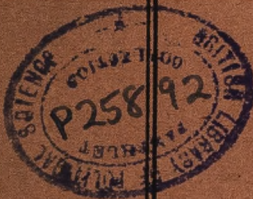


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No. 4

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HD 5106

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# Women and Children in the Textile Industry

An International Survey of Hours of Work  
and Age of Entry

Prepared by  
**Dr. Marion Phillips**  
Secretary, International Federation of Working Women

1922

Published by the International Federation of Trade Unions  
Amsterdam



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Ref. —

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HD 6053 ~~women~~

Textile industry and fabrics.

HD 9850

Contents.

	Page
Object of the Enquiry . . . . .	7
Distribution of the Textile Industry . . . . .	8
Method of Enquiry . . . . .	9
Hours of Work . . . . .	11
The Saturday Half Holiday . . . . .	15
Other Holidays . . . . .	15
Overtime . . . . .	16
Child-bearing Women . . . . .	16
Entry to the Textile Industry . . . . .	17
Night Work . . . . .	22
An International Programme . . . . .	23

Appendix:

Laws in the United States of America . . . . .	27
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## Preface.

The Rome International Trade Union Congress instructed the Management Committee of the International Federation of Trade Unions to do its utmost to further and encourage the organisation of working women in all lands.

In fulfilment of this resolution, the International Federation of Trade Unions has undertaken to publish the present Report on Women and children in the Textile Industry, which has been prepared by the International Federation of Working Women.

The Report is of general interest to trade unionists beyond the limits of the women workers who are directly concerned.

The collection of exact facts for the textile industry of all countries, cannot but render good practical service to all those trade unionists who are to-day compelled to defend the working conditions of women and young persons against the attacks of reaction.

The considered proposals made by the women workers organisation itself, which form the concluding part of the report, constitute valuable material for future use when trade unions shall formulate a programme dealing with this particular sphere of labour.

We desire to thank the International Federation of Trade Unions for the great assistance they have given in distributing our questionnaire for this inquiry as well as all those Trade Unions which have so kindly helped us. Our thanks are also due to the International Labour Office which sent us much valuable information including their Legislative Series which has been of great use. The material was put in order and the laws examined by Miss Ella Winter of the "London School of Economics" and a member of the British Labour Party who spent much time over this difficult work which we have done under considerable difficulty in the short time at our disposal. Our Vice-Presidents have helped us greatly with information from their countries and so also has Miss I. M. Cowell, the secretary of the Women's Group of the Trades Union Congress of Great Britain who prepared the report on Great Britain and Frau Gertrud Hanna of the Allgemeiner Deutscher Gewerkschaftsbund.

*Marion Phillips*, International Secretary.



## Object of the Enquiry.

This enquiry has been undertaken in order to gain an international survey of conditions of work in one of the most important and widespread of women's industries. In the making of textiles, both cotton and woollen, women and young persons are employed the whole world over and in no industry has their organisation been carried further than in this. It is therefore an especially-good industry for giving a comparison between the conditions in well organised and the conditions in unorganised countries. We have made it the first object of our enquiry to discover the hours of employment and the method of their regulation together with holidays and arrangements of time for meals etc. With regard to young people we have further enquired into the age of entry and educational requirements as well as the period of employment.

We believe that the enquiry is useful at the present time for another reason. While trade unions made important steps forward during the war period the workers are now faced by very determined and reactionary employers.

Attention should be called to a resolution passed at the 11th Congress of the International Federation of Master Cotton Spinners and Manufacturers Association held at Stockholm in June 1922 protesting against the 48 hour week on the grounds that it had proved economically unsound and fatal to both the employers and workers best interests.

Contests over hours are scarcely less important to the workers than contests over wages and our survey shows conclusively how far the fine promises embodied in the League of Nations Covenant have been set back by the wave of reaction which is the characteristic of our world to-day. In Part XIII of the Treaty of Versailles, in the preamble to the establishment of the International Labour Conference and Labour Office, it is laid down that peace can be established only if it is based upon social justice, and where conditions of labour exist involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world is imperilled, an improvement of these conditions is urgently required; amongst the very first of these conditions is the regulation of the hours of work including a maximum working day and week, and the protection of children, young persons and women. It is further pointed out that "the failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries." These are fine words which have had little fulfilment.

At the first meeting of the International Labour Conference held in accordance with this Covenant at Washington at the end of 1919 one of the most important Conventions was that which bound all the nations present to establish a 48 hours week or 8 hours day. Another Convention required that no child should be employed in industry under the age of 14. Both with regard to the 48 hour week, the 8 hour day and the employment of children concessions were made for backward countries such as Japan and India, but it is notable that the effect upon these countries of the Conference and the Conventions has been far more marked than in the more advanced communities of Europe. Had the conventions been



fully adopted the work of our enquiry would have been far simpler for we would have had a maximum of hours established as well as a minimum age of entry throughout those countries which were present at the Washington Conference. The only important industrial countries outside it would have been the United States of America and Germany, but Germany has adhered to its proposals. The United States however still continue to have very marked variations from one state to another. The object of our enquiry may therefore be shortly put as the collection of information to throw light on general industrial conditions for women and children, to compare one country with another and to take stock of the present position and incidentally to discover how far the project for international labour legislation laid down in the League of Nations Covenant has been achieved.

### Distribution of the Textile Industry.

The distribution of the textile industry throughout the world has been greatly disturbed by the war and post war statistics still show very great disturbances.

In the cotton industry, the potential productive power as well as the capital invested in each country may be most clearly shown by taking the number of spindles. This does not necessarily give the present production. On the other hand to take the weight of raw cotton consumed is misleading, because countries using a coarser and lower quality consume relatively a much greater weight. Technical trade publications rely entirely on the number of spindles. It is quite clear, however, that were the practice is to work short hours, no overtime, and no night work, the number of spindles will be more than where production is continuous and the bad conditions in Japan give her more real importance than the amount of capital, i. e. the number of spindles, would indicate.

Taking the basis of spindles, Great Britain is the most important of all manufacturing textile countries. The others, in order of importance are the United States of America, Germany, France, Russia, Italy and Japan.

If we take the weight of cotton consumed in 1921 Japan comes at the top of the list and the others in the following order:— United States of America, England, Germany, Italy, France, Spain, Czecho-Slovakia, Belgium, Canada, Netherlands, Austria, Switzerland, Poland Sweden, Portugal, Norway, Bulgaria, Luxembourg, Australia, South Africa and New Zealand. In 1921, however, in addition to the great dislocation of trade due to the Treaty of Versailles, there were a number of industrial troubles in various countries which disturbed their ordinary production.

