

Women's Work in 1935

EMPLOYMENT AND UNEMPLOYMENT

Unemployment Relief

For a detailed study of unemployment among women reference may be made to the table showing the general level of unemployment,¹ which separates the figures by sex wherever national statistics allow. But account must be taken of the conditions mentioned in last year's issue of the *Year-Book*, as a result of which the returns in certain countries do not show the full volume of women's unemployment.

Below is given a brief analysis of the situation in 1935 in those countries for which a comparison between men's and women's unemployment was attempted in previous years.

The general employment situation, and in particular the improvement which has taken place in the majority of countries, determined the main trend of the movement of women's unemployment. As in previous years, however, this movement was characterised by certain special features, the regular recurrence of which seems to point to the existence of constant factors.

In *Austria* unemployment decreased during the summer among men and women alike, but as in previous years the fall was proportionately less for women than for men, except in September, when there was a sharp drop, though of short duration, immediately followed by a rise.

In *France* the employment exchange returns show similar movements in the figures for workers of both sexes. Unemployment rose at the beginning of the year, declined during the summer, and rose again in autumn. The summer decline was nevertheless proportionately smaller for women (9 per cent.) than for men (19 per cent.).

In *Italy* unemployment statistics were published only for the first nine months of the year, but the figures available are sufficient to show that, as in previous years, there was the usual fall in women's unemployment at the beginning of the summer before men's unemployment began to decrease. This is due to the fact that women are employed on temporary work in the rice fields. There was a marked and continuous decline in men's unemployment in 1935 until publication of the figures was suspended in September, whereas women's unemployment rose during August

¹ Cf. Vol. II: *Labour Statistics*, Table I.

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and September. This movement is apparently due to the exceptional circumstances which obtained in 1935.

In *Poland* and *Czechoslovakia* the summer fall in unemployment was proportionately less for women than for men, as in 1934. In *Poland* the fall between April and September was 32 per cent. for women and 47 per cent. for men; and in *Czechoslovakia*, from April to July, the lowest point for women, 9 per cent., and from April to August, the lowest point for men, 28 per cent.

Among the new legislative measures relating to unemployment relief for women some extend women's right to assistance, while others tend to limit it.

Belgium. — The Royal Order of 29 January 1935 altered in certain points of detail the relief regulations applying to wholly unemployed married women, but upheld the principle that these women were not as a rule to be eligible for unemployment benefit.

Germany. — The Order of 30 November 1934 increasing unemployment benefit for part-time workers states that women who have worked at least 52 weeks as domestic servants in the three years preceding their loss of employment may be refused assistance if the employment exchange can find work for them in their former occupation.

The Order of 15 July 1935 relating to the organisation of unemployment relief in the Saar Territory introduced lower benefit rates for women than for men.

United States. — Unemployment relief legislation, applicable to both sexes, was adopted in several States. It may be noted, however, that an essentially feminine occupation like domestic service was excluded from the scope of the laws in practically every case.

In connection with the steps taken to alleviate unemployment among women, attention may be called to the development in the United States of the special measures for the organisation of relief work. The women's work divisions referred to in the previous edition of the *Year-Book*¹ continued their activities. Their duties were clearly defined in a circular issued on 27 September 1935 by the Works Progress Administration, which stated that they were to provide new employment possibilities for women certified capable of work either by organising special plans for women, or by placing women qualified to undertake the classes of work provided for in general plans. The plans put into execution covered a large variety of occupations, in which, according to a general report, as many as 240,000 women were employed during February 1935 on relief work. Further progress was subsequently made with these plans.

¹ Cf. *I.L.O. Year-Book 1934-35*, p. 175.

Domestic Service

There continued to be a tendency to direct or redirect women into domestic service with a view to relieving the labour market in a number of countries.

Belgium. — The Royal Order of 31 July 1935 raising the school-leaving age provided for the organisation of domestic training classes for girls, who, however, are not required to attend such classes to the exclusion of other vocational courses.

Germany. — The authorities continued to encourage the domestic training of girls by urging housewives to support the plan for providing them with a year's training in domestic service, and by the methodical organisation of domestic instruction. The measures taken to direct girls towards domestic and agricultural employment were also continued. On the whole, the authorities report progress in this field, despite certain difficulties. For example, the replacement of women workers under 25 by older men in accordance with the Order of 4 October 1934 (referred to later) and their guidance towards domestic service seems, according to a circular issued by the President of the Institution for Employment Exchanges and Unemployment Insurance, to have met with a certain amount of resistance among girls who fear that they will be obliged to remain permanently in domestic service. The circular pointed out that girls desiring to return to their ordinary occupation would not be prevented from doing so and that they would not be asked to relinquish their employment a second time. Voluntary labour service for women, which is intended among other things to provide girls with a knowledge of domestic and agricultural work by sending them to assist mothers overburdened by work, was made compulsory by the Act of 26 June 1935, at the same time as labour service was made compulsory for men. Nevertheless, it is not intended to make the obligation binding for women before October 1937. Labour service is compulsory, however, for intending women students.

Netherlands. — Here domestic service requirements necessitate the employment of a high percentage of aliens, and a number of plans were put into execution to direct Dutch women towards this occupation. A departmental circular of June 1935 concerning the obligation for the members of an unemployed person's family to register with an employment exchange on pain of forfeiting the right to unemployment benefit stipulates that the exchanges must direct female members of such families towards domestic service or towards domestic training courses. The guidance of girls towards domestic service is also the aim of a draft Bill submitted by the Minister of Social Affairs to the Superior Labour Council, which would raise to 16 years the minimum age for admission of girls to factories, workshops and offices and limit the employment of women in all such places. In a memorandum recently sub-

mitted to the Senate the Minister announced his intention of requiring alien domestic workers to hold employment permits.

PLACE OF WOMEN'S WORK IN THE ECONOMIC SYSTEM

The opposition to the employment of women, to which attention was called in previous years, continued to be expressed in various quarters. In a number of countries measures were taken, or contemplated, or demanded, to curtail women's activity outside the household; in others, on the contrary, attempts were made to extend their activities to new branches of employment and to improve their position generally. In a certain number of cases, however, the policy previously adopted towards women was reversed in 1935, for instance, by the repeal of legislation restricting the right of women to work.

Restriction of Women's Employment

The following new measures directly or indirectly restricted women's activities in the economic sphere.

