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COMMERCIAL. No. 25 (1889).  
(ADULT LABOUR.)

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## REPORTS

FROM

HER MAJESTY'S REPRESENTATIVES IN  
EUROPE AND THE UNITED STATES

ON THE

LAWS AFFECTING THE HOURS

OF

ADULT LABOUR

IN THE

COUNTRIES IN WHICH THEY RESIDE.

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*Presented to the House of Commons by Command of Her Majesty, in pursuance of  
their Address dated May 16, 1889.*

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RETURN to an Address of the Honourable the House of Commons, dated  
May 16, 1889; for—

“A Return showing the Laws enacted affecting the Hours of Adult Labour in Europe and in the United States of America, with the actual hours now worked in the several Countries, and such information as is attainable as to the enforcement, or otherwise, of such Laws.”

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*Circular addressed to Her Majesty's Representatives at Paris, Berlin, Vienna, Rome, the Hague, Constantinople, St. Petersburg, Stockholm, Copenhagen, Brussels, Madrid, Lisbon, Athens, Bucharest, Belgrade, Berne, Darmstadt, Munich, Cettinjé, Coburg, Dresden, Sofia, and Washington.*

My Lord,

Sir,

*Foreign Office, May 27, 1889.*

I INCLOSE copy of an Address from the House of Commons for a Return, “showing the Laws enacted affecting the hours of adult labour in Europe and in the United States of America, with the actual hours now worked in the several countries, and such information as is attainable as to the enforcement, or otherwise, of such Laws.”

I have to request you to furnish me with all the information and documents required for the Return in question as regards the country to which you are accredited.

I am, &c.

(Signed) SALISBURY.

*Answers to preceding Circular.*

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AUSTRIA-HUNGARY.

No. 1.

*Sir A. Paget to the Marquis of Salisbury.—(Received July 30.)*

(Extract.)

*Vienna, July 27, 1889.*

WITH reference to your Lordship's Circular of the 27th May, I have the honour to inclose herewith a Memorandum, drawn up by Mr. Maude, on the Laws enacted affecting the hours of adult labour in Austria-Hungary.

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Inclosure in No. 1.

*Memorandum on the Law regulating the Hours of Adult Labour in Austria.*

By the Law of the 21st June, 1884, for regulating the hours of work and the Sunday rest in mines, it is provided that the duration of a shift is not to exceed twelve hours, and the actual working time during the same ten hours.

Exceptions may be made by the Minister of Agriculture in the case of mines situated in the High Alps, under the condition that the number of sixty actual working hours per week be not exceeded.

In extraordinary cases, or under temporary pressing necessity, the Head Office of the mining district can allow a limited prolongation of the shift.

On Sundays no work is to be done in a mine except that which is absolutely necessary, and the Sunday rest must begin not later than 6 A.M., and last twenty-four hours at least.

In cases of imminent danger to life the above provisions do not apply.

The penalty for infraction of the Law is a fine to the amount of 200 fl.

By the Law of the 8th March, 1885, for altering and completing industrial enactments, the hours of work for factory-hands is not to exceed eleven hours out of twenty-four, exclusive of the periods of rest, which must be not less than an hour and a-half, including, if possible, an hour at dinner-time in the middle of the day.



This rule can be modified by the Minister of Commerce in conjunction with the Minister of the Interior. In special cases when, owing to natural causes or accidents, the regular work has been discontinued, or when increased necessity exists, the Industrial Officer of the district can give permission for the working hours to be temporarily increased during a period not exceeding three weeks, after which a prolongation can only be granted by the central authorities in the province. In cases of urgent necessity the hours of labour can be prolonged for not more than three days in one month, on notice being given at the Office of Industries of the district.

The Sunday rest is to be observed.

Women are not to be employed in night-work, nor for four weeks after confinement. It appears from the Report of the Inspectors of Industries for 1888 that this latter rule is very generally infringed, and is difficult to enforce.

The cases in which the legal hours of labour were allowed to be exceeded, under the conditions above mentioned, amounted to 591 in 1888, as against 566 in 1887.

The penalties for infraction of the Law are fine to the amount of 400 fl., imprisonment not exceeding three months, withdrawal of the right of carrying on business for a fixed period, or altogether.

The Law is generally strictly observed in all factories and mines. But in the case of certain classes of industry the eleven hours limit has been extended by Ministerial Ordinance. Thus, in spinning-mills twelve hours' work is permitted, and in silk manufactories thirteen hours, and in certain other works a twelve hours shift is permitted.

The provision respecting Sunday rest is also modified in the case of market gardeners, iron works, metal works, lime and brick kilns, potteries, glass works, tanneries, bleaching and dyeing works, paper manufactories, sugar-mills, breweries, &c., also in the case of butchers, bakers, barbers, &c.

The provision respecting the stoppage of work in factories at midday has been modified in the case of iron works, metal works, lime kilns, potteries, &c., where the work cannot be suddenly broken off without detriment, but it is in most cases stipulated that the periods of cessation are not to be curtailed, but the hands are to have the prescribed rest at another time.

#### *Hours of Adult Labour in Hungary.*

There is no Law in Hungary laying down a limit for the hours of adult labour in general; but the § 117 of the 17th Statute Article of 1884 provides that work in factories is to be discontinued for half-an-hour in the forenoon and half-an-hour in the afternoon, and for an hour at noon. In factories where work goes on at night the owner is obliged to arrange to relieve the hands who work at night. The day's work is not to begin earlier than 5 A.M., nor to continue later than 9 P.M.

The Report of the Hungarian Factory Inspectors for 1888

states that the hours actually worked are, however, not generally longer than in Austria, where the Law has been modified in the case of certain industries.

The shortest times are in tobacco manufactories, where they are from eight to ten hours, exclusive of the two hours prescribed rest.

The next class are those factories where the day's work lasts ten, ten and a-half, and eleven hours. In mills, spirit, and paper manufactories, blast furnaces, foundries, brick and porcelain kilns, the hours of labour are twelve hours for each shift. The change of shifts by which those working one week by night-work, the next by day, is managed, in most cases, by the men working for twenty-four hours consecutively. The system is preferred by the hands, who thus insure having a Sunday to themselves every second week.

In the case of small country mills where work is not continuous, but spasmodic, the hours during which the mills are at work are sometimes as much as eighteen in twenty-four. In malting and brewing it is also impossible to fix the duration of the day's work exactly.

The longest hours are in glass factories, where they are from twelve to fifteen, but there are hours of rest between the shifts, and the period of actual work does not generally exceed seventy hours per week.

The Sunday rest is not prescribed in Hungary, but work on Sundays and holidays is only carried on in steam mills and such manufactories as are supplied with machinery for continuous work, and in certain printing establishments. These factories working on Sundays and holidays are 237 in number, or 25 per cent. of the whole.

(Signed)

C. T. MAUDE.

*Vienna, July 1889.*

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BAVARIA.

No. 2.

*Mr. Cadogan to the Marquis of Salisbury.—(Received July 5.)*

My Lord,

*Munich, July 3, 1889.*

WITH reference to the Circular despatch of the 27th May, in which your Lordship instructed Mr. Drummond to obtain information concerning the Laws affecting the hours of adult labour in Bavaria, I have the honour to forward herewith to your Lordship translation of a note which I have received from Baron Crailsheim on the subject.

In this note his Excellency informs me that all Laws affecting labour come under the competency of the German Empire, and that therefore no special Bavarian Regulations exist on the subject; and that the Imperial Laws, while enacting certain limitations as to the days on which labour may be employed, and as to the kind of work where youthful and female labour may be employed, contain no provisions affecting the hours of adult labour, whether male or female.

I have, &c.

(Signed)

HENRY CADOGAN.

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Inclosure in No. 2.

*Baron Crailsheim to Mr. Cadogan.*

(Translation.)

*Foreign Office, Munich, June 23, 1889.*

IN his note of the 1st ultimo the British Chargé d'Affaires *ad interim* Mr. Cadogan requested to be informed of any Laws which exist in Bavaria affecting the hours of adult labour.

The Undersigned lost no time in referring the matter to the Agricultural and Commercial Department of the Ministry of the Interior, and is now in the position to give Mr. Cadogan the following information.

The so-called Labour and Factory Laws fall within the competence of the German Empire.

Only those Regulations, therefore, have any force in the Kingdom of Bavaria which form part either of the Imperial Trade Laws, or of such Ordinances as have been issued by the Imperial Diet in conformity with those Laws.

As far as the actual contents of the German Labour Laws are concerned, there exist no Regulations which affect the hours of adult labour, be it of men or of women.

The following extract may be to the purpose :—

1. Imperial Trade Law, paragraph 105 : “Employers of labour cannot force their employés to work on Sundays and Feast-days. (Work which, by reason of the nature of a particular industry, cannot be postponed or interrupted, does not come under the above restriction.)”

2. Imperial Trade Law, paragraph 135, section 5 : “Women may not be employed in factories until three weeks have elapsed since their confinement.”

As far as the hours of labour of adult female workpeople are concerned, paragraph 139 A of the German Trade Law is important, by which, in conformity with the decision of the Imperial Diet, employment of youthful or female labour in certain kinds of factories, which are attended with special danger to health or morals, is forbidden, or made conditional on certain Regulations, by which night labour for female workpeople is especially forbidden.

Among the Ordinances which have been enacted by the Imperial Diet in conformity with the above Law, there are a great many which prohibit the employment of female labour, but none which limit the hours of adult female labour.

The Undersigned begs Mr. Cadogan to bring the foregoing to the knowledge of Her Britannic Majesty's Government, and avails himself, &c.

(Signed)

Baron DE CRAILSHEIM.

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BELGIUM.

No. 3.

*Mr. Gosselin to the Marquis of Salisbury.—(Received July 3.)*

(Extract.)

*Brussels, July 1, 1889.*

IN compliance with the instruction contained in your Lordship's Circular despatch of the 27th May last, I have the honour to transmit herewith a Report containing all the information I have been able to obtain with regard to the limitation of the hours of adult labour, and the actual number of hours now worked in Belgium.

No Law affecting the hours of adult labour as yet exists in this country, but a Bill is now before the Lower Chamber which, if passed, will prohibit the employment of women in mines.

I am also informed that a clause will probably be introduced limiting to twelve hours the working day for women employed in any industry.

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Inclosure in No. 3.

*Report on the Limitation of the Hours of Adult Labour and on the actual Hours now worked in Belgium.*

IT should be stated at the outset that there is as yet no Law in Belgium regulating or limiting the hours of adult labour, the only existing enactments in this direction being Article 29 of the Imperial Decree of the 3rd January, 1813, by which it was forbidden to allow children under 10 years of age to go down or to work in mines; a restriction which was still further extended by the Royal Decree of the 28th April, 1884 (Article 69), whereby underground labour was forbidden for boys under 12 and for girls under 14 years of age.

The question of the limitation of the hours of labour, both for children and adults, has, however, been several times brought before the Belgian Chambers.

In 1848 a Royal Commission, appointed five years previously to inquire into the abuses connected with the employment of women and children, advised—

1. That the employment of women underground, and the meeting of both sexes in the same workshops, led to acts of immorality.

2. That the employment of children in factories and mines, though less general than was supposed, was fatal to the education of the children so employed, and unfavourable to the physical development of the population.

3. That the physical, moral, and intellectual condition of the children employed in small retail trade and workshops was in some respects more deplorable than that of those engaged in the mines and large factories.

A Bill, based on the recommendations of this Commission, was submitted to the Chambers of Commerce, but did not meet with entire approval; objections were raised to the proposal for limiting to twelve and a-half hours the day's labour for adults, to ten and a-half hours for minors between 14 and 18, and to six and a-half hours for children between 10 and 14 years of age; and to that whereby female labour underground, or during the night (from 8 P.M. to 5 A.M.), would have been entirely forbidden, on the ground that such limitations would unduly interfere with parental authority, and disturb the existing organization of labour.

The matter continued, nevertheless, to occupy public attention, and in 1859 the Minister of the Interior brought in a new Bill which, without touching the question of male adult labour, proposed to limit (unless in exceptional cases) the day's labour for women and for minors under 18 to twelve hours, and to enforce this limitation by fines of from 26 fr. to 300 fr. (1*l.* 0*s.* 10*d.* to 12*l.*), which, in cases of second convictions, could be raised to 15*l.* (500 fr.).

The Bill, which did not refer to the subsidiary question of school attendance, was discussed very fully in the Chambers, but in view of the divergent views expressed during the debate was eventually allowed to drop.

In 1878 the Chamber of Representatives passed a Bill forbidding boys under 12 and girls under 13 years of age to work underground, but the measure was thrown out in the Senate.

In view of the difficulty of treating this question by way of legislative enactment, the Government advised the Crown to render more stringent the terms of the Decree of 1813; and there can be no doubt that the Royal Decree of 1884 referred to above effected a real improvement, and, if strictly enforced, would most probably lead of itself to the gradual abolition of adult female labour underground; for if girls are forbidden access to mines till they have completed their 14th year, they are hardly likely to undertake such rough work later on in life.

It should, however, be observed that whatever may be the indirect result obtained by this Decree, it ostensibly aims only at regulating the employment of minors in mines, and does not directly interfere with adult labour.

The regulation of the hours of labour, both for adults and minors, was one of the questions submitted to the Royal Commission on Labour appointed in April 1886, after the strikes which occurred in the mining districts in the early part of that year.

Before referring to the recommendations adopted by the Commission, it may be of interest to record some of the schemes, bearing on the question of the hours of labour, advocated by witnesses in the course of their examination by the Commission.

1. The limitation of the day's labour for adult males to ten and even to eight hours, the existing rate of wages being as far as

possible maintained; the object of this limitation being not so much to give more rest to the present workmen, as to facilitate the employment of a more numerous staff than is at present possible.

2. The complete or partial suppression of female labour in every industry, or at least in all underground and unhealthy work, and the enforcement of a six to eight weeks' rest, before and after childbirth, the women's salaries being continued during this period.

3. Children not to be employed under 12 or 14 years (the majority of witnesses being in favour of the latter limit); from 12 (or 14) to 16 years the day's labour to be reduced to six hours, gratuitous and obligatory instruction being at the same time to be enforced.

4. The midday rest for all workpeople to be extended from one to one and a-half hour, especially in the large towns.

The Report of the Committee of the Labour Commission, to which this question was referred, after pointing out the difficulties and dangers to which some of these schemes, if adopted, would give rise, declared that they were, nevertheless, unanimous in considering that the hours of labour question should be regulated by legislation; and at a plenary sitting of the Commission in October 1886, the following recommendations were submitted for the consideration of Government:—

1. With regard to the limitation of the hours of adult male labour, the Commission disapprove generally of the intervention of the Legislature, on the ground that any such action would infringe on the existing freedom of work; exceptionally, however, as in the case of unhealthy trades, the law can and ought to protect the life and health of the workpeople.

2. The Commission recommend the complete and absolute prohibition of female labour, whether of minors or of adults, underground.

3. They propose that children under 12 should not be employed in mines or manufactories, leaving it to the Legislature to specify the industries to be affected by this rule; purely agricultural industries not to be included in the above limitation. They further suggest that, except in the case of mines, children from 10 to 12 years of age might be allowed to work half the day ("Système du demi-temps").

4. For children aged from 12 to 15 years they recommend that the working day should not be more than thirteen hours, including therein a minimum rest of two hours' duration.

5. They further recommend that all night-work for women in mines or manufactures should be forbidden.

In June 1887 the present Administration submitted a Bill, copy of which is inclosed in this Report,\* based on the above recommendations of the Commission on Labour, the broad lines of which may be described as follows:—

(a.) As regards underground labour, the Bill forbids the

\* "Réglementation du Travail des Femmes et des Enfants" (not printed).

employment of women and girls altogether, and that of boys under 12 years of age.