With regard to wool the pre-war figures give Great Britain and Germany as the chief manufacturing countries of worsted yarn but post-war figures give them as follows:— Great Britain, Germany, United States of America, Netherlands, Denmark, Sweden, Norway, France, Belgium and some others with very small exports. With regard to worsted tissues the order of importance for exports is as follows:— Canada, United States of America, Argentine, China, Australia, Japan, Turkey, New Zealand, South Africa, East Indies, France, Italy, and a few others with very small exports. These show some variation from the pre-war position.

In our enquiry therefore special interest attaches to the conditions in the following countries which are the main producers:— The United States of America, Great Britain, Germany, Japan, Italy, France, Czecho-Slovakia, Netherlands, Belgium and Spain. These countries show remarkable disparity of conditions.

### Method of Enquiry.

The methods of our Enquiry have been three.

1. The distribution of questionnaires to trade union centres connected with the International Federation of Trade Unions, the International Federation of Textile Workers and the International Federation of Working Women. The questionnaires dealt with women and children and were as follows:—

*Hours of work of women employed in textile industries on the first January, 1922.*

A. Cotton or Woollen:—

B. Weaver or Spinner (Cross out whichever does not apply):—

Country:—

Organisation sending form:—

1. Hours of work per week:—
2. Hours of work per day:— From . . . to . . .
3. Meal hours and times:—
4. Other breaks:—
5. Is there a Saturday half holiday and from what hour:
6. Other holidays.— Are wages paid for these?
7. State whether the above are regulated by law or Trade Union agreements?
 

1.	4.
2.	5.
3.	6.
8. What difference, if any, is there between the hours of men and women?
9. What is the present programme of your Trade Union on this whole subject?
10. Please attach any comments.
11. Please attach the text of any laws relating to the subject.

*Employment of children and young persons in textile industries.*

A. Cotton or Woollen. (Cross out whichever does not apply.)

Country:—

Organisation sending form:—

1. Age at which they can be employed:—
2. Educational Test (if any):—
3. Medical Examination (if any):—
4. Hours of employment per week:—
5. Hours of employment per day:— From . . . to . . .
6. Meal Hours and Times:—
7. Other breaks:—
8. Is there a Saturday half holiday and from what hour?
9. Other holidays?
 

Are wages paid for them?
10. Attendance at school (if any):—
11. State whether the hours of employment are regulated by law or Trade Union agreements?
 

1.	6.
2.	7.
3.	8.
4.	9.
5.	10.



12. What is the present programme of your Trade Union to the subject?  
 13. Please attach any comments.  
 14. Please attach the text of any laws relating to the subject.

These forms were also sent to the International Labour Office and other organisations likely to have information.

2. Information of countries which could not be reached by post quickly enough (e. g. Japan) were sent by the International Labour Office and they also gave a great deal of information as to the laws of a very large number of countries.

3. Examination of legislation in all countries and investigation of any printed documents available which dealt with the subject.

Replies to our questionnaire were received from the following:—

*List of Organisations from whom questionnaire received.*

	Textile or Central Trade Union Organisation	Name of Organisation
<i>Europe:—</i>		
Austria . . . . .	Textile	Union der Textilarbeiter Deutschösterreichs.
Belgium . . . . .	1. Textile 2. Textile	Federation Ouvriers Textile Vervietoise. Vlaamsche Gewestelijke Textielcentrale.
Bulgaria . . . . .	General	Bulgarian Federation of Trade Unions.
Czecho-Slovakia . . . . .	1. Textile 2. Textile	Svaz textilniho delnictva. Union der Textilarbeiter.
Denmark . . . . .	Textile	Dansk Textilarbejder Forbund.
France . . . . .	Textile	Federation Nationale Ouvrière de l'Industrie Textile.
Germany . . . . .	Textile	Deutscher Textilarbeiterverband and information collected by German Trades Unions. Central Organisations.
Great Britain . . . . .	Textile	Information collected by General Council of the Trades Union Congress.
Hungary . . . . .	Textile	Verband der Textilarbeiter Ungarns.
Italy . . . . .	Textile	Federazione Italiana fra Operai Tessili.
Luxemburg . . . . .	General	Commission Syndicale de Luxemburg.
Netherlands . . . . .	General	Nederlandsch Verbond van Vakverenigingen.
Norway . . . . .		
Poland . . . . .	Textile	Verband der Textilarbeiter in Polen.
Spain . . . . .	1. — 2. — 3. —	Union General de Trabajadores.
Switzerland . . . . .	Textile	Schweizerischer Textilarbeiterverband.
<i>America:—</i>		
United States . . . . .	Textile	United Textile Workers of America. Amalgamated Textile Workers of America. Information collected by Women's Trade Union League.

In most cases the union filling in the questionnaire was a textile organisation but we received great assistance from the central trade union organisations who secured information and also sent us other facts of great importance.

In examining the laws of the countries we found that these fall into three definite classes. 1. Legislative provisions. 2. Administrative regulations in accordance with legislation, or as in the case of Spain by royal decree. 3. Decision of arbitration courts or similar bodies having the force of laws as in Australia and New Zealand. In addition there are the very important modifications of the law secured by Trade Union agreement and custom and sometimes in the absence of law of any kind there is a uniform arrangement due to either one of these.

### Hours of Work.

Our task is simplified in the case of a certain number of countries because they have established a 48 hour week by law. The following list gives the countries and the date of the laws:—

Austria	Law 44, 17th Dec. 1919. St. 9. Bl. No. 581.
Belgium	Eight Hour Day Act. 14th June, 1921.
Bulgaria	Law for Hygiene and non-noxious trades 1917.
Czecho-Slovakia	Eight Hours Day Act, 19th Dec. 1918.
France	Law of 23rd April 1919.
Germany	Order 23. Nov. 1918.
Lithuania	Law of 30th Nov. 1919 (par. 4). <sup>1)</sup>
Netherlands	Hours of Work in Dangerous Trades. 13th Nov. 1919. Decrees, 23rd Sept. 1920.
Norway	Law of 11th July 1919 and 18th Sept. 1915.
Poland	Law of 18th Dec. 1919.
Sweden	Hours of Work. 22nd June 1921.
Spain	Royal Decree <sup>1)</sup> .
United States America	Nine States. For particulars see Bulletins of United States Department of Labour.
Argentina	14th Oct. 1907. For Buenos Aires only.

