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CHILD LABOR IN THE UNITED STATES. ^(a)

BY HANNAH R. SEWALL, PH. D.

INTRODUCTION.

The object of the present study is to furnish information regarding the subject of child labor. It relates to the employment at labor of children under 16 years of age, their earnings, the hours of labor required of them, and other conditions affecting their well-being owing to the kind of work they do and the sanitary character of the places where they are employed. It also relates to the amount of schooling they have had, and to their health and home conditions. Data for this purpose have been sought mainly from two sources—the employers and the parents of the children. Representative establishments in which children were employed have been visited and replies obtained to questions concerning all under 16 years of age. Interviews have also been had with many children individually, and further information sought concerning them at their homes.

The territory covered has been limited to a comparatively small number of States because of the practical difficulties in the way of canvassing a large number within a reasonable time. Those States were selected which are shown by the reports of the Twelfth Census on manufactures to be employing the largest numbers of children in the

^aIn the preparation of this article the author has had the assistance of Mrs. Edith Parsons, of Des Moines, Iowa, who collected the material used from the States of Illinois, Missouri, Pennsylvania, and Wisconsin. The author desires also to express thanks to the proprietors and the managers of the various establishments which were visited for courtesies shown and assistance given, and to many others who have shown an interest in the work and have helped in various ways, especially to Miss Helen Marot and members of the child labor committee in New York City. The work of tabulation and the preparation of the summary and compilation of laws in connection with this investigation was done by the Bureau of Labor.

industries reported. Twelve States were originally chosen, ranking by numbers of children employed as follows:

NUMBER OF CHILDREN UNDER 16 YEARS OF AGE EMPLOYED IN MANUFACTURES IN TWELVE STATES AT THE TWELFTH CENSUS.

[From the Twelfth Census of the United States.]

State.	Children under 16 years of age.		State.	Children under 16 years of age.	
	Rank.	Number employed in manufactures.		Rank.	Number employed in manufactures.
Pennsylvania.....	1	33, 135	New Jersey.....	7	8, 042
New York.....	2	13, 189	Georgia.....	8	6, 373
Massachusetts.....	3	12, 556	Maryland.....	9	5, 884
Illinois.....	4	10, 419	Wisconsin.....	10	5, 679
North Carolina.....	5	10, 377	Rhode Island.....	11	5, 036
South Carolina.....	6	8, 560	Missouri.....	12	4, 510

The State of Alabama was afterwards added because of the prominent part which it has occupied in recent discussions of the subject of child labor. Very little, however, was done in this State. On an average, 3,474 children were employed in the manufactures of this State during the census year, which caused it to rank 17 according to number of children employed.

The information obtained in regard to child labor in these States is presented in the following pages in two parts, the first dealing with conditions of a general nature found to exist in the establishments visited, and the second with certain facts relating to the children who were individually interviewed and whose homes were visited. Three general tables show the conditions existing in 215 establishments employing 15,857 children. The facts presented in the second part relate to 1,381 children, all of whom were employed at some kind of gainful occupation, and nearly all in the 215 establishments reported in the tables. A child is considered for the purposes of this study to be a person under 16 years of age, and whenever the word is used without qualification it must be understood in this sense.

GENERAL CONDITIONS AFFECTING CHILDREN EMPLOYED AT LABOR.

For the 215 establishments included in the general tables accompanying this article, the number of establishments and of children of each sex employed, by States, were as follows:

ESTABLISHMENTS CANVASSED AND NUMBER OF CHILDREN EMPLOYED, BY STATES.

State.	Estab-lish-ments.	Children under 16 years of age.			State.	Estab-lish-ments.	Children under 16 years of age.		
		Male.	Female	Total.			Male.	Female	Total.
Massachusetts.....	18	710	503	1, 213	South Carolina.....	9	448	382	830
Rhode Island.....	10	190	205	395	Georgia.....	15	634	506	1, 230
New York.....	96	538	637	1, 175	Alabama.....	4	102	121	223
New Jersey.....	24	733	434	1, 217	Wisconsin.....	6	366	233	654
Pennsylvania.....	45	2, 243	2, 143	4, 386	Illinois.....	14	964	644	1, 608
Maryland.....	11	237	551	788	Missouri.....	9	624	389	1, 013
North Carolina.....	14	614	461	1, 075	Total.....	215	8, 503	7, 354	15, 857

The inquiries which were made at these establishments had reference to the ages of the children, their occupations and earnings, and special conditions affecting their well-being while at work. From a few establishments visited valuable information was obtained, which, however, could not be included in the tables because of uncertainty in regard to part of the information and failure to get complete replies to some of the inquiries. Much of this information is presented, however, in the text pages.

AGES.

The laws relating to child labor which have been enacted by nearly all the States show at what ages children can legally be employed at labor in these States. The report of the Twelfth Census upon manufactures shows the number of children under 16 years of age employed at the time the census was taken, and also the number of children employed in 1880, in 1890, and in 1900. Reports showing the number of children employed in establishments subject to inspection are published annually by the factory inspectors of many States. These authorities do not show the ages of the children employed nor do they furnish a satisfactory answer to the question whether all the children employed are in fact above the ages specified by law. The belief exists that in many States children are employed below these ages, and also that in States where no law relating to child labor exists children are employed at a very early age; but there were found no reliable authorities showing the extent to which such laws are evaded or the number of very young children employed in such States. It was a part of the plan of this work to present in tabular form the ages of all the children employed in the establishments visited, but the task of getting correct data as to ages proved to be one of great difficulty, and the instances in which it was found to be practically impossible to obtain such data were so numerous that it seemed best to abandon the plan. Much information, however, was collected which may not be without value, although lacking the precision necessary for a tabular statement.

The laws of Massachusetts require children to be 14 years of age in order to be eligible for employment in manufacturing and mercantile establishments. No child can be employed without an age and schooling certificate. The parent or guardian of a child applying for such certificate must present to the authority issuing the certificate specific evidence of the child's age, such as a duly attested birth certificate, a passport, or a school record. The certificate can not be issued upon the mere oath of the parent. The provisions of the law against the employment of children without certificates are enforced by a large corps of factory inspectors. Children employed without certificates were rarely found in Massachusetts. Of the few that were found

none was under 14 years of age. In one instance a boy of 15 was so large for his age that it had not occurred to his employer to question him. Of the remaining children certificates showed them to be over 14 years of age, but children of foreign parentage were seen in some cotton and worsted factories who were so small that it was impossible not to suspect that they had obtained their certificates upon false evidence. A superintendent in one of these factories declared that, making due allowance for the fact that certain children under him were Italian and should average smaller than Americans, he was convinced either that they had obtained their certificates on false evidence or that they were stunted in their growth.

In Rhode Island, at the time the State was visited for the purposes of this investigation, children were required to be 12 years of age to be eligible for employment in manufacturing and mercantile establishments employing five or more women and children. Children between 12 and 15 years of age could continue in employment only on condition that they attended school at least eighty consecutive school days each year. Children under 16 years of age seeking employment were required to have age certificates, but parents were not required to present specific evidence of age unless the officer issuing the certificate deemed it to be necessary. There was evidence that children under 12 years of age were employed and that children between 12 and 15 years of age were employed without school attendance. In some manufacturing towns the provision for schooling was not sufficient to accommodate all the children of school age, and the proportion of those who attended fell below the average for the State. In these towns the salaries of truant officers were often so small that they could give very little time to the duties of the office, or their interests were opposed to a zealous search for truants. The villages belonging to these towns were largely inhabited by French Canadians and Italians who had come for employment in the mills, many of whom were eager to profit by their children's labor and occasionally succeeded in securing employment for children under 12 years of age. In both cities and villages children of foreign parentage under 15 years of age were allowed to work without school attendance because no suitable provision was made in the schools for teaching them, but many were required to attend night schools.

About 25 per cent of the children employed in the establishments reported for Rhode Island were between 12 and 14 years of age and about 75 per cent between 14 and 16 years of age. Much dissatisfaction was expressed with the school attendance provisions of the law both by persons interested in the schools and by manufacturers. Since the investigation was made this feature has been repealed, and the legal age at which children can be employed has been raised to 13 years.

In New York 14 years is the age under which children can not legally be employed in manufacturing and mercantile establishments during the sessions of the public schools, but children between 12 and 14 years of age can be employed in mercantile establishments during vacations. A few children under 14 years of age were found in factories. One, a large German girl, had been working nearly a year without a certificate. Two small Italian girls had certificates showing them to be over 14 years of age, but the records at the schools they had attended showed them to be less than that age. In several instances where children were apparently over 14 years of age the parents when asked the ages did not state what was shown by the certificates, but a different age, sometimes younger and sometimes older. One girl, 14 years old, was born according to her certificate, only five months after her sister, who was working in the same factory and had taken out her certificate the year before. Certificates were easily obtained in New York for all children who had attended school one year and could read and write simple sentences in the English language; all that was necessary was for the parent of such a child to swear to the place and date of its birth before a notary. During the session of 1903 the legislature altered this provision, so that now, as in Massachusetts, parents must present specific evidence showing the ages of their children.

In New Jersey at the time of this investigation boys could legally work in factories at 12 years of age and girls at 14. Children of both sexes were found under the legal ages. The law provided for school certificates, which were probably intended to be also age certificates, but it did not require manufacturers employing children to keep these certificates on file at their establishments, and it was not done. Very few children had certificates of any sort. Factory inspection was inadequate and infringements of the law were not always discovered. Finally public opinion had been aroused and better officers had been appointed in some districts who were conscientiously enforcing the provisions relating to the employment of children. A few prosecutions had occurred and convictions had been secured in some of the cases, the effect of which was to cause many manufacturers to inquire more closely into the ages of the young people in their employ. About 1 per cent of the children employed in the establishments reported were under 12 years of age, about 20 per cent were between 12 and 14 years of age, and about 79 per cent were between 14 and 16 years of age. Between 3 and 4 per cent of the girls were under 14 years of age. Most of the boys under 14 were employed in the glass factories. Since these establishments in New Jersey were visited the legal age for boys has been raised to 14 years.

In Pennsylvania 13 is the minimum age at which children can legally be employed in manufacturing and mercantile industries. The law requires age certificates for all children under 16 years of age to be kept

on file in each establishment employing them. It was found that these files were not carefully kept. Large children were often without certificates. One mother whose child began working before the age of 13 said: "Of course I would not swear to a lie, but the child was large and no certificate was needed." Many children were found whose parents acknowledged that they were younger than their certificates showed them to be. It was unlawful to issue certificates to children under 13 years of age, but certificates were found in the files of establishments visited giving the ages as 12 years. It was also unlawful to issue certificates to children who could not read and write the English language, but children of foreign parentage, if they appeared strong, found little difficulty in securing certificates, or in finding work without them, soon after arrival.

About 25 per cent of the children employed in the manufacturing and mercantile establishments reported for Pennsylvania were between 12 and 14 years of age and about 75 per cent between 14 and 16 years of age. At the time the anthracite mines were visited for the purposes of this investigation, the new law making the age at which boys can be employed above ground 14 years instead of 12 years and under ground 16 years instead of 14 years had just gone into effect. Operators had, with few exceptions, issued orders to foremen to enforce the law. The old law did not require a child applying for employment to present an age certificate, but provided merely that the employer should demand a certificate when in doubt as to the age of the child. The new law adds nothing to the old in this respect. But foremen were generally demanding certificates and discharging any boy who could not produce one showing him to be of legal age. Any parent could obtain a certificate for his child if willing to swear to statements showing him to be over 14 years of age. Nearly 1 per cent of the breaker boys reported were under 12 years of age, about 8 per cent were between 12 and 14 years of age, and about 91 per cent were between 14 and 16 years of age. Some of the boys under age were employed in breakers where the foremen had not yet begun to enforce the new provisions of the law. No returns were made of boys employed under ground, but many were seen whose appearance contradicted the certified evidence that they were over 16 years of age.

In Maryland the employment of children under 12 years of age was prohibited by law in 1894. In 1902 this law was amended so as to prohibit the employment of children under 14 years of age in factories and mills. No certificates were required. About 1 per cent of the children found employed in the establishments reported were under 12 years of age, about 20 per cent were between 12 and 14 years of age, and about 79 per cent between 14 and 16 years of age.

In North Carolina the law prohibiting the employment of children under 12 years of age enacted at the last session of the legislature

had not yet gone into effect. There was therefore no legal restriction upon the ages at which children could be employed. In one establishment reported in the tables—No. 158—no attempt was made to obtain the ages of the children employed under 12, between 12 and 14, and between 14 and 16 years of age. About 18 per cent of the children employed in the remaining establishments reported were under 12 years of age, about 36 per cent were between 12 and 14 years of age, and about 46 per cent were between 14 and 16 years of age. Manufacturers in this State declared that personally they had no desire to employ young children, that there was no profit in it for themselves, and that so far as possible they had excluded those under 12 years of age; but the demand of parents for work for their children was so great that it could not be withstood without the loss of good operatives, since the latter would not hesitate to leave employers who refused to employ their children and would seek less scrupulous employers. Against this should be set the remark of a manufacturer in South Carolina who, after stating that about one-fifth of his spinning frames were idle, said, in answer to an inquiry, that this was not due so much to the high price of cotton as to the fact that spinning frames could be made faster than spinners could be grown to run them. In North Carolina there is much night work among the yarn mills. Of 66 children working nights in four mills, 8 were under 12 years of age, 24 were between 12 and 14 years of age, and 34 were between 14 and 16 years of age. Of the 8 under 12 years of age 5 were boys and 3 were girls.

In South Carolina the child labor law enacted at the last session of the legislature had just gone into effect when this investigation was made. This law prohibited the employment of children under 10 years of age on and after the 1st day of May, 1903, under 11 years of age on and after the 1st day of May, 1904, and under 12 years of age on and after the 1st day of May, 1905, and the employment of children at night under 12 years of age after May 1, 1903. About 20 per cent of the children employed in the establishments reported for this State were under 12 years of age, about 45 per cent were between 12 and 14 years of age, and about 35 per cent were between 14 and 16 years of age. A few under 10 years of age were found in both North and South Carolina. Many of the larger manufacturers in South Carolina had, previous to the passage of the law, adopted the policy of restricting the employment of children to those 12 years of age and upward. A placard containing the following statements was found posted in one of the mills:

The following rules, amongst others, * * * are to govern all parties seeking employment and in the employment of ——— mill, to wit:

First. All children, members of the family, between the ages of five and twelve years, shall enter the school maintained by said company,

and shall attend every day during the school session unless prevented by sickness or other unavoidable causes.

Second. All children, members of a family, above twelve years of age, shall work regularly in the mill, and shall not be excused from service therein without the consent of the superintendent for good cause.

These rules not only illustrate the intention of the manufacturer to restrict child labor, but also show the practice which prevails in the South of employing help by the family. The employer expects to control all the productive energy in the family that he can use. He agrees to give the head of the family house room, not according to the accommodation that is needed, but according to the number of "hands" he can supply. In some places the rule is to allow one room per "hand," in others three rooms per two "hands." Heads of families complained that they were obliged to put children under 12 years of age to work, since otherwise they would be cramped for room. Families were found, however, against which these rules were not enforced. Especially were exceptions made in favor of employees who had been many years with a company. No provision is made by the new child-labor laws of North Carolina and South Carolina for factory inspection and no system of factory inspection exists in these States. Children seeking employment are not required to present age certificates, except that in South Carolina children under 12 years of age who, after 1905, can be employed only under special conditions, such as widowhood of mother, disabled father, or no visible means of support, must have certificates stating age, signed by the nearest magistrate.

Georgia has as yet no law limiting the age at which children can be employed in factories; but the members of the Georgia Industrial Association, a private organization of manufacturers, about three years ago agreed among themselves to discontinue the employment of children under 12 years of age. They drew up the following set of rules, which they pledged themselves to enforce on and after the 1st of September, 1901:

1. That one week's work shall not exceed sixty-six hours.
2. That no child less than 12 years old shall work at night in any cotton or woolen mill under any circumstances; that no child less than 12 years old shall be allowed to work there at all, unless such child has a widowed mother or physically disabled parents who are dependent for support upon the labor of such child, or unless such child can read and write, or unless such child attends school for four months in each calendar year; and, provided further, that no child under 10 years of age shall be permitted to work in any such mill or factory under any circumstances.
3. That we approve of all efforts that will perfect and improve the educational facilities of the laboring people of Georgia, and will cheerfully bear our part of the burdens and labors thereof.
4. That we each pledge ourselves to the enforcement of these rules by all proper means, in letter and in spirit, by all the mills in Georgia,

and hereby authorize the executive committee of the Georgia Industrial Association to take all necessary steps for that purpose. ^(a)

According to the terms of this agreement the manufacturers may employ, for eight months each year, children between 10 and 12 years of age who have both parents living and in good health, and who can not read and write, provided they attend school the remaining four months; they may employ all the time children between 10 and 12 years of age who can not read and write, if their fathers are not living or if their parents are physically disabled. About 10 per cent of the children found employed in the establishments reported were between 10 and 12 years of age, about 44 per cent were between 12 and 14 years of age, and about 46 per cent were between 14 and 16 years of age.

No law was in force in Alabama restricting the employment of children, but one had been enacted and went into effect a few weeks after the four establishments reported for the State were visited. About 23 per cent of the children employed in these establishments were under 12 years of age, about 39 per cent were between 12 and 14 years of age, and about 38 per cent were between 14 and 16 years of age.

In Wisconsin children can not legally be employed under 14 years of age, except in stores and laundries, by telephone and telegraph companies, or in the public-messenger service during the vacations of the schools, and except, between 12 and 14 years of age, under special conditions, such as widowhood of mother. No children under 12 were found employed in the establishments reported, but between 3 and 4 per cent were under 14 years of age.

The laws of Illinois prohibit the employment of children under 14 years of age in factories, stores, and mines, and require that age certificates be placed on file in the offices of establishments employing children. Of the children found in the employment of the establishments reported and having certificates showing them to be 14 years of age or over, the size and appearance of many contradicted the evidence of the certificates. Two coal mines were visited in this State in which boys under 16 years of age were employed underground. At one mine 45 boys were found, at the other 130, but these figures do not represent the whole number employed. The provisions of the law requiring each child to present an age certificate or affidavit, to be kept on file in the office, were not enforced with any degree of strictness, fully one-third of those employed being without certificates. The numbers given above were obtained by taking the names and ages of the boys as they came from the cage. They all claimed to be over 14 years of age. A large proportion of the children at work in Illinois are of foreign parents, many of whom do not scruple to obtain age certificates for their

^aFrom a placard found in a Georgia cotton mill.

children upon false representations. Upon one occasion a parent, wishing to obtain employment for his son in a mine, obtained a certificate for an older boy who had passed his sixteenth birthday, and taking him to the superintendent, when applying for the work, secured the position. The younger boy who was under the legal age was afterwards substituted, and worked for some time before the fraud was discovered.

In Missouri children under 14 years of age can not legally be employed in manufacturing establishments, although no age certificates are required. Under circumstances implying extreme poverty inspectors granted permits to children under 14 years of age, enabling them to obtain employment. In many instances parents were not averse to having their children under legal age declare themselves to be 14 years of age, and depend upon their ability to avoid the eye of the inspector and thus to escape detection. Between 7 and 8 per cent of the children employed in the establishments reported were under 14 years of age.

EARNINGS AND OCCUPATIONS.

The earnings and occupations of children are given in Tables I and II, by States and industries. In selecting industries and establishments for investigation the object in view was to present both the variety of conditions and the number of children subject to them in each State. Thus more industries are reported for some States than for others, and industries employing a large number of children are represented by more establishments than are those employing a small number. By referring to Table I (page 541) it will be seen that 10 industries are reported for Massachusetts and that they are represented by 18 establishments, in which 1,213 children were employed, and that one of these industries—the manufacture of cotton goods—is represented by 7 establishments in which 504 children were employed, or 42 per cent of the whole number of children employed in all the establishments reported, or 43 per cent of the whole number in the manufacturing establishments only. Since, according to the figures reported by the Twelfth Census, 48 per cent of the children under 16 years of age employed in the manufacturing establishments of the State during the census year were employed in the manufacture of cotton goods, the numbers reported in Table I are fairly representative. Only one industry—the cotton manufacturing industry—is reported in the table for South Carolina, but according to the census figures nearly 95 per cent of the children employed in manufactures in the State were employed in this industry.

Textile industries, especially cotton, worsted, linen, and silk goods, use much child labor, but the proportion of children to the total number of persons employed is greater in some States and sections of the

country than in others. Textile industries are represented in Table I by establishments in which the manufacture of yarn, thread, cloth, and carpets is carried on. The establishments which are reported for the Eastern, Middle, and Southern States fairly represent the practice of manufacturers in these States in regard to the use of child labor in textile industries. This practice is more definitely indicated by the following table relating to textile establishments, which is drawn from Table I, and which shows the total number of persons employed at the time the establishments were visited and the number and per cent of children under 16 years of age employed at that time:

NUMBER AND PER CENT OF CHILDREN UNDER 16 YEARS OF AGE EMPLOYED IN TEXTILE ESTABLISHMENTS, BY STATES.

State and industry.	Estab-lish-ments.	Total per-sons em-ployed.	Children under 16 years of age.	
			Number.	Per cent.
MASSACHUSETTS.				
Carpets	1	2,178	142	6.5
Cotton and worsted goods	1	5,002	348	7.0
Cotton goods	7	8,706	504	5.8
Woolen goods	2	786	18	1.7
Worsted goods	1	912	80	8.8
Total	12	17,583	1,087	6.2
RHODE ISLAND.				
Cotton goods	2	1,645	106	6.4
Cotton goods, narrow fabrics	1	660	89	5.9
Hosiery and knit goods	1	515	40	7.8
Worsted yarns	1	417	69	16.5
Total	5	3,237	254	6.0
NEW YORK.				
Carpets, jute	1	551	51	9.3
Cotton goods	2	3,120	129	4.1
Cordage, twine, etc	1	660	20	8.1
Knit goods	2	643	23	3.6
Total	6	4,964	223	4.5
NEW JERSEY.				
Cotton thread	1	1,932	175	9.1
Linen thread, twine, and yarns	1	705	126	17.9
Silk goods, broad	2	716	15	2.1
Silk goods, broad, and ribbon	1	800	77	9.6
Silk goods, thrown	3	345	64	18.6
Total	8	4,498	457	10.2
PENNSYLVANIA.				
Cotton and woolen goods	2	860	68	7.9
Hosiery	1	422	121	28.7
Silk goods, thrown	3	647	145	22.4
Silk goods, thrown and broad	2	1,924	594	30.9
Woolen and worsted goods	1	1,559	118	7.6
Woolen and worsted yarns	2	513	114	22.2
Total	11	5,925	1,160	19.6
MARYLAND.				
Cotton duck, twine, and rope	2	690	117	17.0
NORTH CAROLINA.				
Cotton goods	5	1,277	288	22.6
Cotton yarns	3	421	121	28.7
Cordage, yarn, etc	1	75	16	21.3
Total	9	1,773	425	24.0

NUMBER AND PER CENT OF CHILDREN UNDER 16 YEARS OF AGE EMPLOYED IN TEXTILE ESTABLISHMENTS, BY STATES—Concluded.

State and industry.	Estab-lish-ments.	Total per-sons em-ployed.	Children under 16 years of age.	
			Number.	Per cent.
SOUTH CAROLINA.				
Cotton goods.....	8	3,908	799	20.4
Cotton yarns.....	1	99	31	31.3
Total.....	9	4,007	830	20.7
GEORGIA.				
Cotton and woolen goods.....	1	350	27	7.7
Cotton goods.....	9	a 5,330	a 963	a 18.2
Cotton goods, bags, and bleaching.....	1	b 1,047	b 191	b 18.2
Cotton yarns.....	1	128	7	5.6
Total.....	12	6,853	1,193	17.4
ALABAMA.				
Cotton goods.....	1	385	113	29.4
Cotton yarns.....	2	283	77	27.2
Knit goods.....	1	150	33	22.0
Total.....	4	818	223	27.2

a Not including 6 children employed Saturdays and holidays.

b Not including 11 children employed after school hours and a half day Saturdays.

It appears from this table that the percentages average larger in the Southern States than in the Middle States, and larger in the Middle States, except in New York, than in the Eastern States. A smaller percentage is shown for Georgia than for the other Southern States. This is no doubt due to the restrictions upon the employment of children which the manufacturers of this State have been voluntarily enforcing against themselves for the past two years. The voluntary restriction which has also existed in South Carolina has not been so general as in Georgia.

Similar percentages might be given for all the establishments reported in Table I, but the information would be of little value; indeed, in many cases it would be misleading, for, except in textiles, an industry in many instances is not represented by more than one establishment in a State. In such cases the establishment reporting can not be relied upon to indicate accurately the practice of manufacturers generally in the State in regard to the relative number of children employed in the industry which it represents.

The department stores in large cities perhaps stand next to textile industries in the employment of child labor. Modern inventions, such as cash carriers and pneumatic tubes, may diminish the relative demand for child labor, but as the industry develops, as establishments increase in size and comprehensiveness, and as the labor in them becomes more and more subdivided, there is no limit to the absolute demand for little people to run errands, carry messages, and generally engage in the minor services connected with waiting on customers. Department stores are reported for Massachusetts, Rhode Island, New York, Pennsylvania, Maryland, Wisconsin, Illinois, and Missouri. Effort was

made to represent all conditions. Establishments 43 and 44 in New York were stores on the east side in New York City. The number of children employed was small, but the percentages were larger in these stores than in any others reported. They were 30 and 25 per cent, respectively. Six stores, namely, establishments 20, 109, 190, 196, 211, and 212, contained from 10 to 16 per cent; the remaining stores contained from 3 to 9 per cent of children. With one exception each way the stores in which more than 10 per cent of the employees were children, kept longer hours than those in which the number of children employed was less than 10 per cent of the whole number of employees. The exceptions are establishments 109 and 110. The first, which had a percentage of children of 16 per cent, had a shorter working day and week than many which had a percentage of children of less than 10 per cent. The second, which had a percentage of children of 7 per cent, had a longer working day and week than most of those which had a percentage of children of more than 10 per cent. By referring to Table I, it will be seen that establishment 20, in Rhode Island, employed on Saturdays a large number of children in addition to its regular force. These children were between 12 and 16 years of age; they worked at the store from 8 a. m. to 10.30 p. m., and attended school the other five days of the week. Other stores were found to be employing an extra force on Saturdays, including many children, but in no other case was it possible to get the exact number employed on a particular day. Establishments 43 and 44, cited above, employed an extra force, Saturday afternoons and evenings, of from 10 to 20 children.

Some establishments which were visited are not reported in the table because complete information could not be obtained. Among these are establishments representing the canning industry in Maryland. The children who find work in these establishments during the packing season may be divided into two classes, as follows: (1) Time workers, whose occupations, such as filling cans, carrying cans, pasting on labels, etc., are connected with canning the goods and getting the cans ready for market; and (2) piece workers whose occupations are all in connection with preparing the goods for canning. In the establishments visited there were employed from 8 to 20 children of the first class. They were all over 12 years of age, and most of them were over 14 years of age. The number of children of the second class fluctuated from day to day. It depended upon the amount of child labor required to attend to the fruit or vegetable on hand. Large numbers found employment during the strawberry season, because the labor of hulling and picking over the berries can easily be performed by quite small children. Children no older than 5 years were allowed to work. Very young children were also allowed to help in preparing peaches and string beans. But in preparing pineapples

there was not much that they could do. Strictly, these children were not employed by the company; they helped their mothers, older sisters, or friends. The managers of the companies were usually unwilling to admit young children unless they were accompanied by older persons and then only when there was work which they could do; but a mother could often get her small boy or girl in at meal times, when lunches were brought from home, and keep the child several hours before discovered. If there was nothing else the child could do he could help his mother by fetching and carrying for her. The regular hours of labor in these packing houses were ten hours a day, but the actual time worked depended upon the amount and kind of goods on hand. The work often did not require the full day, but when a large lot of perishable goods was on hand it continued many hours into the night.

The children found in the cotton factories in the Southern States were white children, except a very few in two establishments, but colored children were found employed in tobacco factories. Of the children employed in establishment 158 in North Carolina, 429 were colored. Most of them were stemmers, but a large proportion of the weighers and about one-half of the taggers were colored boys. The stemmers were piece workers, employed and paid by their relatives or friends whom they helped. They were mostly over 10 years of age, the majority were over 12, but children 6 or 7 years old were seen standing by their mothers doing the same work. Many of these children expected to leave off work at Christmas time, which would be in a few weeks, and go to school. In establishment 213 in Missouri, also a tobacco factory, 30 colored boys were employed as sweepers and rackers. They all claimed to be over 14 years of age. The colored children found in cotton factories were 2 boys in establishment 161, employed, one as a sweeper, the other as a waste picker; and 7 boys in establishment 178 employed in the bleachery.

The earnings of children employed in the establishments reported are given in Table I in two ways—by showing the highest, lowest, and average earnings per week for each establishment, and by giving the numbers employed in each establishment earning specified amounts. The latter is of value as showing more accurately than can be done by averages the condition of the children as to wages. The information given in the table is drawn from the weekly earnings of each child on full time. In the case of piece workers full-time weekly earnings were estimated by considering the time actually worked and the amount earned during that time. This was possible in most cases, but in some establishments no records were kept of the time of piece workers, and their employers were unable to give needed facts. These piece workers are included in the numbers employed in these establishments, but their earnings are not included in the information relative to the earnings

of the children employed, and their numbers are deducted from the whole number employed in calculating average earnings. The most important cases of piece workers omitted in this way are 250 children employed in establishment 90, 54 in establishment 114, 305 in establishment 158, and 52 in establishment 213. The piece workers excluded in establishment 90, a cigar factory, were cigar rollers and bunch makers. A majority of them were earning between \$3 and \$4 a week. It is probable that had their earnings been included the average earnings for the establishment would have been represented by a higher figure than that reported. In establishment 114, which manufactured hosiery, at least 35 of the 54 piece workers excluded were earning more than \$4 a week; 19 of these were earning over \$5 a week. Had their earnings been included the average for the establishment would have been higher, but it would not have been much, if any, over \$4. In establishment 158, which manufactured tobacco, the piece workers excluded were stemmers; they were colored children and, although their time was much broken, they were said to average about \$2.40 per week. Their earnings would probably have lowered the average reported for that establishment. In establishment 213, which also manufactured tobacco, the piece workers excluded were white girls employed as wrapper stemmers, and their earnings, averaging between \$5 and \$6 a week, would probably have raised slightly the average reported for the establishment.

It was originally intended to give the earnings of the children by occupations, but the plan was abandoned because in many of the industries considered very few were employed at what could be termed skilled labor; also, many were not confined to a single definite occupation, but might be set at several different tasks in the course of a week. The occupations at which children were employed in the establishments reported are given separately in Table II (pages 546-554). By looking up in this table any establishment reported in Table I a general idea can be gained as to the manner in which the labor of the children was utilized. The occupations are classified according to the sex of the children; also the important occupations, those at which a greater number of children were employed, are indicated by italics; and those at which only one child was found employed are shown in the singular number.

By reference again to Table I it will be seen that the difference shown between the highest and lowest earnings of children in many establishments is considerable. This is especially true of the textile industry. In establishments representing this industry, not only were different occupations paid at different rates, but there was great diversity in the earnings of children in the same occupation. Thus in a cotton factory in Massachusetts 14 weavers averaged from \$3.45 to \$10.90 during the week considered; 12 spinners averaged from \$2.26

to \$7.30 during the same time. In a cotton factory in South Carolina 5 weavers averaged from \$3.60 to \$5.76, and 45 spinners averaged from 90 cents to \$5.29. Similar differences were found in some of the occupations in other industries. They usually occurred wherever work was paid for by the piece. In all piecework the rate was the same for children as for adults. The wages paid children in department stores were, as a rule, lower than those paid in manufacturing establishments in the same State, but the hours of labor for all employees were less.

The condition of children in each State as to earning capacity is further shown in the last eight columns of Table I, which gives for each establishment the number of children for whom earnings were reported, classified according to weekly earnings. The following table drawn from this part of Table I summarizes the condition in each State, and for the 13 States. The earnings are divided into three classes instead of eight as in Table I, namely, earnings under \$3; \$3 or under \$4; \$4 or over; and in addition to the numbers the percentages of children in each class are given so that their condition in each State may be more readily perceived.

CLASSIFIED WEEKLY EARNINGS OF CHILDREN UNDER 16 YEARS OF AGE, BY STATES.

States.	Estab-lish-ments.	Chil-dren.	Number of children under 16 years of age earning—			Per cent of children under 16 years of age earning—		
			Under \$3.	\$3 or under \$4.	\$4 or over.	Under \$3.	\$3 or under \$4.	\$4 or over.
Massachusetts.....	18	1, 213	98	335	780	8.1	27.6	64.3
Rhode Island.....	10	395	76	180	139	19.2	45.6	35.2
New York.....	36	1, 175	134	713	278	15.6	60.7	23.7
New Jersey.....	24	1, 214	229	733	252	18.9	60.4	20.7
Pennsylvania.....	45	4, 033	1, 006	1, 436	1, 541	24.9	36.9	38.2
Maryland.....	11	324	583	164	77	70.8	19.9	9.3
North Carolina.....	14	770	439	265	66	57.0	34.4	8.6
South Carolina.....	9	329	549	235	45	66.2	23.4	5.4
Georgia.....	15	1, 213	626	456	136	51.4	37.4	11.2
Alabama.....	4	223	177	41	5	79.4	18.4	2.2
Wisconsin.....	6	654	113	222	314	18.0	34.0	48.0
Illinois.....	14	1, 604	366	521	717	22.8	32.5	44.7
Missouri.....	9	959	153	460	341	16.5	43.0	35.5
Total.....	215	15, 111	4, 609	5, 811	4, 691	30.5	38.5	31.0

Earnings were reported for 15,111 children in 215 establishments in 13 States. Of this number 30.5 per cent were earning less than \$3 a week, 38.5 per cent were earning \$3 but under \$4 a week, 31 per cent were earning \$4 or over a week. The earnings of the largest number were \$3 or under \$4 a week. In Massachusetts alone more than 50 per cent of the children reported earned \$4 or over, while in Maryland, North Carolina, South Carolina, Georgia, and Alabama more than 50 per cent of the children earned less than \$3. In the remaining States less than 50 per cent earned under \$3, and less than 50 per cent earned over \$4, but only in New York and New Jersey did more than 50 per cent earn between \$3 and \$4 a week. The

earnings of the children were least in those States in which there was little or no limitation placed upon their employment. But it does not necessarily follow that the smaller earnings in those States were due to the fact that younger children were employed; the two circumstances may have a common cause in general industrial conditions.

HOURS OF LABOR.

The data in regard to the hours of labor of children are given in Table III (pages 554-558.) Since the working day is usually the same for all classes even in States where the maximum hours for women and children are fixed by law, the regular working hours of the establishments reported are given in the table, and a few exceptions applying to children added in footnotes. The daily hours from Monday to Friday, inclusive, the hours for Saturday, and the whole number of hours per week are given in separate columns. The table also shows the length of noon intermissions and those establishments which require overtime work of children. The hours for night work in such establishments as use a regular night force are given in footnotes.

The facts which appear most prominent in this table are the lack of uniformity in regard both to working time and to intermissions, and the greater number of hours in the Southern textile factories as compared with factories of any kind in the Northern and Western States. The usual hours of labor per week in textile manufacturing establishments were 58 in Massachusetts, 60 in Rhode Island, New York, Pennsylvania, and Maryland; 55 in New Jersey, and 66 in North Carolina, South Carolina, and Georgia, while in Alabama they were more than 66 in two establishments. Southern manufacturers claim that in a warm climate more hours are required to accomplish the same production than in a cold climate. The temperament of Southern working people is said to be less energetic than that of their Northern competitors, a fact which manifests itself in much broken time. Employers complain that it is necessary to employ a large number of spare hands in order to keep the work going. Much broken time appeared in the time records of children in many Southern factories. Some parents admitted that their children did not like to work all the time, while denying that they were ill or tired. Others complained that their children were not allowed to work the full time; that more children were employed than could be given work, so a few were selected each day to be sent home. One superintendent stated that the children he employed usually worked full time except when sent home "to rest." But children seldom lost by broken time enough to reduce their hours of labor below 60 per week, rarely so much as that, except for actual sickness. Some occupations of children did not require continuous labor. An example of this was the doffers in cotton factories who often had several hours a day when they would not be

actively at work. Sometimes they were allowed to spend their waiting time in the mill yard at play; this was seen in the South. Sometimes when the waiting time occurred near the end of a morning or afternoon they were sent home.

In Rhode Island and New York the number of hours during which children can be employed has been reduced by law since the facts given in the table were collected, except those relating to ten establishments in New York. In Rhode Island the number of hours has been reduced from 60 per week to 58 for children under 16 years of age. In New York under the old law children under 16 years of age could be employed 10 hours a day and 60 per week. The new law retains this time for persons under 18 and women under 21, but prohibits the labor of children under 16 more than 9 hours a day and 54 hours a week. In practice when an establishment runs more than 10 hours a day for five days for the purpose of shortening one day, as is often the case, the hours per week of children under 16 are reduced below 54 hours. Facts were collected from ten establishments in New York after this provision went into effect, but all were not enforcing it. In a few instances the establishments were not running full time, and in one establishment the ages of the children approached so near to 16 years that permission had been given to continue their employment on the old basis. Managers asserted that on account of the inconvenience of enforcing the 9-hour law they intended in the future to employ no children under 16 years of age.

Textile manufacturing establishments usually run the full number of hours per week allowed by law, other factories often run less time. In New Jersey, however, where the hours fixed by law are less than in any other State comprehended in this study, the legal number, 55 per week, was in force in the textile establishments reported, but some of the establishments representing other industries were keeping longer hours.

The custom of giving a half holiday on Saturdays or closing earlier in the afternoon on that day than on other days generally prevailed in textile manufacturing establishments. But the vacation on Saturdays was usually earned by longer hours the rest of the week. Thus children earned their half holiday on Saturday by working $10\frac{1}{2}$ hours each of the other five days in Massachusetts, $10\frac{3}{4}$ hours in Rhode Island, $12\frac{1}{4}$ hours in one establishment in Alabama, and 12 hours in South Carolina. Many manufacturing establishments in New York City and elsewhere gave a half holiday on Saturday during the summer months only. The time allowed for noon intermissions was usually about the same in textile manufacturing establishments in the same State, but it differed in different parts of the country. In the establishments reported for Massachusetts, New York, and New Jersey it was 1 hour. In all but one of those reported for Rhode

Island it was 45 minutes; in those reported for Pennsylvania, Maryland, North Carolina, South Carolina, Georgia, and Alabama it was usually 30 minutes, or not more than 45 minutes. In other manufacturing establishments the time varied even in the same State.

The regular working time of mercantile establishments varied both as to numbers and distribution of hours. Department stores doing a large popular business maintained long hours on Saturday, keeping open until 9 or 10 p. m., or even later. The children employed in these establishments were usually required to remain until closing time, but they were permitted to come an hour or more late on certain mornings, so that the total hours for the week would come within legal limitations. Nearly all the department stores reported gave a half holiday one day in the week during the summer months. Complete information was not obtained on this point. Most of those stores not keeping open late on Saturday gave a summer half holiday on Saturday, one of those keeping late hours on Saturday gave a summer half holiday on Friday, viz, establishment 20 in Rhode Island, and one of those keeping late hours on Saturday gave its summer half holiday on Saturday, viz, establishment 139 in Maryland. Nearly all the department stores kept open overtime during the holiday seasons. In some establishments the children who were kept late one evening were allowed to come from two to three hours late the next morning. It was usual in department stores to allow the employees one hour for their noonday meal, but not the same hour for all. An intermission for supper, usually 30 minutes, was allowed on Saturdays by stores keeping open two or more hours after 6 p. m., and during the holiday seasons on any day by stores keeping open two or more hours overtime.

Table III shows the establishments in which children were required to work overtime during the past year. This overtime labor was usually performed after the regular closing hour at night and sometimes during the noon hour. It usually did not involve the whole establishment, and was seldom required of more than a small portion of the children employed. The periods of overtime work were usually short, i. e., not more than three weeks, but a few instances of 10 and 12 weeks were found. The number of extra hours per day varied from 1 to 3. The number of days a week were usually 6 or 3, but often not more than 1. Usually the overtime work did not continue after 7 p. m. But there were instances when the closing hour was not until 8 or 9 p. m. In such cases opportunity to eat a lunch was generally given the children and other employees. Overtime work does not include regular night work, the hours of which, for the establishments which reported night work, are given in the footnotes accompanying Table III.

Regular night work was found to occur only in certain industries. Those reported are glass, steel, silk, and cotton yarns. In the last

two night work was not general except in certain localities. There were two methods of employing night labor, the same persons being employed either exclusively at night or employed alternately at night and during the day in two shifts of a week each in length. The first method was found in practice in establishments manufacturing silk and cotton yarns, and was reported in 1 establishment in Pennsylvania, 4 in North Carolina, 1 in South Carolina, and 1 in Georgia. Night work was found to exist in other textile establishments in Rhode Island, Alabama, and Georgia, for which complete information was not obtained. The second method of employing night labor was found in practice in glass factories and steel works, of which 5 establishments in New Jersey and 5 in Pennsylvania were reported. Children were employed at night in all the establishments for which night work was reported, and in those in which it was known to exist. The hours of night work in 3 cotton factories in North Carolina (in one of these the night work was in the yarn department only), and in 1 in Georgia were 12 each night from Monday to Friday, inclusive, and none on Saturday night, making 60 for the week. The hours at night in a cordage establishment in North Carolina were 12 each night from Monday to Friday, inclusive, and 6 on Saturday night, making 66 for the week. In the cotton factory in South Carolina the hours at night were 11 for six nights, making 66 for the week, but Saturday's work began immediately at the close of the usual noon intermission and ended at midnight. No stated intermission during the night was granted for lunch in any of these factories except in the one in South Carolina, where 15 minutes was given at midnight Monday to Friday, and at 6 p. m. on Saturday. Employees were allowed to take time for eating their lunches, which they brought with them, while the machinery was running and the work going on. The hours of night work at a mill in Georgia which was not reported were $11\frac{1}{4}$ each night for five nights and $3\frac{3}{4}$ on Saturday, making 60 hours in all. On Saturday the night force began work at 1 p. m., immediately after the day force had left the mill, and finished at 4.45 p. m. When night work was begun at this mill, an intermission of one hour was allowed at midnight, and work on Saturday continued until 9.45 p. m., but it was discontinued at the special request of the operatives, who since they were obliged in either case to bring their lunches, preferred to eat them while the work was going on, and have the shorter session on Saturday. Some of the establishments reported from the Southern States which were not running at night had been running at night within a few years, a few within one year, and one establishment for which night work is reported discontinued the night work the week following the investigation. It was claimed by some of the manufacturers that night work was going into disfavor, because it was costlier than day work, since not only the rates of wages were

higher but the production was relatively less. But a great deal of night work remains, especially in small yarn mills.

The glass factories and steel mills reporting night work followed the method of alternating day and night shifts of a week each. The night week in the 5 glass bottle factories reported in New Jersey, and the 1 in Pennsylvania, included only 5 nights, no work being done Saturday night. The hours of labor in the New Jersey factories for day work extended from 7 a. m. to 5 p. m. every day, for night work from 5 and 5.15 p. m. to 2, 2.15, 2.30 and 3 a. m. for 5 nights in the week. Two intermissions of from 15 to 30 minutes in length were given during the night in all but one establishment, not merely for lunch, but to allow a general relaxation after the incessant toil at the furnaces. Similar intermissions were given during the day in addition to the dinner hour; they usually occurred in both the forenoon and afternoon about midway of the session. The time of these intermissions is not included in the working time of these establishments as reported in the table. These glass factories do not continue in operation the entire year, but only during the time of a "blast" or "fire," which lasts as a rule from September 1 to June 30. The hours of labor for night work, it will be noticed, conclude at a very early hour in the morning. The boys are often afraid to go home at this time and remain until daybreak in the factory, sleeping on the floor. The glass factories visited in Maryland and reported in the table represent the same branch of the industry as the New Jersey factories—the manufacture of bottles—but they were running without night work. They were using pot furnaces instead of the continuous tank furnaces in use in New Jersey. The latter, which are said to be rapidly superseding the former in this industry, require night work. Thus the demand for the night labor of boys, whose assistance at the furnaces seems to be indispensable, appears to be increasing. The hours of labor at night in the steel works and rolling mills connected with establishments 128, 129, and 130 were $11\frac{1}{2}$ each night for 6 nights, or 69 hours a week; they began at 6 p. m. and ended at 5.55 a. m., with an intermission of 25 minutes for lunch at some time during the night. The night shift began Sunday evening at 6 and the week's work ended at 5.55 the following Saturday morning. These hours are longer than the hours reported for any other establishment, night or day. But the work of the boys is not continuous, it being claimed that they are not employed more than 40 minutes in each hour. In these establishments, and also in the glass factories, there is more or less irregular overtime work done by children. The night force may be short a few boys when it begins work, and boys who have just finished day work are often kept a part of the night to take the places of the absent ones. Or ambitious boys will be allowed to remain during a part of an incoming shift if there is work they can do.

Certain offices representing the telegraph and messenger service were visited in New York City and in Philadelphia. They are not reported in the table, but information was obtained concerning the ages and hours of labor of the messengers. Fully one-fourth were boys under 16 years of age, of whom more than one-third in the Philadelphia offices were between 12 and 14 years of age. A small number under 14 was found in the New York offices. The regular time these boys were on duty was 10 hours a day for 6 days, and 12 hours every other Sunday. Some offices did not require Sunday duty, and one office in the financial district of New York City was open only 9 hours a day, but the boys it employed usually went up town and served during the evening in other offices. Although the boys were expected to be on duty 10 hours a day, they did not all serve at the same time. The messengers in any one office were divided into groups, each group beginning and ending work at times so arranged that a certain number would be on hand as long as the office remained open. Some offices were open the entire 24 hours, others not more than 18 hours. Older boys were usually selected for night work, but boys under 16 years of age were often on duty after 9 p. m. Boys often remained on duty more than 10 hours. The overplus was considered overtime and paid for with an additional allowance of 15 cents for supper money for boys kept after 9 p. m.

CERTAIN OTHER CONDITIONS AFFECTING CHILDREN.

There are many conditions which affect the well-being of working children besides the hours of labor. Some of these are the sanitary condition of the buildings in which they work, the demands of the particular occupations which form their daily tasks, and the character of associates with whom they are thrown.

With a few exceptions large establishments were found to be better equipped with arrangements to preserve the health and secure the comfort of operatives than small ones. The workrooms were larger and higher, and furnished with larger and more numerous windows. Many of the buildings were equipped with excellent systems of ventilation, and the air within their walls seemed fresh and wholesome. Electricity was universally used in all large new buildings, and was rapidly being introduced into the old buildings belonging to large establishments. Most of the cotton-manufacturing establishments reported from the Southern States were handsome new buildings, well ventilated and lighted. Many of them were built where an abundance of fresh air could be secured at all seasons of the year. They were situated on high ground on the outskirts of a town or quite in the country, with woods near at hand. The factory laws in other States aim to secure a certain level of excellence in sanitary arrangements, which was found to be generally realized in the establishments

visited, and surpassed in many new buildings. But while it may truly be said that an ever-increasing number of working people of all ages are performing their labor in surroundings far better than was considered good enough a few years ago, there are still many, including children, who are working in places which are neither wholesome nor safe. Even in the South, where so much is new, there were many old mills, survivals from the beginning of the cotton industry, when cheap construction and old machinery were thought to be economical. Some of these mills were situated on low ground in the most crowded parts of the towns. Many long-established industries in other parts of the country were housed in old, insanitary buildings which were permitted to remain without alteration because of the expense required to bring them up to modern standards. Private residences in large cities, and other buildings not originally intended for manufacturing purposes, had been turned into small factories with little or no alteration to adapt them to their new uses. In many such places children were found employed.

The safety of buildings depends in part upon the ease and quickness with which employees can escape from them in case of fire. While most of the buildings of the manufacturing establishments reported appeared to be amply equipped with means for extinguishing fires, many were not provided with outside fire escapes, or those which they had were inadequate. Thus many large buildings had one fire escape only, and this consisted merely of a ladder connecting with a window in each story. This ladder was usually of iron, but that on one large building in which many children were working was of wood. Many large buildings which had no outside fire escapes were equipped with broad inside stairways built in halls separated by thick walls of stone or brick from the rest of the building. This construction, which was considered to answer all the purposes of outside fire escapes, prevailed in the South, and was also found in Pennsylvania and other States. The location of fire escapes in some establishments was indicated by large signs suspended from the ceilings. In some buildings provided with fire escapes the inside stairs were faulty, the steps were worn or narrow, or the ascent steep. A cotton factory in Massachusetts was equipped with a spiral iron stairway, so steep that it was necessary while descending to walk with the greatest care on the outer edge to keep from falling. In a paper box factory in New Jersey a flight of stairs much used by the employees was built against an incline and was little better than a ladder. The wooden steps of a flight of stairs in an iron and steel factory in Pennsylvania were worn round and made slippery with grease. To reach a factory occupying the upper floors of an old building in New York City where six children were employed it was necessary to ascend in almost complete darkness four flights of steep wooden stairs, the steps of which were worn uneven by long usage.

The provisions for the comfort of employees in most of the textile factories reported were rather meager. New buildings were generally equipped with commodious and well-ventilated lavatories, which were also occasionally found in old buildings, having been put in recently, but the closets in the average textile factory were ill-ventilated affairs which often opened directly from the workrooms and, although separate for the sexes, were built side by side, with adjoining entrances. Effort was usually made to keep them clean (in some mills they were scrubbed daily), but the parts of the room near the closets were seldom free from an offensive odor. Washing facilities in the average textile factory consisted of one or two sinks placed in the workroom or in the alcove adjoining the closets. No towels were provided. Dressing rooms were found in some establishments, but as a rule none were provided. The outside wraps and street clothing of the operatives hung upon hooks placed between the windows in the workrooms. Except in two silk mills no lunch rooms were provided in any of the textile factories. Those who carried their dinners, or had them brought to them, ate wherever convenient, often sitting on the floor. The seats provided, usually stools or waste boxes covered over that they might be used as stools, or rude benches, were too few to accommodate all who might want to use them during the noon hour. In a few spinning rooms where women were employed boxes of geraniums and other flowering plants occupied the sills of sunny windows. As a rule the workroom of the average textile factory was not an attractive place in which to spend ten or eleven hours a day. The bare walls were often stained and grimy and the floors covered with the rubbish of work. But the operator working in the midst of a forest of machines, his ears filled with their incessant din, probably cares little for the appearance of walls or floor. Occasionally a mill was delightfully clean. Pains was taken to have the sweeping well done, women were employed to scrub halls and closets, the stains of tobacco juice were carefully removed from the walls, which were kept spotlessly white, and the rooms were large and not overcrowded with machinery. In such a mill the atmosphere on a hot day seemed cool and refreshing to one entering from the scorching sunshine.

In the factories connected with the garment industry, and in the cigar factories, department stores, and other establishments where large numbers of women and girls are employed, dressing rooms and lunch rooms are usually provided, in addition to the necessary toilet rooms and closets. In some cases the character of the accommodations was found to be excellent, but more often much is left to be desired. In many factories dressing rooms were found consisting of tiny closets, or merely a corner curtained off from the workroom, in others large rooms filled with lockers and sometimes having an attendant in charge of wraps were found. Some department stores and factories were provided with rest

rooms for the women and girls, and a trained nurse stood ready to care for any taken suddenly ill while at work. In some lunch rooms hot drinks and sandwiches were sold to the employees at low prices. Frequently the same apartment served for both lunch room and dressing room. Outside wraps were hung upon the walls, while the space in the center was occupied by a long table, uncovered, with benches on either side, where the women and girls sat and ate the dinners they had brought with them from home. In most of the cigar and tobacco factories reported lunch rooms were provided, but in one establishment not only were there no lunch rooms but employees were forbidden to eat in the workrooms, in many of which signs to this effect were posted. At the noon hour most of the employees, who were colored people, were sent out of the building and the doors locked. They made the best of the situation, and groups of men, women, and children were to be seen sitting on the bare ground with their backs against the brick walls of the building eating their simple lunches. The building was in the center of a town; there was no grass in the neighborhood, or even shade. Those not occupying the ground congregated in near-by saloons and restaurants.

Many of the conditions affecting the comfort and health of working people, especially children, were due to the nature of the industry in which they were employed and to the demands of their occupations. Such conditions were the dust which comes from the materials used in production, excessive heat or cold incidental to production, contact with poisons, continuous standing required by the nature of the work, and operating dangerous machinery. Injurious dust occurs in a variety of forms in many industries. In the manufacture of cotton a fine lint is constantly separating from the fiber and filling the air. In picker rooms, where the formation of this lint is greatest, dust boxes connected with exhaust fans are usually provided for carrying it off. A strong draft in some halls acts to draw off the lint from other rooms. In many factories, upon entering the spinning room, where most of the children were employed, the presence of lint in the atmosphere was not at once perceived, but evidence of it was soon discovered in the rolls of cotton on the floor, in the piles in corners, and in the fine dust collecting on the machinery. The girls who were attending the spinning frames were constantly wiping the upper parts of the machines with pieces of cloth or brushes; sometimes boys went through the aisles flapping cloths in such a way that the dust collected on the under parts of the frames was blown off. The frames may have been cleaned by this method, but the dust removed was sent where it could easily find its way into the throats and lungs of the young cleaners. Boys were usually employed to sweep out the rolls of waste collecting under the frames and in other parts of the rooms. They were often seen performing this task in a manner which would shock the most

indifferent and untidy of housekeepers. The broom was wielded with as much of an upward fling as possible so that much of the dust and rubbish was thrown into the air to fall again upon frames and floor. Occasionally a boy, tired of the monotony of the mill and needing exercise, would swing his broom in a great circle, sweeping the floor at its lowest point and thus pass up and down the aisles, enveloping himself and the girls at the frames in clouds of dust. Although sweeping is in reality a difficult task to do well, in the South it was usually given to the youngest boys, and the appearance of the rooms bore witness to the slovenly manner in which it was performed. In some mills colored women were employed for this work, with results which could not have failed to be more satisfactory both to employer and operatives. The dust was always apparent in the atmosphere of carding rooms and in most weaving rooms. The humidifiers, used to moisten the atmosphere by throwing out an exceedingly fine spray of water, helped to lay the dust, but they were not always in operation. New mills were usually better equipped for protection against an injurious quantity of lint in the atmosphere than old ones, but in one large mill in a Southern State, built within the last ten years and claimed to be equipped with the latest improvements, in which over 250 children were employed, the quantity of dust in the atmosphere in spinning and carding rooms was unusually great. Work was going on rapidly and everybody was busy. The rooms were crowded with machinery and the air was close and heavy, although many of the windows were open. The manager accounted for the dust on the ground of the large production in progress. Quantities of lint are created in the manufacture of flax and hemp, especially in the process called hackling. In one establishment visited 35 boys were found feeding hackling machines. They were standing in a cloud of dust, bathed in perspiration, and were so hoarse that it was almost impossible to understand them when they spoke. In factories manufacturing wadding for use in the garment trade there was much lint in the carding rooms, also in rooms where the pads were trimmed.

The atmosphere in bottle factories was full of fine particles of glass. In factories where furniture and wooden boxes were manufactured there was much dust from the material used. In a cork factory dust was produced by the process of tapering. Much of it was removed by mechanical means, but enough remained to settle in a fine powder on everything in the room. In a soap factory there was much dust from the soap in the cutting room. In another, where a washing powder was made, 21 boys engaged in filling boxes with the material were working in a cloud of dust. Their eyelids were inflamed and many of them had handkerchiefs or rags tied over their mouths.

The boys employed as slate pickers in the breakers connected with the anthracite coal mines in Pennsylvania were working in the midst

of quantities of coal dust. These breakers are lofty structures of wood and iron, about 100 feet high, in which the coal is crushed and prepared for market. The coal is hoisted in cars from the mine to the top of the breaker where it is dumped into a crusher from which it passes downward over a slide into the pockets below. In its downward passage the coal is inspected by boys and men who sit on boards placed across the slides, and bending over pick out the slate. In the breakers visited much of the dust caused by the crushers is drawn off by fans, but in bad weather, when the atmosphere is damp, so much remains that the space about the pickers is darkened by it, and those nearest the crushers are obliged to use miners' lamps in order to do their work.

A few of the factories visited were equipped with plants which not only heat the atmosphere in winter but cool it in summer. Electric fans also were occasionally seen in workrooms. As a rule, however, the temperature in warm weather was what nature and the incidents of the industry made it. Rooms were often too warm or too cold, owing to the requirements of the work done in them. The air in cotton and worsted mills was always found warm and moist. It was usually overheated in mule spinning rooms and often exceedingly close. The men and boys employed there wore the smallest possible amount of clothing. In bleaching and dyeing establishments boys who were employed to guide the cloth over hot cans and shake the long laps suspended from the rafters in drying rooms worked in an exceedingly high temperature. The tending boys in the glass factories were subjected to the heat of the great furnaces from which the blowers get their supplies of molten glass. Some of these boys were opening and shutting molds for the blowers, others were conveying by means of a tool called a "snap" the hot bottles to the finishers, and others were carrying them to the lehrs or annealing ovens. The mold boys sat directly in front of the furnace openings at the feet of the blowers where the hot blasts of air fell directly upon them, and the snappers stood close by. The carrying boys, who were moving to and fro, escaped the direct effects of the hot air, but they were working rapidly. All were perspiring freely. Many of the buildings were wooden structures so loosely built that they afforded the workers little protection from drafts in severe weather. Often it was fiery hot near the furnace but icy cold a few feet off and to one side. In rolling mills the heat from the hot metal was intense and stifling.

In some establishments children were exposed to wetness. Flax is often spun wet, and silk is wound wet. In the flax-spinning rooms visited the girls were barefooted, or wore rubbers to protect themselves from the wet floors. In the bleacheries boys nearly naked, their only garment being a pair of short trousers, were trampling cloth in deep vats; others guided the wet cloth coming continuously

into a bleaching room so that it fell in laps on the pile upon which they stood. Not only was the cloth wet, but the atmosphere in these rooms was exceedingly damp. The floors in the bottling department of the breweries were very wet. The boys in one establishment wore rubber boots, in another they had on wooden shoes, which were considered better, as they also protected their feet from the broken glass on the floor.

In some industries children were brought in contact with chemical poisons through their occupations. In furniture factories boys were employed as varnishers, and thus compelled to breathe turpentine fumes. In a wall-paper factory and in a cloth-printing establishment boys were feeding coloring matter into machines, thus coming in contact with the various poisons in its composition. In a factory for the manufacture of materials for artificial flowers boys were dipping forms into vats filled with coloring matter. The whole subject of insanitary conditions in factory labor, arising out of the nature of the industry and the materials used, is one of very grave importance, as affecting the welfare not only of children, but of working people of all ages. Its special importance in the case of children arises out of the greater susceptibility of the young to all forms of disease. It is a subject which should receive the careful attention of scientists.

Children suffer from the demands which their occupations make upon their physical strength. They are seldom given tasks which require a great deal of skill, or, if the mere motions are considered, much strength. It is the continuous repetition of simple movements during many hours, and the standing or being constantly upon the feet that taxes the power of endurance of children. In the textile manufacturing establishments visited the children attending spinning, spooling, twisting, and winding frames were upon their feet most of the time while at work. Their duties seldom involved more than tying the ends of broken threads, but they were obliged to pass up and down before their machines continually, keeping their eyes upon the hundreds of moving threads, in order to detect and mend a break the instant it occurred. In the Southern States girls were employed in these occupations; elsewhere boys were found at the spinning frames almost as often as girls. If the work "runs well"—i. e., the threads show little disposition to break, a circumstance which depends partly upon the humidity of the atmosphere and partly upon the quality of the roving, the spinner gets an opportunity to sit down. Seats of some kind were provided in some of the spinning rooms. Stools were generally found in the mills in Massachusetts, but elsewhere the seats were more often waste boxes finished with covered tops, containing openings through which to put in the waste. In a mill in a Southern State these waste boxes were so high that the feet even of large spinners did not reach the floor when they sat upon them. This mill

was visited late in the afternoon when everybody was tired. The main aisle in the spinning room presented a strange picture; at the head of nearly every machine sat a small girl leaning wearily against it, her feet dangling in the air. Other little girls were seen in the cross aisles watching their "sides," for the frames were all running. Whether or not seats were provided in the spinning rooms they were almost always found in the weaving rooms. Other children reported who were standing at their tasks were boys working at benches in metal-working establishments; boys and girls performing a variety of operations in boot and shoe factories; children, usually boys, employed to pass work to machine operators and take it away; boys employed in bottling works to pass along bottles to be filled; boys employed to fill, label, wrap, and otherwise put up packages; Negroes of both sexes employed as stemmers in tobacco factories, also white boys employed as taggers and weighers; boys employed in furniture and wooden-box factories, and many others. Many piece workers, engaged upon tasks which could be done sitting, although provided with seats, were standing because they could do the work faster. Children are often required not only to be on their feet but to be moving rapidly from place to place a greater part of the time. The cash boys and girls in department stores had usually a place to sit provided for them, but they were walking or running most of the time; and the messengers and office boys in large manufacturing establishments, the carriers who distributed work and ran errands in some clothing factories, the doffers in cotton and worsted mills, and the carrying boys in glass factories were moving about constantly while at work. The latter, engaged in rapidly conveying hot bottles upon the bowls of long-handled shovel-like carriers, would occasionally collide with one another causing severe burns. Such collisions were more apt to happen during the hours after midnight when the boys were too sleepy to guide their movements properly.

Many of the occupations at which children were found employed required sitting. Some of these occupations were bunch making, cigar rolling and stemming in cigar factories, leaf picking in tobacco factories, and most of the occupations of children in clothing factories. Girls were usually employed at these occupations. Most of the occupations connected with putting up packages for the market do not require sitting, but where girls were employed seats were provided. In some establishments the seats provided had backs, but this was not usually the case. In an establishment in which coffee was cleaned and roasted 21 boys and girls under 16 years of age and nearly as many more young people over that age, but under 21 years, were employed to pick by hand imperfect beans and foreign matter from the coffee. They were seated on long benches without backs before tables piled with the coffee. They sat up very straight and worked steadily under the

constant oversight of foremen and forewomen. The children were relieved from the strain of this occupation by being marched in squads two or three times a day to the toilet rooms.

Much of the work of the children, easy in itself, becomes exhausting, because performed at a high rate of speed. There are several ways by which children are forced or encouraged to work rapidly. One is by working them in gangs. This was the case with the doffers in cotton and worsted mills. The doffer takes full bobbins from the spindles of a spinning or twisting frame and puts empty ones in their places. The movements are simple, but are performed with marvelous quickness by the children who, while making them, are stooping to the level of the spindles. When a frame is ready to be doffed it is attacked by a gang of boys or girls, who place themselves before the frame, each a short distance from his next neighbor, and each must keep up with the others, so that all may finish their parts at the same moment. Thus the frame is doffed and ready again for the spinner in a very short space of time. The gang then goes to another frame, and then another, until all are doffed. After this follows a period of idleness, for it will be some time before the bobbins are again full and the frames ready for another doffing. In some of the mills a part, at least, of this idle time is utilized by putting the children to some simple task at which they can sit, as stripping or cutting waste from bobbins, or employing them as sweepers, but usually other children are employed especially for these tasks. Doffers were seen spending their idle time lounging on benches provided for them at the end of the rooms. At some Southern mills they were found out of doors at play. In spite of idle time, the work of doffing in a cotton mill was considered to be more taxing than spinning. In the South boys were almost universally used for this work; in Northern mills about as many girls as boys were found, but the average age was higher. In worsted mills the girl doffers were much more numerous than the boy doffers, but they did not carry their bobbins. Other children, usually boys, called bobbin setters, were employed for this purpose. They placed empty bobbins on the frames where they could easily be reached by the doffers, who in doffing, placed them upon the spindles, putting full bobbins in their places. The bobbin setters then gathered up and carted away the full bobbins. Children were forced to work rapidly, by being worked in teams with skilled workmen—adults—who were piece workers. In glass bottle factories usually three tending boys worked with one blower and one finisher. The latter were piece workers, and set the pace. Some blowers occasionally fee their mold boys and snappers, so much do their own earnings depend upon the faithfulness of these little helpers. The girls who helped the sewing-machine operators by trimming off the loose threads at the ends of

seams, were obliged to work quickly to keep up with the steady flow of garments coming into their hands. In the same way when work was delivered by machinery a speed was set for the workers.

Probably the greatest incentive to rapid work is payment by the piece. Many of the children employed in the establishments reported were piece workers. The spoolers, weavers, and drawers-in in cotton and worsted factories, and the toppers and knitters in knitting mills were piece workers. In boot and shoe factories many of the occupations were paid for by the piece, but only a small proportion of the children were employed at these occupations. In cigar factories the chief occupations, such as stripping, bunch making, and cigar rolling were piecework, but many of the children engaged at these occupations were employed by the day. Labeling, wrapping, and packing goods for the market was usually piecework. In establishments where blank books, bolts and rivets, brushes, corks, electrical supplies, furniture, paper boxes and bags, and soap were made children were employed as piece workers in some of the occupations. Possibly the most arduous piecework that children were found engaged upon was that of operating sewing machines in clothing factories. Although employers claimed that they did not intend to employ any children under 16 years of age at this work, many young girls were found.

Children were not often found operating dangerous machinery, yet many were employed about such machinery as helpers to the operators. A few, however, were operating stamping, cutting, and punching machines, some of whom bore on their persons evidences of injuries they had sustained, usually mutilation of the fingers. A greater danger came from the presence of children in rooms where machinery was in operation. Cases of accident were met with due to the playfulness of the children. In spinning rooms doffer boys chase each other up and down the aisles when the overseer's back is turned, and occasionally run into the machines and get hurt. One little girl pushed her companion into a frame, so that her hand was caught and injured sufficiently to keep her from work several days. Children were rarely employed to clean machinery while running, such employment being forbidden by law in many States. One case, however, was reported where a boy had been ordered to brush the chain head of a spinning frame while it was in motion, and while doing so his arm was caught in the gearing and torn in such a manner that he will never have the full use of it again.

Only a few statements are made here in regard to the moral influences which are brought into the lives of children through employment. Instances were found where parents excused themselves for putting their children to work on the ground that they wished to keep them off the streets. While this motive was of course combined with another,

there is no doubt that many parents were sincere in considering that for moral influence a factory or other place of employment was preferable to the public thoroughfare, especially in large cities. On the other hand, many parents frankly admitted that the influence of factory life on their children was bad and that they learned much from their associates that was to be regretted. Complaints were sometimes made of the rough language, seasoned with profanity, which overseers addressed to them. Instances of severity and injustice were met with in visits to establishments. On the other hand places were visited, usually large concerns, where the just and considerate character of the manager raised the tone of the whole establishment. Also employers were seen whose kindly and easy-going temper permitted an amount of loafing and disorder among their employees that impressed one in anything but a favorable light. Certain conditions were observed unfavorable to morality. One was the failure to secure in the average factory the proper privacy of the sexes. Closets, though separate, were so placed in relation to each other and the workroom that they were in full view of persons of both sexes working in their vicinity. Women were rarely provided with retiring rooms where they could put on and take off the outer garments they wore in the factory. The idle time of boys whose work was not continuous was usually spent in a way possibly more unfavorable to their moral growth than the labor they performed was to their physical development. Children are very ready to imitate their elders; thus the association of boys with men often leads them to adopt the habit of using tobacco at an age when they are most susceptible to its evil effects. At a glass factory many of the boys coming from work were observed to have cigarettes or pipes in their mouths. "They pick that up very soon," the overseer remarked. At a brewery beer was given away not only to the adult employees, but to the boys and girls, the boys receiving 1 pint and the girls half a pint every noon and evening. Children at work often appear older than they really are. Childhood with them seems to end at the beginning of labor. "They are no longer children after they go to work," a teacher remarked in speaking of the boys in the glass factories. Important and sometimes burdensome duties are required of children; they must be careful while at work not to get hurt, and they must give close attention to a simple but continuous series of movements. All this is a check upon the careless ways of childhood. There is no longer opportunity for freedom of motion; there is no longer that absence of responsibility which makes the young keep young.

WORKING CHILDREN.

As already stated 1,381 children who were found at work were made subjects of special inquiry. These children were found in the different States comprehended in this study, as follows:

NUMBER OF CHILDREN IN EACH STATE WHO WERE MADE SUBJECTS OF SPECIAL STUDY.

State.	Children.	State.	Children.
Massachusetts	76	Georgia.....	105
Rhode Island.....	78	Alabama.....	41
New York.....	122	Wisconsin.....	58
New Jersey.....	135	Illinois.....	122
Pennsylvania.....	315	Missouri.....	72
Maryland.....	67	Total.....	1,381
North Carolina.....	98		
South Carolina.....	97		

These children were employed in the establishments reported in Tables I, II, and III, except in the following cases: (1) About 50 children who were employed in establishments visited and afterwards excluded from the tables because of failure to obtain complete information from them. Some of these children were employed in industries which are represented in the table by other establishments, some were employed in industries not represented at all. Of the latter class are 7 boys who were employed in the telegraph and messenger service in New York City, 7 in the same service in Philadelphia, and 22 boys who were employed in 2 bituminous coal mines in Illinois. (2) A few children who were employed in establishments not visited. These children were brothers or sisters of other children reported who were employed in establishments visited. (3) Seventeen children reported for New York who were not employed in any establishment, but were working at home finishing garments for tailors.

NATIVITY AND NATIONALITY OF WORKING CHILDREN.

The nativity of the children reported is shown by the following table, which gives the number born in the States where they were found employed, in other parts of the United States, and in foreign countries, by States:

NATIVITY OF CHILDREN UNDER 16 YEARS OF AGE, BY STATES.

State.	Number born in—										Total.	Per cent of children foreign born.
	State in which employed	Other places in United States.	Canada.	Great Britain.	Ireland.	Germany.	Austria.	Italy and Sicily.	Russia.	All other countries.		
Massachusetts ..	39	5	6	6	1			2	1	a 16	76	42.1
Rhode Island...	47	7	3	7			1	10	1	b 2	78	30.8
New York.....	77	8	5	3			2	18	3	c 1	122	30.3
New Jersey.....	100	17				5	1	5	4	d 3	135	13.3
Pennsylvania...	271	9		9		7	3	7	6	e 3	315	11.1
Maryland.....	61	4					2				67	3.0
North Carolina..	81	17									98	
South Carolina..	61	36									97	
Georgia.....	92	13									105	
Alabama.....	21	20									41	
Wisconsin.....	40	5				8					53	15.1
Illinois.....	90	9	1	1		7	5	1	5	f 3	122	18.9
Missouri.....	52	14		3	2		1				72	8.3

a Including 9 born in the Azores, 5 in Greece, and 2 in Syria.

b Including 1 born in the Azores and 1 in Roumania.

c Born in Roumania.

d Born in France.

e Including 1 born in Belgium, 1 in France, and 1 nativity not reported.

f Including 1 born in Belgium, 1 in Norway, and 1 in Switzerland.

The column of percentages shows what proportion of the children were foreign born. Thus, the percentages of foreign born were 42.1 per cent for Massachusetts, 30.8 per cent for Rhode Island, and 30.3 per cent for New York, while only 8.3 and 3 per cent, respectively, are shown for Missouri and Maryland. None of the children reported for North and South Carolina, Georgia, and Alabama were of this class.

The nativity of children is not a complete indication of their nationality. It is necessary, also, to consider the nativity of their parents. The first of the two tables which follow gives, by States, the number of children reported whose fathers were born in the States where the children were found employed, in other parts of the United States, and in foreign countries; the second shows in a similar manner the nativity of the mothers of the children reported.

NATIVITY OF FATHERS OF CHILDREN UNDER 16 YEARS OF AGE, BY STATES.

State.	Number of children whose fathers were born in--										Total.	Per cent of children whose fathers are foreign born.
	State in which child is employed.	Other places in United States.	Canada.	Great Britain.	Ireland.	Germany.	Austria.	Italy and Sicily.	Russia.	All other countries.		
Massachusetts ..	5	.2	15	15	13	1	1	4	2	<i>a</i> 18	76	90.8
Rhode Island ...	10	6	12	9	20	1	1	14	1	<i>b</i> 4	78	79.5
New York	23	1	5	12	9	16	5	34	12	<i>c</i> 5	122	80.3
New Jersey	29	14	.....	15	26	15	3	11	4	<i>d</i> 18	185	68.1
Pennsylvania ...	69	9	1	37	78	56	8	23	29	<i>e</i> 5	315	75.2
Maryland	46	6	.....	.....	4	8	3	.....	.....	.....	67	22.4
North Carolina..	75	23	.....	.....	.....	.....	.....	.....	.....	.....	98	.....
South Carolina..	58	44	.....	.....	.....	.....	.....	.....	.....	.....	97	.....
Georgia	69	30	2	.....	.....	.....	.....	.....	.....	<i>f</i> 4	105	5.7
Alabama	10	31	.....	.....	.....	.....	.....	.....	.....	.....	41	.....
Wisconsin	4	3	.....	.....	3	42	.....	.....	1	.....	53	86.8
Illinois	5	5	2	7	13	52	9	3	17	<i>g</i> 9	122	91.8
Missouri	17	16	.....	6	13	16	4	.....	.....	.....	72	54.2

a Including 11 children whose fathers were born in the Azores, 5 in Greece, and 2 in Syria.

b Including 3 children whose fathers were born in the Azores and 1 in Roumania.

c Including 1 child whose father was born in Roumania, 3 in Sweden, and 1 in Switzerland.

d Including 1 child whose father was born in Belgium, 3 in France, 12 in Holland, and 2 not reported.

e Including 1 child whose father was born in Belgium, 2 in France, 1 in Switzerland, and 1 not reported.

f Nativity of fathers not reported.

g Including 2 children whose fathers were born in Belgium, 1 in France, 1 in Holland, 1 in Norway, 3 in Sweden, and 1 in Switzerland.

NATIVITY OF MOTHERS OF CHILDREN UNDER 16 YEARS OF AGE, BY STATES.

State.	Number of children whose mothers were born in—										Total.	Per cent of children whose mothers are foreign born.
	State in which child is employed.	Other places in United States.	Canada.	Great Britain.	Ireland.	Germany.	Austria.	Italy and Sicily.	Russia.	All other countries.		
Massachusetts ..	5	4	13	16	12	1	1	4	2	a18	76	88.2
Rhode Island...	6	8	12	15	16	1	1	14	1	b4	78	82.1
New York.....	25	6	5	6	11	11	7	34	12	c5	122	74.6
New Jersey.....	27	17	.....	12	28	12	5	11	6	d17	135	67.4
Pennsylvania...	89	9	2	46	51	55	8	21	29	e5	315	68.9
Maryland.....	45	9	.....	.....	5	5	3	.....	.....	.....	67	19.4
North Carolina..	79	19	.....	.....	.....	.....	.....	.....	.....	.....	98	.....
South Carolina..	62	35	.....	.....	.....	.....	.....	.....	.....	.....	97	.....
Georgia.....	86	16	.....	.....	1	2	.....	.....	.....	.....	105	2.9
Alabama.....	15	26	.....	.....	.....	.....	.....	.....	.....	.....	41	.....
Wisconsin.....	6	6	.....	.....	1	39	.....	.....	.....	.....	58	77.4
Illinois.....	11	6	.....	7	13	48	9	3	16	f9	122	86.1
Missouri.....	24	16	.....	3	14	11	4	.....	.....	.....	72	44.4

^aIncluding 11 children whose mothers were born in the Azores, 5 in Greece, and 2 in Syria.

^bIncluding 3 children whose mothers were born in the Azores, and 1 in Roumania.

^cIncluding 1 child whose mother was born in Roumania, 3 in Sweden, and 1 in Switzerland.

^dIncluding 1 child whose mother was born in Belgium, 3 in France, 11 in Holland, and 2 not reported.

^eIncluding 1 child whose mother was born in Belgium, 2 in France, 1 in Switzerland, and 1 not reported.

^fIncluding 2 children whose mothers were born in Belgium, 1 in France, 1 in Holland, 1 in Norway, 3 in Sweden, and 1 in Switzerland.

The above tables show that the proportion of children having foreign-born parents is much greater than the proportion of foreign-born children. In Illinois 91.8 per cent of the children reported had foreign-born fathers, in Massachusetts 90.8 per cent, and in Wisconsin 86.8 per cent, while in Maryland and Georgia but 22.4 and 5.7 per cent, respectively, had foreign-born fathers. None of the children reported for North and South Carolina and Alabama had foreign-born fathers. The information concerning children with foreign-born mothers is similar to that concerning those with foreign-born fathers, the percentages, however, being several points lower for each State except Rhode Island.

It will be seen from the information given by these tables that practically none of the children living in the four Southern States, that only 22 per cent of those living in Maryland, and from more than 50 per cent to more than 90 per cent of those living in the remaining eight States were of foreign nationality. In most cases the country of the parents' nativity indicates the nationality of the children reported in these tables, but the children of parents born in Russia are without exception Jews, many of the children of parents born in Germany are Poles, a few of the children of parents born in Austria are Hungarians and Bohemians, and most of the children of parents born in Canada are French Canadian. No colored children are included in the numbers reported.

AGES OF WORKING CHILDREN.

By visiting the parents of individual children it was possible to learn not only the present ages of these children but also the ages at which they began to work. This information is given, by States, in the two tables which follow:

AGES OF CHILDREN UNDER 16 YEARS, AT DATE OF INVESTIGATION, BY STATES.

State.	Number of children who were at date of investigation—								Total.
	8 or under 9 years of age.	9 or under 10 years of age.	10 or under 11 years of age.	11 or under 12 years of age.	12 or under 13 years of age.	13 or under 14 years of age.	14 or under 15 years of age.	15 or under 16 years of age.	
Massachusetts							36	40	76
Rhode Island					14	16	18	32	78
New York		1	2	4	8	7	50	55	122
New Jersey					13	18	59	41	135
Pennsylvania		1	1	1	14	87	117	94	315
Maryland			1	1	9	16	28	17	67
North Carolina		1	10	15	11	26	19	16	98
South Carolina		2	2	15	17	17	16	13	97
Georgia	1	1	15	16	24	16	16	16	105
Alabama	1	2	6	7	7	9	4	5	41
Wisconsin						2	5	34	12
Illinois							1	54	67
Missouri			1		7	12	28	24	72

CHILDREN OF EACH SPECIFIED AGE UNDER 16 YEARS, WHEN FIRST EMPLOYED, BY STATES.

State.	Number of children who were when first employed—								Total.	
	Under 8 years of age.	8 or under 9 years of age.	9 or under 10 years of age.	10 or under 11 years of age.	11 or under 12 years of age.	12 or under 13 years of age.	13 or under 14 years of age.	14 or under 15 years of age.		15 or under 16 years of age.	Age not reported.
Massachusetts					2	2	4	61	7	76
Rhode Island					1	35	20	16	6	78
New York		2		5	3	7	24	72	7	122
New Jersey	a 1			3	14	28	35	45	9	135
Pennsylvania		2	3	7	18	54	165	58	4	315
Maryland				3	14	18	28	9		67
North Carolina	b 6	13	18	33	9	14	3	1	1	98
South Carolina	c 8	10	17	23	22	9	6	1	1	97
Georgia	c 4	6	20	20	21	21	8	4	1	105
Alabama	c 2	6	4	8	10	4	6	1		41
Wisconsin					1	3	16	32	1	53
Illinois						2	6	91	23	122
Missouri				1	2	16	17	31	4	72

a Seven years old.

b Including 1 child 6 years old and 5 children 7 years old.

c Including 1 child 6 years old and 1 child 7 years old.