(b.) As regards other industries—

1. Twelve years is fixed as the general age at which children may begin to work.

2. Minors of both sexes under 18 years of age shall not work more than twelve hours a-day.\*

3. Night-work shall not be allowed for minors under 16 years of age.

The only Article that directly refers to adult labour is No. 7:—

“Girls and women cannot be employed in underground works.”

The Committee of the Chamber to whom the Bill was referred for consideration have already drawn up their Report, which was laid a fortnight ago, but has not yet been printed. I am informed that it is favourable to the measure, and that the Bill will in all probability pass this Session.

With regard to the information required as to the “actual hours now worked” in Belgium, it is difficult to arrive at any absolute opinion on the subject.

The evidence given before the Royal Commission on Labour shows that there is a great difference as to the hours of labour exacted in the different trades and callings. In the mining districts the average day’s labour is twelve hours, but women are often employed thirteen and even fourteen hours at loading trucks and other similar heavy work. At Dour it was stated in evidence that women and girls went down into the mine at 5 A.M., and only came up at 9 and sometimes as late as 11 o’clock at night; the Director, who admitted the truth of this assertion, declared that the mine in question was quite an exceptional case, the workings lying very deep, it was necessary to make a long stay underground; but the hands were not working all these seventeen hours, and a liberal time was given below ground for meals and rest.

At Ghent the day’s labour is generally of twelve hours’ duration, with no night or Sunday work; but the dock labourers complained of being sometimes kept two nights consecutively out of bed. The cabinet-makers, both at Ghent and Brussels, asserted that they have often to work seventeen hours a-day.

It came out in evidence that railway guards are sometimes on duty for fifteen and even nineteen and a-half hours at a stretch; and the Brussels tramway drivers are at work from fifteen to to seventeen hours daily, with a rest of only one and a-half hours at noon. The brewers appear to be a hard-worked trade, their time varying from ten to seventeen hours a-day, and often half-

\* There would appear to be a discrepancy between the Bill as drafted by the Ministry of Justice and the explanatory statement annexed to it. Article 2 of the Bill limits the working day for minors of both sexes between the ages of 12 and 18 to twelve hours a-day; whereas the statement in two passages speaks of “women of all ages” as being included in the twelve hours limitation.



a-day on Sundays. Brickmakers work during the summer months sixteen hours a-day.

In the sugar refineries the average hours are from twelve to thirteen for men, and from nine to ten for women.

In the Campine district the summer hours are from twelve to thirteen a-day, in winter not more than eight.

The cases enumerated above have been selected from the more hardily-worked trades; as a rule, I should be inclined to give eleven hours as the average day's labour in the majority of trades in Belgium.

(Signed) MARTIN GOSSELIN.

*British Legation, Brussels, June 30, 1889.*

No. 4.

*Mr. Gosselin to the Marquis of Salisbury.—(Received July 15.)*

My Lord,

*Brussels, July 12, 1889.*

IN continuation of my despatch of the 1st instant, inclosing a Memorandum on the question of the limitation of the hours of adult labour in this country, I have the honour to transmit herewith,\* for your Lordship's information, copies of an interesting Report which, though dated the 11th ultimo, has only just been printed and circulated, drawn up by M. van Cleemputte, Member for Ghent and Reporter of the Committee of the Chamber of Representatives on the Government Bill for regulating the work of women and children in industrial establishments.

After sketching the legislation of foreign countries on the subject, the Report points out that Continental Europe has been preceded in this direction "by the country which of all others regards with the greatest suspicion the interference of the Executive; it is the classical land of *laissez faire*, aristocratic England, which has set us the example."

In view of the opposition which has hitherto been raised in certain quarters to any limitation of the hours of adult labour, whether male or female, on the grounds that such limitation would disturb the existing organization of labour, and interfere with the freedom of contract, the Report lays stress on the fact that the Bill would in no way interfere with the work of individual women done at home, but would merely regulate the employment of women under certain conditions and in certain occupations recognized to be dangerous to health and life.

It states that three facts have helped to make public opinion alive to the necessity for action in this direction:—

1. The universal spread of a charitable fellow-feeling for the working classes.

2. The realization of the economic truth that neither the quantity nor the quality of production is necessarily connected with an excessive prolongation of the hours of labour.

\* Not printed.

3. The example set by other manufacturing nations for protecting women and children, which prevents any repetition of the cry that Belgian industry is being saddled with restrictions from which the foreigner is exempt.

“On the contrary, we have heard it said by foreign manufacturers and workmen that Belgium, alone amongst the competing nations, maintains the right of forcing cheap production by an abusive use of the labour of women and children.”

The work of the Executive will not be to regulate all work, but to prevent excessive work; and without infringing on the authority now vested in the Crown in industrial matters, the Report recommends that the new Regulations formed to check excessive work should not be drawn up without previous consultation with the Technical Committees, permanent Provincial Committees, and especially with the Councils of Industry and Labour, representing equally the employers and employed concerned.

The Government are, I learn, anxious to carry this important economic Bill this Session, and I think it will be better to defer giving a detailed summary of it until it has run the gauntlet in the two Houses.

Meanwhile, I may mention that the Bill as amended by the Committee will afford increased protection to women and children, and would appear to be a considerable improvement on the original Government draft, the chief changes being:—

1. The inclusion of young persons under 18 and of women in the restrictions which the original draft only imposed on children under 12.

2. The absolute instead of merely conditional prohibition of employment of any children under 12 years of age.

3. The consultative voice given to various representative bodies in framing the Regulations for fixing the hours of labour for young persons under 18.

4. The facultative power to be vested in the Crown for regulating the hours of work for women over 18 years of age.

5. The prohibition of the employment of women during the four weeks after childbirth.

6. The inclusion of women in the Regulation prohibiting night-work except in especial cases.

7. The granting of a weekly day of rest, except under special circumstances, to young people under 18 and to women.

8. The increase in the penalties for infractions of this Law.

I have, &c.

(Signed) MARTIN GOSSELIN.

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## BULGARIA.

No. 5.

*Mr. O'Connor to the Marquis of Salisbury.—(Received July 12.)*

My Lord,

*Sofia, July 6, 1889.*

WITH reference to your Lordship's Circular of the 27th May last, requesting me to furnish information respecting the Laws restricting the hours of adult labour in Bulgaria, I have the honour to report that, as far as I am able to ascertain, no such Laws exist in this country.

I have, &c.

(Signed) N. R. O'CONNOR.

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DENMARK.

No. 6.

*Mr. Macdonald to the Marquis of Salisbury.—(Received July 10.)*

My Lord,

*Copenhagen, July 8, 1889.*

WITH reference to your Lordship's Circular despatch dated the 27th May last, I have the honour to state that Baron de Rosenörn-Lehn has now informed me, in reply to the inquiries addressed to his Excellency by this Legation on the subject under date of the 1st June, that no legal enactments exist in Denmark for regulating the hours of adult labour.

I have, &c.

(Signed) H. G. MACDONELL.

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FRANCE.

No. 7.

*Mr. Egerton to the Marquis of Salisbury.—(Received July 3.)*

My Lord,

*Paris, June 30, 1889.*

WITH reference to your Lordship's Circular of the 27th May, I have the honour to transmit herewith to your Lordship a Report by Mr. Crowe on the subject of the hours of adult labour in France.

I have, &c.

(Signed) EDWIN H. EGERTON.

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Inclosure 1 in No. 7.

*Mr. Crowe to Mr. Egerton.*

Sir,

*Paris, June 30, 1889.*

WITH reference to Lord Salisbury's Circular of the 27th of last May, on the subject of hours of adult labour, I have the honour to inclose a Report, and copies of all the necessary documents\* to show the law affecting the subject in France.

I have, &c.

(Signed) J. A. CROWE.

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Inclosure 2 in No. 7.

*Report on the Hours of Adult Labour in France.*

THE hours of adult labour in France are regulated by a series of Decrees, of which the earliest, sanctioned by Parliament, was promulgated on the 9th September, 1848.

The first clause of this Decree enacts that the working man's day in manufactures and mills ("usines") shall not exceed twelve hours of effective labour.

The second clause provides that special Regulations shall be made to determine what changes may be required in clause 1 to meet the peculiarities of certain trades, or accidental cases.

Clause 3 removes the constraint of the Act from all customs, Conventions, or contracts calculated to reduce the daily time to less than twelve hours, provided such customs, Conventions, &c., were in existence prior to the passing of the Decree.

Clause 4 punishes employers infringing the Act with fines of

\* Decrees of 1848, 1851, 1856, 1874, 1875, and 1883 (not printed).

4s. (5 fr.) to 4l. (100 fr.). It extends the fine to cases where the administrative Regulations issued in accordance with clause 2 are contravened. It is understood that fines shall always be equal to the number of hands improperly employed in the works, provided the cumulative amount of them does not exceed 40l. (1,000 fr.).

Clause 5 applies the Rules of the Penal Code, Article 463, which allow the application of "attenuating circumstances."

Clause 6 repeals a Decree of the 2nd March, 1848, enacting that hours of labour shall not exceed ten per diem in Paris, and eleven per diem in the Departments.

A Decree issued on the 17th May, 1851, exempts certain occupations and trades from the Law of 1848. It declares that the limit of twelve hours established for the working day of men and women in factories shall not apply to stokers, firemen, or watchmen in factories, to men in charge of furnaces, drying-stoves, or boilers, to persons employed in sponging ("décatissage"), or in the manufacture of glue, or in soap-boiling, milling, printing, and lithographing, or in casting, refining, tinning, and galvanizing metals, or making projectiles of war.

Similar exceptions are extended to the cleaning of machinery after working hours, or to any action required to be taken in case of accidents to motors, boilers, machinery, or buildings, or, in general, in case of any accidents whatsoever.

In respect of certain occupations, an additional hour is conceded to persons paid to wash and stretch stuffs in dyeing and bleaching works, or in manufactures of Indienne (gauze).

Two additional hours are granted in sugar-mills and refineries and chemical works.

A similar privilege to men in dyeing, or printing, or sizing, or pressing works is conceded, on the express understanding that the hours in excess of twelve shall only be allowed during 120 days a-year, and only if application has been previously made and granted, on the intercession of a Mayor, by the Departmental Prefect.

A Decree of the 31st January, 1866, gives an additional hour to workmen in silk spinneries, confining the privilege to sixty days within the four months of May, June, July, and August.

Fifteen Inspectors were appointed in May 1874 to control the application, both of the Law of 1848, and a new Act of 1874, applying to the employment of minors of both sexes in factories and shops. The number of Inspectors was increased in February 1883 to twenty-one.

On the 25th November, 1885, a Circular was issued by the Government communicating an exact definition of the works to which the Law of 1848 should apply. It was laid down that the limit of twelve hours of work per diem was not to be imposed where power was used by hand, but confined to such manufactures and mills only as were moved by machinery by day or machinery in motion day and night without extinction of fires. No workshops ("ateliers") were to come under the clauses of the Act that did not employ more than twenty hands in any one shed.

A Decree of the 3rd April, 1889, exempts from the observance of the Law of 1848 labourers employed on any works executed by order of the Government in the interest of the national safety and defence.

Adult labour has been practically defined by the Act of the 10th May, 1874, which regulates the labour of children. Under that Act men cease to be children after 16, women after 21, years of age; whence the corollary that to men over 16 and to women past 21 the Act of 1848 applies so far as the provisions of that Act allow.

It is likewise to be borne in mind that there is in France no compulsory observance of Sunday, and no day of habitual rest.

Recent Parliamentary Reports state that there are in France between 6,000,000 and 7,000,000 souls earning daily wages for labour. Of these, 650,000 according to some authorities, or 1,000,000 according to others, are subject to the provisions of the Acts of 1848 and 1874. The Reports of the Inspectors of Factories only record a population subject to the Act of 1848 of 359,000 adults, of whom 41 per cent. were women. Beyond that number, it would appear, the great majority of working people, masons, labourers, smiths, carpenters, &c., are free to work for any number of hours that may suit their inclination. But, besides these, it is necessary to take into account workmen exceptionally confirmed in their habits of short time, such as colliers employed in eight and ten hour shifts, and the more numerous class authorized by legal exceptions to work more than twelve effective hours per diem.

A careful perusal of the Reports of Inspectors of Labour shows that the Act of 1848 is very loosely interpreted.

It remains a doubtful point even now whether the Act limiting time to twelve hours was intended to include or to exclude hours of rest; but practically the legal time is made to exclude rest.

In the Department of the Seine, which comprises Paris, we find for the year 1887 a population of working people of 83,012 adult males, 28,373 women, and 37,650 male and female children, subject to inspection, and employed in 30,201 establishments. Not more than 3,336 of these were subject to the legal limitation of the hours of labour established by the Decree of 1848. It has been stated, on official authority, that the average time of adult labour in the Department of the Seine in 1887 was between ten and eleven, and invariably under twelve hours. But this observance was not due to any desire on the part of manufacturers to conform to the Law. It was the natural consequence of an existing depression, and it seems distinctly understood that inspection is powerless to procure due respect for the Law except where the workmen themselves report the breach of it for their own protection.

One of the commoner forms of evasion of the Law is described in the Report of the Inspectors of the Departments of Seine-et-Oise, Seine-et-Marne, and Eure-et-Loir.

Time in this division has generally varied from ten to twelve hours. But in mills with permanent fires and night shifts, the

alternation of day and night for the different gangs creates, once a-week or once a-fortnight, a shift of eighteen hours; and it sometimes occurs that the same hands work twenty-four hours on end in order to get a whole Sunday in a fortnight.

The Inspector of the Loiret, Loir-et-Cher, &c., gives the current interpretation of the first clause of the Decree of 1848, where he says that the hours of attendance in factories under the Act are from 5 A.M. to 7 P.M., *i.e.*, fourteen hours, of which twelve are hours of effective labour. But the same authority also states that effective time often extends to thirteen and fourteen hours in many weaving establishments.

Other forms of evasion are noted in Belfort, Meurthe-et-Moselle, Haute-Saône, and Vosges, where, the hours being from 5 A.M. to 7 P.M., the dinner-hour at noon is the only off hour, and the half-hour's rests of 8 A.M. and 4 P.M. are not kept. This evasion is common, and naturally brings the day's effective work of adults to twelve and a-half and thirteen hours.

As a rule, it may be said Frenchmen in factories are present at least fourteen hours out of every twenty-four in the shops. On the other hand, there is nothing to prevent manufacturers from working short time if they like.

Penalties of fine for infringements of the Act are sued out by Inspectors before the Courts of Correctional Police.

(Signed) J. A. CROWE.

Paris, June 29, 1889.

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GERMANY.

No. 8.

*Sir E. Malet to the Marquis of Salisbury.—(Received June 17.)*

My Lord,

*Berlin, June 11, 1889.*

I HAVE the honour to acknowledge the receipt of your Lordship's Circular of the 27th ultimo, instructing me to furnish information as to the Laws enacted in Germany affecting the hours of adult labour.

In reply, I have the honour to state that there are in this country no Laws upon the subject.

I have, &c.

(Signed)

EDWARD B. MALET.

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GREECE.

No. 9.

*Sir E. Monson to the Marquis of Salisbury.—(Received June 11.)*

My Lord,

*Athens, June 5, 1889.*

I ASKED M. Tricoupi this morning whether there had ever been any legislation in Greece on the hours of adult labour, telling him that I had learned from an official communication from your Lordship of the 27th ultimo that the House of Commons was anxious for information from foreign countries on this subject.

His Excellency replied, as I had anticipated, that there had never been any such legislation, as the social conditions of this country had not yet arrived at that point of progress where the interference of the State between the employer and the operative becomes necessary.

I have, &c.  
(Signed) EDMUND MONSON.

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HESSE-DARMSTADT.

No. 10.