Austria. — The Federal Act of 24 October 1934, relating to the conditions of employment of salaried employees engaged in the Federal services under a contract governed by private law, prohibits the engagement of married women; similar measures had previously been taken in regard to State officials by the Decree referred to in the last issue of the *Year-Book*.¹

Moreover, the Federal Act No. 171 of 1935, as amended by Act No. 496 of 1935, reduced the rate of survivors' pensions if the recipient performs paid work, thus requiring pensioned widows to choose between giving up their work or losing a certain percentage of their pension.

Bulgaria. — The Legislative Decree of 25 July 1935 which, except in certain special conditions, prohibits the employment of several members of the same family in the public service also fixes the maximum period for employment under the State, this maximum being 8 years less for women (25 years' service instead of 33).

Germany. — An Order issued by the public authorities on 4 October 1934 to improve the position of elderly workers called for the progressive replacement of young workers of both sexes under 25 years of age by male workers over 40 years.

The last issue of the *Year-Book*² called attention to the restrictions imposed on the admission of married women doctors to social

¹ Cf. *I.L.O. Year-Book 1934-35*, p. 176.

² Cf. *I.L.O. Year-Book 1934-35*, p. 177.

insurance funds; similar restrictions were issued on 13 February 1935 for married women surgeon-dentists and dentists.

The provisions concerning the grant of marriage loans to girls getting married and giving up their occupation were amended by the Act of 24 January 1935. During the year the amount of the loan was raised so as to bring it as a rule near the maximum of 1,000 R.M. laid down by the law, this maximum being confirmed anew by a further Order. Orders were also issued to extend the regulations governing marriage loans to the Saar Territory.

It is to be noted, however, that in spite of these restrictive measures the authorities, including the Head of the Labour Front, formally recognised on several occasions during 1935 the need for female labour in the German economic system. In addition to the measures for the guidance of women towards domestic and agricultural employment, it is to be noted that the authorities continued to promote the training of women welfare workers (confidential councillors) to take charge of the social services established in industrial undertakings.

Irish Free State. — The Conditions of Employment Act of 14 February 1936 includes a clause empowering the Minister for Industry and Commerce to make regulations prohibiting the employment of women or fixing the proportion of women to men in any specified form of industrial work.

Netherlands. — The Act of 10 January 1935 requires the resignation of women teachers on their marriage; the Act of 14 February 1936 imposes, with some exceptions, the same obligation on all married women teachers already on the staffs of public and private elementary schools.

New Zealand. — The Education Act of 5 April 1935 authorises the competent authorities to terminate the engagement of married women teachers on three months' notice, but persons affected may appeal against this decision if their financial position is such that the loss of their employment is likely to result in hardship for them.

Portugal. — Legislative Decree No. 24402 of 24 August 1934 empowered the Under-Secretary of State for Corporations to define the classes of work which may be performed by women in commerce and industry and those in which their employment is forbidden. This power may be exercised not only for reasons of a physical or moral nature, but also in view of the economic requirements of the branches of production in question and the effects on the national economy. In pursuance of this Decree, regulations were issued on 19 July 1935 for the hatmaking industry which prohibit the engagement of women, except for sewing work, as long as there are male hat workers over 21 years of age registered as unemployed with a national trade union.

Spain. — An award given by the joint labour board of Palencia and approved by the competent Ministry forbids the employment

of women other than widows on agricultural work whenever men are available.

Removal of Restrictions

On the other hand, in a number of countries the restrictive measures previously adopted were repealed or suspended. In one country legislation was even adopted to protect women's right to work, and in several others steps were taken to open up new possibilities of employment for women. Furthermore, the improvement in the economic situation tended to weaken the objections previously raised against the employment of women; the revival of business in certain industries, especially the textile industry, revealed a scarcity of skilled female labour which militated against a complete resumption of industrial activity and consequently against the engagement of a larger number of workers.

Belgium. — The Order of 8 December 1934¹ which provided for the fixing of the quota of female labour to be employed in industrial and commercial undertakings was repealed by an Order issued on 22 November 1935. Similarly, a decision of the Cabinet of 22 October 1935 annulled a decision of 12 August 1934 closing employment in the public services to women except in lower-grade posts. In addition, the provision of the Order of 31 May 1933 under which the benefit drawn by an unemployed man whose wife worked in an insurable occupation was reduced by 25 per cent. of the wife's wages was suspended by an Order of 1 February 1936, in order to facilitate the engagement of women in the textile industry, from which the more skilled among them had turned away on account of this provision.

Canada. — A Bill to restrict the employment of women was discussed in the Province of Quebec but was ultimately rejected by Parliament on 23 January 1935.

Chile. — Act No. 5521, which came into force on 19 December 1934, amended certain provisions of the Civil Code; thus married women are no longer prohibited from concluding contracts of employment.

Cuba. — Decree No. 598 of 16 October 1934 prohibits any restriction of women's work other than those intended to protect their health, and declares illegal the dismissal of women on account of marriage.

Great Britain. — The bar on the employment of married women as teachers and doctors in the County of London was removed by a decision of the London County Council, taken on 16 July 1935.

Greece. — An Act relating to plural employment promulgated on 16 November 1935, which prohibits the engagement of women

¹ Cf. *I.L.O. Year-Book 1934-35*, p. 177.

in public administrative departments and similar establishments, was suspended by the Decree of 30 December 1935. Furthermore, an Act of 10 June 1935 opened the Factory Inspectorate to women by ordering the creation of three women inspectors' posts; the necessary administrative regulations were embodied in a Decree of 6 July 1935.

Mexico. — The Minister of Labour announced in January 1936 the appointment of a committee of enquiry to investigate the position of women workers with a view to the introduction of the reforms necessary to promote the success of women's activities.

Norway. — The Government again submitted to the Storting a Bill (No. 6 of 1936) to remove the restrictions on the admission of women to public employment, i.e. the exceptions with regard to the diplomatic service, the Cabinet, and the Church which were laid down in the 1912 Act concerning the admission of women to public administrative departments.

United States. — Bills to restrict the employment of married women were discussed during 1935 by the legislative authorities of Minnesota, Nebraska, New Hampshire, and Wisconsin, but in no case were these Bills adopted. Moreover, a Bill is at present before Congress for the repeal of the clause of the Economy Act dealing with the employment of husband and wife in public departments, a clause which in practice has been applied more particularly to women.