In other countries factory legislation usually lays down a maximum, e. g. Great Britain, which has, where Trade Union organisation is effective, been considerably lessened by agreements. In Australia the decree of the Arbitration Courts have a similar result, influenced of course by the strong attitude of the Unions. Where we have not received information from Trade Unions we have relied on information contained in laws of the countries concerned, and where organisation is very weak or oppressed as in Spain and Japan, we can only quote the laws with reserve, not knowing how far custom may have humanised them on the one hand or how far employers may set them at naught on the other. This is the more likely alternative. Where conditions are very disturbed as in Russia, we cannot tell how the law is administered.

The hours for women and children by the week and by the day are as follows:—

<sup>1)</sup> Our information suggests that this decree is little observed.



Hours of Employment.

	Women		Children	
	Per Week Hours	Per Day Hours	Per Week Hours	Per Day Hours
<i>Europe</i>				
Austria . . . . .	48	varies	48	same as women
Belgium . . . . .	48	8 or 8-9	48	8
Bulgaria <sup>1)</sup> . . . . .	60	11½	60	11½
Czecho-Slovakia . . . . .	48	8½	48	8½
Denmark . . . . .	48	8	48	8
Finland . . . . .				
France*) . . . . .	48	9 sat. 3 or 8 each day	48	9, sat. 3
Germany*) . . . . .	46 (to 48) (In occupied territory 48)	8 sat. 6	(to 16) 36 (above) 46	(to 16) 6 (above) 8
Great Britain . . . . .	48 or 47½	8¾ sat. 4¼*)	same except	½ timers (to 14) 6
Greece . . . . .	58	10*)		
Hungary . . . . .	54	9		
Italy*) . . . . .	48	8, 7½ for 2 shifts, 7 for 3 shifts	48	8
Lithuania*) . . . . .	48	8	48	8
Netherlands <sup>2)</sup> . . . . .	48	8	48	8
Norway . . . . .	48	8 or 10	48	8
Poland . . . . .	46	8 sat. 6	46	8 sat. 6
Portugal . . . . .	48	8		
Roumania . . . . .				8 (from 12-15 hrs.) 10 (exception hrs.)
Russia . . . . .		8 per day 7 per night		(to 16) 4 (to 18) 6
Spain . . . . .	52 day shift	9¼	same	same
Sweden <sup>3)</sup> . . . . .	48	8 sat.		
Switzerland <sup>4)</sup> . . . . .	48	8 (or 9 exceptionally)	48	8½
<i>Asia</i>				
India <sup>5)</sup> . . . . .	60	11	36	6
Japan <sup>6)</sup> . . . . .	2 rest days a month	11	2 rest days a month	6
<i>Africa</i>				
Egypt . . . . .	No regulation	No regulation	No regulation	8*)
S. Africa . . . . .	48	8		

\*) Those marked \* give general practice but there are exceptions.  
 1) The eight hour day and forty eight hour week will come into force on 1st July 1924.  
 2) After October 1922 this has been reduced to forty-five.  
 3) The eight hour day is only in force till 1923. The Act may, however, be extended and it has already been suggested that an enquiry be made into the economic effects of the working of the Act.  
 4) In practice the legal maximum is constantly being increased to fifty-two. The provisions of the Law make it very difficult to combat this.  
 5) Under the new Indian Factories (Amendment) Act which did not come into force until July 1922. Before that the limits were sixty-six for women and children.  
 6) There is an amending Bill being discussed in Japan at the present time but it has not yet been passed. This provides for an 8½ hour day - 57 hour week for all adults (except in silk spinning) and 8 hour day - 48 hour week for young persons. It also provides for a weekly rest day for all workers.

	Women		Children	
	Per Week Hours	Per Day Hours	Per Week Hours	Per Day Hours
<i>America N.</i>				
Canada . . . . .	48 (Law in British Columbia, Nova Scotia and Manitoba)		No information as to the other states	
U. S. A. <sup>7)</sup> . . . . .	48-60	8-10	48-60	8*)
Panama . . . . .	48	8		
<i>America S.</i>				
Argentine . . . . .	48	8	48	8
Ecuador . . . . .	48	8	48	8
Chili . . . . .				(under 16) 6 (16 to 18) 8
Uruguay . . . . .	48	8	48	8
<i>Australia</i>				
Australia . . . . .	48	8¾ sat. 4½	48 (boys under 16)	8
New Zealand <sup>8)</sup> . . . . .	45		45	

It will be seen that there is very little difference between the hours of women and children or young persons. Nor is there any important difference between the hours of women and men. This is so in spite of the fact that in many countries of which Great Britain may be taken as one of the chief examples, protective legislation as to hours has not affected men. The truth is as the Czecho-Slovakian State that by having protective legislation for women, simillare conditions have been obtained by Trade Union agreement for men. The important differences which do exist relate to the prohibition of nightwork for women and sometimes (e. g. Great Britain and Switzerland) the prohibition of Sunday work for women. In France where three shifts are worked in the tulle trade, women can only work on the middle or day shift. In several countries overtime is not permitted to women in certain of the processes. In all, even where night work is permitted under certain conditions for women, the conditions are usually more stringent for women. Austria has an unusual law that where two-thirds of the workers are women and young persons, the number of hours shall be 44 in place of 48 hours in the week. We assume that the intention is to let the woman get home earlier on Saturday to attend to her second job—that of housewife. However in practice the law is not carried out. The workers cannot afford to lose their pay and the employers dislike a variation in hours so they insist on the 48 hour week.

The hour of beginning work tends to grow later as the day's work is shortened. In Germany, an exception to this rule is found, the hours given being 6 a. m. to 3 p. m. There is an interesting report on this subject from Great Britain. The normal working hours are 47½ or 48 apportioned as follows:— Weekdays 8¾ and Saturday 3¾ to 4¼, the hours running thus:—

7.45 to 5.30,  
 7.00 to 5.00,  
 8.00 to 5.45.

\*) Those marked \* give general practice but there are exceptions.  
 7) See appendix.  
 8) Factories Act 1908 provides a 45 hour week for females and boys under 16.



On Saturday the leave off at 11.30 to 12 noon. The women we note again like 11.30 so as to get off to their household tasks. But while the great Textile Associations in cotton generally work to these hours there are other sections of textile industry which have a full Saturday holiday and lengthen the other days. Again there are two definite views as to the hour of beginning, according to whether breakfast is taken before leaving home or at a short break after starting. This brings us to the question of meal hours and other breaks.

The law usually lays down a maximum period for unbroken employment; occasionally it specifies meal hours; but usually these are questions of trade union agreement. We give the following table but would point out that it is not very exact; India\* appears to have no regulations at all and for some countries we have not yet obtained the figures. (Hungary, Italy, Sweden, India, Canada and New Zealand.) Climate and custom plays a great part in this matter of meal times.