*Mr. Jocelyn to the Marquis of Salisbury.—(Received July 1.)*

My Lord,

*Darmstadt, June 27, 1889.*

WITH reference to your Lordship's Circular despatch of the 27th ultimo, with regard to the hours of adult labour in Hesse and Baden, I have the honour to forward herewith the reply which I have just received from M. Finger giving the information required regarding Hesse.

I have, &c.  
(Signed) NASSAU JOCELYN.

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Inclosure 1 in No. 10.

*M. Finger to Mr. Jocelyn.*

(Translation.)

Sir,

*Darmstadt, June 22, 1889.*

IN reply to the note which I had the honour to receive from you, dated the 6th instant, the Ministry of the Interior and of Justice has obtained the information required from the Inspector-General of Factories in the Grand Duchy.

I have the honour to inclose herewith a copy of his Report on the subject, and the inclosure which he has appended to it.

Trusting that this information may be deemed sufficient, I avail, &c.

(Signed) FINGER.

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Inclosure 2 in No. 10.

(Translation.)

THE HOURS OF LABOUR.

*Report to the Ministry of the Interior and of Justice by the Grand Ducal Inspector of Manufactories.*

LAWS regulating the hours of adult labour throughout the Grand Duchy do not exist apart from those of the Empire. The provisions of the Factory Act ("Gewerbe Ordnung") for the German Empire are in force in Hesse, and these comprise in §§ 105 and 120 restrictions as to hours of adult labour.

According to § 105 of the Factory Act, the relations between

the furnishers of work and the workmen at trades are regulated by contract between the two parties.

The determination, therefore, of the hours of labour will depend on the terms of the private contract between masters and men. Nevertheless, paragraph 105 relieves the workmen from any obligation to work on Sundays or holidays.

According to § 120 of the Factory Act, the masters are bound to allow those workmen under 18 years of age who may be called upon by the State to attend an institution for the advancement of learning such time as the School or Educational Board shall determine for that purpose.

According to the Law in force in the Grand Duchy, every parish is to provide such an establishment, and all master-workmen and providers of labour are compelled to allow the requisite time for their apprentices, servants, or workmen to attend them.

As regards the usual hours of adult labour throughout the Grand Duchy, I have in my Annual Report for 1885 supplied this information in detail. This information will be found to hold good at present, and I therefore inclose a copy of the Report in question.\*

The hours of labour for workers at trades in towns are, according to my calculation, for the most part ten and eleven daily. In country districts this time is often exceeded.

Night-work is principally found among bakers.

Agricultural and field labour is in general longer than that in factories and trades.

(Signed) MÖSER.

*Darmstadt, June 17, 1889.*

No. 11.

*Mr. Jocelyn to the Marquis of Salisbury.—(Received July 22.)*

My Lord,

*Darmstadt, July 20, 1889.*

WITH reference to your Lordship's despatch of the 11th instant, I have now the honour to transmit a translation of the Table which was inclosed in my former despatch relating to the hours of adult labour in Baden, and also a Memorandum in explanation of the same; and I trust that these will be found to contain the information required by your Lordship.

I have, &c.

(Signed) NASSAU JOCELYN.

\* Not printed.

## Inclosure 1 in No. 11.

*The Working Hours in the Factories of the Grand Duchy of Baden.*

THE Department of the Interior came last year to the conclusion that all the Factory Inspectors should be ordered to give information concerning the daily working hours in the factories, and similar industrial establishments, in their Reports for the year 1885. The extract from the yearly Report of the Baden Inspectors that has reference to this subject is printed below, taking for granted that it is just this question which has formed the subject of frequent open debates that is of most general interest.

The result of the observations and information that has been obtained has been arranged in the yearly Report in the following Table, which forms the basis of the statement of the relations now being investigated in the several branches of industry.

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A TABLE of the regular Daily Working Hours in the Factories and similar Industrial Establishments.

No.	Branch of Industry.	Regular Daily Working Hours.				Are longer Hours periodically worked?	Is Work ever carried on Day and Night without a Break?	Remarks.
		Winter.		Summer.				
		Men.	Women.	Men.	Women.			
<b>IV.—Stone and Earth Industries.</b>								
1	Stone polishing .. .. .	11	10-11	12	11	No	In one factory work-time is eight hours.	
2	Cement works .. .. .	10-10½	..	10-10½	..	Yes	Only kilns.	
3	Porcelain works .. .. .	12	12	13	12	..	Kilns at night, also mills.	
4	Earthenware works .. .. .	11-11½	11-11½	11-12	11-12	..	At night only the baking-house.	
5	Porcelain-button works .. .. .	11 and 12	11	11 and 12	11	..	At night oven working.	
6	Tile kilns .. .. .	10½	10½	11	11	..	At night oven working.	
7	Looking-glass works.. .. .	10 and 12	..	10 and 12	..	..	At night only oven working.	
8	Glass works .. .. .	10	..	10	..	..	At night only oven working.	
<b>V.—Metal Working.</b>								
9	Jewellery works .. .. .	10	10	10	10	No		
10	Brass foundries .. .. .	10	10	10	10	..		
11	Iron foundries .. .. .	11-11½	..	11-11½	..	..		
12	Hammered-iron works .. .. .	11	11	11	11	No		
13	Tin-plate works .. .. .	11	11	11	11	Yes		
14	Screw-chain and jack works .. .. .	12	12	12	12	..		
15	Large blacksmiths' works .. .. .	11	..	11	..	..		
16	Metal-ware works .. .. .	10	10	10	10	Yes		

No.	Branch of Industry.	Regular Daily Working Hours.				Are longer Hours periodicaly worked?	Is Work ever carried on Day and Night without a Break?	Remarks.
		Winter.		Summer.				
		Men.	Women.	Men.	Women.			
<b>VI.—Machines, Implements, &amp;c.</b>								
17	Steam-engine, locomotive, &c., works	10	..	10	..	No	Seldom overtime work.	
18	Agricultural implement works..	11-11½	..	11-11½	..	Yes		
19	Weaving machinery works	10	10	10	10	No		
20	Sewing-machine works	10	10	10	10	Yes		
21	Mill appliance works	10	..	10	..	..		
22	Building material works	10	..	10	..	..		
23	Carriage, &c., works..	10	..	10	..	..		
24	Brewery machine works	11-11½	..	11-11½	..	No		
25	Railway carriage works	11	..	11	..	Yes		
26	Watch works	11-12	11-12	11-12	11-12	..		
27	Watch-case works	11	11	11	11	..		
28	Musical instrument works	11-12	11	11-12	11	..		
<b>VII.—Chemical Industry.</b>								
29	Leblanc soda and acid works	11	..	11	..	Yes		
30	Ammonia soda works	10½	..	10½	..	..		
31	Tartaric acid works	9-11	..	9-11	..	No		
32	Water-glass works	11	11	11	11	Yes		
33	Vegetable acid works	10½	..	10½	..	..		
34	Peruvian bark works	11 and 12	11 and 12	11 and 12	11 and 12	Yes		
35	Coal tar distilleries	10	10	10	10	..		
36	Cartridge works	10	10	10	10	No		
37	Artificial manure works	10½	..	10½	..	Yes		

No.	Branch of Industry.	Regular Daily Working Hours.				Are longer Hours periodically worked?	Is Work ever carried on Day and Night without a Break?	Remarks.
		Winter.		Summer.				
		Men.	Women.	Men.	Women.			
VIII.— <i>Lighting, Fat, Oil, and Varnish Industry.</i>								
38	Lampblack works ..	12-14	..	12-14	..	No		
39	Gas works..	10-11	..	10-11	..	Yes		
40	Fat-melting works ..	11	..	12	..	No		
41	Soap works ..	10½	..	11½	..	No		
42	Oil works ..	10	..	10	..	Yes		
43	Lac and varnish works ..	10	..	10	..	Yes	By night only distilling ovens.	
IX.— <i>Textile Industry.</i>								
44	Silk-winding works ..	11	11	11	11	No		
45	Silk-spinning works ..	12	12	12	12	Yes		
46	Flirt-silk-spinning works ..	12	12	12	12	No		
47	(Silk) net works ..	12	12	12	12	Yes		
48	Silk-throwing works ..	12	12	12	12	No		
49	Thread-carding works ..	12	12	12	12	Yes	Night-work only at the carbonizing ovens.	
50	Artistic wool works (fancy wool) ..	10-12	10-12	10-12	10-12	Yes		
51	Wool-spinning works ..	12	12	12	12	No		
52	Wool-weaving works ..	11	11	11	11	Yes	Eleven hours daily in isolated cases only.	
53	Cotton-spinning works ..	12	12	12	12	Yes		
54	Silk-weaving works ..	12	12	11	11	Yes		
55	Silk ribbon works ..	11 and 12	11 and 12	11 and 12	11 and 12	Yes		
56	Cloth works ..	12	12	12	12	No		



No.	Branch of Industry.	Regular Daily Working Hours.				Are longer Hours periodically worked?	Is Work ever carried on Day and Night without a Break?	Remarks.
		Winter.		Summer.				
		Men.	Women.	Men.	Women.			
57	Linen-weaving works	12	12	12	12	No	Ten and eleven hours daily only in quite isolated cases.	
58	Cotton-weaving works	11 and 12	10 and 12	11 and 12	10 and 12	"		
59	Elastic-weaving works	12	12	12	12	"		
60	Millinery and hosiery	11½-12	11½-12	11½-12	11½-12	"		
61	Cotton-bleaching works	11 and 12	11 and 12	11 and 12	11 and 12	"		
62	Hand-printing (cotton)	8	8	8	8	"		
63	Cotton-printing works	12	12	12	12	Yes		
64	Rope walks	11	11	11	11	No		
<i>X.—Paper and Leather.</i>								
65	Cellulose works	10 and 11	10 and 11	10 and 11	10 and 11	Yes		
66	Wood-work polishing	10 and 11	10 and 11	10 and 11	10 and 11	"		
67	Straw-work factories	11	11	11	11	"		
68	Rag-sorting works	9 and 10	9 and 10	10 and 11	10 and 11	No		
69	Paper works	10-11½	10-11½	10-11½	10-11½	Yes	Overtime in quite isolated cases.	
70	Carpet works	11	11	11	11	No	Overtime only very seldom.	
71	Tan yards	11	11	11	11	"		
72	Patent leather works	10½	10½	10½	10½	No		
73	Glacé leather works	10	10	10	10	"		
74	India-rubber works	10½-11	10½-11	10½-11	10½-11	"	Only one factory working ten and a-half hours.	
75	Envelope works	11	11	11	11	Yes		
76	Cardboard works	11	11	11	11	No		
77	Horse-hair spinning works	11	11	11	11	"		

No.	Branch of Industry.	Regular Daily Working Hours.				Are longer Hours periodically worked?	Is Work ever carried on Day and Night without a Break?	Remarks.
		Winter.		Summer.				
		Men.	Women.	Men.	Women.			
<b>XI.—Wood and Carved Material.</b>								
78	Large saw-mills, sawyers	10 and 11	..	10 and 11	..	Yes		
79	" " day labourers	12	..	12	..	No		
80	Middle-sized saw-mills (in towns)	10-12	..	12-13	..	"		
81	Small saw-mills (in the country)	12-17	..	12-17	..	"		
82	Carpenter-builders' works	11	..	11	..	Yes		
83	Parquet works	11-11½	..	11-11½	..	No		
84	Furniture works	10 and 11	..	10 and 11	..	Yes		
85	Furniture works	11	10½	11	10½	"		
86	Straw-plaiting works	12	12	12	12	"		
87	Brush works	11 and 12	9, 10, & 12	11 and 12	9, 10, & 12	"	At times day and night work.	
<b>XII.—Nutritious and Smoking Material.</b>								
88	Mills for finest grinding (corn-meal, &c.)	11-17	..	11-17	..	Yes		
89	Smaller client mills (for local farmers, &c.)	21	12	21	12	No		
90	Raw sugar works	..	..	..	..	Yes	Irregular ( <i>vide</i> explanatory text). After twenty-four hours' work on end the men have twenty-four hours' rest.	
91	Sugar-refining works	11 and 21	..	11 and 21	..	"	In one factory, work same as preceding.	
92	Molasses-sugar works	11 and 21	..	11 and 21	..	No		
93	Starch works	11	11	12	12	Yes		
94	Chocolate works	11	11	11	11	"		
95	Chicory works	11 and 12	11 and 12	11 and 12	11 and 12	Yes		

No.	Branch of Industry.	Regular Daily Working Hours.				Are longer Hours periodically worked?	Is Work ever carried on Day and Night without a Break?	Remarks.
		Winter.		Summer.				
		Men.	Women.	Men.	Women.			
96	Breweries .. ..	12-14	..	12-14	..	Yes	In some breweries work is carried on uninterruptedly.	
97	Malt kilns and works ..	11-14	..	11-14	..	"		
98	Brandy distilleries ..	10-11	..	10-11	..	"		
99	Cigar factories ..	10-12	8½-12	10-12	9½-12	No	Married women have partly shorter work time.	
100	Cigarette factories ..	10	10	11	11	"		
101	Snuff factories ..	12	12	12	12	"		
	XIII.— <i>Clothing Industry.</i>							
102	Hat works ..	10-11	10-11	10-11	10-11	Yes		
103	Glove works ..	10	10	10	10	"		
104	Boot and shoe works ..	11	11	11	11	"		
	XIV.— <i>Polygraphic Industry.</i>							
105	Printing works ..	9-11	9-11	9-11	9-11	"		

## Inclosure 2 in No. 11.

*Memorandum.*

THE accompanying Table will show that the regular daily hours of labour throughout the country vary considerably, the medium duration of labour being from ten to twelve hours, the cases in which the latter time is exceeded being, however, more frequent than those in which the former is not attained.

In considering the cases of uninterrupted labour, Sunday work must also be mentioned, as this to a great degree influences the nature of the work of the several gangs when changing about.

The duration of labour is principally determined by the custom of each separate trade or branch of industry.

In the case of uninterrupted labour, the working hours of each division, or gang, is, in general, twelve hours, or, with the hours of rest deducted, ten and a-half to eleven daily and nightly.

The figures given in the Table represent the actual working hours.

*Stone Polishing.*—The hours of labour in this industry are shorter for females than for males, although the former execute the lighter work. Although the nominal time is twelve hours, as the polishing is done lying down, the workman is compelled every now and then to cease, in order to recover his breath. This very laborious and unhealthy work is, however, highly paid.

*Cement Works.*—In these the hours of labour are twelve, and uninterrupted day and night work is universal, extending even to Sunday.

*Stoneware and Porcelain.*—Here the regular hours are in summer thirteen, and half the workmen are frequently occupied for fourteen or fifteen hours alternately during the week, for how many weeks in the year does not appear.

*Mirrors.*—In this industry the workmen, in shifts of day and night work, have ten hours' actual labour, while the rest have twelve. The foilers, who work with quicksilver, are not allowed to work more than three or four hours at a time.

*Metals.*—The eleven hours' period of labour in this branch of industry is only exceeded in the foundries, the screw, rivet, and chain makers' shops.

These latter works are nearly all situated in the Black Forest, and partake of the lengthened hours of labour customary in those parts.

In the jewellery works, brass and iron foundries, and tin works, one half or more of the workmen are, during several weeks in the year, employed for two and three, or even four, hours a-day longer than the regular working hours. The period, however, during which this is the case is comparatively so short that it is not considered worth while to institute shift work amongst these men.

*Clocks and Musical Works.*—In the factories the eleven and twelve hours' labour prevails, and no more than a quarter of an hour is allowed for rest in the forenoon and afternoon.

In private houses the hours of work are much longer, extending,

for men, to fourteen or fifteen, and for women, who have house-work to do, to eight or nine hours.

*Chemical Works.*—In these, where often day and night work prevails, the normal twelve hours' labour is the rule; but in the case of quinine manufacture, at certain seasons of the year an increase takes place of two or three hours beyond the usual time.

In soda manufactories the uninterrupted day and night work is the custom, which includes also the Sundays.