U.S.S.R. — The Order issued on 7 March 1935 on the occasion of the Communist International Women's Day instructs the provincial committees of the Communist Party to supervise the observance of the guiding principles laid down by the Party with a view to increasing the employment of women, improving their education, and enabling them to fill managerial posts; the commissariats and trade unions are required to take steps to train women for productive work, while the provincial executive committees and those of the self-governing Republics are to see that women belonging to the local soviets take an effective part in their activities by guiding them more especially towards work connected with the improvement of schools, hospitals, child welfare institutions, etc. The model rules for collective farms (*kolkhozes*) established by the Order of 17 February 1935 also require the farms to encourage women to take up productive work. By an Order of 16 October 1935 the labour inspectors are required to supervise the regular utilisation of the work of young women and their promotion.

The application of these principles is steadily raising the number of women in employment and the quality of their work. According to the *Pravda* of 4 March 1936, the number of women workers and salaried employees in 1935 was 7.8 million, or 33.4 per cent. of the total number of persons in employment. In large-scale industry 2.6 million women were employed as compared with 600,000 in

1913. Women represented about 26 per cent. of the total strength employed in the metal and engineering trades, 24 per cent. in coal mining, and about 40 per cent. in the woodworking industry. There were 66,000 women employed as engineers, and 16 per cent. of the directors of collective farms were women. The number of women doctors was 42,023 as against 1,919 in 1914. The large proportion of women among students attending the higher educational establishments—38 per cent.—foreshadows a further increase in the number of women holding managerial or supervisory posts.

Movement of Opinion

During 1935 not only women's associations but also mixed trade unions and social organisations showed an active interest in and expressed their views on the question of woman's right to employment. The resolutions passed at congresses in this connection are too numerous to be given in these pages, where limited space precludes anything but a reference to the more outstanding currents of opinion, such as the unanimous opposition shown by the French trade unions, Christian organisations as well as those affiliated to the General Confederation of Labour, to any restrictive regulation of the right of married and unmarried women to work; the decisions taken by several Belgian trade unions (metal workers, textile workers, etc.) to make a thorough study of the question of women's labour in their respective industries, and the decision of the Belgian Trade Union Committee to set up a committee on women's work. The appointment of a committee of enquiry to investigate the problems created by the increased employment of women in industry was also decided upon by the British trade unions at their congress in September 1935.

A decision to open an enquiry into the present position of women's work with special reference to the employment of married women was also taken by the Executive Council of the International Confederation of Christian Trade Unions, while the International Federation of Trade Unions decided to convene, on the occasion of its forthcoming congress in London in July 1936, an international conference of women workers affiliated to the Federation which will be called upon, among other things, to discuss the legal status of women.

International Action

The influence of the movements of opinion set up by these questions was felt in 1935 at the International Labour Conference and at the Assembly of the League of Nations. A petition was submitted to the Nineteenth Session of the International Labour Conference by the Christian associations of young workers, which recommended a certain limitation of women's work as a remedy for unemployment among young persons. It was vigorously opposed by women's organisations, which in their turn petitioned

the Conference to respect the right to work of married and unmarried women and, through the International Labour Organisation, to afford equal protection for the occupational interests of working men and women alike. Their petitions were supported by hundreds of organisations and the signatories included, in addition to numerous feminist associations, a number of women's occupational organisations and several trade unions and mixed trade unions.

Some months later, in September, the Assembly of the League of Nations, at the instance of a number of delegations, discussed the question of the status of women, with special reference to the Equal Rights Treaty signed at Montevideo in 1933 by four Latin-American States. In this connection the women's international organisations forwarded memoranda to the League expressing their sentiments with regard to women's rights; most of them referred to the position of women under labour legislation and in particular to the restrictions imposed on the employment of women during the economic depression. The Assembly adopted a resolution in which, after noting the special competence of each of the two international organisations, it decided itself to open an enquiry into the civil and political status of women under the different national laws and expressed the hope that the International Labour Organisation would, in accordance with its normal procedure, undertake an examination of those aspects of the problem within its competence—namely, the question of equality under labour legislation—and that it would in the first place examine the question of legislation which effects discriminations, some of which may be detrimental to woman's right to work.

At its Seventy-fourth Session, in February 1936, the Governing Body of the International Labour Office decided to give effect to this resolution by instructing the Office to prepare a study on the legislation governing women's work and secondly, with a view to satisfying a request made to the Office by a number of women's occupational associations, to develop to the greatest possible extent its studies of the question of the actual economic position of women workers as shown by the facts.

The Conference of American States Members of the International Labour Organisation which met at Santiago-de-Chile in January 1936 also voted a resolution calling on States to adopt legislation tending to induce industrial employers to give women workers the same opportunity as men for holding responsible posts.

GENERAL PROTECTION OF WOMEN WORKERS

In this section a description is given of the general measures for the protection of women workers other than those mentioned later under "Employment of Women before and after Childbirth" and "Night Work of Women".

International Regulation

The Nineteenth Session of the International Labour Conference (June 1935) had on its Agenda for second discussion the question of the employment of women on underground work in mines of all sorts. In the final vote of the Conference the Draft Convention, which prohibits the employment of women underground in mines, subject to the exceptions permitted for non-manual work, was adopted by 117 votes to nil.

The Draft Convention was communicated to the Governments of the States Members of the International Labour Organisation. A certain number of them have already informed the Office of the measures they have taken in this connection:

Convention No. 45: Underground Work (Women), 1935

Australia. — Submitted to Parliament on 12 March 1936.

Brazil. — The Chamber of Deputies approved a Government proposal for ratification of the Convention.

Denmark. — Submitted to the Rigsdag on 10 March 1936.

France. — A Bill for ratification of the Convention was submitted to the Chamber of Deputies on 26 December 1935.

Great Britain. — The Government informed Parliament in March 1936 that it proposed to ratify the Convention.

Greece. — A Legislative Decree of 31 October 1935 authorised ratification of the Convention.

Irish Free State. — Submitted to the Dail and Senate on 13 January 1936.

Italy. — Submitted to the competent authorities.

Norway. — In a Bill approved by the Government on 6 March 1936 the Ministry of Social Affairs proposed that ratification should be postponed until the Storting had dealt with the Bill to revise the Workers' Protection Act.

Portugal. — Submitted to the competent authorities on 26 September 1935.

Rumania. — Referred for consideration to the Chambers of Labour, employers' and workers' organisations, and public authorities concerned.

Spain. — Submitted to the advisory bodies concerned.

Sweden. — In a report submitted to the Riksdag on 9 January 1936 the Minister of Social Affairs expressed himself in favour of ratification of the Convention. This proposal was approved by the Riksdag on 29 February 1936.

Union of South Africa. — The Executive Council decided on 6 February 1936 to ratify the Convention.

National Regulations

Various new measures for the protection of women workers' health were adopted during 1935, some of a general character, others dealing specifically with unhealthy or dangerous work.