The first table shows that at the time when the States were visited for the purposes of this study children under 10 years of age were at work in New York, Pennsylvania, North Carolina, South Carolina, Georgia, and Alabama; that children under 12 years of age were at work in these States and in New Jersey and Missouri, and that except in Massachusetts children under 14 years of age were at work in all the States. Of the children reported under 14 years of age for New York 13 were working at home helping their mothers or older members of their families to finish garments for tailors. This industry was not included in the provisions of the child labor law, which prohibited the employment of children under 14 years of age in manufacturing and mercantile establishments.

The principal fact shown by the second table is that in States where

there has been in the past practically no restriction of child labor, children have commenced work at a very early age. Many of the children reported in this table for North and South Carolina, Georgia, and Alabama began to work at 7 years of age or under 10 years of age. Some of the children reported for each of the other States began to work below what is now the legal age for that State. In many cases work was not begun in the State in which they were found at work, also in many cases children began to work in industries or occupations not covered by the laws relating to child labor. Thus, of the 8 children reported for Massachusetts who began to work under the age of 14 years, 3 began in cotton factories in England, and of these 2 began at 11 years of age and were "half timers," i. e., they worked according to the English system—spending half the day in the factory and attending school the other half. Of the remaining 5 who began to work before they were 14 years old, 1 began in a boot and shoe factory in Brooklyn at 12 years of age, 1 began in a knitting factory in Massachusetts and worked three weeks during the summer vacation preceding her fourteenth birthday, stopped when school began, and did not go to work again until of legal age; 2 others began in department stores in Boston, and 1 worked for two years after school and Saturdays as errand boy for a grocer.

SCHOOLING AND LITERACY OF WORKING CHILDREN.

One of the strongest arguments against child labor is that it deprives the child of an education by substituting for time which might be spent at school long hours of monotonous toil, the effect of which is to arrest rather than to stimulate the progressive development of his faculties. Information was obtained in regard to the attendance of the children reported at school before they began to work, their attendance after they began to work, and the number able to read and write the English language. The following table gives the number of children who had attended school before beginning work, by specified periods of time and by States:

SCHOOL ATTENDANCE BEFORE BEGINNING WORK OF CHILDREN UNDER 16 YEARS OF AGE, BY STATES.

State.	Total children.	Children having attended—					Attendance not reported.	Number not having attended.
		Less than 1 year.	1 year or less than 3.	3 years or less than 5.	5 years or less than 8.	8 years or more.		
Massachusetts	76		5	1	23	42	3	2
Rhode Island	78	1	2	5	53	15	1	1
New York	122		15	11	60	33		3
New Jersey	135		4	8	101	19	1	2
Pennsylvania	315		2	22	264	17	9	1
Maryland	67		5	14	44	3		1
North Carolina	98	9	50	20	3		4	12
South Carolina	97	16	37	18	9			17
Georgia	105	21	44	16	6	1		17
Alabama	41	7	14	8	1			11
Wisconsin	58			1	44	1	7	
Illinois	122			2	103	13	4	
Missouri	72			9	60	1	2	

The term "year" as used in this table means a school year, or rather it means all the schooling that it was possible to obtain within a calendar year in the place where the child lived. The school period, of course, was not the same in all the States. This fact renders the information given by the table less precise than is desirable. Most of the children reported for all except the four Southern States were living in cities or towns having school years of from nine to ten months and most of them had attended school in such cities or towns. On the other hand most of the children reported for the four Southern States lived during the year when they might have attended school in country places having yearly terms of from four to seven months only. It is therefore necessary to remember in considering the information presented by this table that a year in Massachusetts, Rhode Island, New York, New Jersey, Pennsylvania, Maryland, Wisconsin, Illinois, and Missouri means a period of from nine to ten months, while in North Carolina, South Carolina, Georgia, and Alabama it means a period of from four to seven months. There were a few children reported from the latter States who had attended school in towns of over 8,000 inhabitants, having schools running eight or nine months, but these were scarcely 5 per cent of the whole number reported.

The table shows that 12 out of 98 children in North Carolina, 17 out of 97 in South Carolina, 17 out of 105 in Georgia, and 11 out of 41 in Alabama had not attended school at all before beginning work, and that no larger number than 3 in any of the other States were reported in this category; also, that 9 children in North Carolina, 16 in South Carolina, 21 in Georgia, and 7 in Alabama had attended school less than 1 year, as against 1 in Rhode Island and none in the remaining States. Of the children who had attended school, the time of attendance for the greatest number in the four Southern States falls between 1 and 3 years; in all the remaining States except Massachusetts the greatest number falls between 5 and 8 years. In Massachusetts more than half the children reported had attended school 8 years or more. But the attendance of 3 children in Massachusetts, 1 in Rhode Island, 1 in New Jersey, 9 in Pennsylvania, 4 in North Carolina, 7 in Wisconsin, 4 in Illinois, and 2 in Missouri was not reported.

All of the States included in this report except the four Southern States and Missouri have school-attendance laws which compel children within specified ages to attend school a certain length of time each year. This time is the full annual term in these States, except in Wisconsin, where it is not less than 8 months in cities or less than 5 months elsewhere, and in Illinois, where it is 16 weeks, 6 of which must be consecutive. The ages of compulsory school attendance are from 7 to 14 in Massachusetts, Wisconsin, and Illinois; from 7 to 12 in New Jersey; from 7 to 15 in Rhode Island; and from 8 to 16 in New York, Pennsylvania, and Maryland. But in Rhode Island, New York,

Pennsylvania, and Maryland children of an age to be employed at labor are exempt. The enforcement of the compulsory school attendance provisions of the New Jersey school law is made to depend upon conditions which make it practically voluntary, and it is not enforced in many of the important cities of the State. The law in Maryland applies only to the city of Baltimore and to Allegany County. It was passed in 1902, but attendance officers did not begin to serve until January 1, 1903. There was therefore no compulsory school attendance in the State before the children reported began to work. Although there is at present no compulsory school-attendance law in the Southern States investigated, many manufacturers consider the method of compulsory education superior to any other for preventing the employment of children at too early an age, but at the same time contend that laws merely restricting their employment under a specified age will prove to be of little avail unless reenforced by legal provisions compelling their attendance at school below that age.

The child-labor laws of several of the States require certain educational qualifications for children seeking employment. At the time the children reported were visited the Rhode Island law required for a child seeking employment an attendance at school of 80 days during the year preceding his application, the law of New York required a full yearly term; that of New Jersey, 12 weeks; and that of Pennsylvania, 16 weeks. The laws of Massachusetts, Rhode Island, New York, and Pennsylvania required an ability to read and write the English language, but in Massachusetts illiterates could be employed provided they attended night school. In Missouri boys were required to be able to read and write in order to be employed in the mines. The child-labor law of Rhode Island was amended in April, 1902, all educational requirements being removed and provisions made that children under 13 years of age could not be employed at labor except during the vacation of the schools. The South Carolina law, which went into effect May 1, 1902, provides that children under the legal age (12 years, May 1, 1902) may be employed in textile factories during school vacations provided they have attended school 4 months during the year and can read and write the English language. Important additions were made to the law in New York in the winter of 1903, so that now a child not only must have attended school 160 days during the year previous to making application for a labor certificate, but he must have received instruction in certain specified branches of study, viz, reading, writing, English grammar, and geography, and he must be "familiar with the fundamental operations of arithmetic to and including fractions."

The table gives no information in regard to the kind of school attended by the children who attended school before beginning work. A majority of the children reported for the Eastern, Middle, and Western States attended city public schools, but most of the Irish,

French Canadian, German, and Polish children attended parochial schools a part if not all of the time during which they were in school. A few children of foreign nationality went to private schools kept by persons of their own nationality. A few of the foreign-born children had attended school in the country from which they came. Of the children reported for the Southern States, nearly all who had attended school at all had attended the district schools of the county in which they were born. These schools were supported by State money and called "free schools" by the country people, to distinguish them from the "subscription schools," which were kept often by the same teachers after the public funds had given out, and which were paid for by the voluntary subscriptions of farmers in the neighborhood. These subscription schools sometimes added two or three months to the length of the school term. Very few, however, of the children reported had attended subscription schools, although many told of such schools being held near their homes. Usually their parents had felt too poor to afford the expense. The attendance even upon the free schools was very irregular. Living on farms, the children were often obliged to go long distances, and bad weather was sure to keep them at home. But the chief reason for irregular attendance, or none at all, was the indifference of the parents. Those especially who had had no schooling themselves failed to appreciate its value and were unwilling to make sacrifices in order to send their children.

The attendance of children at school since beginning work is shown by the following table, which gives the number having attended a specified number of months, by States:

SCHOOL ATTENDANCE SINCE BEGINNING WORK OF CHILDREN UNDER 16 YEARS OF AGE,
BY STATES.

State.	Number having attended—					Number not having attended.	Number not having attended either before or since beginning work.
	Less than 2 months.	2 months or less than 6.	6 months or less than 11.	11 months or more.	Attendance not reported.		
Massachusetts.....	3	15	5	2	.....	51	1
Rhode Island.....	3	18	17	6	4	30	1
New York.....	7	11	6	5	.....	93	3
New Jersey.....	37	32	6	4	3	53	2
Pennsylvania.....	.....	3	6	.....	.....	306	1
Maryland.....	4	9	2	3	1	48	1
North Carolina.....	12	6	10	2	4	64	8
South Carolina.....	5	8	3	.....	.....	81	15
Georgia.....	6	16	12	1	.....	70	10
Alabama.....	7	3	1	.....	.....	30	4
Wisconsin.....	.....	.....	.....	.....	.....	53	.....
Illinois.....	.....	1	.....	1	.....	120	.....
Missouri.....	.....	.....	.....	.....	.....	72	.....

In Wisconsin and Missouri none of the children reported had attended school since beginning work, less than 3 per cent had attended in Illinois and Pennsylvania; about 16 per cent in South Carolina;

about 25 per cent in New York and Maryland; about 33 per cent in Massachusetts, North Carolina, Georgia, and Alabama; and about 50 per cent in Rhode Island and New Jersey. But the table does not show whether the schools attended were day schools or night schools. In the former case the attendance occurred when the child was out of employment; in the latter the child was regularly employed during the day. The schools attended since beginning work were day schools in Rhode Island, North Carolina, South Carolina, Georgia, and Alabama. They were usually night schools in Massachusetts, New York, New Jersey, Pennsylvania, and Maryland.

The large attendance at day schools in Rhode Island was due to the provision of the education law in force when the State was visited, which required all children under 15 years of age employed at labor to attend school at least 80 days (about 100 in Providence) unless excused for specified reasons. This provision was enforced by truant officers who, when the proper time came, would notify employers to discharge those of their child employees who were due at school. Thus each child's year was made up of seven or eight months of labor and four or five months of school. The observance of this law, however, was not uniform throughout the State. It was in disfavor with both manufacturers and school authorities. The latter claimed that the broken terms of schooling were of little advantage to the children who, after beginning work, lost all interest in their studies. It was amended, as already stated, soon after the State was visited for the purposes of this investigation. Now children can not begin to work until 13 years of age. Children 12 years old must attend school the entire term, and children 13 and 14 years old may work without interruption.

In New Jersey many children at work were attending night schools. The law provides that "No child under the age of fifteen years shall be employed * * * in any business whatever, unless such child shall have attended, within twelve months immediately preceding such employment, some public day or night school, or some well-recognized private school." This law is interpreted to mean that a child must attend school after he has begun work each year until 15 years of age. Many employers were requiring children to have certificates of attendance at night school. Some of the glass companies were paying teachers to hold school for the tending boys. These schools were opened one or two hours in the afternoon for boys on night work, and at 5 o'clock or later in the evening for boys on day work.

The Massachusetts laws permit persons under 21 and over 14 years of age who can not read and write the English language to be employed if they attend night school. The employers of these minors are required to keep on file attendance cards signed by their teachers and to discharge anyone whose record falls below a certain standard.

Children in the Southern States not infrequently leave work to attend school. Usually when laid off because of slack work or other cause they spend the idle time at school. Older children often leave the mill when their younger brothers and sisters are of an age to be employed in order to get a few months' schooling for which they have had no opportunity in the country. When the factories are within city limits the children have the advantage of city schools. But many factories were found situated either just beyond the city limits or altogether in the country, where schools were supported by the State school fund, apportioned according to the number of children of school age. This fund was rarely sufficient to support a school more than three or four months in a year, and in some places it could not be used at all unless the people furnished a building in which the school could be held. Some manufacturers were found who had furnished this building for their employees; and often added to the fund so that the school term might be lengthened, or a larger number of teachers be employed, or both. A company often does so much that the school is virtually under its management. Some of the buildings furnished were found to be very handsome and well equipped, and contained besides the schoolrooms a public library and a hall for social gatherings. Such buildings were found at large establishments in South Carolina and Georgia. In North Carolina, where the factories were as a rule smaller, the local authorities often had full charge of the schools, the manufacturers contributing to their support through local taxation. Many of the parents visited in these States expressed a desire to have their children attend school, and a few were making sacrifices that some of them at least might go; many more showed little interest in the schools and made petty excuses for keeping at home the children too young to be at work. Some parents not only failed to appreciate the advantages of the factory town, but regretted having left the country, because farm life, they thought, afforded better opportunities for schooling than factory life. They said that in the country there would be a portion of every year when there would be no work to be done on the farm at which the children could help and when they could go to school, but in town there was no time in the year when the factory work stopped, so there could be no schooling except at the expense of the children's earnings. In several of the towns visited missions had been established in the neighborhood of the mills at which night schools were conducted. A few of the children who had attended school since beginning work had availed themselves of the opportunities thus afforded.

The last column of the table shows the number of children who had not attended school either before or since beginning work. The number is considerable in the four Southern States. The parents of a few of these children declared that they meant to take them out of the

mill within a few years and give them a chance to go to school. The children reported in this column for the remaining States, except for Maryland, were foreign born. The child reported for Massachusetts had been in this country less than a year, and had been at work only three weeks; he was visited in August, and hence had had no opportunity to attend night school. The children reported for Rhode Island and New Jersey had been in this country less than two years. Those reported for New York were Italians, and employed in finishing garments at home. One of them had been in this country less than a year, one had been here five years, and the third eight years. The child reported for Pennsylvania had been here one year; he was a breaker boy, 10 years of age. Most of these children were unable not only to read and write the English language, but also to speak it.

The literacy of the children reported is shown in the following table:

LITERACY OF CHILDREN UNDER 16 YEARS OF AGE, BY STATES.

State.	Number unable to read and write English—			Number able to read and write English.
	Or any other language.	But able to read and write another language.	Total.	
Massachusetts	4	4	8	68
Rhode Island	3	4	7	71
New York	6	7	13	109
New Jersey	4	2	6	129
Pennsylvania	3	5	8	307
Maryland	4	.....	4	68
North Carolina	a 21	(a)	a 21	b 73
South Carolina	36	.....	36	c 61
Georgia	31	.....	31	d 74
Alabama	14	.....	14	e 27
Wisconsin .....	.....	.....	.....	53
Illinois .....	.....	1	1	121
Missouri .....	.....	.....	.....	72

a Not including 4 persons whose literacy was not reported.

b Including 13 persons who could read but not write, but not including 4 persons whose literacy was not reported.

c Including 9 persons who could read but not write.

d Including 15 persons who could read but not write.

e Including 7 persons who could read but not write.

Many of the foreign children, while unable to read and write English, could read and write their native language and had attended school before coming to this country. Such children are not really illiterates, and are therefore separated in the table from the children unable to read and write English or any other language. The total number of children unable to read and write English in North and South Carolina, Georgia, and Alabama is comparatively large, rising from more than 21 per cent in North Carolina to more than 37 per cent in South Carolina. Many of the children reported from these States as able to read and write English could read, but were unable to write. A comparatively large number of the illiterate children in all the States had had some schooling, as will be seen by comparing the total number of illiterates with the number of children who had not attended

school either before or since beginning work, as given in the preceding table. Many parents confessed with regret that their children had forgotten all that they had been taught, and in many instances said they meant to give them another chance. On the other hand, many children had failed to learn to read and write, and their parents considered it useless to keep them longer in school.

It is sometimes asserted that young children who have been employed at labor a few years become stunted mentally and unable to learn if they are afterwards put in school. This assertion has been made with reference to the South, where children begin to work at an earlier age than in other parts of the country, but no evidence was found to warrant it as the statement of a general fact. On the other hand, teachers in the South, of whom inquiry was made, were unanimous in stating that they observed no difference in the mental power and capacity to learn between the children in their classes who had been at work and those who had not. Those who had been at work often made better progress than those who had not, being more diligent and showing a greater desire to make the most of their opportunities. A few children were found, however, in both Northern and Southern factories who undoubtedly were the worse for their years at labor and who appeared to be stunted both mentally and physically.

HEALTH OF WORKING CHILDREN.

Facts available for tabulation were not obtained in regard to the physical condition of children at work. Some general information was derived from observation of the children themselves and from questions put to their parents. Many of the children seen in the establishments visited appeared to be undersized, the pinched worn faces, the thin arms and puny bodies of many of them giving evidence that they were of underweight. Among the children reported many were physically unfit for the labor required of them. A few who began work before they were 10 years old, though not actually broken down, were at 15 so worn, their energies so far exhausted, that advancement in productive power much beyond the point already reached seemed quite improbable unless a period of complete rest should intervene.

Very few of the parents of the children reported for Massachusetts, Rhode Island, New York, New Jersey, Wisconsin, Illinois, and Missouri admitted that the health of their children had suffered from the labor required of them, many claiming that they were in better health than before they went to work. But considerably more than half of the children reported for these States had been at work less than a year. Very few had worked more than two years. A few cases of minor ailments were found. One boy had frequent headaches while in a cotton factory, and on being advised by the doctor to change his employment had obtained work as helper in the washhouse of a

bleachery, where he was feeling better. Another little fellow complained that the heat in the drying room of the bleachery where he was employed made his head ache, but added proudly that he had never asked to be let off. A girl of 15 who had worked more than three years, first for a shirt manufacturer and afterwards for a flax-spinning company, said she had headache all the time and was tired of working. The dust in a flax mill had given two other children sore throats. A girl was found at home in bed with an attack of bilious fever three days after she was seen at a silk factory. Her mother said it was a common occurrence and that she lost much time in this way. Several girls employed at a cigar factory as strippers complained that the tobacco nauseated them. Most of the mothers of the glass-factory boys who were questioned frankly admitted that they considered night work bad for their sons. One whose boy had been at work about five months said that he had become very restless and was not sleeping well. Many of the boys who were on night work were found out of bed between 9 and 11 in the forenoon. Their mothers said that they were usually up by 9 o'clock, but that they would sometimes take a nap in the afternoon before going to work. Some of the glass factory boys whose parents declared that their health was good were thin and looked worn-out. This was especially the case with two boys 13 years old, twins, who had worked through three "fires" at three different factories and had been three months at the fourth. Another boy, who had also worked through three fires, beginning when 11 years of age, was hollow under his eyes, and thin. He complained of his back, which ached constantly, and of frequent colds, but his mother declared that he was stronger than when he began to work.

More than half the children reported for Pennsylvania and Maryland had worked over one year but not over two years. Very few parents admitted that these children had suffered in health. Nearly one-fourth of the Pennsylvania children had worked from two to five years. Many of these were boys, employed in the breakers, of whom a majority were undersized. They looked stunted rather than delicate. They possessed warped, stooping figures, brought about by the strained position in which they sat while at work. The work was hard upon the hands and fingers. One little fellow wore gloves to protect his hands from the rough coal and slate. One boy who worked six months as a bobbin boy at a silk mill before obtaining employment in the breakers declared that the millwork used him up more than slate picking. A boy of 14, employed as helper in the dyehouse of a worsted mill, was made ill by the fumes from the various chemical substances used. He was removed after two weeks and given work as a bobbin boy in the spinning room. Another, employed to handle skins at a glove factory, was found at home with a sore hand. He had

had a small sore which the acid on the skins had poisoned and made worse. In Maryland a number of parents whose children worked in a cotton factory complained that the little ones took frequent colds from getting overheated. One boy was so run down after working fifteen months as a filling winder at the same factory that he was taken out and made to help his father in his business as huckster, but after two months he was sent back to the mill. A girl employed at a cigar factory left after six months because stripping made her sick; she obtained work in the laundry department of a shirt factory where she had worked nearly two years and had kept perfectly well. The mother of a boy of 14 who had been working six months in the tin shop of a tobacco factory said that his health was bad; that he had a cough and a tendency to consumption.

Of the children reported for North and South Carolina 75 per cent had worked more than one year, and 50 per cent had worked more than two years. Of the children reported for Georgia 60 per cent, and for Alabama 70 per cent, had worked more than one year, and about 35 per cent for Georgia and 25 per cent for Alabama had worked more than two years. Many reported for these States had worked more than three years, some four and five years; one boy had worked seven years, having begun at the age of 7. According to the testimony of their parents, a majority of the children had had no acute sickness since beginning work, but a large proportion of this number did not have good health. A few were not strong before they began to work. Of these some had gained in health, but more had lost since beginning work. Many of those who had good health before beginning work had failed since. Such children appeared worn and tired, and were thin and had pale or sallow faces. Of all the children reported for the Carolinas about 65 per cent had had no acute sickness since beginning work. These included about 40 per cent who were in good health and about 25 per cent who had fair health. The remaining 35 per cent had had some acute illness, which had caused them to lose considerable time, and they were usually reported to have either fair or bad health. Similar percentages could be shown from the testimony of parents in Georgia and Alabama. To what extent this condition was due to long hours of factory labor, or to what extent to the manner of living which prevailed among the factory people, could not be determined. These people were noted for unwholesome cookery and a dietary consisting chiefly of pork and hot biscuits. Many of them, however, kept cows and chickens, which furnished them with fresh milk and eggs, and cultivated small gardens in which they grew vegetables in their seasons. The most common disorders found among the children who had had more or less acute sickness were intestinal disorders, malaria or slow fever, and throat troubles. A few girls

had had special pelvic disorders. There were also cases of contagious diseases—as smallpox, measles, and mumps. The parents of the children who were working at night were almost unanimous in their opinion that it was bad for them. These children did not sleep well, and became nervous and restless. The work was especially bad for their eyes. A father pointed out the dark rings about the eyes of his boy and the heavy drooping lids as the peculiar marks of the night-working child.

The following are typical cases of children at work in Southern factories, selected to illustrate conditions in regard to health:

Robert M., 9 years old, who began to work at 7, had no special sickness, but was not so well as when in the country. After he had worked two months his parents took him back to the farm where he stayed fifteen months, when he was again sent to the mill.

Silas L., 13 years old, who had been working four years, gets run down, especially in the summer. He had taken no vacation but stayed out a day now and then to rest.

Mrs. C. claimed that her children had better health than when they were in the country, but were all afflicted, pretty constantly, with “a misery inside of them.”

Addie S., 13 years old, got constipated and bilious and was obliged to lose a few days every two or three weeks on account of a slight fever.

Earl S. strained his chest when doffing, otherwise he had been as well as when on the farm. He had worked eighteen months. Other boys complained of backache or pain in the side from doffing.

Willie C., nearly 15, had been subject from a small child to disorders of the throat. He had been worse since beginning to work two years ago.

Bertha J., nearly 14, was disagreeably affected with a constant desire to spit and chew something when in the spinning room where she worked eighteen months. For more than two years she had been working in the cloth room and had been free from this trouble.

Barry P., 14 years old, had a singularly old face. He was thin and his complexion sallow. He had worked three years as a spinner.

Maggie M., now 14, began to work when she was 8 years of age. She was then not considered well enough to go to school. She would work a few weeks and rest a few weeks. She continued in this way for two and one-half years when the family moved to its present home. Since then her health had been better and she had worked constantly for three years and a half. She was, however, an under-sized child, thin and pale, but bright and motherly with her younger brothers and sisters.

Maggie D., 15, was paralyzed in one side. She was refused work at the first factory to which she applied on account of her lameness

and delicate appearance, but obtained it at the second, where she had worked for more than two years. She was not strong, however, and had a poor appetite, often going to work without her breakfast.

Dolly P., 13, had only fair health. She lost several weeks last summer with malaria. She wanted to try night work, and was changed to the night force in her mill a month before. She did not sleep well, and would be glad to change back.

Edna B., 14 years and 10 months, became very much run down during three years that she was on night work. Her parents sought day work for her at another mill, where she had been employed six weeks, during which time she had gained 7½ pounds.

John W., who had been working 7 years, having begun when he was 7, reported no illness except colds; but he was considerably run down. His parents hoped he would improve if allowed to have one-half of each day off. Permission was granted him, and he attended a mission school for three hours in the forenoon. But he was not always sure of his time, for if they were short of hands at the mill the superintendent sent for him, and he was obliged to work and lose a morning from school.

HOME CONDITIONS OF WORKING CHILDREN.

The 1,381 children who have been reported individually belonged to 1,036 families, distributed as follows among the thirteen States:

NUMBER OF CHILDREN INDIVIDUALLY REPORTED, BY STATES.

State.	Chil- dren.	Fam- ilies.	State.	Chil- dren.	Fam- ilies.
Massachusetts	76	72	Georgia	105	50
Rhode Island	78	66	Alabama	41	17
New York	122	112	Wisconsin	53	49
New Jersey	135	100	Illinois	122	118
Pennsylvania	315	247	Missouri	72	57
Maryland	67	47			
North Carolina	98	53	Total	1,381	1,036
South Carolina	97	53			

With the exception of 6 children reported for Rhode Island, 1 for New York, and 2 for Maryland, all the children belonging in these families who were under 16 years of age and were employed at remunerative labor were reported; thus these figures show the average number of children per family who were employed at labor. These averages varied from less than 1.1 children per family of the families reported for Massachusetts, New York, Wisconsin, and Illinois, to 2.4 children per family of the families reported for Alabama. Some of these families were very large, numbering eleven or more members, but the larger memberships usually included boarders or lodgers as well as relatives of the children reported. The average membership was a fraction over six for the families reported for New York, New

Jersey, Pennsylvania, Illinois, and Missouri, a fraction over eight for the families reported for Alabama, and seven, or a fraction over seven, for the families reported for the remaining States.

The greater portion of these families rented their homes. The number of homes owned by the families reported for Pennsylvania, Illinois, and Wisconsin was comparatively large; the percentages ranging from about 30 per cent in Pennsylvania to about 45 per cent in Wisconsin. Less than 15 per cent of the families reported for the remaining States owned their homes. Many Polish families in Milwaukee were found owning their homes. They lived in shanties which they had built on the rear end of their lots and rented to others a better house in front. About 15 per cent of the Maryland families owned the houses in which they lived and paid a ground rent. All varieties of dwellings were represented by the homes of these families, but two predominate—the city tenement and the cottage of the factory village or town. The greater number of families reported for all but the four Southern States were living in city tenements, in houses containing—with the exception of most of those found in Baltimore, Philadelphia, Milwaukee, and New York City—from two to six or eight families. In the first three cities excepted most of the houses contained only one family each, but in New York City more than half the families were living in houses containing more than eight families each, many accommodating twenty and twenty-four families; one contained thirty-four families. These were in the down-town districts of Manhattan, where the streets are always crowded, and where the home surroundings of the working children are in striking contrast to the home surroundings of the children reported for the four Southern States and of many reported for New Jersey, Pennsylvania, and Illinois who were living in the country. The families reported for the Southern States were found usually in factory villages, living in dwellings erected by the companies. The cottages were built to accommodate one or two families, and in many villages were surrounded by gardens. There was plenty of fresh air and the country lay close at hand. Yet although the Southern families thus had more space about their homes than a majority of those reported for other parts of the country, they often had less accommodation within. Measured in number of rooms occupied by each family, the average accommodation in the four Southern States and in Missouri and Wisconsin was about one-half of a room to each person, in New York it was 0.6 of a room, in Massachusetts, Rhode Island, New Jersey, Pennsylvania, and Illinois it was 0.7 of a room, and in Maryland it was 0.8 of a room per person.

It would not be possible, nor is it necessary, to enter at length upon a description of the equipments for living found within the dwellings

of these working children. They and the families to which they belong represent all kinds of people, including the lazy and shiftless as well as the energetic and thrifty. Some of the houses were squalid and insanitary within, others were spotlessly clean. Some were meanly furnished, others well furnished, and in yet others luxuries such as organs, pianos, books, and pictures were found. As a rule the dwellings of the Italian, Portuguese, and Polish families and some of the French Canadian were meanly and scantily furnished, with occasional attempts at decoration, such as bright-colored prints upon the walls, paper flowers in vases, etc. The dwellings of the English, Irish, Germans, and Americans, except in the Southern States, were well furnished, with many comforts and even luxuries. In the Southern States the rooms were, as a rule, rather bare, but there were notable exceptions. Many parlor organs and sewing machines were seen, some front rooms containing, besides the bedstead and a few chairs, a center table upon which the family Bible and a few other books were displayed. Occasionally there were cheap ornaments on the mantel and about the room. Crayon enlargements from photographs of members of the family were often seen upon the walls.

Some effort was made to obtain data in regard to the incomes of the families of the working children reported in order to show not only the economic condition of these families, but also the comparative value of the contributions of the children under 16 years of age. The result was not entirely satisfactory, because accurate average weekly incomes were not obtainable, i. e., averages for a period of time; but figures representing the weekly income at the time the family was visited, based upon the usual weekly earnings of the contributing members, were obtained for nearly all the families considered. All the families for whom earnings of members were reported had one or more children under 16 years of age at work and contributing their earnings to the family income, except in a very few instances. The number of families having one, two, three, and four or more children under 16 years of age contributing to the family income is given in the following table by States:

FAMILIES HAVING EACH SPECIFIED NUMBER OF CHILDREN UNDER 16 YEARS OF AGE CONTRIBUTING TO THE FAMILY INCOME, AND TOTAL CHILDREN CONTRIBUTING.

[The total number of children shown in this table differs from the total number individually reported given in previous tables. This is because a few children were found contributing to the family income who were not individually reported, and a few who were individually reported were learners or helpers and not contributing. In case of six families and ten children income was not reported.]

State.	Total number of families.	Families having each specified number of children under 16 years contributing.				Families having children under 16 years not contributing.	Total children under 16 years contributing.
		1 child.	2 children.	3 children.	4 children or over.		
Massachusetts	72	66	4	1	.....	1	77
Rhode Island	66	50	14	2	.....	.....	84
New York	112	96	13	1	.....	2	125
New Jersey	100	68	24	5	1	2	135
Pennsylvania	a 245	180	63	1	1	.....	313
Maryland	47	26	20	1	.....	.....	69
North Carolina	53	22	20	8	3	.....	98
South Carolina	53	22	22	5	4	.....	97
Georgia	50	11	27	9	3	.....	104
Alabama	17	4	5	6	2	.....	40
Wisconsin	49	46	2	1	.....	.....	53
Illinois	a 111	100	9	.....	.....	2	118
Missouri	a 55	41	13	1	.....	.....	70
Total	b 1,030	732	236	41	14	7	1,388

a Not including two families, data not reported.

b Not including six families, data not reported.

Besides children under 16 years of age there were in all but a very small number of the families reported older members contributing to the family income. There was a father or person standing in the place of father to the working children in from 65 to 90 per cent of the families reported, but an average of 10 per cent of the families having fathers were receiving no help from them. Many of the idle fathers considered themselves at 50 years of age too old to work, while others were too much broken in health. In many instances where the father was at work his employment was irregular and his contribution small. In many families having fathers, both at work and not at work, the mothers were engaged in some remunerative occupation and contributed to the support of the family. In New York City many of these mothers were finishing garments for tailors; others were doing janitor service in the tenement buildings in which the family lived. In some families having no fathers the mothers were at work and helping in the family support. In other instances the mother was doing nothing when it seemed as if she were better able to work than the children upon whom she was depending for support. In still other instances she was evidently unable to work and was necessarily dependent either upon her children or upon charity. Most of these mothers were widows, but many had been deserted by their husbands. A majority of the families had children over 16 years of age who were at work. Usually these children were contributing their entire earnings to the common fund. This was often found to be the case even with young men old enough to be voters. Many of the older children merely

boarded at home. The proportion of families having children contributing by their board only was greater in the four Southern States than in any of the other States considered. The largest percentages of families having boarders and lodgers, not children, were found in Massachusetts and North Carolina, where 78 and 57 per cent, respectively, of the families reported had boarders or lodgers. More than 25 per cent of the families in each of the remaining States had boarders or lodgers, except in Pennsylvania, Illinois, and Missouri, where very few were found. Occasionally families had incomes from outside sources, such as rents or produce from farms and gardens. But except in one or two instances a very small part of the total incomes were derived from such sources.

The following table gives the number and per cent of families with classified weekly income from all sources of less than \$12, of \$12 or less than \$25, and of \$25 or over, by States:

NUMBER AND PER CENT OF FAMILIES HAVING EACH SPECIFIED WEEKLY INCOME, BY STATES.

State.	Total number of families.	Number of families having each specified weekly income.				Per cent of families having each specified weekly income.			
		Under \$12.	\$12 or under \$25.	\$25 or over.	Income not reported.	Under \$12.	\$12 or under \$25.	\$25 or over.	Income not reported.
Massachusetts.....	72	10	43	18	1	13.9	59.7	25.0	1.4
Rhode Island.....	66	20	33	12	1	30.3	50.0	18.2	1.5
New York.....	112	34	62	14	2	30.3	55.4	12.5	1.8
New Jersey.....	100	14	71	9	6	14.0	71.0	9.0	6.0
Pennsylvania.....	α245	42	151	42	10	17.2	61.6	17.2	4.0
Maryland.....	47	17	24	5	1	36.2	51.1	10.6	2.1
North Carolina.....	53	25	28	.....	.....	47.2	52.8	.....	.....
South Carolina.....	53	26	25	.....	2	49.0	47.2	.....	3.8
Georgia.....	50	24	26	.....	.....	48.0	52.0	.....	.....
Alabama.....	17	10	6	1	.....	58.8	35.3	5.9	.....
Wisconsin.....	49	8	35	6	.....	16.3	71.4	12.3	.....
Illinois.....	α111	13	65	27	6	11.7	58.6	24.3	5.4
Missouri.....	α55	16	30	7	2	29.1	54.6	12.7	3.6

α Not including 2 families, data not reported.

These figures show that proportionately more incomes under \$12 per week in the families of working children were reported for the four Southern States than for the other nine States, and also, except in the case of one family in Alabama, no incomes of more than \$25 per week were found in the Southern States. But it should be remembered that the cost of living is probably less in these States than in the others with which these figures deal. Boarders taken into the families reported for the Southern States and children paying board usually paid less than \$2 per week. A common charge was \$8 a month. In the Northern States and in Wisconsin and Illinois the charge for board was seldom less than \$2.50 per week; it was more often over \$3 per week.

The amount of a family's income considered without reference to the number of its members does not give an accurate idea of the economic condition of the family. An attempt is here made to show the economic condition of the families of working children by classifying

certain families according to the average income per member. In order that a comparison may be made between the families reported for the several States, which are nearly alike in all respects except income and number of members, only those families are considered which were paying rent for their homes, and whose working members were contributing all their earnings to the family income. These families are for convenience called normal families, and are classified according to specified incomes per member, by States, as follows. The figures are based upon the total income per family less the amount of the rent.

NUMBER AND PER CENT OF NORMAL FAMILIES HAVING EACH SPECIFIED WEEKLY INCOME PER MEMBER, BY STATES.

State.	Total number of families.	Number of normal families having each specified weekly income per member.							Per cent of normal families having each specified weekly income per member.						
		Under \$1.	\$1 or under \$2.	\$2 or under \$3.	\$3 or under \$4.	\$4 or under \$5.	\$5 or over.	Total.	Under \$1.	\$1 or under \$2.	\$2 or under \$3.	\$3 or under \$4.	\$4 or under \$5.	\$5 or over.	Total.
Massachusetts...	72	1	12	21	3	2	4	43	2.3	27.9	48.8	7.0	4.7	9.3	100
Rhode Island...	66	4	13	8	8	3		36	11.1	36.1	22.2	22.2	8.4		100
New York.....	112	14	34	23	16		2	89	15.7	38.2	25.8	18.0		2.3	100
New Jersey.....	100	4	18	27	7	4	2	62	6.5	29.0	43.5	11.3	6.5	8.2	100
Pennsylvania..	α245	10	52	31	29	8	1	131	7.6	39.7	23.7	22.1	6.1	.8	100
Maryland.....	47	1	16	7	1			25	4.0	64.0	28.0	4.0			100
North Carolina.	53		15	7				22		68.2	31.8				100
South Carolina.	53	3	15	10	3			31	9.7	48.4	32.2	9.7			100
Georgia.....	50	3	15	4				22	13.6	68.2	18.2				100
Alabama.....	17	3	6	1				10	30.0	60.0	10.0				100
Wisconsin.....	49	3	8	10	2	1		24	12.5	33.3	41.7	8.3	4.2		100
Illinois.....	α111	3	18	19	11	7	3	61	4.9	29.5	31.2	18.0	11.5	4.9	100
Missouri.....	α55	9	11	12	6	1	2	41	22.0	26.8	29.3	14.6	2.4	4.9	100

α Not including 2 families, data not reported.

The whole number of families reported for each State is entered in the first column of the table; the number of normal families considered in the succeeding columns is entered in the eighth column of figures. The percentages, which are given in the right-hand columns of the table, show that over 50 per cent of the normal families of New York, Maryland, North Carolina, South Carolina, Georgia, and Alabama were living upon incomes of less than \$2 per week per member. The four States in the list having the greatest percentages of families whose weekly incomes were \$2 or over per member are Illinois, Massachusetts, New Jersey, and Wisconsin.

The relative importance of the contributions of children under 16 years of age may be shown first by classifying families according to specified weekly incomes received from these children and from other members, including both heads of families and children over 16 years of age, and second by classifying children under 16 years of age and other members according to specified weekly contributions. The contributions of children under 16 years of age represent their entire earnings, therefore in order that the comparisons made possible by these classifications may be upon the same basis, only those members over 16 years of age who also contribute practically all their

earnings are considered, i. e., those members who pay board and lodging are excluded.

The following tables show the number and percentage of families receiving specified weekly incomes from children under 16 years of age and from members over 16 years of age not paying board and lodging, by States:

NUMBER OF FAMILIES HAVING EACH SPECIFIED WEEKLY INCOME FROM CHILDREN UNDER 16 YEARS OF AGE AND FROM MEMBERS OVER 16, BY STATES.

State.	Total number of families.	Number of families having each specified weekly income from—										
		Children under 16 years of age.					Members over 16 years of age not paying board and lodging.					Amount not reported.
		Nothing.	Under \$3.	\$3 or under \$5.	\$5 or under \$8.	\$8 or over.	Nothing.	Under \$5.	\$5 or under \$8.	\$8 or under \$12.	\$12 or over.	
Massachusetts	72	1	16	34	15	6	6	5	24	35	2	
Rhode Island	66	.....	14	31	16	5	6	8	13	33	.....
New York	112	2	35	59	13	3	11	17	26	50	3	
New Jersey	100	2	16	50	17	15	1	8	14	24	3	
Pennsylvania	α245	.....	51	100	75	19	16	16	78	109	10
Maryland	47	.....	20	18	8	1	7	13	12	13	1
North Carolina	58	.....	13	21	16	3	3	16	20	8	.....
South Carolina	53	.....	19	12	16	6	3	14	16	11	9
Georgia	50	.....	11	25	12	2	8	14	11	12	5
Alabama	17	.....	4	5	3	5	2	5	4	4	2
Wisconsin	49	.....	12	34	2	1	2	4	11	30	1
Illinois	α111	2	16	57	34	2	3	2	8	24	67	
Missouri	α55	.....	11	26	13	5	6	8	5	10	24

α Not including 2 families, data not reported.

PER CENT OF FAMILIES HAVING EACH SPECIFIED WEEKLY INCOME FROM CHILDREN UNDER 16 YEARS OF AGE AND FROM MEMBERS OVER 16, BY STATES.

State.	Per cent of families having each specified weekly income from—										
	Children under 16 years of age.					Members over 16 years of age not paying board and lodging.					Amount not reported.
	Nothing.	Under \$3.	\$3 or under \$5.	\$5 or under \$8.	\$8 or over.	Nothing.	Under \$5.	\$5 or under \$8.	\$8 or under \$12.	\$12 or over.	
Massachusetts	1.4	22.2	47.2	20.8	8.4	8.3	7.0	33.3	48.6		2.8
Rhode Island .....	.....	21.2	47.0	24.2	7.6	9.1	9.1	12.1	19.7	50.0	.....
New York	1.8	31.2	52.7	11.6	2.7	4.5	9.8	15.2	23.2	44.6	2.7
New Jersey	2.0	16.0	50.0	17.0	15.0	1.0	8.0	14.0	24.0	50.0	3.0
Pennsylvania .....	.....	20.8	40.8	30.6	7.8	6.6	6.6	6.6	31.8	44.4	4.0
Maryland .....	.....	42.6	38.3	17.0	2.1	2.1	14.9	27.7	25.5	27.7	2.1
North Carolina .....	.....	24.5	39.6	30.2	5.7	5.7	30.2	37.7	15.1	11.3	.....
South Carolina .....	.....	35.9	22.6	30.2	11.3	5.7	26.4	30.2	20.7	17.0	.....
Georgia .....	.....	22.0	50.0	24.0	4.0	16.0	23.0	22.0	24.0	10.0	.....
Alabama .....	.....	23.5	29.4	17.7	29.4	11.8	29.4	23.5	23.5	11.8	.....
Wisconsin .....	.....	24.5	69.4	4.1	2.0	2.0	4.1	8.2	22.5	61.2	2.0
Illinois	1.8	14.4	51.4	30.6	1.8	2.7	1.8	7.2	21.6	60.4	6.3
Missouri .....	.....	20.0	47.2	23.7	9.1	10.9	14.6	9.1	18.2	43.6	3.6

By examining the percentage columns of this table it will be seen that the mean or average weekly income received from children under 16 years of age falls in the column headed "\$3 or under \$5" for each State, and that the mean income received from members over 16 years of age falls either in the column headed "\$8 or under \$12" or in the column headed "\$12 or over" for each State except North Carolina, South Carolina, Georgia, and Alabama, and that for these States it

falls in the column headed "\$5 or under \$8." Thus, while the incomes received from children average about the same in all the States, those received from members over 16 years of age average lower in the four Southern States named than in the other nine States considered, and hence those received from children are relatively greater. In determining the position of mean incomes the percentages in the columns headed "nothing" are of course not counted in. Many of the families entered as receiving nothing from members over 16 years of age were, however, receiving board from such members.

The following tables give the number and percentage of children under 16 years of age, and of members over 16 years of age not paying board, contributing specified amounts per week to the family income, by States:

NUMBER OF CHILDREN UNDER 16 YEARS OF AGE AND OF MEMBERS OVER 16 CONTRIBUTING SPECIFIED WEEKLY AMOUNTS, BY STATES.

[The total number of children in this table differs from the total shown in the tables giving the number individually reported, pp. 517-521, 532. This is because a few children were found contributing to family income who were not individually reported, and a few who were individually reported were learners or helpers and not contributing.]

State.	Total number of families.	Number of children under 16 years of age contributing weekly—				Number of members over 16 years of age not paying board and lodging but contributing weekly—				
		Total.	Under \$3.	\$3 or under \$5.	\$5 or over.	Total.	Under \$3.	\$3 or under \$5.	\$5 or over.	Amount not reported.
Massachusetts	72	77	16	42	19	136	4	23	107	2
Rhode Island	66	84	22	53	9	113	7	17	89	.....
New York	112	125	43	71	11	202	26	41	132	3
New Jersey	100	135	23	99	13	160	16	33	108	3
Pennsylvania	α 245	313	90	174	49	369	11	49	298	11
Maryland	47	69	51	17	1	88	23	31	33	1
North Carolina	53	98	70	28	.....	83	13	47	23	.....
South Carolina	53	97	70	26	1	84	14	35	35	.....
Georgia	50	104	86	18	.....	79	26	34	19	.....
Alabama	17	40	32	7	1	30	7	16	7	.....
Wisconsin	49	53	15	38	.....	95	6	25	63	1
Illinois	α 111	118	23	64	31	137	10	33	137	7
Missouri	α 56	70	16	45	9	79	4	24	49	2

α Not including 2 families, data not reported.

PER CENT OF CONTRIBUTING CHILDREN UNDER 16 YEARS OF AGE AND OF CONTRIBUTING MEMBERS OVER 16 WHO CONTRIBUTE EACH SPECIFIED WEEKLY AMOUNT, BY STATES.

State.	Per cent of contributing children under 16 years of age who contribute weekly—			Per cent of contributing members over 16 years of age not paying board and lodging, but who contribute weekly—			
	Under \$3.	\$3 or under \$5.	\$5 or over.	Under \$3.	\$3 or under \$5.	\$5 or over.	Amount not reported.
Massachusetts	20.8	54.5	24.7	2.9	16.9	78.7	1.5
Rhode Island	26.2	63.1	10.7	6.2	15.0	78.8	.....
New York	34.4	56.8	8.8	12.9	20.3	65.3	1.5
New Jersey	17.1	73.3	9.6	10.0	20.6	67.5	1.9
Pennsylvania	23.7	55.6	15.7	3.0	13.3	80.7	3.0
Maryland	73.9	24.6	1.5	26.2	35.2	37.5	1.1
North Carolina	71.4	28.6	.....	15.7	56.6	27.7	.....
South Carolina	72.2	26.8	1.0	16.6	41.7	41.7	.....
Georgia	82.7	17.3	.....	32.9	43.0	24.1	.....
Alabama	80.0	17.5	2.5	23.3	53.4	23.3	.....
Wisconsin	28.3	71.7	.....	6.3	26.3	66.3	1.1
Illinois	19.5	54.2	26.3	5.4	17.6	73.3	3.7
Missouri	22.9	64.3	12.8	5.1	30.4	62.0	2.5

By examining the percentage columns of this table the mean or average contribution of children under 16 years of age will be seen to fall in the column headed "under \$3" for the States of Maryland, North Carolina, South Carolina, Georgia, and Alabama, and in the column headed "\$3 or under \$5" for the remaining eight States, and the mean or average contribution of members over 16 years of age will be seen to fall in the column headed "\$3 or under \$5" for the five States just named, and in the column headed "\$5 or over" for the eight remaining States. Thus the individual contributions, both of the children and of the older members of the families contributing all their earnings, average less in Maryland and the four Southern States than in the other States considered. The greater relative importance of the contributions of children under 16 years of age in the four Southern States seems, therefore, to be due to the fact that more such children in each family can be put to work and thus made to contribute to the family income than in the other nine States.

The data given in the last table shows that members of the families over 16 years of age were earning on the average more per week in those States in which child labor was restricted than in those in which there was practically no restriction upon the employment of children. No data was obtained to show the extent to which this fact can be attributed to the depressing effect of unrestricted child labor upon the rates of wages. But much was seen to suggest that it may in many instances be attributed, in part at least, to the effect of the unrestricted power of the older members of the family to put children to work. Not only were fathers idle who might have found employment, but many children over 16 years of age were content with small earnings. In many instances had the older members of the family worked with greater energy the labor of many young children, at least of those under 12, might have been spared without any diminution in the family income.

No very close estimate can be made of the proportion which the contributions of the children bore to the total incomes of the families considered in these tables. It may be stated, roughly, that families in all the States were receiving amounts averaging from 20 to 40 per cent of their total incomes from children under 16 years of age. Thus these children were of considerable economic importance to their parents. With very few exceptions those reported gave up all their earnings to their parents. Frequently they were not allowed to draw their pay themselves, but the father, mother, or older brother or sister, received their envelopes. Spending money was generally given them. "We must give them something to keep them contented when they give up all they get," was said by many a mother. Usually the amount of spending money was not a fixed amount. It was merely "what could be spared," and depended upon circumstances. But in

Northern textile communities a definite sum, 50 cents or \$1 each week, was reported in a few cases, or a percentage of earnings or all earned over the even dollars was allowed. A few cases were found where children were allowed to keep all their earnings upon condition that they clothed themselves. Some children, as messenger boys who received tips, and glass factory boys who received fees from the blowers they served, had gains outside their regular earnings which they were generally allowed to keep. Indeed; messenger boys often acquired large amounts through tips of which the parents knew nothing.

One could not fail to observe that the effect of the economic importance of their children too often disposed parents to think of them chiefly as a source of profit to themselves. A Southern father lamented the death of his little girl because she was such a good spinner, the best "hand" he had. Many mothers complained of the laws raising the age at which children could go to work, because by reason of them and of the growing tendency of the young people to marry early or to wish to be independent of their parents, so few years were left during which parents could profit by their labor. The effect of their position in the household upon the children themselves together with the demands made on them by the nature of the work they were doing combined to shorten their childhood. They were no longer little children to be cared for by father and mother, but equal sharers with them of the burdens and responsibilities of life.

TABLE I.—WEEKLY EARNINGS OF CHILDREN UNDER 16 YEARS OF AGE, BY INDUSTRIES AND ESTABLISHMENTS.

MASSACHUSETTS.

Industry,	Estab- lish- ment No.	Children under 16 years of age.			Earnings per week.			Number earning per week—							
		Male.	Fe- male.	Total.	High- est.	Low- est.	Average.	Under \$2.	\$2 or under \$3.	\$3 or under \$4.	\$4 or under \$5.	\$5 or under \$6.	\$6 or under \$7.	\$7 or under \$8.	\$8 or over.
Boots and shoes	1	7	.....	7	\$6.91	\$3.50	\$4.61	.....	.....	2	4	.....	1	.....	.....
	2	4	.....	4	5.00	3.21	4.30	.....	.....	1	1	2	.....	.....	.....
Brushes	3	2	7	9	5.11	3.35	3.82	.....	.....	8	.....	1	.....	.....	.....
Carpets	4	85	57	142	7.07	2.92	3.85	.....	1	99	28	12	1	1	.....
Confectionery	5	.....	16	16	4.00	2.50	2.79	.....	10	5	1	.....	.....	.....	.....
Cotton and worsted goods.....	6	199	149	348	9.57	2.16	4.95	.....	3	7	221	79	35	1	2
Cotton goods	7	23	26	54	10.90	2.26	5.34	.....	1	8	17	13	5	6	4
	8	29	29	58	7.00	1.36	4.20	2	5	25	11	8	6	1	.....
	9	9	18	27	7.15	1.89	4.25	1	2	7	11	1	4	1	.....
	10	26	17	43	8.93	1.41	4.33	3	3	15	11	5	2	3	1
	11	85	29	114	8.00	.99	4.22	4	10	43	28	22	4	2	7
	12	37	33	70	9.98	1.82	5.27	1	3	3	34	9	9	4	1
	13	84	54	138	10.39	1.50	4.85	2	4	36	33	45	6	6	6
Department store...	14	39	5	44	3.50	2.50	2.58	.....	37	7	.....	.....	.....	.....	.....
Rubber goods, boots.	15	43	3	46	5.00	2.50	3.44	.....	6	25	13	2	.....	.....	.....
Woolen goods	16	.....	4	4	7.80	3.86	5.14	.....	.....	2	.....	1	.....	1	.....
	17	3	6	9	8.12	4.64	5.50	.....	.....	6	.....	2	.....	.....	.....
Worsteds goods.....	18	30	50	80	8.99	3.48	4.17	.....	.....	42	22	12	3	.....	1
Total .....	.....	710	503	1,213	.....	.....	.....	13	85	335	441	212	78	26	23

TABLE I.—WEEKLY EARNINGS OF CHILDREN UNDER 16 YEARS OF AGE, BY INDUSTRIES AND ESTABLISHMENTS—Continued.

RHODE ISLAND.

Industry.	Es- tab- lish- ment No.	Children under 16 years of age.			Earnings per week.			Number earning per week—							
		Male.	Fe- male.	Total.	High- est.	Low- est.	Aver- age.	Under \$2.	\$2 or under \$3.	\$3 or under \$4.	\$4 or under \$5.	\$5 or under \$6.	\$6 or under \$7.	\$7 or under \$8.	\$8 or over.
Bleaching cotton goods.....	19	45	10	55	\$5.67	\$3.00	\$4.16	.....	.....	13	35	7	.....	.....	.....
Clothing, hats, and shoes, retail.....	20	19	19	38	3.00	2.50	2.67	.....	25	13	.....	.....	.....	.....	.....
Cotton goods.....	21	40	46	86	6.44	2.00	4.14	.....	15	32	22	11	6	.....	.....
	22	10	10	20	3.60	1.60	2.60	1	15	4	.....	.....	.....	.....	.....
Cotton goods, nar- row fabrics.....	23	.....	39	39	8.29	2.79	4.06	.....	3	21	7	2	2	2	2
Dyeing cotton and woolen goods.....	24	14	1	15	5.00	3.50	4.23	.....	.....	1	13	1	.....	.....	.....
Hosiery and knit goods.....	25	3	37	40	5.26	2.43	3.22	.....	9	26	4	1	.....	.....	.....
Jewelry.....	26	1	4	5	4.43	3.44	3.84	.....	.....	4	1	.....	.....	.....	.....
Soap and washing powder.....	27	28	.....	28	6.80	2.75	4.09	.....	2	19	1	4	2	.....	.....
Worsted yarns.....	28	30	39	69	6.69	2.40	3.56	.....	6	47	10	5	1	.....	.....
Total.....	.....	190	205	395	.....	.....	.....	1	75	180	93	31	11	2	2

NEW YORK.

Artificial flowers and feathers.....	29	.....	1	1	\$2.70	\$2.70	\$2.70	.....	1	.....	.....	.....	.....	.....	.....
	30	1	.....	1	3.00	3.00	3.00	.....	.....	1	.....	.....	.....	.....	.....
	31	.....	2	2	6.25	2.50	3.38	.....	1	.....	.....	1	.....	.....	.....
Artificial flowers, materials for.....	32	14	.....	14	5.00	3.00	3.91	.....	.....	6	6	2	.....	.....	.....
Blank books.....	33	3	9	12	5.76	2.73	3.82	.....	3	6	1	2	.....	.....	.....
Carpets.....	34	15	36	51	7.50	3.60	3.85	.....	.....	38	8	4	.....	1	.....
Coffee cleaning.....	35	4	17	21	3.50	2.50	2.76	.....	11	10	.....	.....	.....	.....	.....
Confectionery.....	36	.....	47	47	3.75	2.75	3.26	.....	2	45	.....	.....	.....	.....	.....
	37	.....	7	7	3.54	3.00	3.08	.....	.....	7	.....	.....	.....	.....	.....
Cooperage.....	38	46	.....	46	5.00	3.50	4.12	.....	.....	2	38	6	.....	.....	.....
Cordage, twine, etc.....	39	9	11	20	6.00	3.00	4.17	.....	.....	11	5	1	3	.....	.....
Cotton goods.....	40	7	2	9	4.50	1.80	3.72	1	.....	5	3	.....	.....	.....	.....
	41	72	43	120	6.25	2.40	4.09	.....	10	42	46	17	5	.....	.....
Department store.....	42	141	18	154	4.50	2.50	3.08	.....	1	147	6	.....	.....	.....	.....
	43	1	14	15	4.00	2.50	2.92	.....	10	3	2	.....	.....	.....	.....
	44	2	5	7	3.50	2.50	3.00	.....	1	6	.....	.....	.....	.....	.....
	45	9	72	81	5.00	2.25	2.66	.....	49	26	5	1	.....	.....	.....
Dress trimmings, embroidery, etc.....	46	5	20	25	4.87	3.00	3.56	.....	.....	17	8	.....	.....	.....	.....
Drugs, wholesale.....	47	33	.....	33	4.00	3.00	3.12	.....	.....	29	4	.....	.....	.....	.....
Dry goods.....	48	92	61	153	6.00	2.50	3.10	.....	.....	24	112	14	2	1	.....
Handkerchiefs.....	49	.....	55	55	5.86	1.80	3.26	3	22	15	7	8	.....	.....	.....
Knit goods.....	50	5	3	8	5.70	3.75	4.60	.....	.....	2	4	2	.....	.....	.....
	51	4	11	15	6.75	2.50	4.10	.....	.....	9	2	1	2	.....	.....
Laundry.....	52	1	34	35	3.75	3.00	3.40	.....	.....	1	35	.....	.....	.....	.....
Men's furnishings.....	53	2	3	5	4.00	3.00	3.20	.....	.....	4	1	.....	.....	.....	.....
Men's furnishings and laundry.....	54	1	22	23	6.70	2.95	4.54	.....	7	4	2	5	5	.....	.....
	55	22	60	82	7.82	3.00	3.42	.....	.....	66	12	2	1	1	.....
	56	2	6	8	4.00	2.71	3.39	.....	2	4	2	.....	.....	.....	.....
Paper boxes.....	57	13	26	39	4.50	2.00	2.73	.....	.....	26	11	2	.....	.....	.....
Paper boxes, bags, envelopes, etc.....	58	1	5	6	7.25	3.00	5.04	.....	.....	1	2	1	1	1	.....
Pearl buttons.....	59	21	.....	21	5.00	3.00	3.60	.....	.....	15	5	1	.....	.....	.....
Pianoforte actions.....	60	1	1	2	5.50	5.00	5.25	.....	.....	.....	.....	2	.....	.....	.....
Tailoring.....	61	.....	14	14	3.00	2.50	2.78	.....	7	7	.....	.....	.....	.....	.....
Underwear and bed- ding.....	62	10	2	12	6.00	3.50	4.58	.....	.....	3	4	3	2	.....	.....
Wall paper.....	63	.....	19	19	5.14	3.00	3.30	.....	.....	16	2	1	.....	.....	.....
Women's belts and skirt bindings.....	64	1	11	12	4.00	2.50	3.15	.....	2	8	2	.....	.....	.....	.....
Women's neckwear, laces, etc.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	.....	538	637	1,175	.....	.....	.....	4	180	713	193	61	21	3	.....

a Not including 42 persons working Saturdays only at 50 cents per day, and 13 persons working Saturdays only at from 75 cents to \$1 per day.

b Not including 37 persons working Saturdays only at 50 cents per day, and 12 persons working Saturdays only at from 75 cents to \$1 per day.

c Not including 79 persons working Saturdays only at 50 cents per day, and 25 persons working Saturdays only at from 75 cents to \$1 per day.

TABLE I.—WEEKLY EARNINGS OF CHILDREN UNDER 16 YEARS OF AGE, BY INDUSTRIES AND ESTABLISHMENTS—Continued.

NEW JERSEY.

Industry.	Es- tab- lish- ment No.	Children under 16 years of age.			Earnings per week.			Number earning per week—								
		Male.	Fe- male.	Total.	High- est.	Low- est.	Average.	Un- der \$2.	\$2 or un- der \$3.	\$3 or un- der \$4.	\$4 or un- der \$5.	\$5 or un- der \$6.	\$6 or un- der \$7.	\$7 or un- der \$8.	\$8 or over.	
Bakery, cracker	65	22		22	\$4.00	\$2.50	\$2.84		13	7	2					
Cigars	66	2	126	128	9.00	2.00	3.19		74	30	14	8			1	1
Electric wire and cable	67	7	5	12	6.00	2.50	4.78		1	1	1	8	1			
Electric wire and cable, clerical force	68	11		11	3.00	3.00	3.00			11						
Electrical supplies..	69	47	8	55	5.16	3.00	3.53			41	12	2				
Glass bottles.....	70	52		52	11.14	3.00	3.75			43	3		2			4
	71	80		80	4.50	3.48	3.62			79	1					
	72	92		92	5.35	2.82	3.64		10	73	8	1				
Glass bottles and druggists' special- ties	73	111		111	4.50	2.76	3.27		45	64	2					
Glass bottles and window glass.....	74	91		91	3.42	3.42	3.42			91						
Hat bands	75	2	2	4	4.40	3.40	3.90			3	1					
Linen thread, twine, and yarns	76	43	33	126	6.55	2.50	4.18		4	55	26	39	2			
Paper boxes	77	8	5	13	4.14	3.00	3.31			10	3					
Pottery	78	10	7	17	4.16	1.00	3.16	1	3	9	4					
	79	14	3	17	6.33	2.50	3.94		2	4	9		2			
Silk finishing and dyeing	80	2	2	4	3.00	2.00	2.63		2	2						
Silk goods, broad...	81	2	2	4	6.33	3.30	4.41			1	2		1			
	82	6	5	11	3.35	2.88	3.09		6	5						
Silk goods, broad and ribbon	83	13	64	a 77	5.00	2.50	3.58		13	29	24	8				
Silk goods, thrown..	84	20	6	26	5.00	1.50	3.32	3	4	10	7	2				
	85	3	4	7	5.00	1.00	3.00	3		2	1	1				
	86	22	9	31	4.00	2.00	2.68		19	8	4					
Soap	87	51		51	7.57	3.00	3.82			36	3	7	2	3		
Thread, cotton	88	72	108	176	6.00	2.30	3.32		26	119	19	7	4			
Total		783	434	a 1,217				7	222	733	146	83	14	4	5	

PENNSYLVANIA.

Artificial flowers ...	89		11	a 11	\$3.41	\$1.50	\$2.61	2	3	3						
Cigars	90	4	331	b 335	4.50	2.00	2.38		68	14	3					
	91		27	27	7.80	1.80	4.97	1	2	4	7	4	6	3		
Coal breakers.....	92	48		48	8.64	2.97	4.89		9	6	12	11	6	2	2	
	93	52		52	5.40	2.97	3.97		3	22	23	4				
	94	16		16	5.13	2.20	2.93		13	1	1	1				
	95	40		40	7.29	3.24	4.07			24	7	7	1	1		
	96	8		8	4.37	2.93	3.47		5		3					
	97	34		34	6.60	3.96	4.18			22	11		1			
	98	34		34	4.32	3.72	4.02			17	17					
	99	57		57	5.15	2.52	3.10		37	13	2	5				
	100	66		66	5.64	3.30	4.26			26	34	6				
	101	44		44	5.13	3.24	3.84			36		8				
	102	21		21	4.56	2.88	3.30		9	9	3					
	103	65		65	6.60	3.30	4.94			6	28	30	1			
	104	36		36	3.66	1.74	2.28	13	21	2						
Confectionery	105	12	48	60	6.00	2.50	3.41		1	49	5	4	2			
Corks	106	57	25	c 82	11.65	2.43	4.42		21	20	15	5	16	1	3	
Cotton and woolen goods	107	43	11	a 54	6.50	3.00	3.73			36	12	2	1			
	108	6	8	14	4.50	3.00	3.61			8	6					
Department store...	109	13	440	453	7.00	2.50	3.00		249	133	46	14	4	2		
	110	76	69	145	5.00	2.50	2.81		96	37	11	1				
	111	262	29	291	4.50	2.00	2.83		155	114	22					
Glass bottles, etc.	112	a 90		a 90	4.80	3.00	3.36			21	69					
Glass tableware, etc.	113	240	65	e 305	9.30	3.00	4.56			76	147	66	12	1	2	
Hosiery	114	29	92	e 121	6.00	3.00	3.50			45	17	1	4			
Iron and steel	115	f 27		f 27	8.48	3.60	6.09			1	10	12	2	1	1	

a Including 3 persons, earnings not reported.

b Including 250 persons, earnings not reported.

c Including 1 person, earnings not reported.

d Not including 1 person working Saturdays only, at 60 cents per day.

e Including 54 persons, earnings not reported.

f Not including 2 persons working Saturdays only at 7½ cents per hour.

TABLE I.—WEEKLY EARNINGS OF CHILDREN UNDER 16 YEARS OF AGE, BY INDUSTRIES AND ESTABLISHMENTS—Continued.

PENNSYLVANIA—Concluded.

Industry.	Estab-lishment No.	Children under 16 years of age.			Earnings per week.			Number earning per week—							
		Male.	Fe-male.	Total.	High-est.	Low-est.	Aver-age.	Under-\$2.	\$2 or under-\$3.	\$3 or under-\$4.	\$4 or under-\$5.	\$5 or under-\$6.	\$6 or under-\$7.	\$7 or under-\$8.	\$8 or over.
Iron and steel	116	27	23	a 50	\$7.50	\$2.99	\$4.82	1	10	14	17	3	3	.....	.....
Lace goods, tapes-try, etc.	117	6	16	22	8.71	2.31	4.52	2	7	4	5	2	1	1	.....
	118	4	25	b 29	3.00	3.00	3.00	.....	5	.....	.....	.....	.....	.....	.....
	119	3	18	c 21	6.00	3.00	4.69	.....	1	5	.....	2	.....	.....	.....
Leather and leath-er goods, gloves, Pickles, preserves, etc.	120	62	2	d 64	11.06	3.24	4.85	.....	11	24	10	16	.....	2	.....
Shipbuilding	121	16	65	81	5.05	2.70	3.55	3	60	16	2	.....	.....	.....	.....
Silk goods, thrown	122	185	.....	185	6.00	2.50	4.91	12	18	51	21	18	.....	.....	.....
	123	11	38	44	4.50	1.50	2.48	11	20	12	1	.....	.....	.....	.....
	124	4	24	28	3.75	2.00	2.68	18	10	.....	.....	.....	.....	.....	.....
	125	1	72	73	4.25	2.25	3.26	6	66	1	.....	.....	.....	.....	.....
Silk goods, thrown and broad	126	17	69	d 86	6.11	1.50	3.06	6	34	28	13	1	3	.....	.....
	127	20	488	508	5.50	2.00	3.12	145	331	20	2	.....	.....	.....	.....
Structural iron	128	105	.....	105	10.80	4.50	5.66	.....	39	84	24	3	5	.....	.....
	129	136	.....	136	12.96	2.77	5.07	1	38	53	15	9	9	11	.....
	130	185	1	186	10.38	2.77	5.68	8	6	63	44	26	16	23	.....
Woolen and worsted goods	131	54	64	118	6.00	2.50	3.45	19	67	23	8	1	.....	.....	.....
Woolen and worsted yarns	132	7	24	31	4.00	2.50	3.13	12	14	5	.....	.....	.....	.....	.....
	133	20	63	83	6.00	3.00	4.08	.....	48	10	22	3	.....	.....	.....
Total .....	.....	2,243	2,143	e 4,386	.....	.....	.....	33	973	1,486	853	362	233	43	50

MARYLAND.

Cigars and cigarettes	134	1	104	f 105	\$8.30	\$1.50	\$3.57	3	28	31	15	11	2	.....	1
Clothing furnishing	135	2	7	9	5.00	2.26	3.19	3	5	.....	1	.....	.....	.....	.....
	136	3	19	22	4.68	1.50	2.26	7	13	1	1	.....	.....	.....	.....
Cotton duck, twine, and rope	137	49	44	93	4.62	1.85	2.58	9	59	21	4	.....	.....	.....	.....
	138	18	11	24	4.20	1.20	2.04	17	2	4	1	.....	.....	.....	.....
Department store	139	6	56	62	2.00	1.50	1.70	37	25	.....	.....	.....	.....	.....	.....
Glass bottles	140	84	.....	84	3.45	2.15	2.47	82	2	.....	.....	.....	.....	.....	.....
	141	39	2	41	4.00	2.52	2.98	19	21	1	.....	.....	.....	.....	.....
Men's clothing and furnishings	142	39	296	325	6.50	1.25	2.61	53	171	58	28	9	1	.....	.....
Tobacco	143	1	3	4	3.88	3.24	3.59	.....	4	.....	.....	.....	.....	.....	.....
	144	50	19	69	4.35	2.36	2.92	50	17	2	.....	.....	.....	.....	.....
Total .....	.....	287	551	f 838	.....	.....	.....	131	452	164	52	21	3	.....	1

NORTH CAROLINA.

Cordage, yarn, etc..	145	9	7	16	\$3.60	\$1.80	\$2.55	3	9	4	.....	.....	.....	.....	.....
Cotton goods	146	19	10	29	3.73	1.15	2.55	3	18	8	.....	.....	.....	.....	.....
	147	68	57	125	6.40	1.20	2.69	21	64	32	7	.....	1	.....	.....
	148	26	29	55	5.81	1.44	2.85	4	29	19	2	1	.....	.....	.....
	149	23	25	48	4.50	1.90	2.76	11	13	21	3	.....	.....	.....	.....
	150	8	23	31	5.35	1.80	3.08	8	4	16	2	1	.....	.....	.....
Cotton yarns	151	24	22	46	4.82	1.20	2.17	17	25	3	1	.....	.....	.....	.....
	152	15	16	31	5.04	1.50	3.88	2	10	7	11	1	.....	.....	.....
	153	27	17	44	4.52	1.44	2.78	9	21	9	5	.....	.....	.....	.....
Furniture	154	8	.....	8	4.20	1.20	2.29	5	.....	2	1	.....	.....	.....	.....
	155	2	.....	2	2.50	2.50	2.50	.....	2	.....	.....	.....	.....	.....	.....
	156	17	.....	17	4.65	1.40	2.93	5	4	5	3	.....	.....	.....	.....
Men's clothing	157	2	3	5	2.70	1.50	1.92	3	2	.....	.....	.....	.....	.....	.....
Tobacco	158	366	252	g 618	6.63	1.20	2.97	17	130	139	21	5	1	.....	.....
Total .....	.....	614	461	g 1,075	.....	.....	.....	108	331	265	56	8	2	.....	.....

a Including 2 persons, earnings not reported.
b Including 24 persons, earnings not reported.
c Including 13 persons earnings not reported.
d Including 1 person, earnings not reported.
e Including 353 persons, earnings not reported.
f Including 14 persons, earnings not reported.
g Including 305 persons, earnings not reported.

TABLE I.—WEEKLY EARNINGS OF CHILDREN UNDER 16 YEARS OF AGE, BY INDUSTRIES AND ESTABLISHMENTS—Continued.

SOUTH CAROLINA.

Industry.	Estab-lishment No.	Children under 16 years of age.			Earnings per week.			Number earning per week—								
		Male.	Fe-male.	Total.	High-est.	Low-est.	Aver-age.	Un-der \$2.	\$2 or un-der \$3.	\$3 or un-der \$4.	\$4 or un-der \$5.	\$5 or un-der \$6.	\$6 or un-der \$7.	\$7 or un-der \$8.	\$8 or over.	
Cotton goods.....	159	48	40	88	\$3.90	\$0.60	\$2.29	33	36	19	...	...	...	...	...	...
	160	18	19	37	5.40	1.49	2.43	10	17	7	2	1	...	...	...	...
	161	96	49	145	5.76	.90	2.80	23	52	64	3	3	...	...	...	...
	162	53	50	103	4.15	1.20	2.45	22	59	21	1	...	...	...	...	...
	163	20	19	39	5.78	.90	2.81	8	16	9	5	1	1	...	...	...
	164	68	87	a 155	5.97	.96	3.17	19	37	72	23	3	3	...	...	...
	165	90	78	168	5.39	.60	2.39	52	78	36	1	1	...	...	...	...
	166	38	26	64	4.79	1.16	2.26	20	39	4	1	...	...	...	...	...
Cotton yarns.....	167	17	14	31	3.60	1.44	2.34	8	20	3	...	...	...	...	...	...
Total.....		448	382	a 830	.....	.....	.....	195	354	235	36	9	...	...	...	...

GEORGIA.

Cotton and woolen goods.....	168	20	7	27	\$3.85	\$1.45	\$2.48	9	8	10	...	...	...	...	...	...
Cotton goods.....	169	39	47	86	4.64	1.15	2.72	16	21	47	2	...	...	...	...	...
	170	b 34	29	c 63	5.51	1.32	2.89	4	33	18	5	1	...	...	...	...
	171	11	5	d 16	4.61	2.00	3.03	...	8	3	3	...	...	...	...	...
	172	79	84	a 163	7.27	1.38	3.42	7	33	84	27	8	2	1	...	...
	173	16	31	47	8.36	1.14	3.44	7	13	14	6	1	4	1	1	...
	174	144	116	e 260	5.90	1.54	2.81	64	77	93	17	8	...	...	...	...
	175	8	14	d 22	3.00	1.20	2.11	8	9	3	...	...	...	...	...	...
	176	18	16	34	4.50	.60	1.70	26	5	2	1	...	...	...	...	...
	177	138	139	277	6.01	.60	2.45	105	86	61	20	4	1	...	...	...
Cotton goods, bags, and bleaching.....	178	f 107	g 84	h 191	7.21	1.20	3.00	27	40	99	17	2	1	1	...	...
Cotton yarns.....	179	6	1	7	4.20	2.40	3.34	...	1	5	1	...	...	...	...	...
Furniture.....	180	5	...	5	2.10	1.50	1.86	2	3	...	...	...	...	...	...	...
Men's clothing.....	181	9	10	19	4.00	1.84	3.17	2	2	14	1	...	...	...	...	...
Paper bags, wrapping paper, etc.....	182	...	13	13	3.77	1.93	2.71	3	7	3	...	...	...	...	...	...
Total.....		634	596	i 1,230	.....	.....	.....	280	346	456	100	24	8	3	1	...

ALABAMA.

Cotton goods.....	183	54	59	113	\$5.72	\$0.55	\$2.13	51	39	22	...	1	...	...	...	...
Cotton yarns.....	184	13	15	28	3.00	1.20	2.14	14	5	9	...	...	...	...	...	...
	185	25	24	j 49	4.80	.63	2.14	24	15	7	3	...	...	...	...	...
Knit goods.....	186	10	23	33	4.20	.90	1.99	22	7	3	1	...	...	...	...	...
Total.....		102	121	j 223	.....	.....	.....	111	66	41	4	1	...	...	...	...

WISCONSIN.

Brewing, bottling department.....	187	195	52	247	\$7.80	\$3.00	\$5.73	...	...	75	32	12	52	76	...	...
	188	117	42	159	5.50	3.00	3.98	...	...	67	73	19	...	...	...	...
Confectionery.....	189	...	32	32	4.00	2.50	2.74	...	23	8	1	...	...	...	...	...
Department store.....	190	6	33	39	4.00	2.00	2.32	...	32	4	3	...	...	...	...	...
Paper boxes.....	191	20	120	140	4.25	2.50	3.11	...	54	63	23	...	...	...	...	...
Tobacco.....	192	23	9	37	8.44	.96	4.15	5	4	5	11	6	4	1	1	...
Total.....		366	288	654	.....	.....	.....	5	113	222	143	37	56	77	1	...

a Including 1 person, earnings not reported.

b Not including 6 persons working only on Saturdays, holidays, etc., at from 40 to 50 cents per day.

c Including 2 persons receiving no pay, but not including 6 persons working only on Saturdays, etc.

d Including 2 persons, earnings not reported.

e Including 1 person receiving no pay.

f Not including 6 persons employed after school, Saturdays, etc., at various rates.

g Not including 5 persons employed after school, Saturdays, etc., at various rates.

h Not including 11 persons employed after school, Saturdays, etc., at various rates, but including 4 persons, earnings not reported.

i Including 3 persons receiving no pay, and 5 persons, earnings not reported.

j Including 1 person working half time.

TABLE I.—WEEKLY EARNINGS OF CHILDREN UNDER 16 YEARS OF AGE, BY INDUSTRIES AND ESTABLISHMENTS—Concluded.

ILLINOIS.

Industry.	Estab-lish-ment No.	Children under 16 years of age.			Earnings per week.			Number earning per week—							
		Male.	Fe-male.	Total.	High-est.	Low-est.	Aver-age.	Under \$2.	\$2 or under \$3.	\$3 or under \$4.	\$4 or under \$5.	\$5 or under \$6.	\$6 or under \$7.	\$7 or under \$8.	\$8 or over.
Agricultural imple-ments, harvest-ing machinery ...	193	212	.....	212	\$8.92	\$2.08	\$4.90	.....	9	59	52	48	23	17	4
Bakery	194	44	161	205	6.96	3.00	4.07	.....	.....	75	97	26	7	.....	.....
Confectionery	195	5	91	96	4.25	2.50	3.22	.....	19	67	10	.....	.....	.....	.....
Department store...	196	59	172	231	4.00	2.25	2.58	.....	196	16	19	.....	.....	.....	.....
	197	252	23	275	5.00	2.50	3.18	.....	99	114	57	5	.....	.....	.....
	198	65	19	84	5.00	2.50	3.39	.....	17	38	26	3	.....	.....	.....
Department store, manufacturing department	199	14	96	a 110	5.00	2.50	3.13	.....	18	78	8	2	.....	.....	.....
Dress and cloak trimmings	200	5	14	19	6.50	2.75	3.86	.....	1	10	5	1	2	.....	.....
Meat packing	201	139	13	152	11.16	3.00	5.24	.....	.....	21	78	2	28	13	10
	202	76	10	86	10.50	2.50	5.45	.....	1	6	30	3	31	13	2
Meat packing, cler-ical force	203	40	.....	40	6.00	4.00	4.58	.....	.....	.....	34	5	1	.....	.....
Rubber goods	204	.....	18	18	6.64	2.70	3.80	.....	5	8	2	2	1	.....	.....
Tin cans	205	33	12	45	4.60	3.45	4.03	.....	.....	26	19	.....	.....	.....	.....
Twine	206	20	15	35	7.50	2.98	5.20	.....	1	3	13	12	1	5	.....
Total .....	.....	964	644	a 1,608	.....	.....	.....	.....	366	521	450	109	94	48	16

MISSOURI.

Boots and shoes	207	87	46	b 133	\$7.97	\$2.50	\$3.85	.....	9	65	34	17	4	2	.....
	208	103	38	191	7.00	2.00	3.16	.....	46	82	40	12	10	1	.....
Brewing	209	130	91	221	3.96	3.00	3.34	.....	.....	221	.....	.....	.....	.....	.....
Department store...	210	24	34	58	3.00	2.00	2.26	.....	53	5	.....	.....	.....	.....	.....
	211	18	13	31	3.50	1.75	2.77	2	12	17	.....	.....	.....	.....	.....
	212	18	68	81	3.50	2.00	2.62	.....	36	45	.....	.....	.....	.....	.....
Tobacco	213	132	49	c 181	6.00	3.50	4.47	.....	.....	4	38	78	9	.....	.....
Wooden boxes	214	33	.....	33	5.00	3.00	3.88	.....	.....	21	11	1	.....	.....	.....
	215	84	.....	84	5.00	4.00	4.17	.....	.....	.....	70	14	.....	.....	.....
Total .....	.....	624	389	d 1,013	.....	.....	.....	.....	2	156	460	198	122	23	3

a Including 2 persons, earnings not reported; and 2 persons receiving no pay.
 b Including 2 persons, earnings not reported.
 c Including 52 persons, earnings not reported.
 d Including 54 persons, earnings not reported.

TABLE II.—OCCUPATIONS OF CHILDREN UNDER 16 YEARS OF AGE, BY SEX AND INDUSTRY.

MASSACHUSETTS.

[The occupations in each industry at which a comparatively large number of children were employed are printed in italics; those at which only one child was employed are shown in the singular number.]

<p>BOOTS AND SHOES—ESTABLISHMENTS 1 AND 2.</p> <p>Males: <i>Chore boys</i>, cleaner, dinker, heeler's helper, scallopers' helpers, tier-up, welter.</p> <p>BRUSHES—ESTABLISHMENT 3.</p> <p>Males: Errand boys. Females: Brush makers, <i>polishers</i>.</p> <p>CARPETS—ESTABLISHMENT 4.</p> <p>Males: Card cutter, card feeder, card tenders, <i>creelers</i>, errand boy, feeding preparer in card room, slasher tender, spool boys, tiers-in. Females: <i>Doffers</i>, helpers in threading room, <i>spicers</i>, threaders, twisters, <i>winders</i>.</p>	<p>CONFECTIONERY—ESTABLISHMENT 5.</p> <p>Females: Chocolate dipper, <i>machine girls</i>, packers, wrapper and packer.</p> <p>COTTON AND WORSTED GOODS—ESTABLISHMENT 6.</p> <p>Males: <i>Back tenders on mules</i>, ball winders, band boys, <i>bobbin setters</i>, cleaners, <i>doffers</i>, drawing frame tenders, filling boys, filling steamer, harness brusher, harness stringer and cleaner, <i>helpers in bleachery</i>, helpers in card room, helpers in cloth room, <i>helpers in drying room</i>, helper in dyeing room, helper in engraving room, helper in packing room, helpers in preparing room, helpers in printing room, helpers in starch room, label paster, marker in packing room, piecer, roving</p>
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TABLE II.—OCCUPATIONS OF CHILDREN UNDER 16 YEARS OF AGE, BY SEX AND INDUSTRY—Continued.