The manufactories of water-glass employ during five months one-tenth of the workmen at day and night work, extending over Sunday.

*Textile Industries.*—In this class twelve hours' time, without counting the dinner or rest hour, is the custom, and, in the case of married women and young girls, is no doubt excessive. Besides this, the work, especially in the carding engine-room, is very deleterious to health, but in some factories it is not unusual to find that overtime is worked.

Some of the cotton-spinners let the mills run for thirteen instead of twelve hours for some weeks together. In some, again, one-fifth of the hands are made to work for fourteen or fifteen hours for two months, the others taking the overtime in rotation. This is especially the case when very different numbers of yarn are being spun at once. Some of these requiring more power of production than others, the workmen occupied on them are more severely taxed than those whose work is of a lighter description.

In silk and cotton weaving looms no overwork is exacted.

*Paper and Leather.*—In this case the usual time of labour is eleven hours. In the manufacture of patent leather and leather for gloves, ten or ten and a-half hours are not unfrequent. This class of work, besides being difficult, is generally performed by specially qualified and well-paid workmen, who make their own terms as to hours.

In the cellulose manufacture unbroken day and night work is general. The boiling and washing of the material goes on all the year round, also on Sundays.

In the manufacture of paper some mills run for months together, while some stop on Sundays.

But little overtime is worked, as the shifts are regular, of twelve hours each.

*Articles of Food and Consumption.*—In the corn-mills the work is, as may be supposed, of an absolutely continuous nature. The shifts are usually of eleven hours each.

In the smaller mills it often happens that the night-work is performed by two workmen, one of whom works eleven and the other seventeen hours, the long spell of work coming to each man every third day. In some mills every mill hand has a working time from 6 o'clock one morning to 4 o'clock the following afternoon, during consequently thirty hours, having then ten or twelve hours free.

Anyhow, periodically many of these men work thirty-two hours out of the thirty-six.

In the smaller client mills ("Kunden Mühlen"), that is, such mills as supply small farms, &c., in country places, the working times are very different, and not at all well regulated. Excessive hours of labour are frequent, and the health of the millers is rapidly undermined from this and the constant breathing of the flour-dust. On the other hand, these conditions usually exist only during a few months.

*Sugar Refineries.*—In these factories it is usual for the shifts to work for twenty-four hours at a stretch, and then to have twenty-four hours free. This gives twenty-one hours of actual labour, and is generally the result of the wish of the men themselves, who, living at a distance, lose less time in getting to and from their work, and are better able to attend to their home and agricultural pursuits. This twenty-four hours' labour, however, frequently is extended to the boiler men in the sugar-boiling houses, where it naturally is fraught with serious danger to the machinery.

*Brewery and Malting.*—In these establishments, often on a large scale in Baden, the hours are generally pretty constant, being in most cases eleven of real work.

Shift work is used except in the very small breweries, where for some months fourteen hours are the ordinary working time.

In the malt-houses shift work is used with shifts of eighteen hours each.

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ITALY.

No. 12.

*Mr. Dering to the Marquis of Salisbury.—(Received August 12.)*

(Extract.)

*Rome, August 5, 1889.*

ON the receipt of your Lordship's Circular despatch of the 27th May last, I at once addressed a note to the Italian Minister for Foreign Affairs (copy inclosed), requesting his Excellency to furnish me with the information respecting adult labour in Italy desired by Her Majesty's Government.

I have the honour now to inclose translation of the reply which I have received from the Italian Foreign Office, from which your Lordship will perceive that no Laws on this subject exist in Italy.

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Inclosure 1 in No. 12.

*Mr. Dering to Signor Crispi.*

M. le Ministre,

*Rome, June 3, 1889.*

HER Majesty's Government are desirous of obtaining a Return showing the Laws enacted in Italy affecting the hours of adult labour, with the actual hours now worked, and such information as is obtainable respecting the enforcement or otherwise of such Laws.

I should be greatly obliged to your Excellency if you would be so good as to furnish me with such information and documents as will enable me to supply my Government with the Return required.

Thanking your Excellency beforehand, I avail, &c.

(Signed) HENRY NEVILL DERING.

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Inclosure 2 in No. 12.

*Signor Damiani to Mr. Dering.*

(Translation.)

M. le Chargé d'Affaires,

*Rome, August 2, 1889.*

IN reply to your note of the 3rd June, in which you asked me, in the name of Her Britannic Majesty's Government, for a copy of the Laws in force in Italy for limiting the hours of labour of work-

people, as well as some notice of the working of such Laws, I have the honour to inform you that as yet no special Laws have been enacted on the subject above mentioned, with the exception of the Law of the 11th February, 1886 (No. 3657, Series 3A), on the labour of children and the Regulation relating to it, approved by Royal Decree of the 17th September, 1886, both of which I inclose herewith.\*

I have the honour to inform you at the same time that, in accordance with the assurances recently given in the Chamber of Deputies by his Excellency the Minister of Agriculture, Industry, and Commerce, for the observation of Regulations prescribed in Article 19 of the "Regolamento" of the 17th September, 1886, that Ministry will shortly publish a Report on the application of the Laws on the labour of children, which will contain the information desired by the English Government.

As soon as I receive this publication I will not fail to forward a copy to your Embassy.

I avail, &c.  
(The Under-Secretary of State),  
(Signed) DAMIANI.



MONTENEGRO.

No. 13.

*Mr. Baring to the Marquis of Salisbury.—(Received June 18.)*

My Lord,

*Cettinje, June 8, 1889.*

I HAVE the honour to acknowledge the receipt of your Lordship's Circular of the 27th ultimo, instructing me to furnish information with respect to the Laws enacted in this country affecting the hours of adult labour.

In reply, I beg to state that custom, not law, regulates such matters in a primitive country like Montenegro.

In summer the day labourer begins to work between 5 and 6 A.M., and goes on till 8 A.M., when he knocks off for about half-an-hour. He then works till noon, rests for two hours till 2 P.M., and after that works on till sunset.

In winter work begins between 7.30 and 8 A.M. There is a rest of one hour from noon till 1 P.M., and the labourer then works till sunset.

Some employers of labour make deductions from the pay of men who come on to work after the proper hour, but there is no sort of Law or Regulation on the subject, and all depends upon whether the employer has the authority to enforce his rules.

The above remarks apply principally to unskilled labour; with regard to such skilled labour as is to be found here, the rules, though the same in theory, are applied rather more laxly.

I have, &c.

(Signed) WALTER BARING.

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NETHERLANDS.

No. 14.

*Sir H. Rumbold to the Marquis of Salisbury.—(Received June 20.)*

My Lord,

*The Hague, June 19, 1889.*

WITH reference to your Lordship's Circular despatch of the 27th ultimo, I have the honour to inclose herewith the copy of a note from the Netherlands Minister for Foreign Affairs, stating, in reply to an inquiry which was addressed to his Excellency by Her Majesty's Chargé d'Affaires on the receipt of your Lordship's said despatch, that the legislation of the Netherlands does not contain any provisions regulating the hours of adult labour, in so far as men are concerned; but that a Law recently promulgated, of which his Excellency's note incloses a copy, lays down rules for preventing excessive or dangerous labour by adult women and young persons.

I have, &c.

(Signed) HORACE RUMBOLD.

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Inclosure in No. 14.

*M. Hartsen to Sir H. Rumbold.*

M. le Ministre,

*La Haye, le 17 Juin, 1889.*

EN me référant à l'office de M. le Chargé d'Affaires intérimaire du 3 Juin dernier, j'ai l'honneur de porter à votre connaissance que la législation Néerlandaise ne contient aucune disposition réglant le nombre des heures de travail des hommes adultes, mais que la Loi récemment promulguée du 5 Mai dernier (J.O. No. 48) renferme des dispositions pour empêcher le travail excessif et dangereux des femmes adultes, ainsi que des jeunes gens.

Vous trouverez sous ce pli un exemplaire de cette Loi, dont les Articles 5, 6, 7, et 8 se rapportent au travail des femmes dans les fabriques ou ateliers, tandis que les Articles 9, 10, et 11 prescrivent des mesures dans le but d'assurer la stricte exécution des dispositions qui précèdent.

Veillez, &c.

(Signé) HARTSEN.

(Translation.)

M. le Ministre,

*The Hague, June 17, 1889.*

WITH reference to the letter from the Chargé d'Affaires *ad interim* of the 3rd June last, I have the honour to inform you that

the legislation of the Netherlands contains no provision regulating the hours of labour for adult males, but the Law of the 5th May last recently promulgated (J.O. No. 48) provides for the prevention of excessive and dangerous work by grown-up women and young persons.

You will find a copy of this Law inclosed,\* Articles 5, 6, 7, and 8 of which refer to female employment in manufactories or workshops, while Articles 9, 10, and 11 provide for the strict observance of the preceding measures.

I have, &c..  
(Signed) HARTSEN.

PORTUGAL.

No. 15.

*Mr. Petre to the Marquis of Salisbury.—(Received June 20.)*

My Lord,

*Lisbon, June 17, 1889.*

WITH reference to your Lordship's Circular despatch of the 27th ultimo, inclosing the copy of an Address from the House of Commons for a Return showing the Laws enacted affecting the hours of adult labour in Europe and the United States of America, and giving information as to the enforcement of such Laws, I have the honour to report, as the result of my inquiries, that there are no Laws or Regulations affecting the hours of adult labour in Portugal.

The working hours are fixed by usage and agreement. The general rule, applying to old and young, is to work from sunrise to sunset. This is modified in some trades to this extent, that the work commences at 6 A.M. and ends at 6 P.M. in summer, and at 7 A.M. to 5 P.M. during the winter months. One hour and a-half is usually allowed for meals. I have ascertained this to be the case in the manufactures of woollens, cottons, paper, and porcelain.

In the building trade and in field labour the hours in summer are from 4.30 or 5 A.M. to 7 P.M., from two to three hours' rest being allowed in the middle of the day, and from 7.30 A.M. to 5 P.M. in winter, with a shorter interval of rest.

I have, &c.

(Signed) GEORGE G. PETRE.

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ROUMANIA.

No. 16.

*Sir F. Lascelles to the Marquis of Salisbury.—(Received July 12.)*

My Lord,

*Bucharest, June 19, 1889.*

ON the receipt of your Lordship's Circular despatch of the 27th ultimo, I did not fail to ask the Roumanian Minister for Foreign Affairs whether he could cause me to be furnished with information respecting the Laws affecting the hours of adult labour in Roumania, and the actual hours now worked.

M. Lahovary replied that there was no legislation in Roumania on the subject. Absolute freedom was left to the employers to make any arrangements with their workmen. His Excellency added that it would not be easy to ascertain the hours now worked, as they varied in different establishments, and there was no fixed rule on the subject.

I have, &c.

(Signed)

FRANK C. LASCELLES.

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RUSSIA.

No. 17.

*Mr. Gosling to the Marquis of Salisbury.—(Received July 15.)*

My Lord,

*St. Petersburg, July 8, 1889.*

IN reply to your Lordship's Circular despatch of the 27th May, addressed to Sir R. Morier, I have the honour to state that no Laws affecting the hours of adult labour exist in Russia.

With regard to the actual hours of labour in the industrial establishments in Russia, I would refer your Lordship to the Report on the subject by Mr. Dering, published as a Parliamentary Paper in No. 62 of the Miscellaneous Series, 1887, "Reports on Subjects of General and Commercial Interest," a copy of which is inclosed herewith for convenience of reference.

I have, &c.

(Signed) AUDLEY GOSLING.

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Inclosure in No. 17.

*Memorandum on Hours of Labour in Industrial Establishments  
in Russia.*

THE Inspecting Committee of Factories have published some interesting data concerning the hours of labour in this country, taken from the inspections during the past year of 1,214 manufacturing establishments, representing 125 different branches of industry. From the information thus collected, it appears that an immense difference exists between the working hours at the various establishments. In the large majority of them, men and women work equal time. The number of daily working hours varies from six to twenty in the various branches of production, and, in one or two special cases, uninterrupted toil is prosecuted for the twenty-four hours. It is remarkable that these great divergences in the number of working hours occur in the same branches of industry, within the same Inspector's district, and among establishments whose produce realizes the same market price. A difference occurs of from one to eleven hours in manufactories of the same nature. The probable cause of this is the extent of the works, and the greater or lesser local demand for the article produced. The longer hours are, however, to be found in those establishments of primitive construction, and belonging to proprietors who are either ignorant of—or profess to be ignorant of—modern technical development.

The exceptional cases, however, where work is carried on from twelve to twenty hours, are few, as in a very large majority of cases (970, or 80 per cent.) the hours of labour are twelve and under.

Manufactories with the twelve hours' daily labour are 36·8 per cent. Of the whole, those with eleven hours, 20·8 per cent.; those with ten hours, 18·1 per cent.; with eight hours, 1·6 per cent.; with seven hours, 0·4 per cent.; and with six hours, 0·2 per cent.: so that an average of twelve hours daily may fairly be assumed as the normal working hours throughout Russian industrial establishments.

Night-work is pursued in 247 establishments, or 20 per cent. of the total number, but principally in the Governments of Moscow and Vladimir. The majority of establishments open at 5 A.M. and close not later than 9 P.M. These represent 906, or 74·6 per cent. of the total number inspected, so that the Law of the 1st June, 1882, for the protection of children, and fixing their maximum number of hours of day labour at from 5 A.M. to 9 P.M., and of night-labour from 9 P.M. to 9 A.M., does not affect them—no more than the Law of the 3rd June, 1885, by which female night-labour is prohibited in certain industries, notably the textile industry.

A large proportion of establishments, however (some 749), commence work only at 6 A.M., or even later, and in some cases as late as 10 A.M.; and the hours of closing vary from 4 P.M. to 9 P.M.



SAXE-COBURG-GOTHA.

No. 18.

*Mr. Milbanke to the Marquis of Salisbury.—(Received July 8.)*

My Lord,

*Coburg, July 6, 1889.*

WITH reference to your Lordship's Circular despatch of the 27th May, I have the honour to report that I have just been informed by the Minister of State that there are no Laws affecting the hours of adult labour in the Duchies of Coburg and Gotha.

I have, &c.

(Signed) RALPH MILBANKE.

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## SAXONY.

No. 19.

*Mr. Strachey to the Marquis of Salisbury.—(Received July 17.)*

My Lord,

*Dresden, July 12, 1889.*

IN reply to the inquiry on hours of work in Saxony, I have the honour to report as follows.

The duration of the normal work-day throughout the kingdom, in all the principal branches of industry, is from 6 A.M. to 7 P.M. The customary pauses are half-an-hour for breakfast, an hour for dinner, and half-an-hour for supper. There are, therefore, eleven hours of actual daily work.

In manufacturing industry, departures from the eleven hours rule do occasionally occur. Spinning and weaving mills are not unfrequently open from 6 A.M. to 8 P.M., the period of work being thus twelve instead of eleven hours.

In the machinery branch, when there is pressure from special orders, there may be augmentations of one or two hours.

The Dresden curtain mills work continuously (pauses excepted) through the twenty-four hours, thus: first gang, 7 to 12 A.M.; second gang, 1 to 6 P.M.; first gang again, 7 to 12 P.M.; second gang again, 1 to 6 A.M. Here then, the effective work period is ten hours. Night shifts also occur in the State mining works, in paper-mills, printing establishments, and glass works.

Particular cases of periodical recourse to overtime are the following:—

In chocolate mills, in October and November, when the Christmas orders are being completed, the hands, chiefly females, usually work from 6 A.M. to 9 or 10 P.M.; that is, thirteen or fourteen hours effective.

Girls employed in artificial flower making have, in winter, an actual working-day of thirteen or even fourteen hours. But these artificers reside with the masters, and may have short pauses for recreation.

The time-table of bakers and brewers is irregular. From the requirements of their trade their work-day frequently exceeds the normal eleven hours.