In *Belgium* a Royal Order of 13 July 1935 established an advisory committee on women's work with the task of examining problems relating to the employment of women in commerce and industry on work acknowledged to be unhealthy or beyond their strength.

In *Bulgaria* an Order of 4 May 1935 prohibits women from working in building undertakings.

In *Czechoslovakia* a Legislative Decree of 20 December 1935 states that in glass-finishing works the employment of women on particularly harmful processes may be made conditional on the issue of a special permit.

In *Cuba* a Legislative Decree (No. 598) of 16 October 1934, relating to the protection of women workers in industry and commerce, provides that before women are admitted to industrial or commercial employment they must be medically examined and that those admitted must remain under medical supervision, prohibits the giving of work to be done at home to women employed in industrial undertakings, forbids the employment of women on certain dangerous or unhealthy work, underground work, and the carrying of loads, and requires all undertakings to provide women workers with seats with backs. The Decree also states that supervision of the observance of legislation relating to the employment of women must preferably be entrusted to women.

In *India* a Notification of 19 February 1935 prohibits the employment of women in certain work entailing the use of materials containing lead; for certain classes of work it requires women to obtain a medical certificate of physical fitness and to undergo regular medical examination.

In the State of Junagadh (Western India) the Act of 20 June 1935 prohibits the employment of women on certain dangerous or unhealthy work and forbids their employment in two factories on the same day or for more than 11 hours a day. Regulations were also issued concerning employment on unhealthy or dangerous work.

In *Madagascar* a Decree of 14 January 1936 stipulates that women may not be required to carry, draw or push loads weighing more than 20 kilograms.

In *Norway* the Bill to revise the Workers' Protection Act would grant the necessary powers for the promulgation of Orders to regulate the employment of women on particularly unhealthy or arduous work.

In *Poland* an Order of 3 October 1935 forbids the employment of women in various dangerous or unhealthy occupations and limits the maximum weight of loads which they may handle.

In *Uganda* an amended and consolidated text of the Mines Act issued in 1935 empowers the Governor to prohibit the employment of women.

Regulations concerning the provision of seats for women workers were issued in *Argentina* by the Act of 25 September 1935, in the *Dominican Republic* by the Act of 21 June 1935, and in *British Honduras* by the Order of 7 June 1935.

In *Germany* similar measures were laid down for women workers employed on machines worked by foot levers (canning industry; Decree of 3 October 1935; other industries, in particular boot and shoe factories: Circular of the Minister of Labour, 9 January 1936.

A number of legislative measures concerning hours of work and rest periods specially applicable to women were issued in 1935.

In *Canada* (Manitoba) the limitation of hours of work in shops was extended to new branches, including beauty parlours and establishments for the cleaning, ironing and mending of clothes. It is to be noted, however, that in Canada the legal limitation of hours of work tends to cover workers of both sexes, with the result that special provisions for women lose their significance. Thus in Quebec, as a result of the limitation of hours of work for persons of both sexes employed in hairdressing establishments and beauty parlours (Order of 16 February 1935), women employed in such establishments no longer come under the special provisions relating to hours of work for women which are contained in the general Act relating to industrial and commercial establishments.

In the *United States* a number of States adopted new legislation or amended existing legislation governing the working hours of women. Some amendments strengthened the existing legislation by extending it to additional branches of economic activity (Massachusetts, New York, North Carolina, Wisconsin), or by curtailing the statutory hours previously fixed (Connecticut, for all women workers covered by the law; New York, for certain categories only), or by increasing the penalties for infringement of the law (New York, Wyoming). Other amendments, on the contrary, increased its elasticity introducing exceptions for certain categories of women workers (Arkansas, Delaware).

It is also to be noted that the second National Conference on Labour Legislation, which was convened at Asheville in October 1935 by the Federal Secretary of Labor, declared in favour of the principle of a 40-hour week for women and men alike. It was also on the basis of regulations applicable to both sexes that the Inter-State Conference on Labour Compacts some weeks later prepared a compact which will be submitted for signature to the members of the Conference. In this country, too, the special legislation in force for women would seem to have been used as a basis for general legislation.

In other cases fresh or proposed legislation deals with the protection of women employed in specified trades.

In *Norway* for example, at the instance of the organisations concerned, the application of the 8-hour day legislation to nurses is contemplated in the capital and is already an accomplished fact in certain districts.

A number of measures, proposed or already adopted, deal with domestic service.

In *Germany* regulations similar to those discussed last year,¹ covering the conditions of domestic service (annual holidays, weekly rest, conditions of dismissal, housing accommodation, etc.) were promulgated successively in the various parts of the country.

¹ Cf. *I.L.O. Year-Book 1934-35*, p. 183.

The issue of employment books to domestic servants was ordered by the President of the National Institution for Employment Exchanges and Unemployment Insurance on 14 September 1935. The Act of 15 September 1935, supplemented by Administrative Regulations issued on 14 November, forbids Jews to employ in their households female German nationals of German or related blood who are under 45 years of age; transitional provisions allow certain exceptions.

In *Perlis* (Non-Federated Malay State) Order No. 5 of 1353 (1934) provides for the abolition of the "mui-tsai" system.

Preliminary steps for the reorganisation of domestic service were taken in several countries. In *Brazil* two Bills and in *Peru* a Draft Labour Code contain provisions for the protection of domestic servants. Enquiries with a view to the reform of domestic service were begun in *Czechoslovakia* by the Minister of Social Welfare and in *Yugoslavia* by the Central Secretariat of the Chambers of Labour. In *Norway* the Parliamentary Committee on Social Affairs urged the Government to appoint a special committee to prepare a Domestic Service Bill in view of the fact that this occupation is excluded from the scope of the Workers' Protection Bill.

Measures relating to home work, which is largely a woman's occupation, are numerous. Those which refer to the protection of wages are discussed in another part of this volume.¹

In *Germany* the Act of 20 January 1934 had already provided for the possibility of indirectly limiting hours of work by restricting the amount of work which could equitably be entrusted to one person. The second Administrative Order issued under this Act on 20 February 1935 provides for indirect limitation by authorising the labour trustees to require, wherever a limitation of the quantity of work is technically impossible, that no work may be performed during certain parts of the day. The labour trustees have made use of this power on several occasions. They have also issued collective rules for various districts and for various branches of home work; these rules also provide for holidays with pay.

NIGHT WORK OF WOMEN

*International Regulation*²

Convention No. 4: Night Work (Women), 1919

Estonia. — Ratification denounced on 28 January 1936, in consequence of the ratification of Convention No. 41.

