of January 1, 1925.
- No. 477. Public-service retirement systems, United States and Europe. [1929.]
- No. 496. Workmen's compensation legislation of the United States and Canada as of January, 1929. (With text of legislation enacted in 1927 and 1928.)

Miscellaneous Series.

- *No. 174. Subject index of the publications of the United States Bureau of Labor Statistics up to May 1, 1915.
- No. 208. Profit sharing in the United States. [1916.]
- No. 242. Food situation in central Europe, 1917.
- No. 254. International labor legislation and the Society of Nations. [1919.]
- No. 268. Historical survey of international action affecting labor. [1920.]
- No. 282. Mutual relief associations among Government employees in Washington, D. C. [1921.]
- No. 299. Personnel research agencies: A guide to organized research in employment management, industrial relations, training, and working conditions. [1921.]
- No. 319. The Bureau of Labor Statistics: Its history, activities, and organization. [1922.]
- No. 326. Methods of procuring and computing statistical information of the Bureau of Labor Statistics. [1923.]
- No. 342. International Seamen's Union of America: A study of its history and problems. [1923.]
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