Meal hours.

Country	Hours	Time
<i>Europe</i>		
Austria . . . . .	1	12 to 1.
Belgium (French prov.) . .	1	8 to 8.30. 12 to 12.30.
" (Flemish prov.) . .	1 1/2	midday.
Bulgaria . . . . .	2	8 to 8.30. 12 to 1.30.
Czecho-Slovakia . . . . .	1	12 to 1.
Denmark . . . . .	varies	
France . . . . .	1, 1 1/2, 2	acc. to dist. Between 12 to 2.
Germany . . . . .	1 1/2	
Great Britain . . . . .	1	12 to 1 or 12.15 to 1.15.
Greece . . . . .	2, saturday 1	
Netherlands . . . . .	1 3/4	11.45 to 1.30.
Norway . . . . .	1.20	9.10 to 9.30. 12 to 1.
Poland . . . . .	1	12 to 1.
Russia . . . . .	1/2 to 2	
Spain . . . . .	1 1/2	day.
	1	night.
Switzerland . . . . .	1 1/2	11.30 to 1 or 12 to 1.30.
<i>Asia</i>		
Japan . . . . .	1/4	9 to 9.15.
	1/4	4 to 4.15.
	1/2	12 to 12.30.
<i>America</i>		
United States . . . . .	1/2 or 1	
Argentine . . . . .	2	12 to 2.
<i>Australia</i> . . . . .	1/2, 3/4, 1	

The tendency with an 8 hours day is clearly towards the one hour for a meal. German experience here is interesting. In Germany women and young persons can work four hours without rest but if the period of employment exceeds four but does not exceed six hours a period of 1/4 hour must be allowed. If the period of employment is between six and eight hours a rest of 1/2 hour or two rests of 1/4 hour each must be allowed (Order of 17th December 1918). In Great Britain, a ten minutes stop in the afternoon is sometimes given and

\*) During a recent mill strike in Bombay, women complained that they often had to work 12 hours without a break.

tea brought round. In some districts a start is made at 7.45 breakfast taken at 8.45 and a dinner break at 1 to 2 p. m. In the Netherlands, there must be a stop of 1/2 hour after every 4 hours. In Great Britain the legal period is 4 1/2 hours. In Australia there must be by law a break after 5 hours. But Japan has still only 1 hour in 11 and Greece, Italy, Poland and India allow 6 hours continuous employment. In United States America the laws in 12 States allow 5 to 6 hours.

### The Saturday Half Holiday.

This has now spread fairly widely over Europe and North America. The following countries have not yet obtained it:— Belgium, Bulgaria, Lithuania, Russia, Spain (parts of), India, Japan and Egypt.

Where it is the practice, work ends usually at 12 o'clock; sometimes the time is 1 o'clock and occasionally so late as 2.30 (parts of Norway) or so early as 11 (parts of Spain). In Italy, some factories close at 12 o'clock but it is not universal.

### Other Holidays.

The state public holidays in addition to Sundays are workless days in most countries; and wageless as well as a rule. In Japan Sunday is not always a holiday, the law providing only that a woman or young worker shall have two clear days' rest in a month. In India, if Sunday is a work-day, one out of the next three days must be taken for rest. That is there must be one day's rest in ten but there must be fifty two days rest in the year. Both these provisions must be very difficult to administer and are probably dead-letters. Other holidays are noted as follows but it may well not be an exhaustive list:—

*Austria.* One week after being an employee for 1 year: two weeks after 5 years. With pay.

*Belgium.* Holidays are sometimes allowed.

*Czecho-Slovakia.* From 3 to 7 days. With pay.

*Germany.* In addition to 9 statutory holidays there are sometimes 3 days at Christmas, Easter and Withsun which are paid for. In Catholic areas there are half-holidays on particular Saints' Days. Payment of Wages depends on district regulations, or on rules of particular firms. Attempts are now being made to get May 1st (which is often taken as a holiday now by the workers) and November 9th, the day of the Revolution fixed as statutory holidays.

*Great Britain.* In England six statutory holidays. But in Scotland there are two and eight half-holidays or 4 whole days. In Ireland there are two less. In no case are wages paid. The other wageless holidays taken by the workers are as follows:—

Holidays:

Cotton Weavers total 136 1/2 hours in a year (Nearly 3 weeks); Twisters and Drawers 135 1/2 hours in a year (Nearly 3 weeks); Card and Blowing Room Operatives 127 3/4 hours in a year 16 days; Operative Cotton Spinners,



Piecers 15 days; Woollen and Worsted (Weavers) 12 days; Flax and Jute (Scotland) 3 days New Year, 1 Spring, 1 Autumn, One week July (4th week); Lace Operatives (Scotland) 1 week New Year, 1 day April, 1 day October, 10—14 days in July; Dyers, Bleachers and Finishers, Majority have 15—16 days in year, including full week in summer.

The Textile Holidays in the North of England are known under the name of "Wakes."

*Italy.* Statutory Holidays and 6 further consecutive days with pay for workers who have a record of at least 1 year's employment. (Trade Union Agreement and probably not affecting non-unionists.)

*Norway.* Statutory Holidays and 2 weeks with pay in the summer.

*Poland (Austrian).* In Austrian Poland 3 to 4 days with pay.

*Russian.* 16 days and leave with pay.

*Switzerland.* 8 statutory holidays and usually 3 to 12 days with pay (Law and Trade Union Agreement).

## Overtime.

Our enquiry into legislation in the different countries shows very clearly that in several cases the permission to extend hours is so broadly given as to make constant vigilance necessary on the part of the strongest Trade Unions to prevent its continual use. Where they are weak, the protection of the law for a short working day may be rendered useless. The German regulations, e. g. are very widely drawn and the Trade Unions are consequently endeavouring to get overtime abolished entirely. In Great Britain overtime in the textile industry has been illegal since 1847. The position is similar in several countries where the workers are not so well organised for resistance. In Egypt e. g. children over 9 years old and not more than 13 are not to work more than 8 hours a day or between 7 p. m. and 5 a. m. "unless the Minister of the Interior shall prescribe anything to the contrary." This is very dangerous legislation by administrative order. The whole subject is too complex and lengthy to be dealt with in this survey.

## Child Bearing Women.

The Washington Convention on Maternity has been adopted by few countries. Still fewer have yet promulgated legislation showing how its provisions are to be enforced. The one which concerns us here is that which requires that a woman shall not be employed in industry or commerce until six weeks after the birth of a child. We are so far unable to procure detailed information on this. Of laws in force affecting women in textile as in other factories the following notes are of interest but are very incomplete.