MASSACHUSETTS—Concluded.

[The occupations in each industry at which a comparatively large number of children were employed are printed in italics; those at which only one child was employed are shown in the singular number.]

COTTON AND WORSTED GOODS—ESTABLISHMENT 6—concluded.	DEPARTMENT STORE—ESTABLISHMENT 14.
boys, sewers, shearers, spinners, spooler, sweeper, swing boy in drying room, twister-in, warpers, watchman, wool sorter.	Males: Bundle boys, <i>cash boys</i> , delivery boy, errand boys, examiner, stock boy. Females: Bundle girls, <i>cash girl</i> , examiners.
Females: <i>Bobbin setters</i> , cleaners, <i>doffers</i> , drawers-in, drawing frame tender, filling winders, gill box tender, harness stringers and cleaners, knotters in cloth room, sample card makers, scrubbers, shearers, <i>spinners</i> , spoolers, spooler and cleaner, sweepers, trimmers, twisters, warpers' helpers, weaver.	RUBBER GOODS, BOOTS—ESTABLISHMENT 15.
COTTON GOODS—ESTABLISHMENTS 7 TO 13, INCLUSIVE.	Males: Bookers of soles, calendriers' helpers, <i>carriers</i> , <i>chore boys</i> , cloth winder, cutters, cutting machine operator, heel shankers, heel trimmer, helpers in cutting department, office boys, sorter, stripper in sole department. Females: Helper in packing department, markers and strap makers.
Males: <i>Back tenders on mules</i> , chain builder, cleaners, cleaner and sweeper, <i>doffers</i> , drawing frame tender, errand boy, folding machine tender, general helper, harness mender, helpers in folding room, loom cleaner, office boy, oilers, ribbon tender, roving boys, roving carriers, sewer in cloth room, slasher tenders' helper and sweeper, silver tender, <i>spinners</i> , spool carrier, <i>sweepers</i> , sweeper and bobbin boy, <i>tubers</i> , tuber and sweeper, waste machine operator, <i>weavers</i> , yarn carrier.	WOOLEN GOODS—ESTABLISHMENTS 16 AND 17.
Females: Cleaner, cloth inspectors, comber tenders, cone winders, <i>doffers</i> , drawers-in, drawing frame tender, general helpers, harnessbrusher, harness hands, quillers, sewer in cloth room, speeder tenders, <i>spinners</i> , spoolers, sweepers, <i>weavers</i> .	Males: <i>Back tenders on mules</i> , spinner. Females: <i>Bobbin winders</i> , burlers, handers-in, spooler, warp spool winders.
	WORSTED GOODS—ESTABLISHMENT 18.
	Males: Balling-head tenders, band boys, card tenders, chain builder, <i>doffers</i> , <i>filling cabin boys</i> , filling winder, gill-box tender, <i>rail setters</i> , roving carriers, yarn carriers. Females: Boss <i>doffers</i> , <i>doffers</i> , doublers, <i>handers-in</i> , spinners, spoolers, twister, warper.

RHODE ISLAND.

BLEACHING COTTON GOODS—ESTABLISHMENT 19.	DYEING COTTON AND WOOLEN GOODS—ESTABLISHMENT 24.
Males: <i>Bleach house hands</i> , <i>book-fold knotters</i> , cloth guiders on drying cans, errand boy, lap shakers, sewer, stenciler.	Males: Bleaching room hands, board paperer in finishing department, cloth guiders on calendaring machine, cloth guiders on drying cans, cloth winders, office boy. Females: Bander.
Females: <i>Book-fold knotters</i> , yarding machine operator.	HOSIERY AND KNIT GOODS—ESTABLISHMENT 25.
CLOTHING, HATS, AND SHOES, RETAIL—ESTABLISHMENT 20.	Males: Turners. Females: <i>Chore girls</i> , <i>toppers</i> .
Males: <i>Cash boys</i> , errand boy, examiners, sales boys. Females: <i>Cash girls</i> , sales girls.	JEWELRY—ESTABLISHMENT 26.
COTTON GOODS—ESTABLISHMENTS 21 AND 22.	Males: Messenger boy. Females: Carder, setters-up and chargers, solderer.
Males: <i>Back tenders on mules</i> , band boy and spare hand, bobbin boys, can boy, card cleaners and sweepers, <i>doffers</i> , loom cleaners, mule frame cleaners, office boy, <i>ring frame cleaners</i> , spinner, sweepers, tubers.	SOAP AND WASHING POWDER—ESTABLISHMENT 27. Males: Elevator boy, <i>fillers</i> , nail setters on nailing machine, wrappers.
Females: <i>Doffers</i> , speeder tenders, <i>spinners</i> , <i>sweepers</i> , tiers-in.	WORSTED YARNS—ESTABLISHMENT 28.
COTTON GOODS, NARROW FABRICS—ESTABLISHMENT 23.	Males: Baller, bobbin boy, bobbin setters, boss doffer, brush maker, <i>doffers</i> , machinist's apprentice, office boy, spinner, yarn carriers. Females: <i>Bobbin setters</i> , <i>doffers</i> , spinners, twisters, winders.

TABLE II.—OCCUPATIONS OF CHILDREN UNDER 16 YEARS OF AGE, BY SEX AND INDUSTRY—Continued.

NEW YORK.

[The occupations in each industry at which a comparatively large number of children were employed are printed in italics; those at which only one child was employed are shown in the singular number.]

ARTIFICIAL FLOWERS AND FEATHERS—ESTABLISHMENTS 29, 30, AND 31.

Males: Flower-worker's helper.
Females: Bundler and errand girl, flower worker, flower-worker's helper.

ARTIFICIAL FLOWERS, MATERIALS FOR—ESTABLISHMENT 32.

Males: *Bundlers*, dipper, mold spinners, thread cutters, thread spanners.

BLANK BOOKS—ESTABLISHMENT 33.

Males: Chore boy, pasters.
Females: *Sewers*, tabbers, varnisher and counter.

CARPETS—ESTABLISHMENT 34.

Males: Bobbin boys, breaking-machine operators, *doffers*, oilers, sweepers.
Females: Baller, breaking-machine operators, cop winder, *doffers*, *hankers*, layers, spinners, winders.

COFFEE CLEANING—ESTABLISHMENT 35.

Males: Pickers.
Females: Pickers.

CONFECTIONERY—ESTABLISHMENTS 36 AND 37.

Females: Date opener, *labelers*, *packers*, tray carriers, *wrappers*.

COOPERAGE—ESTABLISHMENT 38.

Males: Barrel finisher, *barrel rollers*, *hoop nailers*, hoop rounder, nail sorter, string boys, tally boy.

CORDAGE, TWINE, ETC.—ESTABLISHMENT 39.

Males: Bobbin boy, card boys, *truck boys*.
Females: *Doffers*.

COTTON GOODS—ESTABLISHMENTS 40 AND 41.

Males: *Back tenders* on *mules*, carder, cleaners, *doffers*, doubling-machine tender, harness cleaners, oilers, railway hands, roller coverer's assistant, roving carriers, spinners, spool carrier, spooler, sweeper and errand boy, twisters-in, tubers, weavers, yarn carrier.
Females: Cloth inspector, *doffers*, drawers-in, drawing frame tenders, ring spinners, *spinners*, *spoolers*, sweepers, twister, weavers.

DEPARTMENT STORE—ESTABLISHMENTS 42, 43, 44, AND 45.

Males: Assistant bookkeepers, bundle boys, *cash boys*, errand boys, office boy, slip sorters in auditing department, stock boys, truck boy.
Females: Adding-machine operators, *bundle girls*, *cash girls*, cloakroom girl, errand girls, helper in millinery department, sales girls, sales and cash girls, slip sorters in auditing department, stock girls.

DRESS TRIMMINGS, EMBROIDERY, ETC.—ESTABLISHMENT 46.

Males: Braiding-machine cleaner, braiding-machine operators, office boys.
Females: Braiding-machine operators, clerk, embroidery-frame operator, embroidery-frame watchers, *errand girls*, general helpers, menders, packer, ribbon winders, sample-card maker, sewing-machine operator, spooler, tipper.

DRUGS, WHOLESALE—ESTABLISHMENT 47.

Males: Bottle filler, clerks, copyists, *errand boys*, mail carrier and errand boy, packer, unpackers, *weighers*.

DRY GOODS—ESTABLISHMENT 48.

Males: Cash boys.
Females: Cash girls.

HANDKERCHIEFS—ESTABLISHMENT 49.

Females: Bobbin winders' helpers, folders, *helpers in finishing room*, mangle feeder, *sewing machine operators*, tearers, trimmers.

KNIT GOODS—ESTABLISHMENTS 50 AND 51.

Males: Brushers, general helper, spinner, spooler, sweeper.
Females: Buttoners, errand girl in finishing department, tiers, *trimmers*, turners.

LAUNDRY—ESTABLISHMENT 52.

Males: Office boy.
Females: Bundle tier, collar shaper, *dampeners*, ironing machine feeders, *pullers*, work distributors.

MEN'S FURNISHINGS—ESTABLISHMENT 53.

Males: Tab turners.
Females: Assistant overseer, buttonhole maker, hem turner.

MEN'S FURNISHINGS AND LAUNDRY—ESTABLISHMENTS 54 AND 55.

Males: Belt boy, box closer, counter, errand boy, office boy, sorters, stringers, tab turner, work distributor.
Females: Bundle makers, *bundlers*, buttonhole trimmers, collar straighteners, *dampeners*, dampening machine feeder, edge ironers, errand girl, examiner of mended work, examiners, *garment turners*, general helpers, pasters, presser, seam dampeners, seam turners, shapers, sorters, stamp-er, tab steamer, tab turners, tip ironers, turner in box department.

PAPER BOXES—ESTABLISHMENT 56.

Males: Wagon boys.
Females: *Edge turners*.

PAPER BOXES, BAGS, ENVELOPES, ETC.—ESTABLISHMENT 57.

Males: Chore boys, counters, errand boys, paper straightener, printing and card cutting machine operator, sweepers, time card keeper, wagon boy.
Females: Box nester, *counters*, *creasers*, duster, isinglass stripper, labeler, metal bender on cigarette cases, opener, piler, putters-in of tin fasteners, rubber in embossing department, stampers of tin fasteners, tassel tier.

PEARL BUTTONS—ESTABLISHMENT 58.

Males: Chuck cleaner and errand boy.
Females: *Carders*, labeler.

PIANOFORTE ACTIONS—ESTABLISHMENT 59.

Males: Clamper wirer, flanch pinners, flanch springer, *flanch stringers*, gluers, hammer wirers, rail pinner, straight tubers, string pointer, tongue stringer.

TAILORING—ESTABLISHMENT 60.

Males: Errand boy.
Females: Baster.

UNDERWEAR AND BEDDING—ESTABLISHMENT 61.

Females: Errand girls, labelers, *pillowcase folders*, ruffe maker, thread drawer on pillowcases.

WALL PAPER—ESTABLISHMENT 62.

Males: *Back tenders* on *printing machine*, bundle marker, stick placer.
Females: Reeler on hand machine, roll lapper.

TABLE II.—OCCUPATIONS OF CHILDREN UNDER 16 YEARS OF AGE, BY SEX AND INDUSTRY—Continued.

NEW YORK—Concluded.

[The occupations in each industry at which a comparatively large number of children were employed are printed in italics; those at which only one child was employed are shown in the singular number.]

WOMEN'S BELTS AND SKIRT BINDINGS—ESTABLISHMENT 63.

Females: Coil pinner, cutter and trimmer, errand girls, labelers, label stamper, reeler, *sewing machine operators' helpers*, stock clerk, telephone operator.

WOMEN'S NECKWEAR, LACES, ETC.—ESTABLISHMENT 64.

Males: Office boy.
Females: Floor or errand girls.

NEW JERSEY.

BAKERY, CRACKER—ESTABLISHMENT 65.

Males: Cracker machine operators' helpers.

CIGARS—ESTABLISHMENT 66.

Males: Box opener, stock boy.
Females: Banders and labelers, *bunch makers, cigar rollers*, labelers, packers, *strippers*.

ELECTRIC WIRE AND CABLE—ESTABLISHMENT 67.

Males: Bobbin carriers, cotton spooler, messenger boys, winding machine operator, wire spooler.
Females: Cotton spoolers, wire guider on insulating machine, wire insulating machine operator, wire wrapping machine operator.

ELECTRIC WIRE AND CABLE, CLERICAL FORCE—ESTABLISHMENT 68.

Males: Messengers.

ELECTRICAL SUPPLIES—ESTABLISHMENT 69.

Males: *Assemblers*, battery sealers, edge trimmer of zinc cups, errand boys, *general helpers*, nut threader, paper cup bottomer, screw threading machine operator, stock boys, storeroom boy, tapper and threader, wrapper, zinc cup knurler.
Females: Battery relay winder, coil coverer, general helper, *magnet winders*.

GLASS BOTTLES—ESTABLISHMENTS 70, 71, AND 72.

Males: Blowers' apprentices, carriers-in, *mold shutters, mold shutters and snappers-up, snappers-up*.

GLASS BOTTLES AND DRUGGISTS' SPECIALTIES—ESTABLISHMENT 73.

Males: Blow boys, *carriers-in*, file boys, knockers-off, *mold shutters, snappers-up*.

GLASS BOTTLES AND WINDOW GLASS—ESTABLISHMENT 74.

Males: Carriers-in, *mold shutters and snappers-up*.

HAT BANDS—ESTABLISHMENT 75.

Males: Singeing machine operator, weaver's helper and errand boy.
Females: Quill winder, ribbon picker.

LINEN THREAD, TWINE, AND YARNS—ESTABLISHMENT 76.

Males: Bobbin boy, *hacking machine feeders*, office boy, press feeder and label cutter, tape sewers, thread polishing machine operator, twine knoter.

Females: Ball paperer, bobbin carrier, bobbin cleaners, bobbin setter, bobbin winder, boss doffer, can carrier, *doffers*, drawing frame tenders, end layers, label cutters, *roving machine tenders*, spinners, spool labelers, spool polisher, tow spreader, tube labeler, twine knotters.

PAPER BOXES—ESTABLISHMENT 77.

Males: *Bundlers*, riveting machine operator.
Females: Box strippers, closers and bundlers, coverer's helper.

POTTERY—ESTABLISHMENTS 78 AND 79.

Males: Dippers' helpers, draw kiln boy, handle makers, *mold runners*, potters' apprentices, wad carrier.
Females: Brusher, gilder, *print cutters*, print transferer, stamper.

SILK FINISHING AND DYEING—ESTABLISHMENT 80.

Males: Chore boy, office boy.
Females: Muffler folders.

SILK GOODS, BROAD—ESTABLISHMENTS 81 AND 82.

Males: Bobbin boy, bobbin carriers, handers-in and drawers-in, quill boy, sweeper and bobbin cleaner.
Females: Doubler, *handers-in and drawers-in*, redrawers, reed stitcher.

SILK GOODS, BROAD AND RIBBON—ESTABLISHMENT 83.

Males: *Bobbin boys*, bordering machine operators' helpers, drying machine operator, drying machine operator's helper, helper in finishing department, office boy, ribbon measurers.
Females: *Edge warpers*, helper in warping room, *quill winders*, redrawer, ribbon cleaner, ribbon folders, ribbon pickers, *ribbon warpers, winders*.

SILK GOODS, THROWN—ESTABLISHMENTS 84, 85, AND 86.

Males: *Bobbin boys*, doffers, *reelers, skein lacers, spinners*.
Females: Doubler, opener's helper, *skein lacers, winders*.

SOAP—ESTABLISHMENT 87.

Males: Circular sorter, cutter, *cutters' helpers*, drying frame tender, errand boy, labeler's helper, office boys, *packers, packers' helpers*, pressers, pressers' helpers, press feeder and cleaner, press tender, tray carriers, tray duster.

THREAD, COTTON—ESTABLISHMENT 88.

Males: Bobbin boy, *creelers*, errand boy, fly boys, lap carriers, picker tender, spool stamping machine operator, waste machine operator, yarn bundle makers, yarn bundle strappers, yarn weighers.

Females: *Bobbin cleaners, bobbin girls*, bobbin packer, bobbin winders, *box pilers*, can carriers in carding room, card tenders, darning cotton winder, doffers, edge turners in box department, end piecer, errand girl, *frame cleaners*, number cutter, reeler, speeder tenders, spinners, spool box wrapper, spool girl, spool wrapper, spooler, *sweepers*.

TABLE II.—OCCUPATIONS OF CHILDREN UNDER 16 YEARS OF AGE, BY SEX AND INDUSTRY—Continued.

PENNSYLVANIA.

[The occupations in each industry at which a comparatively large number of children were employed are printed in italics; those at which only one child was employed are shown in the singular number.]

ARTIFICIAL FLOWERS—ESTABLISHMENT 89.	IRON AND STEEL—ESTABLISHMENTS 115 AND 116.
Females: Flower makers.	Males: Bolt nutter, <i>bolt pointers</i> , die carrier, errand boy, <i>hand-overs</i> , harrow tooth header, laborers, nut tappers, office boy, packer, piler, <i>spare boys</i> , <i>thread cutters</i> .
CIGARS—ESTABLISHMENTS 90 AND 91.	Females: <i>Bolt nutters</i> , counters, piler, table girl, wrappers.
Males: Banders. Females: Banders, <i>bunch makers</i> , <i>cigar rollers</i> , packers, strippers.	LACE GOODS, TAPESTRY, ETC.—ESTABLISHMENTS 117, 118, AND 119.
COAL—ESTABLISHMENTS 92 TO 104, INCLUSIVE.	Males: <i>Bobbin threaders</i> , errand boy, helpers in pattern room, office boy, stock boy.
Males: Car coupler, car runner, door tender, drivers, head men, office boy, oilers, <i>slate pickers</i> , switchman, weighers.	Females: Edger, <i>knotters</i> , <i>lace curtain finishers</i> , spoolers, winder, wrapper.
CONFECTIONERY—ESTABLISHMENT 105.	LEATHER AND LEATHER GOODS, GLOVES—ESTABLISHMENT 120.
Males: <i>Employees in chocolate room</i> , employee in cocoa room, errand boys, filler, helpers in printing department.	Males: Errand boys, glazers, measurer's helper, <i>putters-out</i> , <i>skin hangers</i> , stampers-in, glove fastener, <i>stock boys</i> , trimmers, truck boys, weighers' helpers.
Females: Box makers, <i>chocolate dippers</i> , dippers, errand girl, fillers, labeler, <i>packers</i> , <i>wrappers</i> .	Females: End fasteners.
CORKS—ESTABLISHMENT 106.	PICKLES, PRESERVES, ETC.—ESTABLISHMENT 121.
Males: Carriers, errand boy, general employees, <i>punchers</i> , steam box tender, strip facer, <i>wood handers</i> .	Males: <i>Corking machine hands</i> , general employee, messenger boy, office boy, packer, printing press feeders, rack makers.
Females: <i>Sorters</i> , taperers.	Females: Bottle passers, <i>bottlers</i> , can cleaner, catsup filler, <i>general employees</i> , helper at corking table, labelers, <i>labelers and wrappers</i> , spare girls.
COTTON AND WOOLEN GOODS—ESTABLISHMENTS 107 AND 108.	SHIPBUILDING—ESTABLISHMENT 122.
Males: <i>Bobbin boys</i> , chain fasteners, clerk, errand boy, floor boy, <i>handers-in</i> , harness boys, helper in filling department, office boy, sample makers, sweepers, wareroom boy.	Males: <i>Fitters' helpers</i> , messenger boys, office boys, <i>rivet heaters</i> , <i>rivet passers</i> .
Females: Back tenders on winding machine, bobbin girls, sample makers, <i>sewage trimmers</i> , sweepers, twister, winder, winder's helper.	SILK GOODS, THROWN—ESTABLISHMENTS 123, 124, AND 125.
DEPARTMENT STORE—ESTABLISHMENTS 109, 110, AND 111.	Males: Bobbin boys, <i>general employees</i> , general helper, skein lacer, reelers.
Males: Carrier, <i>cash boys</i> , clerks, delivery boys, <i>errand boys</i> , exchange boy, general helper, helpers in auditing department, helper in button-hole department, inspectors, <i>office boys</i> , sample boys, sign writer, <i>stock boys</i> , wrapper.	Females: Doublers, general employees, <i>skein lacers</i> , matcher, pickers, quiller, reelers, sampler, <i>spinners</i> , <i>twisters</i> , <i>winders</i> .
Females: <i>Cash girls</i> , cashiers, clerks, errand girls, exchange girls, helpers in auditing department, <i>inspectors</i> , <i>milliners' apprentices</i> , <i>office girls</i> , <i>stock girls</i> .	SILK GOODS, THROWN AND BROAD—ESTABLISHMENTS 126 AND 127.
GLASS BOTTLES, ETC.—ESTABLISHMENT 112.	Males: Apprentices, bobbin boys, card cutters, general employees, picker, quiller, <i>twisters</i> , waste sorters, waste sorters and errand boys, winders.
Males: Carriers-in, <i>mold shutters</i> .	Females: <i>Doublers</i> , general helpers, matcher, pickers, quillers, reelers, <i>skein lacers</i> , <i>spinners</i> , throwers, <i>twisters</i> , warpers' helpers, <i>weavers</i> , <i>winders</i> .
GLASS TABLEWARE, ETC.—ESTABLISHMENT 113.	STRUCTURAL IRON—ESTABLISHMENTS 128, 129, AND 130.
Males: <i>Carriers-in</i> , <i>carriers-over</i> , <i>knockers-off</i> , mold cleaners, mold holders, <i>mold shutters</i> , packers, pan fillers, polisher, takers-off, tumbler finishers, turners-out, <i>warmers-in</i> , water boys.	Males: Apprentices, assistant bookkeeper, ballers, bar counter, <i>bell boys</i> , <i>bell scrapers</i> , bolt nutters, buggy runners, <i>chainmakers' helpers</i> , chemists' helpers, clerk, core maker, coupling boys, cover boys, crane boys, greaser, hammer driver, <i>helpers in bolt factory</i> , <i>helpers in laboratory</i> , hoist boy, horse-hooks, inspector, lever boys, machine hands, markers, measurers' helpers, <i>messenger boys</i> , motor runner, <i>office boys</i> , pipe off-layers, paint boy, pipe rollers, <i>putters-up</i> , puncher, recorder, regulator, rivet boys, rivet heaters, rod cutters, screw cutter, seaver boys, sheet counters, shipping clerks, stamper, stencilers, store boy, teasers, <i>testers' helpers</i> , ticket boy, tube cutters, <i>water boys</i> , weighers.
Females: Carrier, <i>cleaners</i> , decorators, dusters, finisher, mold fitters, <i>packers</i> , paperer, shiners and paperers, taker-off, timekeeper's helper, unpacker, washers, <i>wipers</i> .	Females: Stenographer.
HOSIERY—ESTABLISHMENT 114.	
Males: Belt tighteners, <i>oilers</i> , packers, sorters and turners, truck boys, turners.	
Females: <i>Examiners</i> , <i>general helpers</i> , <i>knitters</i> , <i>knitters' helpers</i> , <i>loopers</i> , office girls, presser-off, printers and boxers, sorters, stamper and boxer, sweeper, <i>toppers</i> , <i>toppers' helpers</i> .	

TABLE II.—OCCUPATIONS OF CHILDREN UNDER 16 YEARS OF AGE, BY SEX AND INDUSTRY—Continued.

PENNSYLVANIA—Concluded.

[The occupations in each industry at which a comparatively large number of children were employed are printed in italics; those at which only one child was employed are shown in the singular number.]

<p>WOOLEN AND WORSTED GOODS—ESTABLISHMENT 131.</p> <p>Males: Band boys, bobbin boys, carders, <i>creelers</i>, errand boy, <i>handers-in</i>, office boys, oilers, packer, <i>piecers</i>, roller cutter, roving carriers, sweepers, tape boy, waste sorters.</p> <p>Females: Bobbin girls, <i>doffers</i>, finishing machine tender, general helper, piecer, rail setters, speeder tender, <i>spoolers</i>, sweepers, twisters, <i>winders</i>.</p>	<p>WOOLEN AND WORSTED YARNS—ESTABLISHMENTS 132 AND 133.</p> <p>Males: Band boys, <i>bobbin boys</i>, carders, <i>doffers</i>, oilers, press boy, tape boy, truck boys.</p> <p>Females: Bobbin girls, <i>doffers</i>, examiner, reelers, roving carrier, roving frame tenders, <i>spinners</i>, <i>spoolers</i>, <i>sweepers</i>, twisters.</p>
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MARYLAND.

<p>CIGARS AND CIGARETTES—ESTABLISHMENT 134.</p> <p>Males: Bunch maker.</p> <p>Females: Banding machine operators, <i>bunch makers</i>, cigarette machine operators, cigarette rackers, <i>cigar rollers</i>, <i>hand strippers</i>, machine strippers, stamp pasters, <i>wrappers</i>.</p>	<p>GLASS BOTTLES—ESTABLISHMENTS 140 AND 141.</p> <p>Males: Bottle washer, <i>carriers-in</i>, firer, <i>grinders</i>, knockers-off, <i>old shutters</i>, <i>snappers-up</i>, spare boys, stopper filer, stopper tiers.</p> <p>Females: Cork fitters.</p>
<p>CLOTHING FURNISHINGS—ESTABLISHMENTS 135 AND 136.</p> <p>Males: Cutters, cutter and errand boy, stamper, stock boy.</p> <p>Females: Batting tackers, pad examiner, <i>pad makers</i>, <i>pad pinners</i>, <i>pad trimmers</i>, sewing machine operator.</p>	<p>MEN'S CLOTHING AND FURNISHINGS—ESTABLISHMENT 142.</p> <p>Males: Creasers, cutter, damping machine helpers, <i>errand boys</i>, examiner, press boy in printing department, <i>sewing machine operators</i>, spreaders' helpers, tape cutter, ticket stampers, trimmer, truck boy.</p> <p>Females: Bobbin winders, box taper, box tier, box wrapper, bundlers, card maker, <i>creasers</i>, damping machine feeders, damping machine helpers, errand girls, <i>examiners</i>, ironing machine helpers, paper box maker, record keepers, <i>sewing machine operators</i>, starching machine feeders, starching machine helpers, <i>trimmers</i>.</p>
<p>COTTON DUCK, TWINE, AND ROPE—ESTABLISHMENTS 137 AND 138.</p> <p>Males: Band boy, bobbin boy, bobbin boy and sweeper, boss <i>doffers</i>, <i>doffers</i>, doublers in rope room, drawing frame tenders, filling winders, former in rope room, oilers, reeler, roving boy, <i>singlers in rope room</i>, <i>sweepers</i>, truck boys.</p> <p>Females: <i>Doffers</i>, <i>filling winders</i>, spinners, <i>spoolers</i>, sweepers, tiers-in.</p>	<p>TOBACCO—ESTABLISHMENTS 143 AND 144.</p> <p>Males: Carrier, errand boy, flake catcher, packer, <i>press boys in tin department</i>, <i>press boys' helpers in tin department</i>.</p> <p>Females: <i>Box wipers in tin department</i>, labelers, stamp pasters.</p>
<p>DEPARTMENT STORE—ESTABLISHMENT 139.</p> <p>Males: Bundle and errand boy, cash boys.</p> <p>Females: <i>Cash girls</i>, <i>examiners and wrappers</i>.</p>	

NORTH CAROLINA.

<p>CORDAGE, YARNS, ETC.—ESTABLISHMENT 145.</p> <p>Males: <i>Doffers</i>, inspectors, yarn carriers.</p> <p>Females: <i>Spinners</i>.</p>	<p>FURNITURE—ESTABLISHMENTS 154, 155, AND 156.</p> <p>Males: Cutting machine feeder, filler spreader, <i>gluers</i>, <i>off-bearers</i>, sand paperers, upholsterers, varnishers.</p>
<p>COTTON GOODS—ESTABLISHMENTS 146 TO 150, INCLUSIVE.</p> <p>Males: Band boys, band makers, bobbin carriers, <i>doffers</i>, doffer and spinner, drawing frame tenders, loom cleaners, machine stitcher, oiler, quiller, spinners, stitcher in cloth room, <i>sweepers</i>, sweeper and water carrier, twisters, water boy, weavers.</p> <p>Females: Bobbin untangler, cloth tackers, <i>doffers</i>, drawers-in, inspectors, <i>spinners</i>, <i>spoolers</i>, twister, weavers.</p>	<p>MEN'S CLOTHING—ESTABLISHMENT 157.</p> <p>Males: Trimmers.</p> <p>Females: Cleaner, trimmers and button sewers.</p>
<p>COTTON YARNS—ESTABLISHMENTS 151, 152, AND 153.</p> <p>Males: Band makers, <i>doffers</i>, oiler and band boy, spinner, sweepers, twisters.</p> <p>Females: Cone winder, reeler, <i>spinners</i>, <i>spoolers</i>.</p>	<p>TOBACCO—ESTABLISHMENT 158.</p> <p>Males: Liners in box department, lining cutters in box department, lump pickers, office boy, packers, <i>plug pickers</i>, <i>stemmers</i>, <i>taggers</i>, <i>weighers</i>.</p> <p>Females: <i>Bundle openers</i>, filler pickers, <i>stemmers</i>.</p>

TABLE II.—OCCUPATIONS OF CHILDREN UNDER 16 YEARS OF AGE, BY SEX AND INDUSTRY—Continued.

SOUTH CAROLINA.

[The occupations in each industry at which a comparatively large number of children were employed are printed in italics; those at which only one child was employed are shown in the singular number.]

COTTON GOODS—ESTABLISHMENTS 159 TO 166, INCLUSIVE.	COTTON GOODS—ESTABLISHMENTS 159 TO 166, INCLUSIVE—concluded.
Males: Band boys, band makers, bobbin boys, breaker tender, card tender, cloth room helpers, <i>doffers</i> , <i>drawing frame tenders</i> , end piecers, loom cleaner, oiler, quill boys, roving boy, stubbing frame tender, speeder tenders, <i>spinners</i> , stitchers in cloth room, <i>sweepers</i> , tacker, truck boy, twisters, waste picker, weavers.	Females: Band girl, creeler, <i>doffers</i> , drawers-in, speeder tender, <i>spinners</i> , <i>spoolers</i> , weavers. COTTON YARNS—ESTABLISHMENT 167. Males: Band maker, bobbin boy, cone winders, <i>doffers</i> , drawing frame tender, sweeper, twisters. Females: Cone winder, reeler, <i>spinners</i> .

GEORGIA.

COTTON AND WOOLEN GOODS—ESTABLISHMENT 168.	COTTON GOODS, BAGS, AND BLEACHING—ESTABLISHMENT 178—concluded.
Males: <i>Back tenders on mules</i> , band boy, bobbin boys, <i>doffers</i> , <i>spinners</i> . Females: <i>Back tender speeders</i> , <i>spinners</i> , weaver.	Females: Bag straighteners in printing department, bag turners, <i>doffers</i> , drawers-in, drawing frame tender, printing press feeders, <i>sewing machine operators</i> , speeder tenders, <i>spinners</i> , <i>spoolers</i> , twister, weavers.
COTTON GOODS—ESTABLISHMENTS 169 TO 177, INCLUSIVE.	COTTON YARNS—ESTABLISHMENT 179.
Males: Band makers, cloth brusher, cloth room boys, creelers, <i>doffers</i> , drawers-in, <i>drawing frame tenders</i> , harness cleaner, oilers, quill boys, quiller, rope spinners, rope twisters, roving fixers, skein linker, <i>spinners</i> , stitchers, <i>sweepers</i> , tackers, truck boys, twisters, waste picker, <i>weavers</i> , winder. Females: Cloth inspectors, creelers, <i>doffers</i> , drawers-in, drawing frame tenders, end piecers, harness cleaners, rack hand, speeder tender, <i>spinners</i> , <i>spoolers</i> , stenciler, tackers, twisters, <i>weavers</i> .	Males: <i>Back tenders on mules</i> , <i>doffers</i> . Females: <i>Spinner</i> . FURNITURE—ESTABLISHMENT 180.
COTTON GOODS, BAGS, AND BLEACHING—ESTABLISHMENT 178.	Males: Carriers, <i>off-bearer</i> .
Males: <i>Bag turners</i> , band boy, bleaching machine tender, chalker, cloth packers in bleachery, <i>doffers</i> , drawing frame tender, errand boys, oiler, quill boys, quillers, reeler, <i>spinners</i> , sweeper, washing machine tender, weavers.	MEN'S CLOTHING—ESTABLISHMENT 181. Males: Bobbin winder, button machine operators, carrier, folders, <i>markers</i> . Females: Bobbin winder, <i>buttonhole machine operators</i> , trimmers. PAPER BAGS, WRAPPING PAPER, ETC.—ESTABLISHMENT 182.
	Females: Bag machine operators, <i>bag straighteners in printing room</i> , carrier, helpers at bag machine, helper at box press, helper at gluing machine, <i>tray makers</i> .

ALABAMA

COTTON GOODS—ESTABLISHMENT 183.	KNIT GOODS—ESTABLISHMENT 186.
Males: Band boy, <i>doffers</i> , drawing frame tenders, oilers and cleaners, <i>spinners</i> , <i>sweepers</i> . Females: Oiler and cleaner, <i>spinners</i> .	Males: <i>Doffers</i> , helper in knitting room, oiler, spinner, <i>sweepers</i> . Females: Buttoners, cutter, eyelet machine operator, sewers, <i>spinners</i> , stamper, trimmers, winders.
COTTON YARNS—ESTABLISHMENTS 184 AND 185.	
Males: Band makers, bobbin boy, <i>doffers</i> , <i>spinners</i> , truck boys, <i>twisters</i> . Females: <i>Spinners</i> .	

WISCONSIN

BREWING—BOTTLING DEPARTMENT—ESTABLISHMENTS 187 AND 188.	DEPARTMENT STORE—ESTABLISHMENT 190.
Males: <i>Bottle inspectors</i> , <i>bottle passers</i> , cappers, <i>corking machine operators</i> , fillers, <i>filling room hands</i> , labeler, <i>labeling machine operators</i> , <i>washhouse hands</i> , <i>washing machine operators</i> , witer. Females: <i>Cleaners</i> , <i>labelers</i> , <i>labelers and cleaners</i> , ribboners, tinfolliers.	Males: Errand boys. Females: <i>Cash girls</i> , telephone operator.
CONFECTIONERY—ESTABLISHMENT 189.	PAPER BOXES—ESTABLISHMENT 191.
Females: Candy molders, <i>caramel wrappers</i> , <i>chocolate dippers</i> , <i>date fillers</i> , nut placers, tray carriers.	Males: General helpers. Females: <i>Edge turners</i> , <i>general helpers</i> , pasters.
	TOBACCO—ESTABLISHMENT 192.
	Males: Carrier, <i>packers</i> , piler, piler and carrier, <i>sorters</i> , <i>strippers</i> . Females: Coupon placers, stamp paster, <i>strippers</i> .

TABLE II.—OCCUPATIONS OF CHILDREN UNDER 16 YEARS OF AGE, BY SEX AND INDUSTRY—Continued.

ILLINOIS.

[The occupations in each industry at which a comparatively large number of children were employed are printed in italics; those at which only one child was employed are shown in the singular number.]

AGRICULTURAL IMPLEMENTS, HARVESTING MACHINERY—ESTABLISHMENT 193.

Males: *Bench hands*, bolt miller, bolt nutters, borers, canvas clippers, canvas finishers, canvas tacking machine hands, case hardener's helper, *chain-makers*, chamferers' helpers, core blackeners, core black maker, core makers, design transferer, *drillers' helpers*, errand boy, fitters, grinders, heater, laborer, lathe hands, *office boys*, planer's helper, pointer's helper, punchers' helpers, rivet placers, sawyer's helper, section packers, *section sorters*, tacker, temperer's helper, threaders' helpers, truck boy, wire boys.

BAKERY—ESTABLISHMENT 194.

Males: Bakers' helpers, box boys, cake cutters, dough dusters, *fruit cleaners*, icers, labeler, *pan boys*, *scrap boys*, slide tenders, truck boy.
Females: *Bundlers*, can cleaner, carton closers, carton creasers, *carton folders*, *carton formers*, carton sealers, cracker sorters, glass wiper, *icers*, *labelers*, packers, pasters, *pretzel twisters*.

CONFECTIONERY—ESTABLISHMENT 195.

Males: Cracker jack filler, *packers*.
Females: Nut placer, *packers*, *wrappers*.

DEPARTMENT STORE—ESTABLISHMENTS 196, 197, AND 198.

Males: *Bundle boys*, *cash boys*, cashiers, delivery boys, *helpers in auditing bureau*, *helpers in carpet department*, *helpers in countingroom*, *helpers in mail-order department*, *helpers in shipping room*, *helpers in upholstery department*, *inspectors*, office boys, *stock boys*, *wagon boys*.

Females: *Bundle girls*, *cash girls*, cashiers, clerk, *helpers in auditing bureau*, *helper in counting room*, *helpers in mail-order department*, *helper in upholstery department*, *inspectors*, office girls, *stock girls*, time girl.

DEPARTMENT STORE, MANUFACTURING DEPARTMENT—ESTABLISHMENT 199.

Males: Apprentices, *errand boys*, silverware cleaner, *stock boy*, timekeeper.

Females: Apprentices, boxer, comfort tufters, cuff machine operator, cushion stuffers, cutter, *errand girls*, finishers, general helpers, *makers of fancy goods and novelties*, office girls, packer, *paper workers*, rippers, *sewers*, sewing machine operators, *stock girls*, thread cabinet girls.

DRESS AND CLOAK TRIMMINGS—ESTABLISHMENT 200.

Males: Errand boy, *spool boys*.
Females: Belt makers, braid maker, button spinner, chore girl, *tail-head stuffers*, ornament maker, packer, *spool filler*, time girl.

MEAT PACKING—ESTABLISHMENTS 201 AND 202.

Males: Boilers, bone sorter, box opener, box plier, can coverer, can fillers, casing turners, door boys, *employees in tin can department*, gate tender, *helpers in cutting department*, *helpers in killing department*, *helpers in trimmings department*, labelers, liners, machine tenders, marker, *messenger boys*, office boys, pillow filler, sausage brander, sausage hangers, sausage tiers, *sausage twisters*, shop boys, soap feeders, soap wrapper, sprinkler, stencilers, stripper, tank watcher, truck boys.

Females: Bristle tier, butterine wrapper, can wipers, casing turner, chipped beef packer, labeler, plate scraper, sausage packers, soap wrappers, toppers, wrappers.

MEAT PACKING, CLERICAL FORCE—ESTABLISHMENT 203.

Males; Office boys.

RUBBER GOODS—ESTABLISHMENT 204.

Females: Arm-band makers, boxer, button stringer, finisher, *Lindsay hands*, pressers.

TIN CANS—ESTABLISHMENT 205.

Males: *Enders*, handy boys, packers, plier.
Females: *Enders*, packers.

TWINE—ESTABLISHMENT 206.

Males: Band cutter, cleaner, elevator boy, general helper, office boy, roving boys, *sweepers*, testers, weighers, winder.

Females: Baller, cleaners, knot tiers, sample makers, *spinners*, weigher.

MISSOURI.

BOOTS AND SHOES—ESTABLISHMENTS 207 AND 208.

Males: *Blackeners*, bottom brushers, bottom fillers, bottom levelers' helpers, canvas cutter, cementers, channel cementers, channel cutter, channel turners, cleaners, counter breakers, edge blackener, edge brushers, edge pinker, edge puncher, end scraper, entry clerk, general helper, heel burnisher, *heelers' helpers*, heel makers, heel pasters, heel-stock cutters, last sorters, lining bunchers, number examiners, office boy, polishers, rackers, relasters, sand paperer, scrap sorters, shank blackeners, shank markers, sole carriers, sole cementers, sole pasters, sole stamper, sole strippers, sole tacking machine operators, sole wetters, stampers, stock cutters, *tackers*, *tackers' helpers*, tack pullers, top-piece sander,

BOOTS AND SHOES—ESTABLISHMENTS 207 AND 208—concluded.

toucher-up, *trimming cutters*, upper trimmer, vamp turner, welt puller.

Females: Back stayers, blackeners, buttonhole maker, cementers, *channel cementers*, edge nickers, folders, folding machine operator, *lacers*, liner, lining maker, lining pasters, lining trimmer, marker, menders, office girl, pasters' helpers, piece taggers, polishers, punching machine operators, side closer, side liner, side stayers, *sorters*, stamper, stamping machine operator, strap banders, thread cutters, tip beveler, tip blackener, tip markers, tip singer, toe pieces, top stitchers, top turners, trimmer, *trimming cutters*, vamp folders.

TABLE II.—OCCUPATIONS OF CHILDREN UNDER 16 YEARS OF AGE, BY SEX AND INDUSTRY—Concluded.

MISSOURI—Concluded.

[The occupations in each industry at which a comparatively large number of children were employed are printed in italics; those at which only one child was employed are shown in the singular number.]

<p>BREWING—ESTABLISHMENT 209.</p> <p>Males: <i>Labelers, tin foilers, wrapper cutters, wrappers.</i></p> <p>Females: <i>Labelers, tin foilers, wrappers.</i></p> <p>DEPARTMENT STORE—ESTABLISHMENTS 210, 211, AND 212.</p> <p>Males: <i>Bundle boys, cash boys, door boys, office boy, wagon boys.</i></p> <p>Females: <i>Bundle girls, cash girls.</i></p>	<p>TOBACCO—ESTABLISHMENT 213.</p> <p>Males: <i>Box handlers, box liners, box nailers, office boys, rakers, sweepers, taggers, wrapper stemmers.</i></p> <p>Females: <i>Packers, tagger, wrapper stemmers.</i></p> <p>WOODEN BOXES—ESTABLISHMENTS 214 AND 215.</p> <p>Males: <i>Dray drivers, end pilers, glue dippers, glue machine operators' helpers, liners-out, lumber carrier, nailers' helpers, off-bearers, side carriers, side gluer, taker-off, trimmer's helper, truck boy.</i></p>
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TABLE III.—HOURS OF LABOR, BY ESTABLISHMENTS.

State and industry.	Establishment number.	Actual hours of working time.			Inter-mission at noon (minutes).	Are children required to work over-time?
		Monday to Friday (perday).	Saturday.	Per week.		
MASSACHUSETTS.						
Boots and shoes.....	1	10	5	55	60	No.
	2	10	5	55	60	No.
Brushes.....	3	10	7½	57½	30	No.
Carpets.....	4	10½	5½	58	60	No.
Confectionery.....	5	9½	8½	56	30	No.
Cotton and worsted goods.....	6	10½	5½	58	60	No.
Cotton goods.....	7	10½	5½	58	60	No.
	8	10½	5½	58	60	No.
	9	10½	5½	58	60	No.
	10	10½	5½	58	60	No.
	11	10½	5½	58	60	No.
	12	10½	5½	58	60	No.
	13	10½	5½	58	60	No.
Department store.....	14	8	8	48	60	Yes.
Rubber goods, boots.....	15	9½	8½	58	60	No.
Woolen goods.....	16	10½	5½	58	60	No.
	17	10½	5½	58	60	No.
Worsteds goods.....	18	10½	5½	58	60	No.
RHODE ISLAND.						
Bleaching cotton goods.....	19	10½	6½	60	45	Yes.
Clothing, hats, and shoes, retail.....	20	9½	13½	58½	60	Yes.
Cotton goods.....	21	10½	6½	60	45	No.
	22	10½	6½	60	45	No.
Cotton goods, narrow fabrics.....	23	10½	6½	60	60	Yes.
Dyeing cotton and woolen goods.....	24	10½	6½	60	45	Yes.
Hosiery and knit goods.....	25	10½	9½	60	50	No.
Jewelry.....	26	10	9	59	60	No.
Soap and washing powder.....	27	10	5	55	30	No.
Worsteds yarns.....	28	10½	6½	60	45	No.
NEW YORK.						
Artificial flowers and feathers.....	29	9	8	58	60	Yes.
	30	9	9	54	60	Yes.
	31	8½	7½	50	45	No.
Artificial flowers, materials for.....	32	10	9	59	30	No.
Blank books.....	33	10½	7½	59	45	Yes.
Carpets.....	34	10½	7½	60	30	Yes.
Coffee cleaning.....	35	9½	5½	52	30	No.
Confectionery.....	36	10	9	59	30	No.
	37	9½	8½	56	60	Yes.
Cooperage.....	38	10	9	59	30	Yes.
Cordage, twine, etc.....	39	10½	5½	59	45	No.

TABLE III.—HOURS OF LABOR, BY ESTABLISHMENTS—Continued.

State and industry.	Establishment number.	Actual hours of working time.			Intermission at noon (minutes).	Are children required to work overtime?
		Monday to Friday (per day).	Saturday.	Per week.		
NEW YORK—concluded.						
Cotton goods.....	40	a 10 ¹ / ₂	b 5 ¹ / ₂	e 60	60	No.
	41	a 11	5	e 60	60	No.
Department store.....	42	9	9	d 61 ¹ / ₂	60	No.
	43	10	11 ¹ / ₂	d 61 ¹ / ₂	60	Yes.
	44	e 9 ¹ / ₂	12 ¹ / ₂	60	60	Yes.
	45	8 ¹ / ₂	8 ¹ / ₂	52 ¹ / ₂	45	Yes.
Dress trimmings, embroidery, etc.....	46	9 ¹ / ₂	8 ¹ / ₂	55	30	No.
Drugs, wholesale.....	47	8 ¹ / ₂	7	49 ¹ / ₂	45	No.
Dry goods.....	48	8 ¹ / ₂	8 ¹ / ₂	51	60	No.
Handkerchiefs.....	49	9 ¹ / ₂	8 ¹ / ₂	54 ¹ / ₂	45	No.
Knit goods.....	50	11	5	60	60	No.
	51	a 10 ¹ / ₂	7 ¹ / ₂	f 60	60	No.
Laundry.....	52	9 ¹ / ₂	9 ¹ / ₂	57	60	No.
Men's furnishings.....	53	9 ¹ / ₂	8 ¹ / ₂	56	60	No.
Men's furnishings and laundry.....	54	g 10	h 9	i 59	60	No.
	55	a 10	6	j 56	60	No.
Paper boxes.....	56	8 ¹ / ₂	8 ¹ / ₂	51	60	Yes.
Paper boxes, bags, envelopes, etc.....	57	10	4 ¹ / ₂	54 ¹ / ₂	30	No.
Pearl buttons.....	58	9 ¹ / ₂	k 8 ¹ / ₂	56	30	No.
Pianoforte actions.....	59	10	9	59	30	No.
Tailoring.....	60	9 ¹ / ₂	8 ¹ / ₂	56	60	Yes.
Underwear and bedding.....	61	9 ¹ / ₂	7 ¹ / ₂	54	40	No.
Wall paper.....	62	10 ¹ / ₂	9 ¹ / ₂	60	50	No.
Women's belts and skirt bindings.....	63	9	8 ¹ / ₂	53 ¹ / ₂	45	No.
Women's neckwear, laces, etc.....	64	8 ¹ / ₂	5	47 ¹ / ₂	60	No.
NEW JERSEY.						
Bakery, cracker.....	65	10	8	58	60	Yes.
Cigars.....	66	10 ¹ / ₂	7 ¹ / ₂	60	30	No.
Electric wire and cable.....	67	10	10	60	60	Yes.
Electric wire and cable, clerical force.....	68	10	10	60	60	No.
Electrical supplies.....	69	10	9 ¹ / ₂	59 ¹ / ₂	30	Yes.
Glass bottles.....	70	m 8 ¹ / ₂	n 8	o 52	p 60	Yes.
	71	q 8 ¹ / ₂	r 8 ¹ / ₂	r 52 ¹ / ₂	60	No.
	72	8 ¹ / ₂	n 8 ¹ / ₂	s 51	60	No.
Glass bottles and druggists' specialties.....	73	8 ¹ / ₂	n 8 ¹ / ₂	s 51	60	No.
Glass bottles and window glass.....	74	8 ¹ / ₂	n 8 ¹ / ₂	s 51	60	No.
Hat bands.....	75	10	5	55	60	Yes.
Linen thread, twine, and yarns.....	76	10	5	55	60	No.
Paper boxes.....	77	10	9	59	60	No.
Pottery.....	78	9 ¹ / ₂	8	55 ¹ / ₂	60	No.
	79	10	8	58	60	Yes.
Silk finishing and dyeing.....	80	10	5	55	60	Yes.
Silk goods, broad.....	81	10	5	55	60	No.
	82	10	5	55	60	No.
Silk goods, broad and ribbon.....	83	10	5	55	60	No.
Silk goods, thrown.....	84	10	5	55	60	No.
	85	10	5	55	60	No.
	86	10	5	55	60	No.
Soap.....	87	10	6	56	30	Yes.
Thread, cotton.....	88	10	5	55	60	Yes.

a Persons over 16; children under 16, 9 hours.

b Persons over 16; children under 16, 5 hours.

c Persons over 16; children under 16, 50 hours.

d Not including two hours on Sunday for employees over 16; children under 16 allowed to remain away sufficient time each week to reduce their total hours to 60.

e Except Monday, 10¹/₂ hours.

f Persons over 16; children under 16, 52¹/₂ hours.

g In winter; 11 hours in summer.

h In winter; 5 hours in summer.

i In winter; 60 hours in summer.

j Persons over 16; children under 16, 51 hours.

k Except June, July, and August, 5 hours.

l Except June, July, and August, 52¹/₂ hours.

m Day force, except that 9 hours are worked on Friday; night force, 9¹/₂ hours.

n Day force only.

o Day force; night force, 46¹/₂ hours.

p Except Friday, 45 minutes.

q Day force; night force, 9¹/₂ hours.

r Day force; night force, 49¹/₂ hours.

s Day force; night force, 42¹/₂ hours.

TABLE III.—HOURS OF LABOR, BY ESTABLISHMENTS—Continued.

State and industry.	Establishment number.	Actual hours of working time.			Intermission at noon (minutes).	Are children required to work overtime?
		Monday to Friday (per day).	Saturday.	Per week.		
PENNSYLVANIA.						
Artificial flowers.....	89	9	8½	53½	30	No.
Cigars.....	90	10½	6½	60	30	No.
	91	9	7½	52½	60	No.
Coal breakers.....	92	9	9	54	30	Yes.
	93	9	9	54	30	Yes.
	94	6	6	36	30	No.
	95	9	9	54	30	No.
	96	8	8	48	30	Yes.
	97	9	9	54	30	No.
	98	9	9	54	30	Yes.
	99	7	7	42	60	No.
	100	9	9	54	45	Yes.
	101	9	9	54	30	No.
	102	8	8	48	30	No.
	103	9	9	54	30	No.
	104	4	4	24	(a) 30	No.
Confectionery.....	105	9½	9	57½	30	Yes.
Corks.....	106	10	5	55	30	Yes.
Cotton and woolen goods.....	107	10½	6½	60	45	No.
	108	10½	5½	60	40	No.
Department store.....	109	9	9	54	45	Yes.
	110	b 9½	c 10½	d 59	45	No.
	111	8½	8½	52½	45	No.
Glass bottles, etc.....	112	e 8½	f 8½	g 50	60	No.
Glass tableware, etc.....	113	h 9½	i 4½	h 52½	60	No.
Hosiery.....	114	10½	6½	60	45	No.
Iron and steel.....	115	10½	8½	60	45	Yes.
	116	10½	8½	60	45	Yes.
Lace goods, tapestry, etc.....	117	10½	6½	60	45	No.
	118	10½	6½	60	45	No.
	119	10½	5½	59½	45	No.
Leather and leather goods, gloves.....	120	10	9	59	30	Yes.
Pickles, preserves, etc.....	121	10½	9½	60	30	No.
Shipbuilding.....	122	10½	8½	60	45	Yes.
Silk goods, thrown.....	123	10½	6	58½	30	Yes.
	124	10½	6	58½	30	No.
Silk goods, thrown and broad.....	125	j 10½	f 6	k 58½	l 30	No.
	126	10½	6	58½	30	Yes.
	127	10½	6	58½	30	No.
Structural iron.....	128	m 9½	n 8½	o 56	30	No.
	129	p 9½	q 7½	r 54	s 45	No.
	130	j 10½	j 9½	t 59½	25	Yes.
Woolen and worsted goods.....	131	10½	6½	60	45	No.
Woolen and worsted yarns.....	132	10½	6½	60	30	No.
	133	10½	6½	60	45	No.
MARYLAND.						
Cigars and cigarettes.....	134	9½	9½	58	30	Yes.
Clothing furnishings.....	135	9½	9	56½	30	Yes.
	136	10	9½	59½	30	Yes.
Cotton duck, twine, and rope.....	137	10	10	60	45	No.
	138	10	10	60	45	No.

a Do not work in the afternoon.

b For males; females, 9½ hours.

c For males; females, 9½ hours.

d For males; females, 56 hours.

e Day force; night force, 7½ hours.

f Day force only.

g Day force; night force, 38½ hours.

h Night force, the same.

i Day force; night force, 4½ hours Monday from 12.15 a. m. to 5 a. m.

j Day force; night force, 11½ hours.

k Day force; night force, 57½ hours.

l Also at midnight for night force.

m Plate department; rolling mill, 11½ hours.

n Plate department; rolling mill, day force, 10½ hours; night force, Sunday night, 11½ hours.

o Plate department; rolling mill, day force, 68 hours; night force, 69 hours.

p Polishing mill; bolt, chain, and laboratory departments, 10½ hours; steel and rolling mill, day and night forces, 11½ hours.

q Polishing mill; bolt, chain, and laboratory departments, 8½ hours; steel and rolling mill, day force, and night force Sunday night, 11½ hours.

r Polishing mill; bolt, chain, and laboratory departments, 60 hours; steel and rolling mill, day and night forces, 69 hours.

s Except steel and rolling mill, 30 minutes.

t Day force; night force, 69 hours.

TABLE III.—HOURS OF LABOR, BY ESTABLISHMENTS—Continued.

State and industry,	Establishment number.	Actual hours of working time.			Inter-mission at noon (minutes.)	Are children required to work over-time?
		Monday to Friday (perday).	Saturday.	Per week.		
MARYLAND—concluded.						
Department store.....	139	a 8½	b 12	c 55½	d 45	Yes.
Glass bottles.....	140	8, 7	7, 7	50½	60	Yes.
.....	141	8½	7½	51	60	Yes.
Men's clothing and furnishings.....	142	10	10	60	30	Yes.
Tobacco.....	143	8	5	45	30	Yes.
.....	144	10	5	55	30	Yes.
NORTH CAROLINA.						
Cordage, yarns, etc.....	145	e 11½	f 9½	66	40	No.
Cotton goods.....	146	11½	8½	66	g 30	No.
.....	147	11, 7	8½	66	40	No.
.....	148	e 11, 7	h 8½	i 66	35	No.
.....	149	11, 7	8, 7	66	j 45	Yes.
Cotton yarns.....	150	11, 7	8, 7	66	47½	No.
.....	151	11½	8	65½	45	No.
.....	152	e 11½	h 8½	i 66	30	No.
.....	153	e 11, 7	h 8½	i 66	35	No.
Furniture.....	154	10½	8½	60	45	No.
.....	155	10½	8½	60	30	No.
.....	156	10½	9½	62	45	No.
Men's clothing.....	157	10½	8½	59½	45	No.
Tobacco.....	158	11	9½	64½	60	Yes.
SOUTH CAROLINA.						
Cotton goods.....	159	12	6	66	60	Yes.
.....	160	11½	9½	66	40	Yes.
.....	161	11½	6½	66	40	No.
.....	162	12	6	66	45	No.
.....	163	k 12	k 6	66	l 45	Yes.
.....	164	11½	8½	66	60	No.
.....	165	12	6	66	45	No.
.....	166	12	6	66	40	Yes.
Cotton yarns.....	167	12	6	66	45	Yes.
GEORGIA.						
Cotton and woolen goods.....	168	11½	9½	65½	45	No.
Cotton goods.....	169	11½	8½	65½	30	Yes.
.....	170	11½	9½	66	40	No.
.....	171	e 11½	h 9½	i 66	40	No.
.....	172	11½	9½	66	40	No.
.....	173	11½	9½	66	40	No.
.....	174	11½	6, 7	65½	45	No.
.....	175	11½	8	65½	30	Yes.
.....	176	11½	8½	65	m 45	No.
.....	177	11, 7	7½	65, 7	60	No.
Cotton goods, bags, and bleaching.....	178	n 12	o 6	p 66	q 45.	Yes.
Cotton yarns.....	179	11½	9, 7	65½	40	No.
Furniture.....	180	10½	8½	60	30	No.
Men's clothing.....	181	9½	5	58½	30	No.
Paper bags, wrapping paper, etc.....	182	10	8	58	30	Yes.
ALABAMA.						
Cotton goods.....	183	r 11½	8½	s 67½	45	No.
Cotton yarns.....	184	11½	8½	66	30	No.
.....	185	12½	6	66½	30	No.
Knit goods.....	186	11½	8	65½	30	No.

a Except cash girls, 9 hours.

b Except cash girls, 12½ hours.

c Except cash girls, 5½ hours.

d Except cash girls, 30 minutes.

e Day force; night force, 12 hours.

f Day force; night force, 6 hours.

g Except Saturday, 35 minutes.

h Day force only.

i Day force; night force, 60 hours.

j Except Saturday, 60 minutes.

k Day force; night force, 11 hours.

l Fifteen minutes at midnight for night force.

m Except Saturday, 50 minutes.

n Except in bag and bleaching departments, 10 hours.

o Except in bag and bleaching departments, 5 hours.

p Except in bag and bleaching departments, 55 hours.

q Except in bag and bleaching departments, 60 minutes.

r Except in carding, drawing, and picker rooms, 8½ hours on Monday.

s Except in carding, drawing, and picker rooms, 64½ hours.

TABLE III.—HOURS OF LABOR, BY ESTABLISHMENTS—Concluded.

State and industry.	Establishment number.	Actual hours of working time.			Intermission at noon (minutes).	Are children required to work overtime?
		Monday to Friday (perday).	Saturday.	Per week.		
WISCONSIN.						
Brewing, bottling department.....	187	8	8	48	60	No.
.....	188	8	8	48	60	Yes.
Confectionery.....	189	10	9	59	60	No.
Department store.....	190	9	11½	56½	60	Yes.
Paper boxes.....	191	10	9½	59½	30	No.
Tobacco.....	192	8	8	48	60	No.
ILLINOIS.						
Agricultural implements, harvesting machinery.....	193	10	9½	59½	30	Yes.
Bakery.....	194	10	10	60	60	Yes.
Confectionery.....	195	10	9½	59½	30	No.
Department store.....	196	9½	9½	58½	30	Yes.
.....	197	8½	8½	53	40	No.
.....	198	9	9	54	45	Yes.
Department store, manufacturing department.....	199	9	7	52	30	No.
Dress and cloak trimmings.....	200	9½	8	56½	30	No.
Meat packing.....	201	10	10	60	30	No.
.....	202	10	10	60	30	No.
Meat packing, clerical force.....	203	8½	5	47½	30	No.
Rubber goods.....	204	9	8	53	30	Yes.
Tin cans.....	205	10½	6½	57½	45	Yes.
Twine.....	206	10	9½	59½	30	Yes.
MISSOURI.						
Boots and shoes.....	207	10	9	59	40	Yes.
.....	208	10	9	59	60	No.
Brewing.....	209	8	8	48	60	No.
Department store.....	210	9½	9½	56½	45	No.
.....	211	^a 9½	12½	59	^b 30	Yes.
.....	212	9½	9½	57	30	No.
Tobacco.....	213	10	10	60	30	Yes.
Wooden boxes.....	214	10½	9½	60	50	Yes.
.....	215	10	10	60	30	Yes.

^a Except Tuesday and Thursday, 9½ hours^b Except Tuesday and Thursday, 45 minutes.

LEGISLATION RELATING TO CHILD LABOR.

Legislation relating to child labor is so varied in character in the different States and Territories that it is difficult to classify it satisfactorily. For the purposes of the present summary it has been most convenient to consider child-labor legislation under the following groups: (1) Statutes fixing an absolute age limit for the employment of children in all gainful occupations or in one or more of the principal groups of industries; (2) statutes prohibiting the employment of children of school age, or of illiterate children during school time, or unless they have complied with certain educational requirements; (3) statutes prohibiting the employment of children in certain dangerous, injurious, or immoral occupations, such as selling or handling intoxicating liquors, or as rope or wire walkers, gymnasts, contortionists, street singers or musicians, mendicants, itinerant peddlers, etc.; (4) statutes prohibiting certain dangerous operations, such as running elevators, cleaning machinery in motion, or operating danger-

ous machinery, etc.; (5) statutes restricting the hours of labor or prohibiting night work on the part of children; (6) legislation not included in the above groups.

AGE LIMIT FOR EMPLOYMENT.

The age limit prescribed by law in the different States under which employment is absolutely prohibited is either 10, 12, 13, 14, or 16 years. As above stated, the law applies in some States to only one industry; in others, to several groups of industries. In some cases an age limit is prescribed under which children can not be employed except during school vacation, and in some an age limit is fixed under which persons can not be employed in certain occupations or during certain hours. The two last-mentioned classes of laws are separately treated.

The age limit prescribed by statute under which children are not permitted to be employed is as follows:

Sixteen years, for underground work in mines, in Pennsylvania and Texas.

Fourteen years, for work in factories, mechanical and mercantile establishments, and mines, in Illinois, Ohio, Oregon, and Washington;^(a) for work in factories and mechanical and mercantile establishments, in Connecticut, Massachusetts, and Michigan; for work in factories or mechanical establishments and in mines and smelting works, in Colorado, Indiana, Kentucky, Minnesota, New Jersey, Tennessee, and Wisconsin; in factories and mechanical establishments, in Louisiana (girls), Missouri, and New York; in mines and smelting works, in Arkansas, Idaho, Montana, South Dakota, Utah, and Wyoming; for surface work at mines, in Pennsylvania.

Thirteen years, for work in "any factory, manufacturing or mercantile industry, laundry, workshop, renovating works, or printing office," in Pennsylvania.

Twelve years, in factories and mechanical and mercantile establishments, in California and Rhode Island; in factories and mechanical establishments and in mines and smelting works, in North Carolina, North Dakota, South Carolina,^(b) Virginia, and West Virginia; in factories and mechanical establishments, in Louisiana (boys), Maine, New

^aIn Washington permission may be given by a superior court judge for the employment of a child between 12 and 14 years of age at an occupation which in his judgment is not dangerous or injurious to the health or morals of such child, when the child's labor is necessary for its support or for the assistance of an invalid parent.

^bIn South Carolina a child under 12 years of age may be permitted by a magistrate or clerk of court to work in a textile establishment if the child's labor is necessary for its support or for the support of a widowed mother or disabled father. Children under 12 years may be employed in textile establishments during June, July, and August if they have attended school at least four months during the current school year and can read and write.

Hampshire, and Texas; in mercantile establishments, in New York; in mines and smelting works, in Alabama, Iowa, Kansas, Maryland, Missouri, and the organized and unorganized Territories of the United States where coal mining operations are carried on.

Ten years, in factories and mechanical and mercantile establishments, in Nebraska; in factories and mechanical establishments, in Alabama, Arkansas, and Vermont.

In New York no boy under 10 years and no girl under 16 years of age is permitted to sell or expose for sale newspapers in any public place in cities of the first class. All boys actually or apparently under 14 years of age must have permits and wear badges, to be obtained from the district superintendent of the board of education, before being permitted to sell newspapers.

In specifying the industries to which this legislation applies it has been necessary for the purpose of comparison to arrange them into three groups, namely: (1) Factories and mechanical establishments, (2) mercantile establishments, and (3) mines and smelting works. The legislation in any one State does not necessarily relate to all of the industries that may be included in one group. Thus, the first group may relate to one or more industries, such as factories, manufacturing and mechanical establishments, workshops, printing offices, etc.; the second group may include all mercantile establishments, retail stores, hotels, restaurants, messenger services, etc., or only one or more of these industries; the third group may include only coal mines, or coal and metalliferous mines, or it may include all mines and smelting and refining works.

EMPLOYMENT DURING SCHOOL TIME.

A large number of States have, in addition to an absolute age limit, a specified age under which children can not be employed either in all or in certain industries, except during vacation, unless they have attended school the year preceding, as required by law, or are attending night school, or have complied with certain other prescribed conditions as to school attendance or education. This age usually corresponds to that prescribed for compulsory school attendance. Twenty-two States have laws of this character. Of these, Maine, New Jersey, Ohio, Vermont, and Washington fix the age limit at 15 years, under which age persons can not be employed unless certain conditions of school attendance have been complied with. In New Jersey the law applies to employment in factories, workshops, and mines; in Washington, to employment in manufacturing, mechanical, or mercantile establishments or by telegraph and telephone companies; in Maine, to employment in manufacturing or mechanical establishments; in Vermont, to employment in mills or factories. In Ohio employment is prohibited, during the school term, of children under 15 in mines, and

under 14 in all vocations not already included within the scope of the absolute age-limit law above mentioned. The States of Arkansas, Colorado, Connecticut, Illinois, Louisiana, Massachusetts, Montana, Nebraska, New Hampshire, New York, North Dakota, Ohio, Oregon, South Dakota, and Wisconsin fix the age limit at 14 years. Of these, Colorado, Connecticut, Illinois, Massachusetts, Montana, New York, Ohio, Oregon, and Wisconsin have an absolute age limit of 14 years for certain classes of industries as above mentioned, but the legal requirement concerning school attendance, etc., must be complied with before children under 14 years can be employed in any other class of work. In Louisiana the absolute age limit for employment in factories and workshops is 12 for boys and 14 for girls, but children of either sex under 14 years of age must have attended school at least four of the twelve months next preceding employment in factories or workshops. Of the other States, in Arkansas, New Hampshire, North Dakota, and South Dakota the 14-year age limit with regard to employment during school time applies to all occupations; in Nebraska, to the manufacturing, mechanical, or mercantile industries. In Rhode Island children under 13 are prohibited from being employed in any service or business except during vacation. In Pennsylvania children under 16 years of age must show that they have attended school as required by law before they can be employed in any way.

EMPLOYMENT OF ILLITERATES.

In twenty States age limits are prescribed under which children are prohibited from being employed unless they are able to read and write the English language. Of these Colorado, Connecticut, Illinois, Indiana, Kansas, Massachusetts, Michigan, Minnesota, Montana, New Hampshire, New York, Ohio, Oregon, Pennsylvania, and Washington fix the age limit at 16 years under which illiterate children can not be employed except during school vacation, unless they attend evening school or comply with other educational requirements. In Arkansas this age limit is 16 in the case of mine employees and 14 in the case of children employed in factories. In Colorado and Kansas the prohibition applies only to employment in mines; in Michigan to employment in manufacturing establishments, hotels, and stores. In the remaining nine States above mentioned the prohibition applies to children under 16 years of age in all industries. Four States fix the age of illiterates at 14 years—Maryland and Missouri for employment in mines only, Texas for employment in establishments using machinery, and Vermont for employment in any industry.

DANGEROUS, INJURIOUS, OR IMMORAL OCCUPATIONS.

The laws included in this group are mostly such as are directed against the use of children as performers in circuses or theaters, in

peddling or mendicant occupations, in barrooms, for immoral purposes, and in dangerous or injurious occupations generally. In the other classes of child-labor laws usually the employers alone are liable for the violations. In the laws included within this group any person having the care, custody, or control of a child and exhibiting, using, or employing the same, or selling, apprenticing, giving away, or otherwise disposing of the child for the purposes prohibited by the law, is also made liable.

Thirty-two States and Territories have enacted laws which come within this group. Of these, fourteen have statutes prohibiting the employment of children in selling or handling intoxicating liquors or working in places where they are sold or handled. The age limits prescribed are: All minors in Alaska, Connecticut, and Georgia; 21 years in South Dakota and Vermont; 18 years in Massachusetts; 16 years in Maryland and Texas; 15 years in Pennsylvania and West Virginia, and 14 years in Colorado, Illinois, Wisconsin, and Wyoming.

These laws differ widely in their scope and purpose. In Pennsylvania and West Virginia the law prohibits the employment of children of the age specified above for the purpose of singing, dancing, acting, or in any manner exhibiting in dance houses, concert saloons, theaters, or places of entertainment where intoxicants are sold or given away or with which any place for the sale of wines or spirituous or malt liquors is directly or indirectly connected by any passageway or entrance. In Colorado and Wyoming the prohibition applies to employment as actors or performers in concert halls or rooms where intoxicating liquors are sold or given away. In Maryland and Massachusetts employment of children is prohibited in saloons and in business and bottling establishments where intoxicating liquors are sold or handled. In Georgia minors may not be employed in any capacity in places where liquor is sold to be drunk on the spot; in Vermont, on premises or in rooms in which a liquor license is operated, except in hotels, restaurants, and drug stores; in South Dakota, in connection with any place or room where intoxicating liquors are sold, and in Connecticut, in saloons where spirituous and intoxicating liquors are kept for sale. In Alaska minors are prohibited from dispensing intoxicating liquors. In Illinois, theaters, concert halls, and places of amusement where intoxicating liquors are sold, and in Wisconsin, barrooms and beer gardens are included in a list of places in which the employment of children under 14 years of age is prohibited. In Texas the prohibition applies only to employment in distilleries and breweries.

The other laws concerning this class of occupations vary greatly as regards both the age limit of children and the character of the occupations prohibited. Following are the age limits prescribed in the different States and Territories under which children are prohibited from being employed in the vocations specified below: 12 years, Con-

necticut, Georgia, and Porto Rico; 14 years, California, Colorado, District of Columbia, Illinois, Kansas, Maryland, Missouri, New Hampshire, Ohio, Virginia, Wisconsin, and Wyoming; 15 years, Delaware, Indiana, Louisiana, and Massachusetts; 16 years, Kentucky, Michigan, Minnesota, Montana, New York, and Rhode Island; 18 years, New Jersey; in Pennsylvania and West Virginia the age limit is 18 in the case of children employed in singing or playing on musical instruments on the streets and in begging and mendicant occupations, and 15 in the case of the other occupations specified.

It is not practicable in this summary to give in detail all the variations that are found in these laws in the different States. The analysis will, therefore, be confined to the more important groups of occupations to which the prohibition relates.

The occupations of rope or wire walker, gymnast, contortionist, rider, acrobat, etc., are prohibited for children of specified age in all but one of the above-mentioned States and Territories.

Dancing for exhibition is prohibited for children under a specified age in California, Delaware, Illinois, Maryland, Massachusetts, Michigan, Minnesota, Missouri, Montana, New Hampshire, New Jersey, New York, Ohio, Rhode Island, and Wyoming.

Performing in theaters is prohibited in New York and Rhode Island; in variety theaters, in Colorado and Wyoming, and in theaters, etc., where intoxicants are sold or given away, in Colorado, Illinois, Pennsylvania, West Virginia, and Wyoming.

Singing or playing on a musical instrument in public as a vocation for children is prohibited in California, Illinois, Maryland, Massachusetts, Missouri, Montana, New Hampshire, New Jersey, New York, Ohio, Rhode Island, and Wyoming. In the District of Columbia, Indiana, Kansas, Pennsylvania, and West Virginia these occupations are prohibited only on the public streets.

Begging and mendicant occupations for children are prohibited in California, Delaware, District of Columbia, Georgia, Indiana, Kansas, Kentucky, Maryland, Michigan, Minnesota, Missouri, Montana, New Jersey, New York, Ohio, Pennsylvania, Porto Rico, Rhode Island, Virginia, West Virginia, and Wyoming.

Peddling or wandering occupations for children are prohibited in California, Connecticut, Illinois, Kentucky (for girls), Maryland, Missouri, Montana, New Jersey, New York, Ohio, Porto Rico, Rhode Island, Virginia, and Wyoming.

In Wisconsin no female under 18 years of age may be employed as a messenger by any telegraph or telephone company.

A number of the States prohibit the exhibition of deformed or weak-minded children; the employment of children in collecting rags, bones, cigar stumps, or refuse; employment for prostitution; or their retention in assignation houses or brothels.

Twenty-two of the above-mentioned States and Territories have, in addition to and in connection with the above, general provisions prohibiting the employment of children in occupations, exhibitions, or places dangerous or injurious to life, limb, health, or morals.

In nearly all States where acting, singing, playing on musical instruments, etc., in theaters, halls, etc., are prohibited for children, exceptions are made in the case of church, school, or similar entertainments, or discretion is given to the local authorities to grant special permission.

EMPLOYMENT IN DANGEROUS OPERATIONS.

Many States have enacted laws prohibiting in general terms the employment of children in dangerous operations. A number of States have, however, special statutory provisions prohibiting children from cleaning dangerous machinery while in motion, operating dangerous or injurious machinery, or running elevators.

Cleaning machinery in motion is prohibited for minors in West Virginia, for males under 18 and females under 21 years in Michigan and New York, for males under 16 and females under 18 years in Indiana, for children under 16 in Pennsylvania and Rhode Island, and for children under 14 in Massachusetts.^a Operating or assisting in operating dangerous machinery is prohibited for children under 16 years of age in New York; cleaning machinery in motion or working between the fixed and traversing parts of machinery in motion is prohibited for minors in Missouri and New Jersey; cleaning machinery in motion by males under 16 and females under 18 and operating or assisting in operating dangerous machinery on the part of children under 16 years of age is prohibited in Iowa, and operating or cleaning machinery in motion is prohibited for children under 12 years of age in Louisiana.

In New York children under 18 years of age are not permitted to be employed in any factory in operating or using any emery, tripoli, rouge, corundum, stone, carborundum, or any abrasive or emery polishing or buffing wheel where articles of the baser metals or of iridium are manufactured.

An Illinois statute specifies a long list of dangerous operations in which children under 16 years of age are not permitted to be employed. These include, among others, sewing belts, adjusting belts to machinery, oiling or cleaning machinery; operating circular or band saws, planers, sandpaper or wood-polishing machinery, emery or polishing wheels, wood turning or boring machinery, stamping machines in sheet metal, tinware, or washer and nut factories, corrugating rolls, elevators, steam boilers, steam machinery, cracker machinery, wire or

^a In Massachusetts no machinery, except steam engines in factories, may be cleaned while running by either a child or an adult if objection is made in writing by the factory inspector.

iron straightening machinery, rolling-mill machinery, laundry machinery; setting up pins in bowling alleys; preparing compositions in which dangerous or poisonous acids are used, manufacturing paints, colors, or white lead, etc. The operation, management, care, or custody of elevators on the part of children is prohibited in 10 States. For this purpose the age limit in Ohio is fixed at 20, and in Rhode Island at 18; in Massachusetts, at 18 for elevators running over 100 feet per minute and at 16 for slower elevators; in Minnesota, at 18 for elevators running over 200 feet per minute and at 16 for other elevators; in New York, at 18 for elevators running over 200 feet per minute and at 15 for other elevators. In Connecticut, Illinois, Indiana, and Wisconsin the age limit is 16 years and in Pennsylvania it is 14 years; below these ages children are not permitted to be in charge of or to operate elevators. In New York the prohibition applies only to elevators in factories, and in Rhode Island it applies to passenger elevators only. In the other States the statutes apply to all elevators.

HOURS OF LABOR.

Twenty-nine States and Territories have passed laws limiting the hours of labor of children. The age limit of children in these cases varies from 12 to 21 years, and the hour limit ranges from 8 per day to 66 per week. In some cases the prohibition is general, in others it applies to one or more classes of industries. The following statutory limitations have been placed upon the hours per day or per week during which children may be employed in the different States:

Six hours per day, three in the morning and three in the afternoon: For children under 16 years of age in agricultural factories and manufacturing establishments in Porto Rico.

Eight hours per day: For children under 16 years of age in factories, stores, mines, or other occupations which may be deemed unhealthful or dangerous, in Colorado, and for children under 18 years of age in cigar factories in Indiana. In Wisconsin children under 18 years may not be compelled to work over 8 hours per day in manufacturing establishments.

Eight hours per day or 48 hours per week: For children under 16 years of age in any gainful occupations in Illinois.

Nine hours per day: For boys under 14 and girls under 16 years of age in all occupations except agricultural and domestic service and clerks in stores in Michigan, and for children under 16 years of age in factories in New York.

Nine hours per day or 54 hours per week: For children under 18 years of age in any manufacturing or mercantile establishment or any other place of labor in California, and for children under 16 years of age in mercantile establishments, business offices, hotels, etc., in towns of 3,000 or more inhabitants in New York.

Ten hours per day: For children under 18 years of age in cotton and woolen factories in Indiana; for children under 16 years by any corporation in Maine; for children under 16 years in factories in Maryland and in mercantile establishments in Baltimore; for children under 15 years in manufacturing establishments in Vermont; for children under 14 years in all occupations except agriculture and domestic service in Minnesota, and in manufacturing establishments in Virginia, North Dakota, Oklahoma, and South Dakota. In Minnesota children under 16 and in North Dakota, Oklahoma, and South Dakota children under 18 years of age may not be compelled to work more than 10 hours in the industries mentioned.

Ten hours per day or fifty-five hours per week: For children under 18 years in manufacturing, mercantile, or other establishments in Ohio and in manufacturing establishments in New Jersey.

Ten hours per day or fifty-eight hours per week: For children under 18 years of age in Massachusetts and under 16 years in Rhode Island in manufacturing establishments.

Ten hours per day or sixty hours per week: For males under 18 and females under 21 years of age in manufacturing establishments in Michigan; for children under 18 years of age in manufacturing establishments and telegraph and telephone offices in Louisiana, and in manufacturing establishments in New Hampshire; for children between 16 and 18 years of age in factories in New York, and for females between 16 and 21 years of age in mercantile establishments, business offices, hotels, etc., in towns of 3,000 or more inhabitants in New York, except in mercantile establishments from December 15 to January 1; for females under 18 and males under 16 years of age in manufacturing establishments in Maine; for children under 16 years of age in manufacturing and mercantile establishments in Connecticut and Indiana, and for children under 14 years of age in manufacturing establishments in Arkansas.

Ten hours per day and six days per week: For children under 16 years of age in any occupation in Oregon and Wisconsin.

Twelve hours per day or sixty hours per week: For minors in manufacturing and mercantile establishments, bakeries, laundries, renovating works, and printing offices in Pennsylvania.

Sixty-six hours per week: For children under 18 years of age in North Carolina and 12 years of age in Alabama in manufacturing establishments.

From sunrise to sunset with the customary hours for meals: For persons under 21 years of age in manufacturing establishments other than cotton and woolen mills in Georgia. The law provides that all contracts for longer time are null and void, but makes no other prohibitory provision.

In a number of the above-mentioned States the statutes require that

an interval of one-half or one hour during the working day be given to children for lunch or rest. Where the hours of labor per day are limited, especially in factories, a proviso is usually made that the hours per day may be extended in order to make repairs, etc., or to shorten one day of the week.

NIGHT WORK.

Eighteen States have statutory provisions prohibiting children from working at night. The hours during which work is prohibited are as follows:

For minors, between 10 p. m. and 6 a. m. in manufacturing establishments in Massachusetts.

For children under 18 years of age, between 6 p. m. and 7 a. m. in manufacturing establishments and between 7 p. m. and 7 a. m. in bakeries in New Jersey; between 9 p. m. and 6 a. m. in manufacturing establishments in New York; and between 9 p. m. and 5 a. m., except during time required on Sunday for setting sponge for the next day, in bakeries in Pennsylvania.

For males under 16 and females under 21, between 10 p. m. and 7 a. m. in mercantile establishments, except on Saturday, and from December 15 to January 1, in New York.

For males under 16 and females under 18, between 7 p. m. and 6 a. m. in manufacturing and mercantile establishments in Ohio.