The employment of tailors, shoemakers, masons, carpenters, and painters is subject to great fluctuation, according to season and weather, and their work-time frequently falls above or below the normal. In Leipzig the masons appear to have recently carried a ten hours day; but this is a local arrangement, which has not been generally followed.

According to the modifications introduced after the recent strikes (in Westphalia, Silesia, and in this kingdom) the coal mines

of Saxony have an effective eight hours shift where the pits are of a high temperature; in other pits a ten hours shift may be usual. In metallic mines a ten hours shift is usual; extra half-shifts often occur.

For house industry, which is largely present in Saxony, in particular in the weaving branch, no general rules can be laid down. A fifteen hours work-day is not, however, uncommon for adults and young persons.

The legislation relative to work-time is not Saxon, but Imperial. It does not affect adults. Children under 12 may not be employed in factories; between 12 and 14, not over six hours a-day; between 14 and 16, not over ten hours. The compulsory school-time is three hours daily. Except by this incidental restriction, the law does not limit the employment of children in house industry.

Breaches of the ten hours rule relative to young persons between the ages of 14 and 16 are described as frequent.

Reports of the Saxon Inspectors of Trade and Industry, lately published, confirm the above. The Dresden Inspector says: "almost universally eleven hours;" Zwickau: "in most cases from eleven to twelve hours;" Leipzig: "mostly a ten or eleven hours day."

I have, &c.  
(Signed) G. STRACHEY.

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SERVIA.

No. 20.

*Mr. F. R. St. John to the Marquis of Salisbury.—(Received June 14.)*

My Lord,

*Belgrade, June 10, 1889.*

I HAVE the honour to acknowledge the receipt of your Lordship's Circular despatch of the 27th of last month, instructing me to furnish your Lordship with a Return of the Laws affecting the hours of adult labour in Servia, and with such information as is attainable regarding the enforcement, or otherwise, of such Laws.

In reply, I beg to inform your Lordship that, according to inquiries I have made, there exist no Laws in this country with regard to labour, which is consequently free and conducted in every case on the principle of mutual agreement or individual convenience.

I have, &c.

(Signed) F. R. ST. JOHN.

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SPAIN.

No. 21.

*Sir Clare Ford to the Marquis of Salisbury.—(Received August 14.)*

My Lord,

*Madrid, August 11, 1889.*

WITH reference to my despatch of the 2nd June, I have the honour to inform your Lordship that from inquiries I have instituted at the proper Administration in this city, I have learnt that no Regulations exist in Spain respecting the hours of adult labour.

I have, &c.

(Signed) FRANCIS CLARE FORD.

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SWEDEN.

No. 22.

*Sir F. Plunkett to the Marquis of Salisbury.—(Received July 8.)*

My Lord,

*Stockholm, July 4, 1889.*

IN reply to your Lordship's Circular despatch of the 27th May, I have the honour to report that the Laws regulating hours of labour in Sweden apply only to children and girls. As regards adult labour, masters and men make the arrangements most convenient to themselves.

I have, &c.

(Signed) F. R. PLUNKETT.

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SWITZERLAND.

No. 23.

*Mr. Scott to the Marquis of Salisbury.—(Received August 5.)*

My Lord,

*Berne, August 1, 1889.*

IN obedience to the instructions of your Lordship's Circular despatch of the 27th May last, I have the honour to submit the inclosed Report which I have drawn up on the Laws affecting the hours of adult labour in Switzerland, and giving such information as has been attainable as to their enforcement.

I have, &c.

(Signed) CHARLES S. SCOTT.

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Inclosure in No. 23.

*Report on Hours of Adult Labour.*

THE legislative measures affecting the hours of adult labour in Switzerland are Articles 11, 12, 13, and 14 of the Federal Factory Labour Law of 1877, which received the sanction of a popular vote by the exercise of the Constitutional right of *referendum*.

The text of these Articles are translated into English as follows:—

Article 11. The duration of a normal working day must not exceed eleven hours, and on Saturdays and public holidays it shall be reduced to ten hours.

The duration of a working day shall be comprised within the hours of 5 A.M. and 8 P.M. during the months of June, July, and August, and during the remainder of the year between 6 A.M. and 8 P.M.

The hours of labour shall be regulated by the town clock, and notified to the local authority.

In the case of unhealthy industries, or when the work or processes employed are of a nature calculated to render occupation for eleven hours prejudicial to the health or lives of the labourers, the duration of the normal working day shall be reduced by the Federal Council in accordance with the requirements of the case until such time as it shall be shown that the dangers which occasioned such reduction have ceased to exist.

Applications for authority to prolong exceptionally or temporarily the duration of a working day must be made to the competent district authorities, or, if no such authorities exist, to the local authorities, provided always that the duration of such pro-

longation is not to exceed the term of two weeks ; otherwise the applications must be made to the Cantonal Government.

The labourers shall be allowed in the middle of each working day an hour's rest at least for their meal ; suitable localities, heated in winter, and outside the ordinary working rooms, shall be placed gratuitously at the disposal of such labourers as may bring or have their meal brought to the factory.

Article 12. The provisions of the foregoing Article do not apply to accessory works which ought to precede or follow the labour of manufacture properly so called, and are executed by men or by unmarried women above the age of 18 years.

Article 13. Night-work, that is to say, work between the hours of 8 P.M. and 6 A.M., is only permissible as an exception, and the working hands cannot be employed on it without their full consent. In all cases excepting that of urgent repairs necessitating exceptional night-work for one night only, the permission of the authorities is requisite ; if this night-work is to be prolonged beyond the term of two weeks, the Cantonal Government is alone competent to give such authority.

Regular night-work may, however, take place in such branches of manufacture as, by their nature, require uninterrupted work.

Manufacturers considering themselves entitled to the benefit of this legal provision must satisfy the Federal Council that their industry necessitates this kind of work.

At the same time, they must submit to the Federal Council a scheme of Rules providing for the distribution of the work, and the number of working hours obligatory on each working hand ; this number must, in no case, exceed eleven hours in twenty-four for each workman. The authority may be modified or withdrawn altogether in case the circumstances undergo a change.

Article 14. Except in cases of absolute necessity, Sunday labour is prohibited, with the exception of such establishments as by their nature require uninterrupted labour, and have received the authority provided for in the foregoing Article from the Federal Council.

Even in the case of these establishments, each working hand must have one free Sunday out of every two.

The Cantonal Legislature has the right to determine other holidays on which work is to be prohibited as on Sundays. These holidays must not exceed in number eight in one year.

They cannot, however, be declared obligatory by Cantonal legislation on others than members of the religious creeds which keep such holidays.

A workman who refuses to work on a religious holiday not comprised in the eight days reserved as above cannot be fined for so doing.

Article 15. Women cannot, under any circumstances, be employed in night or Sunday labour.

When they have a household to look after, they shall be free to leave their work one half-hour before the midday rest, if the latter is of less duration than one hour and a-half.

After and before childbed a term of eight weeks in all is set apart during which women cannot be admitted to work in factories.

After their confinement they are not to be readmitted into the factory without furnishing proof that six weeks, at least, have elapsed since the date of their delivery.

The Federal Council shall designate the branches of industry in which women in pregnancy are not to be allowed to work.

The Federal Council controls the enforcement by the Cantonal authorities of the foregoing provisions in virtue of the powers conferred on it by Article 34 of the Federal Constitution, which enacts that—

“The Confederation shall have the right of laying down uniform prescriptions respecting the labour of children in factories, the duration of the labour which may legally be imposed on adults, as well as the protection to be afforded to workmen against the exercise of unhealthy and dangerous industries.”

For this purpose the Federal Council has appointed Federal Inspectors of Factories, who make regular annual tours of inspection, and also undertake additional inspections on special orders from the Council.

Infringements of the Law are punishable by fines varying from 5 fr. to 500 fr. Judging from the annual Reports of the Federal Inspectors, the provisions affecting the hours of labour appear to have been very carefully enforced, although up to the present date the Federal Council has not had occasion to reduce the normal working day in any of the cases provided for in paragraph 3 of Article 11.

Article 1 of the Factory Labour Law defines the interpretation of the term “factory,” in the sense of the Statute, to be “any industrial establishment in which a more or less considerable number of workmen are employed away from their homes in an inclosed locality. The Federal Council is to decide, after consultation with the Cantonal Government, any case of doubt arising as to the proper classification of a given industrial establishment in the category of ‘factory.’”

The Federal Council has in the course of the last ten years given several decisions to prevent the evasion of the intention of the Law on the part of employers.

With special reference to the hours of labour, the Council has decided, with regard to Article 11, that the intervals of rest provided for by the Factory Rules are to apply not only to Saturdays, but to be observed also on all the other days of the week, and are to be regular and simultaneous for all hands employed, whether the intervals be of half or a quarter of an hour.

That the exceptional or temporary prolongation of hours of labour is only admissible in case of a determined external cause or necessity, and not simply to suit the convenience of the employer, and that permission to prolong the working hours cannot be given except for a fixed term; that all such permissions must be issued in writing, must be communicated to the local supervising autho-

rities, and must state a fixed term of hours ; and further that the permission must be made public, for the information of the workmen, by being posted up in the work-rooms.

All such permissions are to be communicated to the Factory Inspectors.

The local authorities are forbidden to grant the permission in question in such a manner as to enable the employers to evade the control of the Cantonal Government by obtaining an immediate or periodical renewal of such permission.

With reference to Article 12, the Council has addressed a Circular to the Cantonal Governments defining some of the works which are to be classed as "accessory" in the sense of this Article, *e.g.*, the cleaning, greasing, and sweeping out of the work-rooms, but not the periodical dismounting of machinery for the purpose of repair or thorough cleaning, &c., an operation requiring several hours' work.

In breweries, by Article 12 the provisions of Article 11 do not apply to stokers, machinists, and the staff of clerks, nor to maltsters, workmen directing the process of fermentation, or working brewers employed in the clerks' office, provided that, in the case of these three last categories, the total number of hours of work does not exceed eleven in every twenty-four.

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TURKEY.

No. 24.

*Sir W. White to the Marquis of Salisbury.—(Received June 28.)*

My Lord,

*Therapia, June 20, 1889.*

IN obedience to the instructions contained in your Lordship's Circular despatch of the 27th May, I have the honour to transmit copy of a despatch addressed to me by Mr. Fane, stating that no Laws exist in this country affecting the hours of adult labour.

I have, &c.

(Signed) W. A. WHITE.

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Inclosure in No. 24.

*Mr. Fane to Sir W. White.*

Sir,

*Therapia, June 19, 1889.*

I HAVE the honour to report to your Excellency, as the result of inquiries which I have made upon the subject, that no Laws have been enacted in Turkey affecting the hours of adult labour.

The hours of labour are regulated merely by custom, according to which a working day lasts from sunrise to sunset, with certain intervals for repose and refreshment.

I have, &c.

(Signed) EDMUND FANE.

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UNITED STATES.

No. 25.

*Mr. Edwardes to the Marquis of Salisbury.—(Received August 20.)*

My Lord,

*Washington, August 7, 1889.*

WITH reference to your Lordship's Circular despatch of the 27th May last, instructing Sir Julian Pauncefote to obtain information respecting the Laws in this country affecting the hours of adult labour, and respecting the enforcement, or otherwise, of such Laws, I have now the honour to forward herewith the Reports which I have received on the subject from Her Majesty's Consul-General at New York, and from Her Majesty's Consuls in this country.

I have, &c.

(Signed) H. G. EDWARDES.

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Inclosure 1 in No. 25.

*Consul-General Booker to Sir J. Pauncefote.*

Sir,

*New York, July 9, 1889.*

I HAVE the honour to acknowledge the receipt of your despatch of the 11th June, requesting to be furnished with information in regard to the Laws enacted in the States comprised in my Consular district affecting the hours of adult labour with the actual hours now worked.

*New York.*

The only Acts affecting the hours of adult labour in force in New York are—An Act passed in 1870 to regulate the hours of labour of mechanics, working men, and labourers in the employ of the State or otherwise engaged on "public works."

Section 1 of this Act makes eight hours a legal day's work for all classes of mechanics, working men, and labourers, excepting those engaged in farm and domestic labour; but overwork for an extra compensation by agreement between employer and employé is permitted.

Section 2 makes this Act apply to all mechanics, working men, and labourers employed by the State or any Municipal Corporation therein, through its agents or officers, or in the employ of persons

contracting with the State or such Corporation for performance of public works.

Section 3 makes it a misdemeanour for violation of the Act.

An Act passed in 1886 to regulate the hours of labour in the street surface and elevated railroads chartered by the State in cities of over 500,000 inhabitants.

Section 1 of this Act makes twelve hours' labour in twenty-four, with reasonable time for meals, constitute a day's labour in the operation of all street surface and elevated railroads owned or operated by Corporations incorporated under the Laws of this State, whose main lines of travel or whose routes be principally within the corporate limits of cities of more than 500,000 inhabitants, whatever motive power may be used in the operation of such railroads.

Section 2 makes it a misdemeanour for any officer or agent of any such Corporation to exact from any of its employés more than twelve consecutive hours' labour in the twenty-four, with one half-hour for dinner, but provides that in cases of accident or unavoidable delay extra labour may be permitted for extra compensation.

Section 3 provides that this Act shall not affect contracts now in force, nor apply to existing Corporations whose Charters are not subject to alteration, modification, or repeal.

An Act passed in 1887 to regulate the hours of labour in the street surface and elevated railroads chartered by the State in cities of 100,000 and over.

Section 1 of this Act makes ten hours' labour to be performed in within twelve consecutive hours, with reasonable time for meals, constitute a day's labour in the operation of all street surface and elevated railroads owned and operated by Corporations incorporated under the Laws of this State, whose main line of travel or whose routes lie principally within the Corporate limits of cities of more than 100,000 inhabitants, whatever motive power may be used in the operation of such railroads.

Section 2 makes it a misdemeanour for any officer or agent of any such Corporation to exact from any of its employés more than ten hours' labour to be performed within twelve consecutive hours, with not less than one half-hour for dinner, but provides that in case of accident or unavoidable delay extra labour may be permitted for extra compensation.

Section 3 is the same as section 3 in the Act of 1886.

Section 4 repeals all Acts inconsistent with this Act.

The Act of 1887 would seem to repeal the Act of 1886, as it changes the hours of labour in the latter, twelve within twenty-four, to ten within twelve, and in both Acts a reasonable time for meals is provided for.

In this and the other cities of the State nearly all classes of mechanics, and all connected with the building trade, work nine hours per day, except on Saturday, when eight hours is the rule.

Some engineers and railroad employés work ten hours per day, and ordinary labourers ten hours.

On the elevated railroads of this city and Brooklyn the drivers work nine hours per day, and the guards, gatemen, and ticket agents ten. On the surface railroads (trams) conductors and drivers average nine and a-half hours; starters, switchmen, roadmen, and ostlers ten, and watchmen eleven and a-half hours.

### *New Jersey.*

The only Act on the Statute Book is one in regard to the hours of labour of employés of surface and elevated railroad Companies, passed in 1887, in which it is enacted that twelve hours' labour, to be performed within twelve consecutive hours, with reasonable time for meals, not less than half-an-hour for each, shall constitute a day's labour in the operation of all cable, traction, and horse-car street surface railroads, and of all cable, traction, and steam elevated railroads, owned or operated under the Laws of New Jersey, but provision is made that, in case of accident or unexpected contingency demanding more than the usual service, extra labour may be permitted and exacted for extra compensation.

According to the statistics published by the State Commissioner, 9 per cent. of the members of the New Jersey Trades Unions and Knights of Labour Local Assemblies work more than sixty hours per week, and this may be considered to hold good for those not belonging to Trades Unions and Knights of Labour. About one-half work sixty hours per week, and the remainder, including all connected with the building trade, fifty-four or fifty-three hours, those working fifty-three working eight hours on Saturdays.