*Bulgaria:* Since July 1st, 1922, women during pregnancy and after child-birth are not employed for a total period of eight weeks. They shall then be entitled to half their wages. As a general rule it shall not be lawful to dismiss women on the ground of pregnancy.

Women after childbirth shall be allowed to leave work 2 hours earlier every Saturday, without any reduction of their wages, during a period of six months following the conclusion of their period of leave, if the child is living. (Sec. 21 of Act respecting health and safety of workers.)

*Chili:* Labour and Social Welfare Code (Bk. 11, Pt. 11, Ch. 4) lays it down that a woman shall not be permitted to work 6 weeks before or after confinement and that during that period she shall be paid.

*Denmark:* No woman shall be allowed to resume any work within 4 weeks after her confinement unless it appears from a medical certificate she can do so without injury to herself and child.

*Great Britain:* Factory Act requires that no employer shall knowingly employ any woman who has given birth to a child within four weeks.

*Italy:* 18. April 1922 (Nr. 91). Legislative measure drafted whereby women shall not work 6 weeks before or after confinement.

In factories where women are employed they shall be allowed to nurse their infants either in a special room attached to the industrial premises or arrangements shall be made for permitting them to leave work for the purpose.

In factories where at least 50 women are employed, a special room shall always be available for the nursing of infants.

*Netherlands:* Act of 1st November 1919.

1. A woman shall not be allowed to work during a period of 8 weeks within which her confinement occurs, of which period a maximum of 2 weeks may be before and 6 weeks after child-birth. In the case of a married woman no work may be done by her until the date of the confinement has been duly registered on her work card.
2. The head or manager of an undertaking shall allow a woman who has a child at breast and who has duly notified him thereof, adequate opportunities to suckle her child.

*Switzerland:* 3. October 1919. 185. The provision under which the employment of women in a factory is prohibited during the 6 or 8 consecutive weeks following confinement shall be likewise applicable to the case where the child has died within 6 weeks of its birth, or in the case of a still-born child born after the 6th month of pregnancy.

## Entry to the Textile Industry.

In the following table dealing with entry to the textile trade, the definition of a child and a young person is given for most countries. Taken generally it may be said that when a child enters a factory as a full time worker, he or she becomes a young person. In U. S. A. a girl remains for some provisions of the law in some states, a young person up to the age of 21. It will be seen that the general age of entry to a textile factory is 14 which is in accordance with the Washington Convention. The Table gives the facts in summary form but needs further explanation which is set forth in a series of notes.



Children.

Country	I Minim. Age of Admiss.	II Definition	III Education Test	IV Medical Examination	V Attendance at School
<i>Europe</i>					
Austria . . .	14	Child to 14 Young Person to 18	—	—	Compulsory for apprentices only
Belgium . . .	14	—	—	—	Voluntary
Bulgaria . . .	14	Child to 16	—	—	None
Czecho- Slovakia	14	Child to 16 Young Person to 18	—	—	Czech:— voluntary. German:— Compulsory (See App.)
Denmark . .	14	Young Person to 18	—	Yes Law 28 (See App.)	Compulsory (See App.)
France . . .	12 or 13	Child to 13 Young Person to 18	Yes when admitted at 12 other- wise not	No, but works inspector can con- sult medical ad- vice if he finds child delicate.	No
Germany . .	14	Child to 14 Young Person to 16	—	None by law. Sometimes reqd. by emplrs. if ind. has a sickness insurance fund	Compulsory for apprentices For unskilled labor: education dependent on decisions of parish. In most big towns com- pulsory to 17 or 18. (See App. B)
Great-Britain	14 (some- times 13) (See Notes)	Young Person 14 to 18	—	1/2 timers on going full time pass cert. surgeon	Compulsory for 1/2 timers Continuation School attend- ance compul- sory. Vol. att. at evening schools
Greece . . .	12	Child to 14 Young Person to 18	—	—	—
Hungary . .	—	—	—	—	—
Italy . . . . .	12	Child to 12 Yng. Per. to 15	Yes, Law Jy 5. 1877	Yes	—
Netherlands	14 or still at school	Child to 14 Young Person to 18	—	—	Voluntary
Norway . . .	14	—	—	—	—
Poland . . .	15	Young Person 15 to 18	—	At entrance	—
Roumania . .	12	—	—	Yes	—
Russia . . . .	16 16—18 only as app- rent- ices	—	—	—	—

Country	I Minim. Age of Admiss.	II Definition	III Education Test	IV Medical Examination	V Attendance at School
Spain . . . .	1) 14 2) 12 or 10	—	—	Yes —	— —
Switzerland.	14 (See Notes)	Young Person 14 to 18	—	—	Compulsory
<i>Asia</i>					
India . . . .	9	Child to 15	—	Yes	—
Japan <sup>1)</sup> . . .	12	—	—	—	—
<i>Africa</i>					
Egypt . . . .	9 cot- ton ginning factories 13, if no med. cert. at 9	—	—	Yes 9—13	—
<i>America</i>					
U. S. A. . . .	14—15	Child to 14 Young Person to 18 or 21 (sometimes) See Notes	—	—	—
Argentine . .	12-un- der 16 not at night	—	—	If local authority directs	Must complete compulsory school course (See exceptions)

Notes on Subjects dealt with in the Table.

*Austria.*

Where no technical continuation school for girls exists, they must attend any craft work or domestic economy school which there may be.

*Czecho-Slovakia.*

Girls to 18 and boys to 16 must only be employed on light work which is not injurious to their health and does not check their physical development. As there is no medical examination this provision seems nugatory. All over 16 may work at night. (Act of 1907.)

*Denmark.*

Under the Factory Act of 1913 the employer shall ascertain by means of a medical examination undertaken at his request by a qualified medical man that the employee's physical development and state of health does not appear to present any objection to employment in the work to be performed. This again is marred by the fact that it is the employer's doctor who is called upon to certify.

<sup>1)</sup> The proposed amending Bill would raise the age to 14.



*France.*

Admitted at 12 on education test, at 13 without it. If the works' inspector finds a child too weak he can demand medical advice. Provision is of little value.