For children under 16 years of age, between 9 p. m. and 6 a. m. in all gainful occupations in Wisconsin; between 7 p. m. and 6 a. m. in all gainful occupations in Illinois and Oregon, and in Minnesota in all occupations outside the family, except that children from 14 to 16 years of age may be employed in mercantile establishments on Saturdays and 10 days before Christmas until 10 p. m.; between 6 p. m. and 6 a. m. in manufacturing establishments in Michigan; between 8 p. m. and 5 a. m. in bakeries in Washington, and between 9 p. m. and 5 a. m. in bakeries in Missouri.

For children under 14 years of age, between 7 p. m. and 6 a. m. in manufacturing and mercantile establishments in Massachusetts, and in manufacturing establishments in Arkansas; between 6 p. m. and 6 a. m. in manufacturing establishments in Texas; and between 6 p. m. and 7 a. m. in manufacturing establishments and mines in Virginia.

For children under 13 years of age, between 7 p. m. and 6 a. m. in manufacturing establishments in Alabama.

For children under 12 years of age, between 8 p. m. and 6 a. m. in manufacturing establishments and mines in South Carolina. They may, however, work until 9 p. m. to make up for lost time.

In New York children under 14 years of age are prohibited from selling newspapers in cities of the first class after 10 p. m.

In Georgia contracts for the employment of persons under 21 years

of age between sunset to sunrise in manufacturing establishments other than cotton and woolen mills are null and void, but no other prohibitory provision is made.

OTHER CHILD LABOR LEGISLATION.

Some of the child-labor laws not included above are statutes relating to the earnings of minors in California, Idaho, Iowa, Minnesota, Montana, New York, North Dakota, Ohio, Oklahoma, Porto Rico, South Carolina, South Dakota, Utah, and Washington; prohibiting the corporal punishment of minor employees, in Georgia; engaging minors to leave the State without the consent of the parents or guardians, in North Carolina; enticing minors from parents or guardians for the purpose of employment, in Mississippi; prohibiting the employment of children in basements of mercantile establishments, in New York; prohibiting the withholding of children's wages on account of presumed negligence, alleged incompetence, failure to comply with rules, etc., in Ohio; prohibiting children under 16 years of age from mining or loading coal underground unless in company with a person over 16 years of age, in Pennsylvania; prohibiting compulsion of children under 16 years of age by inhumane treatment to work or study, in Porto Rico. Statutes recently enacted in Alabama and Georgia make it a misdemeanor, on the ground of vagrancy, for any person able to work to fail to work, but instead to hire out his minor children and live upon their wages.

ENFORCEMENT OF CHILD LABOR LAWS.

In nearly all cases violations of child-labor laws are deemed misdemeanors, and penalties are provided accordingly.

In order to insure the proper observance and enforcement of the laws relating to child labor, most of the States having such statutes have in connection therewith provisions requiring employers (1) to obtain certificates, and in some cases affidavits, of parents or guardians showing that the children employed are of the required age; (2) to keep a register of children employed, usually those under 16 years of age, showing name, age, place of residence, etc., or to post such a list in a conspicuous place in the establishment where the children work. Laws limiting the hours of labor or prohibiting night work of children usually have, in addition to the above, provisions requiring employers to post conspicuously in the places where the children are employed notices showing the number of hours the children are required to work. In cases where educational requirements are provided for, employers are usually required to keep on file individual certificates of school authorities showing that the children have attended school as required by law. In some States factory inspectors are empowered to order

the discharge of children when they have reason to doubt their age or when they consider them physically unfit for the work required.

Following are the laws relating to child labor enacted in the United States and in force at the close of the year 1903.

ALABAMA.

CODE OF 1896.

CIVIL CODE.

CHAPTER 78.—*Employment in mines.*

SECTION 2933. No * * * boy under the age of twelve years, shall be employed to work or labor in or about any mine in this State.

ACTS OF 1903.

ACT No. 57.—*Age limit—Night work—Hours of labor.*

SECTION 1. No child under the age of twelve (12) years shall be employed in or about any factory or manufacturing establishment within this State unless a widowed mother or aged or disabled father is dependent upon the labor of such child, or in case a child is an orphan and has no other means of support. No child under the age of ten (10) years shall be so employed under any circumstances.

SEC. 2. It shall be unlawful for any factory or manufacturing establishment to hire or to employ any child unless there is first provided and placed on file in the office of such employer an affidavit signed by the parent or guardian or person standing [in] parental relation thereto, certifying the age and date of birth of said child; any person knowingly furnishing a false certificate of the age of such child shall be deemed guilty of a misdemeanor, and shall be brought before some justice of the peace or other court or officer having jurisdiction for trial, and upon conviction shall be punished by a fine of not less than five nor more than one hundred dollars, or be sentenced to hard labor for a term not exceeding three months.

SEC. 3. No child under the age of thirteen (13) years shall be employed at labor or detained in any factory or manufacturing establishment in this State between the hours of 7 p. m. and 6 a. m. standard time, and no child under the age of sixteen (16) years shall be so employed or detained between said hours for more than forty-eight hours in any one week; and no child under the age of twelve shall be employed or detained in any factory or manufacturing establishment for more than sixty-six (66) hours in any one week.

SEC. 4. Any person, persons or corporation or representative of such corporation who violates any of the provisions of this act, or who willfully or knowingly suffers or permits any child to be employed in violation of its provisions, shall be deemed guilty of a misdemeanor, and on conviction shall be punished by a fine of not more than (\$200) two hundred dollars.

ACT No. 229.—*Employment while parent lives in idleness.*

SECTION 1. * * * Any person who is able to work, and who does not work but hires out his minor children and lives upon their wages; * * * is hereby declared to be a vagrant and must on conviction be fined not more than five hundred (\$500) dollars and may also be imprisoned in the county jail or sentenced to hard labor for the county for not more than six months. *Provided*, That it shall be a sufficient defense to the charge of vagrancy under any of the provisions of this act that the defendant has made bona fide efforts to obtain employment at reasonable prices for his labor, and has failed to obtain the same. The provisions of this act shall not apply to persons who are idle under strike orders or lockouts.

ARKANSAS.

DIGEST OF 1894.

CHAPTER 109.—*Employment in mines.*

SECTION 5051. No person under the age of fourteen years, or female of any age, shall be permitted to enter any mine to work therein; nor shall any boy under the age

of sixteen years, unless he can read and write, be allowed to work in any mine, and no owner, agent or operator of any mine operated by a shaft or slope shall place in charge on any engine whereby men are lowered into or hoisted out of the mines, any but an experienced, competent and sober person, not under eighteen years of age, and no person shall be permitted to ride upon a loaded cage or wagon used for hoisting purposes in any shaft or slope, except persons employed for that purpose, and in no case shall more than eight persons ride in any cage or car at any one time, nor shall any coal be hoisted out of any mine while any person or persons are descending into such mine, and in no case shall more than one of the same family ascend or descend on a cage and not more than eight persons ascend out of or descend into any mine on one cage at one time, nor shall they be lowered or hoisted more rapidly than five hundred feet to the minute.

ACTS OF 1903.

ACT No. 127.—*Age limit—Night work—Hours of labor—Iliterates—School attendance.*

SECTION 1. No child under the age of twelve (12) years shall be employed in or about any factory or manufacturing establishment within this State, unless a widowed mother or totally disabled father is dependent upon the labor of such child, or in case a child is an orphan and has no other means of support. No child under the age of ten (10) years shall be so employed under any circumstances.

SEC. 2. It shall be unlawful for any factory or manufacturing establishment to hire or employ any child unless there is first provided and placed on file in the office of such employer an affidavit signed by the parent or guardian or person standing in parental relation thereto, certifying the age and date of birth of said child; any person knowingly furnishing a false certificate of the age of such child shall be deemed guilty of perjury, and upon conviction thereof, shall be punished as provided by law in all cases of perjury.

SEC. 3. No child under the age of fourteen (14) shall be employed at labor or detained in any factory or manufacturing establishment in this State between the hours of 7 p. m. and 6 a. m. or for more than sixty (60) hours in any one week or more than ten (10) hours in any one day.

SEC. 4. No child under the age of fourteen (14) shall be employed at labor in or about any factory or manufacturing establishment unless he or she can read and write his or her name and simple sentences in the English language.

SEC. 5. No child under the age of fourteen (14) years shall be employed at labor in or about any factory or establishment, unless such child attends school for at least twelve weeks of each year—six weeks of said schooling to be consecutive—the year to be counted from the last birthday of the child preceding such employment; and at the end of every year a certificate to the effect that the law has been complied with, signed by the teacher of the school or schools attended by the child during said year must be produced by the parent or person standing in parental relation to said child, and filed by the employer of said child. All such certificates shall be open to public inspection.

SEC. 6. Any person, persons, corporation or representative of such corporation who violates any of the provisions of this act, or who suffers or permits any child to be employed in violation of its provisions, shall be deemed guilty of a misdemeanor, and on conviction thereof, shall be punished by a fine of not more than five hundred dollars (\$500).

CALIFORNIA.

DEERING'S CODES AND STATUTES—1885.

VOL. II.—CIVIL CODE.

Earnings of minors.

SECTION 212. The wages of a minor employed in service may be paid to him until the parent or guardian entitled thereto gives the employer notice that he claims such wages.

VOL. IV.—PENAL CODE.

Certain employments forbidden.

SECTION 272 (as amended by chapter 158, acts of 1901). Any person, whether a parent, relative, guardian, employer, or otherwise, having the care, custody, or con-

trol of any child under the age of fourteen years, who exhibits, uses, or employs, or in any manner, or under any pretense, sells, apprentices, gives away, lets out, or disposes of any such child to any person, under any name, title, or pretense, for or in any business, exhibition, or vocation, injurious to the health or dangerous to the life or limb of such child, or in or for the vocation, occupation, service, or purpose of singing, playing on musical instruments, rope or wire walking, dancing, begging, or peddling, or as a gymnast, acrobat, contortionist, or rider, in any place whatsoever, or for or in any obscene, indecent or immoral purposes, exhibition, or practice whatsoever, or for or in any mendicant or wandering business whatsoever, or who causes, procures, or encourages such child to engage therein, is guilty of a misdemeanor, and punishable by a fine of not less than fifty nor more than two hundred and fifty dollars, or by imprisonment in the county jail for a term not exceeding six months, or by both such fine and imprisonment. Nothing in this section contained applies to or affects the employment or use of any such child, as a singer or musician in any church, school, or academy, or the teaching or learning of the science or practice of music; or the employment of any child as a musician at any concert or other musical entertainment, on the written consent of the mayor of the city or president of the board of trustees of the city or town where such concert or entertainment takes place.

SEC. 273 (added by chapter 158, acts of 1901). Every person who takes, receives, hires, employs, uses, exhibits, or has in custody, any child under the age, and for any of the purposes mentioned in the preceding section, is guilty of a like offense, and punishable by a like punishment as therein provided.

SEC. 273e (added by chapter 158, acts of 1901). Every telephone, special-delivery company or association, and every other corporation or person engaged in the delivery of packages, letters, notes, messages, or other matter, and every manager, superintendent, or other agent of such person, corporation, or association, who sends any minor in the employ or under the control of any such person, corporation, association, or agent, to the keeper of any house of prostitution, variety theatre, or other place of questionable repute, or to any person connected with, or inmate of, such house, theatre, or other place, or who permits such minor to enter such house, theatre, or other place, is guilty of a misdemeanor.

ACTS OF 1901.

CHAPTER 205.—*Hours of labor—Age limit.*

SECTION 1. No minor under the age of eighteen shall be employed in laboring in any manufacturing, mechanical or mercantile establishment, or other place of labor, more than nine hours in one day, except when it is necessary to make repairs to prevent the interruption of the ordinary running of the machinery, or when a different apportionment of the hours of labor is made for the sole purpose of making a shorter day's work for one day of the week; and in no case shall the hours of labor exceed fifty-four hours in a week.

SEC. 2. No child under twelve years of age shall be employed in any factory, workshop or mercantile establishment, and every minor under sixteen years of age when so employed shall be recorded by name in a book kept for the purpose, and a certificate (duly verified by his or her parent or guardian, or if the minor shall have no parent or guardian, then by such minor, stating age and place of birth of such minor) shall be kept on file by the employer, which book and which certificate shall be produced by him or his agent at the requirement of the commissioner of the bureau of labor statistics.

SEC. 3. Every person or corporation employing minors under sixteen years of age in any manufacturing establishment, shall post and keep posted in a conspicuous place in every room where such help is employed, a printed notice stating the number of hours per day for each day of the week required of such persons, and in every room where minors under sixteen years of age are employed, a list of their names, with their ages.

SEC. 4. Any person or corporation that knowingly violates or omits to comply with any of the foregoing provisions of this act, or who knowingly employs, or suffers or permits any minor to be employed, in violation thereof, shall, on conviction, be punished by a fine of not less than fifty nor more than two hundred dollars, or by imprisonment of not more than sixty days, or by both such fine and imprisonment, for each and every offense.

COLORADO.

CONSTITUTION.

ARTICLE 16.—*Employment in mines.*

SECTION 2. The general assembly * * * shall prohibit the employment in the mines of children under twelve years of age.

MILLS' ANNOTATED STATUTES OF 1891.

CHAPTER 26.—*Employment while school is in session.*

SECTION 417. It shall be unlawful for any person, persons or corporation to employ any child under the age of fourteen years to labor in any business whatever during the school hours of any school day of the school term of the public school in the school district where such child is, unless such child shall have attended some public or private day school where instruction was given by a teacher qualified to instruct in those branches required to be taught in the public school of the State of Colorado, or shall have been regularly instructed at home in such branches, by some person qualified to instruct in the same, at least twelve weeks in each year, eight weeks at least of which shall be consecutive, and shall, at the time of such employment, deliver to the employer a certificate in writing, signed by the teacher, certifying to such attendance or instruction; and any person, persons or corporation who shall employ any child contrary to the provisions of this section shall, upon conviction, be deemed guilty of a misdemeanor, and fined in a sum not less than twenty-five (25) dollars nor more than fifty (50) dollars, and all fines so collected shall be paid into the county treasury, and placed to the credit of the school district in which the offense occurs.

SEC. 420. It shall be the duty of any school director of the district to inquire into all cases of neglect of the duty prescribed in this act, and ascertain from the persons neglecting, the reason, if any, therefor; and he shall forthwith proceed to secure the prosecution of any offense occurring under this act; and any director neglecting to secure such prosecution for such offense, within ten days after a written notice has been served on him by any taxpayer in said district, unless the person so complained of shall be excused by the district board of education for the reasons hereinbefore stated, shall, upon conviction, be deemed guilty of a misdemeanor, and fined in a sum not less than ten nor more than fifty dollars; and such fine, when collected, shall be paid into the county treasury and placed to the credit of the school district in which the offense occurs. All actions for offenses committed under this act shall be prosecuted for in the name of the State of Colorado.

SEC. 422. Two weeks' attendance, at half time or night school, shall be considered within the meaning of the article equivalent to an attendance of one week at a day school.

CHAPTER 85.—*Employment in mines.*

SECTION 3185. * * * No woman or girl of any age, shall be permitted to enter any coal mine to work therein, nor any person under the age of 16 years, unless he can read and write.

ACTS OF 1891.

Certain employments forbidden.

(Page 59. Act approved April 13, 1891.)

SECTION 1. It shall be unlawful for any person having the care, custody or control of any child under the age of fourteen years, to exhibit, use or employ as an actor or performer in any concert-hall or room where intoxicating liquors are sold or given away, or in any variety theatre, or for any illegal, obscene, indecent or immoral purpose, exhibition or practice whatsoever, or for or in any business, exhibition or vocation injurious to the health or dangerous to the life or limb of such child, or cause, procure or encourage such child to engage therein. Nothing in this section contained shall apply to or affect the employment or use of any such child as a singer or musician in any church, school or academy, or at any respectable entertainment, or the teaching or learning the science or practice of music.

SEC. 2. It shall also be unlawful for any person to take, receive, hire, employ, use,

exhibit or have in custody any child under the age and for the purpose prohibited in the first section of this act.

SEC. 5. Any person who shall be convicted of violating any of the provisions of the preceding sections of this act, shall be fined not exceeding one hundred dollars, or be imprisoned in the county jail not exceeding three months, or both, in the discretion of the court; and upon conviction for a second or any subsequent offense, shall be fined not exceeding two hundred dollars, or be imprisoned in the county jail not exceeding six months.

Age of employment of telegraph operators on railroads.

(Page 280. Act approved April 3, 1891.)

SECTION 1. No railroad company operating a line or lines of railroad within this State shall hire or employ any person or persons as telegraph operators for the purpose of receiving or transmitting telegraph messages or train orders for the movement of trains, unless said person or persons are at least eighteen (18) years of age, and who have had not less than one year's experience as a telegraph operator.

SEC. 2. Any railroad company, its officers or agents, violating the provisions of this act, shall be guilty of a misdemeanor, and shall be fined not less than one hundred dollars (\$100) nor more than one thousand dollars (\$1,000) for each and every offense.

ACTS OF 1899.

CHAPTER 136.—*Employment during school term—Illiterates.*

SECTION 1. In districts of the first and second class in this State * * * every parent, guardian or other person having charge of any child between the ages of 8 and 14 years, shall send such child to a public, private or parochial school for the following period: In each school year beginning in September, not less than 20 weeks, at least 10 weeks of which, commencing within the first four weeks of the school year, shall be consecutive; *Provided, however,* That if two reputable physicians within the district shall certify in writing that the child's bodily or mental condition does not permit of its attendance at school, such child shall be exempted during such period of disability from the requirements of this act; *And, provided, further,* That if, in the opinion of the county superintendent of schools, the child is being instructed at home by a person qualified, such a child shall not be required to attend as herein provided. * * *

SEC. 2. No child under the age of 14 years shall be employed by any person, persons, company or corporations during the school term and while the public schools are in session, unless the parent, guardian or person in charge of such child shall have fully complied with section one of this act. Every such employer shall require proof of such compliance, and shall make and keep a written record of the proof given, which shall be subject to the inspection of the truant officer, superintendent of schools, or any school director of the district. Any employer employing any child contrary to the provisions of this section, shall be fined not less than twenty-five nor more than one hundred dollars.

SEC. 3. All minors over the age of 14 years and under the age of 16 years who can not read and write the English language, shall attend school at least one-half day of each day, or attend a public night school, or take regular private instruction from some person qualified, in the opinion of the county superintendent of schools, in which such district or the greater portion of the same lies, until such minor obtains a certificate from such superintendent that he or she can read at sight and write legibly, simple sentences in English. Every employer employing or having in employment any such minor shall exact as a condition of employment the school attendance or instruction required by this section, and shall on request of the truant officer, furnish the evidence that such minor is complying with the requirements of this section. Every employer failing to comply with the requirements of this section as to any minor employed by him or in his employ, shall be fined not less than twenty-five dollars, and not more than one hundred dollars; *Provided,* That any employer with the approval or consent of the county superintendent of schools may make provision for the private instruction of minors in his employ.

ACTS OF 1903.

CHAPTER 138.—*Hours of labor—Age limit.*

SECTION 1. It shall be unlawful for any person, agent, firm, company, copartnership, or corporation to require any child, either boy or girl, of sixteen years of age

or less, to labor or work in any mill, factory, manufacturing establishment, shop or store, or in or about coal or other mines, or any other occupation not herein enumerated which may be deemed unhealthful or dangerous, for a greater number than eight hours in the twenty-four hour day, except in cases where life or property is in imminent danger, or in the week before and following Christmas day: *Provided*, That any child between the age of fourteen and sixteen years coming within the provisions of this act may be exempted from the provisions thereof, if in the opinion of the judge of the county court of the county in which said child resides it would be for its best interests to be so exempted. Application may be made in writing to any county judge by any such child, its parent or guardian, to be granted such exemption, when it shall be the duty of such judge to hear the same and inquire particularly into the nature of the employment sought. No fees shall be charged or collected in any such case.

SEC. 2. All paper mills, cotton mills and factories where wearing apparel for men or women is made, ore reduction mills or smelters, factories, shops of all kinds and stores may be held to be unhealthful and dangerous occupations within the meaning of this act at the discretion of the court.

SEC. 4. Any person who shall take, receive, hire or employ any child under the age of fourteen years in any under-ground works or mine, or in any smelter, mill or factory, shall be guilty of a misdemeanor, and upon conviction thereof shall be fined not less than fifty dollars, nor more than five hundred dollars, and shall be imprisoned in the county jail not less than thirty days, nor more than three months.

SEC. 5. Any person, agent, firm, company, copartnership or corporation which shall violate any of the provisions of this act or shall require a greater number of hours of work or labor than herein specified of any child, either boy or girl, of sixteen years of age or less, in any employment or occupation herein enumerated, or any other which shall be deemed by the courts as unhealthful, shall be deemed guilty of a misdemeanor, and shall be fined in a sum of not less than one hundred dollars (\$100), or more than five hundred dollars (\$500), or be imprisoned in the county jail for not less than two, or more than four months, or by both such fine and imprisonment, in the discretion of the court, for each offense.

SEC. 6. All district attorneys shall be required to make prosecutions for all violations of this act, upon the sworn complaint of any reputable citizen that this act is being violated by any person, firm, company, copartnership or corporation.

CONNECTICUT.

GENERAL STATUTES OF 1902.

CHAPTER 82.—*Certain employments forbidden.*

SECTION 1163. Every person who shall exhibit, use, employ, apprentice, give away, let out, or otherwise dispose of any child under the age of twelve years, in or for the vocation, occupation, service or purpose of rope or wire walking, dancing, skating, bicycling, or peddling, or as a gymnast, contortionist, rider, or acrobat, in any place whatever; or for or in any obscene, indecent, or immoral purpose, exhibition, or practice, whatsoever; or for or in any business, exhibition, or vocation, injurious to the health, or dangerous to the life or limb of such child; or who shall cause, procure, or encourage any such child to engage therein, shall be fined not more than two hundred and fifty dollars, or imprisonment not more than one year, or both. But nothing herein shall prevent the employment of any such child as a singer or musician, in any church or school, or in learning or teaching the science or practice of music.

CHAPTER 130.—*Employment during school time.*

SECTION 2119. Every person who shall employ a child under fourteen years of age during the hours while the school which such child should attend is in session, and every person who shall authorize or permit on premises under his control any such child to be so employed, shall be fined not more than twenty dollars for every week in which such child is so employed.

SEC. 2120. Every parent or other person, having control of a child, who shall make any false statement concerning the age of such child with intent to deceive the town clerk or registrar of births, marriages, and deaths of any town, or the teacher of any school, or shall instruct a child to make any such false statement, shall be fined not more than twenty dollars.

SEC. 2121. The school visitors or the town school committee in every town shall,

once or more in every year, examine into the situation of the children employed in all manufacturing establishments, and ascertain whether all the provisions of this chapter are duly observed, and report all violations thereof to the prosecuting authority.

CHAPTER 132.—*Employment of illiterates.*

SECTION 2147. No person over fourteen and under sixteen years of age, who can not read and write, shall be employed in any town where public evening schools are established unless he can produce every school month of twenty days a certificate from the teacher of an evening school showing that he has attended such school eighteen consecutive evenings in the current school month, and is a regular attendant. Every person who shall employ a child contrary to the provisions of this section shall be fined not more than fifty dollars, and State board of education shall enforce the provisions of this section as provided in section 4707.

CHAPTER 154.—*Employment on elevators.*

SECTION 2614. No person, partnership, or corporation shall permit or employ a person under the age of sixteen years to have the care, custody, operation, or management of an elevator. Every person, partnership, or corporation violating any provision of this section shall forfeit not more than twenty-five dollars for each offense.

CHAPTER 158.—*Employment in barrooms, etc.*

SECTION 2682. No person having a license under the provisions of this title shall employ any minor as bartender, porter, or in any other capacity, in any saloon where spirituous and intoxicating liquors are kept for sale, and upon such employment the county commissioners shall revoke the license of such person. Every person so licensed employing any minor as aforesaid shall be subject to the penalties of section 2712.

CHAPTER 273.—*Hours of labor—Age limit.*

SECTION 4691. No minor under sixteen years of age * * * shall be employed in laboring in any manufacturing, mechanical, or mercantile establishment more than ten hours in any day, except when it is necessary to make repairs to prevent the interruption of the ordinary running of the machinery, or where a different apportionment of the hours of labor is made for the sole purpose of making a shorter day's work for one day of the week. Every employer shall post in a conspicuous place in every room where such persons are employed a notice stating the number of hours of work required of them on each day of the week, and the employment of any such person for a longer time in any day than so stated shall be a violation of this section, unless it appears that such employment is to make up for time lost on some previous day of the same week in consequence of the stopping of machinery upon which such person was employed or dependent for employment; but in no case shall the hours of labor exceed sixty in a week. Every person who willfully employs, or has in his employment, or under his charge, any person in violation of this section, and every parent or guardian who permits any such minor to be so employed, shall be fined not more than twenty dollars for each offense. A certificate of the age of a minor, made as provided in section 4705, shall be conclusive evidence of his age upon the trial of any person other than the parent or guardian for violation of any provision of this section.

SEC. 4704. No child under fourteen years of age shall be employed in any mechanical, mercantile, or manufacturing establishment.

SEC. 4705. Every person or corporation employing a child under sixteen years of age in any mechanical, mercantile, or manufacturing establishment shall obtain a certificate showing that the child is over fourteen years of age. Such certificate shall be signed by the registrar of births, marriages, and deaths or by the town clerk of the town where there is a public record of the birth of the child, or by a teacher of the school which the child last attended, or by the person having custody of the register of said school. If the child was not born in the United States and has not attended school in this State, one of the parents or the guardian of the child shall have the date of the birth of the child recorded by the registrar of births, marriages, and deaths, or by the town clerk, where such parent or guardian resides. When applying for a record of the date of birth the parent or guardian shall state under oath to said registrar or town clerk the date and place of birth of the child, and said registrar or town clerk shall demand of the parent or guardian any family record,

passport, or other paper showing the age of the child. Every employer or other person having control of any establishment or premises where children under sixteen years of age are employed, who shall neglect to keep on file the certificates described in this section or to show the same, with a list of the names of such children so employed, to the secretary or an agent of the State board of education, or to an agent of the board of school visitors, town school committee, or board of education, as the case may be, of the town in which the establishment or premises are located, when demanded during the usual business hours, shall be fined not more than one hundred dollars. The fee for recording the birth of a child shall be fifteen cents, to be paid by the parent or guardian of the child. For a certificate of the record the fee shall be fifteen cents.

SEC. 4706. Every person acting for himself, or as agent of a mechanical, mercantile, or manufacturing establishment, who shall employ, authorize, or permit to be employed in such establishment any child, in violation of any provision of section 4704 or 4705, shall be fined not more than sixty dollars, and every week of such illegal employment shall be a distinct offense: *Provided*, That no person shall be punished under this section for the employment of any child, when at the time of such employment the employer shall obtain, and thereafter during such employment keep on file, the certificate provided for in section 4705.

SEC. 4707. It shall be the duty of the State board of education, and the school visitors, boards of education, and town school committees to enforce sections 4704, 4705, and 4706; and for that purpose the State board of education may appoint agents, under its supervision and control, for terms of not more than one year, who shall be paid not to exceed five dollars a day for time actually employed and necessary expenses, and whose accounts shall be approved by said board and audited by the comptroller. The agents so appointed may be directed by said board to enforce the provisions of the law requiring the attendance of children at school and to perform any duties necessary or proper for the due execution of the duties and powers of the board.

DELAWARE.

REVISED CODE OF 1852, EDITION OF 1893.

CHAPTER 131.—*Certain employments forbidden.*

[Page 954, chapter 150, vol. 16, Laws of Delaware.]

SECTION 2. Any person having the care, custody, or control of any minor child under the age of fifteen years who shall in any manner sell, apprentice, give away, or otherwise dispose of such minor, or any person who shall take, receive, or employ such child for the vocation or occupation of rope or wire walking or dancing, or as an acrobat or gymnast, or any person who, having the care, custody, or control of any minor child whatsoever, and shall sell, apprentice, give away, or otherwise dispose of such minor, or who shall take, receive, or employ, such minor for begging or any obscure [sic], indecent, or illegal exhibition or vocation, or any vocation injurious to the health or dangerous to the life or limb of such child engaged therein, or for the purpose of prostitution, or any person who shall retain, harbor, or employ any minor child in or about any assignation house or brothel, shall be deemed guilty of a misdemeanor, and upon conviction thereof before any justice of the peace or court of record shall be fined not less than twenty dollars nor more than one hundred dollars for each and every offense.

DISTRICT OF ALASKA.

ACTS OF U. S. CONGRESS, 1898-99.

CHAPTER 429.—TITLE 2.—*Employment in barrooms.*

SECTION 478. No licensee under a barroom license shall employ, or permit to be employed, or allow any * * * minor * * * to sell, give, furnish, or distribute any intoxicating drinks or any admixture thereof, ale, wine, or beer to any person or persons.

DISTRICT OF COLUMBIA.

CODE.

[Approved March 3, 1901; amended January 31 and June 30, 1902.]

Certain employments forbidden.

SECTION 814. * * * Any person, having in his custody or control a child under the age of fourteen years, who shall in any way dispose of it with a view to its being employed as an acrobat, or a gymnast, or a contortionist, or a circus rider, or a ropewalker, or in any exhibition of like dangerous character, or as a beggar, or mendicant, or pauper, or street singer, or street musician; or any person who shall take, receive, hire, employ, use, exhibit, or have in custody any child of the age last named for any of the purposes last enumerated, shall be deemed guilty of a misdemeanor, and, when convicted thereof, shall be subject to punishment by a fine of not more than two hundred and fifty dollars, or by imprisonment for a term not exceeding two years, or both.

FLORIDA.

REVISED STATUTES OF 1892.

PART 5.—TITLE 2.—*Consent of parent when employed.*

SECTION 2733. Whoever hires or employs or causes to be hired or employed any minor, knowing such minor to be under the age of fifteen years and under the legal control of another, without the consent of those having such legal control, for more than sixty days, shall be punished by imprisonment not exceeding sixty days or by fine not exceeding twenty dollars.

GEORGIA.

CODE OF 1895.

VOL. II.—CIVIL CODE.

TITLE 2.—*Age of employment of telegraph operators on railroads.*

SECTION 2237. No railroad company shall employ in this State any telegraph operator to receive and transmit dispatches governing the movements of trains, who is less than eighteen years of age * * *

SEC. 2238. Any railroad company violating the requirements of the preceding section shall forfeit for each offense not less than fifty dollars, and not more than five hundred dollars.

TITLE 3.—*Hours of labor—Corporal punishment.*

SECTION 2619. The hours of labor by all persons under twenty-one years of age, in all [cotton, woolen, or] other manufacturing establishments, or machine shops in this State, shall be from sunrise until sunset, the usual and customary times for meals being allowed from the same; and any contract made with such persons or their parents, guardians, or others, whereby a longer time for labor is agreed upon or provided for, shall be null and void, so far as relates to the enforcement of said contracts against such laborers.

SEC. 2620. No boss or other superior in any manufacturing establishments shall inflict corporeal [corporal] punishment upon minor laborers; and the owners of such factory or machine shop shall be directly liable for all such conduct on the part of their employees; and such minor may sue in his own name for damages for such conduct, and the recovery shall be his own property, and not belong to his parents.

VOL. III.—PENAL CODE.

DIVISION 10.—*Employment in barrooms.*

SECTION 445. If any person keeping or carrying on, either by himself or by another, a barroom, or other place where spirituous liquors are sold by retail to be drunk on the spot, shall employ a minor in such barroom or other place, he shall be guilty of a misdemeanor.

DIVISION 10.—*Employment, while parents live in idleness.*

SECTION 453 (as amended by act No. 394, page 46, acts of 1903).

* * * * *

7. All persons who are able to work and who do not work, but hire out their minor children and live upon their wages, shall be deemed and considered vagrants;

* * * * *

DIVISION 12.—*Certain employments forbidden.*

SECTION 706. Any person who shall sell, apprentice, give away, let out, or otherwise dispose of any child under twelve years, to any person, for the vocation, occupation, or service of rope or wire walking, begging, or as a gymnast, contortionist, circus-rider, acrobat or clown, or for any indecent, obscene or immoral exhibition, practice or purpose, shall be guilty of a misdemeanor.

SEC. 707. Whenever a child shall be disposed of in violation of the preceding section, the person who, under such selling, apprenticing or letting out, shall receive and use such child for any of the purposes condemned in said section, shall be guilty of a misdemeanor.

IDAHO.

CONSTITUTION.

ARTICLE 13.—*Employment in mines.*

SECTION 4. The employment of children under the age of fourteen (14) years in underground mines is prohibited.

CODES—1901.

PART II.—CIVIL CODE.

CHAPTER 79.—*Earnings of minors.*

SECTION 2073. The wages of a minor employed in service may be paid to him, unless within thirty days after the commencement of the service, the parent or guardian entitled thereto gives the employer notice that he claims such wag[e]s.

ILLINOIS.

STARR & CURTIS'S ANNOTATED STATUTES OF 1896.

CHAPTER 38.—*Certain employments forbidden.*

SECTION 131. It shall be unlawful for any person having the care, custody or control of any child under the age of fourteen years, to exhibit, use or employ, or in any manner, or under any pretense, sell, apprentice, give away, let out or otherwise dispose of any such child to any person in or for the vocation or occupation, service or purpose of singing, playing on musical instruments, rope or wire walking, dancing, begging or peddling, or as a gymnast, contortionist, rider or acrobat in any place whatsoever, or for any obscene, indecent or immoral purpose, exhibition or practice whatsoever, or for, or in any business, exhibition or vocation injurious to the health, or dangerous to the life or limb of such child, or cause, procure or encourage any such child to engage therein. Nothing in this section contained shall apply to, or effect [affect] the employment or use of any such child as a singer or musician in any church, school or academy, or in the teaching or learning the science or practice of music.

ACTS OF 1899.

Employment in mines.

(Page 300.)

SECTION 22. No boy under the age of 14 years, and no woman or girl of any age shall be permitted to do any manual labor in or about any mine, and before any boy can be permitted to work in any mine he must produce to the mine manager or operator thereof an affidavit from his parent or guardian or next of kin, sworn and subscribed to before a justice of the peace or notary public, that he, the said boy, is 14 years of age.

ACTS OF 1903.

Age limit—Night work—Illiterates—Certain occupations forbidden.

(Page 187.)

SECTION 1. No child under the age of fourteen years shall be employed, permitted or suffered to work at any gainful occupation in any theatre, concert hall or place of amusement where intoxicating liquors are sold, or in any mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, passenger or freight elevator, factory or workshop, or as a messenger or driver therefor, within this State. No child under fourteen years of age shall be employed at any work performed for wages or other compensation, to whomsoever payable, during any portion of any month when the public schools of the town, township, village or city in which he or she resides are in session, nor be employed at any work before the hour of seven o'clock in the morning or after the hour of six o'clock in the evening: *Provided*, That no child shall be allowed to work more than eight hours in any one day.

SEC. 2. It shall be the duty of every person, firm or corporation, agent or manager of any firm or corporation employing minors over fourteen years and under sixteen years of age in any mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, theatre, concert hall or place of amusement, passenger or freight elevator, factory or workshop, or as messenger or driver therefor, within this State, to keep a register in said mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, theatre, concert hall or place of amusement, factory or workshop in which said minors shall be employed or permitted or suffered to work, in which register shall be recorded the name, age and place of residence of every child employed or suffered or permitted to work therein, or as messenger or driver therefor, over the age of fourteen and under the age of sixteen years; and it shall be unlawful for any person, firm or corporation, agent or manager, of any firm or corporation to hire or employ, or to permit or suffer to work in any mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, theatre, concert hall or place of amusement, passenger or freight elevator, factory or workshop, or as messenger or driver therefor, any child under the age of sixteen years and over fourteen years of age, unless there is first produced and placed on file in such mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, factory or workshop, theatre, concert hall or place of amusement, an age and school certificate approved as hereinafter provided.

SEC. 3. Every person, firm or corporation, agent or manager of a corporation employing or permitting or suffering to work five or more children under the age of sixteen years and over the age of fourteen in any mercantile institution, store, office, laundry, hotel, manufacturing establishment, factory or workshop, shall post and keep posted in a conspicuous place in every room in which such help is employed, or permitted or suffered to work, a list containing the name, age and place of residence of every person under the age of sixteen years employed, permitted or suffered to work in such room.

SEC. 4. No child under sixteen years of age and over fourteen years of age shall be employed in any mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, theatre, concert hall, or place of amusement, passenger or freight elevator, factory or workshop, or as messenger or driver therefor, unless there is first produced and placed on file in such mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, theater, concert hall or place of amusement, factory or workshop, and accessible to the State factory inspector, assistant factory inspector or deputy factory inspector, an age and school certificate as hereinafter prescribed; and unless there is kept on file and produced on demand of said inspectors of factories a complete and correct list of all the minors under the age of sixteen years so employed who can not read at sight and write legibly simple sentences, unless such child is attending night school as hereinafter provided.

SEC. 5. An age and school certificate shall be approved only by the superintendent of schools or by a person authorized by him in writing; or where there is no superintendent of schools by a person authorized by the school board: *Provided*, That the superintendent or principal of a parochial school shall have the right to approve an age and school certificate, and shall have the same rights and powers as the superintendent of public schools to administer the oaths herein provided for children attending parochial schools: *Provided, further*, That no member of a school board or other person authorized as aforesaid shall have authority to approve such certificates for any child then in or about to enter his own establishment, or the employment of a firm or corporation of which he is a member, officer or employee. The person approving these certificates shall have authority to administer the oath provided herein, but no

fee shall be charged therefor. It shall be the duty of the school board or local school authorities to designate a place (connected with their office, when practicable) where certificates shall be issued and recorded, and to establish and maintain the necessary records and clerical service for carrying out the provisions of this act.

SEC. 6. An age and school certificate shall not be approved unless satisfactory evidence is furnished by the last school census, the certificate of birth or baptism of such child, the register of birth of such child with a town or city clerk, or by the records of the public or parochial schools, that such child is of the age stated in the certificate: *Provided*, That in cases arising wherein the above proof is not obtainable, the parent or guardian of the child shall make oath before the juvenile or county court as to the age of such child, and the court may issue to said child an age certificate as sworn to.

SEC. 7. The age and school certificate of a child under sixteen years of age shall not be approved and signed until he presents to the person authorized to approve and sign the same, a school attendance certificate, as hereinafter prescribed, duly filled out and signed. A duplicate of such age and school certificate shall be filled out and shall be forwarded to the State factory inspector's office. Any explanatory matter may be printed with such certificate in the discretion of the school board or superintendent of schools. The employment and the age and school certificates shall be separately printed and shall be filled out, signed, and held or surrendered as indicated in the following forms:

SCHOOL CERTIFICATE.

(Name of school).

(City or town and date).

This certifies (name of minor) of the —th grade, can read and write legibly simple sentences. This also certifies that according to the records of this school, and in my belief, the said (name of minor) was born at (name of city or town) in (name of county) on the (date) and is now (number of years and months) old.

(Name of parent or guardian),
(Residence).

(Signature of teacher) — grade.

(Name of principal).

Correct. (Name of school).

EVENING SCHOOL ATTENDANCE CERTIFICATE.

(Date).

This certifies that (name of minor) is registered in and regularly attends the — evening school. This also certifies that according to the records of my school and in my belief the said (name of minor) was born at (name of city or town) on the — day of (year), and is now (number of years and months) old.

(Name of parent or guardian),
(Residence).

(Signature of teacher).
(Signature of principal).

AGE AND SCHOOL CERTIFICATE.

This certifies that I am (father, mother, guardian or custodian) of (name of minor), and that (he or she) was born at (name of town or city) in the (name of county, if known) and State or county of —, on the (day of birth and year of birth) and is now (number of years and months) old.

(Signature of parent, guardian or custodian),
(City or town and date).

There personally appeared before me the above named (name of person signing) and made oath that the foregoing certificate by (him or her) signed is true to the best of (his or her) knowledge. I hereby approve the foregoing certificate of (name of child), height (feet and inches), weight —, complexion (fair or dark), hair, (color) having no sufficient reason to doubt that (he or she) is of the age therein certified.

OWNER OF CERTIFICATE.

This certificate belongs to (name of child in whose behalf it is drawn) and is to be surrendered to (him or her) whenever (he or she) leaves the service of the corporation or employer holding the same; but if not claimed by said child within thirty days from such time it shall be returned to the superintendent of schools, or where there is no superintendent of schools, to the school board. (Signature of

person authorized to approve and sign, with official character authority) (town, or city and date.)

In the case of a child who can not read at sight and write legibly simple sentences, the certificate shall continue as follows, after the word sentences: "I hereby certify that (he or she) is regularly attending the (name of public or parochial evening school)." This certificate shall continue in force just as long as the regular attendance of said child at said evening school is certified weekly by the teacher and principal of said school.

In any city or town in which there is no public or parochial evening school, an age and school certificate shall not be approved for a child under the age of sixteen years who can not read at sight and write legibly simple sentences. When the public or parochial evening schools are not in session, an age and school certificate shall not be approved for any child who can not read at sight and write legibly simple sentences. The certificate of the principal of a public or parochial school shall be prima facie evidence as to the literacy of the child.

SEC. 8. No person shall employ any minor over fourteen years of age and under sixteen years, and no parent, guardian or custodian shall permit to be employed any such minor under his control, who can not read at sight and write legibly simple sentences, while a public evening school is maintained in the town or city in which such minor resides, unless such minor is a regular attendant at such evening school.

SEC. 9. The State inspector of factories, his assistants or deputies, shall visit all mercantile institutions, stores, offices, laundries, manufacturing establishments, bowling alleys, theatres, concert halls or places of amusement, factories or workshops, and all other places where minors are or may be employed in this State, and ascertain whether any minors are employed contrary to the provisions of this act. Inspectors of factories may require that age and school certificates, and all lists of minors employed in such factories, workshops, mercantile institutions and all other places where minors are employed as provided for in this act, shall be produced for their inspection on demand: *And, provided further*, That upon written complaint to the school board or local school authorities of any city, town, district or municipality, that any minor (whose name shall be given in such complaint) is employed in any mercantile institution, store, office, laundry, manufacturing establishment, bowling alley, theatre, concert hall or place of amusement, passenger or freight elevator, factory or workshop, or as messenger or driver therefor, contrary to the provisions of this act, it shall be the duty of such school board or local school authority to report the same to the State inspector of factories.

SEC. 10. No person under the age of sixteen years shall be employed or suffered or permitted to work at any gainful occupation more than forty-eight hours in any one week, nor more than eight hours in any one day; or before the hours of seven o'clock in the morning or after the hour of seven o'clock in the evening. Every employer shall post in a conspicuous place in every room where such minors are employed, a printed notice stating the hours required of them each day of the week, the hours of commencing and stopping work, and the hours when the time or times allowed for dinner or for other meals begins and ends. The printed form of such notice shall be furnished by the State inspector of factories, and the employment of any such minor for longer time in any day so stated shall be deemed a violation of this section.

SEC. 11. No child under the age of sixteen years shall be employed at sewing belts, or to assist in sewing belts, in any capacity whatever; nor shall any child adjust any belt to any machinery; they shall not oil or assist in oiling, wiping or cleaning machinery; they shall not operate or assist in operating circular or band saws, wood-shapers, wool-jointers [wood-jointers], planers, sandpaper or wood-polishing machinery, emery or polishing wheels used for polishing metal, wood-turning or boring machinery, stamping machines in sheet metal and tinware manufacturing, stamping machines in washer and nut factories, operating corrugating rolls, such as are used in roofing factories, nor shall they be employed in operating any passenger or freight elevators, steam boiler, steam machinery, or other steam generating apparatus, or as pin boys in any bowling alleys; they shall not operate or assist in operating dough brakes, or cracker machinery of any description; wire or iron straightening machinery; [n]or shall the [they] operate or assist in operating rolling-mill machinery punches or shears, washing, grinding or mixing mill or calender rolls in rubber manufacturing, nor shall they operate or assist in operating laundry machinery; nor shall children be employed in any capacity in preparing any composition in which dangerous or poisonous acids are used, and they shall not be employed in any capacity in the manufacture of paints, colors or white lead; nor shall they be employed in any capacity whatever in operating or assisting to operate any passenger or freight elevator; nor shall they be employed in any capacity whatever in the manufacture of goods for immoral purposes, or any other employment that may be

considered dangerous to their lives or limbs, or where their health may be injured or morals depraved; nor in any theatre, concert hall, or place of amusement wherein intoxicating liquors are sold; nor shall females under sixteen years of age be employed in any capacity where such employment compels them to remain standing constantly.

SEC. 12. The presence of any person under the age of sixteen years in any manufacturing establishment, factory or workshop, shall constitute prima facie evidence of his or her employment therein.

SEC. 13. It shall be the special duty of the State factory inspector to enforce the provisions of this act, and to prosecute all violations of the same before any magistrate or any court of competent jurisdiction in this State. It shall be the duty of the State factory inspector, assistant State factory inspector and deputy State factory inspectors under the supervision and direction of the State factory inspector, and they are hereby authorized and empowered to visit and inspect, at all reasonable times, and as often as possible, all places covered by this act.

SEC. 14. Whoever, having under his control a child under the age of 16 years, permits such child to be employed in violation of the provisions of this act, shall for each offense be fined not less than \$5 nor more than \$25, and shall stand committed until such fine and costs are paid. A failure to produce to the inspector of factories, his assistants or deputies, any age and school certificates, or lists required by this act, shall constitute a violation of this act, and the person so failing shall, upon conviction, be fined not less than \$5 nor more than \$50 for each offense. Every person authorized to sign the certificate prescribed by section 7 of this act, who certifies to any materially false statement therein shall be guilty of a violation of this act, and upon conviction, be fined not less than \$5 nor more than \$100 for each offense, and shall stand committed until such fine and costs are paid. Any person, firm or corporation, agent or manager, superintendent or foreman of any firm or corporation, whether for himself or for such firm or corporation, or by himself or through sub-agents or foreman, superintendent or manager, who shall violate or fail to comply with any of the provisions of this act, or shall refuse admittance to premises, or otherwise obstruct the factory inspector, assistant factory inspector or deputy factory inspector in the performance of their duties, as prescribed by this act, shall be deemed guilty of a misdemeanor and, upon conviction thereof, shall be fined not less than \$5 nor more than \$100 for each offense, and shall stand committed until such fine and costs are paid.

INDIANA.

ANNOTATED STATUTES OF 1894—REVISION OF 1901.

CHAPTER 5.—Hours of labor—Age limit—Certain occupations forbidden—Employment in mines.

SECTION 2236. Whoever, being the owner, agent, overseer, or foreman of any cotton or woolen factory in this State, employs or permits to be employed, in any cotton or woolen factory of which he is the owner, agent, overseer, or foreman, any person, male or female, under the age of eighteen years, for a longer period than ten hours in any day, shall be fined not more than one hundred dollars nor less than fifty dollars.

SEC. 2237. It shall be unlawful for any person, firm, corporation, company or association engaged in manufacturing iron, steel, nails, metals, machinery or tobacco to employ or keep at work any child under fourteen years of age.

SEC. 2238. It shall be unlawful for any person, firm, company, corporation or association engaged in manufacturing in this State and permitted by law to employ child labor or [omit "or"] to employ or keep at work any child under fourteen years of age more than eight hours per day.

SEC. 2239. Any foreman, clerk, officer, agent or other person who shall violate either of the provisions of this act, shall be guilty of a misdemeanor, and upon conviction thereof shall be fined not less than ten dollars and not more than one hundred dollars.

SEC. 2241. Any person having the care, custody or control of any minor child under the age of fifteen years, who shall in any manner sell, apprentice, give away or otherwise dispose of such child, and any person who shall take, receive or employ such child for the vocation or occupation of rope or wire walking, or as an acrobat, gymnast, contortionist, or rider, and any person who, having the care, custody or control of any minor child shall sell, apprentice, give away or otherwise dispose of such child, or who shall take, receive or employ such child for any obscene, indecent

or illegal exhibition or vocation, or any vocation injurious to the health or dangerous to the life or limb of such child engaged therein, or for the purpose of prostitution, and any person who shall retain, harbor or employ any minor child in or about any assignation house or brothel, or in any place where any obscene, indecent or illegal exhibition takes place, shall be guilty of a misdemeanor, and upon conviction thereof before any justice of the peace, mayor, police judge or criminal court shall be fined not less than ten dollars, nor more than one hundred dollars, to which may be added imprisonment not exceeding thirty days.

Sec. 2242. Any person having the care, custody or control, lawful or unlawful, of any minor child under the age of eighteen years, who shall apprentice, give away, let out, hire, or otherwise dispose of such minor to any person for the purpose of singing, playing on musical instruments, begging, or for any mendicant business whatever, in the streets, roads or other highways of the State, and whosoever shall take, receive, hire, employ, use or have in custody any such [minor] for the vocation, occupation, calling, service or purpose of singing, playing upon musical instruments or begging upon the streets, roads or other highways of the State, or for any mendicant business whatever, shall be guilty of a misdemeanor, and upon conviction thereof in the manner provided in the first section of this act, shall be fined not less than five dollars nor more than one hundred dollars, to which may be added imprisonment not exceeding thirty days.

Sec. 2244. Any person who shall take, receive, hire or employ any child under twelve years of age in any underground works, or mines, or like place whatsoever, shall be guilty of a misdemeanor, and upon conviction thereof in the manner provided in the first section of this act, shall be fined not less than five dollars nor more than fifty dollars.

CHAPTER 81.—*Hours of labor—Age limit—Literates—Employment on elevators.*

SECTION 7087a. No person under sixteen years of age, and no female under eighteen years of age, employed in any manufacturing or mercantile establishment, laundry, renovating works, bakery or printing office, shall be required, permitted or suffered to work therein more than sixty hours in any one week, nor more than ten hours in any one day, unless for the purpose of making a shorter day on the last day of the week; nor more hours in any one week than will make an average of ten hours per day for the whole number of days which such person or such female shall so work during such week; and every person, firm, corporation or company employing any person under sixteen years of age, or any female under eighteen years of age in any establishment as aforesaid, shall post and keep posted in a conspicuous place in every room where such help is employed a printed notice stating the number of hours of labor per day required of such person for each day of the week, and the number of hours of labor exacted or permitted to be performed by such persons shall not exceed the number of hours of labor so posted as being required. The time of beginning and ending the day's labor shall be the time stated in such notice: *Provided*, That such female under eighteen and persons under sixteen years of age may begin after the time set for beginning and stop before the time set in such notice for the stopping of the day's labor, but they shall not be permitted or required to perform any labor before the time stated on the notices as the time for beginning the day's labor, nor after the time stated upon the notices as the hour of ending the day's labor.

Sec. 7087b. No child under fourteen years of age shall be employed in any manufacturing or mercantile establishment, mine, quarry, laundry, renovating works, bakery or printing office within this State. It shall be the duty of every person employing young persons under the age of sixteen years to keep a register, in which shall be recorded the name, birthplace, age and place of residence of every person employed by him under the age of sixteen years; and it shall be unlawful for any proprietor, agent, foreman or other person connected with a manufacturing or mercantile establishment, mine, quarry, laundry, renovating works, bakery or printing office to hire or employ any young person to work therein without there is first provided and placed on file in the office an affidavit made by the parent or guardian, stating the age, date and place of birth of said young person; if such young person have no parent or guardian, then such affidavit shall be made by the young person, which affidavit shall be kept on file by the employer, and said register and affidavit shall be produced for inspection on demand made by the inspector, appointed under this act. There shall be posted conspicuously in every room where young persons are employed, a list of their names, with their ages, respectively. No young person under the age of sixteen years, who is not blind, shall be employed in any establishment aforesaid, who can not read and write simple sentences in the English language, except during the vacation of the public schools in the city or town where

such minor lives. The chief inspector of the department of inspection shall have the power to demand a certificate of physical fitness from some regular physician in the case of young persons who may seem physically unable to perform the labor at which they may be employed, and shall have the power to prohibit the employment of any minor that can not obtain such certificate.

SEC. 7087d. No person, company, corporation or association shall employ or permit any young person to have the care, custody, management of or to operate any elevator.

CHAPTER 94.—*Employment in mines.*

SECTION 7480. No male person under the age of fourteen years, or female of any age, shall be permitted to enter any coal mine in this State for the purpose of employment therein, and the parents or guardians of boys shall be required to furnish an affidavit as to the age of said boy or boys when there is any doubt in regard to their age; and in all cases of minors applying for work, the owner, operator, agent, or lessee of any coal mine, shall see that the provisions of this section are not violated.

IOWA.

CODE OF 1897, WITH REVISIONS AND ADDITIONS CONTAINED IN SUPPLEMENT OF 1902.

TITLE 12.—CHAPTER 9.—*Employment in mines.*

SECTION 2489. The owner or person in charge of any mine * * * shall not allow a boy under twelve years of age to work in the mines, and, when in doubt regarding the age of one seeking employment, shall, before engaging him, obtain the affidavit of the applicant's parent or guardian in regard thereto. * * *

TITLE 16.—CHAPTER 4.—*Earnings of minors.*

SECTION 3191. Where a contract for the personal services of a minor has been made with him alone, and the services are afterwards performed, payment therefor made to him, in accordance with the terms of the contract, is a full satisfaction therefor, and the parent or guardian can not recover a second time.

TITLE 24.—CHAPTER 10.—*Cleaning machinery in motion—Operating dangerous machinery.*

SECTION 4999-b. * * * No person under sixteen years of age, and no female under eighteen years of age shall be permitted or directed to clean machinery while in motion. Children under sixteen years of age shall not be permitted to operate or assist in operating dangerous machinery of any kind.

KANSAS.

GENERAL STATUTES OF 1901.

CHAPTER 31.—*Certain employments forbidden.*

SECTION 2034. * * * any person having in his custody or control a child under the age of fourteen years, who shall in any way dispose of it with a view to its being employed as an acrobat, or a gymnast, or a contortionist, or a circus-rider, or a rope walker, or in any exhibition of like dangerous character, or as a beggar, or mendicant, or pauper, or street singer, or street musician; or any person who shall take, receive, hire, employ, use, exhibit, or have in custody any child of the age last named for any of the purposes last enumerated, shall be deemed guilty of a misdemeanor, and when convicted thereof shall be subject to punishment by a fine of not more than two hundred and fifty dollars, or by imprisonment for a term not exceeding one year, or both.

CHAPTER 66a.—*Employment in mines.*

SECTION 4140. No person under twelve years of age shall be allowed to work in any coal mine, nor any minor between the ages of twelve and sixteen years unless he can read and write and furnish a certificate from a school teacher, which shall be kept on file, showing that he has attended school at least three months during the year; and in all cases of minors applying for work, the agent of such coal mine shall see

that the provisions of this section are not violated; and upon conviction of a willful violation of this section of this act, the agent of such coal mine shall be fined in any sum not to exceed fifty dollars for each and every offense.

KENTUCKY.

CONSTITUTION.

Regulation of employment.

SECTION 243. The general assembly shall, by law, fix the minimum ages at which children may be employed in places dangerous to life or health, or injurious to morals; and shall provide adequate penalties for violations of such law.

STATUTES OF 1894.

CHAPTER 18.—*Certain employments forbidden.*

SECTION 326. A person who, for gain or reward, employs or causes to be employed, or who exhibits, uses, or who has in his custody for the purpose of exhibiting or employing any child actually or apparently under the age of sixteen years, or any person who, having the care, custody, or control of such child, as parent, relative, guardian, employer, or otherwise, sells, lets out, gives away, or in any way procures or consents for gain or reward to the employment or exhibition of such child, either, first, in begging or receiving alms, or in any mendicant occupation; second, or (being a female) in peddling or in any wandering occupation; third, or male or female in any indecent or immoral occupation or practice, or in the exhibition of any such child when insane or idiotic; or, fourth, in any practice or exhibition of unusual danger to the life, limb, health, or morals of the child, is guilty of a misdemeanor, and shall, for the first offense, be fined not more than twenty dollars, or confined in the county jail or workhouse, in counties having a workhouse, not more than ninety days, or both so fined and confined within the discretion of the court; and, upon conviction for a second, or any subsequent offense, shall be fined in any sum not exceeding one hundred dollars, or imprisoned in the penitentiary for a term not exceeding one year, or both so fined and confined within the discretion of the jury.

ACTS OF 1902.

CHAPTER 16.—*Age limit.*

SECTION 1. It shall be unlawful for a proprietor, foreman, owner or other person to employ any child less than fourteen years of age in any workshop, factory, or mine, in this State; unless said proprietor, foreman or owner shall know the age of the child, it shall be his or their duty to require the parent or guardian to furnish a sworn statement of its age, and any swearing falsely to such by the parent or guardian shall be perjury and punishable as such.

Provided, That if the parent or guardian and the county judge of any county may consent in writing for such employment, then in that event such employment may be made, subject to the approval of the county attorney of said county, in the event of any complaint, and if he thinks after investigation of such complaint, that it is against the best interests or moral welfare of such infant child he may so notify said employer and then this act applies as if no consent was given.

SEC. 2. Any proprietor, foreman or owner employing a child less than fourteen years of age in conflict with the provisions of this act, except where such proprietor, foreman or owner has been furnished with a sworn statement of guardian or parent that the child is more than fourteen years of age, shall be guilty of a misdemeanor, and upon conviction, shall be fined not less than twenty-five dollars and not more than two hundred and fifty dollars.

LOUISIANA.

REVISED LAWS, 1897.

Act No. 43, ACTS OF 1886.—*Age limit—School attendance—Hours of labor—Time for dinner.*

(Page 515.)

SECTION 1. No boy under the age of twelve years, and no girl under the age of fourteen years, shall be employed in any factory, warehouse or workshop where

the manufacture of any goods whatever is carried on, or where any goods are prepared for manufacturing.

SEC. 2. No child under the age of fourteen years shall be employed by any person to labor in any factory, warehouse, workshop, clothing, dressmaking or millinery establishment, or where any goods are manufactured or prepared for manufacturing, or attend itinerant musicians through the streets of any town or city within this State, unless such child shall have attended some public or private day school, where instruction was given by a teacher qualified to instruct in such branches as are usually taught in primary schools, at least four months of the twelve months next preceding the month in which such child shall be so employed: *Provided*, That a certificate of such attendance from the director of the school district or principal of public or private school in which such child shall have so attended school, shall be evidence of a compliance with the provisions of this section, if acted upon by the employer in good faith. If any such director or principal shall knowingly make a false certificate, he shall be deemed guilty of a violation of this act, and shall be liable to the punishment hereinafter provided.

SEC. 3. Certificates given under the preceding section shall be deposited by the employer at the time of employing such child, and shall be kept by him on file in his office, and shall at all times be subject to inspection by the persons authorized to make inspections under this act.

SEC. 4 (as amended by act No. 49, acts of 1902). No child, or young person under the age of eighteen years, * * * shall be employed in any factory, warehouse, workshop, telephone or telegraph office, clothing, dressmaking or millinery establishment, or in any place where the manufacture of any kind of goods is carried on, or where any goods are prepared for manufacture, for a longer period than an average of ten hours in any day, or sixty hours in any week, and at least one hour shall be allowed in the labor period of each day for dinner.

SEC. 6. Any person who shall violate any of the provisions of this act shall be deemed to be guilty of an offense for each violation thereof, and, upon conviction for the same, shall be punished by a fine of not less than ten nor more than one hundred dollars, or by imprisonment in the parish jail (parish prison in New Orleans) not more than thirty days, or both, in the discretion of the court.

SEC. 7. In all cities it shall be the duty of the superintendent or the chief officer of police, by suitable inspections, to see that the regulations of this act are observed, and also to prosecute all persons who shall violate the same. Such superintendent or chief officer of police shall detail such portion of the force under him as he shall deem necessary for the inspection, from time to time, of all the aforesaid places where such children or young persons may be employed. In towns, the mayor thereof shall perform the duties above imposed on the superintendent or chief officer of police in cities.

SEC. 9. The word "person," wherever used in this act, shall be deemed to mean corporations, as well as individuals.

SEC. 10. * * * Nothing contained in this act shall be construed to apply to domestic or agricultural laborers or industries.

ACT No. 60, ACTS OF 1892.—*Operating or cleaning machinery.*

(Page 516.)

SECTION 1. No child under the age of twelve years shall be permitted to operate or clean any part of the machinery in a factory while such part is in motion by the aid of steam, water or other mechanical power, or to clean any part of such machinery that is in dangerous proximity to such moving part.

SEC. 2. Whoever, either for himself, or superintendent, foreman, overseer or other agent of another, violates the provisions of the preceding section, shall be punished by a fine of not less than ten nor more than twenty-five dollars, or shall be subject to imprisonment for a term not exceeding thirty days, or both at the discretion of the court for each offense.

ACT No. 59, ACTS OF 1892.—*Certain employments forbidden.*

(Page 516.)

SECTION 1. Any person who employs or exhibits or gives away for the purpose of employing or exhibiting a child under fifteen years of age, for the purpose of walking on a wire or rope, or riding or performing as a gymnast, contortionist or acrobat in any circus or theatrical exhibition or in any public place whatsoever or who causes, procures or encourages any such child to engage therein, shall be punished by a fine,

by any committing magistrate, of not less than ten dollars, nor more than twenty-five dollars or shall be subject to a term of imprisonment not exceeding thirty days or both at the discretion of the court.

SEC. 2. No license shall be granted for a theatrical exhibition or public show in which children under fifteen years of age are employed or [as] contortionists, acrobats, or in any feats of gymnast or equestrianism or where in the opinion of the mayor of a city or town authorized to grant licenses, such children are employed in such a manner as to corrupt their morals or impair their physical health.

MAINE.

REVISED STATUTES OF 1883.

CHAPTER 48.—*Employment in cotton or woolen manufactories—School attendance—Hours of labor.*

SECTION 13. No child shall be employed or suffered to work in a cotton or woolen manufactory without having attended a public school, or a private school taught by a person qualified to be a public teacher; if under twelve years of age, for four months, if over twelve and under fifteen, for three months, of the year preceding such employment. A certificate under oath of such teacher, filed with the clerk or agent before employment, is the proof of such schooling.

SEC. 14. Any owner, agent or superintendent of such manufactory, for each violation of the preceding section, forfeits one hundred dollars, to be recovered by indictment, half to the prosecutor and half to the town where the offense was committed, to be added to its school money. Superintending school committees shall inquire into such violations, and report them to the county attorney, who shall prosecute therefor.

SEC. 15. No person under the age of sixteen years shall be employed by any corporation for more than ten hours of a day. Whoever violates this provision forfeits one hundred dollars, half to the town where the offense is committed, and half to the person employed; to be recovered by indictment.

ACTS OF 1887.

CHAPTER 139.—*Hours of labor—Age limit—Employment during school term.*

SECTION 1. No female minor under eighteen years of age, no male minor under sixteen years of age, * * * shall [be] employed in laboring in any manufacturing or mechanical establishment in this State, more than ten hours in any one day, except when it is necessary to make repairs to prevent the interruption of the ordinary running of the machinery, or when a different apportionment of the hours of labor is made for the sole purpose of making a shorter day's work for one day of the week; and in no case shall the hours of labor exceed sixty in a week; and no male person sixteen years and over shall be so employed as above, more than ten hours a day during minority, unless he voluntarily contracts to do so with the consent of his parents, or one of them, if any, or guardian, and in such case he shall receive extra compensation for his services: *Provided, however,* Any female of eighteen years of age or over, may lawfully contract for such labor for any number of hours in excess of ten hours per day, not exceeding six hours in any one week or sixty hours in any one year, receiving additional compensation therefor; but during her minority, the consent of her parents, or one of them, or guardian, shall be first obtained.

SEC. 2 (as amended by chapter 220, acts of 1893). Every employer shall post in a conspicuous place in every room where such persons are employed, a notice printed in plain, large type, stating the number of hours' work required of them on each day of the week, the exact time for commencing work in the morning, stopping at noon for dinner, commencing after dinner, and stopping at night; the form of such printed notice shall be furnished by the inspector of factories, workshops, mines and quarries hereafter named, and shall be approved by the attorney-general. And the employment of any such person for a longer time in any day than that so stated, shall be deemed a violation of section one, unless it appears that such employment is to make up for time lost on some previous day of the same week, in consequence of the stopping of machinery upon which such person was employed or dependent for employment.

SEC. 3. Whoever, either for himself, or as superintendent, overseer or agent of another, employs or has in his employment any person in violation of the provisions of section one, and every parent or guardian who permits any minor to be so

employed, shall be punished by a fine of not less than twenty-five dollars nor more than fifty dollars for each offense. A certificate of the age of a minor made by him and by his parent or guardian at the time of his employment, shall be conclusive evidence of his age in behalf of the hirer, upon any prosecution for a violation of the provisions of section one. Whoever falsely makes and utters such a certificate with an intention to evade the provisions of this act, shall be subject to a fine of one hundred dollars.

SEC. 5. No child under twelve years of age, shall be employed in any manufacturing or mechanical establishment in this State. Whoever, either for himself, or as superintendent, overseer or agent of another, employs or has in his employment any child in violation of the provisions of this section, and every parent or guardian who permits any child to be so employed, shall be punished by a fine of not less than twenty-five nor more than fifty dollars for each offense.

SEC. 6. No child under fifteen years of age shall be employed in any manufacturing or mechanical establishment in this State, except during vacations of the public schools in the city or town in which he resides, unless during the year next preceding the time of such employment, he has for at least sixteen weeks, attended some public or private school, eight weeks of which shall be continuous; nor shall such employment continue unless such child in each and every year, attends some public or private school for at least sixteen weeks, and no child shall be so employed who does not present a certificate made under or by the direction of the school committee, superintendent of the public schools, or the teacher of a private school, that such child has so attended school. And it shall be the duty of such committee, superintendent or teacher, to furnish such a certificate in accordance with the fact upon request and without charge. * * *

SEC. 7. Any parent or guardian who procures a child to be employed contrary to section six, and any corporation, owner, superintendent or agent of the owner, of such establishment violating the provisions of said section, shall forfeit the sum of one hundred dollars, one-half to the use of the county, and one-half to the use of the city or town where the offense is committed. Money so recovered to the use of the city or town, shall be added to its school money. It shall be the duties of the school committees and superintendent of public schools, to inquire into violations of said section and report the same to the county attorney, who shall prosecute therefor.

SEC. 8 (as amended by chapter 220, acts of 1893). Every owner, superintendent or overseer of any such manufacturing or mechanical establishment shall require and keep on file, a certificate of the age and place of birth of every child under sixteen years of age employed therein, so long as such child is so employed, which certificate shall also state in the case of a child under fifteen years of age, the amount of his school attendance during the year next preceding such employment. Said certificate shall be signed by a member of the school committee of the place where such attendance has been had, or by some one authorized by such committee, * * *. The inspector of factories, workshops, mines and quarries hereinafter named or either of his assistants, may demand the names of the children under sixteen years employed in such establishment, in the several cities and towns of the State, and may require that the certificates of age and school attendance prescribed in this section, shall be produced for his inspection, and a failure to produce the same, shall be prima facie evidence that the employment of such child is illegal.

MARYLAND.

CODE OF PUBLIC GENERAL LAWS, 1903.

ARTICLE 27.—Hours of labor—Certain employments forbidden—Handling intoxicants—Peddling, etc.

SECTION 217. No child under sixteen years of age shall be employed in laboring more than ten hours a day in any manufacturing business or factory established in any part of the State, or in any mercantile business in the city of Baltimore.

SEC. 218. Any person who shall so employ a child or suffer or permit such employment shall be guilty of a misdemeanor.

SEC. 219. The word "suffer or permit," includes every act or omission, whereby it becomes possible for the child to engage in such labor.

SEC. 309. Any person having in his custody or control a child under the age of fourteen years who shall in any way dispose of it with a view to its being employed as an acrobat, or a gymnast, or a contortionist, or a circus rider, or a rope walker, or in any exhibition of like dangerous character, or as a beggar or mendicant, or street singer, or street musician, and any person who shall take, receive, hire, employ, use,

exhibit or have in custody any child under the age last named for any of the purposes herein enumerated shall be deemed guilty of a misdemeanor and when convicted thereof shall be subject to punishment by fine of not more than one hundred dollars, or by imprisonment for a term not exceeding ninety days in jail, or both.

SEC. 311. No person shall employ a minor under sixteen years of age in handling intoxicating liquors, or in handling packages containing intoxicating liquors, in any brewery or bottling establishment where intoxicating liquors are prepared for sale or offered for sale.

SEC. 312. Whoever violates the provisions of section 311, shall be guilty of a misdemeanor, and on conviction thereof shall in the discretion of the court be fined a sum not less than ten dollars nor more than one hundred dollars, or be imprisoned in jail for not less than five nor more than thirty days, in default of payment of said fine.

SEC. 313. No person engaged in performing upon any musical instrument in, upon or near to any street, lane, alley or highway, or engaged in selling, vending or disposing of any goods, wares or merchandise in, upon or near to any street, lane, alley or highway, or engaged in any business, occupation or calling in, upon or near to any street, lane, alley or highway, and not having a fixed store, shop or place of business at which so engaged, shall have in his possession or company while so engaged, any boy or girl under the age of eight years; and any person violating the provisions of this section shall be punished by a fine not exceeding ten dollars for each and every such offense.

SEC. 398. Any person having in his care, custody or control any child under the age of sixteen years, whether as parent, guardian, relative, employer or otherwise, who shall sell, apprentice, or give away, let out or otherwise dispose of any such child to any person under any name, title or pretense whatever, and any person, whether as parent, guardian, relative, employer or otherwise, who shall take, receive, hire, employ, use or have in custody any such child for the vocation, use, occupation, calling, service or purpose of singing, playing on musical instruments, rope walking, dancing, peddling, begging or any mendicant or wandering business whatsoever, shall be deemed guilty of a misdemeanor, and upon conviction thereof before any competent tribunal, to which such person may be committed for trial, shall be fined not less than fifty nor more than two hundred and fifty dollars, or be imprisoned in a county jail for not less than thirty days nor more than a year, or suffer both such fine and imprisonment in the discretion of the said tribunal; one-half of all fines so imposed to be paid to the informer.

ARTICLE 56.—*Employment in barrooms.*

SECTION 97. It shall not be lawful for any person, or for any club or association, or for any corporation now formed or hereafter to be formed, or for any officer, agent or employee of any such club, association or corporation, to hire or employ any minor to sell or dispense anywhere in the State any beer or spirituous or fermented liquors of any kind at retail, where such beer or liquors are to be drunk upon the premises. Any person violating any provision of this section shall upon conviction be fined a sum not exceeding one hundred dollars.

ARTICLE 77.—*Certificates of age—Illiterates.*

SECTION 160. No proprietor or owner of any mill or factory in Allegany County or the city of Baltimore, other than establishments for manufacturing canned goods, or manager, agent, foreman or other person in charge thereof, shall employ or retain in employment in any such mill or factory any person or persons under sixteen years of age, unless he procures at the time of such employment or retention in employment, and keeps on file and accessible to the attendance officers of said city or county where such minor is employed, a certificate of the principal or head teacher of the school which such child last attended, stating that such child is more than twelve years of age, and a like certificate of the parent or guardian, or other person having control of such child; but the first named certificate need not be procured if such child has not attended school in this State. He shall require such certificates, shall keep them in his place of business during the time the child is in his employment, and shall show the same during his business hours to any attendance officer who may demand to see them, or either of them; and for each failure to comply with any of the provisions of this section he shall be guilty of a misdemeanor, and shall be fined not exceeding one hundred dollars. Whoever continues to employ any such child under sixteen years of age, in violation of this section, after being notified of such violation by an attendance officer, shall for every day thereafter that such unlawful

employment continues be fined not less than five nor more than twenty dollars, in addition to other penalties prescribed by this section for such offenses. A failure to produce on demand to an attendance officer any certificate required by this section shall be prima facie evidence that the child, who is or should have been mentioned in the said certificate, is thus unlawfully employed.

Sec. 161. It shall be the duty of every parent, guardian or other person having control of a child under sixteen years of age, and of every principal or head teacher of said school where such child last attended, to furnish every employer of such child the certificates required by the preceding section. Such certificates, if in substantial conformity with the requirements of that section, shall be prima facie evidence of the facts required to be certified to as therein provided.

Sec. 162. Any parent or guardian or other person having control of a child, or principal or head teacher who shall make any willfully false statement respecting any of the facts required to be certified to as provided in sections 160 and 161 of this subtitle, shall be deemed guilty of a misdemeanor, and shall be fined not more than fifty dollars, or to [sic] be imprisoned not more than thirty days, or suffer both fine and imprisonment in the discretion of the court.

Sec. 163. No person shall employ any minor over twelve and less than sixteen years of age, and no parent, guardian or other person having control of a child, shall permit to be employed or retained in employment any such minor under his control, if the said minor can not read at sight and write legibly simple sentences in the English language while a public evening school is maintained in the city or election district or precinct in which such minor resides, unless such minor is a regular attendant at an evening or other school: *Provided*, That upon presentation by such minor of a certificate signed by a regular practicing physician, and satisfactory to such officer or officers as the school commissioners for such county or city may designate, showing that the physical condition of such minor would render such attendance, in addition to daily labor, prejudicial to health, said officer or officers so designated may issue a permit authorizing the employment of such minor for such period and upon such conditions as said officer or officers so designated as aforesaid may determine. Any person who employs or retains in employment a minor in violation of the provisions of this section shall be deemed guilty of a misdemeanor and be fined for each offense not more than one hundred dollars, which fines shall be paid to the school commissioners for use in supporting evening schools in such city or county. Any parent, guardian or other person having control of a child, who permits to be employed any minor under his control in violation of the provisions of this section, shall be deemed guilty of a misdemeanor and be fined not more than twenty dollars, which fines shall be also paid to the school commissioners for use in supporting evening schools in such city and county.

Sec. 164. In said city or county where attendance officers may have been appointed, it shall be the duty of the school commissioners to designate an attendance officer, who shall once or more frequently in every year examine into the situation of the children employed in such mills and factories in said city or county, and to ascertain whether all the provisions of this subtitle are duly observed and report all violation thereof to the grand jury of the said city or county.

Sec. 165. Attendance officers may visit all establishments where minors are employed in said city or county and ascertain whether any minors are employed therein contrary to the provisions of this subtitle. Attendance officers may require that the certificate provided for in this subtitle of minors employed in such establishments shall be produced for their inspection.

Sec. 166. Any person violating any provision of sections 152-165, where no special provision as to the penalty for such violation is made shall be deemed guilty of a misdemeanor, and be fined not exceeding fifty dollars for each offense. Sections 152-166 are restricted to Baltimore City and Allegany County.

ARTICLE 100.—*Hours of labor—Age limit.*

SECTION 1. No corporation or manufacturing company engaged in manufacturing either cotton or woolen yarns, fabrics or domestics of any kind, incorporated under the laws of this State, and no officer, agent or servant of such named corporation or manufacturing company, and no person or firm, owning or operating such corporation or manufacturing company within the limits of this State, and no agent or servant of such firm or person, shall require, permit or suffer its, his or their employees in its, his or their service, or under his, its or their control, to work for more than ten hours during each or any day of twenty-four hours, for one full day's work, and shall make no contract or agreement with such employees, or any of them, providing that they or he shall work for more than ten hours for one day's work during

each or any day of twenty-four hours, and said ten hours shall constitute one full day's work.

SEC. 2. Any such named corporation or manufacturing company within the limits of this State shall be allowed, under the provisions of this section, the privilege of working male employees, over the age of twenty-one years, over the limit of ten hours, for the express purpose only of making repairs and improvements, and getting fires made, steam up and the machinery ready for use in their works, which can not be done during the limits of the ten hours, the extra compensation for all such work to be settled between such corporation and manufacturing companies and the employees: *Provided*, That nothing in this article shall be so construed as to prohibit any employer from making a contract with his male employees, over the age of twenty-one years, to work by the hour for such time as may be agreed upon.

SEC. 3. If any such corporation or manufacturing company within the limits of this State, or any officer, agent or servant of such corporation or manufacturing company in this State, shall do any act in violation of any of the provisions of this article he or they shall be deemed to have been guilty of misdemeanor, and shall, on conviction thereof in a court of competent jurisdiction, be fined not less than one hundred dollars for each and every offense so committed, together with the cost of such prosecution, * * *.

SEC. 4. No proprietor or owner of any mill or factory in this State (other than establishments for manufacturing canned goods), or manager, agent or foreman, or other person in charge thereof shall, * * * employ or retain in employment in any such mill or factory, any person or persons under fourteen years of age, unless said child is the only support of a widowed mother, invalid father, or is solely dependent upon such employment for self-support; and if any such proprietor or owner of any such mill or factory, or manager, agent, foreman or other person in charge thereof shall willfully violate the provisions of this section, he shall be guilty of a misdemeanor, and on conviction thereof shall be fined not less than one hundred dollars for each and every offense so committed and pay the cost of prosecution, one-half to go to the informer and the other half to the school fund of the county or city in which the offense shall have been committed: *Provided*, That nothing in this section shall apply to Frederick, Washington, Queen Anne's, Carroll, Wicomico, Caroline, Kent, Somerset, Cecil, Calvert, St. Mary's, Prince George's, Howard, Baltimore, Worcester, Garrett, Talbot, Montgomery and Howard counties.

CODE OF PUBLIC LOCAL LAWS, 1888.

ARTICLE 1.—*Employment in mines.*

SECTION 209n (added by chapter 124, acts of 1902) Sub-sec. H. No person under the age of twelve years, or female of any age, shall be permitted to enter any mine to work therein; nor shall any boy under the age of fourteen years, unless he can read and write, be allowed to work in any mine. And the mine boss shall see that this requirement is fully met.

MASSACHUSETTS.

REVISED LAWS OF 1902.

CHAPTER 44.—*Employment of children unlawfully absent from school.*

SECTION 1. Every child between seven and fourteen years of age shall attend some public day school in the city or town in which he resides during the entire time the public day schools are in session, subject to such exceptions as to children, places of attendance and schools as are provided for in section three of chapter forty-two and sections three, five and six of this chapter. * * * Whoever induces or attempts to induce a child to absent himself unlawfully from school, or employs or harbors a child who, while school is in session, is absent unlawfully from school shall be punished by a fine of not more than fifty dollars.

CHAPTER 100.—*Employment in barrooms, etc.*

SECTION 60. Whoever, being the holder of a license for the sale of intoxicating liquors to be drunk on the premises, employs any person under the age of eighteen years to serve such liquors to be drunk on the premises shall be punished by a fine of not more than one hundred dollars.

SEC. 61. Whoever employs a minor under the age of eighteen years in handling

intoxicating liquors or packages containing such liquors in a brewery or bottling establishment in which such liquors are prepared for sale or offered for sale shall, for each offense, be punished by a fine of not less than fifty dollars or by imprisonment for not less than three months, or by both such fine and imprisonment. The provisions of this section shall not prohibit the employment of minors in drug stores.

CHAPTER 106.—*Hours of labor—Night work—Age limit—Illiterates—Time for meals—Certain employments forbidden—Deductions from wages.*

SECTION 23. No child under eighteen years of age * * * shall be employed in laboring in a mercantile establishment more than fifty-eight hours in a week; but the provisions of this section shall not apply during December to persons who are employed in shops for the sale of goods at retail. Every employer shall post in a conspicuous place in every room in which such persons are employed a printed notice stating the number of hours' work which are required of them on each day of the week, the hours of commencing and stopping such work, and the hour when the time or times allowed for dinner or other meals begin and end. The printed form of such notice shall be furnished by the chief of the district police and shall be approved by the attorney-general. The employment of any such person for a longer time in any day than that so stated shall be deemed a violation of the provisions of this section. An employer, superintendent, overseer or other agent of a mercantile establishment who violates any of the provisions of this section shall be punished by a fine of not less than fifty nor more than one hundred dollars.