Among those working over sixty hours per week may be found bakers, barbers, and some classes of engineers and railway employés. Those working sixty hours per week comprise employés of mills and manufactories, hat-makers, some classes of engineers, book compositors, teamsters, &c.

### *Rhode Island.*

The only Act on the Statute Book in regard to hours of labour is one making ten hours of labour of adults in any manufacturing establishment and all mechanical labour a legal day's work unless otherwise agreed by the parties to the contract for the same. The hours of labour in the State are the same as those of New York and New Jersey.

### *Delaware.*

This State has no Statute Law in regard to labour, and the hours are the same as those of the preceding States.

*Connecticut.*

The only Act on the Statute Book is one making eight hours of labour performed in any one day by any one person a lawful day's work, unless otherwise agreed.

The Commissioner of Labour Statistics states that, with but very few exceptions, the hours of labour of mechanics and other labouring people are ten hours per day, or sixty hours per week. In many factories the employés work more than ten hours for five days, and make a shorter day of Saturday to bring the hours of the week to sixty. The exceptions to sixty hours per week are in industries like paper manufactories, where the machinery runs continuously day and night, and two sets of hands are employed, each set working twelve hours. In no case do women work more than ten hours per day.

I have, &c.  
(Signed) WM. LANE BOOKER.

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Inclosure 2 in No. 25.

*Consul Segrave to Sir J. Pauncefote.*

Sir,

*Baltimore, June 20, 1889.*

REFERRING to your despatch of the 11th instant, I have now the honour to transmit to you the accompanying paper, containing such information as I have been enabled to gather regarding the Laws and customs which affect the hours of adult labour within the States of Maryland and Virginia.

I have, &c.  
(Signed) W. F. SEGRAVE.

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Inclosure 3 in No. 25.

*Report by Consul Segrave on Hours of Labour.**Maryland.*

IN the State of Maryland there are no Federal Laws in force which regulate the hours of labour.

The State Laws with the above object only apply—

1. To the workmen in the State tobacco warehouses, who, under the Act of 1872, cap. 36, are limited to ten hours a-day.

2. To miners. The Act of 1886, cap. 303, provides that the hours of labour for miners shall be ten a-day, and under subsection 1 it is provided that any violation of its provisions shall subject the offender to a fine not exceeding 50 dollars.

3. Street car and horse railway drivers. The Act of 1886,

cap. 137, provides that no horse railway Company incorporated under the Laws of the State, or any servant thereof, shall require or permit its conductors or drivers to work for more than twelve hours during each day of twenty-four hours.

Section 2 provides that any Corporation as above, which shall violate the provisions of the Act, shall be deemed to have abused its corporate powers, and, on written application of any citizen, accompanied by adequate evidence, the Attorney-General shall institute proceedings for the forfeiture of the Charter of such offending Corporation.

Section 3 provides that any Corporation as above, or servant of such, who shall violate the provisions of this Act, shall be deemed guilty of a misdemeanour, and, on conviction, be fined 100 dollars for each offence, as well as the costs of the proceedings.

The practical operation of the Act, however, is to materially reduce the pay of the servants of the Companies, as well as their hours of work.

In the early part of 1886 a movement was organized in this State to establish a uniform working day of eight hours, and at one time it was said that it had a membership of something like a quarter of a million of men.

The furniture workers and building trades were the most conspicuous in enforcing the demand.

Piece-workers were, as a rule, indifferent as compared to those employed by the day.

The movement, however, was generally a failure, though some trades which adopted the nine hours rule succeeded in reducing the hours of the day's work.

Notably may be mentioned bricklayers, stonemasons, painters, and stone-cutters, but carpenters and other trades which maintained the eight hours rule have not succeeded. Since then the tendency has been more in the direction of Trade Unionism than towards the mixed organization of the Knights of Labour.

The movement may be said to have been a partial success for trades demanding nine hours a-day, and a failure for those demanding eight hours.

As a whole, it may be said that in Maryland ten hours may be taken as the actual working day for men, and for women in factories nine hours during eleven months of the year.

### *Virginia.*

There are no Federal Laws in force in Virginia regulating the hours of labour in general, but under the Revised Statutes of the United States, 2nd edition, 1878, cap. 43, section 3738, labourers employed on Government works, in navy yards, &c., are restricted to eight hours a-day. Neither is there any State legislation which affects the hours of labour; but whilst not regulated by law, they are not the less strictly defined by custom and combination in the different branches of employment.

Agricultural labourers work from sunrise to sunset. Bricklayers work eight hours.

Ten hours may, however, be considered the working day for nine-tenths of the labourers employed in this State.

If, however, the State does not regulate the hours of labour, it legislates in the working-man's interest in another direction.

Under the Act of the Assembly, 1887, cap. 391, it is prescribed that all wages shall be paid in cash, and not in checks.

And in the Act of 1887, cap. 178, sections 3630 to 3657, termed the "Homestead exemption," the property of a labouring man, up to the value of 2,000 dollars, is exempt from attachment for debt.

(Signed) W. F. SEGRAVE,  
*Her Britannic Majesty's Consul.*

*Baltimore, June 20, 1889.*

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Inclosure 4 in No. 25.

*Consul Clipperton to Sir J. Pauncefote.*

Sir,

*Philadelphia, July 24, 1889.*

I HAVE the honour to acknowledge the receipt of your despatch of the 11th ultimo, requesting all the information and documents I am able to obtain on the subject of the Laws enacted affecting the hours of adult labour within this Consular jurisdiction.

In reply, I beg to report that, in the State of Pennsylvania, eight hours constitute a day's labour, but this Law does not apply to farm or agricultural labour, or services by the month or week; nor does the Law prevent any person working as many hours' overtime, or extra work, as he or she may see fit, by agreement between the employer and the employé.

The other provisions of the Law relate to the mode of paying wages or determining disputes between the employed and the employer; how persons shall be liable in mines and in manufactories, as well as other matters not bearing directly on the hours of labour.

The Law also relates to the employment of children, forbidding it under the age of 12 years by any person or Corporation.

In the State of Michigan, in all factories, workshops, salt-blocks, saw-mills, logging and lumber camps, booms and drives, mines or other places used for mechanical, manufacturing, or other purposes where men or women are employed, ten hours per day shall constitute a legal day's work, and any proprietor, stockholder, manager, clerk, foreman, or other employers of labour who shall require any person or persons in their employ to perform more than ten hours per day shall be compelled to pay such employés for all overtime or extra hours at the regular per diem rate, unless there be an agreement to the contrary.

In all contracts or agreements to labour in any mechanical,

manufacturing, or other labour, calling, silent, or no express conditions specified, ten hours shall constitute a day's work, and the contract or agreement shall be so construed.

Any individual, firm, agent, or any Corporation, or other employers of labour who shall take any unlawful advantage of any person or persons in their employ, or seeking employment, because of their poverty or misfortune, to invalidate any of the provisions of the preceding section, shall be deemed guilty of a misdemeanour, and, upon conviction thereof, shall be fined not less than 5 dollars, nor more than 50 dollars, for each offence, and it shall be the duty of the Prosecuting Attorney of the county in which such offence was committed, upon receiving complaint, to prosecute all such cases in the name of the people of the State of Michigan before any Justice of the Peace or other competent Court of jurisdiction.

All fines collected for violation of the Act shall be turned over to the School Board or Board of Education of the city or township wherein such fine may be collected, and the same shall by them be disbursed for and in benefit of the public schools.

Nothing in the Act shall be construed to apply to domestic or farm labourers, or other labourers who agree to work more than ten hours per day.

In the State of Indiana a Law was passed on the 6th March, 1889, making eight hours a legal day's work for all classes of mechanics, working men, and labourers, excepting those engaged in agricultural or domestic labour, but overwork for extra compensation is permitted. The Law applies to all classes or character of employers or their agents or officers.

The violation of the Law is made a misdemeanour punishable by a fine not greater than 500 dollars, and if the person violating the Law has a public position he shall be removed therefrom.

In Ohio, the remaining State of this Consular district, no Law bearing upon this subject has been enacted by the Legislature. The hours for a day's labour in that State, therefore, would be ten hours, or any other time agreed upon by the employer and employé.

I have, &c.

(Signed) ROBERT CHAS. CLIPPERTON.

Inclosure 5 in No. 25.

*Consul Cridland to Sir J. Pouncefote.*

Sir,

*Charleston, July 13, 1889.*

IN answer to your despatch of the 11th ultimo, I have the honour to state that the State Legislatures of North and South Carolina and Tennessee have thus far passed no Laws regulating the hours of adult labour in their States. This is probably owing to the fact that only of late years capitalists have established factories and developed the mines in the Southern States of this country.



In the Code of Laws enacted by the State Legislature of Georgia the only paragraph having reference to the hours of labour is as follows:—

“Section 1885. The hours of labour by all persons under 21 years of age in all cotton, woollen, or other manufacturing establishments or machine shops in this State shall be from sunrise until sunset, the usual and customary times for meals being allowed from the same; and any contract made with such persons or their parents, guardians, or others, whereby a longer time for labour is agreed upon or provided for, shall be null and void so far as relates to the enforcement of said contracts against such labourers.”

In the factories in South Carolina the hours of labour are generally from 7 A.M. till 6 P.M., one hour being allowed for dinner, 12 to 1 P.M. On Saturday some of the establishments close earlier in the afternoon, especially during the summer months. These hours apply also to mechanics and out-day labourers. The street car-drivers commence work at 6 A.M. and continue till 10 P.M., and eat their meals as best they can.

The recognized hours of labour in the State of Georgia are as follows:—

Monday to Friday, 6:30 A.M. to 6:30 P.M.; Saturday, 6:30 A.M. to 3 P.M.; with half-an-hour for dinner each day.

As before stated, there are no Laws in the State of North Carolina affecting the hours of adult labour, but it appears that, according to custom, the hours of adult labour range from eight to fourteen hours per day, the average being about ten hours. The average hours of work in factories are twelve, with one hour for meals.

In the State of Tennessee, though there are no Laws in existence affecting the hours of labour, from all I can learn from the Mayors of Nashville and Chattanooga, the customary hours are from 7 A.M. to 12, and from 1 P.M. to 6 P.M. daily.

In the phosphate mines in this vicinity the miners work by contract ten hours a-day; after that they receive extra pay.

I have, &c.

(Signed)                      FREDERICK J. CRIDLAND.

Inclosure 6 in No. 25.

*Consul Henderson to Sir J. Pauncefote.*

Sir,

*Boston, June 19, 1889.*

In reply to your despatch of the 11th instant, relative to the hours of adult labour in the States over which this Consular jurisdiction extends, I have the honour to state that no Laws affecting the question exist in the State of Vermont, and that the only legal restriction, enacted in similar terms in the States of Massachusetts, New Hampshire, and Maine, is that limiting the hours of labour of women in manufacturing and mechanical

establishments to ten hours per day, or, in any case, when more or less time is occupied in labour on any one or more days, to sixty hours in a week.

In the State of Maine the Law further enacts that in all contracts for labour ten hours of actual labour are a legal day's work, unless the contract stipulates for a longer time, but this rule does not apply to monthly labour or to agricultural employment.

As regards male adult labour, and also, within the limitation noted above, female adult labour, the hours of labour are practically controlled by agreement or contract between the parties; and, excepting in certain establishments, such as paper-mills, iron foundries, &c., where continuous work has to be carried on by relays of men, and to a partial extent in the building trade, in which, through the operation of strikes, the hours have been reduced to nine in some localities, ten hours is almost universally the rule for a day's labour.

I have, &c.  
(Signed) C. A. HENDERSON.

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Inclosure 7 in No. 25.

*Acting Consul Heyworth to Sir J. Pouncefote.*

Sir, *Galveston, June 17, 1889.*  
I HAVE your despatch dated the 11th instant, asking for information as to the Laws governing the hours of adult labourers in this Consular jurisdiction, and, in reply, beg to say that several measures have been introduced into the Legislature of Texas on this subject, but no Laws have hitherto been passed.

I have, &c.  
(Signed) O. HEYWORTH.

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Inclosure 8 in No. 25.

*Consul De Fonblanque to Sir J. Pouncefote.*

Sir, *New Orleans, June 26, 1889.*  
IN compliance with the instructions contained in your despatch of the 11th instant, I have the honour to inclose my Report, and that of Vice-Consul Howe, on the hours of adult labour, as regulated by law and custom in the district. Vice-Consul Barnewall's Report is not yet furnished in a complete state. It will be forwarded hereafter.

I would venture to suggest that the part of the Section 10 of the Constitution of the United States which prohibits the States from passing any Law "impairing the obligation of contracts," might render legislation on this subject difficult.

I have, &c.  
(Signed) A. DE G. DE FONBLANQUE.

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## Inclosure 9 in No. 25.

*Report on the Laws enacted affecting the Hours of Adult Labour in the District of Her Majesty's Consul at New Orleans.*

THE States of Arkansas, Louisiana, and Mississippi have not any legislation on this subject.

In all the cities, and in towns of any importance, the conditions affecting a day's work are regulated by Associations similar to the Trade Unions at home. Members of these Societies carry their Laws with them wherever they may be employed. Non-members must make the best terms they can, but as the supply in rural neighbourhoods is generally to the demand, they can practically suit themselves. This relates to skilled labour.

The actual hours of labour of all mechanics and labourers doing city work on shore in foundry, shop, and factory are ten hours a-day: 7 from to 12, and 1 to 6.

The hours of labour of all mechanics and labourers working on ships and steam-boats on water are nine hours a-day: from 7 to 12, and 1 to 5.

Cotton screwmen work from 7 to 12, and 1 to 5, or until a gang of six (with a foreman) has stowed seventy-five bales.

Longshoremen and levee labourers are paid by the hour, and work as and when required, day or night.

Farm hands work from sunrise to sunset, with three hours off.

*Piece-work.*—Shoemakers, tailors, &c., doing this sort of work at their own homes, labour to suit themselves.

## Inclosure 10 in No. 25.

*Report by Vice-Consul Howe giving the Laws of the State of Florida affecting the Hours of Adult Labour in the State of Florida, the actual Hours now worked, and the means by which such Laws can be enforced.*

By a legislative enactment of the State of Florida passed in February 1874, chapter 1988, it is provided as follows:—

“Section 1. Ten hours of labour shall be considered and regarded as a legal day's work, and held to be such by the Courts of this State.

“Sec. 2. Whenever a person is employed to perform manual labour of any kind by the day, week, month, or year, and the said person renders ten hours of work, he shall be considered as having performed a legal day's work: Provided a written contract has not been signed by the person so employed and the employer requiring a less or greater number of hours of labour to be performed daily.

“Sec. 3. Unless such written contract has been entered into and signed by the labourer and employer, in presence of one or more

witnesses, the person so employed shall be entitled to extra pay for all work performed in excess of ten hours' labour daily, if so required by his employer."

I am not aware that the hours of adult labour at this post, and in the State of Florida generally, are otherwise at present than as provided according to extracts from the Law as above given.

(Signed)

OSMOND G. HOWE,

*Her Majesty's Vice-Consul.*

*Pensacola, Florida, June 20, 1889.*

Inclosure 11 in No. 25.

*Consul de Fonblanque to Sir J. Pauncefote.*

Sir,

*New Orleans, June 28, 1889.*

REFERRING to my despatch of the 26th instant, I have now the honour to inclose Vice-Consul Barnewall's Report on the hours of adult labour.

I have, &c.

(Signed)

A. DE G. DE FONBLANQUE.

Inclosure 12 in No. 25.

*Vice-Consul Barnewall to Consul De Fonblanque.*

Sir,

*Mobile, June 25, 1889.*

IN reply to your despatch, I must respectfully state that, after a careful examination, I find that there is not now, nor has there ever been, any Law relating to hours of adult labour in this State, nor have we any Laws affecting infant labour; consequently, I am unable to state what effect such Laws might or would have.