*Germany.*

The regulation of the time of work for children is strongly influenced by the way in which the instruction of the continuation schools in different places is arranged. In some places the instruction is given in the morning, in some in the afternoon or evening. That often depends on circumstances, whether there is sufficient room and means to engage special teachers for the continuation schools and to procure special rooms for the pupils. In many districts especially in smaller ones the teachers of the continuation schools are teachers at other schools and only teach in their off time at continuation schools. The time for the instruction at the continuation schools is regulated by decisions of the district councils. These also decide whether it is to be obligatory for unskilled young female workers to attend continuation schools. We have places, where all the preparations for the introductions of the obligatory attendance at continuation schools are made, where the curriculum and other preliminary work has long been prepared but where the municipalities are so poor that they cannot afford to carry out these plans. Our legislation for taxing had to be made in such a way — with respect of Germany's obligations — that the single states and municipalities had no possibilities of raising money for their own requirements. They have to depend on means which come to them from the empire and these are very restricted. Whether the time for instruction is reckoned as time for work depends on the influence of the organisation and is not uniformly fixed. They have in view the passing of an act in conjunction with the hours of work law. The demand of the workers is as follows: The time of work for young workers between 14 and 18 years is not to be more than 45 hours per week. The time for attendance at continuation schools is to be included. To avoid errors I wish to remark that instead of the name continuation schools the name technical school, or "*Berufsschule*", is to be introduced.

The employers here also refuse to employ young workers between 14 and 18 years if the attendance at continuation schools has to be during work hours and has to be included in the working hours. The inspectors however declare that in spite of that young workers especially female are sought for because they are cheap and because the indifference of the workers is too great in many cases to allow them to object to the attempts of the employers at keeping the young workers from attending the continuation schools either by deducting their wages for the hours they missed or by stopping employing young persons either on time or piece work. Of course these things only happen where the continuation schools are attended during hours of work and even then are not universal. Sometimes the young people themselves support the attempts of the employers because they do not like attending the schools.

*Great Britain.*

The legal age of entry is now 14. There remain some half-timers (i. e. children from 12 to 14 working 24 hours a week and attending school morning and afternoon in alternate weeks) who came in before the law was passed. The law was one good result of the Washington Conference. There are also some who under the old law are allowed, if they started

work before January 1921, to work full time at 13. There will therefore be no more, half timers and no children under 14 after December 1922. Children on starting must pass the Certifying Surgeon, but it is a perfunctory business. Except in a few cases where the school medical officer has been made the certifying surgeon and a full medical examination is made. Compulsory Continuation Schools for children between 14 and 16 for at least 8 hours a week were included in the Education Act of 1918 but have not been established, except in textile areas by a few employers. Now that part of the Act is suspended as an economy, and a Bill has been introduced which would repeal that part of the Act. The intention was not that employers but Local Education Authorities should set up the schools. But "Economy" has ruled them out.

*Greece.*

Children under 14 who have not passed through the Elementary School course of instruction are not to be employed.

*Italy.*

Children under 15 should have an employment book containing a medical certificate showing that they are healthy and suited for the work in question. It shall also have a certificate of vaccination and certificate that the lower course of elementary instruction has been attended and that the school leaving examination has been passed (unless the school authority shall have certified such person as mentally deficient) and that compulsory classes in the upper course of elementary instruction where such exist, have been attended. There is no fee for the medical examination. We have no information as to the effectiveness of these regulations with their many qualifications.

*Netherlands.*

Under very detailed regulations, the employer is compelled to allow a young person to have a maximum of 5 hours a week from his work to attend specified continuation or evening classes. (Hours of Work Act November 1919.)

*Roumania.*

Under law of February 1906, girls under 17 and boys under 15 must have work books containing medical certificates of health and suitability to the employment. Children may be employed from 13 years of age but there must be an elementary school provided in connection with every factory having more than 30 children. No regulations as to time to be allowed for attendance. Adults also must be allowed to attend.

*Russia.*

The General Wages Order of 1920 lays down provisions for the employment of young persons between 16 and 18 who must be learning a trade and have opportunities for education.

*Spain.*

In the Barcelona area, children may be employed from 12 or from 10 if they are able to read. The law lays this down but the employers break it. Children under 14 should be employed for 6 hours only but in practice they work for the same hours as adults.

The oppressive persecution of Trade Unionists makes it easy to evade even these lax regulations.



## ASIA.

### *India.*

No child may be employed unless he has a medical certificate of fitness. Examination may be obtained free from the certifying surgeon of the district. Must state age "as nearly as it can be ascertained from such examination".

### *Japan.*

It should be noted that the Council in Japan is now considering an amendment of the Factory Law which would raise the age limit to 14 and gives 1 days rest in 7. This would carry out the Washington Convention and Geneva Convention on the Rest Day. In cases where the employer employs children who have not finished the ordinary primary school course he must make the necessary arrangements for their schooling and must obtain sanction of local governor. In most cases employer has made provisions in this connection. (Factory Law.)

## AMERICA.

### *U. S. A.*

It is very difficult to give a full statement. In States with many textile factories, the age varies from 14 to 15. Generally it is 14 by law. But in several, including Georgia, one of the chief textile areas, it may be 12 in cases of poverty. In a few, exemptions only apply to employment outside school hours — which does not often serve for textile work. (See State Child Labour Standards. Charts published by the U. S. Department of Labour, Child's Bureau.) There is as great a variation in regard to medical and educational tests. There is also a great variation in their value. Their regulations range from the laxest supervision to the most advanced requirements as to health and education which have yet been made law anywhere. But in some form every state has some certification of young persons. In California the compulsory continuation school law brings the certificate age up to 18. As the school age rises, so the age for entry into employment rises. Our information would require too great a space for us to deal with each item fully for all the States.

## Night Work.

The variations between the hours of women and young persons were seen to be very slight and this is also true with regard to night-work. The variations here are due to the different ages at which the boy is treated as a man. We have little information as to the extent to which Textile Factories do work at night and few comments from our Trade Union informants. We do not therefore go fully into the question. But it is worth noting that night work for boys is in many countries allowed at the early age of 15 and allowed both for boys and women in far too many exceptions. In Japan 2 shifts (11 or 12 hours each) are usual and are a great danger to workers there and in other countries. In Italy, the workers oppose 2 shifts and where they are worked try and get the hours 7½. It is of course natural to find that where day conditions are worst night shifts are most common. Both are a result of the absence or weakness of the workers' organisations.

Note on Italy. When working in shifts of 7 or 7½ hours, there is ½ hour interval for rest. This is continuous work and they eat by the machines. With non-continuous work of 8 hours, they have from 1 hour to 2 hours off in the middle.

There are often 3 shifts as follows:

1st. . . . .	5 to 12.30 or 1.
2nd. . . . .	1 to 8.30 or 9.
3rd. . . . .	9 to 5.

This information arrived just as Rapport was completed.