¹ See below, Chapter VII, under "Home Work".

² The information given here relates only to the period 1 January 1935-15 March 1936. See the tables at the end of the volume for the general situation as regards this Convention.

Switzerland. — With a view to the eventual ratification of Convention No. 41, the Federal Assembly, by Decree of 24 September 1935, authorised the Federal Council to denounce its ratification of Convention No. 4.

Union of South Africa. — Ratification denounced on 25 October 1935, in consequence of the ratification of Convention No. 41.

Convention No. 41: Night Work (Women) (Revised), 1934

Belgium. — A Bill to bring national legislation into conformity with the Convention was adopted by the Chamber of Representatives on 5 March 1936.

Brazil. — Both Houses of Congress approved a Government proposal for ratification of the Convention.

Canada. — An Order in Council approved by the Governor-General on 12 July 1935 deals with the question whether, and to what extent, the subject-matter of the Convention is within the competence of the Dominion Parliament or of the several provincial legislatures. Copies of the Order in Council and of the Convention were brought to the attention of the provinces and were communicated to the Dominion Parliament on 24 February 1936.

China. — The Legislative Yuan decided on 28 June 1935 not to ratify the Convention.

Cuba. — Submitted to the Council of Ministers.

Denmark. — Submitted to the Rigsdag on 4 April 1935.

Estonia. — Ratification registered on 21 December 1935.

Germany. — The Government informed the Office that it had fulfilled, in June 1935, as regards this Convention, the obligations imposed by Article 19, paragraph 5, of the Constitution.

Great Britain. — An Hours of Employment (Conventions) Bill intended to carry out the provisions of the Convention was passed by the House of Lords on 18 February 1936. The Government informed Parliament in January 1935 that it proposed to ratify the Convention.

Greece. — A Legislative Decree of 31 October 1935 authorised the ratification of this Convention.

Hungary. — The Chamber of Deputies adopted on 12 February 1936 a Bill relating to ratification of the Convention.

India. — Ratification registered on 22 November 1935.

Siam. — The Minister for Foreign Affairs informed the Office that his Government was prepared to ratify the Convention, but that it was subjecting the matter to further examination before taking a final decision.

Irish Free State. — Submitted to the Dail and Senate on 3 May 1935.

Italy. — Submitted to the competent authorities.

Japan. — Submitted to the Privy Council on 16 December 1935.

Latvia. — Submitted to the Council of Ministers on 23 December 1935.

Lithuania. — The Convention was approved by the competent authorities.

Netherlands. — Ratification registered on 9 December 1935.

Norway. — In a report submitted to the Storting on 15 February 1935 the Minister of Social Affairs stated that Norwegian legislation did not prohibit the night work of adult women in industry. Norway had therefore been unable up to the present to ratify the 1919 Convention. The Minister considered that there was still no reason to propose the amendment of the legislation so as to make ratification possible.

Portugal. — Submitted to the competent authority on 6 February 1935.

Rumania. — A Bill for ratification of the Convention was submitted to the Senate on 20 April 1935.

Siam. — As the subject-matter of this Convention does not constitute a labour problem in Siam under the existing industrial conditions of the country, the competent authorities are not prepared to take any action.

Spain. — A Bill for ratification of the Convention was submitted to the Cortes on 13 November 1935.

Sweden. — Submitted to the Riksdag by a Government decision of 8 February 1935. The Government pointed out that national legislation on the subject was in agreement with the provisions of the Berne Convention of 1906, to which Sweden adhered on 14 January 1910. As regards Convention No. 41, the Permanent Delegation for International Collaboration in Social Affairs had observed that its application would create difficulties or would prevent the employment of women in certain undertakings; owing to the impossibility of foreseeing for the moment the effects of extending the prohibition of night work, the Delegation did not think it desirable to recommend any action except the opening of a full enquiry into the question. The Government had accordingly instructed the Social Board on 16 November 1934 to make such an enquiry and to submit to it proposals concerning the amendments which would have to be made to existing legislation if Sweden adhered to the Convention. When this enquiry had been made, the Minister of Social Affairs informed the Council of Ministers on 8 February 1935 that it needed completion on one particular point. In these circumstances the Minister considered that it was desirable to postpone any decision regarding ratification of the Convention. The Riksdag agreed on 13 March 1935 with this opinion of the Minister of Social Affairs.

Switzerland. — The Federal Assembly authorised the Federal Council by a Decree of 24 September 1935 to ratify the Convention.

Union of South Africa. — Ratification registered on 28 May 1935.

Venezuela. — Submitted to the competent authorities; the main provisions of the Convention are already in operation under labour legislation.

National Regulations

In addition to the foregoing measures, which express the attitude of Governments towards the Draft Conventions, a number of new legislative enactments are to be recorded. Some of these deal with the regulation of night work from the point of view of the organisation of work in shifts.

Belgium. — A Bill adopted by the Chamber of Representatives on 5 March 1936 aims at supplementing the Act governing the employment of women and children by re-introducing a clause providing for the possibility of replacing the period 10 p.m.-5 a.m. by the period 11 p.m.-6 a.m. in the definition of the term "night", in conformity with the Revised Convention of 1934.

In the Belgian Congo an Order of 5 October 1935 prohibits the employment of native women in industrial undertakings between 8 p.m. and 6 a.m.

Canada. — The Industrial and Commercial Establishments Act of the Province of Quebec was amended by the Act of 18 May 1935, to enable the employment of women in two shifts between 6 a.m. and 11 p.m., with one hour's break for each shift. Previously working hours extended from 6 a.m.-9 p.m.

China. — An Order issued on 4 April 1935 by decision of the Kuomintang suspended until 1 August 1936 the application of

section 13 of the Factory Act (prohibiting the employment of women during the night).

Cuba. — A Legislative Decree of 16 October 1935 prohibits night work for women in industrial undertakings, in conformity with the Washington Convention. The managements of such undertakings were asked to take the necessary steps to provide day work for women employed at night at the time of the coming into operation of the Decree.

Dominican Republic. — The employment of women in industrial undertakings between 10 p.m. and 5 a.m. is prohibited by the Act of 21 June 1935.

Estonia. — A Decree of 13 November 1935 amended the legislation relating to the employment of women so as to allow the introduction of the new provisions of the Revised Convention as to the exemption of women holding responsible positions of management and the possibility of replacing the interval 10 p.m.-5 a.m. by the interval 11 p.m.-6 a.m.