SEC. 24 (as amended by chapter 435, acts of 1902). No child under eighteen years of age * * * shall be employed in laboring in a manufacturing or mechanical establishment more than ten hours in any one day, except as hereinafter provided in this section, unless a different apportionment of the hours of labor is made for the sole purpose of making a shorter day's work for one day of the week; and in no case shall the hours of labor exceed fifty-eight in a week. Every employer shall post in a conspicuous place in every room in which such persons are employed a printed notice stating the number of hours' work required of them on each day of the week, the hours of commencing and stopping work, and the hours when the time allowed for meals begins and ends or, in the case of establishments exempted from the provisions of sections thirty-six and thirty-seven, the time, if any, allowed for meals. The printed forms of such notices shall be provided by the chief of the district police, after approval by the attorney-general. The employment of such person at any time other than as stated in said printed notice shall be deemed a violation of the provisions of this section unless it appears that such employment was to make up time lost on a previous day of the same week in consequence of the stopping of machinery upon which he was employed or dependent for employment; but no stopping of machinery for less than thirty consecutive minutes shall justify such overtime employment, nor shall such overtime employment be authorized until a written report of the day and hour of its occurrence and its duration is sent to the chief of the district police or to an inspector of factories and public buildings.

SEC. 25. A parent or guardian who permits a minor under his control to be employed in violation of the provisions of the two preceding sections and any person, who, either for himself or as superintendent, overseer or agent for another, employs any person in violation of the provisions of said sections or fails to post the notice required by the preceding section or makes a false report of the stopping of machinery under the provisions of said section shall be punished by a fine of not less than fifty nor more than one hundred dollars. A certificate of the age of a minor, made and sworn to by him and by his parent or guardian at the time of his employment in a mercantile establishment, shall be prima facie evidence of his age in any prosecution under the provisions of this section.

SEC. 26. The form of complaint heretofore used may be used in prosecutions under the provisions of section twenty-four, and if substantially followed shall be deemed sufficient, fully and plainly, substantially and formally, to describe the offenses therein set forth; but the provisions of this section shall not be construed to prohibit the use of any other suitable form.

SEC. 27. No person, and no agent or officer of a person or corporation, shall employ a * * * minor in any capacity for the purpose of manufacturing between ten o'clock at night and six o'clock in the morning. Whoever violates the provisions of this section shall be punished by a fine of not less than twenty nor more than fifty dollars for each offense.

SEC. 28. No child under the age of fourteen years shall be employed in any factory, workshop or mercantile establishment. No such child shall be employed at work performed for wages or other compensation, to whomsoever payable, during the

hours when the public schools of the city or town in which he resides are in session, nor be employed at work before six o'clock in the morning or after seven o'clock in the evening.

Sec. 29. No child under sixteen years of age shall be employed in a factory, workshop or mercantile establishment unless his employer procures and keeps on file, accessible to the truant officers of the city or town, and to the district police and inspectors of factories and public buildings, an age and schooling certificate and keeps two complete lists of all such minors employed therein, one on file, and one conspicuously posted near the principal entrance of the building in which such children are employed, and also keeps on file and sends to the superintendent of schools or, if there is no superintendent, to the school committee a complete list of the names of all minors employed therein who can not read at sight and write legibly simple sentences in the English language.

Sec. 30. An age and schooling certificate shall be approved only by the superintendent of schools or by a person authorized by him in writing, or, if there is no superintendent of schools, by a person authorized by the school committee; but no member of a school committee or other person authorized as aforesaid shall approve such certificate for any minor then in or about to enter his own employment or the employment of a firm or corporation of which he is a member, officer or employee. The person who approves the certificate may administer the oath provided for therein, but no fee shall be charged therefor.

Sec. 31. An age and schooling certificate shall not be approved unless satisfactory evidence is furnished by the last school census, the certificate of birth or baptism of such minor, the register of birth of such minor with a city or town clerk, or in some other manner, that such minor is of the age stated in the certificate.

Sec. 32. The age and schooling certificate of a minor under sixteen years of age shall not be approved and signed until he presents the person who is authorized to approve and sign it an employment ticket duly filled out and signed. A duplicate of each age and schooling certificate shall be filled out and shall be kept on file by the school committee. Any explanatory matter may, in the discretion of the school committee or superintendent of schools, be printed with such certificate. The employment ticket and the age and schooling certificate shall be separately printed, and shall be filled out, signed and held or surrendered, as indicated in the following forms:

EMPLOYMENT TICKET, REVISED LAWS, C. 106, SEC. 32.

When [name of minor], height [feet and inches], complexion [fair or dark], hair [color], presents an age and schooling certificate duly signed, I intend to employ [him or her].

(Signature of intending employer or agent.)

(Town or city and date.)

AGE AND SCHOOLING CERTIFICATE, REVISED LAWS, C. 106, SEC. 32.

This certifies that I am the [father, mother, guardian or custodian] of [name of minor], and that [he or she] was born at [name of city or town], in the county of [name of county, if known], and State [or country] of _____, on the [day and year of birth], and is now [number of years and months] old.

(Signature of father, mother, guardian or custodian.)

(City or town and date.)

Then personally appeared before me the above-named [name of person signing], and made oath that the foregoing certificate by [him or her] signed is true to the best of [his or her] knowledge and belief. I hereby approve the foregoing certificate of [name of minor], height [feet and inches], complexion [fair or dark], hair [color], having no sufficient reason to doubt that [he or she] is of the age therein certified. I hereby certify that [he or she] [can or can not] read at sight and [can or can not] write legibly simple sentences in the English language.

This certificate belongs to [name of minor in whose behalf it is drawn], and is to be surrendered to [him or her] whenever [he or she] leaves the service of the corporation or employer holding the same; but if not claimed by said minor within thirty days from such time, it shall be returned to the superintendent of schools, or, if there is no superintendent of schools, to the school committee.

(Signature of person authorized to approve and sign, with official character or authority.)

(City or town and date.)

In the case of a minor who can not read at sight and write legibly simple sentences in the English language, the certificate shall continue as follows, after the word "language":—

I hereby certify that [he or she] is regularly attending the [name] public evening school. This certificate shall continue in force only so long as the regular attendance of said minor at the evening school is endorsed weekly by a teacher thereof.

Whoever, being authorized to sign the foregoing certificate, knowingly certifies to any materially false statement therein shall be punished by a fine of not more than fifty dollars.

SEC. 33. Whoever employs a minor under sixteen years of age, and whoever having under his control a minor under such age permits such minor to be employed, in violation of the provisions of sections twenty-eight and twenty-nine, shall for such offense be punished by a fine of not more than fifty dollars; and whoever continues to employ a minor in violation of the provisions of either of said sections, after being notified by a truant officer or an inspector of factories and public buildings thereof, shall for every day thereafter that such employment continues be punished by a fine of not less than five nor more than twenty dollars. A failure to produce to a truant officer or inspector of factories and public buildings an age and schooling certificate or list required by law shall be prima facie evidence of the illegal employment of any person whose age and schooling certificate is not produced or whose name is not so listed. A corporation or employer who retains an age and schooling certificate in violation of the provisions of said certificate shall be punished by a fine of ten dollars.

SEC. 34. Truant officers may visit the factories, workshops and mercantile establishments in their several cities and towns and ascertain whether any minors are employed therein contrary to the provisions of this chapter, and shall report any cases of such illegal employment to the school committee and to the chief of the district police or to the inspector of factories and public buildings. Inspectors of factories and public buildings and truant officers may require that the age and schooling certificates and lists of minors who are employed in such factories, workshops or mercantile establishments shall be produced for their inspection. Complaints for offenses under the provisions of this chapter shall be made by inspectors of factories and public buildings.

SEC. 35 (as amended by chapter 183, acts of 1902). While a public evening school is maintained in the city or town in which any minor who is over fourteen years of age and who does not have a certificate signed by the superintendent of schools, or by the school committee, or by some person acting under authority thereof, certifying to the minor's ability to read at sight and write legibly simple sentences in the English language resides, no person shall employ him and no parent, guardian or custodian shall permit him to be employed unless he is a regular attendant at such evening school or at a day school; but, upon presentation by such minor of a certificate signed by a registered practising physician and satisfactory to the superintendent of schools, or, if there is no such superintendent, to the school committee, showing that his physical condition would render such attendance in addition to daily labor prejudicial to his health, said superintendent or school committee shall issue a permit authorizing the employment of such minor for such period as said superintendent or school committee may determine. Said superintendent or school committee, or teachers acting under authority thereof, may excuse any absence from such evening school which arises from justifiable cause. Any minor not holding the certificate described above shall furnish to his employer a record of his school attendance each week while the evening school is in session, and when this record shows unexcused absences from the sessions his attendance shall be deemed irregular according to this act. Whoever employs a minor in violation of the provisions of this section shall forfeit not more than one hundred dollars for each offense to the use of the evening schools of such city or town. A parent, guardian or custodian who permits a minor under his control to be employed in violation of the provisions of this section shall forfeit not more than twenty dollars to the use of the evening schools of such city or town.

SEC. 36. * * * young persons, five or more in number, who are employed in the same factory shall be allowed their meal times at the same hour, except that any such persons who begin work in such factory at a later hour in the morning than other such persons employed therein may be allowed their meal times at a different time; but no such persons shall be employed during the regular meal hour in tending the machines or doing the work of any other * * * young persons in addition to their own.

SEC. 37. No * * * young person shall be employed for more than six hours at one time in a factory or workshop in which five or more such persons are employed

without an interval of at least half an hour for a meal; but such person may be so employed for not more than six and one-half hours at one time if such employment ends not later than one o'clock in the afternoon and if he or she is then dismissed from the factory or workshop for the remainder of the day; or for not more than seven and one-half hours at one time if he or she is allowed sufficient opportunity for eating a lunch during the continuance of such employment and if such employment ends not later than two o'clock in the afternoon, and he or she is then dismissed from the factory or workshop for the remainder of the day.

SEC. 38. The provisions of the two preceding sections shall not apply to iron works, glass works, paper mills, letter press establishments, print works, bleaching works or dyeing works; and the chief of the district police, if it is proved to his satisfaction that in any other class of factories or workshops it is necessary, by reason of the continuous nature of the processes or of special circumstances affecting such class, to exempt it from the provisions of the two preceding sections and that such exemption can be made without injury to the health of the women or young persons affected thereby, may, with the approval of the governor, issue a certificate granting such exemption, public notice whereof shall, without expense to the Commonwealth, be given in the manner directed by said chief.

SEC. 39. If a minor under the age of eighteen years * * * shall, without the orders, consent or knowledge of the employer or of a superintendent, overseer or other agent of the employer, labor in a manufacturing or mechanical establishment, factory or workshop during a part of any time allowed for meals in such establishment, factory or workshop, according to the notice required by section twenty-four, and if a copy of such notice was posted in a conspicuous place in the room where such labor was performed with a rule of the establishment, factory or workshop forbidding such minor * * * to labor during such time, then neither the employer nor a superintendent, overseer or other agent of the employer shall be held responsible for such labor.

SEC. 40. Whoever either for himself or as a superintendent, overseer or agent violates the provisions of the four preceding sections shall be punished by a fine of not less than fifty nor more than one hundred dollars.

SEC. 42. Whoever, either for himself or as superintendent, overseer or agent permits a child under fourteen years of age to clean any part of the machinery in a factory, if it is in motion by the aid of steam, water or other mechanical power, or if it is in dangerous proximity to such moving part, shall be punished by a fine of not less than fifty nor more than one hundred dollars for each offense.

SEC. 43. Whoever employs or permits a child under fifteen years of age to have the care, custody, management or operation of an elevator, or employs or permits a child under eighteen years of age to have the care, custody, management or operation of an elevator running at a speed of over two hundred feet a minute shall be punished by a fine of not less than twenty-five nor more than one hundred dollars for each offense.

SEC. 44. The State board of health shall, upon the application of any citizen of the Commonwealth, determine, after such investigation as it considers necessary, whether or not the manufacture of a particular acid is dangerous or injurious to the health of minors under eighteen years of age; and its decision shall be conclusive evidence thereof. Whoever employs a child under eighteen years of age in the manufacture of an acid after the State board of health has determined that such manufacture is dangerous or injurious to his health shall be punished by a fine of one hundred dollars for each offense.

SEC. 45. No person shall employ, exhibit or sell, apprentice or give away, a child under fifteen years of age for the purpose of employing or exhibiting him in dancing on the stage, playing on musical instruments, singing, walking on a wire or rope, or riding or performing as a gymnast, contortionist or acrobat in a circus, theatrical exhibition or in any public place, or cause, procure or encourage such child to engage therein; but the provisions of this section shall not prevent the education of children in vocal and instrumental music or dancing or their employment as musicians in a church, chapel, school or school exhibition, or prevent their taking part in any festival, concert or musical exhibition upon the special written permission of the mayor and aldermen of a city or of the selectmen of a town. Whoever violates the provisions of this section shall be punished by a fine of not more than two hundred dollars or by imprisonment for not more than six months.

SEC. 46. A license shall not be granted for a theatrical exhibition or public show in which children under fifteen years of age are employed as acrobats or contortionists or in any feats of gymnastics or equestrianism, or in which such children who belong to the public schools are employed or allowed to take part as performers on the stage in any capacity, or if, in the opinion of the board authorized to grant

licenses, such children are employed in such a manner as to corrupt their morals or impair their health; but the provisions of this section shall not prevent the granting of special permission authorized by the preceding section.

SEC. 51. A factory in which five or more persons and a workshop in which five or more women or young persons are employed shall, while work is carried on therein, be so ventilated that the air shall not become so impure as to be injurious to the health of the persons employed therein and so that all gases, vapors, dust or other impurities injurious to health, which are generated in the course of the manufacturing process or handicraft carried on therein shall, so far as practicable, be rendered harmless.

SEC. 52. If, in a workshop or factory which is within the provisions of the preceding section, any process is carried on by which dust is caused which may be inhaled to an injurious extent by the persons employed therein, and it appears to an inspector of factories and public buildings that such inhalation would be substantially diminished without unreasonable expense by the use of a fan or by other mechanical means, such fan or other mechanical means, if he so directs, shall be provided, maintained and used.

SEC. 53. A criminal prosecution shall not be instituted for any violation of the provisions of the two preceding sections unless such employer neglects, for four weeks after the receipt of a notice in writing, to make such changes in his factory or workshop as shall be ordered by an inspector of factories and public buildings.

SEC. 69. Deductions shall not be made from the wages of * * * minors who are paid by the day or hour, and are employed in manufacturing or mechanical establishments, for time during which the machinery is stopped, if said * * * minors are refused the privilege of leaving the mill while the damage to said machinery is being repaired; and if such employees are detained in their workrooms during the time of the breaking down of machinery, they shall not be compelled to make up time lost by such breakdown unless they are compensated therefor at their regular rates of wages. Whoever violates the provisions of this section shall be punished by a fine of not more than twenty dollars for each offense.

SEC. 70. Whoever violates a provision of this chapter for which no specific penalty is provided shall be punished by a fine of not more than one hundred dollars.

CHAPTER 350.—*Employment on elevators.*

SECTION 1. All elevators for the carriage of freight or passengers, running at a speed of more than one hundred feet a minute, shall be operated by competent persons not less than eighteen years of age, and no other person shall operate or have the care or charge of such an elevator.

SEC. 2. No elevator for the carriage of freight or passengers shall be operated by or placed in charge of any person under sixteen years of age.

SEC. 3. Any person, firm or corporation violating any provision of this act by operating or causing an elevator to be operated or to be taken care or charge of in any manner contrary to the provisions of this act shall be punished by a fine of not less than twenty-five nor more than one hundred dollars for each offense.

MICHIGAN.

COMPILED LAWS OF 1897.

CHAPTER 137.—*Hours of labor—Age limit—Cleaning machinery in motion.*

SECTION 5365. No male child under fourteen years of age or female under fifteen years of age shall be employed at labor in factories, or in manufacturing establishments or mercantile industries in this State, for a longer period than fifty-four hours in any week.

SEC. 5366. No child under twelve years of age shall be employed in any factory, manufacturing or mercantile establishment within this State. It shall be the duty of every person employing children under the age of fourteen years to keep a register in which shall be recorded the name, age and residence of every person so employed by him. And it shall be unlawful for any factory, manufacturing or mercantile establishment to hire or employ any child under the age of fourteen years without first receiving the permission, in writing, by the parent or guardian, stating the name and age of said child. If said child have no parent or guardian, there shall be a written statement under oath by said child.

SEC. 5367. Every person, firm or corporation employing such children in any factory, manufacturing or mercantile establishment shall require the permit or affidavit

mentioned in section two of this act [section 5366] to be executed before such child shall be permitted to enter upon the discharge of his duties or employment. No person, firm or corporation employing less than ten persons or children shall be deemed a manufacturing or mercantile establishment within the meaning of this act.

SEC. 5369. * * * no minor under fourteen years of age shall be allowed to clean machinery while in motion. * * *

SEC. 5372. Any person who violates or omits to comply with any of the foregoing provisions of this act, or who suffers or permits any child to be employed in violation of its provisions, shall be deemed guilty of a misdemeanor, and on conviction shall be punished by a fine of not to exceed one hundred dollars, or sixty days' imprisonment, or both in the discretion of the court.

SEC. 5375. No person, company, or corporation shall employ any male child under fourteen years of age nor any female under sixteen years of age for more than nine hours in any one day.

SEC. 5376. Any person violating the provisions of this act [sections 5375 to 5378] shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be fined a sum not exceeding fifty and not less than ten dollars, or by imprisonment in the county jail not more than thirty nor less than ten days, or by both fine and imprisonment, at the discretion of the court. If any company or corporation shall violate any of the provisions of this act such company or corporation shall for each violation forfeit the sum of fifty dollars, to be recovered in an action of debt in any court of competent jurisdiction.

SEC. 5377. It is hereby made the duty of the prosecuting attorney of the county where complaint shall be made to investigate all complaints made in violation of this act that may be brought before him, and, if there is probable cause, to prosecute in the name of the people of the State of Michigan in courts having competent jurisdiction thereof, all offenses contemplated by this act.

SEC. 5378. This act shall not apply to persons engaged in agriculture, or in the performance of domestic duties, or clerks in stores.

CHAPTER 141.—*Certain employments forbidden.*

SECTION 5553. Any person having the care, custody, or control of any child under sixteen years of age, who shall exhibit, use, or employ, or who shall apprentice, give away, let out, or otherwise dispose of any such child to any person in or for the vocation, service or occupation of rope or wire walking, gymnast, contortionist, rider, or acrobat, dancing or begging, in any place whatsoever, or for any obscene, indecent, or immoral purpose, exhibition or practice whatsoever, or for any exhibition injurious to the health or dangerous to the life or limb of such child, or who shall cause, procure, or encourage such child to engage therein, and any person who shall take, receive, hire, employ, use, exhibit, or have in custody any such child for any of the purposes mentioned in this section, shall be deemed guilty of a misdemeanor.

SEC. 5557. Any person who shall sell, give away, or in any way furnish to any minor child any book, pamphlet, or other printed paper or other thing, containing obscene language, or obscene prints, pictures, figures or descriptions tending to the corruption of the morals of youth, or any newspapers, pamphlets or other printed paper devoted to the publication of criminal news, police reports, or criminal deeds, and any person who shall in any manner hire, use, or employ such child to sell, give away, or in any manner distribute such books, pamphlets, or printed papers, and any person having the care, custody, or control of any such child, who shall permit him or her to engage in any such employment, shall on conviction thereof be deemed guilty of a misdemeanor.

ACTS OF 1901.

Act No. 113.—*Hours of labor—Age limit—Night work—Dangerous employments forbidden.*

SECTION 1. No male under the age of eighteen years and no female under the age of twenty-one years shall be employed in any manufacturing establishment in this State for any longer period than sixty hours in one week unless for the purpose of making necessary repairs to machinery in order to avoid the stoppage of the ordinary running of the establishments, and no male under the age of eighteen years and no female under the age of twenty-one years shall be employed in any store in this State employing more than ten persons for a longer period than sixty hours in one week: *Provided*, That no more than ten hours shall be exacted from such male minors or females under twenty-one years on any day unless for the purpose of making a shorter work day on the last day of the week.

SEC. 2. No child under the age of fourteen years shall be employed in any manufacturing establishment, hotel or store within this State. It shall be the duty of every person employing children to keep a register, in which shall be recorded the name, birthplace, age and place of residence of every person employed by him under the age of sixteen years; and no child shall be employed between the hours of six o'clock p. m. and seven o'clock a. m. in any manufacturing establishment or workshop in this State; and it shall be unlawful for any manufacturing establishment, hotel or store to hire or employ any child under the age of sixteen years without there is first provided and placed on file a sworn statement made by the parent or guardian, stating the age, date and place of birth of said child, and that the child can read and write. If said child have no parent or guardian, then such statement shall be made by the child, which statement shall be kept on file by the employer, and which said register and statement shall be produced for inspection on demand by any factory inspector appointed under this act: *Provided*, That in the city of Detroit and the city of Grand Rapids all sworn statements must be made before a deputy factory inspector.

SEC. 3. No child under the age of sixteen years shall be employed by any person, firm or corporation conducting any manufacturing establishment in this State, at employment whereby its life or limb is endangered, or its health is likely to be injured, or its morals may be depraved, by such employment. No female under the age of twenty-one years and no male under the age of eighteen years shall be allowed to clean machinery while in motion.

SEC. 4. Factory inspectors shall have power to demand a certificate of physical fitness from the county physician, who shall make such examination free of charge, in case of persons who seem physically unable to perform the labor at which they may be employed, and shall have power to prohibit the employment of any person that can not obtain such a certificate: *Provided*, This section shall not apply except to children under sixteen years of age.

ACTS OF 1903.

ACT No. 106.—*Tender of employment away from home.*

SECTION 1. * * * it shall be unlawful for any person to make a tender of inducement to go away from the home locality to work, to any child under sixteen years of age unless the written consent of the parents of such child has been first obtained, as well as the consent of the truant officer or county agent of the board of corrections and charities for the locality where said child belongs; and in case such consent is obtained and the child goes abroad under the influence of the inducements so offered, such child under sixteen years of age shall be safely returned to its home at any time when its parents shall request, in writing, such return. * * *

SEC. 3. Every person found guilty of violating the provisions of this act shall be punished by a fine not exceeding twenty-five dollars or by imprisonment of not less than ten nor more than sixty days.

MINNESOTA.

GENERAL STATUTES OF 1894.

CHAPTER 24.—*Hours of labor—Earnings of minors.*

SECTION 2240 (as amended by chapter 49, acts of 1895). In all trades, professions, callings and departments of labor and in all manufacturing, workshops, mills and other places wherein persons are employed to perform labor for hire or reward, in this State, the time of labor for the persons so employed and performing labor, shall not exceed ten hours for each day, and any owner, stockholder or overseer, employer, clerk or foreman who shall compel any person or shall permit any child under the age of fourteen years, so employed, to labor for any more than ten hours in any one day, where such owner, stockholder or overseer, clerk or foreman has control, such person so offending shall be liable to a prosecution in the name of the State of Minnesota, before any justice of the peace, of [or] court of competent jurisdiction of the county wherein the same occurs, and upon conviction thereof shall be fined in any sum not less than ten nor more than one hundred dollars; *Provided*, That the provisions of this section shall not apply to agricultural laborers and domestics employed by the month and to persons engaged in the care of live stock; *And provided further*, That extra labor may be performed for extra compensation, except in the case of children under fourteen years.

SEC. 2247. It shall be necessary for the parent or guardian of such minor person as may be in service to notify the party employing such minor that such parent or guardian claims the wages of such minor and in default of such notification payment to such minor of wages so earned shall be valid.

CHAPTER 66.—*Earnings of minors.*

SECTION 5461. The earnings of any minor child of any debtor within this State, or the proceeds thereof, shall not be liable to attachment, garnishment, or sale on any final process of a court, in any action against such debtor, by reason of any debt or liability of such debtor not contracted for the especial benefit of such minor child.

CHAPTER 92a.—*Certain employments forbidden—Hours of labor.*

SECTION 6539. A person who employs, or causes to be employed, or who exhibits, uses, or has in his custody for the purpose of exhibiting or employing, any child apparently or actually under the age of sixteen years, or who, having the care, custody, or control of such child as parent, relative, guardian, employer, or otherwise, sells, lets out, gives away, or in any way procures or consents to the employment or exhibition of such a child, either,

1. As a rope or wire walker, dancer, gymnast, contortionist, rider, or acrobat; or,
2. In begging or receiving alms, or in any mendicant occupation; or,
3. In any indecent or immoral exhibition or practice; or,
4. In any practice or exhibition dangerous or injurious to the life, limb, health, or morals of the child;

* * * * * * *

Is guilty of a misdemeanor.

SEC. 6541. A person who compels a child under sixteen years of age to labor more than ten hours in any day in any factory, workshop or mercantile or manufacturing business, is guilty of a misdemeanor.

ACTS OF 1895.

CHAPTER 171.—*Age limit—Night work—Employment during school term—Illiterates—Employment on elevators.*

SECTION 1 (as amended by chapter 360, acts of 1897). No child under fourteen (14) years of age shall be employed at any time in any factory or workshop, or about any mine. No such child shall be employed in any mercantile establishment nor in the service of any telegraph, telephone or public messenger company except during the vacation of the public schools in the town where such child is employed. No child under sixteen (16) years of age shall be employed at any occupation dangerous or injurious to life, limb, health or morals; nor at any labor of any kind outside of the family of such child's residence before six o'clock in the morning, nor after seven o'clock in the evening, nor more than ten (10) hours in any one day, nor more than sixty hours in any one week, except in accordance with the following express permission or condition, to wit: Children not less than fourteen years of age may be employed in mercantile establishments on Saturdays and for ten days each year before Christmas until ten (10) o'clock in the evening: *Provided, however,* That this permission shall not be so construed as to permit such children to toil more than ten hours in any one day, nor over sixty hours in any one week.

SEC. 2. No child under the age below which all children are by law required to attend school shall in the year next succeeding any birthday of said child be employed at any occupation during the hours in which the public schools in the town or city in which he resides are in session, unless or until in said year he has attended some school for at least a period of time equal to that required by law for attendance of school.

SEC. 3. The commissioner of labor, the factory inspector or any assistant factory inspector shall have power to demand a certificate of physical fitness from some regularly licensed physician in the case of children who may seem physically unable to perform the labor at which they may be employed, and no minor shall be employed who can not obtain such a certificate.

SEC. 4. No child under sixteen years of age who can not read and write simple sentences in the English language shall, except in vacations of the public schools be employed at any indoor occupation, *Provided,* Such child is not a regular attendant at a day or evening school. .

SEC. 5 (as amended by chapter 360, acts of 1897). Whenever it appears upon due

examination that the labor of any minor who would be debarred from employment under the provisions of sections two and four of this act is necessary for the support of the family to which said minor belongs, or for his own support, the school board or board of school trustees of the city, village or town in which said child resides may, in the exercise of their discretion, issue a permit or excuse authorizing the employment of such minor within such time or times as they may fix.

SEC. 6. No person, firm or corporation shall employ or permit any child under sixteen (16) years of age to have the care, custody, management or operation of any elevator, or permit any person under eighteen (18) years of age to have the care, custody, management or operation of any elevator running at a speed of over two hundred (200) feet a minute.

SEC. 7. No child actually or apparently under sixteen (16) years of age shall be employed in any factory, workshop or mercantile establishment, or in the service of any public telegraph, telephone or district messenger company or other corporation, unless the person, firm or corporation employing said child procures and keeps on file the certificate required in the case of such child by the following section, and also keep on file a full and complete list of such children employed therein.

SEC. 8. The employment certificates of children under sixteen (16) years of age called for by this act shall, in cities and towns having a superintendent of schools, be signed by said superintendent or some person authorized by him in writing so to sign the same; in other cities and towns it shall be signed by some member of the school board authorized by vote of said board to sign such certificates. Said certificate shall contain a statement of the name, birthplace, date of birth, age of child at date of statement. This statement shall be signed and acknowledged under oath or affirmation before the person authorized to issue the certificate. The certificate shall also contain a statement or certificate by the officer issuing the same that the child can read at sight and write legibly simple sentences in the English language, or that said child if unable so to read and write is regularly attending a day or evening school or has been excused by the school board from said attendance as provided by section five (5), and that if under the age required by law for the attendance of all children at school, said child has in the year next preceding the issuing of said certificate attended school as required by law. If attendance has been at a private school there must also be added the signature of the teacher in charge of the same followed by words certifying to school attendance. The person signing the certificate shall have authority to administer the oath provided therein but no fee shall be charged therefor. The commissioner of labor is hereby authorized and directed to prepare blank certificates such as are called for by this section and furnish the same to the superintendents of schools and school boards of the State.

SEC. 9. The statement in the certificate giving the birthplace and age of the child shall be signed by the father, if living, and resident of the same city or town; if not, by his mother; or if his mother is not living, or if living is not a resident of the same city or town, by his guardian; if a child has no father or mother or guardian living in the same city or town his own signature to the certificate may be accepted by the person authorized to approve the same.

SEC. 10. Every factory, workshop, mine, mercantile establishment or other place in which or in connection with which children are engaged at labor of any kind, shall at all times be subject to visitation by the members or agents of the board of education or board of trustees of the city, town or district in which said factory, workshop, mine, establishment or place is situated.

SEC. 11. The words factory and workshop in this act shall have the same meaning as set forth in chapter seven (7) of the general laws of eighteen hundred and ninety-three (1893).

SEC. 12. Every parent or guardian of a child under sixteen (16) years of age who permits the employment of any child contrary to the provisions of this act, or who in making the statement called for by section eight (8) of this act certifies to any materially false statement therein, and every owner, superintendent, agent or overseer of any factory, workshop or mercantile establishment, telegraph, or telephone company, district messenger company or other corporation who employs or permits to be employed therein or thereby any child contrary to the provisions of this act, and any person who employs a child contrary to the provisions of this act or violates the provisions of section ten (10) of this act shall be guilty of a misdemeanor and upon conviction thereof before any competent court shall be fined not less than twenty (20) nor more than (50) dollars for each and every offense. A failure to produce to an officer or employee of the bureau of labor, or to a member or authorized agent of the board of education or board of trustees of the city or school district in which the said child is employed, on demand, the certificate and register required by this act, shall be prima facie evidence of the illegal employment of the child whose certificate is not produced.

MISSISSIPPI.

REVISED CODE OF 1892.

CHAPTER 29.—*Enticing for purpose of employment.*

SECTION 1003. Any person who shall persuade, entice, or decoy away from its father or mother, with whom it resides, any child under the age of twenty-one years if a male, or eighteen if a female, being unmarried, for the purpose of employing such child without the consent of its parents, or one of them, shall, upon conviction, be punished by a fine of not more than twenty dollars, or imprisonment in the county jail not more than thirty days, or both.

MISSOURI.

REVISED STATUTES OF 1899.

CHAPTER 15.—ARTICLE 8.—*Certain employments forbidden—Age limit.*

SECTION 2186. It shall be unlawful for any person having the care, custody or control of any child under the age of fourteen years to exhibit, use or employ, or in any manner, or under any pretense, sell, apprentice, give away, let out or otherwise dispose of any such child to any person in or for the vocation or occupation, service or purpose of singing, playing on musical instruments, rope or wire walking, dancing, begging or peddling, or as a gymnast, contortionist, rider or acrobat in any place whatsoever, or for any obscene, indecent or immoral purpose, exhibition or practice whatsoever, or for or in any business, exhibition or vocation injurious to the health or dangerous to the life or limb of such child, or cause, procure or encourage any such child to engage therein. Nothing in this section contained shall apply to or affect the employment or use of any such child as a singer or musician in any church, school or academy, or at any respectable entertainment, or the teaching or learning the science or practice of music.

SEC. 2187. It shall also be unlawful for any person to take, receive, hire, employ, use, exhibit or have in custody any child under the age and for the purposes prohibited in section 2186 of this article.

SEC. 2188. Any person convicted under the provisions of the two preceding sections shall for the first offense be fined not exceeding one hundred dollars, or imprisoned in the county jail not exceeding three months, or both, in the discretion of the court, and, upon conviction for a second or any subsequent offense, shall be fined in any sum not exceeding five hundred dollars, or imprisoned in the penitentiary for a term not exceeding two years, or both, in the discretion of the court.

SEC. 2189. No child under the age of fourteen years shall be employed in any manufacturing or mechanical establishment in this State wherein steam, water or any other mechanical power is used in the manufacturing process carried on therein, or, where the work to be done by such child would, in the opinion of two reputable physicians in the locality where such work is to be done, be dangerous to the health of such child.

SEC. 2190. Any person, firm or corporation, or its agent, who employs, and any parent or person in charge of such child who permits the employment of such child in violation of this article, shall be deemed guilty of a misdemeanor, and shall, upon conviction, be fined not less than ten nor more than one hundred dollars, or imprisonment [imprisoned] in the county jail for a period of not less than two days nor more than ten days, or both fined and imprisoned, for each offense: *Provided*, That extreme poverty of the parent, or person in charge of such child, shall be a good defense to such proceeding.

CHAPTER 91.—ARTICLE 17.—*Cleaning machinery.*

SECTION 6434. No minor * * * shall be required to clean any part of the mill, gearing or machinery in any such establishment in this State, while the same is in motion, or work between the fixed or traversing parts of any machine, while it is in motion by the action of steam, water or other mechanical power.

CHAPTER 133.—ARTICLE 2.—*Employment in mines.*

SECTION 8811 (as amended by act approved March 22, 1901, page 211, acts of 1901).

* * * * *

No male person under the age of twelve years * * * shall be permitted to enter any mine to work therein, nor shall any boy under the age of fourteen years,

unless he can read and write, be allowed to work in any mine. Any party or person neglecting or refusing to perform the duties required to be performed by the provisions of this article shall be deemed guilty of a misdemeanor, and punished by a fine in the discretion of the court trying the same. * * *

SEC. 8812. No owner, agent or operator of any mine operated by shaft or slope shall place in charge of any engine whereby men are lowered into or hoisted out of the mines any but an experienced, competent and sober person not under eighteen years of age. * * *

CHAPTER 161.—ARTICLE 4.—*Night work in bakeries.*

SECTION 10088. * * * No person under the age of sixteen years shall be employed in any bake shop between the hours of nine o'clock at night and five o'clock in the morning.

MONTANA.

CODES AND STATUTES—SANDERS' EDITION—1895.

POLITICAL CODE.

PART III.—*Employment during school term—Illiterates.*

SECTION 1920 (as amended by chapter 45, acts of 1903). * * * Every parent, guardian or other person having charge of any child between the ages of eight and fourteen years shall send such child to a public, private, or parochial school, for the full time that the school attended is in session, which shall in no case be for less than sixteen weeks during any current year, and said attendance shall begin within the first week of the school term, unless the child is excused from such attendance * * * upon satisfactory showing, either that the bodily or mental condition of the child does not permit of its attendance at school, or that the child is being instructed at home by a person qualified, * * * or that there is no school taught the required length of time within $2\frac{1}{2}$ miles of the residence of such child by the nearest traveled road: *Provided*, That no child shall be refused admission to any public school on account of race or color. * * *

SEC. 1921 (as amended by chapter 45, acts of 1903). No child under fourteen years of age shall be employed or be in the employment of any person, company or corporation during the school term and while the public schools are in session, unless such child shall present to such person, company or corporation an age and schooling certificate herein provided for. An age and schooling certificate shall be approved only by the superintendent of schools, or by a person authorized by him, in city or other districts having such superintendent, or by the clerk of the board of trustees in village and township districts not having such superintendent, upon a satisfactory proof of the age of such minor and that he has successfully completed the studies enumerated in section 1920 of this article; or if between the ages of fourteen and sixteen years, a knowledge of his or her ability to read and write legibly the English language. The age and schooling certificate shall be formulated by the superintendent of public instruction and the same furnished, in blank, by the clerk of the board of trustees or the clerk of the district. Every person [,] company, or corporation employing any child under sixteen years of age, shall exact the age and schooling certificate prescribed in this section, as a condition of employment and shall keep the same on file, and shall upon the request of the truant officer hereinafter provided for, permit him to examine such age and schooling certificate. Any person, company, or corporation, employing any minor contrary to the provisions of this section shall be fined not less than twenty five nor more than fifty dollars for each and every offense.

SEC. 1922 (as amended by chapter 45, acts of 1903). All minors over the age of fourteen and under the age of sixteen years, who can not read and write the English language shall be required to attend school as provided in section 1920, of this article and all the provisions of said section shall apply to said minors; *Provided*, That such attendance shall not be required of such minors after they have secured a certificate from the superintendent of schools in districts having superintendents, or the clerk of the board of trustees in districts not having superintendents, that they can read, and write the English language. No person, company or corporation shall employ any such minor during the time schools are in session, or having such minor in their employ shall immediately cease such employment, upon notice from the truant officer who is hereinafter provided. Every person, company, or corporation violating the provisions of this section shall be fined not less than twenty-five nor more than fifty dollars for each and every offense.

SEC. 1924 (as amended by chapter 45, acts of 1903). * * * The truant officer shall be vested with police powers, the authority to serve warrants, and have authority to enter workshops, factories, stores and all other places where children may be employed, and do whatever may be necessary, in the way of investigation or otherwise to enforce the provisions of this act; * * *

CIVIL CODE.

Earnings of minors.

SECTION 299. The wages of a minor employed in service may be paid to him until the parent or guardian entitled thereto gives the employer notice that he claims such wages.

PENAL CODE.

Certain employments forbidden.

SECTION 472. Any person, whether as parent, relative, guardian, employer or otherwise, having in his care, custody or control any child under the age of sixteen years, who shall sell, apprentice, give away, let out or otherwise dispose of any such child to any person, under any name, title or pretense, for the vocation, use, occupation, calling, service, or purpose of singing, playing on musical instruments, rope walking, dancing, begging or peddling in any public street or highway, or in any mendicant or wandering business whatever; and any person who shall take, receive, hire, employ, use or have in custody any child for such purposes, or either of them, is guilty of a misdemeanor.

SEC. 474. Every person who receives or employs any child under fourteen years of age in any underground works or mine, or in any similar business, is punishable by a fine not exceeding one thousand dollars.

NEBRASKA.

COMPILED STATUTES OF 1881—TENTH EDITION, 1901.

PART III.—CRIMINAL CODE.

CHAPTER 23.—*Employment during school term.*

SECTION 6953. Any male or female child under the age of ten years shall not be employed in any manufacturing, mechanical, industrial or mercantile establishment.

SEC. 6954. Any male or female child under the age of fourteen years shall not be employed in any manufacturing, mechanical, industrial or mercantile establishment, except during the vacations of the public schools; unless during the year next preceding such employment, said child has for at least twenty weeks attended some public or private day school where the English [language] is taught; nor shall such employment continue, unless such child shall in each and every year attend school as herein provided, and no child shall be so employed who does not present a certificate signed by the president and secretary of the school board of the school district in which said child resides, of their compliance with the requirements of this section. Nor shall any owner, superintendent or overseer of any such establishment, parent or guardian consent to or permit the employment of any child contrary to the provisions of this act.

SEC. 6955. Any owner, superintendent or overseer of any such establishment shall require and keep on file, open to the inspection of the public, a certificate of the age, place of birth and residence of every male and female child under sixteen years of age employed therein, so long as such child is so employed; which certificate shall also state, in case the child is under fourteen years of age, the amount of said child's school attendance during the year next preceding his employment, and such certificate shall be signed by the president and secretary of the school board of the school district in which such child resides, and the forms of certificate herein referred to shall be approved by the attorney general of this State.

SEC. 6955a. Any person who shall be convicted of a violation of any of the provisions of this act shall pay for every such offense a fine of not less than twenty dollars nor more than fifty dollars: *Provided, however,* That no conviction shall be had under this act, unless the proceedings therefor shall be commenced within one year after the offense shall have been committed.

SEC. 6955b. It is hereby made the duty of the deputy labor commissioner of this State upon complaint being filed with him to inspect any and all establishments to which this act applies, and ascertain whether any of the provisions of this act have been violated. Whenever it shall come to his knowledge that any of the provisions of this act have been or [are] being violated, it shall be his duty to cause the same to be enforced: *Provided, however,* That nothing in this section contained shall be construed to prevent any other person from causing the enforcement of the provisions of this act.

NEW HAMPSHIRE.

-PUBLIC STATUTES OF 1891.

CHAPTER 92.—*Employment during school term.*

SECTION 17 (as amended by chapter 70, acts of 1899). Truant officers shall, under the direction of the school board, enforce the laws and regulations relating to truants and children between the ages of eight and sixteen years not attending school and without any regular and lawful occupation, and the laws relating to the attendance at school of children between the ages of eight and sixteen years.

SEC. 18 (as amended by chapter 70, acts of 1899). Truant officers shall, if required by the school board, enforce the laws prohibiting the employment of children in manufacturing, mechanical, or mercantile establishments who have not attended school the prescribed time; and for this purpose, they may, when so authorized and required by vote of the school board, visit the manufacturing, mechanical, and mercantile establishments in their respective cities and towns, and ascertain whether any children under the age of sixteen are employed therein contrary to the provisions of law, and they shall report any cases of such illegal employment to the school board; and the truant officers, when authorized as aforesaid, may demand the names of all children under sixteen years of age employed in such manufacturing, mechanical, and mercantile establishments, and may require that the certificates and lists of such children provided for by law shall be produced for their inspection. Truant officers shall inquire into the employment, otherwise than such manufacturing, mechanical, and mercantile establishments, of children under the age of sixteen years, during the hours when the public schools are in session, and may require that the certificates of all children under sixteen shall be produced for their inspection; and any such officer may bring a prosecution against a person or corporation employing any such child, otherwise than as aforesaid, during the hours when the public schools are in session, contrary to the provisions of law. A refusal or failure on the part of an employer of children under sixteen years of age to produce the certificate required by law, when requested by a truant officer, shall be *prima facie* evidence of the illegal employment of the child whose certificate is not produced. Truant officers shall have authority without a warrant to take and place in school any children found employed contrary to the laws relating to the employment of children, or violating the laws relating to the compulsory attendance at school of children between the ages of six and sixteen years.

CHAPTER 93.—*Age limit—Illiterates.*

SECTION 10 (as amended by chapter 61, acts of 1901). No child under the age of twelve years shall be employed in any manufacturing establishment. No child under the age of fourteen years shall be employed in any manufacturing establishment, nor in any mechanical, mercantile, or other employment during the time in which the public schools are in session in the district in which he resides.

SEC. 11 (as amended by chapter 61, acts of 1901). No child under the age of sixteen years shall be employed in any manufacturing establishment, or in any mechanical, mercantile, or other employment, during the time in which the public schools are in session in the district in which he resides, without first presenting a statement of his age from his parent or guardian, sworn to before the superintendent of schools or, if there is no superintendent of schools, by some person authorized by the school board of the district in which such child is employed.

And no child under the age of sixteen years shall be employed as aforesaid during the time in which the public schools are in session in the district in which he resides without first presenting a certificate from the superintendent of schools or, if there is no superintendent of schools, some person authorized by the school board, that such child can read at sight and write legibly simple sentences in the English language. And any superintendent of schools or person authorized by the school board who

certifies falsely as to matters prescribed by this section shall be fined not less than twenty nor more than fifty dollars for each offense.

SEC. 12 (as amended by chapter 61, acts of 1901). No minor shall be employed in any manufacturing establishment, or in any mechanical, mercantile, or other employment, who can not read at sight and write legibly simple sentences in the English language, while a free public evening school is maintained in the district in which he resides, unless he is a regular attendant at such evening school or at a day school: *Provided*, That upon presentation by such minor of a certificate signed by a regular practicing physician, and satisfactory to the superintendent of schools, or, where there is no superintendent of schools, the school board, showing that the physical condition of such minor would render such attendance in addition to daily labor prejudicial to his health, said superintendent of schools or school board shall issue a permit authorizing the employment of such minor for such period as said superintendent of schools or school board may determine. Said superintendent of schools or school board, or teachers acting under authority thereof, may excuse any absence from such evening school arising from justifiable cause. Any parent, guardian, or custodian who permits to be employed any minor under his control in violation of the provisions of this section shall forfeit not more than twenty dollars for the use of the evening schools of such town or city.

SEC. 13 (as amended by chapter 61, acts of 1901). If any owner, agent, superintendent, or overseer of a manufacturing, mechanical, or mercantile establishment, or any other person, shall employ any child in violation of the provisions of either of the three preceding sections, he shall be fined not exceeding fifty dollars for each offense, for the use of the district.

SEC. 18. It shall be the duty of the school board to prosecute offenders for violations of the provisions of this chapter. If they neglect to perform this duty they shall forfeit twenty dollars for each neglect, for the use of the district, to be recovered in the name of the district by the selectmen of the town. All necessary expenses incurred in such proceedings shall be paid by the district.

SEC. 19. No prosecution under this chapter shall be sustained unless begun within one year after the offense is committed.

CHAPTER 180.—*Hours of labor.*

SECTION 14. * * * no minor under eighteen years of age shall be employed in a manufacturing or mechanical establishment for more than ten hours in one day, except in the following cases:

- I. To make a shorter day's work for one day in the week.
- II. To make up time lost on some day in the same week in consequence of the stopping of machinery upon which such person was dependent for employment.
- III. When it is necessary to make repairs to prevent interruption of the ordinary running of the machinery.

In no case shall the hours of labor exceed sixty in one week.

SEC. 15. The proprietors of every such establishment shall keep posted in a conspicuous place in every room where such persons are employed a notice printed in plain, large letters, stating the exact time of beginning and of stopping work in the forenoon and in the afternoon, and the number of hours' work required of them each day of the week.

SEC. 16. If any owner, agent, superintendent, or overseer of any such establishment shall willfully violate the provisions of either of the two preceding sections, he shall be fined not exceeding fifty dollars for each offense.

SEC. 17. A certificate of the age of a minor, made by him and by his parents or guardian and presented to the employer at the time the minor is employed, shall be conclusive evidence of his age upon a prosecution for the violation of the provisions of section fourteen.

SEC. 18. If any person shall make and utter a false certificate in regard to the age of a minor, with intent to evade the provisions of this chapter, he shall be fined twenty-five dollars, or be imprisoned thirty days, or both, for each offense.

SEC. 19. * * * Prosecutions under sections sixteen and eighteen shall be barred unless begun within one year after the offense was committed.

CHAPTER 265.—*Certain employments forbidden.*

SECTION 3. If any person shall employ or exhibit a child under the age of fourteen years in dancing, playing on musical instruments, singing, walking on a wire or rope, or riding or performing as a gymnast, contortionist, or acrobat in any circus or theatrical exhibition, or in any public place whatsoever, or shall cause, procure,

or encourage any such child to engage therein, or if any person having the custody or control of any such child shall permit him to be so employed, such person shall be fined not exceeding one hundred dollars; but nothing in this section shall be construed to prevent the education of children in vocal and instrumental music, or their employment as musicians in any church, chapel, or school, or school exhibition, or to prevent their taking part in any concert or musical exhibition.

NEW JERSEY.

GENERAL STATUTES—1895.

Age limit.

(Page 1900.)

SECTION 11 (as amended by chapter 201, acts of 1903). No child under the age of fourteen years shall be employed in any factory, workshop, mine or establishment where the manufacture of any goods whatever is carried on.

SEC. 14. Every manufacturer, merchant or other employer, employing any person contrary to the provisions of this act, or who shall be guilty of any violation hereof, shall be liable to a penalty of fifty dollars for each offense, to be recovered in an action of debt in any district court in any city, or before any justice of the peace having due jurisdiction, and that any parent or guardian, who knowingly permits the employment of such child or children, shall be liable in a like action to a penalty of not more than fifty dollars, as the court shall fix; * * * an affidavit of the age of any minor, made by its parent or guardian at the time of its employment, shall be conclusive evidence of the age of such minor upon any trial against a manufacturer or employer for the violation of this act, but any parent or guardian that shall knowingly swear falsely in such affidavit shall be guilty of perjury, and the inspector or deputy inspector shall be authorized, in case they shall find any minor employed under any false affidavit given as aforesaid, to order and compel such minor to desist from work; the provisions of this act in relation to the hours of employment shall not apply to or affect any person engaged in preserving perishable goods in fruit-canning establishments.

SEC. 19. The title of the inspector * * * , and the deputies hereinafter provided for, shall be respectively "factory and workshop inspector" and "deputy inspectors," and it shall be their duty to enforce * * * all * * * laws relating to the * * * employment, safety, protection and compulsory attendance at school of minors, and to institute all suits or actions in the name of the inspector * * * , but no action shall be begun by any deputy inspector without the written direction of the inspector * * * .

SEC. 21. The inspector and his deputies shall have power to demand a certificate of physical fitness from some regular practicing physician in the case of minors who may seem to them physically unable to work, and who shall have power to prohibit the employment of any minor that can not obtain such a certificate.

SEC. 22. Any parent or guardian, when so required by the inspector, or one of his deputies, shall furnish to such inspector or deputy a certificate from the office of registration of births, or in the absence of such certificate, an affidavit or affidavits of the age of such minor, and if any one shall knowingly swear falsely in any such affidavit, the person or persons so swearing shall be guilty of perjury, and liable to indictment and punishment accordingly.

SEC. 29. It will be illegal for any one to delay the factory inspectors in the exercise of their duties, or conceal or attempt to conceal any child or children from examination by the inspectors.

SEC. 30. Every manufacturer, merchant or other person who shall be guilty of any violation of the provisions of this act, shall be liable to a penalty of fifty dollars for each offense, * * * .

Cleaning machinery—Unhealthful employments—Hours of labor.

(Page 2345.)

SECTION 30. No minor * * * shall clean any part of the mill gearing or machinery in any factory or workshop while the same is in motion, or work between the fixed or traversing parts of any machine while it is in motion by the action of steam, water or other mechanical power.

SEC. 49. No minor below the age of sixteen shall be employed at any work dangerous to health, without a certificate of fitness from a reputable physician.

SEC. 66. * * * , fifty-five hours shall constitute a week's work in any factory, workshop, or establishment where the manufacture of any goods whatever is carried on; and the periods of employment shall be from seven o'clock in the forenoon until twelve o'clock noon, and from one o'clock in the afternoon until six o'clock in the evening of every working day except Saturday, upon which last named day the period of employment shall be from seven o'clock in the forenoon until twelve o'clock noon.

SEC. 67. No person under the age of eighteen years, male or female, * * * shall be employed in any factory, workshop, or manufacturing establishment except during the periods of employment hereinbefore mentioned: *Provided*, That the provisions in this act in relation to the hours of employment shall not apply to or affect any person engaged in preserving perishable goods in fruit canning establishments or in any factory engaged in the manufacture of glass.

SEC. 68. The inspector of factories shall investigate any reported violation of the provisions of this act and of the act to which this is a supplement, after it has been discovered by him or brought to his notice, and may proceed against the violator or violators in the manner prescribed by the act to which this is a supplement.

SEC. 69. Any manufacturer or other employer who shall violate any of the provisions of this act shall be liable to a penalty of one hundred dollars for each offense, to be recovered in the same way and for the same purpose as prescribed in the act to which this is a supplement.

School attendance.

(Page 3089.)

SECTION 146. No child under the age of fifteen years shall be employed by any person, company or corporation to labor in any business whatever, unless such child shall have attended, within twelve months immediately preceding such employment, some public day or night school, or some well-recognized private school; such attendance to be for five days or evenings every week during a period of at least twelve consecutive weeks, which may be divided into two terms of six consecutive weeks each, so far as the arrangement of school terms will permit, and unless such child or his or her parents or guardians shall have complied with the provisions of the act approved March fifth, eighteen hundred and eighty-three, limiting the employment hours of the labor of children.

ACTS OF 1896.

CHAPTER 181.—*Night work in bakeries.*

SECTION 10 (added by chapter 64, acts of 1903). No person under the age of eighteen years shall be employed, or required, permitted or suffered to work, in a biscuit, bread or cake bakery between the hours of seven o'clock in the afternoon and seven o'clock in the forenoon.

ACTS OF 1898.

CHAPTER 235.—*Certain employments forbidden.*

SECTION 56. Any person who, whether as parent, relative, guardian, employer, or otherwise, having in his or her custody or control, lawfully or unlawfully, any minor child under the age of eighteen years, who shall sell, apprentice, give away, let out, employ, hire or otherwise dispose of such minor or minors for the purpose of begging, singing and playing on a musical instruments [instrument], rope-walking, dancing, or for any mendicant or wandering business whatsoever, or in any immoral conduct or occupation in the streets, roads and other highways or public places of this State, and any person who shall take, receive, hire, employ, use or have in custody any such minor or minors, under the age of eighteen years, and use or employ him, her or them in any such purpose, or any of them, for any mendicant or immoral business whatsoever, either in public or private places within this State, shall be guilty of a misdemeanor, and punished accordingly; and if, upon such conviction, the minor or minors shall have no home or means of support and no one to take proper care of him, her or them, the court may, in its discretion, if it shall appear a humane and proper thing to do, commit such minor or minors to the State reform school for boys, or the State industrial school for girls, until such minor or minors attain the age of eighteen years, or for a less age, in the discretion of the court.

NEW YORK.

REVISED STATUTES—THIRD EDITION—1901.

Certain employments forbidden.

(Page 428.)

SECTION 18. A person who employs or causes to be employed, or who exhibits, uses, or has in custody, or trains for the purpose of the exhibition, use or employment of, any child actually or apparently under the age of sixteen years; or who having the care, custody or control of such a child as parent, relative, guardian, employer, or otherwise, sells, lets out, gives away, so trains, or in any way procures or consents to the employment, or to such training, or use, or exhibition of such child; or who neglects or refuses to restrain such child from such training, or from engaging or acting, either

1. As a rope or wire walker, gymnast, wrestler, contortionist, rider or acrobat; or upon any bicycle or similar mechanical vehicle or contrivance; or,

2. In begging or receiving or soliciting alms in any manner or under any pretense, or in any mendicant occupation; or in gathering or picking rags, or collecting cigar stumps, bones or refuse from markets; or in peddling; or,

3. In singing; or dancing; or playing upon a musical instrument; or in a theatrical exhibition; or in any wandering occupation; or

4. In any illegal, indecent or immoral exhibition or practice; or in the exhibition of any such child when insane, idiotic, or when presenting the appearance of any deformity or unnatural physical formation or development; or

5. In any practice or exhibition or place dangerous or injurious to the life, limb, health or morals of the child, is guilty of a misdemeanor. But this section does not apply to the employment of any child as a singer or musician in a church, school or academy; or in teaching or learning the science or practice of music; or as a musician in any concert or in a theatrical exhibition, with the written consent of the mayor of the city, or the president of the board of trustees of the village where such concert or exhibition takes place. Such consent shall not be given unless forty-eight hours previous notice of the application shall have been served in writing upon the society mentioned in section two hundred and ninety-three of the Penal Code [any incorporated society for the prevention of cruelty to children], if there be one within the county, and a hearing had thereon if requested, and shall be revocable at the will of the authority giving it. It shall specify the name of the child, its age, the names and residence of its parents or guardians, the nature, time, duration and number of performances permitted, together with the place and character of the exhibition. But no such consent shall be deemed to authorize any violation of the first, second, fourth or fifth subdivisions of this section.

Employment during school term.

(Page 645.)

SECTION 316 (as amended by chapter 459, acts of 1903). It shall be unlawful for any person, firm or corporation to employ any child under fourteen years of age, in any business or service whatever, during any part of the term during which the public schools of the district in which the child resides are in session; or to employ any child between fourteen and sixteen years of age who does not, at the time of such employment, present a certificate signed by the superintendent of schools or by the principal or the principal teacher of the city or district in which the child resides or by the principal or the principal teacher of the school where the child has attended or is attending, or by such other officer as the school authorities may designate, certifying that such child during the school year next preceding his application for such certificate, has attended for not less than one hundred and thirty days the public schools, or schools having an elementary course equivalent thereto, in such city or district and that such child can read and write easy English prose and is familiar with the fundamental operations of arithmetic; or to employ, in a city of the first class or a city of the second class, any child between fourteen and sixteen years of age who has not completed such course of study as the public elementary schools of such city require for graduation from such schools and who does not hold either a certificate of graduation from the public elementary school or the preacademic certificate issued by the regents of the university of the State of New York or the certificate of the completion of an elementary school issued by the department of public

instruction, unless the employer of such child, if a boy, shall keep and shall display in the place where such child is employed and shall show whenever so requested by any attendance officer, factory inspector, or representative of the police department, a certificate signed by the school authorities or such school officers in said city as said school authorities shall designate, which school authorities, or officers designated by them, are hereby required to issue such certificates to those entitled to them not less frequently than once in each month during which said evening school is in session and at the close of the session of said evening school, stating that said child has been in attendance upon said evening school for not less than six hours each week for such number of weeks as will, when taken in connection with the number of weeks such evening school will be in session during the remainder of the current or calendar year, make up a total attendance on the part of said child in said evening school of not less than six hours per week for a period of not less than sixteen weeks, and any person who shall employ any child contrary to the provisions of this section or who shall fail to keep and display certificates as to the attendance of employees in evening schools when such attendance is required by law shall, for each offense, forfeit and pay to the treasurer of the city or village, or to the supervisor of the town in which such child resides, a penalty of fifty dollars, the same, when paid, to be added to the public school moneys of the city, village or district in which such child resides.

Earnings of minors.

(Page 1049.)

SECTION 42. Where a minor is in the employment of a person other than his parent or guardian, payment to such minor of his wages is valid, unless such parent or guardian notify the employer in writing, within thirty days after the commencement of such service, that such wages are claimed by such parent or guardian, but whenever such notice is given at any time payments to the minor shall not be valid for services rendered thereafter.

Age limit—Night work—Hours of labor—Overtime work—Employment on elevators—Cleaning and operating machinery—Polishing.

(Page 2088.)

SECTION 70 (as amended by chapter 184, acts of 1903). No child under the age of fourteen years shall be employed, permitted or suffered to work in or in connection with any factory in this State. No child between the ages of fourteen and sixteen years shall be so employed, permitted or suffered to work unless an employment certificate issued as provided in this article shall have been theretofore filed in the office of the employer at the place of employment of such child.

SEC. 71 (as amended by chapter 184, acts of 1903). Such certificate shall be issued by the commissioner of health or the executive officer of the board or department of health of the city, town or village where such child resides, or is to be employed, or by such other officer thereof as may be designated, by such board, department or commissioner for that purpose, upon the application of the parent or guardian or custodian of the child desiring such employment. Such officer shall not issue such certificate until he has received, examined, approved, and filed the following papers duly executed: (1) The school record of such child properly filled out and signed as provided in this article. (2) A passport or duly attested transcript of the certificate of birth or baptism or other religious record, showing the date and place of birth of such child. A duly attested transcript of the birth certificate filed according to law with a registrar of vital statistics, or other officer charged with the duty of recording births shall be conclusive evidence of the age of such child. (3) The affidavit of the parent or guardian or custodian of the child, which shall be required, however, only in case such last mentioned transcript of the certificate of birth be not produced and filed, showing the place and date of birth of such child; which affidavit must be taken before the officer issuing the employment certificate, who is hereby authorized and required to administer such oath, and who shall not demand or receive a fee therefor. Such employment certificate shall not be issued until such child farther has personally appeared before and been examined by the officer issuing the certificate, and until such officer shall, after making such examination, sign and file in his office a statement that the child can read and legibly write simple sentences in the English language and that in his opinion the child is fourteen years of age or upwards and has reached the normal development of a child of its age, and is in sound health and is physically able to perform the work which it intends to do. In doubtful cases such physical fitness shall be determined by a medical officer of the board or department

of health. Every such employment certificate shall be signed, in the presence of the officer issuing the same, by the child in whose name it is issued.

SEC. 72 (as amended by chapter 184, acts of 1903). Such certificate shall state the date and place of birth of the child, and describe the color of the hair and eyes, the height and weight and any distinguishing facial marks of such child, and that, the papers required by the preceding section have been duly examined, approved and filed and that the child named in such certificate has appeared before the officer signing the certificate and been examined.

SEC. 73 (as amended by chapter 184, acts of 1903). The school record required by this article shall be signed by the principal or chief executive officer of the school which such child has attended and shall be furnished, on demand, to a child entitled thereto or to the board, department or commissioner of health. It shall contain a statement certifying that the child has regularly attended the public schools or schools equivalent thereto or parochial schools for not less than one hundred and thirty days during the school year previous to his arriving at the age of fourteen years or during the year previous to applying for such school record and is able to read and write simple sentences in the English language, and has received during such period instruction in reading, spelling, writing, English grammar and geography and is familiar with the fundamental operations of arithmetic up to and including fractions. Such school record shall also give the age and residence of the child as shown on the records of the school and the name of its parent or guardian or custodian.

SEC. 75. The board or department of health or health commissioner of a city, village or town, shall transmit, between the first and tenth day of each month, to the office of the factory inspector a list of the names of the children to whom certificates have been issued.

SEC. 76 (as amended by chapter 184, acts of 1903). Each person owning or operating a factory and employing children therein shall keep, or cause to be kept in the office of such factory, a register, in which shall be recorded the name, birthplace, age and place of residence of all children so employed under the age of sixteen years. Such register and the certificate filed in such office shall be produced for inspection, upon the demand of the commissioner of labor. On termination of the employment of a child so registered, and whose certificate is so filed, such certificate shall be forthwith surrendered by the employer to the child or its parent or guardian or custodian.

SEC. 77 (as amended by chapter 184, acts of 1903). No minor under the age of sixteen years shall be employed, permitted or suffered to work in any factory in this State before six o'clock in the morning, or after nine o'clock in the evening of any day, or for more than nine hours in any one day. No minor under the age of eighteen years, and no female shall be employed, permitted or suffered to work in any factory in this State before six o'clock in the morning, or after nine o'clock in the evening of any day; or for more than ten hours in any one day except to make a shorter work day on the last day of the week; or for more than sixty hours in any one week, or more hours in any one week than will make an average of ten hours per day for the whole number of days so worked. A printed notice, in a form which shall be prescribed and furnished by the commissioner of labor, stating the number of hours per day for each day of the week required of such persons, and the time when such work shall begin and end, shall be kept posted in a conspicuous place in each room where they are employed. But such persons may begin their work after the time for beginning and stop before the time for ending such work, mentioned in such notice, but they shall not otherwise be employed, permitted or suffered to work in such factory except as stated therein. The terms of such notice shall not be changed after the beginning of labor on the first day of the week without the consent of the commissioner of labor. The presence of such persons at work in the factory at any other hours than those stated in the printed notice shall constitute prima facie evidence of a violation of this section of the law.

SEC. 78 (as amended by chapter 184, acts of 1903). When in order to make a shorter work day on the last day of the week, a minor over sixteen and under eighteen years of age, or a female sixteen years of age or upwards, is to be required or permitted to work in a factory more than ten hours in a day, the employer of such persons shall notify the commissioner of labor in writing, of such intention, stating the number of hours of labor per day, which it is proposed to require or permit, and the time when it is proposed to cease such requirement or permission; a similar notification shall be made when such requirement or permission has actually ceased. A record of the names of the employees thus required or permitted to work overtime, with the amount of such overtime, and the days upon which such work was performed, shall be kept in the office of such factory, and produced upon the demand of the commissioner of labor.

* * * * *

The word custodian as used in this act [sections 70 to 78, inclusive] shall include any person, organization or society having the custody of said child.

SEC. 79.

* * * * *

No child under the age of fifteen years shall be employed or permitted to have the care, custody or management of or to operate an elevator in a factory, nor shall any person under the age of eighteen years be employed or permitted to have the care, custody or management of or to operate an elevator therein, running at a speed of over two hundred feet a minute.

SEC. 81. * * * No male person under eighteen years or woman under twenty-one years of age shall be permitted or directed to clean machinery while in motion. Children under sixteen years of age shall not be permitted to operate or assist in operating dangerous machines of any kind.

SEC. 92 (as amended by chapter 561, acts of 1903). No male child under the age of eighteen years * * * shall be employed in any factory in this State in operating or using any emery, tripoli, rouge, corundum, stone, carborundum or any abrasive, or emery polishing or buffing wheel, where articles of the baser metals or of iridium are manufactured. The owner, agent or lessee of a factory who employs any such person in the performance of such work is guilty of a misdemeanor and upon conviction thereof shall be fined the sum of fifty dollars for each such violation. The commissioner of labor, his assistants and deputies, shall enforce the provisions of this section.

Age limit—Hours of labor—Night work—Lunch time—Employment in basements—Selling newspapers.

(Page 2114.)

SECTION 160. The provisions of this article shall apply to all villages and cities which at the last preceding State enumeration had a population of three thousand or more,

SEC. 161 (as amended by chapter 255, acts of 1903). No child under the age of sixteen years shall be employed, permitted or suffered to work in or in connection with any mercantile establishment, business office, or telegraph office, restaurant, hotel, apartment house, or in the distribution or transmission of merchandise or messages, more than fifty-four hours in any one week, or more than nine hours in any one day, or before seven o'clock in the morning or after ten o'clock in the evening of any day. No female employee between sixteen and twenty-one years of age shall be required, permitted or suffered to work in or in connection with any mercantile establishment more than sixty hours in any one week; or more than ten hours in any one day, unless for the purpose of making a shorter work day of some one day of the week; or before seven o'clock in the morning or after ten o'clock in the evening of any day. This section does not apply to the employment of persons sixteen years of age or upwards on Saturday, provided the total number of hours of labor in a week of any such person does not exceed sixty hours, nor to the employment of such persons between the fifteenth day of December and the following first day of January. Not less than forty-five minutes shall be allowed for the noon day meal of the employees of any such establishment.

SEC. 162 (as amended by chapter 255, acts of 1903). No child under the age of fourteen years shall be employed, permitted or suffered to work in or in connection with any mercantile or other establishment specified in the preceding section, except that a child upwards of twelve years of age may be employed therein in villages and cities of the third class, during the summer vacation of the public schools of the city or district where such establishment is situated. No child under the age of sixteen years shall be employed in any such establishment, unless an employment certificate issued as provided in this article, shall have been theretofore filed in the office of the employer at the place of employment of such child.

[Sections 163 to 165, inclusive, are identical with sections 71 to 73, pages 609, 610 supra.]

SEC. 166 (as amended by chapter 255, acts of 1903). Children of the age of twelve years or more who can read and write simple sentences in the English language, may be employed, in mercantile and other establishments specified in section one hundred and sixty-one, in villages and cities of the third class during the summer vacation of the public schools in the city or school district where such children reside upon obtaining the vacation certificate herein provided. Such certificate shall be issued in the same manner, upon the same conditions, and on like proof that such child is twelve years of age or upwards, and in sound health, as is required for the

issuance of an employment certificate under this article, except that a school record of such child shall not be required. The certificates provided for in this section shall be designated summer vacation certificates, and shall correspond in form and substance as nearly as practicable to such employment certificate, and shall in addition thereto specify the time in which the same shall remain in force and effect which in no case shall be other than the time in which the public schools where such children reside are closed for a summer vacation.

SEC. 167 (as amended by chapter 255, acts of 1903). The owner, manager or agent of a mercantile or other establishment specified in section one hundred and sixty-one, employing children, shall keep or cause to be kept, in the office of such establishment, a register, in which shall be recorded the name, birthplace, age and place of residence of all children so employed under the age of sixteen years. Such register and the certificates filed in such office shall be produced for inspection, upon the demand of an officer of the board, department or commissioner of health of the town, village or city where such establishment is situated. On termination of the employment of the child so registered and whose certificate is so filed, such certificate shall be forthwith surrendered by the employer to the child or its parent or guardian or custodian.

SEC. 171. * * * children shall not be employed or directed to work in the basement of a mercantile establishment, unless permitted by the board or department of health, or health commissioner of the town, village or city where such mercantile establishment is situated. Such permission shall be granted unless it appears that such basement is not sufficiently lighted and ventilated, and it is not in good sanitary condition.

SEC. 172 (as amended by chapter 255, acts of 1903). The board or department of health or health commissioners of a town, village or city affected by this article shall enforce the same and prosecute all violations thereof. Proceedings to prosecute such violations must be begun within thirty days after the alleged offense was committed. All officers and members of such boards, or department, all health commissioners, inspectors, and other persons appointed or designated by such boards, departments or commissioners may visit and inspect at reasonable hours and when practicable and necessary, all mercantile or other establishments herein specified within the town, village or city for which they are appointed. No person shall interfere with or prevent any such officer from making such visitations and inspections, nor shall he be obstructed or injured by force or otherwise while in the performance of his duties. All persons connected with any such mercantile or other establishment herein specified shall properly answer all questions asked by such officer or inspector in reference to any of the provisions of this article.

SEC. 173 (as amended by chapter 255, acts of 1903). A copy of this article shall be posted in three conspicuous places in each establishment affected by its provisions.

SEC. 174 (added by chapter 151, acts of 1903). No male child under ten, and no girl under sixteen years of age shall in any city of the first class sell or expose or offer for sale newspapers in any street or public place.

SEC. 175 (added by chapter 151, acts of 1903). No male child actually or apparently under fourteen years of age shall sell or expose or offer for sale said articles unless a permit and badge as hereinafter provided shall have been issued to him by the district superintendent of the board of education of the city and school district where said child resides, or by such other officer thereof as may be officially designated by such board for that purpose, on the application of the parent, guardian or other person having the custody of the child desiring such permit and badge, or in case said child has no parent, guardian or custodian then on the application of his next friend, being an adult. Such permit and badge shall not be issued until the officer issuing the same shall have received, examined, approved and placed on file in his office satisfactory proof that such male child is of the age of ten years or upwards. No permit or badge provided for herein shall be valid for any purpose except during the period in which such proof shall remain on file, nor shall such permit or badge be authority beyond the period fixed therein for its duration. After having received, examined, approved and placed on file such proof the officer shall issue to the child a permit and badge.

SEC. 176 (added by chapter 151, acts of 1903). Such permit shall state the date and place of birth of the child, the name and address of its parent, guardian, custodian or next friend as the case may be and describe the color of hair and eyes, the height and weight and any distinguishing facial mark of such child, and shall further state that the proof required by the preceding section has been duly examined, approved and filed; and that the child named in such permit has appeared before the officer issuing the permit. The badge furnished by the officer issuing the permit shall bear on its face a number corresponding to the number of the permit, and the name of the

child. Every such permit, and every such badge on its reverse side, shall be signed in the presence of the officer issuing the same by the child in whose name it is issued.

SEC. 177 (added by chapter 151, acts of 1903). The badge provided for herein shall be worn conspicuously at all times by such child while so working; and such permit and badge shall expire at the end of one year from the date of their issue. No child to whom such permit and badge are issued shall transfer the same to any other person nor be engaged in any city of the first class as a newsboy, or shall sell or expose or offer for sale newspapers in any street or public place without having upon his person such badge, and he shall exhibit the same upon demand at any time to any police, or attendance officer.

SEC. 178 (added by chapter 151, acts of 1903). The parent, guardian, custodian or next friend, as the case may be, of every child to whom such permit and badge shall be issued shall surrender the same to the authority by which said permit and badge are issued at the expiration of the period provided therefor.

SEC. 179 (added by chapter 151, acts of 1903). No child to whom a permit and badge are issued as provided for in the preceding sections shall sell or expose or offer for sale any newspapers after ten o'clock in the evening.

SEC. 179a (added by chapter 151, acts of 1903). Any child who shall work in any city of the first class in any street or public place as a newsboy or shall sell or expose or offer for sale newspapers under circumstances forbidden by the provisions of this article, must be arrested and brought before a court or magistrate having jurisdiction to commit a child to an incorporated charitable reformatory or other institution and be dealt with according to law; and if any such child is committed to an institution, it shall when practicable, be committed to an institution governed by persons of the same religious faith as the parents of such child.

2. Nothing in this act contained shall be deemed or construed to repeal, amend, modify, impair or in any manner affect any provision of the Penal Code or the Code of Criminal Procedure.

SEC. 209 (as amended by chapter 380, acts of 1903). Any person who violates or does not comply with:

1. The provisions of article six [sections 70 to 92] of the labor law, relating to factories;

4. The provisions of article eleven [sections 160 to 173] of the labor law, relating to mercantile establishments, and the employment of women and children therein;

5. And any person who knowingly makes a false statement in or in relation to any application made for an employment certificate as to any matter required by article six and eleven of the labor law to appear in any affidavit, record, transcript or certificate therein provided for, is guilty of a misdemeanor and upon conviction shall be punished for a first offense by a fine of not less than twenty nor more than one hundred dollars; for a second offense by a fine of not less than fifty nor more than two hundred dollars, or by imprisonment for not more than thirty days or by both such fine and imprisonment; for a third offense by a fine of not less than two hundred and fifty dollars, or by imprisonment for not more than sixty days, or by both such fine and imprisonment.

NORTH CAROLINA.

ACTS OF 1891.

CHAPTER 45.—*Enticing minors.*

SECTION 1. Any person who shall employ and carry beyond the limits of this State any minor, or who shall induce any minor to go beyond the limits of this State for the purposes of employment without the consent in writing, duly authenticated, of the parent, guardian or other person having authority over such minor shall be guilty of a misdemeanor, and on conviction thereof shall be fined not less than five hundred and not more than one thousand dollars for each offense.

SEC. 2. The fact of the employment and going out of the State of the minor, or of the going out of the State by the minor, at the solicitation of the person for the purpose of employment, shall be prima facie evidence of knowledge that the person employed or solicited to go beyond the limits of the State is a minor.

ACTS OF 1893.

CHAPTER 309.—*Contract of employment with intent to defraud.*

SECTION 1. Whenever any person having a contract with any corporation, company or person for the manufacture or change of any raw material by the piece or pound

shall hire and employ any minor to assist in said work upon the faith of and by color of said contract and with intent to cheat and defraud said minor, and shall secure the contract price and shall willfully fail to pay said minor when he shall have performed his part of said contract work, whether done by the day or by the job, the person so offending shall be guilty of a misdemeanor, and upon conviction shall be fined not more than fifty dollars or imprisoned not more than thirty days.

ACTS OF 1897.

CHAPTER 251.—*Employment in mines.*

SECTION 7. * * * No boy under twelve years of age shall be allowed to work in any mine, and in all cases of minors applying for work, the agent of such mine shall see that the provisions of this section are not violated; and the inspector may, when doubt exists as to the age of any minors found working in any mine, qualify and examine the said minor, or his parents as to his age. * * *

SEC. 8. The provisions of this act shall not apply or affect any mine in which not more than ten men are employed at the same time; * * * whosoever knowingly violates any of the provisions of this act * * *, shall be guilty of a misdemeanor, and upon conviction fined not less than fifty dollars or imprisoned in the county jail not more than thirty days or both.

ACTS OF 1903.

CHAPTER 473.—*Age limit—Hours of labor.*

SECTION 1. No child under twelve years of age shall be employed or work in any factory or manufacturing establishment within this State: *Provided*, This act shall not apply to oyster canning and packing manufactories in this State, where said canning and packing manufactories pay for opening or shucking oysters by the gallon or bushel.

SEC. 2. Not exceeding sixty-six hours shall constitute a week's work in all factories and manufacturing establishments of this State, and no person under 18 years of age shall be required to work in such factories or establishments a longer period than sixty-six hours in one week: *Provided*, That this section shall not apply to engineers, firemen, machinists, superintendents, overseers, section and yard hands, office men, watchmen or repairers of break downs.

SEC. 3. All parents, or persons standing in relation of parent, upon hiring their children to any factory or manufacturing establishment, shall furnish such establishment a written statement of the age of such child or children being so hired, and any such parent, or person standing in the relation of parent to such child or children, who shall in such written statement misstate the age of such child or children being so employed, shall be guilty of a misdemeanor, and upon conviction shall be punished at the discretion of the court. Any mill owner, superintendent or other person acting in behalf of a factory or manufacturing establishment who shall knowingly or willfully violate the provisions of this act shall be guilty of a misdemeanor, and upon conviction shall be punished at the discretion of the court.

NORTH DAKOTA.

CONSTITUTION.

ARTICLE 17.—*Age limit.*

SECTION 209.—The labor of children under twelve years of age shall be prohibited in mines, factories and workshops in this State.

REVISED CODES OF 1899.

POLITICAL CODE.

CHAPTER 9.—*Age limit—School attendance.*

SECTION 762. No child between eight and fourteen years of age shall be employed in any mine, factory or workshop or mercantile establishment, or, except by his parents or guardian, in any other manner, during the hours when the public schools

in the city, village or district are in session, unless the person employing him shall first procure a certificate from the superintendent of schools of the city or village, if one is employed, otherwise from the clerk of the school board or board of education, stating that such child has attended school for the period of twelve weeks during the year, as required by law, or has been excused from attendance as provided in section 759; and it shall be the duty of such superintendent or clerk to furnish such certificate upon application of the parent, guardian or other persons having control of such child, entitled to the same.

SEC. 763. Each owner, superintendent or overseer of any mine, factory, workshop or mercantile establishment, and any other person who shall employ any child between eight and fourteen years of age contrary to the provisions of this article, is guilty of a misdemeanor, and upon conviction thereof shall be fined for each offense in a sum not less than twenty nor more than fifty dollars and costs. Each person authorized to sign a certificate as prescribed in the preceding section, who certifies to any materially false statement therein, shall be fined not less than twenty nor more than fifty dollars and costs.

CIVIL CODE.

CHAPTER 7.—*Earnings of minors.*

SECTION 2793. The wages of a minor employed in service may be paid to him or her until the parent or guardian entitled thereto gives the employer notice that he claims such wages.

PENAL CODE.

CHAPTER 71.—*Hours of labor.*

SECTION 7666. Every owner, stockholder, overseer, employer, clerk or foreman, of any manufactory, workshop or other place used for mechanical or manufacturing purposes, who, having control, shall compel * * * any child under eighteen years of age, or permit any child under fourteen years of age, to labor in any day exceeding ten hours, shall be deemed guilty of a misdemeanor, and upon conviction, shall be punished by fine not exceeding one hundred and not less than ten dollars.

OHIO.

BATES' ANNOTATED STATUTES—THIRD EDITION.

PART I.—POLITICAL.

Employment in mines.

SECTION 302. No child under fifteen years of age shall be allowed to work in any mine, during the school term of the public schools in the district in which such minor resides, and no child under fourteen years of age shall be employed in any mine during the vacation interim of the public schools in the school district in which such minor resides, and in all cases of minors applying for work the agent of such mine shall see that the provisions of this section are not violated; he shall also keep a record of all minors employed by him, or by any person employed in said mines, giving the name, age, place of birth, parents' name and residence, with character of employment, and he shall demand from such minor proof that he has complied with the requirements of the school laws; and it shall be the duty of the mine inspector to inspect such record and to report to the chief inspector of mines the number of minors employed in or about such mines and to enforce the provisions of this section.

SEC. 303. In case any coal mine does not, in appliances for the safety of the persons working therein, conform to the provisions of this chapter, or the owner or agent disregards the requirements of this chapter, any court of competent jurisdiction may, on application of the inspector, by civil action, in the name of the State, enjoin or restrain the owner or agent from working or operating such mine, until it is made to conform to the provisions of this chapter; and such remedy shall be cumulative, and shall not take the place of or affect any other proceedings against such owner or agent authorized by law for the matter complained of in such action.

Employment in elevators.

SECTION 2575-91. No person under twenty-one years of age shall be employed in running or operating any electric, steam or hydraulic passenger or freight elevators, and it shall be unlawful for any firm, company or person in the State of Ohio, owning, operating or having in charge any such passenger or freight elevator or elevators to employ a person under twenty-one years of age to run or operate any such elevator.

SEC. 2575-92. Any person, firm or corporation, or any agent, trustee, director, officer or employee of any person, firm or corporation, who shall employ any person contrary to the provisions of the foregoing section, or who shall violate any of its provisions, shall, upon conviction thereof, be fined in any sum not less than twenty-five nor more than one hundred dollars, or imprisonment not less than thirty nor more than sixty days.

PART II.—CIVIL.

Employment during school term—Illiterates.