## An International Programme.

We have asked Trade Unions to state their present programme under hours of work of women and young persons and conditions of admission to the textile industry for the latter. The Norwegian organisation is alone in being satisfied with what it has got. Many show that they are fighting a very hot fight against the employers' attacks on the eight hours' day. France especially notes this. The following conclusions are based on their replies, on resolutions of Trade Unions at National and International Conferences, of the Congress of Working Women at which the International Federation of Working Women was founded in Geneva 1921, and on the workers' proposals at the International Labour Conferences at Washington and Geneva. The proposals as to entry to the industry for children are largely based on those made by the Standing Joint Committee of Industrial Women's Organisations of Great Britain before the Washington Conference.

We suggest that all our proposals should be put forward as demands for effective legislation, backed by Trade Union vigilance to secure good administration.

### *Hours of Work for Women.*

1. 44 hour week.
2. Not more than 8 hours to be worked in one day.
3. No two shift system through the industry.
4. No overtime save in cases of breakdowns of machinery and then only adult workers to be employed.
5. The arrangement of normal working day to be agreed upon between employers and trade unions for each district but the minimum rest to be 1 hour 30 minutes, thus allowing for 1 hour at midday and 15 minutes in the morning and afternoon or any arrangement the workers prefer.
6. Saturday half holiday and full Sunday in every week or 36 hours consecutively in the week, or one half and one full day's rest in 7.
7. Payment for all statutory holidays and for at least 12 days holiday in each year after 6 months' service.

We are of opinion that in an industry of this kind there is no justification for irregular and seasonal rushes or for double shifts, day and night. The workers are skilled and regular, usually working for long periods in one factory so that holidays can easily be organised.

With regard to maternity, every woman should have the advantages proposed under the Washington Convention.

With regard to her employment this would mean:—

8. Leave of absence if she desires for 6 weeks before the date at which her confinement is expected.



9. Leave of absence for 6 weeks after the birth of the child.

Maintenance during the period would be the responsibility of the state, whether free or under an insurance scheme; we prefer the former.

With regard to children and young persons, we advocate:—

10. Total Prohibition of Employment immediately under 14 years of age.
11. Raising of that age by successive stages within a maximum of 3 years to 16. In countries where there is marked unemployment in the textile areas immediate raising of the age to 16 with provision of educational facilities and maintenance allowances if needed.
12. Compulsory half-time attendance at continuation schools from 16 to 18 within the working days, i. e. for 22 hours out of a 44 hour week.

The fixation of an age-limit below which no children shall be employed for profit may well be the same in all countries. For even in hot countries, where it is pleaded that children develop more quickly and are adults at an earlier age, probably nothing would aid their slower and more effective development so much as an extended time of education without the pressure of industrial employment. Indeed, nowhere should the hours of labour be shorter for the young than in tropical climates. It is, therefore, suggested that no child should be employed below the age of 16 within a short period. It is necessary that compulsory full-time education should be extended up to this age in order that there may be no break between the two periods. A child should not be employed between the ages of 16 and 18 for the full time allowed for adults. Its education should be continued, and the time for this education should be taken out of working hours. Continuation schools should be established in which the children should spend half their time — that is, on a 44 hours week, 22 hours work and 22 hours school. School might occupy two or three days in the week, or even so many weeks in the year, but the basis should be one which would give on the whole year an average equal at least to 22 hours in the week.

13. Medical Test and Educational Test. Every child should pass through a strict medical inspection on leaving school and before entering the industry. Such inspection should be made by the doctor of the school medical service where such exists in preference to a factory certifying surgeon and should be in the presence of the mother or both parents. These should be supplied with a full statement on the child's health and fitness for textile work and mental development. A short certificate less intimate in its details should be given for showing to a prospective employer. Such medical inspection should be carried out at least once a year up to 18 in order to watch the effects of employment.

Coupled with these requirements must come the possibility of remedial treatment. Any child held to be below normal should be prohibited from engaging in employment until a normal standard be reached, but during the period of the prohibition there should be ample opportunity for improvement in the mental and physical condition. There should be provision, e. g., for convalescent homes for those of tuberculous types, and eye treatment for those with disease of the eyes, special gymnastic training for undeveloped muscles, and in particular there should be special attention given to means by which full and sufficient food should be within reach of those who were found to be suffering from delicacy due to under-nourishment. Remedial measures must be coupled with economic provision so as to enable the family to which the defective child belongs to provide it with a proper home during the period when it may not be employed, and it is clear that

there must be special schools for backward children in order that they can rise to a higher standard. This sounds a very expensive proposal. But in the long run it will cost less than allowing undeveloped children to be forced into wage-earning employment. It will also have a very great influence in securing better medical supervision and special school treatment at an earlier age in order to save the years when the children might be assisting in the productive work of the country. In addition to these proposals there must be supervision and advice as to the kind of employment into which a child shall go. As the knowledge of industrial processes and their effects upon the young is accumulated it will be possible to see definitely that children of certain physical types should be excluded altogether from some industries. Until there is complete certainty upon these matters it would be unwise to recommend compulsion, but while there is no compulsion there may still be advice and supervision after the child has entered the employment.

We recognise that this programme with regard to children cannot be exclusively for textile workers. It is, however, quite impossible to put forward a programme for young people on that narrower basis. The international organisation which has grown out of the war has helped the children of Japan and some of the most backward countries. So far it has done little for those in the more advanced. Yet there can be no more tragic result of these years than to allow the welfare of the youth of the land to be injured by the demand for cheap production. Our programme in regard to children is taken chiefly from a publication on "Labour Women on International Legislation", issued by the Labour Party in Great Britain in 1919, just before the Washington Conference. In those countries where so many of the organisations and the workers are struggling to keep the 48 hour week, and some have not even achieved it, we know that all our proposals sound Utopian. The difficulty of achievement however must not stop us from planning ahead and the protection of women and children has been amply proved to be the natural forerunner of good conditions for men, women and children alike. Our suggestions are in accordance with the workers' aspirations and with the active programme which has been adopted by many of them.

It has been the aim of this report to bring together in one survey those conditions in the textile industry which may in themselves serve as a valuable example of the conditions of other industries in which women and young people are employed throughout the world. If this report is of service to the Labour Movement we hope by further reports to extend the usefulness of our organisation and to prove ourselves of active assistance to the workers in securing a higher standard of life and human conditions of employment.



## Appendix.

### Laws in the United States of America.

In all cases only those States in which women and children are employed in the textile industry have been taken into account. A list of these can be seen from the first table on Hours of Employment.