France. — In *Madagascar* a Decree of 14 January 1936 prohibits the employment of women between 9 p.m. and 5 a.m. In the *Mandated Territory of the French Cameroons* a Decree of 14 September 1935 forbids the employment of women in commercial, agricultural, and industrial undertakings between 7 p.m. and 5 a.m.

Great Britain. — The validity of the provisions authorising the employment of women in shifts between 6 a.m. and 10 p.m. (2 p.m. on Saturdays) having expired, the question of the renewal of the Act is at present under discussion in Parliament. After enquiry by a departmental committee, a number of changes were proposed in connection with the working of the Act and the conditions under which the two-shift system may be authorised, so as to secure the consent and the welfare of the workers affected.

In the *Mandated Territory of Palestine* Ordinance No. 4 of 28 February 1935 forbids the employment of women of 17 to 21 years after 7 p.m. for the sale of intoxicating liquors, the employment of women over 21 years in the same trade being subject to special permission.

In the British Colonies, Ordinance No. 6 of 1935 for *Kenya*, Ordinance No. 20 of 1935 for *St. Vincent*, and Ordinance No. 16 of 1935 for *Mauritius* provide for the application of the Washington Convention.

India. — A Bill, approved on 30 September 1935 is intended to bring legislation into conformity with the provisions of the 1919 Convention by withdrawing the power, previously conferred on local governments by the Factories Act, of granting exemptions from the provisions prohibiting night work of women in the case of women managers or supervisors or women employed in a confidential position. In the State of Junagadh (Western India)

the Act of 20 June 1935 forbids the employment of women between 7 p.m. and 5.30 a.m. In the North-West Frontier Province a Notification of 6 February 1935 forbids the employment of women in cotton-ginning factories between 6.30 p.m. and 6.30 a.m.

United States. — In Connecticut legislation was adopted in 1935 forbidding the employment of women between 10 p.m. and 6 a.m. In Delaware exemptions were introduced to the measures prohibiting the employment of women between 10 p.m. and 6 a.m. in continuous-process undertakings.

EMPLOYMENT OF WOMEN BEFORE AND AFTER CHILDBIRTH

International Regulations

*Convention No. 3: Childbirth, 1919*¹

France. — Amendments to the social insurance legislation were effected by a Legislative Decree of 30 October 1935 (see below, under "National Regulations").

The Conference of American States Members of the International Labour Organisation, which met at Santiago-de-Chile in January 1936, adopted a number of resolutions concerning maternity protection. For example, the American States were urged to ratify the 1919 Convention, and it was held that the international regulations for the protection of women at childbirth should be extended to all classes of women workers not yet covered by the Convention.

National Regulations

A considerable amount of progress is to be recorded for 1935 in this branch of social legislation.

Austria. — The Federal Act of 26 October 1934, relating to the conditions of employment of salaried employees engaged in the Federal services under a contract governed by private law, grants women employees six weeks' holiday with pay after confinement, and, at their request, liberates them from service for the six weeks preceding confinement.

Brazil. — Administrative regulations issued on 26 December 1934 under the Decree of 22 May 1934 which introduced pension insurance for commercial employees, and on 12 September 1934 under the Legislative Decree of 9 July 1934, which introduced pension insurance for bank employees, provide for the payment of maternity benefit to insured women during the statutory maternity leave at the rate of half their average salary, the maximum being fixed at 75,000 reis a week for women employed in commerce, and at 100,000 reis for women bank clerks.

¹ The information given here relates only to the period 1 January 1935-15 March 1936. See the table at the end of the volume for the general situation as regards the Convention.

Canada. — In British Columbia a Sickness Insurance Bill provides for the payment of maternity benefit.

Chile. — The Decree of 30 April 1935 stipulates that the payment of time off for nursing purposes for women paid at piece rates is to be based on the number of hours worked.

China. — A Bill proposes to introduce daily maternity benefit equal to 60 per cent. of the wage for a total period of eight weeks.

Cuba. — Several Legislative Decrees are intended to bring existing legislation into conformity with the Washington Convention (No. 603 of 19 October 1934, No. 781 of 28 December 1934, No. 787 of 5 April 1935, No. 114 of 23 April 1935) by amending Legislative Decree No. 152, to which reference was made in the last issue of the *Year-Book*.¹ The obligation to contribute towards maternity insurance, hitherto limited to the State, the employers and working women, was extended to workers and salaried employees of the male sex, while the uninsured wives of contributors became entitled to certain benefits. The maximum maternity benefit was increased from 3 to 4 pesos a day, and from 75 to 100 pesos a month. When the financial position permits, the governing bodies of the maternity funds may also establish maternity homes, pay nursing bonus, and take any other steps to promote maternity and child welfare.

Legislative Decree No. 309 of 8 October 1935, extended the provisions for the protection of women at childbirth to women employed in newspaper undertakings, while Legislative Decree No. 425 of 17 August 1934, extended the statutory provisions relating to maternity leave to women officials of the State, provincial and local administrative departments, who receive, in lieu of maternity benefit, their usual salary during such leave.

Dominican Republic. — The Act of 21 June 1935 grants the right to a break for nursing purposes without any reduction of wages to women employed in industrial and commercial establishments.

France. — The Decree of 28 October 1935, amending the social insurance scheme for persons employed in commerce and industry, extended it to various classes of workers, including home workers, cinema and theatre attendants, and hotel employees. Under the Decree insured persons no longer need to pay a part of the cost of maternity benefit in kind. Further, aliens must insure in the same conditions as French workers and have equal rights, together with their dependants, if they are resident in France, to the benefits resulting from payments made on their behalf. These last two amendments bring French legislation into conformity with the Washington Convention.

In the *Mandated Territory of the French Cameroons* a Decree issued on 14 September 1935, relating to the employment of

¹ Cf. *I.L.O. Year-Book 1934-35*, p. 188.

women in agricultural, commercial and industrial undertakings, provides for a total rest period of eight weeks at childbirth, and states that the grant of such rest period may not lead to the termination of the contract of employment or dismissal; provision is also made for breaks for nursing purposes. In *Madagascar* a Decree of 14 January 1936, for the regulation of Native labour, provides for maternity leave of four weeks after confinement, with rations and half salary, and introduces breaks for nursing purposes.

Haiti. — According to the Act of 10 August 1934 women workers must cease all work three weeks before confinement, unless their work is shown to be harmless by medical certificate; the Act also makes provisions for a compulsory rest period of three weeks after confinement, with full pay during such period.