SECTION 4022-1 (as amended by act, page 615, acts of 1902). All parents, guardians and other persons who have care of children, shall instruct them, or cause them to be instructed in reading, spelling, writing, English grammar, geography and arithmetic. Every parent, guardian or other person having charge of any child between the ages of eight and fourteen years shall send such child to a public, private or parochial school, for the full time that the school attended is in session, which shall in no case be for less than twenty-four weeks, and said attendance shall begin within the first week of the school term, unless the child is excused from such attendance by the superintendent of the public schools, in city or other districts having such superintendent, or by the clerk of the board of education in village, special and township districts not having such superintendent, or by the principal of the private or parochial school, upon satisfactory showing, either that the bodily or mental condition of the child does not permit of its attendance at school, or that the child is being instructed at home by a person qualified, * * * to teach the branches named in this section. * * *

SEC. 4022-2 (as amended by act, page 615, acts of 1902). No child under fourteen years of age shall be employed or be in the employment of any person, company or corporation, during the school term and while the public schools are in session, unless such child shall present to such person, company or corporation an age and schooling certificate herein provided for. An age and schooling certificate shall be approved only by the superintendent of schools, or by a person authorized by him, in city or other districts having such superintendent, or by the clerk of the board of education in village, special and township districts not having such superintendent upon a satisfactory proof of the age of such minor and that he has successfully completed the studies enumerated in section 4022-1 of the Revised Statutes of Ohio; or if between the ages of fourteen and sixteen years, a knowledge of his or her ability to read and write legibly the English language. * * * Every person, company or corporation employing any child under sixteen years of age, shall exact the age and schooling certificate prescribed in this section, as a condition of employment and shall keep the same on file, and shall upon request of the truant officer hereinafter provided for, permit him to examine such age and schooling certificate. Any person, company or corporation, employing any minor contrary to the provisions of this section shall be fined not less than twenty-five nor more than fifty dollars.

SEC. 4022-3 (as amended by act, page 615, acts of 1902). All minors over the age of fourteen and under the age of sixteen years, who can not read and write the English language shall be required to attend school as provided in section 4022-1 of the Revised Statutes of Ohio and all the provisions of said section shall apply to said minors: *Provided*, That such attendance shall not be required of such minors after they have secured a certificate from the superintendent of schools, in districts having superintendents or the clerk of the board of education in districts not having superintendents, that they can read and write the English language. No person, company or corporation shall employ any such minor during the time schools are in session, or having such minor in their employ shall immediately cease such employment, upon notice from the truant officer who is hereinafter provided for. Every person, company or corporation violating the provisions of this section shall be fined not less than twenty-five nor more than fifty dollars.

SEC. 4022-9 (as amended by act, page 615, acts of 1902). When any truant officer is satisfied that any child, compelled to attend school by the provisions of this act, is unable to attend school because absolutely required to work, at home or elsewhere, in order to support itself or help support or care for others legally entitled to its

services, who are unable to support or care for themselves, the truant officer shall report the case to the authorities charged with the relief of the poor, and it shall be the duty of said officers to afford such relief as will enable the child to attend school the time each year required under this act. Such child shall not be considered or declared a pauper by reason of the acceptance of the relief herein provided for. * * * In all cases where relief is necessary it shall be the duty of the board of education to furnish text books free of charge and said board may furnish any further relief it may deem necessary, the expenses incident to furnishing said books and relief to be paid from the contingent funds of the school district.

Retaining wages—Written contracts.

SECTION 4364-65. It shall be unlawful for any person, company or corporation doing business in the State of Ohio, to retain or withhold from an employee, male or female, who is a minor, the wages or compensation, or any part thereof, agreed to be paid to such employee, and due to the same for work performed or services rendered, because of presumed negligence or failure to comply with rules, or for breakage of machinery, or for alleged incompetency to produce work or to perform labor in accordance with any standard of merit set up; nor shall any firm, corporation, or individual as aforesaid, receive any guarantee, bonus, or money deposit, or any other form of security, in order to obtain or to secure for any such minor employment, or to insure faithful performance of labor, or to guarantee strict observance of rules, or to make good any losses which may be ascribed or charged to the incompetence, negligence, or inability of such minor employee.

SEC. 4364-66 (as amended by act, page 598, acts of 1902). No person, company or corporation, as aforesaid, shall give employment to any minor, without agreeing with said minor what wages or compensation he or she shall be entitled to receive per day, week, month or year or per piece for work performed; and written evidence of such agreement shall be furnished to such minor, and on or before each pay day a statement of earnings due, and the amount thereof to be paid to him or her on such pay day shall be given to such minor, and no subsequent change shall be made in the wages or compensation of such minor without notice of the same being given to him or her at least twenty-four hours previous to its going into effect, and when such change is effected written agreement shall be given as in the first instance to said minor employee.

SEC. 4364-67. Any person, or officer, or agent of any company or corporation, who shall violate any of the provisions of this act shall be deemed guilty of a misdemeanor, and upon conviction thereof in any court of competent jurisdiction, be fined in any sum not exceeding two hundred dollars, or imprisonment in the county jail for a period not exceeding six months, or both, at the discretion of the court; and it is hereby declared to be the duty of the State inspector of workshops and factories to see that the provisions of this act shall be enforced.

PART IV.—PENAL.

Certain employments forbidden.

SECTION 6984. Whoever takes, receives, hires, employs, uses, exhibits, or in any manner, or under any pretense, sells, apprentices, gives away, lets out, or otherwise disposes of, to any person, any child under the age of fourteen years, for or in the vocation, occupation, service, or purpose of singing, playing on musical instruments, rope or wire walking, dancing, begging, or peddling, or as a gymnast, contortionist, rider, or acrobat, or for or in any obscene, indecent, or immoral purpose, exhibition, or practice, or for or in any business, exhibition, or vocation injurious to the health or dangerous to the life or limbs of such child, or causes, or procures, or encourages any such child to engage therein, or causes or permits any such child to suffer, or inflicts upon it, unjustifiable physical pain or mental suffering, or willfully causes or permits the life of any such child to be endangered, or its health to be injured, or such child to be placed in such situation that its life may be endangered, or its health injured, or has in custody any such child for any of the purposes aforesaid, shall be fined not more than two hundred dollars, or imprisoned not more than six months, or both.

SEC. 6986-1. No child under the age of sixteen years shall be employed by any person, firm, or corporation in this State, at employment whereby its life or limb is endangered, or its health is likely to be injured, or its morals may be depraved by such employment.

SEC. 6986-2. Any person, firm, or corporation in this State who willfully causes or permits the life or limb of any child under the age of sixteen years to be endangered,

or its health to be injured, or its morals to become depraved, from and while actually in their employ, or who willfully permits such child to be placed in such a position or to engage in such employment that its life or limb is in danger, or its health likely to be injured, or its morals likely to be impaired by such position or employment, shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be fined in any sum not less than ten (\$10) dollars nor more than fifty (\$50) dollars, or imprisonment not less than thirty nor more than ninety days for each and every offense.

Sec. 6986-3. It shall be the duty of the state inspector of workshops and factories to enforce the provisions of this act.

Age limit—Night work—Hours of labor—Time for meals.

SECTION 6986-7 (as amended by act, page 598, acts of 1902). No child under the age of fourteen years shall be employed in any factory, workshop, mercantile or other establishment, directly or indirectly at any time; and no such child under said age shall be employed in any other manner, whether it be for compensation or otherwise, when the public schools in which district such child resides are in session. It shall be the duty of every person employing minors under the age of eighteen years to keep a register in which shall be recorded the name, birthplace, age and place of residence of every minor employed by him under the age of eighteen years.

Sec. 6986-8 (as amended by act, page 598, acts of 1902). No boy under sixteen years of age and no girl under eighteen years of age, shall be employed at any work at night time later than seven o'clock in the evening nor earlier than six o'clock in the morning, and no minor under eighteen years of age shall be employed in any of the places named in section 6986-7 of the Revised Statutes of Ohio for a longer period than ten hours in one day, nor more than fifty-five hours in one week; and every such minor under eighteen years of age shall be entitled to no less than thirty minutes for mealtime at noon, but such mealtime shall not be included as part of the work hours of the day; and every employer shall post in a conspicuous place in every room where such minors are employed a printed notice stating the maximum number of work hours required in one week, and in each day of the week from such minors, such printed notice to be furnished by the chief inspector of workshops and factories, and approved by the attorney general.

Sec. 6986-9. Any person or corporation who shall employ any minor contrary to the provisions of this act, or who shall violate any of the provisions thereof, shall upon conviction be fined in any sum not less than twenty dollars nor more than fifty dollars, or imprisoned not less than ten nor more than thirty days.

OKLAHOMA.

STATUTES OF 1893.

CHAPTER 25.—*Hours of labor.*

PARAGRAPH 2550. Every owner, stockholder, overseer, employer, clerk or foreman, of any manufactory, workshop, or other place used for mechanical or manufacturing purposes, who, having control, shall compel * * * any child under eighteen years of age, or permit any child under fourteen years of age, to labor in any day exceeding ten hours, shall be deemed guilty of a misdemeanor, and upon conviction, shall be punished by fine not exceeding one hundred and not less than ten dollars.

CHAPTER 59.—*Earnings of minors.*

PARAGRAPH 3562. The wages of a minor employed in service may be paid to him or her until the parent or guardian entitled thereto gives the employer notice that he claims such wages.

OREGON.

ACTS OF 1903.

Age limit—Employment during school hours—Night work—Lunch time—Illiterates.

(Page 79.)

SECTION 1. No child, under fourteen years of age, shall be employed in any factory, store, workshop, in or about any mine, or in the telegraph, telephone, or public messenger service.

SEC. 2. No child, under the age of fourteen years, shall be employed in any work, or form, for wages or other compensation to whomsoever payable, during the hours when the public schools of the town, district, or city in which he or she resides are in session.

SEC. 4. No child, under sixteen years of age, shall be employed at any work before the hour of 6 in the morning, or after the hour of 7 at night, nor employed for longer than ten hours for any one day, nor more than six days in any one week; and every such child, under sixteen years of age, shall be entitled to not less than thirty minutes for mealtime at noon, but such mealtime shall not be included as part of the work hours of the day; and every employer shall post, in a conspicuous place where such minors are employed, a printed notice stating the maximum work hours required in one week, and in every day of the week, from such minors.

SEC. 5. No person shall employ any minor under sixteen years of age, and no parent, guardian, or custodian shall permit to be employed any such minor under his control, who can not read at sight and write legibly simple sentences in the English language, while a school is maintained in the town or city in which such minor resides.

SEC. 6. It shall be the duty of every person, or corporation, employing a child under the age of sixteen years, to keep a register, in which shall be recorded the name, age, date of birth, and place of residence of every child under the age of sixteen years employed; and it shall be unlawful for any person, or corporation, to employ any child under the age of sixteen years, unless there is first provided and placed on file in the factory, store, workshop, or mine, or in the telegraph, telephone, or messenger office, in which such child is employed, an affidavit made by the parents, or guardian, stating the name, date, and place of birth, and place of the school attended by such child. The register and affidavit herein provided for shall, on demand, be produced and shown for inspection to the persons hereinafter provided for in this act, who are created a board for the enforcement of the laws of this State. The persons hereinafter provided for in this act, who are created the board of inspection of child labor, shall have the power to demand a certificate of physical fitness from some regularly licensed physician, in the case of a child under sixteen years of age, who may seem physically unable to perform the labor at which such child may be employed, and no child, under sixteen, shall be employed who can not obtain such a certificate.

SEC. 7. Any person, or corporation, who shall employ a minor contrary to the provisions of this act, or who shall violate any of the provisions thereof, shall, upon conviction, be fined in a sum not less than \$10 nor more than \$25 for the first offense, nor less than \$25 nor more than \$50 for the second offense, and be imprisoned for not less than ten and no more than thirty days for the third and each succeeding offense.

SEC. 8. Any parent or guardian who shall permit a child to be employed in violation of the provisions of this act shall, upon conviction, be fined not less than \$5 nor more than \$25.

SEC. 9. It is hereby made the duty of the governor, immediately upon the passage of this law, to appoint five persons, three at least of whom shall be women, who shall constitute the board of inspectors of child labor of the State of Oregon, and shall serve without compensation. The term for which such inspectors shall serve is hereby made one, two, three, four, and five years, respectively; and immediately after the appointment of such board of inspectors by the governor, they shall draw lots among themselves to determine how long each inspector shall serve; the one receiving the long term shall serve the period of five years; the one receiving the second term shall serve four years; the one receiving the third term shall serve three years; the one receiving the fourth term shall serve two years, and the one receiving the short term shall serve one year.

PENNSYLVANIA.

BRIGHTLY'S PURDON'S DIGEST, TWELFTH EDITION—1895.

Certain employments forbidden—Employment on elevators—Employment in mines.

(Page 1015.)

SECTION 9. Any person having the care, custody or control, lawful or unlawful, for [of] any minor child under the age of eighteen years, who shall use such minor or apprentice, give away, let out, hire or otherwise dispose of such minor, to any person, for the purpose of singing, playing on musical instruments, begging, or

for any mendicant business whatsoever, in the streets, roads or other highways of this Commonwealth, and whosoever shall take, receive, hire, employ, use or have in custody, any such minor, for the vocation, occupation, calling, service or purpose of singing, playing upon musical instruments or begging, upon the street, roads, or other highways of the Commonwealth, or for any mendicant business whatever, shall be guilty of a misdemeanor, and upon conviction thereof in the manner provided in the first section of this act, shall be fined not less than fifty dollars nor more than one hundred dollars.

SEC. 10. Any person having the care, custody or control of any minor child under the age of fifteen years, who shall in any manner sell, apprentice, give away or permit such child to sing, dance, act, or in any manner exhibit, in any dance house whatever, or in any concert saloon, theatre or place of entertainment, where wines or spirituous or malt liquors are sold or given away, or with which any place for the sale of wines or spirituous or malt liquors is directly or indirectly connected, by any passageway or entrance, and any proprietor of any dance house whatever, or any such concert saloon, theatre or place of entertainment, so employing any such child, shall be guilty of a misdemeanor, and upon conviction thereof in the manner provided in the first section of this act, shall be fined not less than fifty dollars nor more than one hundred dollars for each offense.

SEC. 11. Any person having the care, custody or control of any minor child under the age of fifteen years, who shall in any manner sell, apprentice, give away or otherwise dispose of such child, and any person who shall take, receive or employ such child for the vocation or occupation of rope or wire walking, or as an acrobat, gymnast, contortionist or rider, and any person who, having the care, custody or control of any minor child whatsoever, shall sell, apprentice, give away or otherwise dispose of such child, or who shall take, receive or employ such child, for any obscene, indecent or illegal exhibition or vocation, or any vocation injurious to the health or dangerous to the life or limb of such child engaged therein, or for the purpose of prostitution, and any person who shall retain, harbor or employ any minor child in or about any assignation house or brothel, or in any place where any obscene, indecent or illegal exhibition takes place, shall be guilty of a misdemeanor, and upon conviction thereof before any justice of the peace, magistrate or court of record, shall be fined not less than fifty dollars nor more than one hundred dollars for each offense.

SEC. 12. No person, firm or corporation shall employ or permit any minor under the age of fourteen years to have the care, custody, management or operation of any elevator. Any person, firm or corporation, employing any minor under the age of fourteen years to operate, manage or otherwise have the care or custody of an elevator, shall be guilty of a misdemeanor, and upon conviction thereof, shall be sentenced to pay a fine of not less than twenty-five dollars nor more than one hundred dollars.

SEC. 13. Any person who shall take, receive, hire or employ any child under twelve years of age, in any underground work or mine, or like place whatsoever, shall be guilty of a misdemeanor, and upon conviction thereof in the manner provided in the first section of this act, shall be fined not less than ten dollars nor more than fifty dollars.

SEC. 14. No boy under the age of fourteen (14) years, and no woman or girl of any age, shall be employed or permitted to be in any mine for the purpose of employment therein. Nor shall a boy under the age of twelve years or a woman or girl of any age, be employed or permitted to be in or about the outside structures or workings of a colliery for the purpose of employment, but it is provided, however, that this prohibition shall not affect the employment of a boy or female of suitable age in an office or in the performance of clerical work at a colliery.

SEC. 15. When an employer is in doubt as to the age of any boy or youth applying for employment in or about a mine or colliery, he shall demand and receive proof of the said lawful employment age of such boy or youth, by certificate from the parent or guardian, before said boy or youth shall be employed.

SEC. 16. If any person or persons contravene or fail to comply with the provisions of this act in respect to the employment of boys, young male persons or females, or if he or they shall connive with or permit others to contravene or fail to comply with said provisions, or if a parent or guardian of a boy or young male person make or give a false certificate of the age of such boy or young male person, or knowingly do or perform any other act for the purpose of securing employment for a boy or young male person under the lawful employment age and in contravention of the provisions of this act, he or they shall be guilty of an offense against this act.

SEC. 17. No boy under the age of twelve years, or any woman or girl of any age shall be employed or permitted to be in the workings of any bituminous coal mine for purpose of employment or for any other purpose; and no boy under the age of

sixteen shall be permitted to mine or load coal in any room, entry or other working place, unless in company with a person over sixteen years of age. If the mine inspector or mine foreman has reason to doubt the fact of any particular boy being as old as this act requires for the service which said boy is performing at any mine, it shall be the duty of said mine inspector or mine foreman to report the fact to the superintendent, giving the name of said boy, and the said superintendent shall at once discharge the said boy.

SEC. 86. A sober and competent person, not under eighteen (18) years of age, shall be engaged to run the breaker engine, and he shall attend to said engine while the machinery is in motion.

SEC. 88. No person under fifteen (15) years of age shall be appointed to oil the machinery, and no person shall oil dangerous parts of such machinery while it is in motion.

SEC. 112 (as amended by act No. 268, acts of 1903). No boy under the age of sixteen years, * * * or girl of any age, shall be employed or permitted to be in any mine for the purpose of employment therein. Nor shall a boy under the age of fourteen years, * * * or girl of any age, be employed of [or] permitted to be in or about the outside structures or workings of a colliery for the purpose of employment; but it is provided, however, that this prohibition shall not affect the employment of a boy * * * , of suitable age, in an office or in the performance of clerical work at a colliery.

SEC. 113. When an employer is in doubt as to the age of any boy or youth applying for employment in or about a mine or colliery, he shall demand and receive proof of the said lawful employment age of such boy or youth, by certificate from the parent or guardian, before said boy or youth shall be employed.

SEC. 114. If any person or persons contravene or fail to comply with the provisions of this act in respect to the employment of boys, young male persons * * * , or if he or they shall connive with or permit others to contravene or fail to comply with said provisions, or if a parent or guardian of a boy or young male person make or give a false certificate of the age of such boy or young male person, or knowingly do or perform any other act for the purpose of securing employment for a boy or young male person under the lawful employment age and in contravention of the provisions of this act, he or they shall be guilty of an offense against this act.

SEC. 155. An engineer placed in charge of an engine whereby persons are hoisted or lowered in any mine shall be * * * of not less than twenty-one (21) years of age.

SEC. 212. All offenses under this act are declared to be misdemeanors, and in default of payment of any penalty or cost by the party or parties sentenced to pay the same, he or they may be imprisoned for a period not exceeding three (3) months and not less than thirty (30) days.

BRIGHTLY'S DIGEST—1893—1903.

Employment in bakeries.

(Page 62.)

SECTION 1. * * * No person under the age of eighteen (18) years shall be employed in any bakehouse between the hours of nine (9) o'clock at night and five (5) in the morning. Excepted from this rule shall be the time on Sunday for setting the sponges for the night's work following.

SEC. 13. No minor male or female * * * shall be employed at labor or detained in any biscuit, bread, pie or cake bakery, pretzel or macaroni establishment, for a longer period than twelve hours in any one day, nor for a longer period than sixty hours in any one week.

SEC. 23. Any person who violates any of the provisions of this act, * * * shall be guilty of a misdemeanor, and on conviction before any justice of the peace, magistrate, alderman, mayor or burgess, shall be punished by a fine of not less than twenty nor more than fifty (\$50) dollars, for a first offense; and not less than fifty (\$50) nor more than one hundred (\$100) dollars, for a second offense, or imprisonment for not more than ten (10) days; and for a third offense, by a fine of not less than two hundred and fifty (250) dollars and more than thirty (30) days imprisonment.

Names of children employed.

(Page 148.)

SECTION 128. * * * Any person employing a child or children shall furnish, on or before the third Monday of the school term and quarterly thereafter, to the

superintendent of schools, to the secretary of the board of school directors or controllers of the district in which such child or children reside, the names, age, place of residence, and name of parent or guardian of every person under the age of sixteen years in his employ at the time of said report: * * *

Hours of labor—Age limit—Illiterates.

(Page 254.)

SECTION 1. No minor male or female * * * shall be employed at labor or detained in any manufacturing establishment, mercantile industry, laundry, workshop, renovating works or printing office, for a longer period than twelve hours in any day, nor for a longer period than sixty hours in any week.

SEC. 2. No child under thirteen years of age shall be employed in any factory, manufacturing or mercantile industry, laundry, workshop, renovating works, or printing office within this State.

SEC. 3. It shall be unlawful for any factory, manufacturing or mercantile industry, laundry, workshop, renovating works, or printing office to hire or employ any child between the age of thirteen and sixteen years, without there is first provided and placed on file an affidavit made by the parent or guardian stating the age, date and place of birth of said child. If said child have no parent or guardian, then such affidavit shall be made by the child, which affidavit shall be kept on file by the employer, and shall be returned to the child when employment ceases.

SEC. 4. All persons authorized to administer oaths must examine all children as to their ability to read and write the English language. After a careful examination, if a child is found unable to read and write the English language, or has not attended school as required by law, or is under thirteen years of age, it will be unlawful to issue a certificate; and in no case shall the officer who executes certificates charge more than twenty-five cents for administering the oath and issuing the certificate.

SEC. 5. Every person, firm or corporation, employing men, women or children, or either, in any factory, manufacturing or mercantile industry, laundry, workshop, renovating works, or printing office, shall post and keep posted, in a conspicuous place in every room where such help is employed, a printed notice, stating the number of hours per day for each day of the week required of such persons; and, in every room where children under sixteen years of age are employed, a list of their names with their age.

SEC. 8. * * * no minor under sixteen years of age shall be allowed to clean machinery while in motion. And no minor, under fourteen years of age, shall operate or otherwise have the care or custody of an elevator.

SEC. 21. Any person who violates any of the provisions of this act, or who suffers any child or female to be employed in violation of its provisions, shall be deemed guilty of a misdemeanor, and on conviction shall be punished by fine of not more than five hundred dollars. In all such cases the hearing shall be conducted by the alderman or justice of the peace before whom information is lodged, and, after full hearing of parties in interest, the alderman or justice of the peace shall impose the fine herein provided, which shall be final unless an appeal be taken to the court of quarter sessions within twenty days from the date of the imposition of the fine, as herein provided.

SEC. 84. [This section makes the same provision as to the employment of women and children in bituminous mines as is found in sec. 112, supra, for anthracite mines.]

Employment as steam engineers.

(Page 2535.)

SECTION 165. It shall be unlawful for any person or persons to have charge of or to operate a steam boiler or steam engine over ten horsepower, in cities of the first class of this Commonwealth, except locomotive boilers used in transportation, and steam engines and steam boilers carrying less than fifteen pounds pressure per square inch, unless said person or persons are upwards of twenty-one years of age * * *

PORTO RICO.

REVISED STATUTES AND CODES—1902.

REVISED STATUTES.

Hours of labor—Inhumane treatment.

SECTION 166. No child of either sex, under sixteen years shall be compelled to work in agricultural factories and manufacturing establishments over six hours per

day, three in the morning and three in the afternoon. All persons who shall violate this provision shall be fined in a sum of from five to fifteen dollars, or imprisonment not to exceed thirty days for each offense.

SEC. 167. No foreman, teacher or other person having under his charge the work, care or education of a minor under sixteen years of age, shall resort to inhumane treatment to compel such minor to work or to study. Any violation of the provisions hereof shall be punished with a fine of from five to fifteen dollars or imprisonment not to exceed thirty days for each offense.

PENAL CODE.

Certain employments forbidden.

SECTION 265. Any person, whether as parent, relative, guardian, employer or otherwise, having in his care, custody, or control any child under the age of twelve years, who shall sell, apprentice, give away, let out, or otherwise dispose of any such child to any person, under any name, title, or pretense, for the vocation, use, occupation, calling, service of begging, or peddling, in any public street or highway, or in any mendicant or wandering business whatsoever, and any person who shall take, receive, hire, employ, use, or have in custody any child for such purposes, or either of them, is guilty of a misdemeanor.

CIVIL CODE.

Earnings of minors.

SECTION 225. Property acquired by an unemancipated child by labor or industry, or for any valuable consideration, belongs to the said child, but the usufruct thereof belongs to the parents having *potestas* over him whilst he lives in their company; but if the child, with the consent of his parents, lives independently, he shall be deemed emancipated for all effects as regards the said property, and he shall be the full owner and have the usufruct and administration thereof.

RHODE ISLAND.

GENERAL LAWS OF 1896.

CHAPTER 64.—*Employment during school term.*

SECTION 4 (as amended by chapter 1009, enacted 1902). No minor child who has not completed thirteen years of life shall be employed to labor or at service, or engaged in business, except during the vacations of the public schools of the city or town wherein such child resides, or as provided for by section one of this chapter.

SEC. 5 (as amended by chapter 1009, enacted 1902). No minor child who has not completed fifteen years of life shall be employed to labor or at service unless he shall present to his employer a certificate made by or under the direction of the school committee of the city or town wherein such child resides; said certificate shall be made on a blank and in a form furnished by the secretary of the State board of education and shall state the name, place and date of birth of said child, and the name and residence of the person having control of said child.

SEC. 6 (as amended by chapter 1009, enacted 1902). Every person, whether principal or agent, who shall employ or permit to be employed or shall aid or abet the employment to labor or at service of any minor child above described in section four, who has not complied with the provisions above recited in section five, shall for every such offense or neglect of such duty be fined not exceeding twenty dollars.

CHAPTER 68.—*Age limit—Cleaning machinery.*

SECTION 1. No child under twelve years of age shall be employed in any factory, manufacturing or mercantile establishment, within this State. It shall be the duty of every person, firm or corporation employing children, to keep a register in which shall be recorded the name, birthplace, age and place of residence of every person employed under the age of sixteen years; and said register shall be produced for inspection on demand by either of the inspectors appointed under this chapter.

SEC. 2. No person, firm or corporation employing less than five persons who are women or children shall be deemed a factory, manufacturing or mercantile establishment within the meaning of this chapter.

SEC. 6. No minor under sixteen years of age shall be allowed to clean machinery while in motion, unless the same is necessary and is approved by said inspectors as not dangerous. * * *

SEC. 8. Water-closets, earth-closets or privies shall be provided in all places where * * * children are employed, in such manner as shall, in the judgment of said inspectors, meet the demands of health and propriety. * * *

SEC. 12. Any person who knowingly violates any of the provisions of this chapter, or who knowingly suffers or permits any child * * * to be employed in violation of its provisions, shall be deemed guilty of a misdemeanor, and on conviction shall be punished by a fine of not more than five hundred dollars.

SEC. 13. A printed copy of this chapter shall be posted by the inspectors in each workroom of every factory, manufacturing or mercantile establishment where persons are employed who are affected by the provisions of this chapter.

CHAPTER 108.—*Employment on elevators.*

SECTION 16 (as amended by chapters 921, enacted 1901, and 973, enacted 1902). * * * no person under the age of eighteen years shall take charge of or operate any passenger elevator.

The lessee or owner or owners of any building, or in case such lessee or owner, or any of them, be non compos mentis or a minor, the guardian of any such lessee or owner, or in case such lessee or owner, or any of them, be a nonresident, the agent of any such lessee or owner having charge of such property, who shall neglect or fail to comply with the provisions of this * * * section shall be fined not less than five dollars nor more than ten dollars for each day that an elevator shall be used or operated in said building contrary to the provisions of this * * * section. In case there shall be several such lessees or owners or agents in charge of any building in which an elevator shall be used or operated contrary to the provisions of this * * * section, proceedings may be had against any or all of them jointly, or against any of them, for the recovery of such fine.

CHAPTER 115.—*Certain employments forbidden.*

SECTION 4 (as amended by chapter 475, enacted 1897). Every person having the custody or control of any child under the age of sixteen years, who shall exhibit, use or employ, or shall in any manner or under any pretense sell, apprentice or give away, let out or otherwise dispose of any such child to any person for or in the vocation, occupation, service or purpose of rope or wire walking, or as a gymnast, wrestler, contortionist, equestrian performer, acrobat, or rider upon any bicycle or mechanical contrivance, or in any dancing, theatrical or musical exhibition unless it be in connection with churches, schools, or private instruction in dancing or music or unless it be under the auspices of a Rhode Island society incorporated, or organized without incorporation, for a purpose authorized by section 11 of chapter 176 of the General Laws, or unless it be with the written consent, previously obtained and revocable at will, of the mayor of the city or the president of the town council where such child is to be employed; or for or in gathering or picking rags, or collecting cigar stumps, bones, or refuse from markets, or in begging, or in any mendicant or wandering occupation, or in peddling in places injurious to the morals of such child; * * * or in any illegal, obscene, indecent, or immoral purpose, exhibition or practice whatsoever; or for or in any business, exhibition or vocation injurious to the health or morals, or dangerous to the life or limb of such child, or who shall cause, procure or encourage any such child to engage therein, or who after being notified by an officer mentioned in section 6 of this chapter to restrain such child from engaging therein, shall neglect or refuse to do so, shall be held guilty of a misdemeanor and shall, for every such offense, be imprisoned not exceeding one year or be fined not exceeding two hundred [and] fifty dollars, or be both fined and imprisoned as aforesaid, and shall forfeit any right which he may have to the custody of such child.

SEC. 5 (as amended by chapter 475, enacted 1897). Every person who shall take, receive, hire or employ, exhibit, or have in custody, or who shall cause to be taken, hired or employed, exhibited, or held in custody, any child under the age of sixteen years, for any of the purposes prohibited in the preceding section, shall be held guilty of a misdemeanor, and shall be punished for every such offense in the manner provided in said section.

SEC. 6 (as amended by chapter 475, enacted 1897). The town sergeant of any town, the chief of police of any city, or the general agent or agents of the Rhode Island Society for the Prevention of Cruelty to Children may enter any place where any

child may be held, detained or employed, in violation of this chapter, and without process of law, seize and detain such child and hold him as a witness to testify upon the trial of any person charged with violating the provisions of this chapter; * * *

CHAPTER 198.—*Hours of labor.*

SECTION 22 (as amended by chapter 994). No minor under sixteen years of age * * * shall be employed in laboring in any manufacturing or mechanical establishment more than fifty-eight hours in any one week; and in no case shall the hours of labor exceed ten hours in any one day, excepting when it is necessary to make repairs to prevent the interruption of the ordinary running of the machinery, or when a different apportionment of the hours of labor is made for the sole purpose of making a shorter day's work for one day of the week.

Every employer shall post in a conspicuous place in every room where such persons are employed a printed notice stating the number of hours' work required of them on each day of the week; and the employment of any such person for a longer time in any day than so stated shall be deemed a violation of this section, unless it appears that such employment is to make up for time lost on some previous day of the same week in consequence of the stopping of the machinery upon which such person was employed or dependent for employment: *Provided*, That the provisions of this section shall not be construed to enlarge or impair any restriction placed upon the employment of any minor mentioned in chapter 64.

SEC. 23. Every person who willfully employs, or has in his employment or under his charge any person, in violation of the provisions of the preceding section, and every parent or guardian who permits any such minor to be so employed, shall be fined not exceeding twenty dollars for each offense. A certificate of the age of a minor, made by him or by his parent or guardian, at the time of his employment in a manufacturing establishment, shall be conclusive evidence of his age upon any trial of any person other than the parent or guardian for a violation of the preceding section.

SOUTH CAROLINA.

CODE OF 1902.

CIVIL CODE.

CHAPTER 83.—*Earnings of minors.*

SECTION 2694. If any person shall hire or employ any minor, or person under the age of twenty-one years, without the knowledge and consent of the parents or guardian of such minor, such person shall pay to the said parents or guardian the full value of the labor of said minor from and after notice from the parents or guardian that payment of such service shall be made to him or them, as the case may be.

ACTS OF 1903.

Act No. 74.—*Age limit—Night work.*

SECTION 1. From and after the first day of May, 1903, no child under the age of ten years shall be employed in any factory, mine or textile manufacturing establishment of this State; and from and after the first day of May, 1904, no child under the age of eleven shall be employed in any factory, mine or textile establishment of this State; from and after the first day of May, 1905, no child under the age of twelve years shall be employed in any factory, mine or textile establishment of this State, except as hereinafter provided.

SEC. 2. From and after May first, 1903, no child under the age of twelve years shall be permitted to work between the hours of 8 o'clock p. m. and 6 o'clock in the morning in any factory, mine or textile manufactory of this State: *Provided*, That children under the age of twelve, whose employment is permissible, under the provisions of this act, may be permitted to work after the hour of 8 p. m. in order to make up lost time, which has occurred from some temporary shut down of the mill, on account of accident or breakdown in the machinery, which has caused loss of time: *Provided, however*, That under no circumstances shall a child below the age of twelve work later than the hour of 9 p. m.

SEC. 3. Children of a widowed mother and the children of a totally disabled father, who are dependent upon their own labor for their support, and orphan children who are dependent upon their own labor for their support, may be permitted to work in

textile establishments of this State for the purposes of earning their support: *Provided*, That in the case of a child or children of a widowed mother or of a totally disabled father, the said mother or the said father, and in case of orphan children, the guardian of said children or person standing, in loco parentis of said child or children, shall furnish to any of the persons named in section 4 of this act an affidavit duly sworn to by him or her before some magistrate or clerk of court of the county in which he or she resides, stating that he or she is unable to support the said children, and that the said children are dependent upon their own labor for their support, then, and in that case, the said child or children of the said widowed mother and the said disabled father and said orphan children shall not be affected by the prohibitions of section 1 of this act; and filing of said affidavit shall be full justification for their employment: *Provided, further*, That the officer before whom the said affidavit shall be subscribed shall indorse upon the back thereof his approval and his consent to the employment of said child or children. Any person who shall swear falsely to the facts set forth in said acts shall be guilty of perjury and shall be indictable as provided by law: *Provided, further*, That the employment of said child or children shall be subject to the hours of labor herein limited.

SEC. 4. Any owner, superintendent, manager or overseer of any factory, mine or textile manufacturing establishment, or any other person in charge thereof or connected therewith, who shall knowingly employ any child contrary to the provisions of this act, shall be guilty of a misdemeanor, and for every such offense shall, upon conviction thereof, be fined not less than ten dollars nor more than fifty dollars, or be imprisoned not longer than thirty days, at the discretion of the court.

SEC. 5. Any parent, guardian or other person having under his or her control any child, who consents, suffers or permits the employment of his or her child or ward under the ages as above provided, or who knowingly or willfully misrepresents the age of such child or ward to any of the persons named in section 4 of this act, in order to obtain employment for such child or ward, shall be deemed guilty of a misdemeanor, and for every such offense shall, upon conviction thereof, be fined not less than ten dollars nor more than fifty dollars, or be imprisoned not longer than thirty days, in the discretion of the court.

SEC. 6. Any parent, guardian or person standing in loco parentis, who shall furnish to the persons named in section 4 of this act a certificate that their child or ward has attended school for not less than four months during the current school year, and that said child or children can read and write, may be permitted to obtain employment for such child or children in any of the textile establishments of this State during the months of June, July and August, and the employment of such child or children during the said months upon the proper certificate that such child or children have attended school as aforesaid, shall not be in conflict with the provisions of this act.

SEC. 7. In the employment of any child under the age of twelve years in any factory, mine or textile manufacturing establishment, the owner or superintendent of such factory, mine or textile manufacturing establishment shall require of the parent, guardian or person standing in loco parentis of such child, an affidavit giving the age of such child, which affidavit shall be placed on file in the office of the employer; and any person knowingly furnishing a false statement of the age of such child shall be guilty of a misdemeanor, and for every such offense shall, upon conviction, be fined not less than ten dollars nor more than fifty dollars, or be imprisoned not longer than thirty days, in the discretion of the court.

SOUTH DAKOTA.

REVISED CODES OF 1903.

POLITICAL CODE.

Employment in mines.

SECTION 145. All corporations or individuals working mines in South Dakota who shall employ, or permit to be employed, in such mines any children under fourteen years of age shall be deemed guilty of a misdemeanor, and on conviction thereof shall be punished by a fine not exceeding one thousand dollars.

Employment during session of school.

SECTION 2361. No child between eight and fourteen years of age shall be employed in any mine, factory or workshop or mercantile establishment, or, except by his parent or guardian, in any other manner during the hours when the public schools

in the city, town, village or district, are in session unless the person, firm or corporation employing him shall first procure a certificate from the superintendent of the schools of the city, town or village, if one be employed, otherwise from the clerk of the school board or board of education, stating that said child has attended school for the period of twelve weeks during the year, as required by law, or has been excused from attendance as provided in section 2359; and it shall be the duty of such superintendent or clerk to furnish such certificate upon application of the parent, guardian or other person having control of such child, entitled to the same. Every owner, superintendent or overseer of any mine, factory, workshop, or mercantile establishment, and any other person who shall employ any child between eight and fourteen years of age contrary to the provisions of this article, shall be deemed guilty of a misdemeanor, and for every such offense shall upon conviction thereof, be fined not less than ten dollars nor more than twenty dollars and costs.

CIVIL CODE.

Earnings of minors.

SECTION 124. The wages of a minor employed in service may be paid to him or to her until the parent or guardian entitled thereto gives the employer notice that he claims such wages.

PENAL CODE.

Hours of labor.

SECTION 764. Every owner, stockholder, overseer, employer, clerk or foreman of any manufactory, workshop or other place used for mechanical or manufacturing purposes, who, having control, shall compel * * * any child under eighteen years of age, or permit any child under fourteen years of age, to labor in any day exceeding ten hours, shall be deemed guilty of a misdemeanor, and upon conviction, shall be punished by a fine not exceeding one hundred and not less than ten dollars.

TENNESSEE.

ACTS OF 1893.

Age limit.

SECTION 1 (as amended by chapter 34, acts of 1901). It shall be unlawful for a proprietor, foreman, owner or other person to employ any child less than 14 years of age in any workshop, factory or mine in this State; unless said proprietor, foreman or owner shall know the age of the child, it shall be his or their duty to require the parent or guardian to furnish a sworn statement of its age, and any swearing falsely to such by the parent or guardian shall be perjury and punishable as such.

Sec. 2 (as amended by chapter 34, acts of 1901). Any proprietor, foreman or owner employing a child less than 14 years of age in conflict with the provisions of this act, except where such proprietor, foreman or owner has been furnished with a sworn statement of guardian or parent, that the child is more than 14 years of age, shall be guilty of a misdemeanor, and upon conviction, shall be fined not less than \$25 and not more than \$250.

Sec. 3 (as amended by chapter 34, acts of 1901). The grand jury shall have inquisitorial powers to investigate violations of this act, and judges of the circuit and criminal courts of the State shall specially charge the grand jury at the beginning of each term of the court to investigate violations of this act.

TEXAS.

ACTS OF 1903.

CHAPTER 28.—*Age limit—Illiterates—Night work—Employment in mines, distilleries, or breweries.*

SECTION 1. Any person or any agent or employee of any person, firm or corporation, who shall hereafter employ any child under the age of twelve years to labor in or about any mill, factory, manufacturing establishment, or other establishment using machinery, shall be deemed guilty of a misdemeanor, and upon conviction shall be fined not less than fifty dollars, and not more than two hundred dollars, and each day the provisions of this act are violated shall constitute a separate offense.

SEC. 2. Any person, or any agent or employee of any person, firm or corporation, who shall hereafter employ any child between the ages of twelve and fourteen years (who can not read and write simple sentences in the English language) to labor in or about any mill, factory, manufacturing establishment, or other establishment using machinery, shall be deemed guilty of a misdemeanor, and upon conviction shall be fined not less than fifty dollars, nor more than two hundred dollars; and each day the provisions of this act are violated shall constitute a separate offense: *Provided*, That such child who has a widowed mother, or parent incapacitated to support it, may be employed between the hours of 6 a. m. and 6 p. m.: *Provided, further*, That such parent is incapacitated from earning a living, and has no means of support other than the labor of such child; and in no event shall any child between the ages of twelve and fourteen years be permitted to work outside the hours between 6 a. m. and 6 p. m.

SEC. 3. Any person, or agent or employee of any person, firm or corporation, owning, operating or assisting in operating, any mine, distillery or brewery, who shall employ any child under the age of sixteen years to labor in or about any mine, distillery or brewery, shall be deemed guilty of a misdemeanor, and upon conviction shall be fined not less than fifty, nor more than two hundred dollars.

UTAH.

CONSTITUTION.

ARTICLE 16.—*Employment in mines.*

SECTION 3. The legislature shall prohibit:

(1) The employment of * * * children under the age of fourteen years, in underground mines.

REVISED STATUTES—1898.

TITLE 36.—*Employment in mines and smelters.*

SECTION 1338. It shall be unlawful for any person, firm, or corporation to employ any child under fourteen years of age, * * * to work in any mine or smelter in the State of Utah. Any person, firm, or corporation who shall violate any of the provisions of this section shall be deemed guilty of a misdemeanor.

TITLE 43.—*Earnings of minors.*

SECTION 1544. When a contract for the personal services of a minor has been made with him alone, and those services are afterward performed, payment made therefor to such minor in accordance with the terms of the contract, is a full satisfaction for those services, and the parent or guardian can not recover therefor a second time.

TITLE 73.—*Exemption of wages from execution, etc.*

SECTION 3243. The earnings of any minor child of any debtor within this State and the proceeds thereof are exempt from execution against such debtor by reason of any debts or liability of such debtor, not contracted for the special benefit of such minor child.

VERMONT.

STATUTES OF 1894.

CHAPTER 38.—*School attendance—Illiterates.*

SECTION 712. No child under fifteen years of age shall be employed in a mill or factory unless such child has attended public school twenty-six weeks during the current year, and deposited with the owner or overseer of such mill or factory a certificate of such attendance at school, signed by the teacher thereof.

SEC. 713. A child under fourteen who can not read and write shall not be employed during the sessions of the school such child should attend.

SEC. 714. Any person violating the provisions of the three preceding sections shall be fined not more than twenty-five dollars and not less than five dollars to the use of the town in which the child resides. Truant officers shall make complaint for violations of this chapter to a justice or judge of a municipal court.

SEC. 715. The town superintendent may inquire of the owner or overseer of a mill or factory as to the employment of children therein, may call for the production of the certificate deposited with such owner or overseer, and satisfy himself that the requirements of law have been complied with.

CHAPTER 225.—*Age limit—Hours of labor.*

SECTION 5146. An owner, agent, superintendent or overseer of a manufacturing or mechanical establishment who knowingly employs or permits to be employed in such establishment a child under ten years of age, or employs a child under fifteen years of age more than ten hours in one day, and a parent or guardian who allows or consents to such employment, shall be fined fifty dollars.

ACTS OF 1902.

ACT No. 90.—*Employment of women and minors in barrooms.*

SECTION 24. * * * No female [shall] be employed on the premises or in the room in which the license is operated.

No male person under the age of twenty-one [shall] be employed therein.

The two prohibitions last named shall not apply to hotels, common victuallers or pharmacists holding a license of the fifth class [druggist's license].

VIRGINIA.

ACTS OF 1889-90.

CHAPTER 193.—*Hours of labor.*

SECTION 1. No * * * child under fourteen years of age shall work as an operative in any factory or in any factory or manufacturing establishment in this State more than ten hours in any one day of twenty-four hours. All contracts made or to be made for the employment * * * of any child under fourteen years of age, as an operative in any factory or manufacturing establishment to work more than ten hours in any one day of twenty-four hours, are and shall be void.

SEC. 2. Any person having the authority to contract for the employment of persons as operatives in any factory or manufacturing establishment, who shall engage or contract with * * * any child under fourteen years of age to work as an operative in such factory or manufacturing establishment during more than ten hours in any one day of twenty-four hours, shall be guilty of a misdemeanor, and be fined not less than five nor more than twenty dollars.

ACTS OF 1895-96.

CHAPTER 644.—*Certain employments forbidden.*

SECTION 2. It shall be unlawful for any person having the care, custody or control of any child under the age of fourteen years to sell, apprentice, give away, let, or hire out, or otherwise dispose of such child to any person in or for the vocation or occupation, service, or purpose of rope or wire walking, begging or peddling, or as a gymnast, contortionist, rider, or acrobat in any place whatsoever, or for any obscene, indecent or immoral purpose, exhibition, or practice whatsoever, or for or in any business, exhibition or vocation injurious to the health or morals or dangerous to the life or limb of such child, or cause, procure, encourage or permit any such child to engage therein.

SEC. 3. It shall also be unlawful for any person to take, receive, hire, employ, use, exhibit, or have in custody any child under the age aforesaid for any of the purposes prohibited in the second section of this act.

SEC. 6. Whenever any person or persons having the care or custody of any child within the age previously mentioned in this act shall engage, hire out, or use such child in or for any business, exhibition, vocation, or purpose prohibited in this act, or shall permit the use of such child therefor, and shall be convicted of the same, the court or magistrate before whom such conviction is had may, at his discretion, if he should think it desirable for the welfare of such child, deprive the person or persons so convicted of the custody of such child, and thereafter such child shall be deemed in the custody of the court, and thereupon such proceedings shall be had as

to the commitment, custody, care, and education of such child as are provided for in section five of this act.

SEC. 7. A person convicted under any of the provisions of this act shall be deemed guilty of a misdemeanor, and shall be punished by a fine not exceeding two hundred dollars or by imprisonment in jail not exceeding twelve months, or both.

SEC. 8. In this act the word "person" shall be construed to include corporations, partnerships, companies, and associations, as well as individuals.

ACTS OF 1897-98.

CHAPTER 572.—*Earnings of minors.*

SECTION 1. The wages of a minor shall not be liable to garnishment or otherwise liable to the payment of the debts of parents.

ACTS OF 1902-03.

CHAPTER 156.—*Night work—Age limit.*

SECTION 1. No child under the age of fourteen years and over twelve years of age shall be employed in any manufacturing, mechanical, or mining operations in this Commonwealth to work between the hours of six o'clock postmeridian and seven o'clock antemeridian; and no child under the age of twelve years shall be employed in any manufacturing, mechanical, or mining operation in this Commonwealth; and any owner, agent, superintendent, overseer, foreman, or manager of any manufacturing, mechanical, or mining operation who shall knowingly employ, or permit to be employed, in the operation of which he is owner, agent, superintendent, overseer, foreman, or manager any child contrary to the provisions of this act, and any parent or guardian who allows or consents to such employment of his child or ward, shall, upon conviction of such offense, be fined not less than twenty-five dollars nor more than one hundred dollars.

WASHINGTON.

CODES AND STATUTES OF 1897.

TITLE 18.—*Employment in mines.*

SECTION 3172. No boy under the age of fourteen years * * * shall be employed or permitted to be in any mine for the purpose of employment therein, nor shall a boy under the age of twelve years be employed or permitted to be in or about the outside structures or workings of a colliery for the purpose of employment: *Provided, however,* That this prohibition shall not affect the employment of a boy of suitable age in an office or in the performance of clerical work at a colliery. When an employer is in doubt as to the age of any boy applying for employment in or about a mine or colliery, he shall demand and receive proof of the age of such boy by certificate from the parents or guardian of such boy before he shall be employed.

TITLE 25.—*Earnings of minors.*

SECTION 4583. When a contract for the personal services of a minor has been made with him alone, and those services are afterwards performed, payment made therefor to such minor in accordance with the terms of the contract is a full satisfaction for those services, and the parents or guardian can not recover therefor.

ACTS OF 1899.

CHAPTER 140.—*Employment during school term—Illiterates.*

SECTION 5. No child under the age of fifteen years shall be employed in any manufacturing, mechanical or mercantile establishment, or by any telegraph or telephone company in this State, except during the vacations of the public schools of

the city in which such child resides, unless during the twelve months next preceding such employment, he shall have attended school as provided for in section one of this act, or has already attained a reasonable proficiency in the common school branches for the first eight years as outlined in the course of study for common schools of the State of Washington, or shall have been excused by the board of directors of the city in which such child resides; nor shall such employment continue unless such child shall attend school each year, or until he shall have acquired the elementary branches of learning taught in public schools as above provided.

SEC. 6. No child under the age of fifteen years shall be so employed who does not present a certificate made by or under the direction of the board of directors of the district in which such child resides, of his compliance with the requirements of section five of this act; and said certificate shall also give the place and date of birth of such child as nearly accurate as may be; and every owner, superintendent or overseer of any establishment or company employing any such child shall keep such certificate on file so long as such child is employed therein. The form of said certificate shall be furnished by the superintendent of public instruction.

SEC. 7. Every owner, superintendent, or overseer of any such establishment or company who employs or permits to be employed any child in violation of any of the provisions of the two next preceding sections, and every parent or guardian who permits such employment, shall be fined not exceeding twenty-five dollars.

SEC. 8. The truant officers shall, at least once in every school term, and as often as the board of directors shall require, visit the establishments or companies employing such children in their respective cities, and ascertain whether the provisions of the three next preceding sections hereof are duly observed, and report all violations thereof to the said board.

SEC. 9. The truant officers shall demand the names of the children under fifteen years of age employed in such establishments or companies in their respective cities, and shall require the certificates of age and school attendance, prescribed in section 6 of this act, to be produced for their inspection; and a refusal to produce such certificate shall be punished by a fine not exceeding twenty-five dollars.

SEC. 10. Every owner, superintendent or overseer of any such establishment or company who employs or permits to be employed therein a child under sixteen years of age who can not write his name, age and place of residence legibly, while the public schools in the city where such child lives are in session, shall for every such offense be fined not exceeding twenty-five dollars.

ACTS OF 1903.

CHAPTER 135.—*Night work in bakeries.*

SECTION 9. No employer shall require, permit or suffer any person under sixteen years of age to work in his bake shop between the hours of eight o'clock in the evening and five o'clock in the morning.

SEC. 10. Any person who violates the provisions of this act * * * shall be guilty of a misdemeanor, and on conviction thereof before any court of competent jurisdiction, shall be fined not less than twenty-five nor more than fifty dollars or imprisoned not more than ten days for the first offense; and shall be fined not less than fifty nor more than one hundred dollars and imprisoned not less than ten nor more than thirty days for each offense after the first.

CHAPTER 136.—*Female messengers—Age limit.*

SECTION 1. No female person under eighteen years of age shall be employed as public messenger by any person, telegraph company, telephone company, or messenger company in this State, nor shall any child of either sex under the age of fourteen years be hired out to labor in any factory, mill, workshop or store at any time, provided that any superior court judge, living within the residence district of any such child, may issue a permit for the employment of any child between the ages of twelve and fourteen years at any occupation, not in his judgment, dangerous or injurious to the health or morals of such child, upon evidence, satisfactory to him, that the labor of such child is necessary for its support or for the assistance of any invalid parent. Such permits shall be issued for a definite time but shall be revocable at the discretion of the judge by whom they are issued.

SEC. 2. Any employer, overseer, superintendent, or agent of such employer, who shall violate any of the provisions of this act shall, upon conviction thereof, be fined for each offense not less than \$50 nor more than \$100, or be imprisoned in the county jail not exceeding one month.

WEST VIRGINIA.

CODE—EDITION OF 1899.

APPENDIX.

Employment in mines.

(Page 1047.)

SECTION 13. No boy under twelve years of age * * * shall be permitted to work in any coal mine, and in all cases of doubt, the parents or guardians of such boys shall furnish affidavits of their ages.

SEC. 17. The operator or agent of any coal mine, who shall willfully neglect or refuse to perform the duties required of him by any section of this act, or who shall violate any of the provisions hereof, and any person who shall neglect or refuse to perform the duties required of him by sections * * * thirteen * * * or who shall violate any of the provisions thereof, * * * shall be guilty of a misdemeanor, and upon conviction, shall be punished by a fine of not less than fifty dollars nor more than five hundred dollars; in default of payment of such fine and costs for the space of ten days, the defendant may in the discretion of the court, be imprisoned in the county jail for a period not exceeding three months.

SEC. 18. The provisions of this act shall apply only to coal mines in which ten or more persons are employed in a period of twenty-four hours.

Age limit.

(Page 1055.)

SECTION 1. No minor under twelve years of age shall be employed in any mine or in any factory, workshop, manufactory or establishment where goods or wares are manufactured; and in all cases of minors applying for work, it shall be the duty of the manager, superintendent, foreman or operator, to see that the provisions of this section are complied with.

SEC. 2. Any manager, superintendent, foreman, or operator of such mine, factory, workshop, manufactory, or establishment, and parents or guardians, allowing a child, under twelve years of age, to work in violation of section first of this act, shall be deemed guilty of a misdemeanor, and upon conviction thereof, shall be fined not less than ten dollars nor more than twenty dollars for each and every such offense.

ACTS OF 1901.

CHAPTER 14.—*Certain employments forbidden.*

SECTION 2. Any person having the care, custody, or control of any minor child under the age of fifteen years, who shall in any manner sell, apprentice, give away, or otherwise dispose of such child, or any person who shall take, receive or employ such child for the vocation or occupation of rope or wire walking or as an acrobat, gymnast, contortionist or rider, and any person who, having the care, custody, or control of any minor child whatsoever, shall sell, apprentice, give away or otherwise dispose of such child, or who shall take, receive or employ such child for any obscene, indecent or illegal exhibition or vocation, or any vocation injurious to the health, or dangerous to the life or limb, of such child engaged therein, or for the purpose of prostitution, and any person who shall retain, harbor, or employ any minor child in or about any assignation house or brothel, or any place where any obscene, indecent or illegal, exhibition takes place, shall be guilty of a misdemeanor, and shall be fined not less than five dollars, nor more than one hundred dollars, for each offense.

SEC. 3. Any person having the care, custody, or control, lawful or unlawful, of any minor child under the age of eighteen years, who shall use such minor, or apprentice, give away, let out, hire or otherwise dispose of, such minor child to any person, for the purpose of singing, playing on musical instruments, begging or for any mendicant business whatsoever in the streets, roads, or other highways of this State, and who-soever shall take, receive, hire, employ, use or have in custody, any minor for the vocation, occupation, calling, service or purpose of singing, playing upon musical instruments or begging upon the streets, roads or other highways of this State, or for any mendicant business whatever, shall be guilty of a misdemeanor and shall be fined not less than five dollars nor more than one hundred dollars.

SEC. 4. Any person having the care, custody, or control of any minor child under the age of fifteen years, who shall in any manner sell, apprentice, give away or permit such child to sing, dance, act, or in any manner exhibit it in any dance house, concert-saloon, theater or place of entertainment where wines or spirituous or malt liquors are sold or given away, or with which any place for the sale of wines or spirituous or malt liquors is directly or indirectly connected by any passageway or entrance, and any proprietor of any dance house whatever, or any such concert saloon, theater, or place of entertainment, so employing any such child, shall be guilty of a misdemeanor, and shall be fined not less than five dollars nor more than one hundred dollars for each offense.

WISCONSIN.

ANNOTATED STATUTES OF 1898.

CHAPTER 83.—*Hours of labor—Age limit.*

SECTION 1728. In all manufactories, workshops or other places used for mechanical or manufacturing purposes the time of labor of children under the age of eighteen years * * * employed therein shall not exceed eight hours in one day; and any employer, stockholder, director, officer, overseer, clerk or foreman who shall compel * * * any such child to labor exceeding eight hours in any one day, or who shall permit any child under fourteen years of age to labor more than ten hours in any one day in any such place, if he shall have control over such child sufficient to prevent it, or who shall employ at manual labor any child under twelve years of age in any factory or workshop where more than three persons are employed, or who shall employ any child of twelve and under fourteen years of age in any such factory or workshop for more than seven months in any one year shall be punished by fine not less than five nor more than fifty dollars for each such offense.

SEC. 1728a. No child under fourteen years of age shall be employed at labor or service in any mine, factory, workshop or place of public entertainment or amusement except upon permit as hereinafter provided; but nothing herein shall interfere with or prohibit the employment of such child in the service of its parents outside of school hours. The county judge of the county wherein any child resides may, by order entered of record, grant a permit and deliver a copy thereof under seal to any child over twelve years of age exempting such child from the operation of this section as to employment. Every such permit shall specify the conditions and the time during which such child may be employed and fix such limitations as to said judge shall seem proper; and in determining whether such permit shall be granted the judge shall consider the moral and physical condition of the child, his state of education, the necessities of the family to which such child belongs and such other circumstances as, in the discretion of the judge, ought to affect the question of exemption. No charge or fee shall be required in any matter under this section: *Provided*, That where such child resides at a distance of more than ten miles from the county seat the power to grant permits herein conferred upon the county judge may, under the same limitations and with the same conditions, be exercised by the mayor of the city or the president of the village in which or nearest to which said child or its parents resides. Any person, company, firm or corporation that employs or permits to be employed at work any child in violation of the foregoing provisions and any parent or other person having the control of any such child who permits such employment shall be punished by a fine of not less than ten dollars nor more than fifty dollars.

CHAPTER 186.—*Certain employments forbidden.*

SECTION 4587a. Any person having the care, custody or control of any child under the age of fourteen years who shall exhibit, use or employ, or in any manner or under any pretense sell, apprentice, give away, let out or otherwise dispose of such child to any person for any obscene, indecent or immoral purpose, exhibition or practice, or for any business, exhibition or vocation injurious to the health or dangerous to the life or limb of such child, or who shall cause, procure or encourage any such child to engage therein, and any person who shall take, receive, hire, employ, use, exhibit or have in custody any such child for any such purpose shall be punished by imprisonment in the county jail not exceeding six months or by fine of not more than one hundred dollars, or by both imprisonment and fine.

ACTS OF 1899.

CHAPTER 79.—*Employment in cigar factories.*

SECTION 6. No person under eighteen years of age shall be employed or permitted to work in a cigar shop or a cigar factory at manufacturing cigars for longer than eight hours a day or forty-eight hours a week.

SEC. 8. Any person violating any provision of this act shall be punished by fine not exceeding twenty-five dollars and no less than ten dollars for the first offense, and by fine not exceeding fifty dollars, and no less than twenty-five dollars for the second and each following offense.

CHAPTER 274.—*Age limit—Employment during school term—Hours of labor—Night work—Employment on elevators.*

SECTION 1 (as amended by chapter 349, acts of 1903). No child between the ages of fourteen and sixteen years shall be employed at any time in any factory or workshop, bowling alley, barroom, beer garden, in or about any mine, store, office, hotel, mercantile establishment, laundry, telegraph, telephone, public messenger service or work for wages at any gainful occupation at any place, unless there is first obtained from the commissioner of labor, State factory inspector, any assistant factory inspector, or from the judge of the county court or municipal court or from the judge of a juvenile court where such child resides, a written permit authorizing the employment of such child within such time or times as the said commissioner of labor, State factory inspector, any assistant factory inspector, county judge, municipal judge or judge of a juvenile court may fix. No child under fourteen years of age shall be employed at any time in any factory or workshop, bowling alley, barroom, beer [beer] garden, or in or about any mine. No child under fourteen years shall be employed, required or suffered to work for wages at any gainful occupation at any time except that during the vacation of the public school in the town, district or city where any child between the ages of twelve and fourteen years resides, it may be employed in any store, office, hotel, mercantile establishment, laundry, telegraph, telephone or public messenger service in the town, district or city where it resides, and not elsewhere: *Provided*, That there is first obtained from the commissioner of labor, State factory inspector, any assistant factory inspector, county judge, municipal judge, or from the judge of a juvenile court where such child resides, a written permit authorizing the employment of such child within such time or times as the said commissioner of labor, State factory inspector, any assistant factory inspector, county judge, municipal judge or judge of a juvenile court may fix. The said commissioner of labor, State factory inspector, any assistant factory inspector, county judge, municipal, or judge of a juvenile court shall keep a record, stating the name, date and place of birth, and place of school attended by any such child, and the county judge, municipal judge or such judge of a juvenile court shall report when so requested by the commissioner of labor or State factory inspector, the number of permits issued by him from time to time as hereinbefore provided. When the commissioner of labor, State factory inspector, any assistant factory inspector, county judge, municipal judge, or judge of a juvenile court has reason to doubt the age of any child who applies for such permit, commissioner of labor, State factory inspector, any assistant factory inspector, county judge, municipal judge or judge of a juvenile court shall demand proof of such child's age by the production of a verified baptismal certificate or a duly attested birth certificate, or in case such certificate can not be secured, by the record of age stated in the first school enrollment of such child, and if such proof does not exist or can not be secured then by the production of such other proof as may be satisfactory to said commissioner of labor, State factory inspector, any assistant factory inspector, county judge, municipal judge or judge of a juvenile court, and no permit shall be issued unless proof of such child's age is filed with the said commissioner of labor, State factory inspector, any assistant factory inspector, county judge, municipal judge or judge of a juvenile court. Whenever it appears that a permit has been obtained by a wrong or false statement as to any child's age, the commissioner of labor, State factory inspector, any assistant factory inspector, county judge, municipal judge or judge of a juvenile court of the county where such child resides shall revoke such permit.

SEC. 2 (as amended by chapter 349, acts of 1903). It shall be the duty of every person, firm or corporation, agent or manager of any firm or corporation employing minors in any mine, factory or workshop, bowling alley, barroom, beer garden, store, office, hotel, mercantile establishment, laundry, telegraph, telephone or public messenger service within this State to keep a register in the place where such

minor is employed and subject at all times to the inspector, or assistant factory inspector, in which register shall be recorded the name, age and date of birth, place of residence, of every child employed, permitted or suffered to work therein, under the age of sixteen years, and it shall be unlawful for any person, firm or corporation, agent or manager of any firm or corporation to hire or employ, permit or suffer to work in any mine, mercantile establishment, factory or workshop, bowling alley, barroom, beer garden, store, office, hotel, laundry, telegraph, telephone or public messenger service, any child under sixteen years of age unless there is first provided and placed on file in such mine, mercantile establishment, factory or workshop, bowling alley, barroom, beer garden, store, office, hotel, laundry, telegraph, telephone or public messenger [office], a permit granted by either the commissioner of labor, State factory inspector, any assistant factory inspector, county judge, municipal judge, or judge of a juvenile court of the county where such child resides.

SEC. 3 (as amended by chapter 349, acts of 1903). No person under the age of sixteen years shall be employed, required, permitted or suffered to work for wages at any gainful occupation longer than ten hours in any one day, nor more than six days in any one week, nor after the hour of nine at night nor before the hour of six in the morning: *Provided*, That this section shall not apply to boys carrying newspapers between the hours of four and six in the morning.

SEC. 4 (as amended by chapter 349, acts of 1903). It shall be the duty of the commissioner of labor, the factory or assistant factory inspector to enforce the provisions of this act, and to prosecute violation of the same before any court of competent jurisdiction in this State. It shall be the duty of said commissioner of labor or the factory or assistant factory inspectors, and they are hereby authorized and empowered to visit and inspect, at all reasonable times, and as often as possible, all places covered by this act.

SEC. 5 (as amended by chapter 349, acts of 1903). The commissioner of labor, the factory or assistant factory inspector shall have the power to demand a certificate of physical fitness, from some regularly licensed physician, in the case of children who may seem physically unable to perform the labor at which they may be employed, and no minor shall be employed who can not obtain such a certificate.

SEC. 6 (as amended by chapter 349, acts of 1903). No firm, person or corporation shall employ or permit any child under sixteen years of age to have the care, custody, management or operation of any elevator.

SEC. 7 (as amended by chapter 349, acts of 1903). The words "manufacturing establishment," "factory" or "workshop" as used in this act, shall be construed to mean any place where goods or products are manufactured or repaired, dyed, cleaned or stored [sorted], stored or packed, in whole or in part, for sale or for wages, and not for the personal use of the maker or his or her family or employer.

SEC. 8 (as amended by chapter 349, acts of 1903). Any person, firm or corporation, agent or manager of any corporation who, whether for himself or for such firm or corporation or by himself or through agents, servants, or foreman, shall violate or fail to comply with any of the provisions of this act or shall hinder or delay the commissioner of labor, the factory or assistant inspectors or any or either of them in the performance of their duty or refuse to admit or shut or lock them out from any place required to be inspected by this act, shall be deemed guilty of a misdemeanor and upon conviction thereof shall be fined not less than ten dollars nor more than one hundred dollars for each offense. Any corporation which, by its agents, officers or servants, shall violate or fail to comply with any of the above provisions of this act shall be liable to the above penalties, which may be recovered against such corporations in action for debt or assumpsit brought before any court of competent jurisdiction.

SEC. 9 (as amended by chapter 349, acts of 1903). Any parent or guardian, who suffers or permits a child to be employed, or suffered or permitted to work, in violation of this act shall be guilty of a misdemeanor and upon conviction thereof, shall be fined not less than five nor more than twenty-five dollars.

SEC. 10 (as amended by chapter 349, acts of 1903). When in any proceeding in any court under this section there is any doubt as to the age of any child, a verified baptismal certificate or a duly attested birth certificate shall be produced and filed with the court. In case such certificates can not be secured, upon proof of such fact, the record of age stated in the first school enrollment of such child shall be admissible as evidence thereof.

CHAPTER 330.—*Certain employments forbidden.*

SECTION 3. No license shall be granted for a theatrical exhibition or public show in which children under fifteen years of age are employed as acrobats, contortionists or in any feats of gymnastics or equestrianism, when in the opinion of the board of

officers authorized to grant licenses such children are employed in such manner as to corrupt their morals or impair their physical health.

SEC. 4. Any person who shall violate any of the provisions of this act shall, upon conviction, be fined in a sum not exceeding one hundred dollars.

ACTS OF 1903.

CHAPTER 402.—*Female messengers.*

SECTION 1. No female under eighteen years of age shall be employed as a messenger by any telegraph or telephone company, firm or corporation or by any company, firm, corporation or individual engaged in similar business.

SEC. 2. Whoever violates the provisions of this act shall be punished by a fine of not less than twenty-five dollars nor more than two hundred dollars or by imprisonment for not more than six months.

WYOMING.

CONSTITUTION.

ARTICLE 9.—*Employment in mines.*

SECTION 3. No boy under the age of fourteen years and no woman of any age shall be employed or permitted to be in or about any coal, iron or other dangerous mines for the purpose of employment therein: *Provided, however,* This provision shall not affect the employment of a boy or female of suitable age in an office or in the performance of clerical work at such mine or colliery.

REVISED STATUTES—1899.

DIVISION I.

TITLE 16.—*Certain employments forbidden—Employment in mines.*

SECTION 2289. It shall be unlawful for any person having the care, custody or control of any child under the age of fourteen years to exhibit, use or employ, or in any manner, or under any pretense, sell, apprentice, give away, let out or otherwise dispose of any such child to any person, in or for the vocation or occupation, service or purpose of singing, playing on musical instruments, dancing, rope or wire walking, begging or peddling, or as a gymnast, contortionist, rider or acrobat, in any place whatsoever; or as an actor or performer in any concert hall or room where intoxicating liquors are sold or given away, or in any variety theater, or for any illegal, obscene, indecent or immoral purpose, exhibition or practice whatsoever; or for or in any business exhibition or vocation, injurious to the health or dangerous to the life or limb of such child, or cause, procure or encourage such child to engage therein. Nothing in this section contained shall apply to or affect the employment or use of any child as a singer or musician in any church, school or academy, or at any respectable entertainment, or the teaching or learning the science or practice of music. It shall be unlawful for any person to take, receive, hire, employ, use, exhibit or have in custody any child, under the age, and for the purposes prohibited in this section.

SEC. 2295. Any person who shall take, receive, hire or employ, either in his or her own behalf, or as the agent, servant or employee of any person, persons, association of persons, copartnership, company, corporation, any boy or male child under the age of fourteen years, or any woman or girl of any age, or shall allow or permit the said persons to be in or about any coal, iron or other dangerous mine, or underground works or dangerous place whatsoever in this State, for the purpose of employment therein or thereabouts, shall be fined not less than twenty-five dollars, nor more than one hundred dollars to which may be added imprisonment in the county jail not more than six months: *Provided, however,* That the provisions of this section shall not affect or apply to the employment of a boy or female of suitable age in an office, or in the performance of clerical work at such mine, colliery or place.

ACTS OF 1903.

CHAPTER 35.—*Mining regulations.*

SECTION 8. No person * * * under eighteen years of age shall be employed as hoisting engineer.

UNITED STATES.

ACTS OF 1890-91.

CHAPTER 564.—*Employment in mines.*

SECTION 12. No child under twelve years of age shall be employed in the underground workings of any mine. And no father or other person shall misrepresent the age of anybody so employed. Any person guilty of violating the provisions of this section shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be fined not to exceed one hundred dollars.

[This section applies to coal mines in the Territories of the United States.]

AGREEMENTS BETWEEN EMPLOYERS AND EMPLOYEES.

[It is the purpose of this Bureau to publish from time to time important agreements made between large bodies of employers and employees with regard to wages, hours of labor, etc. The Bureau would be pleased to receive copies of such agreements whenever made.]

BITUMINOUS COAL MINING.

Indianapolis Interstate Agreement for Years Beginning April 1, 1904, and Ending March 31, 1906.

It is hereby agreed, that the interstate agreement of the present year shall be continued with the same conditions for two years from April 1, 1904, until March 31, 1906, with the following exceptions, to wit:

FIRST. That the price for mining be reduced five cents (5 cents) per ton on inch and a quarter ($1\frac{1}{4}$ inch) screened lump coal, pick mining, in western Pennsylvania thin vein, the Hocking, the basing district of Ohio, and in both block and bituminous districts of Indiana; three cents (3 cents) per ton on mine-run coal, pick mining, in the bituminous district of Indiana, and at Danville, the basing point of Illinois.

SECOND. That the price for machine mining be reduced four cents (4 cents) per ton on screened lump coal in western Pennsylvania thin vein, and the Hocking, the basing district of Ohio; five cents (5 cents) per ton on screened lump coal in the block and bituminous districts of Indiana, and three cents (3 cents) per ton on mine-run coal in the bituminous district of Indiana, and at Danville, the basing point of Illinois.

THIRD. That the inside day wage scale shall be as follows, with the conditions of the Columbus day wage scale agreement of 1898, to wit:

Track layers	\$2. 42
Track layers' helpers	2. 23
Trappers.....	1. 06
Bottom cages.....	2. 42
Drivers	2. 42
Trip riders.....	2. 42
Water haulers and machine haulers.....	2. 42
Timbermen, where such are employed.....	2. 42
Pipe men, for compressed air plants.....	2. 36
Company men in long-wall mines of third-vein district of northern Illinois ...	2. 23
All other inside day labor.....	2. 23

FOURTH. That yardage and dead work be reduced in the same proportion.

FIFTH. That internal differences in any of the States or districts, both as to prices and conditions, shall be referred to the States or districts affected for adjustment.

Further, in pursuance of the authority vested in us, we hereby call a joint convention of the coal operators and miners of western Penn-

sylvania, Ohio, Indiana and Illinois to meet at Indianapolis, Ind., at 10 o'clock a. m., January 25, 1906.

The foregoing scale having been unanimously agreed to by the duly qualified representatives of the operators and miners of the four States of (western) Pennsylvania, Ohio, Indiana and Illinois, by virtue of the authority vested in us by the operators and miners of the States aforesaid, we hereunto attach our signatures.

In behalf of operators:

In behalf of miners:

THIN VEIN DISTRICT OF PENNSYLVANIA.

Francis L. Robbins,
G. W. Schluederberg.

P. Dolan,
Wm. Dodds.

OHIO.

John H. Winder,
J. J. Roby.

W. H. Haskins,
G. W. Savage.

INDIANA (BLOCK DISTRICT).

J. H. McClelland.

Wm. M. Zeller,
William Wilson.

INDIANA (BITUMINOUS DISTRICT).

W. S. Bogle,
J. C. Kolsem.

Geo. Hargrove,
J. H. Kennedy.

ILLINOIS.

H. N. Taylor,
J. H. Garaghty.

Thos. J. Reynolds,
W. D. Ryan.

In behalf of the United Mine Workers of America:

John Mitchell, President.
T. L. Lewis, Vice-President.
W. B. Wilson, Sec.-Treas.

Signed at Indianapolis, Ind., March 21, 1904.

Attest:

F. S. Brooks, Secretary.

Illinois State Agreement from April 1, 1904, to March 31, 1906.

Whereas, a contract between the operators of the competitive coal fields of western Pennsylvania, Ohio, Indiana and Illinois, and the United Mine Workers of America, has been entered into at the city of Indianapolis, Indiana, March 21, 1904, fixing a scale of mining prices, day wages and conditions, for certain base points therein set forth, to continue in force and effect for two years from April 1, 1904, and

Whereas, this contract fixes the pick mining price of bituminous mine-run coal at Danville at fifty-two (52 cents) per ton of two thousand (2,000) pounds; therefore be it

Resolved, That the prices for pick-mined coal throughout the State for two years beginning April 1, 1904, shall be as follows:

FIRST DISTRICT.

Streator, Cardiff, Clarke City and associated mines, including Toluca thick vein..... \$0. 61

(NOTE.—The matter of the clay parting at Streator to be referred to sub-district convention for adjustment.)

Third vein and associated mines, including third vein at Streator, including twenty-four inches of brushing..... . 79
 Wilmington and associated mines, including Cardiff long wall and Bloomington thin vein, including brushing..... . 84
 Bloomington thick vein..... . 74
 Pontiac, including twenty-four inches of brushing..... . 84
 Pontiac, top vein..... . 61

Marseilles, Seneca and Morris. (Referred to a joint committee of two miners and two operators, who shall take action prior to May 15, 1904, the scale to be in force from April 1, 1904, and in default of an agreement the matter shall be referred to the two State executive boards.)

Cornell, long wall, third vein conditions..... . 79
 Cornell, room and pillar..... . 69

SECOND DISTRICT.

Danville, Westville, Grape Creek and associated mines in Vermilion County. \$0. 52

THIRD DISTRICT.

Springfield, Dawson and associated mines..... \$0. 52-⁷/₁₀
 Lincoln and Niantic..... . 56
 Colfax..... . 56

FOURTH DISTRICT.

Mines on C. & A. south of Springfield, to and including Carlinville; including Taylorville, Pana, Tower Hill, Litchfield, Hillsboro, Witt (Paisley), Divernon, and Pawnee..... \$0. 52
 Assumption long wall, including twenty-four inches of brushing..... . 68½
 Assumption upper vein, including twenty-four inches of brushing..... . 87
 Moweaqua, room and pillar..... . 56
 Decatur, long wall, present conditions..... . 67
 Decatur, room and pillar. (Referred to the State president of the United Mine Workers and the commissioner of the Illinois Coal Operators' Association to fix the mining price, and if they can not agree by May 1st it shall be taken up by the State executive boards; the rate so determined to be a part of this contract.)
 Raymond, referred for local settlement.

FIFTH DISTRICT.

Glen Carbon, Belleville and associated mines, to and including Percy, Pinckneyville, Willisville and Nashville..... \$0. 52
 Coal five feet and under..... . 57

SIXTH DISTRICT.

Duquoin, Odin, Sandoval, Centralia and associated mines..... \$0. 48
 Salem and Kinmundy..... . 53

SEVENTH DISTRICT.

Mount Vernon	\$0. 53
Jackson County .....	. 48
(All coal five feet and under, five cents extra per ton; this not to apply to lower bench, nor rolls or horsebacks.)	
Lower bench, Jackson County, for shipping mines, miners to carry fourteen inches brushing .....	. 61
Saline County .....	. 48
(Saline County question of low coal referred to joint subdistrict for adjustment.)	
Williamson County .....	. 45

EIGHTH DISTRICT.

Fulton and Peoria counties, thin or lower vein (third vein conditions)	\$0. 79
Fulton and Peoria counties, No. 5 vein .....	. 59
Astoria, No. 5 vein (Fulton and Peoria counties conditions) .....	. 59
Fulton and Peoria counties, No. 6 vein (with Kewanee and Etherley conditions, undercutting and wedging the coal; and if they can not obtain members of the U. M. W. of A. to mine the coal under these terms and conditions, it shall be the privilege of the operators to call for a meeting of the joint executive boards of the miners and operators, and said joint executive boards shall fix a rate for shooting coal in that seam) .....	. 68
Gilchrist, Wanlock, Cable, Sherrard and Silvis mines, sixty-three cents per ton, with last year's conditions. In case of deficient work, where miner and mine manager can not agree as to compensation, the mine committee shall be called in, and, if they can not agree, the dispute shall be carried up under the thirteenth clause of the present scale.	
Kewanee, Etherley and Wyoming .....	. 68

Pottstown, No. 1 seam, scale to be the same as Gilchrist and Wanlock, except in the brushing of the top; that shall be settled by the subdistrict.
Colchester, referred for local settlement.

Pekin, shipping mines only, mining rate and dead work scale to be referred to President Perry, Commissioner Justi, one member of the U. M. W. of Illinois, and one member of the Illinois Coal Operators' Association, to be appointed by the respective organizations, together with such fifth party as they may agree upon, whose decision shall be made by a majority vote, not later than May 1, 1904, and be effective for two years from April 1, 1904; such decision to be based upon the competitive and mining conditions, between such mines and shipping mines in the Peoria district.

NINTH DISTRICT.

Mount Olive, Staunton, Gillespie, Clyde, Sorento, Coffeen and Worden, and mines on the Vandalia line as far east as and including Smithboro, and on B. & O. S. W. as far east as Buxton	\$0. 52
Coal five feet and under .....	. 57

NO INCREASE IN COST EXCEPT AS PROVIDED.

First. The Indianapolis interstate convention, having adopted a mining and underground day labor scale, in effect April 1, 1904, no changes or conditions shall be imposed in the Illinois scale for the coming two years that increase the cost of production of coal in any district in the State, except as may be provided.

EMPLOYEES EXEMPTED FROM JURISDICTION OF U. M. W. OF A.

Second. No scale of wages shall be made by the United Mine Workers for mine manager, mine manager's assistant, top foreman, company

weighman, boss drivers, night boss, head machinist, head boiler maker, head carpenter, night watchman, hoisting engineers. The authority to hire and discharge shall be vested in the mine manager, top foreman and boss driver. The term "assistant" shall apply only to such as are authorized to act in that capacity. The night watchman shall be exempt when employed in that capacity only. The terms "head carpenter" and "head machinist" shall apply only to such as have general charge of carpentry or machine work at two or more mines, or at one mine and one or more washing plants.

NO MARKET RESTRICTION.

Third. Any operators paying the scale rate of mining and day labor under this agreement shall at all times be at liberty to load any railroad cars whatever, regardless of their ownership, with coal, and sell and deliver such coal in any market and to any person, firm or corporation that he may desire.

QUALITY OF MINE-RUN COAL. PUSHING COAL BY MINERS PROHIBITED.

Fourth. The scale of prices for mining per ton of two thousand pounds, run-of-mine coal herein provided for, is understood in every case to be for coal practically free from slate, bone and other impurities, loaded in cars at the face, weighed before screening; and that the practice of pushing coal by the miners shall be prohibited.

MINING AND SHOOTING TO BE ACCORDING TO STATE MINING LAW.

Fifth. (a) Whether the coal is shot after being undercut or sheared by pick or machine, or shot without undercutting or shearing, the miners must drill and blast the coal in accordance with the State mining law of Illinois, in order to protect the roof and timbers and in the interest of general safety. Any miner who persistently violates the letter or spirit of this clause shall be discharged.

(b) The system of paying for coal before screening was intended to obviate the many contentions incident to the use of screens, and was not intended to encourage unworkmanlike methods of mining and blasting coal, or to decrease the proportion of screened lump, and the operators are hereby guaranteed the hearty support and cooperation of the United Mine Workers of America in disciplining any miner who from ignorance or carelessness, or other cause, fails to properly mine, shoot and load his coal.

PENALTIES FOR LOADING IMPURITIES.