#### I. Hours of Employment.

	Women		Children	
	per Week Hours	per Day Hours	per Week Hours	per Day Hours
Alabama . . . . .	—	—	48	8
Connecticut . . . . .	55	10	55	10
Delaware . . . . .	55	10	54	10
Georgia . . . . .	60	10	60	—
Kentucky . . . . .	60	10	48	8
Maine . . . . .	54	9	54	9
Maryland . . . . .	60	10	48	8
Massachusetts . . . . .	48	9	48	8
Michigan . . . . .	54	9	54	10
Minnesota . . . . .	54*)	9	48	8
Mississippi . . . . .	60	10	48	8
New Hampshire . . . . .	54	10 <sup>1/4</sup>	54	10 <sup>1/4</sup>
New Jersey . . . . .	54	10	48	8
New York . . . . .	54	9	48	8
New Carolina . . . . .	60	11	60	11
Ohio . . . . .	50	9	48	8
Oregon . . . . .	48	9	—	8
Pennsylvania . . . . .	54	10	51	9
Rhode Island . . . . .	54	10	54	10
S. Caroline . . . . .	60	10	60	11
Tennessee . . . . .	57	10 <sup>1/2</sup>	—	8
Texas . . . . .	54	9	48	10
Utah . . . . .	48	8	48	8
Vermont . . . . .	56	10 <sup>1/2</sup>	—	8
Virginia . . . . .	—	10	—	8
West-Virginia . . . . .	—	—	48	8
Wisconsin . . . . .	55	10	48	8

#### II. Meals and Other Breaks.

Laws providing for a break for meals or preventing continuous employment for more than a certain time without a rest period exist in the following States

\*) 58 hour week and 10 hour day for women in cities outside first and second class.



	Meals	Other Breaks
Delaware . . . . .	30 minutes	Not more than 6 hours without $\frac{3}{4}$ hour break
Maine . . . . .	—	Not more than 6 hours without 1 hour break
Maryland . . . . .	—	Not more than 6 hours without $\frac{1}{2}$ hour break
Massachusetts . .	45 minutes	Not more than 6 hours
Minnesota . . . .	60 minutes	—
New Jersey . . . .	30 min. after not more than 6 hours continuous work	—
New York . . . . .	60 minutes	—
Ohio . . . . .	30 minutes where lunch rooms provided, 60 where none provided	—
Oregon . . . . .	—	Not more than 6 hours without $\frac{3}{4}$ hour break
Pennsylvania . . .	45 minutes	Not more than 6 hours without $\frac{3}{4}$ hour break
Wisconsin . . . . .	60 minutes	—

### III. Saturday Half Holiday and Other Holidays.

Twelve States have limited the number of days that a woman or young person may work in succession, in a majority of cases to six days out of seven. In some States the law provides that the working hours in one day may be longer, in order that there may be one shorter work day during the week. Of these twelve States the following are textile-producing:— Delaware, Massachusetts, New Jersey, New York, Ohio, Oregon and Pennsylvania.

As to other holidays, the labour laws of the several States usually include a statement of the authorised public holidays for that state. The number of holidays recognised varies from state to state. In New York State after considerable legal controversy on the matter, it has been decided that an employer is not required to pay an employee who does not work. The actual practice varies from state to state, and also among the different employers within a given industry.

### IV. Overtime.

The States having regulations as to overtime are as follows:

- Delaware:— 2 hours on 1 day weekly provided weekly maximum is not exceeded.  
 Georgia:— Permitted to make up time lost, not to exceed 10 days annually, caused by accidents or other unavoidable circumstances.  
 Maine:— In order to get 1 short day per week, overtime is permitted if maximum hours are not exceeded.  
 Michigan:— 1 hour of overtime daily if the weekly hours are not exceeded.  
 Minnesota:— In order to get 1 short day per week, overtime is permitted if maximum hours are not exceeded.  
 New York:— Overtime regularly on 5 days of the week to make a shorter work day or holiday on the 6th day; irregularly 1 hour per day on 3 days of the week.  
 Texas:— 1 hour daily, 6 hours weekly, if double time is paid for all hours above 9 hours daily.  
 Mississippi:— Permitted in cases of emergency or public necessity.  
 Oregon:— Overtime is allowed if time and a half is paid for all hours over 10 per day.

Pennsylvania:— 2 hours on not more than 3 days of the week, if a legal holiday occurs during the week and the maximum weekly hours are not exceeded.  
 South Carolina:— 1 hour of overtime per day is allowed if weekly hours are not exceeded—60 hours of overtime may be worked annually to make up lost time caused by accident or unavoidable cause.

### V. Entry to the Textile Industry. Children.

State	Minimum Age of Admission	Education Test	Medical Examination	Attendance at School
Alabama . . . . .	14	Yes	Compulsory	To 16 year
Connecticut . . . .	14	"	"	" 16 "
Delaware . . . . .	14	"	"	" 14 "
Georgia . . . . .	14	"	No provision	" 14 "
Kentucky . . . . .	14	"	Compulsory	" 16 "
Maine . . . . .	15	"	Optional with issuing officer	" 17 "
Maryland . . . . .	14	"	Compulsory	" 16 "
Massachusetts . . .	14	"	"	" 16 "
Michigan . . . . .	15	"	Optional with issuing officer	" 16 "
Minnesota . . . . .	14	"	Compulsory	" 16 "
Mississippi . . . . .	Boy 12 Girl 14	No provision	No provision	" 14 "
New Hampshire . . .	14	Yes	Compulsory	" 16 "
New Jersey . . . . .	14	"	"	" 16 "
New York . . . . .	14	"	"	" 16 "
N. Carolina . . . . .	14	No	No provision but employment certificate is to be issued under such conditions as State Welfare Commission may prescribe	" 14 "
Ohio . . . . .	Boy 15 Girl 16	Yes	Compulsory	" 16 "
Oregon . . . . .	14	"	Optional with issuing officer	" 16 "
Pennsylvania . . . .	14	"	Compulsory	" 16 "
Rhode Island . . . .	14	"	"	" 16 "
S. Carolina . . . . .	14	No provision	No provision	" 14 "
Tennessee . . . . .	14	Yes	" "	" 16 "
Texas . . . . .	15	No provision	" "	" 14 "
Utah . . . . .	—	" "	" "	" 18 "
Vermont . . . . .	14	Yes	" "	" 16 "
Virginia . . . . .	14	No provision	" "	" 12 "
West Virginia . . . .	14	Yes	Compulsory	" 16 "
Wisconsin . . . . .	14	"	Optional with issuing officer	" 16 "

These provisions apply mainly to children up to the age of 16, but in some cases they apply up to 18 or even 21 years of age.

### VI. Night Work.

Night work for women and children is forbidden in:— Connecticut, Delaware, Massachusetts, New York, Ohio, Oregon, Pennsylvania, South Carolina and Wisconsin.