India. — The Madras Maternity Benefit Bill, which received the necessary assent on 24 February 1935, allows women factory workers a rest period of four weeks after confinement, with the right to re-employment, and the payment of a maternity allowance of 8 annas a day during their absence up to a maximum of three weeks before and four weeks after confinement.

In the State of Mysore and the Province of Bengal Bills providing for maternity allowances are under consideration.

Italy. — A Legislative Decree of 4 October 1935 (No. 1827) regulated the application of the maternity insurance provisions of the Legislative Decree of 22 March 1934, mentioned in last year's issue of the *Year-Book*,¹ the other provisions of the Decree not yet having come into force. The regulations extend maternity insurance to further categories of workers and fix the confinement allowance.

Mexico. — Regulations issued in 1934 introduced the right to a rest period, with full pay for school teachers in Federal elementary schools, of two months before and one month after confinement.

Norway. — The new Workers' Protection Bill improves the provisions relating to childbirth. The length of the rest period preceding confinement is raised from four to six weeks, while the woman's right to retain her employment during such period and to have time off for nursing purposes is more fully defined.

U.S.S.R. — The Order of 11 April 1935 includes the occupations of postman and hairdresser among the occupations involving physical effort and therefore entitling women who exercise them to a rest period, of 56 days before and 56 days after confinement. The model rules for collective farms promulgated by the Order of 17 February 1935 state that pregnant and nursing women must

¹ Cf. *I.L.O. Year-Book 1934-35*, p. 234.

be employed on light work; a rest period of one month before and one month after confinement is granted, during which women receive half their average daily wage. Provision is also made for the organisation of crèches and day nurseries.

Social Insurance Bills, providing also for maternity insurance, are under consideration in *Iceland*, *Latvia*, and *Peru*.

A certain amount of progress is to be noted in regard to the assistance of mothers with dependent children and unable to go to work. In *Canada* an Act adopted in Ontario on the 18 April 1935 extends assistance to women with one dependent child, whereas previously no help was granted to persons with fewer than two dependent children. In the *United States* the Social Security Act adopted in 1935 provides for mothers' pensions, and for the development of health services for the assistance of mothers.

On the other hand, a certain number of measures were introduced to cut down maternity benefits owing to financial difficulties. In *Austria* the Social Insurance Act of 30 March 1935, relating to workers in industry and commerce, reduced pregnancy and confinement allowances by 5-41 per cent. for workers, and by 20 per cent. on an average for salaried employees. In *France*, with a view to reducing the number of beneficiaries, the Decree of 30 October 1935 reduced the time limit within which application for maternity benefit may be made from 12 to 3 months after confinement. In *Hungary* Legislative Decree No. 6500 of 1935 modified the length of the qualifying periods entitling insured persons to pregnancy and confinement allowances.

As regards institutions, the following measures are to be noted. In *Bulgaria* a Legislative Regulation of 24 December 1934 prescribes that all industrial undertakings and other establishments employing more than 20 women who have children under 7 years of age must provide nurseries, where mothers may leave their children during working hours. In *Chile* a Decree of 17 August 1935 provided for the appointment of a committee to study the problems of maternal and child welfare. In *France* an Order of 5 February 1936 deals with the recruitment and duties of women appointed to inspect baby homes, hospitals, maternity homes, day nurseries, and crèches. In *Mexico* the Department of Public Health approved a plan for the establishment of day nurseries in all large factories employing women. In *Portugal* Decree No. 25936 of 12 October 1935 set up an organisation called the "Protection of the Family", which, among other things, is concerned with the protection of child birth. In *Uruguay* the Children's Code provides for a Child Care Council, to co-ordinate the work of the institutions for assisting mothers and children and organise day nurseries, maternity homes and hostels for mothers with young children to support.

ECONOMIC PROTECTION OF WOMEN WORKERS

The *Year-Book* for 1933 and 1934-35 drew attention to the measures which might be taken to safeguard or improve the economic position of women workers during the depression, not only in their own interests, but also on account of the possible effects of the existence of an ill-paid class of workers in dragging down the general level of wages.

The importance of this problem is now widely recognised, so that there are a number of measures calling for mention here, and a more thorough examination of the position is regarded as desirable on many sides. Within the International Labour Organisation, the Conference of the American States which are Members of the Organisation, held at Santiago-de-Chile in January 1936, considering that a better knowledge of the real position of women workers would facilitate the taking of the measures necessary to improve it, recommended that the International Labour Office should collect all available data concerning the economic position of women workers in different countries. Moreover, in connection with the question of the status of women as regards the right to work, referred to it by a Resolution of the Assembly of the League of Nations, the Governing Body of the International Labour Office decided at its Seventy-fourth Session (February 1936) to request the Office to develop its study of the question of the actual economic position of women workers as fully as possible.

The national measures recently adopted or projected with a view to improving the economic position of women are of various kinds. They include the introduction of minimum wage rates for women or in industries mainly employing women, regulations providing for equal pay without sex discrimination, regulations or measures to improve the general organisation of female occupations and to abolish economically undesirable forms of work, etc.

As regards minimum wages, the measures applying to women's wages are mentioned more particularly below, but a brief reference is also made to provisions applying to industries mainly employing women. More detailed particulars on this point will be found in the chapter dealing with the remuneration of labour.¹

In *Canada* the legislation to regulate women's wages made further progress. In British Columbia Orders were issued under the Female Minimum Wage Act for the fruit and vegetable canning industry (No. 21), commerce (Nos. 24 and 24a), factories (No. 25), personal service (No. 27), house porters (No. 29), and the hotel industry (No. 30), while several similar Orders were also issued under the Male Minimum Wage Act. The distinctive feature of several of these Orders is that the minimum wage is calculated on the basis of a 40-hour week. According to a statement by the

¹ See below, Chapter IV: "Remuneration of Labour".

Minister of Labour, it is proposed to redraft the Male and Female Minimum Wage Acts and the Hours of Work Act in a single enactment with a view to simplifying their administration.

In Manitoba the scope of the Female Minimum Wage Act and of the Orders issued under it was enlarged, new Orders being issued for shops, factories and the hotel industry, applying to men as well as women.

In Quebec the Women's Minimum Wage Act was amended by an Act of 18 May 1935, which extended the scope of the previous measure in certain respects, strengthened the powers of the Minimum Wage Commission, and increased the penalties for offences. New Orders were issued applying to shops, the textile industry, the paper and allied industries, the food industry, hair-dressers' establishments and beauty parlours. Instead of fixing the minimum rates on the basis of experience, these new Orders specify the proportion of employed women who must be paid the standard minimum wage for experienced workers and the proportion who may be paid at lower rates.