Sixth. In case slate, bone, clay, sulphur or other impurities are sent up with the coal by the miner, it shall be the duty of whomever the company shall designate as inspector to report the same, with the estimated weight thereof, and the miner or miners so offending shall have such weight deducted from the established weight of the car, and for the first offense in any given month shall be fined fifty cents; for the second offense in the same month he or they shall, at the option of the operator be fined two dollars or suspended for two working days; and for the third, or any subsequent offense in the same month, or in malicious

or aggravated cases for the first, or any subsequent offense, the operator may indefinitely suspend or discharge.

The company weighman shall post in a conspicuous place at the pit head the names of all miners dealt with hereunder.

The inspector designated by the operator shall be a member of the U. M. W. of A., but in the discharge of the duties herein specified shall not be subject to the jurisdiction of the local union or president or pit committee, and against any miner or committeeman seeking in any way to embarrass the inspector in or because of the discharge of such duties the provisions of the miners' State constitution shall be invoked, and in addition he shall at the option of the operator be suspended for two working days.

In case it shall be alleged by either the local representative of the miners, or by the operator, that the inspector is not properly performing his duties hereunder, it shall be so reported to the miners' sub-district president, who shall, within twenty-four hours after the receipt of notification, take it up with the superintendent of the company for adjudication; and, if it shall be found that the inspector is not faithfully performing such duties, he shall be discharged or transferred to other duties, as the operator may elect.

The proceeds of all fines hereunder shall be paid to the miners' sub-district treasurer, and under no circumstances shall any such fines be remitted or refunded.

PAY DAYS AND STATEMENTS OF ACCOUNT.

Seventh. The miners of the State of Illinois are to be paid twice a month, in lawful money, the balance due them, the dates of pay to be determined locally, but in no event shall more than one-half month's pay be retained by the operator. When any number of men at any mine so demand, statements will be issued to all employees not less than twenty-four hours prior to pay day. The miners and operators shall decide locally as to the form and manner in which statements shall be issued. No commission will be charged for wages advanced to employees between pay days, but any advances between pay days shall be at the option of the operator.

POWDER—PRICE AND QUALITY.

Eighth. The price for powder per keg shall be \$1.75. The miners agree to purchase their powder from the operators, provided it is furnished of standard grade and quality; that to be determined by the operators and expert miners jointly, where there is a difference. Powder to be delivered at the face when requested.

BLACKSMITHING.

Ninth. The price for blacksmithing for pick mining shall be six-tenths of a cent per ton for room and pillar work, and twelve and one-half cents per pay per man, or twenty-five cents per month, for long wall for pick and drill sharpening.

OIL.

Tenth. It is understood that there is no agreement as to the price of oil.

INSIDE DAY WAGE SCALE.

Eleventh. Pursuant to the Indianapolis agreement of March 21, 1904, the inside day wage scale shall be as follows:

Track layers	\$2.42
Track layers' helpers	2.23
Trappers	1.06 $\frac{1}{2}$
Bottom cagers	2.42
Drivers	2.42
Trip riders and grippers	2.42
Water haulers and machine haulers	2.42
Timbermen, where such are employed	2.42
Pipe men, for compressed air plants	2.36
Brushers in long-wall mines, third vein and Wilmington fields, northern Illinois	2.42
Other company men in long-wall mines of third vein and Wilmington fields, northern Illinois	2.23
All other inside day labor	2.23

Provided, that all classes of underground day labor, not specified above, whose rates have been fixed locally, shall be reduced 5.55 per cent.

DEFINITION OF EIGHT-HOUR DAY FOR MINERS.

Twelfth. The above scale of mining prices is based upon an eight-hour workday, and it is definitely understood that this shall mean eight hours' work at the face, exclusive of noon time, six days a week, or forty-eight hours in the week, provided the operator desires the mine to work, and no local ruling shall in any way affect this agreement, or impose conditions affecting the same.

OVERTIME FOR DAY LABOR.

Any class of day labor may be paid, at the option of the operator, for the number of hours and fractions thereof actually worked, at an hour rate based on one-eighth of the scale rate per day. Provided, however, that when the men go into the mine in the morning they shall be entitled to two hours' pay whether the mine hoists coal two hours or not, except in the event that they voluntarily leave their work during this time without the consent of the operator, they shall forfeit such two hours' pay. Provided, further, that overtime by day laborers, when necessary to supply railroad chutes with coal by night or Sunday, where no regular men therefor are exclusively employed, or when necessary in order not to impede the operation of the mine the day following, and for work which can not be performed or completed by the regular shift during regular hours without impeding the operation of the mine, may be performed and paid for at the same rate per hour.

DUTIES AND LIMITATIONS OF PIT COMMITTEE. ADJUSTMENT OF DISPUTES AND GRIEVANCES.

Thirteenth. (a) The duties of the pit committee shall be confined to the adjustment of disputes between the pit boss and any of the members of the United Mine Workers of America working in and around the mine, for whom a scale is made, arising out of this agreement, or any subdistrict agreement made in connection herewith, where the pit boss and said miner, or mine laborers, have failed to agree.

(b) In case of any local trouble arising at any shaft through such failure to agree between the pit boss and any miner or mine laborer, the pit committee and the miners' local president and the pit boss are empowered to adjust it; and, in case of their disagreement it shall be referred to the superintendent of the company and the president of the miners' local executive board, where such exists, and shall they fail to adjust it—and in all other cases—it shall be referred to the superintendent of the company and the miners' president of the sub-district; and, should they fail to adjust it, it shall be referred in writing to the officials of the company concerned and the State officials of the U. M. W. of A. for adjustment, and in all such cases, the miners and mine laborers and parties involved must continue at work pending an investigation and adjustment, until a final decision is reached in the manner above set forth.

WHEN DAY MEN ARE TO BE FURNISHED BY PIT COMMITTEE.

(c) If any day men refuse to continue at work because of a grievance which has or has not been taken up for adjustment in the manner provided herein, and such action shall seem likely to impede the operation of the mine, the pit committee shall immediately furnish a man or men to take such vacant place, or places, at the scale rate in order that the mine may continue at work; and it shall be the duty of any member, or members, of the United Mine Workers, who may be called upon by the pit boss, or pit committee, to immediately take the place or places assigned to him or them in pursuance hereof.

DUTIES AND LIMITATIONS OF PIT COMMITTEE.

(d) The pit committee, in the discharge of its duties, shall under no circumstances go around the mine for any cause whatever, unless called upon by the pit boss or by a miner or company man who may have a grievance that he can not settle with the boss; and, as its duties are confined to the adjustment of any such grievances, it is understood that its members shall not draw any compensation except while actively engaged in the discharge of said duties. Any pit committeeman who shall attempt to execute any local rule or proceeding in conflict with any provision of this contract, or any other made in pursuance hereof, shall be forthwith deposed as committeeman. The foregoing shall not be construed to prohibit the pit committee from looking after the matter of membership dues and initiations in any proper manner.

(e) Members of the pit committee employed as day men shall not leave their places of duty during working hours, except by permission of the operator, or in cases involving the stoppage of the mine.

RIGHT TO HIRE AND DISCHARGE.

(f) The right to hire and discharge, the management of the mine, and the direction of the working force, are vested exclusively in the operator, and the U. M. W. of A. shall not abridge this right. It is not the intention of this provision to encourage the discharge of employees, or the refusal of employment to applicants because of personal prejudice or activity in matters affecting the U. M. W. of A. If any employee shall be suspended or discharged by the company, and it is

claimed that an injustice has been done him, an investigation to be conducted by the parties and in the manner set forth in paragraphs (a) and (b) of this section shall be taken up promptly, and, if it is proven that an injustice has been done, the operator shall reinstate said employee and pay him full compensation for the time he has been suspended and out of employment; provided, if no decision shall be rendered within five days the case shall be considered closed, in so far as compensation is concerned, unless said failure to arrive at a decision within five days is owing to delay on the part of the operator, in which case a maximum of ten days' compensation shall be paid.

(g) It is understood and agreed that there shall be no more than three members on the pit committee at any one mine.

OUTSIDE DAY WAGE SCALE.

Fourteenth. The wages now being paid outside day labor at the various mines in this State, less a reduction of 5.55 per cent, shall constitute the wage scale for that class of labor during the life of this agreement; provided, that no top man shall receive less than \$1.91 per day.

FATAL ACCIDENTS AND FUNERALS.

Fifteenth. In the event of an instantaneous death by accident in the mine, the miners and underground employees shall have the privilege of discontinuing work for the remainder of that day; but work, at the option of the operator, shall be resumed the day following and continue thereafter. In case the operator elects to operate the mine on the day of the funeral of the deceased, as above, or where death has resulted from an accident in the mine, the individual miners and underground employees may, at their option, absent themselves from work for the purpose of attending such funeral, but not otherwise. And whether attending such funeral or not, each member of the U. M. W. of A. employed at the mine at which the deceased was employed, shall contribute fifty cents and the operator twenty-five dollars for the benefit of the family of the deceased, or his legal representatives, to be collected through the office of the company. In the event that the mines are thrown idle on account of the miners' or other employees' failure to report for work in the time intervening between the time of the accident and the funeral or on the day of the funeral, then the company shall not be called upon for the payment of the twenty-five dollars above referred to.

Except in case of fatal accidents as above, the mine shall in no case be thrown idle because of any death or funeral; but in the case of the death of any employee of the company or member of his family any individual miner may, at his option, absent himself from work for the purpose of attending such funeral, but not otherwise.

RESPONSIBILITY FOR TIMBERING AND DEAD WORK.

Sixteenth. (a) The scale of prices herein provided shall include, in ordinary conditions, the work required to load coal and properly timber the working places in the mine, and the operator shall be required to furnish the necessary props and timber in rooms or working face. And in long wall mines, it shall include the proper mining of the coal

and the brushing and care of the working places and roadway according to the present method and rules relating thereto, which shall continue unchanged.

(b) If any miner shall fail to properly timber, shoot and care for his working place, and such failure has entailed falls of slate, rock and the like, the miner whose fault has occasioned such damage, shall repair the same without compensation, and if such miner fails to repair such damage he may be discharged.

Any dispute that may arise as to the responsibility under this clause shall be adjusted by the pit committee and mine foreman, and in case of their failure to agree shall be taken up for settlement under the thirteenth section of this agreement.

In cases where the mine manager directs the placing of crossbars to permanently secure the roadway, then, and in such cases only, the miner shall be paid at the current price for each crossbar when properly set.

The above does not contemplate any change from the ordinary method of timbering by the miner for his own safety.

CHECK OFF.

Seventeenth. The operators will recognize the pit committee in the discharge of its duties as herein specified, but not otherwise, and agree to check off union dues, assessments and fines from the miners and mine laborers, when desired, on proper individual or collective continuous order, and furnish to the miners' local representative a statement showing separately the total amount of dues, assessments and fines collected. When such collections are made, card day shall be abolished. In case any fine is imposed the propriety of which is questioned, the amount of such fine shall be withheld by the operator until the question has been taken up for adjustment and a decision has been reached.

EMERGENCY WORK AND ORDINARY REPAIRS.

Eighteenth. The operators shall have the right in cases of emergency work or ordinary repairs to the plant, to employ in connection therewith such men as, in their judgment, are best acquainted with and suited to the work to be performed, except where men are permanently employed for such work. Blacksmiths and other skilled labor shall make any necessary repairs to machinery and boilers.

CONSTRUCTION AND EXTENSIVE REPAIRS.

Nineteenth. The erection of head frames, buildings, scales, machinery, railroad switches, etc., necessary for the completion of a plant to hoist coal, all being in the nature of construction work, are to be excluded from the jurisdiction of the United Mine Workers of America. Extensive repairs to or rebuilding the same class of work shall also be included in the same exception. The employees thereon to be excluded as above, when employed on such work only.

PENALTY FOR ABSENCE FROM WORK.

Twentieth. When any employee absents himself from his work for a period of two days, unless through sickness or by first having notified the mine manager and obtained his consent, he may be discharged.

MACHINE DIFFERENTIAL.

Twenty-first. (a) Except at the basing point, Danville, the differential for machine mining throughout the State of Illinois shall be seven cents per ton less than the pick mining rate. It being understood and agreed that the machine mining rate shall include the snubbing of coal either by powder or wedge and sledge, as conditions may warrant, where chain machine is used; but it is understood that this condition shall not apply where two men have and work in one place only in the same shift, except at the option of the miner; and it shall also be optional with the miner which system of snubbing shall be followed. The division of the machine mining rate shall be fixed in joint sub-district meeting.

SHEARING MACHINE AND AIR OR ELECTRIC DRILLS.

(b) The established rates on shearing machines and air or electric drills as now existing, shall remain unchanged during the ensuing two years.

RULES FOR USE OF CAGE BY EMPLOYEES.

Twenty-second. Any underground employee not on hand so as to go down to his work before the hour for commencing work, shall not be entitled to go below except at the convenience of the company. When an employee is sick or injured he shall be given a cage at once. When a cage load of men comes to the bottom of the shaft who have been prevented from working by reason of falls or other things over which they have no control, they shall be given a cage at once. For the accommodation of individual employees, less than a cage load, who have been prevented from working as above, a cage shall be run mid-forenoon, noon and mid-afternoon, of each working day; provided, however, that the foregoing shall not be permitted to enable men to leave their work for other than the reasons stated above.

SHAFT SINKING.

Twenty-third. The scale for sinkers shall be two dollars and eighty-seven cents, and for shift leaders three dollars and eighteen cents per day.

The scale for top men handling dirt at sinking mines shall be the same as that of dumpers in the subdistrict in which the mine is being sunk.

DEFINITION OF EIGHT-HOUR DAY FOR DAY LABOR.

Twenty-fourth. All classes of day labor are to work full eight hours, and the going to and coming from the respective working places is to be done on the day hand's own time. All company men shall perform whatever day labor the foreman may direct. An eight-hour day means eight hours' work in the mines at the usual working places, exclusive of noontime, for all classes of inside day labor. This shall be exclusive of the time required in reaching such working places in the morning and departing from same at night.

DRIVERS—RULES TO GOVERN.

Drivers shall take their mules to and from the stables, and the time required in so doing shall not include any part of the day's labor; their time beginning when they reach the change at which they receive empty cars—that is, the parting drivers at the shaft bottom and the inside drivers at the parting—and ending at the same places; but in no case shall a driver's time be docked while he is waiting for such cars at the points named. The inside drivers, at their option, may either walk to and from their parting or take with them, without compensation, either loaded or empty cars, to enable them to ride. This provision, however, shall not prevent the inside drivers from bringing to and taking from the bottom regular trips, if so directed by the operator, provided such work is done within the eight hours.

HARNESING AND UNHARNESING MULES.

The methods at present existing covering the harnessing, unharnessing, feeding and caring for the mules, shall be continued throughout the life of this agreement; but in cases where any grievances exist in respect to the same, they shall be referred to the subdistrict meetings for adjustment.

When the stables at which the mules are kept are located on the surface and the mules are taken in and out of the mines daily by the drivers, the question of additional compensation therefor, if any, is to be left to the subdistricts affected for adjustment at their joint subdistrict meetings.

YARDAGE AND DEAD WORK.

Twenty-fifth. All yardage and dead work on which a scale has been established shall be reduced 5.55 per cent.

OPERATOR TO KEEP PLACES DRY AS PRACTICABLE.

Twenty-sixth. (a) The company shall keep the mine in as dry condition as practicable by keeping the water off the road and out of the working places. When a miner has to leave his working place on account of water, through the neglect of the company, they shall employ said miner doing company work when practicable, and provided that said miner is competent to do such work, or he will be given another working place until such water is taken out of his place.

WHERE TRACK IS LAID BY OPERATOR.

(b) Where it is an established condition or agreement that the track shall be laid by the company, and a miner has to leave his working place on account of such track not being laid through the neglect of the company, it shall employ said miner doing company work when practicable, provided said miner is competent to do such work, or he shall be given another place until such time as such track is laid in his place.

AMBULANCES, BANDAGES, ETC.

Twenty-seventh. The operators shall keep sufficient blankets, oil, bandages, etc., and provide suitable ambulance or conveyance readily available at each mine to properly convey injured persons to their homes after an accident.

EQUAL TURN.

Twenty-eighth. The operator shall see that an equal turn is offered each miner, and that he be given a fair chance to obtain the same. The checkweighman shall keep a turn bulletin for the turn-keeper's guidance. The drivers shall be subject to whomever the mine manager shall designate as turn-keeper in pursuance hereof.

In mines where there is both hand and machine mining, an equal turn shall mean approximately the same turn to each man in the machine part of the mine, and approximately the same turn to each man doing hand work, but not necessarily the same to each hand miner as to each man working with the machines.

CONTRACT NOT TO BE VOIDED BY MINERS' CONSTITUTION OR RULES.

Twenty-ninth. This contract is in no case to be set aside because of any rules of the U. M. W. of A. now in force or which may hereafter be adopted; nor is this contract to be set aside by reason of any provision in their national, State, or local constitutions.

NO LOCAL DEMANDS.

There shall be no demands made locally that are not specifically set forth in this agreement, except as agreed to in joint subdistrict meetings held prior to May 1st, 1904. Where no subdistricts exist, local grievances shall be referred to the United Mine Workers' State executive board and the mine owners interested.

UNITED MINE WORKERS OF AMERICA,
DISTRICT No. 12,

HERMAN C. PERRY, *President.*

WM. E. SMITH, *Vice-President.*

W. D. RYAN, *Secretary-Treasurer.*

THE ILLINOIS COAL OPERATORS' ASSOCIATION,
O. L. GARRISON, *President.*
E. T. BENT, *Secretary.*

SPRINGFIELD, ILL., *April 4, 1904.*

RECENT REPORTS OF STATE BUREAUS OF LABOR STATISTICS.

WISCONSIN.

Tenth Biennial Report of the Bureau of Labor and Industrial Statistics, 1900-1901. Halford Erickson, Commissioner, xlvi, 1232 pp.

This report consists of ten parts, as follows: Manufacturers' returns for 1899 and 1900, 97 pages; population of Wisconsin, 1890, 1895, and 1900, 79 pages; sweating in the garment-making trades, and the consumers' influence on production, 138 pages; a study of the population of Racine, Richland, and Crawford counties, 50 pages; laws governing State officers, departments, boards, commissions, institutions, agents, and agencies, 276 pages; women employed in factories, 119 pages; free employment offices, 89 pages; employment and earnings in wholesale and retail mercantile establishments and in skilled trades, salaries of officials in cities and villages, and labor organizations, 124 pages; manufacturers' returns for 1900 and 1901, and the lead and zinc industry of southwestern Wisconsin, 120 pages; factory inspection, 140 pages.

MANUFACTURES.—These statistics are given in two series, one showing returns from identical establishments for 1899 and 1900, and the other from identical establishments for 1900 and 1901. For the first series the statistics are based upon returns from 1,152 establishments, representing 46 industries, and for the second series upon returns from 1,135 establishments, representing 42 industries. While the returns do not cover all establishments in the State, they include the greater portion of them. The following table gives a summary of the statistics for the two series:

COMPARATIVE STATISTICS OF MANUFACTURES, 1899 AND 1900, AND 1900 AND 1901.

Items.	1899.	1900.	1900.	1901.
Industries	46	46	42	42
Establishments	1,152	1,152	1,135	1,135
Private firms	571	567	540	537
Corporations	555	569	595	598
Partners	1,084	977	890	895
Stockholders	11,297	15,322	16,956	17,909
Average persons employed	79,871	80,159	78,632	82,775
Capital invested	\$172,179,926	\$179,415,435	\$180,451,482	\$195,686,029
Value of stock used	(a)	(a)	\$103,600,000	\$110,568,000
Value of goods made	\$193,555,785	\$209,942,634	\$205,068,157	\$219,657,581
Total wages paid	\$31,515,149	\$32,933,769	\$32,378,588	\$34,363,674
Average yearly earnings per employee	\$394.58	\$411.48	\$412	\$422
Average days in operation	280	278	272	276

^a Not reported.

In the table following is shown the number of males and females employed in 1899, 1900, and 1901 receiving each specified weekly earnings:

PERSONS EMPLOYED IN 1899, 1900, AND 1901, BY CLASSIFIED WEEKLY EARNINGS.

Classified weekly earnings.	1899.			1900.			1901.		
	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
Under \$5	8,021	9,128	17,149	7,202	8,615	15,817	6,906	9,058	15,964
\$5 or under \$6	2,609	2,362	4,971	2,489	2,631	5,120	2,578	2,783	5,361
\$6 or under \$7	6,976	919	7,895	5,995	1,182	7,177	5,717	1,331	7,048
\$7 or under \$8	10,396	530	10,926	9,975	577	10,552	8,319	658	8,972
\$8 or under \$9	11,093	274	11,367	12,053	291	12,344	10,454	846	10,800
\$9 or under \$10	16,352	214	15,566	15,983	237	16,220	18,031	299	18,330
\$10 or under \$12	11,285	135	11,420	12,079	142	12,221	13,146	181	13,327
\$12 or under \$15	9,932	33	10,015	10,021	35	10,056	10,986	116	11,062
\$15 or under \$20	5,665	3	5,668	5,910	2	5,912	6,759	30	6,789
\$20 or over	1,857	3	1,860	2,080	1	2,081	2,113	2	2,115
Total	83,236	13,601	96,837	83,737	13,713	97,450	84,959	14,799	99,758

SWEATING IN THE GARMENT-MAKING TRADES, ETC.—This part of the report deals with conditions in the garment-making industries of Milwaukee. The part opens with a general discussion of the sweating system, explains the conditions to which the term "sweating" is applied, and gives a short review of its history. There is also a discussion of the housing problem in which some of the evils of bad housing are set forth and possible remedies presented. Conditions of employment and earnings in Milwaukee, as based upon these investigations, are fully set forth and analyzed. The following statement shows by occupations and classified weekly earnings the number of employes of each sex in the garment-making industry, during the last weeks of 1900 and the first weeks of 1901:

EMPLOYEES OF EACH SEX IN THE GARMENT-MAKING INDUSTRY, BY OCCUPATIONS AND CLASSIFIED WEEKLY EARNINGS.

Occupation and classified weekly earnings.	Males.	Females.	Total.
COAT AND PANTS MAKERS.			
\$9 or over.....	125	1	126
\$7 or under \$9.....	158	19	177
\$6 or under \$7.....	165	49	214
Under \$6.....	7	519	526
VEST AND CLOAK MAKERS.			
\$9 or over.....	13	.....	13
\$7 or under \$9.....	15	2	17
\$6 or under \$7.....	15	3	18
Under \$6.....	.....	73	73
SHIRT, OVERALLS, AND JACKET MAKERS.			
\$9 or over.....	3	1	4
\$7 or under \$9.....	3	1	4
\$6 or under \$7.....	4	20	24
Under \$6.....	1	80	81

Of 79 shops inspected, 26 were located in one-story frame buildings, 13 in one-story frame with basement, 33 in two-story frame buildings, and the remaining 7 in a better class of buildings.

A brief history is given of the National Consumers' League, organized on May 1, 1899, the first and great specific task of which is to aid in the abolishment of the sweat-shop system of manufacture. An account is also given of the operations of the State and local leagues of Wisconsin.

WOMEN EMPLOYED IN FACTORIES.—This is a study, made in 1901, of the conditions under which women are employed in factories and workshops of the State. The material for the study was obtained through personal visits, and is presented both in textual and tabular form.

Of the total of 769 women coming under this inquiry, 549 were born in Wisconsin, 86 in other States of the Union, 98 in Germany, and 36 in other European countries. Weekly earnings were less than \$3 for 64 of the total number, \$3 or under \$4 for 215 of the women, \$4 or under \$5 for 216 of them, \$5 or under \$6 for 115 of them, and \$6 or upward for the remaining 159. The cost of room and board was under \$2 per week for 37 of the women, \$2 or under \$3 for 250, \$3 or under \$4 for 167, and \$4 or over for 43, the remainder not reporting. Out of the total, 143 reported that they were able to save something out of their earnings and the remainder that they were not able to save anything.

FREE EMPLOYMENT OFFICES.—This part of the report deals with the work of the free employment offices in Milwaukee and Superior, which were established under the provisions of the law of 1901. There is a brief review of the work of such offices in other countries and in other States of this country. Then follows an account of the work of the offices in the above-mentioned cities during the first year of their existence, showing number of applications filed, positions filled, etc.

During the year ending June 28, 1902, the Milwaukee office reported that the male applicants for employment numbered 3,936, that the applicants for help numbered 3,424, and that 2,674 positions were filled, while the female applicants for employment numbered 673, the applicants for help 866, and 511 positions were filled. During the same period the Superior office reported 4,077 male applicants for employment, 4,257 applicants for help, and 3,916 positions filled, while the female applicants for employment were 316, the applicants for help 504, and the positions filled 279.

LABOR ORGANIZATIONS.—A historical review of labor organizations introduces this part of the report. In 1901 75 organizations in the State reported a membership of 5,330. The hours of labor per day

and the average wages per hour were reported for 5,001 members as follows:

HOURS OF WORK PER DAY AND AVERAGE WAGES PER HOUR OF MEMBERS OF LABOR ORGANIZATIONS, 1901.

Hours of work per day.	Number of members.	Per cent of whole number.	Average wages per hour.
8.....	1,406	28.11	\$0.25 $\frac{1}{2}$
9.....	727	14.54	.23 $\frac{1}{2}$
10.....	2,052	41.03	.22 $\frac{3}{4}$
11.....	61	1.22	.27 $\frac{1}{2}$
12.....	52	1.04	.18 $\frac{3}{4}$
5 to 12.....	58	1.16	.85
8 to 13.....	645	12.90	.27

RECENT FOREIGN STATISTICAL PUBLICATIONS.

AUSTRIA.

Die Arbeitseinstellungen und Aussperrungen in Österreich während des Jahres 1901. Herausgegeben vom k. k. Arbeitsstatistischen Amte im Handelsministerium. 382 pp.

This volume contains the eighth annual report of the Austrian Government on strikes and lockouts. The information, which is compiled by the Austrian labor bureau, is given in the form of an analysis and seven tables showing (1) strikes according to geographical distribution, (2) strikes according to industries, (3) general summary of strikes, (4) comparative summary of strikes for each of the years 1894 to 1901, (5) summary of strikes for all the years 1894 to 1901, (6) details for each strike in 1901, (7) details for each lockout in 1901. An appendix gives a brief review of industrial and labor conditions in the leading countries of the world, statistics of trade associations in Austria, a copy of the by-laws of the Society for the Insurance of Employers against Strikes, and notes concerning the strikes reported in the preceding pages.

STRIKES IN 1901.—While the number of strikes in 1901 was slightly above the average in Austria, there were fewer strikers and establishments affected than in any year since complete strike statistics have been compiled. There were but 157,744 days lost in 1901 on account of strikes, which is about one-half the lowest number previously reported for any year.

During the year there were 270 strikes, which affected 719 establishments, and involved 24,870 strikers and 2,846 other employees who were thrown out of employment on account of strikes. The strikers represented 38.47 per cent of the total number of employees in the establishments affected. The average number of strikers in each strike was 92. Of the total strikers, 84.66 per cent were males and 15.34 per cent were females. After the strikes 23,054 strikers were reemployed and 771 new employees took places formerly occupied by strikers. Of the 270 strikes, 56, or 20.74 per cent, were successful;

98, or 36.30 per cent, were partly successful, and 116, or 42.96 per cent, resulted in failure.

The following table shows, by industries, the number of strikes, establishments affected, strikers and others thrown out of employment, etc., during the year 1901:

STRIKES, BY INDUSTRIES, 1901.

Industries.	Strikes.	Estab-lish-ments.	Total employ-ees.	Strikers.		Others thrown out of employ-ment.	Strikers reem-ployed.	New em-ployees after strikes.
				Num-ber.	Percent of total employ-ees.			
Mining.....	40	45	19,906	7,496	37.66	345	7,347	64
Stone, glass, china, and earthen ware	29	68	2,987	1,698	56.85	90	1,519	48
Metals and metallic goods..	22	43	2,956	1,393	47.12	352	1,180	66
Machinery and instruments.	15	15	15,208	889	5.85	195	859	17
Wooden and caoutchouc goods	27	49	3,261	2,925	89.70	73	2,760	93
Leather, hides, brushes, and feathers	8	8	229	202	88.21	10	136	29
Textiles.....	28	29	7,637	2,675	35.03	1,357	2,261	87
Wearing apparel and millinery	28	309	3,045	1,821	59.80	53	1,591	113
Paper.....	8	8	2,013	683	33.85	44	665	7
Food products	13	65	559	336	60.11	14	202	120
Hotels, restaurants, etc	1	1	9	8	88.89	1	.....	8
Chemical products.....	5	5	626	314	50.16	21	311	3
Building trades.....	24	24	4,418	3,214	72.75	270	3,114	10
Printing and publishing...	11	14	552	376	68.12	11	359	8
Heat, power, and lighting plants	3	3	322	274	85.09	10	252	38
Commerce.....	3	3	167	64	38.32	.....	61	.....
Transportation	3	28	365	365	100.00	.....	365	.....
Other industries	2	2	387	137	35.40	.....	72	60
Total.....	270	719	64,652	24,870	38.47	2,846	23,054	771

The mining industry had the largest number of strikes and strikers in 1901. Next in importance with regard to the number of strikers involved were the groups of building trades and wooden and caoutchouc goods. Over one-half of all the strikers in 1901 were engaged in these three groups of industries.

In the presentation of strikes by causes, the cause and not the strike is taken as the unit, and since several causes frequently operate to bring about one strike, the number of causes usually exceeds the number of strikes. Thus, the 270 strikes of 1901 were produced by 313 causes.

The following table shows the causes of the strikes for 1901, by industries:

CAUSES OF STRIKES, BY INDUSTRIES, 1901.

Industries.	Against reduction of wages.	For increase of wages.	For change in method of payment.	For reduction of hours.	For discharge of foremen, workmen, etc.	Against obnoxious treatment.	Against discharge of employees.	Against obnoxious rules.	Other causes.	Total.
Mining.....	2	16	1	3	3	2	6	1	10	44
Stone, glass, china, and earthen ware.....	2	16	3	5	1	.....	3	1	1	32
Metals and metallic goods.....	7	3	1	3	2	1	3	2	1	23
Machinery and instruments.....	1	8	.....	.....	4	.....	1	.....	1	15
Wooden and caoutchouc goods.....	4	11	1	5	2	.....	3	1	5	32
Leather, hides, brushes, and feathers.....	.....	4	.....	2	1	.....	2	1	1	11
Textiles.....	3	15	1	2	3	.....	1	1	4	30
Wearing apparel and millinery.....	6	11	.....	8	3	.....	5	1	3	37
Paper.....	3	3	.....	2	.....	.....	1	1	.....	10
Food products.....	.....	7	.....	8	.....	.....	3	1	2	21
Hotels, restaurants, etc.....	.....	.....	.....	.....	.....	.....	1	.....	.....	1
Chemical products.....	.....	2	.....	.....	1	.....	2	.....	.....	5
Building trades.....	.....	16	.....	7	.....	.....	2	1	2	23
Printing and publishing.....	.....	.....	.....	.....	4	1	2	4	.....	11
Heat, power, and lighting plants.....	.....	1	.....	1	2	.....	.....	.....	.....	4
Commerce.....	.....	.....	.....	.....	1	.....	1	.....	2	4
Transportation.....	.....	3	.....	.....	.....	.....	.....	.....	.....	3
Other industries.....	.....	.....	.....	.....	1	.....	.....	.....	1	2
Total.....	28	116	7	46	28	4	36	15	33	313

As in previous years, the most frequent causes of strikes were the demands for increased wages and for reduction of hours, the former having been one of the causes of 37.06 per cent and the latter of 14.70 per cent of all the strikes.

The following table shows the results of strikes, by industries:

RESULTS OF STRIKES, BY INDUSTRIES, 1901.

Industries.	Strikes.				Strikers.			
	Succeeded.	Succeeded partly.	Failed.	Total.	Succeeded.	Succeeded partly.	Failed.	Total.
Mining.....	3	13	24	40	554	3,458	3,484	7,496
Stone, glass, china, and earthen ware.....	7	12	10	29	308	1,186	204	1,698
Metals and metallic goods.....	6	6	10	22	692	257	444	1,393
Machinery and instruments.....	2	5	8	15	192	272	425	889
Wooden and caoutchouc goods.....	8	13	6	27	948	1,661	316	2,925
Leather, hides, brushes, and feathers.....	1	5	2	8	40	120	42	202
Textiles.....	4	10	14	28	391	1,066	1,218	2,675
Wearing apparel and millinery.....	6	16	6	28	180	1,533	108	1,821
Paper.....	2	2	4	8	16	162	505	683
Food products.....	.....	4	9	13	.....	235	101	336
Hotels, restaurants, etc.....	.....	.....	1	1	.....	.....	8	8
Chemical products.....	.....	3	2	5	.....	244	70	314
Building trades.....	6	7	11	24	1,117	1,416	681	3,214
Printing and publishing.....	8	.....	3	11	306	.....	70	376
Heat, power, and lighting plants.....	1	.....	2	3	178	.....	96	274
Commerce.....	1	.....	2	3	5	.....	59	64
Transportation.....	1	2	.....	3	80	285	.....	365
Other industries.....	.....	.....	2	2	.....	.....	137	137
Total.....	56	98	116	270	5,007	11,895	7,968	24,870

Of the total number of strikes in 1901, 20.74 per cent succeeded, 36.30 per cent succeeded partly, and 42.96 per cent failed. Of the total number of strikers 20.13 per cent were engaged in strikes which succeeded, 47.83 per cent in strikes which succeeded partly, and 32.04 per cent in strikes which failed.

The following table shows the results of the strikes in 1901, according to their duration:

RESULTS OF STRIKES, BY DURATION, 1901.

Days of duration.	Strikes.				Strikers.			
	Succeeded.	Succeeded partly.	Failed.	Total.	Succeeded.	Succeeded partly.	Failed.	Total.
1 to 5.....	37	46	77	160	3,919	4,802	6,080	14,751
6 to 10.....	9	21	14	44	620	2,703	645	3,968
11 to 15.....	6	7	10	23	284	1,266	549	2,099
16 to 20.....		4	4	8		282	86	368
21 to 25.....	1	5	5	11	7	348	220	575
26 to 30.....		5	2	7		160	284	444
31 to 35.....	2	3	1	6	165	936	75	1,176
36 to 40.....		2	1	3		940	19	959
41 to 50.....	1	2		3	12	292		304
51 to 100.....		3	2	5		166	60	226
101 or over.....								
Total.....	56	98	116	270	5,007	11,895	7,968	24,870

STRIKES DURING EIGHT YEARS.—The following table shows the number and extent of the strikes in Austria for the period during which the ministry of commerce has published reports on strikes:

STRIKES, BY YEARS, 1894 TO 1901.

Year.	Strikes.	Establishments affected.	Strikers.	Per cent of strikers of total employees.	Days lost.
1894.....	172	2,542	67,061	69.47	795,416
1895.....	209	674	28,652	59.68	300,348
1896.....	305	1,499	66,234	65.72	899,939
1897.....	246	851	38,467	59.03	365,098
1898.....	255	885	39,658	59.86	323,619
1899.....	311	1,550	54,763	60.23	1,029,937
1900.....	303	1,003	105,128	67.29	3,483,963
1901.....	270	719	24,870	33.47	157,744

The number of strikes and the number of strikers for each year of the eight-year period are shown, by industries, in the following two tables:

STRIKES, BY INDUSTRIES, 1894 TO 1901.

Year.	Mining.	Stone, glass, china, and earthen ware.	Metals and metallic goods.	Machinery and instruments.	Wooden and caoutchouc goods.	Textiles.	Building trades.	Other.	Total.
1894.....	13	22	23	7	23	34	11	39	172
1895.....	4	29	37	6	38	29	24	42	209
1896.....	11	29	33	14	55	43	42	78	305
1897.....	25	27	26	20	27	28	34	59	246
1898.....	29	27	26	13	28	28	49	55	255
1899.....	26	21	32	24	35	34	33	56	311
1900.....	40	19	26	13	34	56	23	92	303
1901.....	40	29	22	15	27	28	24	85	270
Total.....	188	203	225	112	267	330	240	506	2,071

STRIKERS, BY INDUSTRIES, 1894 TO 1901.

Year.	Mining.	Stone, glass, china, and earthen ware.	Metals and metallic goods.	Machinery and instruments.	Wooden and caoutchouc goods.	Textiles.	Building trades.	Other.	Total.
1894.....	22,986	6,415	2,752	194	9,798	6,317	14,975	3,629	67,061
1895.....	626	9,943	3,694	253	2,386	4,085	5,361	2,354	28,652
1896.....	30,120	3,217	2,973	2,058	5,972	9,791	5,434	6,669	66,234
1897.....	3,632	3,053	1,568	4,689	1,372	11,275	4,995	7,883	38,467
1898.....	7,046	4,491	991	2,471	1,318	3,171	13,961	6,209	39,658
1899.....	3,477	2,112	2,459	1,856	3,198	30,249	7,842	4,070	54,763
1900.....	78,791	574	1,977	519	1,391	12,010	4,849	5,017	105,123
1901.....	7,496	1,698	1,393	889	2,925	2,675	3,214	4,580	24,870
Total.	154,174	31,503	17,307	12,429	23,305	79,573	60,631	40,411	424,833

The causes of strikes for the eight-year period are shown in the following table, the cause and not the strike being made the unit:

CAUSES OF STRIKES, 1894 TO 1901.

Year.	Against reduction of wages.	For increase of wages.	For change in method of payment.	For reduction of hours.	For discharge of foremen, workmen, etc.	Against obnoxious treatment.	Against discharge of employees.	Against obnoxious rules.	Other causes.	Total.
1894.....	23	53	5	19	12	5	34	16	32	199
1895.....	19	89	6	31	22	2	31	8	37	245
1896.....	28	140	8	67	32	5	40	12	34	366
1897.....	26	116	7	47	26	13	32	13	45	330
1898.....	33	124	8	54	29	9	36	20	39	352
1899.....	29	143	5	73	17	5	40	13	40	370
1900.....	26	152	6	69	13	10	36	14	53	379
1901.....	28	116	7	46	28	4	36	15	33	313
Total.	212	933	52	406	179	53	285	121	313	2,554

The following table shows, for both strikes and strikers, during each year of the period, the results expressed in percentages:

RESULTS OF STRIKES, 1894 TO 1901.

Year.	Strikes.				Strikers.			
	Number.	Per cent succeeded.	Per cent succeeded partly.	Per cent failed.	Number.	Per cent succeeded.	Per cent succeeded partly.	Per cent failed.
1894.....	172	25.00	27.91	47.09	67,061	9.15	37.31	53.54
1895.....	209	26.79	24.88	48.33	23,652	12.31	60.69	26.50
1896.....	305	20.93	36.40	42.62	66,234	4.60	62.80	32.60
1897.....	246	17.43	36.99	45.53	33,467	15.69	47.31	36.50
1898.....	255	18.32	41.13	40.00	39,658	3.36	66.46	25.18
1899.....	311	15.43	45.02	39.55	54,763	10.21	71.99	17.80
1900.....	303	20.13	44.89	34.93	105,123	4.65	85.54	9.31
1901.....	270	20.74	36.30	42.96	24,870	20.13	47.33	32.04
Total.....	2,071	20.23	37.71	42.06	424,833	8.37	63.55	27.53

LOCKOUTS.—There were but 3 lockouts reported in 1901, 2 being due to the observance of Labor Day (May 1) and 1 to the refusal of the

employees to work overtime. The following table contains statistics of lockouts for the period 1894 to 1901:

LOCKOUTS, BY YEARS, 1894 TO 1901.

Year	Lockouts.	Establishments involved.	Persons locked out.	Per cent of persons locked out of total employees.	Persons locked out and reemployed.
1894.....					
1895.....	8	17	2,317	51.25	2,188
1896.....	10	211	5,445	79.52	4,589
1897.....	11	12	1,712	54.40	1,647
1898.....					
1899.....	5	38	3,457	60.96	3,448
1900.....	10	58	4,036	75.81	3,703
1901.....	3	3	302	70.40	302

BELGIUM.

Statistique des Grèves en Belgique, 1896-1900. Office du Travail, Ministère de l'Industrie et du Travail. 1903. lxxix, 213 pp.

Since 1896 the Belgian labor bureau has published in its monthly bulletin, *Revue du Travail*, statistics of strikes and lockouts in Belgium as they occurred from month to month. These statistics for the years 1896 to 1900 have been compiled and summarized, and appear in the present report. The report consists of an analysis, statistical tables giving the details for each strike that occurred during the period, and summary tables.

During the five-year period from 1896 to 1900 there were 610 strikes reported, affecting 1,519 establishments and 162,637 strikers. In addition to the strikers, 32,473 other persons were thrown out of work on account of 598 strikes, the number not being reported in the case of 12 strikes. The smallest number of strikes and strikers occurred in 1898, but the following year, 1899, shows the largest number of strikers during the period. The following table shows the number of strikes and strikers each year from 1896 to 1900, by results:

STRIKES, BY YEARS AND RESULTS, 1896 TO 1900.

Year.	Total strikes.	Strikes which—				Total strikers.	Strikers in strikes which—			
		Succeeded.	Succeeded partly.	Failed.	Remained indefinite or unsettled.		Succeeded.	Succeeded partly.	Failed.	Remained indefinite or unsettled.
1896....	139	28	21	86	4	23,204	1,591	1,372	19,912	329
1897....	130	20	18	85	7	35,958	1,960	4,390	28,374	1,284
1898....	91	13	10	68	.....	13,101	2,379	1,065	9,657	.....
1899....	104	33	12	58	1	57,931	5,081	981	51,809	60
1900....	146	21	29	89	7	32,443	5,449	4,973	20,412	1,609
Total.	610	115	90	386	19	162,637	16,460	12,781	130,164	8,232

It will be observed that during each year the greater number of strikes failed. The percentage of failure is even greater with regard to the number of strikers. Thus, for the whole period, 18.85 per cent of the strikes succeeded, 14.75 per cent succeeded partly, and 63.28 per cent failed, the result not being reported in the case of 19, or 3.12 per cent, of the strikes. Of the strikers 10.12 per cent participated in strikes which succeeded, 7.86 per cent in strikes which succeeded partly, 80.03 per cent in strikes which failed, and 1.99 per cent in strikes the results of which were not reported.

The following table shows the number of strikes and strikers, by results and by industry groups:

STRIKES, BY GROUPS OF INDUSTRIES AND RESULTS, 1896 TO 1900.

Industries.	Total strikes.	Strikes which—				Total strikers.	Strikers in strikes which—			
		Succeeded.	Succeeded partly.	Failed.	Remained indefinite or unsettled.		Succeeded.	Succeeded partly.	Failed.	Remained indefinite or unsettled.
Mining	143	5	18	116	4	96,503	881	3,399	91,149	1,074
Quarrying	26	1	7	17	1	4,563	330	1,071	3,127	35
Metals	76	11	7	52	6	11,157	2,287	1,808	5,361	1,701
Ceramics	13	6	2	5	.....	3,162	1,270	935	957	.....
Glass	7	.....	2	5	.....	973	.....	201	772	.....
Chemicals	31	9	3	19	.....	4,077	2,315	229	1,533	.....
Food products	10	2	1	7	.....	628	131	88	409	.....
Textiles	142	22	28	89	3	25,580	3,080	3,332	18,893	275
Building and construction work	27	8	6	12	1	3,203	830	168	2,165	40
Wood and furniture	27	14	4	8	1	3,280	1,118	177	1,920	65
Hides and leather	27	5	2	19	1	1,183	293	67	816	7
Tobacco	16	4	1	10	1	703	291	18	369	25
Paper	1	.....	.....	1	.....	80	.....	.....	30	.....
Printing and publishing	15	8	2	4	1	2,627	2,012	39	566	10
Art and instruments of precision	9	3	1	5	.....	2,226	201	850	1,175	.....
Transportation	18	10	2	6	.....	949	687	117	145	.....
Other industries	22	7	4	11	.....	1,793	734	282	777	.....
Total	610	115	90	386	19	162,637	16,460	12,781	130,164	3,232

The largest number of strikes occurred in the mining industry. Of these 3.49 per cent succeeded, 12.59 per cent succeeded partly, and 81.12 per cent failed, the result not being known in 2.80 per cent of the mine strikes. Of the total number of strikers reported during the five years 96,503, or 59.34 per cent, were in the mining industry. Of these strikers 0.92 per cent were engaged in strikes which succeeded, 3.52 per cent in strikes which succeeded partly, 94.45 per cent in strikes which failed, and 1.11 per cent in strikes the results of which were not known. The textile industry was next in importance, both with regard to the number of strikes and of strikers involved. In this industry, likewise, a large proportion of the strikes were failures.

The next table shows the number of strikes by industries and years:

STRIKES, BY GROUPS OF INDUSTRIES AND YEARS, 1896 TO 1900.

Industries.	Strikes.					Strikers.				
	1896.	1897.	1898.	1899.	1900.	1896.	1897.	1898.	1899.	1900.
Mining	35	51	15	14	28	10,454	27,571	5,970	45,657	6,851
Quarrying	3	3	8	4	3	840	405	459	2,307	1,052
Metals	11	11	20	12	22	2,340	1,989	1,315	1,111	4,402
Ceramics	5	2	4	2	.....	399	935	935	893	.....
Glass	1	.....	.....	.....	5	56	.....	.....	145	772
Chemicals	1	7	7	6	10	70	660	672	1,554	1,121
Food products	1	.....	1	4	4	4	.....	204	276	144
Textiles	42	23	16	29	32	6,218	1,901	1,137	2,561	13,763
Building and construction work	8	6	4	4	5	555	125	1,454	429	640
Wood and furniture	7	7	4	2	7	1,763	637	110	332	438
Hides and leather	10	3	1	5	8	456	127	4	280	316
Tobacco	2	7	2	3	2	73	405	37	145	43
Paper .....	.....	1	.....	.....	.....	.....	30	.....	.....	.....
Printing and publishing	3	2	3	3	4	97	16	588	550	1,376
Art and instruments of precision	1	2	.....	3	3	11	858	.....	201	1,156
Transportation	3	2	2	9	2	64	44	130	543	168
Other industries	6	3	4	3	6	304	255	86	947	201
Total	189	130	91	104	146	23,204	35,958	13,101	57,981	32,443

The causes which figured most frequently in strikes during the period were disputes concerning wages, hours of labor, working conditions, and demands for the reinstatement or for the discharge of employees, nearly nine-tenths of all the strikes being due to these causes. The following table shows the causes of strikes and their results for the five-year period 1896 to 1900:

STRIKES, BY CAUSES AND RESULTS, 1896 TO 1900.

Cause or object.	Total strikes.	Strikes which—				Total strikers.	Strikers in strikes which—			
		Succeeded.	Succeeded partly.	Failed.	Remained indefinite or unsettled.		Succeeded.	Succeeded partly.	Failed.	Remained indefinite or unsettled.
For increase of wages	298	68	50	171	9	97,669	11,108	7,076	76,797	2,688
Against reduction of wages	30	5	3	17	.....	3,607	732	711	2,164	.....
Other causes affecting wages	28	8	4	15	1	2,144	584	171	1,219	170
For reduction of hours	11	.....	2	8	1	3,778	.....	929	2,842	7
Other causes affecting hours of labor	5	1	.....	4	.....	314	25	.....	289	.....
For or against modification of conditions of work	55	8	7	37	3	9,234	721	639	7,685	189
Against piecework	6	.....	1	5	.....	2,992	.....	88	2,904	.....
Against employment of females	3	.....	.....	3	.....	182	.....	.....	132	.....
For or against modification of shop rules	13	5	2	11	.....	24,719	1,351	175	23,193	.....
Against fines	9	1	1	7	.....	1,957	400	451	1,106	.....
For discharge of superintendents or other employees	46	10	1	34	1	5,460	964	150	4,321	25
For reinstatement of discharged employees	71	7	7	55	2	7,748	509	1,052	6,077	110
Trade unionism	11	3	1	6	1	502	66	30	312	34
Other causes	19	.....	6	12	1	2,381	.....	1,249	1,125	9
Total	610	115	90	386	19	162,637	16,460	12,781	130,164	3,232

^aThe sum of the items does not agree with the total; the figures, however, are reproduced as they appear in the original.

In the next table the strikes are shown by causes and years:

STRIKES, BY CAUSES AND YEARS, 1896 TO 1900.

Cause or object.	Strikes.					Strikers.				
	1896.	1897.	1898.	1899.	1900.	1896.	1897.	1898.	1899.	1900.
For increase of wages	66	55	43	50	84	7,147	8,441	5,438	50,549	26,094
Against reduction of wages	9	7	5	6	3	1,581	780	561	565	120
Other causes affecting wages	5	7	3	8	5	464	196	91	1,150	243
For reduction of hours	1	4	.....	1	5	189	1,155	.....	58	2,376
Other causes affecting hours of labor	3	.....	1	1	.....	260	.....	42	12	.....
For or against modification of conditions of work	15	12	4	10	14	4,338	1,341	219	2,527	809
Against piecework	3	2	.....	1	.....	2,676	228	.....	88	.....
Against employment of females	1	.....	.....	1	1	10	.....	.....	60	62
For or against modification of shop rules	1	10	4	1	2	85	20,185	3,987	302	160
Against fines	2	3	1	1	2	812	901	70	63	111
For discharge of superintendents or other employees	13	8	10	11	4	2,306	509	473	1,580	592
For reinstatement of discharged employees	17	17	16	8	13	3,171	1,466	1,711	812	588
Trade unionism .....	.....	.....	1	3	7	.....	.....	90	68	344
Other causes	3	5	3	2	6	165	756	419	97	944
Total	139	130	91	104	146	23,204	35,958	13,101	57,931	32,443

The strikes during the period were mostly of short duration, 325 of 573 strikes for which duration was reported having lasted 5 days or less, and but 44 over 30 days. Of the latter, 7 lasted longer than 100 days.

The strikes were mostly small, 398, or nearly two-thirds of the total number, having involved 100 strikers or less each. Nineteen strikes involved over 1,000 persons each. Thirty-eight per cent of all the strikers during the 5-year period were engaged in two mine strikes—one, in 1897, involving 18,946 strikers, and the other, in 1899, involving 42,842 strikers.

The following table shows the strikes during the period according to method of settlement and results:

STRIKES, BY METHOD OF SETTLEMENT AND RESULTS, 1896 TO 1900.

Method of settlement.	Total strikes.	Strikes which—				Total strikers.	Strikers in strikes which—			
		Succeeded.	Succeeded partly.	Failed.	Remained indefinite or unsettled.		Succeeded.	Succeeded partly.	Failed.	Remained indefinite or unsettled.
Direct negotiation between the parties	505	81	73	339	12	68,118	7,063	10,850	49,112	1,088
Negotiation between one party and a trade association	38	14	6	16	2	7,825	1,892	572	4,908	553
Negotiation between an employers' and an employees' trade association	11	6	2	3	.....	10,914	3,431	95	7,338	.....
Intervention of councils of industry and labor	16	6	4	6	.....	2,721	1,872	239	610	.....
Arbitration	2	1	.....	1	.....	100	90	.....	10	.....
Cconciliation	10	5	2	3	.....	2,177	1,816	112	249	.....
Method not reported	28	2	3	18	5	70,637	146	513	68,037	1,591
Total	610	115	90	386	19	162,637	16,460	12,781	130,164	3,282

^aThe sum of the items does not agree with the total; the figures, however, are reproduced as they appear in the original.

Eighty-three per cent of the strikes were settled by direct negotiation between the parties, the strikes resulting mostly in failure. Those settled in other ways were mostly either successful or partly successful. The next table shows the method of settlement of strikes for each year:

STRIKES, BY METHOD OF SETTLEMENT AND YEARS, 1896 TO 1900.

Method of settlement.	Strikes.					Strikers.				
	1896.	1897.	1898.	1899.	1900.	1896.	1897.	1898.	1899.	1900.
Direct negotiation between the parties	111	115	75	87	117	15,982	14,643	8,908	9,117	19,468
Negotiation between one party and a trade association	14	5	8	5	6	2,445	888	805	215	3,472
Negotiation between an employers' and an employees' trade association	2	1	2	2	4	2,417	151	1,443	990	5,913
Intervention of councils of industry and labor	4	2	5	4	1	418	351	615	1,287	100
Arbitration	1	.....	.....	1	.....	90	.....	.....	10	.....
Conciliation	3	2	.....	1	4	87	149	.....	500	1,441
Method not reported	4	5	1	4	14	1,765	19,776	1,335	45,762	2,049
Total	139	130	91	104	146	23,204	35,958	13,101	67,981	32,448

a The sum of the items does not agree with the total; the figures, however, are reproduced as they appear in the original.

FRANCE.

Statistique des Grèves et des Recours à la Conciliation et à l'Arbitrage Survenus Pendant l'Année 1902. Direction du Travail, Ministère du Commerce, de l'Industrie, des Postes et des Télégraphes. xvi, 482 pp.

This is the twelfth of a series of annual reports on strikes and conciliation and arbitration issued by the French labor bureau. The information is presented in the same form as that contained in previous reports.

STRIKES.—During the year 1902 there were 512 strikes, involving 1,820 establishments, 212,704 strikers, and 9,461 persons thrown out of work on account of strikes. Of the strikers, 162,622 were men, 35,326 were women, and 14,756 were children. The strikes caused a total loss of 4,472,477 working days by strikers and 202,604 by other employees thrown out of work, or a total of 4,675,081 working days. In 1901 there were 523 strikes, in which 111,414 strikers were involved and 10,147 other employees were affected, causing an aggregate loss of 1,862,050 working days. The large number of strikers and days lost in 1902 is due to a general strike of miners in that year, which alone involved 115,240 strikers and caused a loss of 3,210,957 working days. The average number of days lost per striker in 1902 was 22.

Of the 512 strikes during 1902, 417 involved but 1 establishment each, 33 involved from 2 to 5 establishments, 23 from 6 to 10 establishments, 27 from 11 to 25 establishments, 9 from 26 to 50 establishments, and 1 from 51 to 100 establishments. Of the 2 remaining strikes, 1 involved 115 and the other 133 establishments. The latter was the miners' strike above mentioned.

In 304 strikes all or a part of the striking employees were organized. The employers were organized in 184 strikes. Nine workmen's unions and 1 employers' association were organized during the progress of or immediately following strikes. In 31 strikes regular aid was given by labor organizations to their striking members.

Of the 512 strikes, 111, involving 23,533 strikers, succeeded; 184 strikes, involving 160,820 strikers, succeeded partly, and 217 strikes, involving 28,351 strikers, failed.

The two tables following show, by groups of industries, the number of strikes, strikers, and establishments involved, according to the results of strikes; also the days of work lost by all employees and the number of strikers per 1,000 working people in each group of industries:

STRIKES AND ESTABLISHMENTS INVOLVED, BY GROUPS OF INDUSTRIES, 1902.

Industries.	Succeeded.		Succeeded partly.		Failed.		Total.	
	Strikes.	Estab-lish-ments.	Strikes.	Estab-lish-ments.	Strikes.	Estab-lish-ments.	Strikes.	Estab-lish-ments.
Agriculture, forestry, and fish-eries	2	4	7	139	3	3	5	7
Mining .....	.....	.....	.....	.....	8	8	15	147
Quarrying .....	.....	.....	2	11	1	1	3	12
Food products	8	9	1	1	5	21	9	31
Chemical industries	6	31	6	6	8	37	20	74
Paper and printing	3	3	1	1	10	10	14	14
Hides and leather	10	34	10	54	9	12	29	100
Textiles	43	61	58	113	66	146	167	320
Clothing, cleaning, etc.	3	3	5	28	4	4	12	35
Wood working	8	30	7	21	8	10	23	61
Building (woodwork) .....	.....	.....	4	63	4	6	8	69
Metal refining	1	1	3	3	9	9	13	13
Metal working	5	5	32	114	35	69	72	188
Precious metal work	1	1	1	1	1	1	3	3
Stone, earthenware, glass, etc ..	5	5	6	27	7	44	18	76
Building (stone, tile, excavat-ing, roofing, etc., work)	13	39	31	243	19	58	63	340
Transportation and handling	8	25	10	133	20	167	38	330
Total.....	111	251	184	963	217	606	512	1,820

STRIKERS AND DAYS OF WORK LOST BY ALL EMPLOYEES THROWN OUT OF WORK BY STRIKES IN 1902, BY INDUSTRIES.

Industries.	Strikers in strikes which—			Total strikers.	Strikers per 1,000 working people in each industry. (a)	Days of work lost by all employees thrown out of work.
	Succeeded.	Succeeded partly.	Failed.			
Agriculture, forestry, and fisheries	132	.....	211	848	0.10	2,179
Mining	118,605	404	404	119,009	764.93	3,274,407
Quarrying	146	26	26	172	3.09	6,239
Food products	410	26	572	1,008	3.66	4,940
Chemical industries	15,707	947	1,598	18,252	172.08	124,680
Paper and printing	123	17	299	439	3.63	7,101
Hides and leather	1,025	1,252	355	2,632	15.57	114,860
Textiles	3,413	18,988	12,292	34,698	54.42	562,771
Clothing, cleaning, etc.	195	822	226	1,243	2.85	32,818
Wood working	477	402	336	1,215	5.40	23,646
Building (woodwork) .....	.....	278	80	358	(b)	6,910
Metal refining	43	209	2,583	2,835	50.88	64,904
Metal working	112	5,439	1,429	6,980	16.77	125,681
Precious metal work	24	4	9	37	1.81	366
Stone, earthenware, glass, etc.	467	5,463	382	6,312	43.36	239,400
Building (stone, tile, excavating, roofing, etc., work)	760	3,408	813	4,981	10.26	34,102
Transportation and handling	645	4,814	6,736	12,195	19.52	110,077
Total	23,533	160,820	28,351	212,704	d 56.14	4,675,061

a Based on the census of 1896.

b Included in building (stone, tile, excavating, roofing, etc., work).

c Including building (woodwork).

d Based on the total number of industrial working people in France.

Of the 17 groups of industries above shown, 3, namely, textiles, metal working, and building (stone, tile, excavating, roofing, etc.), together furnished over one-half of the total number of strikes during the year. With regard to the number of strikers, however, over one-half the total number were in the mining industry. The strikes in this industry involved over 76 per cent of the total mining population of France.

The strike data are shown by causes in the two tables following:

STRIKES, BY CAUSES, 1902.

[A considerable number of strikes were due to two or more causes, and the facts in such cases have been tabulated under each cause; hence the totals for this table necessarily do not agree with those for the preceding tables.]

Cause or object.	Succeeded.		Succeeded partly.		Failed.		Total.	
	Strikes.	Estab-lish-ments.	Strikes.	Estab-lish-ments.	Strikes.	Estab-lish-ments.	Strikes.	Estab-lish-ments.
For increase of wages	51	165	97	706	108	306	256	1,177
Against reduction of wages	34	47	25	78	24	25	83	150
For reduction of hours of labor with present or increased wages	18	166	3	47	17	266	38	479
Relating to time and method of payment, etc., of wages	13	62	9	62	14	169	36	293
For or against modification of conditions of work	4	4	14	66	22	138	40	208
Against piecework	3	5	2	2	13	14	18	21
For or against modification of shop rules	8	19	3	23	12	12	23	54
For abolition or reduction of fines	2	2	4	4	9	9	15	15
Against discharge or for reinstatement of workmen, foremen, or directors	12	17	6	6	24	24	42	47
For discharge of workmen, foremen, or directors	9	10	3	3	27	28	39	41
Against employment of women .....	.....	.....	1	1	3	20	4	21
For limitation of number of apprentices	1	1	2	18	2	2	5	21
Relating to deductions from wages for support of insurance and aid funds	4	22	.....	.....	2	2	6	24
Other causes	14	53	4	4	17	216	35	273

STRIKERS AND DAYS OF WORK LOST BY ALL EMPLOYEES THROWN OUT OF WORK BY STRIKES IN 1902, BY CAUSES.

[A considerable number of strikes were due to two or more causes, and the facts in such cases have been tabulated under each cause; hence the totals for this table necessarily do not agree with those for the preceding tables.]

Cause or object.	Strikers in strikes which—			Total strikers.	Days of work lost by all employees thrown out of work.
	Succeeded.	Succeeded partly.	Failed.		
For increase of wages	5,798	131,827	9,787	146,907	3,695,660
Against reduction of wages	2,454	10,481	1,357	14,292	227,788
For reduction of hours of labor with present or increased wages	1,813	8,040	124,162	134,015	3,545,118
Relating to time and method of payment, etc., of wages	1,554	963	116,185	118,702	3,242,890
For or against modification of conditions of work. Against piecework	221	3,705	7,633	11,559	157,493
For or against modification of shop rules	142	576	813	1,531	9,492
For abolition or reduction of fines	546	5,626	729	6,901	274,232
Against discharge or for reinstatement of workmen, foremen, or directors	110	749	791	1,650	4,847
For discharge of workmen, foremen, or directors. Against employment of women	2,656	389	2,532	5,577	76,603
For limitation of number of apprentices	1,752	410	1,999	4,161	42,374
Relating to deductions from wages for support of insurance and aid funds	140	141	44	281	5,961
Other causes	3	141	44	188	892
	395		90	985	8,454
	14,725	1,926	117,778	134,429	3,407,476

As in previous years the most frequent causes of strikes were wage disputes, the demands for increased wages and attempts to reduce wages having figured in about one-half of all the strikes that occurred during the year.

The next two tables show, respectively, the results of strikes, by duration, and the duration and results of strikes, by number of strikers involved:

STRIKES AND STRIKERS, BY DURATION OF STRIKES, 1902.

Days of duration.	Strikes.				Strikers.			
	Succeeded.	Succeeded partly.	Failed.	Total.	Succeeded.	Succeeded partly.	Failed.	Total.
7 or under	83	102	128	313	6,745	11,294	6,986	25,025
8 to 15	13	38	46	97	2,291	4,488	5,164	11,943
16 to 30	13	22	18	53	14,300	18,246	7,049	39,595
31 to 100	2	20	21	43	197	11,509	8,500	20,206
101 or over		2	4	6		115,283	652	115,935
Total	111	184	217	512	23,533	160,820	28,351	212,704

DURATION AND RESULTS OF STRIKES, BY NUMBER OF STRIKERS INVOLVED, 1902.

Strikers involved.	Strikes.				Days of duration.				
	Succeeded.	Succeeded partly.	Failed.	Total.	7 or under.	8 to 15.	16 to 30.	31 to 100.	101 or over.
25 or under	24	38	78	140	90	25	14	9	2
26 to 50	23	41	51	115	80	18	9	6	2
51 to 100	34	42	46	122	75	23	12	12	
101 to 200	20	28	25	73	47	15	6	5	
201 to 500	7	19	11	37	17	12	3	5	
501 to 1,000	1	5	2	8	2	3	2		1
1,001 or over	2	11	4	17	2	1	7	6	1
Total	111	184	217	512	313	97	53	43	6

Most of the strikes were small and of short duration, 313, or 61 per cent, having lasted seven days or less, and only 49 over thirty days. Fifty per cent of the strikes involved less than 50 persons each. Seventeen strikes involved over 1,000 persons each.

CONCILIATION AND ARBITRATION.—During the year 1902 recourse to the law of December 27, 1892, in regard to the conciliation and arbitration (^a) of labor disputes, was had in 107 disputes. In 4 cases recourse was had to the law before entire cessation of work had occurred, but strikes were subsequently declared in 2 of these cases, leaving 2 instances only where strikes were averted by application of the law. Including these 2 cases the number of disputes in which the application of the law was requested in 1902 is equal to 20.89 per cent of the number of strikes that actually occurred during the year. During the preceding nine-year period such recourse was had in a number of disputes, equal to 24.06 per cent of the total strikes for the period. Requests for the application of the law during 1902 were made by employees in 60 disputes, by employers in 5 disputes, and by employees and employers united in 2 disputes. In the other 40 disputes in which recourse was had to the law, the initiative was taken by justices of the peace.

As for results it was found that 6 strikes had terminated by agreement between employers and employees before committees of conciliation were formed. The offer of conciliation was rejected in 42 of the 101 remaining disputes, the rejection coming from employers in 35 cases, from the employees in 2 cases, and from both employers and employees in 5 cases. In 5 of the 42 cases in which conciliation was rejected the dispute was terminated on the employees withdrawing their demands or accepting concessions previously offered, while in the 37 other cases strikes were declared or continued. Of these 37 strikes none succeeded, 14 succeeded partly, and 23 failed.

Committees of conciliation were constituted for the settlement of the remaining 59 disputes. Thirty-two of these disputes were settled directly by such committees, and of the 27 disputes remaining 2 were settled by arbitration and 2 were settled by the parties themselves, after having appeared without success before committees of conciliation. Strikes were declared or continued after the failure of conciliation and arbitration in the 23 remaining disputes. Of these strikes 3 succeeded, 11 succeeded partly, and 9 failed.

^aFor the provisions of this law see Bulletin of the Department of Labor, No. 25, pp. 854-856.

The following is a summary statement in regard to disputes in which recourse was had to the law concerning conciliation and arbitration during 1902, and for the preceeding nine years, taken collectively:

SUMMARY OF CASES IN WHICH RECOURSE WAS HAD TO THE LAW CONCERNING CONCILIATION AND ARBITRATION, 1893 TO 1901 AND 1902.

Items.	1893 to 1901.	1902.
Total number of strikes	4,795	512
Disputes in which recourse was had to the law of 1892	a 1,154	107
Disputes settled:		
Before the creation of committees of conciliation	77	6
After refusal of request for conciliation	51	5
Directly by committees of conciliation	b 281	32
By arbitration	50	2
Directly by the parties after having had recourse to conciliation	22	2
Total cases settled through the application of the law	478	47
Strikes resulting or continuing:		
After refusal of request for conciliation	c 391	37
After failure of recourse to conciliation and arbitration	d 280	23
Total cases of failure after application of the law	668	60

a Relates to 1,146 disputes. Prior to 1900 the instances in which the application of the law were requested, and not the disputes themselves, were counted.

b There were but 278 disputes settled by committees of conciliation. Three disputes have been counted twice because 2 committees were formed in each case.

c Including 4 disputes that were submitted to committees of conciliation after strike was declared. Hence the figures should be 387; but they are given as found in the report.

d Figures here should be 281; those given are, however, according to the original.

The above summary shows that of 107 disputes considered in 1902, 47 were settled directly or indirectly through the application of the law of 1892, and in the case of 60 the recourse to the law proved fruitless. Of the 47 disputes settled 9 were favorable to the demands of the employees, 30 resulted in a compromise, and 8 were unfavorable to the employees. In the 60 disputes which continued after the failure of attempts at conciliation and arbitration the employees succeeded in 3, succeeded partly in 25, and failed in 32 cases.

GERMANY.

Streiks und Aussperrungen im Jahre 1902. Bearbeitet im Kaiserlichen Statistischen Amt. 300 pp.

This is the fourth annual report on strikes and lockouts published by the German imperial statistical bureau. The report contains analyses and summaries of the strikes and lockouts in 1902, copies of schedules of inquiry, and tables showing in detail, by locality and by industry for each dispute, the duration, establishments affected, total number of employees, strikers, and others thrown out of employment, causes, results, manner of settlement, etc. The data relate to disputes ending in 1902.

During 1902 there were 1,060 strikes reported, affecting 3,437 establishments. Operations were completely suspended in 849 establishments. Of a total of 131,086 employees in the establishments affected 53,912 participated in the strikes, and 6,272 others were thrown out of employment on account of them.

The following table shows the results of the strikes in 1902:

RESULTS OF STRIKES, 1902.

[The column headed "Strikers" shows the maximum number of strikers engaged at any time during strike.]

Result of strikes.	Strikes.	Establishments affected.	Total persons employed in establishments affected.	Strikers.	Others thrown out of work.
Succeeded.....	228	405	19,544	8,529	784
Succeeded partly.....	235	1,929	47,490	22,004	1,904
Failed.....	597	1,108	64,052	28,379	3,634
Total.....	1,060	3,437	131,086	58,912	6,272

Fifty-six per cent of all the strikes in 1902 were complete failures, although the proportion of persons participating in unsuccessful strikes was 43 per cent of the total number of strikers. Only about 16 per cent of the strikers were engaged in successful strikes.

The following table shows, by principal groups of industries, the number and results of strikes, the number of establishments and strikers involved, and the number of other employees thrown out of work on account of strikes during the year 1902:

SUMMARY OF STRIKES, BY GROUPS OF INDUSTRIES, 1902.

[The column headed "Strikers" shows the maximum number of strikers at any time during strike.]

Industries.	Total strikes.	Strikes which—			Establishments.	Strikers.	Other employees thrown out of work.
		Succeeded.	Succeeded partly.	Failed.			
Gardening, florist, and nursery trades.....	1	1	.....	.....	5	31	.....
Mining, smelting, salt, and peat extraction.....	14	1	4	9	16	2,572	254
Stonework and earthenware.....	68	13	20	35	94	2,185	677
Metal work.....	68	14	22	32	258	2,761	445
Machinery, tools, and instruments.....	48	10	9	29	68	2,516	67
Chemicals.....	1	.....	.....	1	1	16	.....
Forestry products, lighting materials, and varnishes.....	2	1	.....	.....	2	50	.....
Textiles.....	101	22	28	51	117	7,569	322
Paper.....	4	.....	1	3	8	35	.....
Leather.....	20	3	6	11	161	611	1
Wooden ware and carved goods.....	135	20	28	87	218	3,544	74
Food products.....	35	5	7	23	57	1,128	198
Clothing and cleaning.....	60	23	20	17	409	2,070	17
Building trades.....	467	105	85	277	1,997	27,330	4,175
Printing and publishing.....	7	2	.....	5	7	279	3
Painting, sculpture, decoration, and artistic work.....	3	1	.....	2	3	17	.....
Commercial employment.....	9	2	3	4	9	520	.....
Transportation.....	16	5	2	9	16	665	39
Other industries.....	1	.....	.....	1	1	13	.....
Total.....	1,060	228	235	597	3,437	58,912	6,272

The group of building trades, as in previous years, had the largest number of strikes, strikers, and establishments affected, over one-half of all the strikers during 1902 being persons engaged in this industry. The building-trades strikes were mostly failures. Next in importance with regard to the number of persons involved are the groups of textiles and of wooden ware and carved goods. Seventy-one per cent of all the strikers belonged to these three groups.

The next two tables show, respectively, the results of strikes according to their duration and according to the number of strikers involved.

SUMMARY OF STRIKES, BY DURATION, 1902.

[The column headed "Strikers" shows the maximum number of strikers at any time during strike.]

Days of duration.	Total strikes.	Strikes which—			Estab-lish-ments.	Strikers.	Other em-ployees thrown out of work.
		Suc-ceeded.	Suc-ceeded partly.	Failed.			
Less than 1	111	35	11	65	114	3,600	537
1 to 5	391	111	81	199	579	16,921	2,455
6 to 10	172	41	44	87	360	7,693	367
11 to 20	117	28	34	55	482	3,758	477
21 to 30	75	7	22	46	718	6,414	361
31 to 50	101	4	22	75	650	8,522	1,722
51 to 100	65	2	14	49	283	3,778	133
101 or over	28	.....	7	21	251	3,226	220
Total	1,060	228	235	597	3,437	53,912	6,272

SUMMARY OF STRIKES, BY NUMBER OF STRIKERS INVOLVED, 1902.

[The column headed "Strikers" shows the maximum number of strikers at any time during strike.]

Strikers involved.	Total strikes.	Strikes which—			Estab-lish-ments.	Strikers.	Other em-ployees thrown out of work.
		Suc-ceeded.	Suc-ceeded partly.	Failed.			
2 to 5	102	25	11	66	113	400	167
6 to 10	196	46	25	125	235	1,537	566
11 to 20	241	55	29	157	298	3,719	493
21 to 30	142	31	32	79	206	3,547	1,190
31 to 50	145	29	43	73	399	5,684	586
51 to 100	128	24	49	55	336	9,329	858
101 to 200	66	14	24	28	578	9,273	480
201 to 500	30	4	15	11	515	9,653	854
501 or over	10	.....	7	3	757	10,770	1,078
Total	1,060	228	235	597	3,437	53,912	6,272

The following table shows the causes and results of strikes in 1902, the cause and not the strike being taken as the unit:

STRIKES, BY CAUSES, 1902.

[A considerable number of strikes were due to two or more causes, and the facts in such cases have been tabulated under each cause; hence the totals for this table necessarily do not agree with those for the preceding tables.]

Cause or object.	Total strikes.	Strikes which—		
		Suc-ceeded.	Suc-ceeded partly.	Failed.
Against reduction of wages	131	25	29	77
For increase of wages	532	106	155	271
For extra rate for overtime	35	4	15	14
For extra pay for secondary work	34	5	12	17
Other causes affecting wages	66	16	22	28
Against increase of hours	10	1	1	8
For reduction of hours	160	36	40	84
For abolition or limitation of overtime work	13	1	9	3
For reduction of hours on Saturday	21	1	13	7
For regular hours	9	.....	5	4
Other causes affecting hours of labor	9	1	3	5
For change in method of payment	37	6	8	23
Against change in method of payment	17	2	5	10
For reinstatement of discharged employees	141	20	22	99
For discharge or against employment of certain persons	43	6	3	39
For discharge of foremen, etc	14	1	3	10
Against being compelled to work on holidays	8	.....	4	4
For better sanitary conditions, etc	24	6	10	8
Against use of material from establishment in which strike was pending	22	6	.....	16
For better treatment	16	6	4	6
For recognition of committee of employees	34	.....	23	11
For adoption, retention, or change of wage scale	89	23	32	34
Other causes	114	27	44	43

GREAT BRITAIN.

Report on Strikes and Lockouts in the United Kingdom in 1902, and on Conciliation and Arbitration Boards. 1903. 132 pp. (Published by the Labor Department of the British Board of Trade.)

The report on strikes and lockouts in the United Kingdom, prepared by the labor department of the board of trade, is the fifteenth issued since the commencement of the series in 1888. The report shows in detail for each dispute, beginning in 1902, the locality, the number of establishments involved, the number and occupations of working people thrown out of work, the cause or object of the dispute, the date of beginning and ending, and the result; also statements of the work of boards of conciliation and arbitration and of certain agreements and awards terminating trade disputes. The tables giving details are preceded by summary tables, by tables presenting comparative data for the years 1898 to 1902, and by an analysis of the statistics of strikes and lockouts and of conciliation and arbitration. The general method of inquiry and the plan of presentation are the same as for the past few years. Disputes involving fewer than 10 employees (and those which lasted less than one day) have been omitted from the tabulations, except when the aggregate duration exceeded 100 working days.

STRIKES AND LOCKOUTS IN 1902.—The number of labor disputes arising in 1902 was less than in any of the preceding four years (1898 to 1901), but the number of working people directly and indirectly affected was greater than in any of those years. The aggregate days of duration was less than in 1901, but greater than in 1900 and 1899. During 1902 there were 442 strikes and lockouts, involving 116,824 employees directly and 139,843 indirectly, or throwing out of work a total of 256,667 working people and resulting in an aggregate loss of 3,479,255 working days.

The following tables show the number of strikes and lockouts and the number of employees involved in 1902, classified according to the principal causes and the results:

STRIKES AND LOCKOUTS, BY CAUSES AND RESULTS, AND WORKING DAYS LOST, 1902.

[“Aggregate working days lost by all employees thrown out of work” includes the aggregate duration in 1902 of disputes beginning in previous years and excludes the duration in 1903 of disputes beginning in 1902.]

Principal cause or object.	Strikes and lockouts the results of which were—				Total strikes and lockouts.	Aggregate working days lost by all employees thrown out of work.
	In favor of employees.	In favor of employers.	Compromised.	Indefinite or unsettled.		
Wages	53	128	80	6	267	2, 673, 183
Hours of labor	5	10	5	.....	20	104, 101
Employment of particular classes or persons	14	30	13	1	58	169, 810
Working arrangements, rules, and discipline	17	23	23	1	64	848, 389
Trade unionism	18	8	1	2	29	170, 409
Sympathetic disputes .....	.....	1	.....	.....	1	1, 042
Other causes .....	.....	2	1	.....	3	12, 821
Total	107	202	123	10	442	3, 479, 255

STRIKERS AND EMPLOYEES LOCKED OUT, BY CAUSES AND RESULTS, 1902.

Principal cause or object.	Strikers and employees locked out in disputes the results of which were—				Total strikers and employees locked out.	Other employees thrown out of work.
	In favor of employees.	In favor of employers.	Compromised.	Indefinite or unsettled.		
Wages	5,525	18,749	30,282	2,177	56,733	117,859
Hours of labor	438	2,328	278	.....	3,044	6,340
Employment of particular classes or persons ..	5,523	4,129	1,384	400	11,436	6,243
Working arrangements, rules, and discipline..	3,212	6,967	9,610	60	19,849	8,382
Trade unionism	22,219	3,149	11	110	25,489	1,019
Sympathetic disputes .....	.....	14	.....	.....	14	.....
Other causes .....	.....	179	80	.....	259	.....
Total.....	36,917	35,515	41,645	2,747	116,824	139,843

As in previous years, the disputes in 1902 related mostly to wages, 267 out of a total of 442 strikes and lockouts, or 60.4 per cent, resulting from this cause. Of the total of 116,824 strikers and employees locked out in disputes from all causes, 56,733, or 48.6 per cent, were involved in wage disputes. Hours of labor was the cause of but 20 disputes, or 4.5 per cent of the total, and directly affected but 3,044 working people. In 29 disputes, or 6.6 per cent of the total, trade unionism was the cause, and directly affected 25,489, or 21.8 per cent, of the working people.

Of the 442 disputes, 107, or 24.2 per cent, resulted in favor of the employees, 202, or 45.7 per cent, in favor of the employers, 123, or 27.8 per cent, were compromised, and 10, or 2.3 per cent, remained indefinite or unsettled. Of the 116,824 strikers and employees locked out, 36,917, or 31.6 per cent, were engaged in disputes which resulted in favor of employees; 35,515, or 30.4 per cent, in disputes which resulted in favor of employers; 41,645, or 35.7 per cent, in disputes which were compromised, and 2,747, or 2.3 per cent, in disputes which remained indefinite or unsettled at the close of the year. Employees involved in disputes relating to wages and hours of labor were mostly unsuccessful, while in disputes relating to trade unionism they were mostly successful.

In 1902, as in previous years, a large proportion of disputes affected comparatively few working people. This is brought out in the following table:

STRIKES AND LOCKOUTS, BY GROUPS OF EMPLOYEES THROWN OUT OF WORK, 1902.

["Aggregate working days lost by all employees thrown out of work" includes the aggregate duration of disputes beginning in 1902 and embraces working days lost in 1903 in disputes extending beyond 1902.]

Groups of employees thrown out of work.	Strikes and lockouts.	Employees thrown out of work.		Aggregate working days lost by all employees thrown out of work.	
		Number.	Per cent.	Number.	Per cent.
5,000 or over	3	119,372	46.7	940,913	26.3
2,500 or under 5,000	4	12,957	5.0	535,926	15.0
1,000 or under 2,500	35	48,568	18.9	842,670	23.6
500 or under 1,000	43	30,405	11.8	263,985	7.4
250 or under 500	61	21,179	8.3	385,501	10.8
100 or under 250	93	14,610	5.7	377,677	10.6
50 or under 100	84	6,050	2.4	154,727	4.3
25 or under 50	68	2,210	.9	58,702	1.5
Under 25	51	816	.3	18,839	.5
Total	442	256,667	100.0	3,573,890	100.0

From the above table it is seen that out of 442 disputes, 203, or 45.9 per cent, involved less than 100 employees each, or only 3.6 per cent of all the employees thrown out of work and 6.3 per cent of the time lost in all the disputes of the year. On the other hand, the 7 largest disputes involved 132,829, or 51.7 per cent, of the employees thrown out of work and 41.3 per cent of the time lost in all the disputes of the year.

The tables following show the extent to which each of the various groups of industries was involved in the strikes and lockouts of 1902, and the results of the dispute in each case:

STRIKES AND LOCKOUTS, BY INDUSTRIES AND RESULTS, AND WORKING DAYS LOST, 1902.