The usual hours of labour are nine hours, to wit:—

From 7 A.M. to 12—five hours.

From 1 P.M. to 5 P.M.—four hours.

I am, &c.

(Signed)

WM. BARNEWALL

Inclosure 13 in No. 25.

*Consul Donohoe to Mr. Edwardes.*

Sir,

*San Francisco, August 1, 1889.*

WITH reference to Sir Julian Pauncefote's despatch of the 11th June as to the Laws enacted in the States within this Consular district affecting the hours of adult labour, with the hours

now worked, and as to the enforcement of such Laws, I now have the honour to report that the State of California has a Law upon the subject, a copy of which I inclose.

It will be seen by this Statute that eight hours constitute a day's work, but I am informed by the Commissioner of Labour that this Law is nearly invariably evaded by employing the men engaged on State works by the hour, and paying at so much an hour. I inclose an extract from a pamphlet issued by the Commissioner, which gives much valuable information as to the hours of labour in different trades.

I find that the States of Nevada and Oregon, and the territories of Washington, Idaho, Utah, and Arizona have passed no Laws on the subject of adult labour.

Mr. Vice-Consul Laidlaw, in reporting as to Oregon, states that the hours of labour are generally regulated by Trades Unions; that machinists work ten hours, masons, joiners, and painters, eight hours, and longshoremen, nine hours.

Mr. Vice-Consul Alexander, in reporting as to Washington Territory, states that the hours of mechanical labour, now generally worked in the Territory for a day's pay, are ten hours; that at some places, such as Seattle, Tacoma, and Port Townsend, the Trades Unions have been able to enforce upon contractors and builders nine hours work for a day's pay.

The Governors of Utah and Nevada, in replying to my query, merely state that there are no Laws on the subject of adult labour.

I have, &c.

(Signed) DENIS DONOHOE.

Inclosure 14 in No. 25.

*Extract from the Third Biennial Report of the Bureau of Labour  
Statistics of the State of California.*

(Chapter II.)—*Wages and Hours of Labour.*

THE number of hours which shall constitute a legal day's work is a question which at present engages the attention of nearly all labour organizations in the civilized world. Organized labour is loud in its demand for a reduction in the hours of labour, and unorganized labour has still stronger claims in the same direction.

The impositions heaped upon certain wage classes in the community by corporations and individuals, in compelling them to work fifteen, eighteen, and twenty hours daily, is a travesty upon the Declaration of Independence, which claims every man "born free and equal, with certain inalienable rights, among which are life, liberty, and the pursuit of happiness."

The sweets of life, liberty, or happiness are not tasted by the man who is compelled to work two-thirds of the day. He is a

stranger to his family, a slave to his employer, and an apology for a "free" American citizen. That the hours of labour must ultimately be reduced is evident, but at what time and how that shall be accomplished is a momentous question. It cannot be settled by strikes or boycotts. It must be remembered that we are living within the closest commercial relationship with the entire civilized world. Our ports are open to the labourers of Europe, consequently we have to contend against not only our own wage earners, but also the labour of foreigners, who are flocking to our shores.

The chief arguments in favour of a reduction in the hours of labour are:—

1. That owing to the introduction of machinery whereby the production has been vastly increased, the labourer is worse off than before, because he does not receive a corresponding decrease in the hours of work, while labour has been greatly displaced.

2. In consequence of machinery causing this supply of overproduction, and the wage classes being daily thrown out of employment; if the hours were reduced it would tend to lessen this production, and necessitate a greater demand for labour.

3. That this overproduction has a tendency to cause unrestricted competition among the labouring classes, which demoralizes trade; and if shorter hours and more men were employed, the employers, instead of being injured, would be correspondingly benefited, because there would be a greater demand for the manufactured wares.

4. That this increased time of leisure would give more time to intellectual work and attention to his family.

Many occupations vary in the hours of labour during the seasons of summer and winter.

That the long hours of labour operate directly in hindering the wage classes from devoting the necessary attention to the cultivation of their social and intellectual welfare is sustained by many able writers. "That the intelligence of the working classes," says W. J. Noble, of New York, "would improve with the advantage of more leisure time, we have every reason to believe, and that political tricksters and shameless demagogues could no longer turn their ignorance to the advantage of political party power. They would then understand the causes of their evils and the remedies they ought to apply, and instead of considering machinery a detriment to labour, they would realize it as the greatest benefit to them, exactly as the elements of fire and water can be made beneficial or injurious to us just as we put ourselves in right or wrong relations to them. It has been computed, says Dr. Franklin, that if every man and woman would work four hours each day on something useful, that labour would be sufficient to procure all the necessaries and comforts of life: want and misery would be banished out of the world, and the rest of the twenty-four hours might be leisure and pleasure; but as Dr. Franklin computed 100 years ago, with our present facilities, were it possible for all to perform their share of useful work, two hours would suffice."

There are many abuses, however, in the employment of labour

which should be eradicated, and one of the worst is the inhuman system of compelling men and women, boys and girls, because they cannot help themselves, to toil both day and night for a scanty living. This evil can be seen in the employment of street-car conductors and drivers probably more than in any other departments of labour. Barbers, butchers, waiters, clerks, saleswomen, seamstresses, telegraph and messenger boys, work during long, unseasonable hours. It should not be tolerated that corporations or individuals should work their employes more than twelve hours in the twenty-four. The system is inhuman, and conducive to disease and premature death. The following Table will show some of the occupations in which twelve and more hours of labour per day are required, and the remuneration received in San Francisco:—

Table (L.)—WAGES and Hours of Unorganized Toilers.

Occupation.	Hours.	Average Daily Wages.
		Dol. c.
Barbers .. .. .	14	2 00
Bakers .. .. .	14	2 00
Bartenders.. .. .	12	2 50
Brewers .. .. .	12	2 00
„ (cellarmen).. .. .	12	1 50
„ (washers) .. .. .	12	1 50
Butchers .. .. .	14	2 00
Car conductors .. .. .	13	2 00
„ drivers .. .. .	13	2 50
„ gripmen .. .. .	13	2 50
Confectioners .. .. .	12	2 00
Clerks in small retail stores .. .. .	12	2 50
Dairymen .. .. .	12	1 00
Distillers .. .. .	12	1 50
Druggists .. .. .	16	2 00
Engineers (marine) .. .. .	12	3 25
Firemen (marine) .. .. .	12	1 50
„ (stationary) .. .. .	12	2 00
Gas-house men .. .. .	12	2 50
Hack drivers .. .. .	12	1 75
Herders .. .. .	14	1 50
Hostlers .. .. .	14	1 50
Laundry (men) .. .. .	14	1 50
„ (women) .. .. .	14	1 00
Millers .. .. .	12	5 00
Maltmen .. .. .	12	3 00
Paper-makers (men) .. .. .	12	1 50
„ (boys) .. .. .	12	1 00

It will be observed that the foregoing are classes that are unorganized. The efficacy of organization, therefore, can be better appreciated when it is seen that all combined labour regulates, to a great extent, the hours of work and commands better wages. The following Table gives the hours of work and wages of organized labour in San Francisco :—

Table (M.)—ORGANIZED Trades and Labour Unions in San Francisco—Hours of Labour and Daily Wages.

Name of Organization.	Hours.	Average Daily Wages.	
		Dol. c.	
Boot and Shoemakers W. L. L. ..	10	2 00	Piece work.
Bricklayers of San Francisco ..	9	5 00	Time work.
Bag and Satchel Makers ..	10	2 00	Ditto.
Boilermakers and Iron Ship Builders ..	10*	3 50	Ditto.
Beer Brewers and Malsters Union ..	10	3 00	Ditto.
Barbers Protective .. ..	12	3 00	Ditto.
Caulkers Association .. ..	9	5 00	Ditto.
Coopers, Journeymen (English) ..	10	3 25	Piece work.
Coremakers .. ..	10	3 25	Time work.
Cornicemakers, Galvanized Iron ..	9	5 00	Ditto.
Candymakers .. ..	10	3 00	Ditto.
Draymen and Teamsters .. ..	11.	2 50	Ditto.
Engineers, Stationary .. ..	11	3 00	Ditto.
„ Marine .. ..	10	5 00	Ditto.
Glovers .. ..	9	3 50	Piece and time.
Glassblowers .. ..	8	5 00	Piece work.
Hat Finishers .. ..	Optional	4 50	Ditto.
Horseshoers .. ..	10	3 50	Time work.
Iron Moulders .. ..	10	4 00	Ditto.
Lasters Protective .. ..	9	3 00	Piece work.
Labourers .. ..	8 and 9†	{ 3 00 and 3 50 }	Time work.
Lumbermen's Protective .. ..	9	4 00	75 cents per hour overtime.
Longshore Lumbermen .. ..	9	4 00	Time work.
Machinests .. ..	10	3 25	Ditto.
Painters .. ..	9	3 00	Ditto.
Patternmakers .. ..	10	3 50	Ditto.
Plumbers, Journeymen .. ..	9	3 25	Ditto.
Plasterers, Journeymen .. ..	8	5 00	Ditto.
Pavers .. ..	9	4 00	Ditto.
Painters, Fresco .. ..	9	4 00	Ditto.
Packers, Cigar .. ..	8	2 75	Ditto.
Shipwrights Association .. ..	9	4 00	Ditto.
Ship and Steamboat Joiners .. ..	9	4 00	Ditto.
Stonecutters, Journeymen .. ..	9	4 00	Ditto.
Steamship Stevedores .. ..	9	4 00	30 cents per hour overtime.
Tailors Protective .. ..	10	3 00	Time and piece.
Wharf Builders .. ..	9	3 50	Time work.
Upholsterers, Carpet .. ..	10	3 50	Ditto.

\* Ten hours in the shop ; nine on the outside.

† Plasterers' labourers work eight hours for 3 dols. 50 c. per day ; bricklayers, nine hours for 3 dollars.



Table (N).—Wages and Hours of Employment.

Occupation.	Per Hour.			Per Day.			Per Week.			Per Month.			Hours.
	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	
	Cents.	Cents.	Cents.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	
Acid-makers ..	..	..	..	3 00	2 00	2 20	17 50	12 00	13 20	..	..	..	10
Agricultural implement works ..	..	..	..	5 00	2 00	2 50	..	..	..	..	..	..	10
Artificial flower makers (men) ..	..	..	..	..	..	..	9 00	6 00	9 00	..	..	..	8½
"    "    (women) ..	..	..	..	..	..	..	7 00	3 00	5 00	..	..	..	8½
Artists on stained glass (men) ..	..	..	..	10 00	5 00	..	..	..	..	..	..	..	8
Asphaltum workers ..	..	..	..	3 50	2 50	3 00	..	..	..	..	..	..	9
Assayers ..	..	..	..	..	..	..	..	..	..	150 00	40 00	75 00	8
Awning-makers (men) ..	..	..	..	..	..	..	18 00	9 00	12 00	..	..	..	..
Axlgrease-makers (men) ..	..	..	..	..	..	..	15 00	12 00	..	..	..	..	10
"    "    (boys) ..	..	..	..	..	..	..	8 00	7 00	7 50	..	..	..	10
Bag-makers, cotton (men) ..	..	..	..	..	..	..	15 00	9 00	12 00	..	..	..	10
"    "    (girls and women) ..	..	..	..	..	..	..	7 00	3 00	5 00	..	..	..	10
"    "    (boys) ..	..	..	..	..	..	..	5 00	3 00	4 00	..	..	..	10
"    "    (paper) ..	..	..	..	..	..	..	26 00	12 00	12 00	..	..	..	10
"    "    (boys) ..	..	..	..	..	..	..	7 00	5 00	6 00	..	..	..	10
Bag and satchel makers ..	..	..	..	3 50	2 00	3 00	..	..	..	75 00*	40 00*	50 00*	9
Bakers ..	..	..	..	..	..	..	..	..	..	..	..	..	14
Bakers, cracker ..	..	..	..	3 00	2 50	2 50	..	..	..	..	..	..	9
Ballastmen ..	..	..	0 30	..	..	3 00	..	..	..	..	..	..	10
Barbers ..	..	..	..	..	..	..	15 10	10 00	12 00	..	..	..	12
Bar-tenders ..	..	..	..	..	..	..	..	..	..	100 00	40 00	50 00	14
Basket-makers ..	..	..	..	2 50	2 00	2 00	..	..	..	..	..	..	10
Bedspring-makers ..	..	..	..	2 00	1 00	1 50	..	..	..	..	..	..	10

\* And found.

Occupation.	Per Hour.			Per Day.			Per Week.			Per Month.			Hours.
	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	
	Cents.	Cents.	Cents.	Dol. c.	Dol. e.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	
Bell-hangers ..	..	..	..	4 00	2 00	3 00	24 00	12 00	18 00	..	..	..	10
Belting-makers, leather ..	..	..	..	..	..	..	20 00	12 00	15 00	..	..	..	10
Billiard table makers ..	..	..	..	3 50	1 50	2 7 <sup>1</sup> / <sub>2</sub>	..	..	..	..	..	..	..
Blacking-makers (men)	..	..	..	..	..	..	15 00	6 00	12 00	..	..	..	9
" (boys)	..	..	..	..	..	..	6 00	3 00	4 50	..	..	..	9
Blacksmiths ..	..	..	..	3 50	3 00	..	..	..	..	..	..	..	10
" (helpers) ..	..	..	..	..	..	..	12 00	5 00	7 50	..	..	..	10
Bleachers (oil) ..	..	..	..	..	..	..	..	..	..	75 00	75 00	..	10
Boat-builders ..	..	..	..	..	..	..	21 00	18 00	21 00	..	..	..	9
Boatmen ..	..	..	..	4 25	3 00	3 25	..	..	..	..	..	..	..
Boiler-makers ..	..	..	..	..	..	..	..	..	..	..	..	..	10
Bookbinders ..	..	..	..	..	..	..	..	..	..	..	..	..	10
" (apprentices)	..	..	..	..	..	..	..	..	..	..	..	..	10
Bookfolders (girls and women)	..	..	..	..	..	..	24 00	15 00	18 00	..	..	..	10
Bookkeepers ..	..	..	..	..	..	..	12 00	3 00	9 00	..	..	..	10
Boot and shoe makers ..	..	..	..	..	..	..	10 00	5 00	6 00	..	..	..	9
Box-makers, cigar (men)	..	..	..	..	..	..	..	..	..	200 00	40 00	..	9
" (women)	..	..	..	3 00	2 00	2 50	15 00	10 00	12 00	..	..	..	10
" (boys)	..	..	..	..	..	..	9 00	6 00	7 50	..	..	..	10
" jewellery and fancy	..	..	..	..	..	..	10 00	3 00	7 50	..	..	..	10
" (men)	..	..	..	..	..	..	21 00	10 00	15 00	..	..	..	10
" jewellery and fancy	..	..	..	..	..	..	6 00	4 00	5 00	..	..	..	10
" (girls and women)	..	..	..	..	..	..	5 00	3 00	4 00	..	..	..	10
" jewellery and fancy	..	..	..	..	..	..	..	..	..	..	..	..	..
" (boys)	..	..	..	..	..	..	15 00	10 00	12 00	..	..	..	10
" packing (men)	..	..	..	2 50	2 50	..	..	..	..	..	..	..	10
" paper (men)	..	..	..	..	..	..	..	..	..	..	..	..	10

\* And found.