In Saskatchewan, in addition to the issue of five new Orders scaling down minimum wage rates, an Act was passed on 21 February 1935 to amend the Minimum Wage Act with a view to enabling the minimum rates fixed for women to be applied to men also.

In the Provinces of Alberta (25 Geo. V, chap. 47), Ontario (25 Geo. V, 1935), and Quebec (25 Geo. V, chap. 56) Industrial Standards Acts were also passed providing for the compulsory application of the collective agreements concluded in specified industries on behalf of workers of both sexes. These Acts open up fresh possibilities for the maintenance and improvement of women's wages, while retaining the hours of work and minimum wage provisions previously adopted as minimum standards. In Quebec and Ontario the clothing industry is one of those in which binding force has been given to collective agreements under the Industrial Standards Act. Arrangements have been made between the authorities of the two Provinces to introduce similar agreements, which in view of the concentration of this industry cover 85 per cent. of the whole Canadian clothing industry.

In the *United States* progress was made with the special legislation regulating women's wages by the issue of a large number of Orders: in Connecticut for the home lace-making industry; in Illinois for Italian pastes and laundries, while a preparatory enquiry is being conducted for beauty parlours; in Massachusetts for laundries and dry-cleaning establishments, while preparatory steps were taken in regard to the boot and shoe making and underwear industries. In New York an enquiry is on foot in the hotel industry, and in Ohio an Order applying to dyeing and dry-cleaning establishments has become compulsory.

The National Conference on Labour Legislation, held at Asheville on 5 and 6 October 1935, called for the development and strengthening of the legislation regulating women's wages and its extension

to both sexes as soon as practicable. The inter-State Conference on Labour Compacts, which met at Albany on 19 October, approved a standard women's minimum wage law to serve as a model for those States which adhere to the minimum wages agreement concluded in 1934 and ratified by two States during 1935.

On the other hand, however, it must be mentioned that the New York Court of Appeal, reversing the decision of a lower court, decided that the women's minimum wage law passed by the State of New York was unconstitutional. Appeal against this decision has been lodged with the Supreme Court, and in the meanwhile the authorities have asked employers to observe the rates fixed under the law voluntarily.

Some of the statutory measures enacted during the year provide for equal pay for men and women workers. One of the most important measures in this field is the provision inserted in a *Cuban* Legislative Decree, No. 598 of 16 October 1934, laying down the principle of equal pay for equal work without sex discrimination, and providing for the institution of minimum wage-fixing machinery, particularly for home work. A Wage Board was set up immediately, by Legislative Decree No. 727 of 30 November 1935, and its jurisdiction was extended to cover commercial employees by Act No. 22 of 19 March 1935.

In *Argentina* the Finance Act of 1935, in fixing the minimum wage rates for employees and workers employed by the State, expressly stipulated that the regional rates fixed shall apply equally to all persons over 18 years of age irrespective of sex.

In *Great Britain*, under the Pensions Act of 27 June 1935, the rules governing pensions for civil servants are applicable to women under the same conditions as to men as from that date. The question of equal pay for men and women in the civil service was again raised in the House of Commons in February 1936.

Recent general wage regulations governing both sexes but applicable mainly to industries employing women include the following. In *Austria* the Act of 28 February 1935 set minimum wages for the embroidery industry following the expiry of the agreement between Austria and Switzerland concerning that industry.¹ In *France* a Decree of 25 July 1935 extended the Act concerning wages in home work to silk weaving. In *Hungary* minimum wages were fixed in the clothing industry. In *Portugal* minimum wages were fixed in the hat-making industry by the regulations of 14 August 1935 to apply the Decree of 1 August 1935, No. 25701, which authorised the establishment of minimum rates in any industry in which excessive competition had led to the systematic cutting of wages.

In some cases the wage regulations fixed lower rates for women than for men. In *Great Britain* the new salary scale for teachers

¹ Cf. in particular *I.L.O. Year-Book 1933*, p. 157.

in Scotland, issued under Order No. 568, establishes lower rates for women teachers. In *Spain* some of the decisions issued by the joint labour boards for various regions (Province of Guipuzcoa, 15 June 1935; Province of Pontevedra, 11 July 1935) fixed the minimum rates for women at 25 per cent. lower than those for men. In *Australia* (Western Australia), while still remaining below the standard rates for men, the minimum rates for women were raised as a result of an enquiry carried out by the Board of Industry in December 1935.

Under some of the regulations a more severe reduction was made in the salaries of women civil servants, or in those of certain categories, than for men. This was the case in *Australia*, under the Finance Act for 1935; in *Switzerland*, under the Federal Order of 11 February 1936; in *France*, under the Legislative Decrees of 16 July 1935, where the reduction took the form of withholding the reversionary pension from women in receipt of a superannuation allowance and the residence allowance from women officials married to officials. In *Belgium* a Royal Order of 16 March 1935 to reduce the salaries of women teachers and an Order of 28 January 1935 to reduce the pay of other women employees of the State were subsequently repealed by the Royal Orders of 11 June and 8 June 1935.

Other factors affecting the economic position of women, besides wages and salaries, were also the object of statutory measures. The *Year-Book* for 1934-35¹ showed the effects of the industrial codes in abolishing home work, a form of labour which has a particularly disorganising effect in women's industries, in the United States. With a view to maintaining the effects of the codes by legislative means after they were abandoned, Connecticut adopted a law abolishing general industrial home work, except by permit for persons unable to work away from home and where the system is customary in industries requiring no machinery other than hand tools. In New York a new law gives power to the competent authorities to issue Orders prohibiting home work in specified industries not merely on grounds of health, as formerly, but for economic reasons.

The National Conference on Labour Legislation, already mentioned, recommended the prohibition of home work wherever possible, and where prohibition was not possible, regulation by means of compulsory permits for the employer and certificates for the workers, registration of the workers and a record of the work distributed and wages paid, and the application to home workers of the legislation regulating hours of work, minimum wages, age of admission to employment, and accident compensation. The Conference also proposed that Federal legislation should be enacted to prevent inter-State trade in articles for manufacture by home workers.

¹ Cf. *I.L.O. Year-Book 1934-35*, p. 440.

Among the other women's occupations which were the subject of legislation, mention may be made of the regulations to organise the professions of nursing and midwifery (Belgian Congo, France and French Indo-China, British Gambia, the Indian Provinces of Bihar and Orissa and Bombay, Luxemburg, and Poland); of social welfare worker (France and Luxemburg); and finally, of laboratory assistant (Germany).

PAMPHLET