["Aggregate working days lost by all employees thrown out of work" includes the aggregate duration in 1902 of disputes beginning in previous years and excludes the duration in 1903 of disputes beginning in 1902.]

Industries.	Strikes and lockouts the results of which were—				Total strikes and lockouts.	Aggregate working days lost by all employees thrown out of work.
	In favor of employees.	In favor of employers.	Compromised.	Indefinite or unsettled.		
Building trades	20	13	6	.....	39	115,860
Mining and quarrying	40	63	59	6	168	2,550,047
Metal, engineering, and shipbuilding ..	11	33	25	2	71	420,362
Textile	15	49	17	1	82	238,380
Clothing	10	6	7	.....	23	54,044
Transportation	3	9	2	.....	14	10,027
Miscellaneous	7	26	7	1	41	84,133
Employees of public authorities	1	3	.....	.....	4	6,402
Total	107	202	123	10	442	3,479,255

STRIKERS AND EMPLOYEES LOCKED OUT, BY INDUSTRIES AND RESULTS, 1902.

Industries.	Strikers and employees locked out in disputes the results of which were—				Total strikers and employees locked out.	Other employees thrown out of work.
	In favor of employees.	In favor of employers.	Compromised.	Indefinite or unsettled.		
Building trades	1,936	1,882	1,061	.....	4,829	527
Mining and quarrying	30,212	20,726	32,259	2,320	85,517	123,009
Metal, engineering, and shipbuilding	747	3,682	4,885	366.	9,630	6,284
Textile	1,868	4,569	2,010	29	8,486	8,220
Clothing	563	1,211	482	.....	2,256	534
Transportation	458	734	148	.....	1,335	255
Miscellaneous	327	1,536	850	82	2,745	984
Employees of public authorities	821	1,205	.....	.....	2,026	80
Total	36,917	35,515	41,645	2,747	116,824	139,843

The mining and quarrying industry shows the largest number of disputes, working people involved, and working days lost. The largest measure of success on the part of employees seems to have been attained by those involved in disputes in the building trades and in the mining and quarrying industry.

STRIKES AND LOCKOUTS DURING FIVE YEARS.—During the 5-year period 1898 to 1902 there was a yearly average of 632.4 disputes, in which there was affected an average of 211,775 working people. The following table presents some of the principal statistics of strikes and lockouts for each year from 1898 to 1902:

STRIKES AND LOCKOUTS, EMPLOYEES THROWN OUT OF WORK, AND WORKING DAYS LOST, 1898 TO 1902.

[“Aggregate working days lost by all employees thrown out of work” includes the aggregate duration in each year of disputes beginning in previous years.]

Year.	Strikes and lockouts.	Strikers and employees locked out.	Other employees thrown out of work.	Total employees thrown out of work.	Aggregate working days lost by all employees thrown out of work.
1898	711	200,769	53,138	253,907	15,289,478
1899	719	138,058	42,159	180,217	2,516,416
1900	648	135,145	53,393	188,538	3,152,694
1901	642	111,437	63,109	179,546	4,142,287
1902	442	116,824	189,843	256,667	3,479,255

The following table shows the number of strikes and lockouts and the employees thrown out of work during each year from 1898 to 1902, by industries:

STRIKES AND LOCKOUTS, AND EMPLOYEES THROWN OUT OF WORK, BY INDUSTRIES, 1898 TO 1902.

Industries.	Strikes and lockouts.					Employees thrown out of work.				
	1898.	1899.	1900.	1901.	1902.	1898.	1899.	1900.	1901.	1902.
Building trades	183	180	146	104	39	16,684	30,524	19,178	9,797	5,356
Mining and quarrying	129	109	136	210	168	177,029	46,831	74,364	112,981	208,526
Metal, engineering, and shipbuilding	152	140	111	108	71	21,432	21,119	19,810	22,489	15,914
Textile	99	124	96	96	82	24,978	61,499	24,143	16,609	16,706
Clothing	53	37	38	39	23	3,561	2,238	2,154	4,135	2,790
Transportation	22	47	50	20	14	3,478	12,611	23,026	2,682	1,590
Miscellaneous	67	71	60	65	41	6,261	4,212	24,968	10,489	3,679
Employees of public authorities	6	11	11	5	4	484	1,163	895	364	2,106
Total	711	719	648	642	442	253,907	180,217	188,538	179,546	256,667

The above table shows that in each year, except 1899, the mining and quarrying industry had the largest number of employees involved in disputes. In 1899 the great dispute of the year was in the jute industry. Probably the most noteworthy point shown in the table is the decrease in 1901 and in 1902 in the number of persons affected by disputes in the building trades.

The following table shows the principal causes of strikes and lockouts and the number of disputes and employees directly involved in each cause from 1898 to 1902:

STRIKES AND LOCKOUTS, AND STRIKERS AND EMPLOYEES LOCKED OUT, BY PRINCIPAL CAUSES, 1898 TO 1902.

Principal cause or object.	Strikes and lockouts.					Strikers and employees locked out.				
	1898.	1899.	1900.	1901.	1902.	1898.	1899.	1900.	1901.	1902.
Wages	449	460	438	402	267	176,392	94,651	82,908	58,865	56,733
Hours of labor	19	17	6	29	20	777	3,857	718	4,198	3,044
Employment of particular classes or persons	87	102	93	84	58	9,203	8,187	10,427	10,524	11,436
Working arrangements, rules, and discipline	94	68	57	79	64	11,742	17,895	18,956	23,185	19,849
Trade unionism	51	46	45	38	29	2,215	5,130	19,573	11,531	25,489
Sympathetic disputes	8	24	5	6	1	345	8,233	1,018	1,390	14
Other causes	3	2	4	4	3	95	105	1,550	1,244	259
Total	711	719	648	642	442	200,769	138,058	135,145	111,437	116,824

During this 5-year period, 1898 to 1902, 63.76 per cent of all the strikes and lockouts related to wages. Next in the order of importance were disputes relating to the employment of particular classes or persons, to working arrangements, rules, and discipline, to trade unionism, and to hours of labor.

The following table shows the number of strikes and lockouts and the strikers and employees locked out each year during the 5-year period 1898 to 1902, classified according to results:

STRIKES AND LOCKOUTS, AND STRIKERS AND EMPLOYEES LOCKED OUT, BY RESULTS, 1898 TO 1902.

Result.	Strikes and lockouts.					Strikers and employees locked out.				
	1898.	1899.	1900.	1901.	1902.	1898.	1899.	1900.	1901.	1902.
In favor of employees	238	230	202	163	107	45,490	36,808	40,612	30,591	36,917
In favor of employers	227	245	211	280	202	120,667	60,275	33,497	37,675	35,515
Compromised	243	236	221	192	123	34,501	40,237	56,390	40,955	41,645
Indefinite or unsettled	3	8	14	7	10	111	738	4,646	2,216	2,747
Total	711	719	648	642	442	200,769	138,058	135,145	111,437	116,824

Of the 3,162 disputes reported during the 5-year period, 940, or 29.7 per cent, resulted in favor of employees; 1,165, or 36.9 per cent, resulted in favor of employers; 1,015, or 32.1 per cent, were compromised, and 42, or 1.3 per cent, remained indefinite or unsettled. Of 702,233 strikers and employees locked out during the period, 190,418, or 27.1 per cent, were engaged in disputes resulting in favor of employees; 287,629, or 41.0 per cent, in disputes resulting in favor of

employers; 213,728, or 30.4 per cent, in disputes which were compromised, and 10,458, or 1.5 per cent, in disputes which remained indefinite or unsettled.

In the table following the disputes beginning in each of the years 1898 to 1902 and the employees thrown out of work are classified according to the various methods of settlement:

STRIKES AND LOCKOUTS, AND EMPLOYEES THROWN OUT OF WORK, BY METHOD OF SETTLEMENT, 1898 TO 1902.

Method of settlement.	Strikes and lockouts.					Employees thrown out of work.				
	1898.	1899.	1900.	1901.	1902.	1898.	1899.	1900.	1901.	1902.
Arbitration	13	16	19	23	16	3,350	3,319	7,118	8,349	4,481
Conciliation	30	22	13	18	13	16,167	8,386	8,598	8,465	7,129
Direct arrangement or negotiation between the parties or their representatives.....	495	562	487	456	316	206,926	156,743	155,025	143,470	222,547
Submission of employees	71	22	45	45	40	17,590	7,054	8,895	9,362	16,570
Replacement of employees	96	88	71	89	47	9,616	3,960	4,918	6,415	3,188
Closing of works.....	3	3	4	5	3	.....	95	300	1,288	230
Indefinite or unsettled.....	6	6	9	6	7	258	640	3,689	2,197	2,522
Total.....	711	719	648	642	442	253,907	180,217	188,538	179,546	256,667

The great majority of the strikes and lockouts were settled by direct negotiation between the parties concerned or their representatives. Of the total of 442 disputes in 1902, not fewer than 316, or 71.5 per cent, were so settled, and these embraced 222,547, or 86.7 per cent, of all the persons involved. The number of disputes settled by arbitration and by conciliation in 1902 and the number of persons involved under each method show a decrease from the figures of the previous year.

DECISIONS OF COURTS AFFECTING LABOR.

[This subject, begun in Bulletin No. 2, has been continued in successive issues. All material parts of the decisions are reproduced in the words of the courts, indicated when short by quotation marks, and when long by being printed solid. In order to save space, matter needed simply by way of explanation is given in the words of the editorial reviser.]

DECISIONS UNDER STATUTORY LAW.

EIGHT-HOUR LAW—HOURS OF LABOR OF MINE EMPLOYEES—CONSTITUTIONALITY OF STATUTE—*State v. Cantwell et al., Supreme Court of Missouri, 78 Southwestern Reporter, page 569.*—This case came to the supreme court on appeal from the circuit court of Madison County, in which Henry J. Cantwell and others were convicted of the violation of a statute regulating the hours of employment in mines. The judgment of the court below was affirmed. The law in question was enacted March 23, 1901 (secs. 8793, 8794, Rev. Stat.), and forbids the employment of persons engaged in mining operations for longer than eight hours in a day of twenty-four hours, and provides a penalty. From the remarks of Judge Fox sustaining the constitutionality of this law the following is quoted:

Our first inquiry must necessarily be as to the power of the legislature to enact a reasonable police regulation which secures the health and safety of the employees. This court has indicated, in no doubtful expressions, its views upon this subject. In *State v. Loomis*, 115 Mo., loc. cit., 315; 22 S. W., 350; 21 L. R. A., 789, Black, J., in speaking for the court, unqualifiedly announced this rule: "There can be no doubt but the legislature may regulate the business of mining and manufacturing, so as to secure the health and safety of the employees, but that is not the scope of the two sections of the statute now in question." While that case did not present the question before us, it did involve, in a general way, the power of the legislature to enact laws regulating the business of mining.

It is insisted that this act makes a distinction between those working underground in search of minerals and those working underground not in search of minerals. This act only applies to the class searching for minerals. As to that class, it makes no distinction. The legislature doubtless realized the necessity of the provisions of this act being made applicable to those in search of minerals. The operation of mines is a permanent business, lasting frequently for many years. On the other hand, the digging of a well or the running of a tunnel is

not to be classed as a business. It is work that is completed in a comparatively short time. Hence there was absolutely no reason or necessity for including in the act those who might, in the construction of railroads or other work, incidentally be required to work beneath the surface of the earth.

The crucial test as to the validity of this act is narrowed down to the simple question, is the business of operating mines and searching for minerals beneath the surface of the earth, in this State, of that character which would reasonably justify the lawmaking power in distinguishing this class in such business, for the purposes of preservation of the health and safety of the employees engaged in such work?

This court, in no uncertain terms, has indicated its views as to the situation and condition of miners in the performance of labor beneath the surface of the earth. In sustaining the validity of the law which provided for the recovery by the widow and children of a miner killed by the negligence of his employer a greater amount of damages than is provided for under the general damage act, Burgess, J., in *Hamman v. Cen. Coal & Coke Co.*, 156 Mo., loc. cit. 241; 56 S. W. 1093, very tersely and clearly announced the views of this court on that subject. He said: "It is of common knowledge that no class of laborers are so much exposed to danger as miners, and that none, in proportion to the number engaged, meet with so many fatal disasters; and the legislature, doubtless for that reason, in order to protect human life, and to prevent such occurrences as far as possible, thought that the necessity for increasing the maximum amount of damages over that fixed by law in other cases existed, in order to stimulate operators of such mines to all needful and proper precautions for their protection. Moreover, 'class legislation is not necessarily obnoxious to the constitution. It is a settled construction of similar constitutional provisions that a legislative act which applies to and embraces all persons "who are or who may come into like situations and circumstances" is not partial.'" (*Humes v. Railroad*, 82 Mo., loc. cit., 231.)

The proposition is not disputed that legislation for the promotion of public health must have a reasonable relation to the end to be accomplished. If the act is a mere pretense, under the guise of police regulation, to invade the constitutional rights of the citizen, it can not and should not be upheld. But that is not this case. The legislature of Missouri presumably had before them the conditions surrounding the prosecution of the work in the mining industries of this State—the rapid and unparalleled development of that industry, the immense amount of labor required to perform the work, the nature and character of the underground work, the depth of the mineral shafts, and the danger to the health of the employees by reason of being confined beneath the surface of the earth. In view of this situation, we have reached the conclusion that the lawmakers of Missouri, fully recognizing the duty of the State to its citizens, were reasonably justified in recognizing the necessity for additional precautions in the preservation of the health and safety of those in the performance of work beneath the surface of the earth in search of minerals or other valuable substances.

There is but one remaining question. Defendants sought to introduce testimony of expert witnesses tending to show that the underground work contemplated by this act of the legislature was not attended with

danger to the health of those engaged in the performance of such work. This testimony was excluded by the court, and, in our opinion, correctly so. The validity of laws enacted in the exercise of the police power of the State can not be made dependent upon the views of experts as to the necessity of such enactment. If the constitutionality of all laws enacted for the promotion of public health and safety can be assailed in this manner, truly and sadly would it be declared that our laws rest upon a very weak and unstable foundation.

EMPLOYERS' LIABILITY—ASSUMPTION OF RISK—EFFECT OF STATUTE—*St. Louis Cordage Company v. Miller, United States Circuit Court of Appeals, Eighth Circuit, 126 Federal Reporter, page 495.*—Mary Miller had obtained a judgment for damages in the circuit court of the United States for the eastern district of Missouri for injuries received while in the employment of the St. Louis Cordage Company, and from this judgment an appeal was taken. It appeared from the evidence that Miss Miller was 20 years of age, and had worked in factories for many months, having been employed in the factory of the cordage company for about eight months. She ordinarily tended a feeding machine, but had frequently operated a forming machine for ten or fifteen minutes at a time, and had done so daily for about six weeks prior to the time of the accident. This forming machine was controlled by means of a lever, which was pulled forward to start the machine and pushed back to stop it, and when pushed back was about 5 or 6 inches from engaging cogs. This cog gearing had been covered from the time of Miss Miller's first employment in July until December 25, 1901, after which time it had remained uncovered, of which fact she was informed. She gave no notice to her employer that the gearing was exposed, and made no protest against its condition. On February 14, 1902, as the plaintiff was pushing the lever back to stop the machine her hand slipped and her fingers were caught in the cogs, necessitating the amputation of all of one finger and a part of another.

The appeal was based on a contention of the company that the court below erred in submitting the case to the jury on a charge that the plaintiff, by remaining at work even with full knowledge of the situation and of the fact that the gearing was not guarded, as required by section 6433 of the Missouri statutes, can not be held to have so assumed the risk or to have so contributed to her own injury as to preclude a recovery if the danger was not so imminent that persons of ordinary prudence under similar circumstances would have declined to incur it. The result of the appeal was a reversal of the judgment of the court below, Judge Thayer dissenting. Judge Sanborn, who announced the

opinion of the court, discussed very fully the principles and cases bearing on the question. From his remarks the following is quoted:

The defendant did not plead in this case that the plaintiff was guilty of contributory negligence. Its only defense was that the rapidly revolving cogs were seen and known by the plaintiff, that the danger from them was apparent, and that she assumed the risk of it. These are the questions, therefore, which the instruction to the jury presents: Are the risks from defective place of employment, appliances, and fellow-servants which employees assume by entering and continuing in the service of a master with knowledge of the situation and its dangers and without complaint, limited to those risks the danger from which is so imminent that persons of ordinary prudence would not incur them? Or do the risks capable of assumption in this way include those less serious chances which servants of ordinary prudence would and do incur?

The charge of the court answered the first of these questions in the affirmative, and the second in the negative. It was, in effect, that the defense of assumption of risk and the defense of contributory negligence were identical in effect and coterminous in extent, that no servant in the exercise of due care can lawfully assume the risk of a defective place, defective machinery, or defective appliances, and that it is only where the danger from them is so grave that no prudent person would chance it that a servant can lawfully contract to take the chance of the injury which they may inflict upon him.

There is an exception to the law of assumption of risk as well established as the rule itself. It is that, where a servant makes complaint to his master of a dangerous defect in his place of work or in the appliances furnished him, the risk of that defect is cast upon the master, and the servant is relieved from it for a reasonable time to enable the employer to remove it, unless the danger from the defect is so imminent that a person of ordinary prudence would not continue in the employment after the defect is discovered. *Hough v. Railway Co.*, 100 U. S., 225; 25 L. Ed., 612. Of course, cases which fall under the exception are not governed by the rule, and the only defense remaining in such cases is that of contributory negligence.

It is said that if, by entering or continuing in the service, an employee may assume the risk of a defect which arises from the violation of the duty of the master to exercise ordinary care to provide a reasonably safe place or reasonably safe appliances, the master may be in large part relieved from the discharge of this duty, and may be led to furnish more defective places and appliances than he otherwise would do, and that for this reason the doctrine of assumption of risk ought not to be permitted to apply in cases in which the danger is not so imminent that prudent persons would not incur it. The answer to this contention is: (1) That the servant is constantly at liberty to accept or reject the employment, and may do so at any time in case the wages do not in his opinion compensate him for the hazards as well as the work of his avocation; that he ought in the first instance to assume the known or obvious risks of the employment, because his constant use of the place and appliances necessarily makes him more familiar with them than in the nature of things his master or inspector can ordinarily be; and (2) that by a simple complaint to his employer he may relieve himself from the assumption of the risk for a reasonable time to enable the master to remove the defect.

The doctrine of assumption of risk is placed by the authorities and sustained upon two grounds. That doctrine is that, while it is the duty of the master to exercise ordinary care to provide a reasonably safe place for the servant to work and reasonably safe appliances for him to use, and while, unless he knows or by the exercise of reasonable care would have known that this duty has not been discharged by the master, he may assume that it has been, and may recover for any injury resulting from the failure to discharge it, yet he assumes all the ordinary risks and dangers incident to the employment upon which he enters and in which he continues, including those resulting from the negligence of his master which are known to him, or which would have been known to a person of ordinary prudence and care in his situation by the exercise of ordinary diligence. The first ground upon which this rule of law rests is the maxim, *Volenti non fit injuria*. A servant is not compelled to begin or continue to work for his master. Ordinarily, he does not work for him under a contract for a stated time. He is at liberty to retire from his employment, and his master is free to discharge him, at any time. The latter constantly offers him day by day his wages, his place to work, and the appliances which he is to use. The former day by day voluntarily accepts them. By the continuing acceptance of the work and the wages he voluntarily accepts and assumes the risk of the defects and dangers which a person of ordinary prudence in his place would have known. No one can justly be held liable to another for an injury resulting from a risk which the latter knowingly and willingly consented to incur. [Cases cited.]

The second ground upon which assumption of risk is based is that every servant who enters or continues in the employment of a master without complaint thereby either expressly or impliedly agrees with him to assume the risks and dangers incident to the employment which a person of ordinary prudence in his situation would have known by the exercise of ordinary diligence and care, and to hold his master free from liability therefor. The truth is that, while assumption of risk and contributory negligence both apply to prevent a recovery in cases in which the servant has knowingly and willingly exposed himself to dangers too imminent for prudent persons to incur, they are neither identical in effect nor coincident in extent, and the latter has no application and constitutes no defense in that great majority of cases in which assumption of risk is an impregnable bar to a recovery where prudent persons assume the obvious dangers of their employments which are neither imminent nor great. Assumption of risk is the voluntary contract of an ordinarily prudent servant to take the chances of the known or obvious dangers of his employment and to relieve his master of liability therefor. Contributory negligence is the causal action or omission of the servant without ordinary care of consequences. The one rests in contract, the other in tort. Contributory negligence is no element or attribute of assumption of risk. The latter does not prevail because the servant was or was not negligent in making his contract and in exposing himself to the defect and danger which injured him, but because he voluntarily agreed to take the risk of them. No right of action in his favor in such a case can arise against the master, because the latter violates no duty in failing to protect the servant against risks and dangers which the latter has voluntarily agreed to assume and to hold the former harmless from.

This clear distinction between assumption of risk and contributory negligence has been repeatedly announced and constantly maintained in the Federal courts and in most of the courts of the States. The law upon this subject which controls this case and all cases of this character in the Federal courts is stated in *Washington, etc., R. Co. v. McDade*, 135 U. S. 554, 570, 10 Sup. Ct. 1044, 34 L. Ed. 235, in the quotation which follows, and, so far as our investigation has extended, the rules of law thus announced have never been disregarded or modified by that court in any subsequent decision:

“Neither individuals nor corporations are bound, as employers, to insure the absolute safety of the machinery or mechanical appliances which they provide for the use of their employees. Nor are they bound to supply the best and safest or newest of those appliances, for the purpose of securing the safety of those who are thus employed. They are, however, bound to use all reasonable care and prudence for the safety of those in their service, by providing them with machinery reasonably safe and suitable for the use of the latter. If the employer or master fails in this duty of precaution and care, he is responsible for any injury which may happen through a defect of machinery which was, or ought to have been, known to him, and was unknown to the employee or servant. But if the employee knew of the defect in the machinery from which the injury happened, and yet remained in the service and continued to use the machinery without giving any notice thereof to the employer, he must be deemed to have assumed the risk of all danger reasonably to be apprehended from such use, and is entitled to no recovery. And further, if the employee himself has been wanting in such reasonable care and prudence as would have prevented the happening of the accident, he is guilty of contributory negligence, and the employer is thereby absolved from responsibility for the injury, although it was occasioned by the defect of the machinery, through the negligence of the employer.”

The judge then cited a large number of cases in which this doctrine has been followed and continued:

Nor is the distinction between assumption of risk and contributory negligence less marked, nor is the former defense less applicable in cases of defects and dangers which arise during the continuance of the employment than in those involving defects which exist when the employee enters upon the service. The suggestion that in the former class of cases there is no consideration for the contract of assumption because the wages are not increased with the hazards is not persuasive. The answer to it is: (1) The doctrine of assumption of risk is founded on the maxim, *Volenti non fit injuria*, as well as upon the express or implied contract arising from the employment, and continuance in the employment after new defects and dangers become obvious is conclusive evidence of a willing assumption of the risk which they entail; and (2) since, in ordinary employments, contracts for times certain do not exist, and either party is at liberty to terminate the service at any time, there is in fact a constantly recurring daily offer and daily acceptance of the risks of the known or obvious dangers and defects of the place and of the appliances, and of the wages tendered to induce an assumption of the work and the hazards. The reason which underlies the entire rule is that the servant who is constantly working in the place provided for him and daily using the tools and appliances

furnished to him is more likely to know and to appreciate the dangers from defects in them than the master or his inspector, who, in the very nature of things, can not see and know them so frequently and intimately as the employee who constantly uses them. This was the reason which induced the application of this rule to defects and dangers existing when servants enter upon their engagements, and when, in the nature of things, they are far less familiar with the defects and dangers incident to their avocations than they subsequently become after they have been long in the service. The reason of the rule applies with much greater force to dangers which arise and become known or are obvious to servants during their employment, because they have then become more familiar with their place and their appliances, and have earlier and better means of knowledge, and generally a better knowledge of changes in them, and of the effect and dangers of such changes, than they had of the dangers and defects incident to the original employment, and than their master or his inspectors can possibly obtain. Hence the rule declared by the Supreme Court in *Washington, etc., Railroad Co. v. McDade* [supra], that if an injury is inflicted upon an employee on account of a defect and danger which arose during his employment, yet "if the employee knew of the defect in the machinery from which the injury happened, and yet remained in the service and continued to use the machinery without giving any notice thereof to the employer, he must be deemed to have assumed the risk of all danger reasonably to be apprehended from such use, and is entitled to no recovery."

The authorities and opinions to which reference has now been made have forced our minds irresistibly to the conclusion that the following rules of law have become irrevocably settled by the great weight of authority in this country, and by the opinions of the Supreme Court, which, upon well-settled principles, must be permitted to control the opinion and action of this court:

A servant by entering or continuing in the employment of a master without complaint assumes the risks and dangers of the employment which he knows and appreciates, and also those which an ordinarily prudent person of his capacity and intelligence would have known and appreciated in his situation.

A servant who knows, or who by the exercise of reasonable prudence and care would have known, of the risks and dangers which arose during his service, but who continues in the employment without complaint, assumes those risks and dangers to the same extent that he undertakes to assume those existing when he enters upon the employment.

Among the risks and dangers thus assumed are those which arise from the failure of the master to completely discharge his duty to exercise ordinary care to furnish the servant with a reasonably safe place to work and reasonably safe appliances and tools to use.

Assumption of risk and contributory negligence are separate and distinct defenses. The one is based on contract, the other on tort. The former is not conditioned or limited by the existence of the latter, and is alike available whether the risk assumed is great or small, and whether the danger from it is imminent and certain or remote and improbable.

The court below fell into an error when it instructed the jury that although the plaintiff continued in the employment of the defendant

by the side of the visible unguarded gearing with full knowledge that the cogs which injured her were uncovered, still she could not be held to have assumed the risk of working by their side unless the danger from them was so imminent that persons of ordinary prudence would have declined to incur it under similar circumstances.

There is another alleged error specified. A preliminary question for the judge always arises at the close of the evidence before a case can be submitted to the jury. That question is, not whether or not there is any evidence, but whether or not there is any substantial evidence upon which a jury can properly render a verdict in favor of the party who produces it.

The factory act of Missouri (2 Rev. St. 1899, sec. 6433) does not abolish the defense of assumption of risk in cases which fall under its provisions. In this respect it differs from the act of the Congress of the United States (act March 2, 1893, c. 196, 27 Stat. 531 [U. S. Comp. St. 1901, p. 3174]), which requires cars engaged in interstate commerce to be equipped with automatic couplers. Congress in that act expressly provided that in case the railroad companies failed to comply with its terms the employees should not be deemed to have assumed the risk thereby occasioned. (Act March 2, 1893, c. 196, sec. 8, p. 532, 27 Stat. 532 [U. S. Comp. St. 1901, p. 3176]). The legislature of Missouri had power to apply a similar provision to cases in which employers failed to keep their machinery safely and securely guarded, but they did not do so. The negligence of the master to safely and securely guard his machinery in accordance with the provisions of the law of Missouri is of the same nature as his negligence in providing a reasonably safe floor or ax or other tool or appliance, and there is no reason why an action for a resulting injury should not be subject to the defense of assumption of risk in the one case to the same extent as in the other. And so it is under the law here under consideration. The factory act of Missouri (2 Rev. St. 1899, sec. 6433) does not abolish the defense of assumption of risk in cases in which the absence of the guards and the risks and dangers from the gearing and machinery are obvious or well known to the employee and he enters or continues in the service without complaint. [Cases cited.]

The machinery, the cogs, the slippery lever, and their relation to each other, were open, visible, known. There was nothing recondit, imperceptible, uncertain, in the danger impending from them. It was plain and certain that if the employee permitted her hand to slip between the revolving cogs that hand would be injured. The defect of the unguarded gearing was obvious, the danger from it was apparent, and, without a disregard of the rules to which we have adverted and the decisions of the Supreme Court and of the other courts of the country to which reference has been made, there is no escape from the conclusion that the evidence in this case established without contradiction or dispute the facts that the plaintiff, by continuing in her employment without complaint, in the presence of an obvious and known defect and of a plain and apparent danger, assumed the risk of the injury which she sustained, so that she never had any cause of action against the defendant; and the court below should have so instructed the jury. The judgment below is accordingly reversed, and the case is remanded to the circuit court for a new trial.

From the dissenting opinion of Judge Thayer, the following is quoted:

I do not concur in the foregoing opinion. The laws of Missouri (Rev. St. 1899, sec. 6433) required the defendant company to keep the gearing which occasioned the plaintiff's injury "safely and securely guarded when possible" for the protection of its employees. This statute was enacted in pursuance of a sound public policy; that is to say, to insure, as far as possible, the safety of the many thousand artisans and laborers who are daily employed in mills and factories throughout the State, and while so employed are exposed to unnecessary risks of getting hurt if belting, gearing, drums, etc., in the establishments where they work are left uncovered when so situated that they may be covered readily. The act was inspired by the same motives which induced the Congress of the United States (act March 2, 1893, c. 196, 27 Stat. 531 [U. S. Comp. St. 1901, p. 3174]) to require cars to be equipped with automatic coupling appliances, when it was discovered that hundreds of brakemen were annually killed or made cripples for life by the use of the old-fashioned couplers that do not couple by impact. A wise policy demands that as far as possible human life shall be preserved, and that there shall not be in any community a large class of persons who are unable to earn a livelihood because they have become maimed and crippled through exposure to unnecessary risks. The statute in question is not only a wise measure of legislation, but was prompted by a humane spirit. For these reasons it should not be so applied or construed by the courts as to defeat the objects which the legislature had in view, nor in such a way as to render it less efficient than it was intended to be in the promotion of such objects.

I do not regard the question whether "contributory negligence" and "assumption of risk," considered as defenses to an action for personal injuries, are identical or are different defenses as of much practical importance. That is rather a question for the schoolmen. It matters very little whether we say of a servant who has used a defective tool or appliance, which the master has supplied, with a full knowledge of the defect and a full appreciation of the danger incident to its use, that such servant is as much at fault as the master and is guilty of contributory negligence, or whether we say that he has agreed to assume the risk and absolve the master from liability. The result, as respects the master's liability, is the same in whatever way we may choose to designate the defense.

The other questions, however, that are discussed in the opinion, and are decided in the manner above stated, are of great moment, affecting, as they do, the rights of thousands of people who are daily engaged in service and are liable to sustain injuries because reasonable precautions are not taken, by those who employ them, to prevent their being injured. The doctrine, that the servant can not rely upon the master to discharge the duty which the law imposes upon him to provide tools, appliances, and a place to work that is reasonably safe, but must be astute to discover defects therein and to appreciate dangers incident thereto, and that he must either quit work or secure the master's promise to supply better tools and safer appliances, or else be denied compensation for any injury which he may sustain, is a doctrine that is eminently well calculated to make employers less vigilant in the discharge of their duties to their employees, and less ready to obey the

provisions of such laws as may be enacted to prevent the occurrence of distressing accidents. When forced to the alternative of losing his situation or working with defective tools or in a situation that might be made safer, many an employee will choose the latter. Besides, many servants, especially those who are most worthy, will hesitate to make a demand for better and safer implements when they ought to be supplied, or to have the place where they work made safer, for fear of falling into disfavor with their employers and being classed as malcontents and grumblers. Another large class of persons who are young and venturesome, or by disposition and temperament are not prone to anticipate injuries or to appreciate dangers to which they are exposed, will continue to work with tools or appliances when they have become unsafe, utterly unconscious of the risks which they incur. Take the case at bar as an example. It is by no means improbable that the plaintiff, although she worked ten or fifteen minutes each day at the forming machine with the gearing uncovered, for several weeks before she was hurt, had never thought of such an accident as eventually befell her, and had never had a realizing sense or a conscious appreciation of the danger which my associates say, with so much confidence, she must have had, and accordingly decline to permit a jury to pass upon the question. And yet the legislature foresaw that such an accident might happen, and for the protection of persons like the plaintiff enjoined upon the defendant company the duty of covering these gearings and keeping them covered so that such accidents might not happen. In other words, the legislature made it the duty of the defendant company to protect the plaintiff from the risk to which they caused her to be exposed.

On grounds of public policy, therefore, and to insure the faithful discharge by employers of the duty which the law devolves on them, and to prevent them from forcing their employees to assume risks which they of right ought to assume, the law ought to be as it was declared by the learned trial judge, that the plaintiff was not debarred from recovering compensation for the injuries which she sustained, merely by reason of the fact that she had worked at the forming machine at intervals with the gearing uncovered, unless the jury believed that the risk of getting hurt was so grave and imminent that a person of ordinary prudence would not have incurred it. The principle so enunciated being just, both as it affects masters and servants, in that it places the responsibility for defective tools and appliances where it of right belongs, and the rule announced being easy of application and one that will tend to the protection of life and limb, there is, in my judgment, abundant authority to sustain it. [Cases cited.]

The defendant company having failed to perform its statutory duty of keeping the gearing of the forming machine covered, and the plaintiff below having been injured by reason of such neglect, I think, for the reasons already stated, that the trial court properly advised the jury that she might recover, unless the risk which was incurred by working in proximity to the uncovered gearing was so great and imminent that a prudent person of the plaintiff's age and in her situation would not have incurred it. If such a duty can be evaded by voluntary agreements made by employers with their employees, and by implication only, then the existence of such agreements, when alleged, should be found by a jury. In no other way, in my judgment, will such statutes prove effective for the protection of human life.

DECISIONS UNDER COMMON LAW.

EMPLOYERS' LIABILITY—ACCIDENT INSURANCE—NOTICE—DISEASE AS ACCIDENTAL INJURY.—*Columbia Paper Stock Company v. Fidelity and Casualty Company of New York, Court of Appeals at St. Louis, 78 Southwestern Reporter, page 320.*—In this case the Columbia Paper Stock Company sued the Fidelity and Casualty Company of New York to recover an amount claimed as due the first-named company on a judgment recovered by one of its employees. The Paper Stock Company held a policy of the insurance company covering employers' liability for accidental injuries occurring to its employees incurred in the course of their employment. One of such employees, Anna Nickel, had recovered a judgment on account of bodily disease contracted by her by the handling of infected rags, or other poisonous material, in the course of her employment as sorter in the Paper Stock Company's business. Her illness became evident on the 14th day of April, after which date she performed no labor for her employers. On the 24th of April the forewoman under whom Mrs. Nickel worked first learned of the continued illness of the claimant, but the employing company was not notified of such fact until the 31st of May, at which time the insurance company was promptly notified of the claim and action, after the suit had been instituted by Mrs. Nickel to recover damages for the injury. One element of the contract between the Paper Stock Company and the insurance company was that upon the occurrence of an accident immediate notice thereof, with the fullest information obtainable at the time, should be given to the home office of the company at New York City or its duly authorized local agent. It was contended by the insurance company that this condition had not been complied with, and further, that disease produced by a known cause was not included under the protection against accidental injuries. The St. Louis circuit court rendered judgment in favor of the Paper Stock Company, from which judgment this appeal was taken, with the result that the judgment of the court below was affirmed. Judge Reyburn, who delivered the opinion of the court, used in part the following language:

Under this state of facts, appellant [the insurance company] insists that respondent failed to comply with the provision of the policy respecting notice. The demand of such notice, under the qualifications presently defined, is reasonable, and it is material and important to the insurer. The purpose, manifestly, is to advise appellant promptly of the existence of any claim, putting it upon inquiry, and so afford it full opportunity to investigate the facts attending the occurrence, and to enable it to adjust and pay the loss, or prepare to resist it, as it may conclude just or expedient. As indicated by an eminent commentator on the law of insurance, to give the word "immediate," in such contracts, a literal significance, in most cases,

would deprive the insured of indemnity, and policies of insurance would be converted into instruments of fraud. (2 May, Insurance (4th ed.) sec. 462.) In *McFarland v. Accident Ass'n*, 124 Mo., 218; 27 S. W. 436, the legal translation of the word "immediate," as applied to notice, was directly considered, and it was held that this term could not be construed literally without in many cases causing a forfeiture, and that it was frequently impossible, under the circumstances of the accident, to give immediate notice, and that this and similar words should be construed to mean within a reasonable time. The decision continued: "So, though the time in which the notice shall be given is fixed under the contract, if the circumstances of the accident are such as to make it impossible to comply with the condition, giving the notice within a reasonable time after it becomes possible has been held sufficient." This language is adopted as expressive of the true rule in the well-considered case of *Woodmen, etc., Ass'n v. Pratt*, 62 Neb. 673, 87 N. W. 546, 55 L. R. A. 291, 89 Am. St. Rep. 777. Provisions of this description also affecting the action of the assured subsequent to the event, the subject of indemnity, and consequently after the loss, if any, has ensued, and the liability measurably attached, have received in this State a construction of the utmost liberality toward the beneficiary, to obviate a forfeiture. Our conclusion, therefore, is that, if no time is specified or notice is required to be given immediately, notice given with diligence and in a reasonable time, due regard being had to the attending circumstances, is a legal compliance with such condition. [Cases cited.] Nor can the knowledge of the assistant forewoman of respondent of the original attack of sickness of the sufferer, its continuance, and its assigned cause be imputed to respondent. Respondent, as employer and principal, would not be charged with any knowledge of or notice to its forewoman, unless such knowledge or notice was in respect to a matter within the scope of her duties in respondent's employ. It is obvious that so ordinary an occurrence as the illness and consequent absence of an employee imported no claim or liability under the policy, and it is equally apparent that the knowledge of the forewoman was not derived as the result or consequence of any notice sought to be given her by virtue of her service in respondent's employ or as its representative. Knowledge of those in the control and the conduct and superintendence of respondent's business at its premises at Kansas City, its general manager and assistant manager, if they had possessed the knowledge of the forewoman—especially that, upon the continuation of her illness, Anna Nickel had claimed that her sickness was attributable to handling infected rags and poisonous paper in respondent's employ—might have been asserted to have been the knowledge of the respondent, but not such knowledge on the part of an assistant forewoman, an employee of power and authority proven to have been so limited. A corporate principal is affected with notice to its agents to the same extent and in the same manner as an individual, and can only be charged with notice of those facts in the knowledge of its agents, within the scope of the business intrusted to them.

Appellant further puts forward the contention that a disease produced by a known cause can not be accidental, and therefore such a disease as acute kidney disease or dropsy produced by the absorption of poison, consequent on handling infected paper or rags in the course of employment, is not covered by the policy; and the legal question is

thus sharply presented whether the injuries consequent on such illness resulted from a cause against which the insurance was issued. In the construction of such contracts, it is well established that not only should they be given a fair and reasonable construction, so as to give effect to the objects intended by the parties thereto, but any obscurity in the language employed in the contract is to be resolved against the insurer, and to receive a broad and liberal interpretation in favor of the assured. Again borrowing from the eminent authority on the law of insurance, above referred to: "No rule in the interpretation of a policy is more fully established, or more imperative and controlling, than that which declares that in all cases it must be liberally construed in favor of the insured, so as not to defeat, without a plain necessity, his claim to the indemnity which, in making the insurance, it was his object to secure. When the words are, without violence, susceptible of two interpretations, that which will sustain his claim and cover the loss must, in preference, be adopted." (1 May, Insurance (4th ed.) secs. 174, 175.)

In conclusion, after full consideration, upon a fair and legal construction of the terms of this policy, which were for indemnity against loss from common-law or statutory liability for damages on account of bodily injuries, fatal or nonfatal, accidentally suffered, the injury sustained by respondent's employee upon its premises in handling the infected rags and wall paper fell fairly within the true meaning and intent. The judgment below was rendered for the right party, and is affirmed.

INJUNCTION—STRIKES—CRIMINAL LAW—BONDS TO KEEP PEACE—PROPERTY RIGHTS—ADEQUATE REMEDY—*Underhill v. Murphy et al.*, *Court of Appeals of Kentucky*, 78 *Southwestern Reporter*, page 482.—In this case John T. Underhill sought an injunction in the circuit court of Kenton County against Walter Murphy and others. Underhill was an employing plumber, and had been engaged in the business in Covington, Ky., for a number of years and had built up a profitable trade. He had on hand at the time of the trouble giving rise to this action a number of important contracts. His workmen were members of a labor union, and, a difference having arisen between Underhill and his employees, they left his service. Underhill then employed nonunion men to assist him in carrying out his contracts, whereupon his former employees instituted measures to break up his business by the use of threats, intimidation, force, and violence, all of which was pleaded and sufficiently proved, it appearing that not only was the plaintiff's place of business picketed, but that actual assaults had been made and the assistance of the police had been required at different times to safeguard Underhill and his workmen. The court stated that "the proof shows a determined effort by conspiracy on the part of the defendants to break up and destroy the plaintiff's business by force and violence unless he acceded to the demands of the union to which they belonged." The prayer for an injunction had been denied in the court below (see Bulletin of the Department of Labor No. 37, p. 1203),

from which judgment Underhill appealed to the court of appeals and obtained a reversal, the granting of an injunction being directed. The following selections from the remarks of Judge Hobson, who delivered the opinion of the court, set forth the grounds of the court's action:

When a man has, by years of toil and fair dealing with his customers, built up a valuable business and good will, he is as much entitled to protection by the law in this species of property as in the home that shelters him, or the coat that protects him from the winter's cold. The right of the plaintiff to carry on his business and to carry out the contracts which he had made was a valuable property right, and no less intrinsically property than if the same amount of money had been invested in a stock of merchandise or a city lot. If the defendants had conspired together by force and violence to burn up the merchandise, or to carry off the surface of the lot, upon elementary principles, the chancellor would protect the plaintiff from the destruction of his property. The acts of the defendant as truly destroyed the plaintiff's property when they broke up his business by force and intimidation as they would have done in the case of visible property by burning it or carrying it off. Among the inalienable rights which by the first section of the State constitution are guaranteed as inherent in all men is "the right of acquiring and protecting property." The right to acquire and protect property is as sacred in the case of intangible property as tangible, and an injunction may be granted to protect intangible rights no less than those that are tangible.

The learned circuit judge refused to interfere on the ground that the acts committed by the defendants are criminal in nature, and punishable by the police department; that, if he had jurisdiction to enjoin the commission of the acts, it necessarily followed that he had jurisdiction to enforce a penalty for a violation of his order; and that this would amount, in substance, to holding that he could try and convict the defendants for a criminal act without the intervention of a jury. We cannot concur in this reasoning. If the defendants were undermining the plaintiff's house, or about to slide it with his family in it into the Ohio River, an injunction would not be refused on the idea that, if they thus drowned any of the people in the house, they might be punished for murder, or, if they destroyed the house only, they might be indicted under the statute for the willful destruction of private property. The reason is plain: The punishment of the defendants for murder or for the destruction of the house, while it would vindicate the majesty of the law, would not help the plaintiff in any way. To relegate him to the processes of the criminal law is to allow his property to be destroyed, and to give him no remedy therefor but the satisfaction of seeing the wrongdoers punished. The inherent and inalienable right of acquiring and protecting property which is guaranteed by the constitution means nothing if it means only this. If a man must stand by and see his property destroyed, and has no remedy but the slow process of the criminal law, which only punishes the offender, but restores nothing to him, then the constitutional guaranty of the enjoyment of life, liberty, and property under the law is a meaningless generality. If, in this case, the defendants are fined in the police court, this will not restore to the plaintiff the loss he has sustained by reason of the interruption of his business and his consequent inability to carry out his

contracts. When his customers are driven away, and the good will of his business is destroyed, it will be too late, so far as he is concerned, for the punishment of the appellees by the criminal law to reestablish his ruined business, or even prevent future loss. If the circuit court had granted the injunction, and the defendants had disobeyed it, and he had punished them for contempt, the punishment would have been for their disobedience of the order of the court, regardless of whether their acts were also a violation of the criminal law of the land for which they might be indicted and punished in the criminal court. His judgment punishing them for contempt would have been no bar to the criminal proceeding against them for their violation of the law, and would not have affected this proceeding in any way. His judgment would have established nothing more than that they were guilty of contempt of court in disobeying his orders. Whether they were also guilty of a criminal offense would have to be tried in the proper forum, and not in this action. The power of a court to punish for contempt is as old as the common law, and inherent in every court. The punishment for contempt would relate only to acts done after the injunction was granted, in disobedience of it; and even in this proceeding the defendants are protected as to a jury trial by section 1291, Ky. St., 1903, which provides: "A court shall not for contempt impose upon the offender a fine exceeding thirty dollars (\$30), or imprison him exceeding thirty hours, without the intervention of a jury."

It is also urged that the plaintiff had an adequate remedy under the criminal code by having the defendants to give security to keep the peace and be of good behavior. The rule that an injunction will not be granted where there is an adequate remedy at law refers to legal remedies, and not to criminal proceedings. In no case has it ever been otherwise applied, so far as we can find. It looks to the prevention of offenses, and not to the redress of private wrongs. It is begun by a warrant issued in the name of the Commonwealth, and is a prosecution by the Commonwealth, under the control of its officers. If a bond is required, it is taken to the Commonwealth. When the plaintiff's property is about to be destroyed, he is entitled to a remedy in his own name, and which he can himself control to protect him in the enjoyment of his own. The fact that the Commonwealth might also take out a proceeding to require the defendant to give security for good behavior is immaterial, for both proceedings may be prosecuted at the same time—one in the criminal court by the Commonwealth, and the other in equity by the plaintiff; one to prevent the commission of offenses, the other to preserve the plaintiff's property from destruction.

LABOR ORGANIZATIONS—BENEFIT FUNDS—RULES—*Steinert v. United Brotherhood of Carpenters and Joiners of America, Supreme Court of Minnesota, 97 Northwestern Reporter, page 668.*—In this case Augusta Steinert, as administratrix of the estate of Ferdinand Steinert, deceased, sued the United Brotherhood of Carpenters and Joiners of America for a payment alleged to be due the said Steinert's estate from the benefit fund of the brotherhood above named. There was no question as to the facts in the case. Mr. Steinert had been a mem-

ber of the organization in good standing for a number of years prior to his death and was at that time a member unless he had ceased to be so because he had engaged in the sale of liquors a short time before. The constitution provided that "No person who engages in the sale of intoxicating drinks can be admitted or retained as a member." Another provision was to the effect that: "Each member will be entitled to all the benefits, rights, and privileges of this United Brotherhood, as prescribed in this constitution, by strictly adhering to his obligation, and by him and his local union obeying the constitution and rules." The municipal court of Minneapolis had allowed the claim against the brotherhood, whereupon an appeal was taken to the supreme court, which affirmed the judgment of the court below. The question involved and the grounds on which the award was made are set forth in the remarks of Judge Collins, who delivered the opinion of the court, from which the following is quoted:

The question is: Must charges be preferred, and an opportunity to defend given, to an accused member before his membership ceases, or does the act of selling intoxicating drinks terminate the membership without any further proceedings? That Steinert disregarded the laws of the order stands admitted, but it does not follow that this fact of itself ended all liability of the defendant on his certificate of membership, issued when he was eligible, under which he had good standing, and in which he had acquired a property right. This depends entirely on the contract of membership, of which the constitution was a part. It was expressly provided in the certificate that a member must strictly adhere to his obligation, and obey the constitution and all rules of the union based thereon. No person who engages in the sale of intoxicating drinks can be "retained" as a member. Provisions of this kind, which may deprive one of property rights acquired when paying dues from time to time, are to be construed strictly, for forfeitures are not favored in the law. A member should not be deprived of benefits arising out of his certificate of membership, unless a construction of the constitution makes such a result absolutely necessary. We do not regard these constitutional provisions, taken as a whole, as indicating an intent to make the one above quoted self-executing or operative. It would have been very easy for the association, which undoubtedly prepared its own constitution, if such had been the intent, to have provided explicitly that in case a member engaged in the sale of intoxicating drinks his membership should forthwith and immediately cease, his certificate should stand canceled, and that he should have no further rights under it. No such language, or its equivalent, was used. By the use of the words "retain" in one place and "retained" in another, the provisions were made ambiguous and indefinite. The difficulty in construing is increased by the provisions which seem to be applicable respecting the preferring of charges and the methods prescribed for trials of offending members. One who has properly united with a beneficial association, and has paid his assessments in due season, can not be declared to have forfeited his rights upon doubtfully constructed provisions in the constitution; and the one in question was not self-executing or operating.

LAWS OF VARIOUS STATES RELATING TO LABOR ENACTED SINCE JANUARY 1, 1896.

[The Second Special Report of this Bureau contains all laws of the various States and Territories and of the United States relating to labor in force January 1, 1896. Later enactments are reproduced in successive issues of the Bulletin from time to time as published.]

ILLINOIS.

ACTS OF 1903.

PAGE 187.—*Employment of children.*

SECTION 1. No child under the age of fourteen years shall be employed, permitted or suffered to work at any gainful occupation in any theater, concert hall or place of amusement where intoxicating liquors are sold, or in any mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, passenger or freight elevator, factory or workshop, or as a messenger or driver therefor, within this State. No child under fourteen years of age shall be employed at any work performed for wages or other compensation, to whomsoever payable, during any portion of any month when the public schools of the town, township, village or city in which he or she resides are in session, nor be employed at any work before the hour of seven o'clock in the morning or after the hour of six o'clock in the evening: *Provided*, That no child shall be allowed to work more than eight hours in any one day.

SEC. 2. It shall be the duty of every person, firm or corporation, agent or manager of any firm or corporation employing minors over fourteen years and under sixteen years of age in any mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, theater, concert hall or place of amusement, passenger or freight elevator, factory or workshop, or as messenger or driver therefor, within this State, to keep a register in said mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, theater, concert hall or place of amusement, factory or workshop in which said minors shall be employed or permitted or suffered to work, in which register shall be recorded the name, age and place of residence of every child employed or suffered or permitted to work therein, or as messenger or driver therefor, over the age of fourteen and under the age of sixteen years; and it shall be unlawful for any person, firm or corporation, agent or manager, of any firm or corporation to hire or employ, or to permit or suffer to work in any mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, theater, concert hall or place of amusement, passenger or freight elevator, factory or workshop, or as messenger or driver therefor, any child under the age of sixteen years and over fourteen years of age, unless there is first produced and placed on file in such mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, factory or workshop, theater, concert hall or place of amusement, an age and school certificate approved as hereinafter provided.

SEC. 3. Every person, firm or corporation, agent or manager of a corporation employing or permitting or suffering to work five or more children under the age of sixteen years and over the age of fourteen in any mercantile institution, store, office, laundry, hotel, manufacturing establishment, factory or workshop, shall post and keep posted in a conspicuous place in every room in which such help is employed, or permitted or suffered to work, a list containing the name, age and place of residence of every person under the age of sixteen years employed, permitted or suffered to work in such room.

SEC. 4. No child under sixteen years of age and over fourteen years of age shall be employed in any mercantile institution, store, office, hotel, laundry, manufacturing

establishment, bowling alley, theater, concert hall, or place of amusement, passenger or freight elevator, factory or workshop, or as messenger or driver therefor, unless there is first produced and placed on file in such mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, theater, concert hall or place of amusement, factory or workshop, and accessible to the State factory inspector, assistant factory inspector or deputy factory inspector, an age and school certificate as hereinafter prescribed; and unless there is kept on file and produced on demand of said inspectors of factories a complete and correct list of all the minors under the age of sixteen years so employed who can not read at sight and write legibly simple sentences, unless such child is attending night school as hereinafter provided.

SEC. 5. An age and school certificate shall be approved only by the superintendent of schools or by a person authorized by him in writing; or where there is no superintendent of schools by a person authorized by the school board: *Provided*, That the superintendent or principal of a parochial school shall have the right to approve an age and school certificate, and shall have the same rights and powers as the superintendent of public schools to administer the oaths herein provided for children attending parochial schools: *Provided, further*, That no member of a school board or other person authorized as aforesaid shall have authority to approve such certificates for any child then in or about to enter his own establishment, or the employment of a firm or corporation of which he is a member, officer or employee. The person approving these certificates shall have authority to administer the oath provided herein, but no fee shall be charged therefor. It shall be the duty of the school board or local school authorities to designate a place (connected with their office, when practicable) where certificates shall be issued and recorded, and to establish and maintain the necessary records and clerical service for carrying out the provisions of this act.

SEC. 6. An age and school certificate shall not be approved unless satisfactory evidence is furnished by the last school census, the certificate of birth or baptism of such child, the register of birth of such child with a town or city clerk, or by the records of the public or parochial schools, that such child is of the age stated in the certificate: *Provided*, That in cases arising wherein the above proof is not obtainable, the parent or guardian of the child shall make oath before the juvenile or county court as to the age of such child, and the court may issue to said child an age certificate as sworn to.

SEC. 7. The age and school certificate of a child under sixteen years of age shall not be approved and signed until he presents to the person authorized to approve and sign the same, a school attendance certificate, as hereinafter prescribed, duly filled out and signed. A duplicate of such age and school certificate shall be filled out and shall be forwarded to the State factory inspector's office. Any explanatory matter may be printed with such certificate in the discretion of the school board or superintendent of schools. The employment and the age and school certificates shall be separately printed and shall be filled out, signed, and held or surrendered as indicated in the following forms.

SCHOOL CERTIFICATE.

(Name of school). (City or town and date).

This certifies (name of minor) of the —th grade, can read and write legibly simple sentences. This also certifies that according to the records of this school, and in my belief, the said (name of minor) was born at (name of city or town) in (name of county) on the (date) and is now (number of years and months) old.

(Name of parent or guardian),
(Residence).

(Signature of teacher) — grade.

(Name of principal).
Correct. (Name of school).

EVENING SCHOOL ATTENDANCE CERTIFICATE.

(Date).
This certifies that (name of minor) is registered in and regularly attends the — evening school. This also certifies that according to the records of my school and in my belief the said (name of minor) was born at (name of city or town) on the — day of (year), and is now (number of years and months) old.

(Name of parent or guardian),
(Residence).

(Signature of teacher).
(Signature of principal).

AGE AND SCHOOL CERTIFICATE.

This certifies that I am (father, mother, guardian or custodian) of (name of minor), and that (he or she) was born at (name of town or city) in the (name of county, if known) and State or county of —, on the (day of birth and year of birth) and is now (number of years and months) old.

(Signature of parent, guardian or custodian),
(City or town and date).

There personally appeared before me the above named (name of person signing) and made oath that the foregoing certificate by (him or her) signed is true to the best of (his or her) knowledge. I hereby approve the foregoing certificate of (name of child), height (feet and inches), weight —, complexion (fair or dark), hair (color), having no sufficient reason to doubt that (he or she) is of the age therein certified.

OWNER OF CERTIFICATE.

This certificate belongs to (name of child in whose behalf it is drawn) and is to be surrendered to (him or her) whenever (he or she) leaves the service of the corporation or employer holding the same; but if not claimed by said child within thirty days from such time it shall be returned to the superintendent of schools, or where there is no superintendent of schools, to the school board. (Signature of person authorized to approve and sign, with official character authority) (town, or city and date.)

In the case of a child who can not read at sight and write legibly simple sentences, the certificate shall continue as follows, after the word sentences: "I hereby certify that (he or she) is regularly attending the (name of public or parochial evening school)." This certificate shall continue in force just as long as the regular attendance of said child at said evening school is certified weekly by the teacher and principal of said school.

In any city or town in which there is no public or parochial evening school, an age and school certificate shall not be approved for a child under the age of sixteen years who can not read at sight and write legibly simple sentences. When the public or parochial evening schools are not in session, an age and school certificate shall not be approved for any child who can not read at sight and write legibly simple sentences. The certificate of the principal of a public or parochial school shall be prima facie evidence as to the literacy or illiteracy of the child.

SEC. 8. No person shall employ any minor over fourteen years of age and under sixteen years, and no parent, guardian or custodian shall permit to be employed any such minor under his control, who can not read at sight and write legibly simple sentences, while a public evening school is maintained in the town or city in which such minor resides, unless such minor is a regular attendant at such evening school.

SEC. 9. The State inspector of factories, his assistants or deputies, shall visit all mercantile institutions, stores, offices, laundries, manufacturing establishments, bowling alleys, theaters, concert halls or places of amusement, factories or workshops, and all other places where minors are or may be employed in this State, and ascertain whether any minors are employed contrary to the provisions of this act. Inspectors of factories may require that age and school certificates, and all lists of minors employed in such factories, workshops, mercantile institutions and all other places where minors are employed as provided for in this act, shall be produced for their inspection on demand: *And, provided further,* That upon written complaint to the school board or local school authorities of any city, town, district or municipality, that any minor (whose name shall be given in such complaint) is employed in any mercantile institution, store, office, laundry, manufacturing establishment, bowling alley, theater, concert hall or place of amusement, passenger or freight elevator, factory or workshop, or as messenger or driver therefor, contrary to the provisions of this act, it shall be the duty of such school board or local school authority to report the same to the State inspector of factories.

SEC. 10. No person under the age of sixteen years shall be employed or suffered or permitted to work at any gainful occupation more than forty-eight hours in any one week, nor more than eight hours in any one day; or before the hours of seven o'clock in the morning or after the hour of seven o'clock in the evening. Every employer shall post in a conspicuous place in every room where such minors are employed, a printed notice stating the hours required of them each day of the week, the hours of commencing and stopping work, and the hours when the time or times allowed for dinner or for other meals begins and ends. The printed form of such notice shall be

furnished by the State inspector of factories, and the employment of any such minor for longer time in any day so stated shall be deemed a violation of this section.

SEC. 11. No child under the age of sixteen years shall be employed at sewing belts, or to assist in sewing belts, in any capacity whatever; nor shall any child adjust any belt to any machinery; they shall not oil or assist in oiling, wiping or cleaning machinery; they shall not operate or assist in operating circular or band saws, wood-shapers, wool [wood]-jointers, planers, sandpaper or wood-polishing machinery, emery or polishing wheels used for polishing metal, wood-turning or boring machinery, stamping machines in sheet metal and tinware manufacturing, stamping machines in washer and nut factories, operating corrugating rolls, such as are used in roofing factories, nor shall they be employed in operating any passenger or freight elevators, steam boiler, steam machinery, or other steam generating apparatus, or as pin boys in any bowling alleys; they shall not operate or assist in operating dough brakes, or cracker machinery of any description; wire or iron straightening machinery; or shall the [they] operate or assist in operating rolling mill machinery punches or shears, washing, grinding or mixing mill or calender rolls in rubber manufacturing, nor shall they operate or assist in operating laundry machinery; nor shall children be employed in any capacity in preparing any composition in which dangerous or poisonous acids are used, and they shall not be employed in any capacity in the manufacture of paints, colors or white lead; nor shall they be employed in any capacity whatever in operating or assisting to operate any passenger or freight elevator; nor shall they be employed in any capacity whatever in the manufacture of goods for immoral purposes, or any other employment that may be considered dangerous to their lives or limbs, or where their health may be injured or morals depraved; nor in any theater, concert hall, or place of amusement wherein intoxicating liquors are sold; nor shall females under sixteen years of age be employed in any capacity where such employment compels them to remain standing constantly.

SEC. 12. The presence of any person under the age of sixteen years in any manufacturing establishment, factory or workshop, shall constitute prima facie evidence of his or her employment therein.

SEC. 13. It shall be the special duty of the State factory inspector to enforce the provisions of this act, and to prosecute all violations of the same before any magistrate or any court of competent jurisdiction in this State. It shall be the duty of the State factory inspector, assistant State factory inspector and deputy State factory inspectors under the supervision and direction of the State factory inspector, and they are hereby authorized and empowered to visit and inspect, at all reasonable times, and as often as possible, all places covered by this act.

SEC. 14. Whoever, having under his control a child under the age of 16 years, permits such child to be employed in violation of the provisions of this act, shall for each offense be fined not less than \$5 nor more than \$25, and shall stand committed until such fine and costs are paid. A failure to produce to the inspector of factories, his assistants or deputies, any age and school certificates, or lists required by this act, shall constitute a violation of this act, and the person so failing shall, upon conviction, be fined not less than \$5 nor more than \$50 for each offense. Every person authorized to sign the certificate prescribed by section 7 of this act, who certifies to any materially false statement therein shall be guilty of a violation of this act, and upon conviction, be fined not less than \$5 nor more than \$100 for each offense, and shall stand committed until such fine and costs are paid. Any person, firm or corporation, agent or manager, superintendent or foreman of any firm or corporation, whether for himself or for such firm or corporation, or by himself or through sub-agents or foreman, superintendent or manager, who shall violate or fail to comply with any of the provisions of this act, or shall refuse admittance to premises, or otherwise obstruct the factory inspector, assistant factory inspector or deputy factory inspector in the performance of their duties, as prescribed by this act, shall be deemed guilty of a misdemeanor and, upon conviction thereof, shall be fined not less than \$5 nor more than \$100 for each offense, and shall stand committed until such fine and costs are paid.

SEC. 15. "An act to prevent child labor," approved June 17, 1891, in force July 1, 1891, and all other acts and parts of acts in conflict with this act are hereby repealed.

Approved May 15, 1903.

PAGE 193.—*Inspectors of factories.*

SECTION 1. Section nine (9) of an act entitled, "An act to regulate the manufacture of clothing, wearing apparel and other articles in this State, and to provide for the appointment of State inspectors to enforce the same, and to make an appropria-

tion therefor," approved June 17, 1893, in force July 1, 1893, is hereby amended to read as follows:

SEC. 9. The governor shall, upon the taking effect of this act, appoint a factory inspector at a salary of two thousand dollars (\$2,000) per annum, an assistant factory inspector at a salary of one thousand two hundred and fifty dollars (\$1,250) per annum and eighteen (18) deputy factory inspectors of whom seven shall be women, at a salary of one thousand dollars (\$1,000) per annum. The term of office of the factory inspector shall be for four years, and the assistant factory inspector and the deputy factory inspectors shall hold their office during efficient service and good behavior. Said inspector, assistant inspector and deputy inspectors shall be empowered to visit and inspect at all reasonable hours and as often as practicable, the workshops, factories and manufacturing establishments in this State, where the manufacture of goods is carried on. And the inspector shall report in writing to the governor on the 15th day [of] December, annually, the result of their inspections and investigations, together with such other information and recommendations as they may deem proper. And said inspectors shall make a special investigation into alleged abuses in any such workshops whenever the governor shall direct, and report the results of the same to the governor. It shall also be the duty of said inspectors to enforce the provisions of this act, and to prosecute all violations of the same before any magistrate or any court of competent jurisdiction in the State, and perform such other duties as now are or shall hereafter be prescribed by law. And it shall be the duty of the state's attorney of the proper county, upon request of the factory inspector or his deputy, to prosecute any violation of this act. Said inspector shall, by written order filed with the governor, divide the State into fifteen inspection districts, due regard being had to the number of factories and the amount of work required to be performed in each district. And he shall assign to each district a deputy inspector who shall have charge of the inspections in the district to which he is assigned under the supervision of the inspector and assistant inspector. The inspector may at any time, when in his discretion the good of the service requires, change a deputy inspector from one district to another, or reassign the districts of the State among the several deputy inspectors under his charge. He may at any time, when the conditions are changed or in his discretion the good of the service requires, by a like order filed with the governor, redivide the State in inspection districts, changing the territory embraced within the several districts as to him may seem advisable.

Approved May 15, 1903.

PAGE 194.—*Free public employment offices.*

SECTION 1. Free employment offices are hereby created as follows: One in each city of not less than fifty thousand population, and three in each city containing a population of one million or over, for the purpose of receiving applications of persons seeking employment, and applications of persons seeking to employ labor. Such offices shall be designated and known as Illinois Free Employment Offices.

SEC. 2. Within sixty days after this act shall have been in force, the State board of commissioners of labor shall recommend, and the governor, with the advice and consent of the senate, shall appoint a superintendent and assistant superintendent and a clerk for each of the offices created by section 1 of this act, who shall devote their entire time to the duties of their respective offices. The assistant superintendent or the clerk shall in each case be a woman. The tenure of such appointment shall be two years, unless sooner removed for cause. The salary of each superintendent shall be fifteen hundred (1,500) dollars per annum, the salary of such assistant superintendent shall be one thousand two hundred (1,200) dollars per annum. The salary of such clerk shall be one thousand (1,000) dollars per annum, together with proper amounts for defraying the necessary costs of equipping and maintaining the respective offices.

SEC. 3. The superintendent of each such free employment office shall, within sixty days after appointment, open an office in such locality as shall have been agreed upon between such superintendent and the secretary of the bureau of labor statistics, as being most appropriate for the purpose intended; such office to be provided with a sufficient number of rooms and apartments to enable him to provide, and he shall so provide, a separate room or apartment for the use of women registering for situations or help. Upon the outside of each such office, in position and manner to secure the fullest public attention, shall be placed a sign which shall read in the English language, Illinois Free Employment Office, and the same shall appear either upon the outside windows or upon signs in such other languages as the location of each such office shall render advisable. The superintendent of each such free

employment office shall receive and record in books kept for that purposes [purpose], names of all persons applying for employment or help, designating opposite the names and addresses of each applicant, the character of employment or help desired. Separate registers for applicants for employment shall be kept, showing the age, sex, nativity, trade or occupation of each applicant, the cause and duration of nonemployment, whether married or single, the number of dependent children, together with such other facts as may be required by the bureau of labor statistics to be used by said bureau: *Provided*, That no special registers shall be open to public inspection at any time, and that such statistical and sociological data as the bureau of labor may require shall be held in confidence by said bureau, and so published as not to reveal the identity of any one: *And, provided further*, That any applicant who shall decline to furnish answers as to the questions contained in special registers shall not thereby forfeit any rights to any employment the office might secure.

SEC. 4. Each such superintendent shall report on Thursday of each week to the State bureau of labor statistics the number of applications for positions and for help received during the preceding week, and the number of positions secured, also those unfilled applications remaining on the books at the beginning of the week. It shall also show the number and character of the positions secured during the preceding week. Upon receipt of these lists, and not later than Saturday of each week, the secretary of the said bureau of labor statistics shall cause to be printed a sheet showing separately, and in combination, the lists received from all such free employment offices.

SEC. 5. It shall be the duty of each such superintendent of a free employment office to immediately put himself in communication with the principal manufacturers, merchants and other employers of labor, and to use all diligence in securing the cooperation of the said employers of labor, with the purposes and objects of said employment offices. To this end it shall be competent for such superintendents to advertise in the columns of newspapers, or other medium, for such situations as he has applicants to fill, and he may advertise in a general way for the cooperation of large contractors and employers in such trade journals or special publication as reach such employers, whether such trade or special journals are published within the State of Illinois or not.

SEC. 6. It shall be the duty of each such superintendent to make report to the State bureau of labor statistics annually, not later than December first of each year, concerning the work of his office for the year ending October first of the same year, together with a statement of the expenses of the same, including the charges of an interpreter when necessary, and such report shall be published by the said bureau of labor statistics annually with its coal report. Each such superintendent shall also perform such other duties in the collection of statistics of labor as the secretary of the bureau of labor statistics may require.

SEC. 7. No fee or compensation shall be charged or received, directly or indirectly, from persons applying for employment or help through said free employment offices, and any superintendent, assistant superintendent or clerk, who shall accept, directly or indirectly, any fee or compensation from any applicant or from his or her representative, shall be deemed guilty of a misdemeanor, and upon conviction, shall be fined not less than twenty-five nor more than fifty dollars and imprisoned in the county jail not more than thirty days.

SEC. 8. The term, "applicant for employment," as used in this act, shall be construed to mean any person seeking work of any lawful character, and "applicant for help" shall mean any person or persons seeking help in any legitimate enterprise; and nothing in this act shall be construed to limit the meaning of the term work to manual occupation, but it shall include professional service, and all other legitimate service.

SEC. 9. No person, firm or corporation in this State shall open, operate or maintain a private employment agency for hire, or where a fee is charged to either applicant for employment or for help without first obtaining a license for the same from the State commissioners of labor. Such license fee, in cities of fifty thousand (50,000) population and over, shall be fifty dollars (\$50) per annum. In all cities containing less than fifty thousand (50,000) population a uniform fee of twenty-five dollars (\$25) per annum will be required. Every license shall contain a designation of the city, street and number of the building in which the licensed party conducts said employment agency. The license, together with a copy of this act, shall be posted in a conspicuous place in each and every employment agency. No agency shall print, publish or paint on any sign, window, or insert in any newspaper or publication, a name similar to that of the Illinois Free Employment Office. The commissioners of labor shall require with each applicant for a license a bond in the penal sum of five hundred dollars (\$500), with one or more sureties, to be approved by the said commissioners, and conditioned that the obligor will not violate any of the duties, terms,

conditions, provisions or requirements of this act. The said commissioners are authorized to cause an action or actions to be brought on said bond in the name of the people of the State of Illinois for any violation of any of its conditions, and they may also revoke, upon a full hearing, any license, whenever, in their judgment, the party licensed shall have violated any of the provisions of this act. It shall be the duty of every licensed agency to keep a register, in which shall be entered the name and address of every applicant. Such licensed agency shall also enter into a register the name and address of every person who shall make application for help or servants; and the name and nature of the employment for which such help shall be wanted. Such register shall, at all reasonable hours, be open to the inspection and examination of the commissioners of labor or their agents. Where a registration fee is charged for receiving or filing applications for employment or help, said fee shall in no case exceed the sum of two dollars (\$2), for which a receipt shall be given, in which shall be stated the name of the applicant, the amount of the fee, the date, the name or character of the work or situation to be procured. In case the said applicant shall not obtain a situation or employment through such licensed agency within one month after registration as aforesaid, then said licensed agency shall forthwith repay and return to such applicant, upon demand being made therefor, the full amount of the fee paid or delivered by said applicant to said licensed agency, provided that such demand be made within thirty (30) days after the expiration of the period aforesaid. No agency shall send or cause to be sent any female help or servants to any place of bad repute, house of ill-fame or assignation house, or to any house or place of amusement kept for immoral purposes. No such licensed agency shall publish or cause to be published any false or fraudulent notice or advertisement, or to give any false information, or to make any false promise concerning or relating to work or employment to anyone who shall register for employment, and no licensed agency shall make any false entries in the register to be kept as herein provided. No person, firm or corporation shall conduct the business of any employment office in, or in connection with, any place where intoxicating liquors are sold.

SEC. 10. It shall be the duty of the commissioners of labor, and the secretary thereof, to enforce this act. When informed of any violation, it shall be their duty to institute criminal proceedings for the enforcement of its penalties before any court of competent jurisdiction. Any person convicted of a violation of the provisions of this act shall be guilty of a misdemeanor and shall be fined not less [than] fifty dollars (\$50) nor more than one hundred (100) dollars for each offense, or by imprisonment in the county jail for a period not exceeding six (6) months, or both, at the discretion of the court.

SEC. 11. A private employment agency is defined and interpreted to mean any person, firm or corporation furnishing employment or help or giving information as to where employment or help may be secured, or who shall display any employment sign or bulletin, or through the medium of any card, circular or pamphlet, offering employment or help, shall be deemed an employment agency, and subject to the provisions of this act, whether a fee or commission is charged or not: *Provided*, That charitable organizations are not included.

SEC. 12. All money or moneys received from fees and fines shall be held by the said commissioners of labor, and shall constitute a fund for the purpose of enforcing the provisions of this act; and the said commissioners shall, at the end of each fiscal year, make an account of said fund and pay into the State treasury whatever balance shall remain after paying the necessary disbursements for the purpose of enforcing the provisions of this act.

SEC. 13. All printing, blanks, blank books, stationery and such other supplies as may be necessary for the proper conduct of the business of the offices herein created shall be furnished by the secretary of state upon requisition for the same made by the superintendents of the several offices.

Approved May 11, 1903.

PAGE 198.—*Payment of wages.*

SECTION 1. It shall be unlawful for any corporation doing business within this State to withhold from any of its laborers, servants or employees any part or per cent of the wages earned by such laborer, servant or employee, beyond the date of the regular pay day of said corporation, under the guise or pretext, that the amount of wages so withheld, is to be given or presented to such laborer, servant or employee as a present or gratuity from said corporation, at the expiration of any future date, on condition that the services of such laborer, servant or employee have been performed to the entire satisfaction of said corporation, or upon condition that such laborer, servant or employee shall, unless sooner discharged by said corporation, remain in

its employ until the expiration of some future date designated by said corporation, or under any other similar pretext or condition, but all such wages shall be paid in full by said corporation on its regular pay day: *Provided*, That nothing in this act contained shall be held to abridge the right of any corporation not making or requiring contracts of the class specified above, to make such contract or arrangement as may be legal, concerning the payment of wages to employees: *And provided further*, Nothing herein contained shall be construed to affect the right of any corporation to contract for the retention of a part of the wages of said laborers, servants and employees for the purpose of giving to said servants, laborers and employees insurance, hospital, sick or other similar relief.

SEC. 2. All contracts or agreements of the kind and character referred to and described in section 1 of this act, hereafter made by any corporation doing business in this State, are hereby declared to be illegal, against public policy and null and void, and no such agreement or contract shall constitute a defense upon the part of any such corporation, to any action brought by any such laborer, servant or employee, for the recovery of any wages due him, and withheld from him by any such corporation, contrary to the provisions of this act.

SEC. 3. Any such corporation doing business in this State, who shall violate the provisions of this act, shall, for each offense, forfeit the sum of two hundred dollars to be recovered from it in any [an] action of debt in the name of the people of the State of Illinois, or by any person who may sue for the same.

SEC. 4. It is hereby made the duty of the several state's attorneys of this State in their respective counties, to prosecute all actions commenced in the name of the people of the State of Illinois, under the provisions of this act.

Approved May 14, 1903.

PAGE 217.—*Exemption of wages from garnishment.*

SECTION 1. Wages earned out of this State, and payable out of this State, shall be exempt from attachment or garnishment in all cases where the cause of action arose out of this State, unless the defendant in the attachment or garnishment suit is personally served with process; and, if the writ of attachment or garnishment is not personally served on the defendant, the court, justice of the peace or police magistrate issuing the writ of attachment or garnishment, shall not entertain jurisdiction of the cause, but shall dismiss the suit at the cost of the plaintiff.

Approved May 13, 1903.

PAGE 217.—*Right of action for injuries causing death.*

SECTION 1. Section two (2) of an act entitled, "An act requiring compensation for causing death by wrongful act, neglect or default," [shall] be amended to read as follows:

SEC. 2. Every such action shall be brought by, and in the names of the personal representatives of such deceased person, and the amount recovered in every such action shall be for the exclusive benefit of the widow and next of kin of such deceased person, and shall be distributed to such widow and next of kin, in the proportion provided by law in relation to the distribution of personal property left by persons dying intestate; and in every such action, the jury may give such damages as they shall deem a fair and just compensation with reference to the pecuniary injuries resulting from such death, to the wife and next of kin of such deceased person not exceeding the sum of ten thousand dollars: *Provided*, That every such action shall be commenced within one year after the death of such person: *Provided further*, That no action shall be brought or prosecuted in this State, to recover damages for a death occurring outside of this State, and that the increase from five thousand to ten thousand dollars in the amount hereby authorized to be recovered, shall apply only, in cases when death hereafter occurs.

Approved May 13, 1903.

PAGE 250.—*Mine regulations—Doortenders.*

SECTION 1. Section nineteen (19), paragraph f, of an act entitled, "An act to revise the laws in relation to coal mines and subjects relating thereto," * * * [shall] be amended to read as follows:

Sec. 19. Trappers.] (f.) At all principal doorways, through which cars are hauled, an attendant shall be employed for the purpose of opening and closing said doors when trips of cars are passing to and from the workings. Places for shelter shall be provided at such doorways to protect the attendants from being injured by the cars

while attending to their duties: *Provided*, That in any or all mines, where doors are constructed in such a manner as to open and close automatically, attendants and places for shelter shall not be required.

Approved May 13, 1903.

PAGE 250.—*Mine regulations—Board of mine inspectors.*

SECTION 1. Section 6, [paragraph a] of an act entitled, "An act to revise the law in relation to coal mines and subjects relating thereto," * * * is hereby amended to read as follows:

(a) This board shall be composed of five members, two of whom shall be practical coal miners, one a practicing hoisting engineer, and two coal operators, one of whom shall be an expert mining engineer.

Approved May 14, 1903.

PAGE 252.—*Mine regulations—Explosives.*

SECTION 1. In all coal mines in this State, where coal is blasted, the quantity of powder used in the preparation of shots shall not in any case exceed sixty inches in coal seams five and one-half feet and over; and shall not exceed forty-eight inches in coal seams under five and one-half feet in thickness.

SEC. 2. For the purpose of determining the quantity of powder, prescribed in section one (1) of this act, to be used in the preparation of any given shot, an inch of powder shall be one lineal inch, one and one-half inches in diameter, and it shall be measured in a metallic charger not to exceed twelve inches in length and one and one-half inches in diameter.

SEC. 3. No person shall drill or shoot what is known as a "dead" hole for any part of its depth; nor tamp any drill hole with drill dust, or other combustible material.

SEC. 4. Any violation of any of the conditions or requirements of this act shall be deemed a misdemeanor, punishable by a fine of not less than ten dollars (\$10) and not exceeding one hundred dollars, (\$100), or by imprisonment in the county jail for a period not exceeding three months or both, at the discretion of the court.

Approved May 14, 1903.

PAGE 252.—*Mine regulations—Wash rooms.*

SECTION 1. Every owner or operator of a coal mine in this State shall provide and maintain a wash room at a convenient place at the top of each mine for the use of the miners and other employees of such mine; and such wash room shall be so arranged that such miners and other employees may hang therein their clothes, for the purpose of drying the same.

SEC. 2. Any mine owner or operator who shall fail or refuse to comply with the provisions of this act shall be deemed guilty of a misdemeanor, and, on conviction thereof, shall be fined not more than one hundred dollars, and shall stand committed to the county jail until such fine is fully paid.

Approved May 14, 1903.

PAGE 289.—*Protection of employees on street railways—Inclosed platforms.*

SECTION 1. Every cable, grip, electric, horse or other street car, other than trail cars, which are attached to motor cars, shall be provided during the months of November, December, January, February and March of each year, at both ends with a screen or vestibule constructed of glass or other material, which shall fully and completely protect the driver or motorman or gripman or conductor, or other persons stationed on both ends and guiding or directing the motor power by which they are propelled from wind and storm.

SEC. 2. Any person, agent, or officer of any association or corporation violating the provisions of this act shall, upon conviction, be fined in any sum not less than \$25 nor more than \$100 for each day each car belonging to and used by any such person, association or corporation is directed or permitted to remain unprovided with the screen required in section 1 of this act; and it is hereby made the duty of the prosecuting attorney of each county in this State, to institute the necessary proceedings to enforce the provisions of this act.

Approved May 11, 1903.

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Employer and employee under the common law, by V. H. Olmsted and S. D. Fessenden.
- No. 2. The poor colonies of Holland, by J. Howard Gore, Ph. D.
The industrial revolution in Japan, by William Eleroy Curtis.
Notes concerning the money of the U. S. and other countries, by W. C. Hunt.
The wealth and receipts and expenses of the U. S., by W. M. Steuart.
- No. 3. Industrial communities: Coal Mining Co. of Anzin, by W. F. Willoughby.
- No. 4. Industrial communities: Coal Mining Co. of Blanzy, by W. F. Willoughby.
The sweating system, by Henry White.
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- No. 6. Industrial communities: Familistère Society of Guise, by W. F. Willoughby.
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- No. 10. Condition of the Negro in various cities.
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- No. 11. Workers at gainful occupations at censuses of 1870, 1880, and 1890, by W. C. Hunt.
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- No. 12. The inspection of factories and workshops in the U. S., by W. F. Willoughby.
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- No. 13. The anthracite mine laborers, by G. O. Virtue, Ph. D.
- No. 14. The Negroes of Farmville, Va.: A social study, by W. E. B. Du Bois, Ph. D.
Incomes, wages, and rents in Montreal, by Herbert Brown Ames, B. A.
- No. 15. Boarding homes and clubs for working women, by Mary S. Fergusson.
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- No. 16. Alaskan gold fields and opportunities for capital and labor, by S. C. Dunham.
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