Occupation.	Per Hour.			Per Day.			Per Week.			Per Month.			Hours.
	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	
	Cents.	Cents.	Cents.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	
Box-makers, paper (women and girls)	..	..	..	..	..	..	9 00	3 00	5 00	..	..	..	10
" " (boys)	..	..	..	..	..	..	6 00	4 50	5 00	..	..	..	10
Brass finishers	..	..	..	3 50	2 50	3 00	..	..	..	..	..	..	10
" moulders	..	..	..	3 00	..	..	..	..	..	..	..	..	10
" spinners	..	..	..	3 00	2 00	2 50	..	..	..	..	..	..	10
Brewers	..	..	..	..	..	..	..	..	..	90 00	50 00	60 00	12
" (cellarmen)	..	..	..	..	..	..	..	..	..	..	..	..	12
" (washers)	..	..	..	..	..	..	..	..	..	60 00	50 00	50 00	12
Brick-burners	..	..	..	..	..	..	..	..	..	35 00*	25 00*	30 00*	9
Brick-makers..	..	..	..	..	..	..	..	..	..	35 00*	30 00*	35 00*	9
Broom-makers (men)	..	..	..	5 50	5 00	5 00	..	..	..	..	..	..	9
" " (women and girls)	..	..	..	2 00	1 50	1 75	..	..	..	..	..	..	10
" " (boys)	..	..	..	..	..	..	9 00	6 00	7 00	..	..	..	9½
Brush-makers (men)	..	..	..	..	..	..	9 00	6 00	7 00	..	..	..	10
" " (women and girls)	..	..	..	..	..	..	21 00	10 00	15 00	..	..	..	9
" " (boys)	..	..	..	..	..	..	9 00	6 00	7 00	..	..	..	9½
Butchers	..	..	..	..	..	..	7 50	5 00	6 00	..	..	..	9½
" " (men)	..	..	..	..	..	..	..	..	..	125 00	50 00	85 00	10 to 14
" " (women and girls)	..	..	..	..	..	..	..	..	..	75 00	40 00	50 00	12
Cabinet-makers	..	..	..	3 50	2 50	3 00	..	..	..	..	..	..	9 to 10
Caulkers	..	..	..	5 00	4 00	4 50	..	..	..	..	..	..	9
Candle-makers	..	..	..	..	..	..	15 00	12 00	13 50	..	..	..	10
Candy-makers (men)	..	..	..	..	..	..	..	..	..	..	..	..	10
" " (women and girls)	..	..	..	..	..	..	8 00	3 50	5 50	..	..	..	10
" " (boys)	..	..	..	..	..	..	10 00	3 00	7 00	..	..	..	10
Can-makers (men)	..	..	..	..	..	..	21 00	9 00	13 00	..	..	..	10
" " (women and girls)	..	..	..	..	..	..	8 00	5 00	6 00	..	..	..	10

\* And found.

Occupation.	Per Hour.			Per Day.			Per Week.			Per Month.			Hours.
	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	
	Cents.	Cents.	Cents.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	
Can-makers (boys)	..	..	..	..	..	..	8 00	5 00	6 00	..	..	..	10
Cannery (men)	..	..	..	..	..	..	20 00	9 00	12 00	..	..	..	10
" (women and girls)	..	..	..	..	..	..	7 00	4 50	5 00	..	..	..	10
" (boys)	..	..	..	..	..	..	5 00	4 50	5 00	..	..	..	10
Car conductors	..	..	..	..	..	2 00	..	..	..	..	..	..	13
" drivers ..	..	..	..	2 25	2 00	2 00	..	..	..	..	..	..	13
" gripmen ..	..	..	..	2 70	2 50	2 50	..	..	..	..	..	..	13
Cards	..	..	..	..	..	..	32 00	..	25 00	..	..	..	10
Carpenters ..	..	..	..	..	..	..	..	..	..	..	..	..	10
" ship and steamboat	..	..	..	4 00	2 50	3 50	..	..	..	..	..	..	9
Carpet beaters	..	..	..	5 00	4 00	4 50	..	..	..	..	..	..	9
" layers ..	..	..	..	3 00	2 25	2 50	..	..	..	..	..	..	10
" sewers (men) ..	..	..	..	4 00	3 50	3 50	24 00	15 00	20 00	..	..	..	10
" (women)	..	..	..	2 00	1 00	1 50	..	..	..	..	..	..	9
" weavers	..	..	..	..	..	..	10 00	3 00	10 00	..	..	..	9
Carriage-makers	..	..	..	..	..	..	20 00	10 00	15 00	..	..	..	10
" painters	..	..	..	5 00	2 25	3 00	..	..	..	..	..	..	10
" trimmers	..	..	..	4 00	2 00	3 00	..	..	..	..	..	..	10
Carvers, furniture	..	..	..	3 50	2 00	3 00	..	..	..	..	..	..	10
" marble	..	..	..	4 50	4 00	4 50	..	..	..	..	..	..	9
" stone	..	..	..	6 00	4 00	5 00	..	..	..	..	..	..	9
" wood	..	..	..	6 00	4 00	5 00	..	..	..	..	..	..	9
" catchers	..	..	..	..	..	..	..	..	..	..	..	..	9
Cement-makers	..	..	..	3 00	2 00	2 50	..	..	..	..	..	..	10
Chair-caners (women)	..	..	..	..	..	..	9 00	3 00	6 00	..	45 00	50 00	10
" (boys)	..	..	..	..	..	..	8 00	3 50	6 00	..	..	..	10
Charcoal burners	..	..	..	..	..	..	..	..	..	..	..	..	10
Chemists	..	..	..	..	..	..	..	..	..	..	..	..	8
Chocolate-makers	..	..	..	..	..	..	20 00	14 00	16 00	150 00	40 00	75 00	10

Occupation.	Per Hour.			Per Day.			Per Week.			Per Month.			Hours.
	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	
	Cents.	Cents.	Cents.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	
Cigar-makers	..	..	..	..	..	..	15 00	10 00	11 00	..	..	..	10
" packers	..	..	..	..	..	..	15 00	12 00	15 00	..	..	..	10
Clerks, retail stores	..	..	..	..	..	2 50	..	..	..	..	..	..	12
Cloak-makers (men)	..	..	..	6 00	2 00	..	25 00	10 00	15 00	..	..	..	9
" (women)	..	..	..	..	..	..	9 00	3 00	7 50	..	..	..	9
Coffee and spice mills (men)	..	..	..	..	..	..	20 00	14 00	16 00	..	..	..	10
" (women and girls)	..	..	..	..	..	..	6 00	4 00	6 00	..	..	..	10
" (boys)	..	..	..	..	..	..	9 00	7 00	8 00	..	..	..	10
Compositors	..	..	..	..	..	..	..	..	15 00	..	..	..	10
Confectioners	..	..	..	..	..	..	..	..	..	100 00*	40 00*	60 00*	12
Cooks (men)	..	..	..	..	..	..	..	..	..	100 00*	50 00*	75 00*	11
" (women)	..	..	..	..	..	..	..	..	..	35 00*	20 00*	25 00*	..
Coopers	..	..	..	..	..	..	21 00	15 00	18 00	..	..	..	10
" (apprentices)	..	..	..	..	..	..	10 00	5 00	7 50	..	..	..	10
Coppersmiths	..	..	..	3 75	2 25	3 00	..	..	..	..	..	..	10
Copyists	..	..	..	4 00	1 00	2 50	..	..	..	..	..	..	9
Cotton loom fixers	..	..	..	2 75	2 00	2 50	..	..	..	..	..	..	10
" mills (men)	..	..	..	..	..	..	20 00	9 00	12 00	..	..	..	10
" (women)	..	..	..	..	..	..	10 00	6 00	7 50	..	..	..	10
" (boys and girls)	..	..	..	..	..	..	6 00	3 60	4 80	..	..	..	10
" pickers	..	..	..	..	..	..	..	..	12 00	..	..	..	10
" weavers	..	..	..	..	..	..	18 00	11 00	13 00	..	..	..	10
Cardage works (men)	..	..	17½	..	..	..	..	..	..	..	..	..	10
" (boys)	..	..	12½	..	..	..	..	..	..	..	..	..	10
Cracker bakers	..	..	..	..	..	..	..	..	..	..	..	..	9
" bakery (men)	..	..	..	3 00	1 50	2 50	..	..	..	..	..	..	9
" (women and girls)	..	..	..	..	..	..	10 50	4 50	7 50	..	..	..	9

\* And found.

Occupation.	Per Hour.			Per Day.			Per Week.			Per Month.			Hours.
	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	
	Cents.	Cents.	Cents.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	
Cracker bakery (boys)	..	..	..	..	..	..	10 00	4 50	7 50	..	..	..	9
Cream tartar refiners ..	..	..	..	..	..	..	12 00	10 00	11 00	..	..	..	9
Curriers ..	..	..	..	..	..	..	18 00	12 00	15 00	..	..	..	10
Cutlers ..	..	..	..	..	..	..	24 00	18 00	18 00	..	..	..	10
Dairymen ..	..	..	..	..	..	..	12 00	7 00	8 50	..	..	..	12
Demijohn coverers ..	..	..	..	..	..	..	..	..	..	150 00	40 00	50 00	10
Distillers ..	..	..	..	..	..	..	..	..	..	100 00	30 00	50 00	12
Draughtsmen, architectural	..	..	..	..	..	3 25	..	..	..	..	..	..	8
" mechanical	..	..	..	5 00	3 00	3 00	15 00	12 00	15 00	..	..	..	9
Draymen ..	..	..	..	2 50	1 00	1 50	6 00	3 00	4 00	..	..	..	11
Dress-makers ..	..	..	..	..	..	..	..	..	..	..	..	..	10
" (apprentices)†	..	..	..	..	..	..	..	..	..	..	..	..	10
Drovers ..	..	..	..	..	..	..	..	..	..	..	..	..	10
Druggists ..	..	..	..	..	..	..	..	..	..	..	..	..	..
" manufacturing	..	..	..	..	..	..	..	..	..	..	..	..	..
Dyers ..	..	..	..	..	..	..	35 00	12 00	21 00	100 00	30 00	60 00	16
Electrotypers ..	..	..	..	..	..	..	21 00	10 00	15 00	..	..	..	8½
Engineers, civil ..	..	..	..	10 00	5 00	7 50	..	..	..	..	..	..	10
" locomotive ..	..	..	..	5 00	3 00	..	..	..	..	..	..	..	..
" marine ..	..	..	..	..	..	..	..	..	..	150 00*	75 00*	100 00*	12
" mining ..	..	..	..	..	..	..	..	..	..	..	..	..	..
" stationary ..	..	..	..	..	..	..	..	..	..	..	..	..	..
Engravers, gold and silver	..	..	..	6 00	4 00	5 00	30 00	15 00	21 00	125 00	75 00	85 00	10
" lithographic	..	..	..	5 00	2 00	3 50	..	..	..	..	..	..	10
" wood ..	..	..	..	..	..	..	15 00	10 00	12 00	..	..	..	8
Farriers ..	..	..	..	..	..	..	..	..	..	..	..	..	10
File-makers ..	..	..	..	..	..	..	..	..	..	..	..	..	10
Firemen, locomotive ..	..	..	..	..	..	2 75	..	..	..	75 00	50 00	60 00	10

† Many work from three to six months for nothing.

\* And found.

Occupation.	Per Hour.			Per Day.			Per Week.			Per Month.			Hours.
	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	
	Cents.	Cents.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	
Firemen, marine ..	..	..	..	..	..	..	..	..	..	..	..	..	12
" stationary ..	..	..	..	..	..	..	..	..	..	..	..	..	12
Fishermen † ..	..	..	..	..	..	..	..	..	..	..	..	..	..
Florists ..	..	..	3 00	..	..	..	..	..	..	..	..	..	..
" (boys) ..	..	..	4 00	2 50	..	..	..	..	..	..	..	..	..
Flour packers ..	..	..	3 00	2 50	..	..	..	..	..	..	..	..	10
Frame-makers ..	..	..	3 50	2 50	..	..	..	..	..	..	..	..	10
Frame ornaments ..	..	..	4 50	3 50	..	..	..	..	..	..	..	..	10
Fringe and tassel makers ..	..	..	..	..	..	..	..	..	..	..	..	..	10
" ..	..	..	..	..	..	..	..	..	..	..	..	..	10
" ..	..	..	..	..	..	..	..	..	..	..	..	..	10
Furniture finishers and polishers..	..	..	3 00	2 50	..	..	..	..	..	..	..	..	10
Furriers (men) ..	..	..	..	..	..	..	..	..	..	..	..	..	10
" (women and girls) ..	..	..	..	..	..	..	..	..	..	..	..	..	10
" (boys) ..	..	..	..	..	..	..	..	..	..	..	..	..	10
Galvanized iron workers ..	..	..	4 50	3 00	..	..	..	..	..	..	..	..	10
" (apprentices) ..	..	..	..	..	..	..	..	..	..	..	..	..	9
Galvanizers ..	..	..	3 00	2 00	..	..	..	..	..	..	..	..	9
Gardeners ..	..	..	4 00	2 50	..	..	..	..	..	..	..	..	10
Gasfitters ..	..	..	4 00	3 00	..	..	..	..	..	..	..	..	10
" (helpers) ..	..	..	..	..	..	..	..	..	..	..	..	..	9
Gas-house men ..	..	..	3 00	2 00	..	..	..	..	..	..	..	..	9
Gilders ..	..	..	3 50	3 00	..	..	..	..	..	..	..	..	10 to 12
Glass benders ..	..	..	3 50	3 00	..	..	..	..	..	..	..	..	10
" blowers ..	..	..	..	..	..	..	..	..	..	..	..	..	10
" cutters ..	..	..	3 50	3 00	..	..	..	..	..	..	..	..	8
" embossers ..	..	..	3 50	3 00	..	..	..	..	..	..	..	..	10

\* And found.

† One share to each man and one share to boat.





Occupation.	Per Hour.			Per Day.			Per Week.			Per Month.			Hours.
	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	
	Cents.	Cents.	Cents.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	
Hod carriers, bricklayers'	..	..	3 00	..	..	3 00	..	..	..	..	..	..	9
" " plasterers'	..	..	3 50	..	..	3 50	..	..	..	..	..	..	8
Hookers ..	..	..	2 50	..	..	2 50	..	..	..	..	..	..	10
Horse collar makers ..	..	..	2 00	..	..	2 00	..	..	..	..	..	..	10
Horsehoers ..	..	..	3 00	..	..	3 00	..	..	..	..	..	..	10
Hosiery and underwear factory (men)	..	..	..	..	..	..	35 00	18 00	26 00	..	..	..	10
Hosiery and underwear factory (women)	..	..	..	..	..	..	15 00	3 00	6 00	..	..	..	10
Hosiery and underwear factory (boys)	..	..	..	..	..	..	6 50	3 00	6 00	..	..	..	10
Hostlers ..	..	..	..	..	..	..	..	..	..	..	..	..	14
Ink and mucilage makers ..	..	..	..	..	..	..	15 00	12 00	12 00	..	..	..	10
Iron chippers ..	..	..	..	..	..	..	..	..	..	..	..	..	10
" moulders ..	..	..	..	..	..	..	..	..	..	..	..	..	10
Ivory workers..	..	..	1 75	..	..	..	..	..	..	..	..	..	10
Japanners* ..	..	..	3 50	..	..	..	24 00	18 00	18 00	..	..	..	10
Jewellers ..	..	..	..	..	..	..	..	..	..	..	..	..	9
Joiners ..	..	..	..	..	..	..	27 00	12 00	21 00	..	..	..	10
" " ship and steam-boat	..	..	..	..	..	..	..	..	..	..	..	..	9
Jute mill employés (men)	..	..	..	..	..	..	..	..	..	..	..	..	9
" " (women)	..	..	..	..	..	..	22 50	6 00	12 00	..	..	..	10
" " (boys and girls)	..	..	..	..	..	..	11 00	6 00	7 50	..	..	..	10
Lapidaries ..	..	..	..	..	..	..	6 00	3 00	4 50	..	..	..	10
Last-makers ..	..	..	..	..	..	..	..	..	..	..	..	..	10
Lathers ..	..	..	..	..	..	..	21 00	15 00	18 00	..	..	..	10
	..	..	..	..	..	..	..	..	..	..	..	..	9

\* Girls and boys get from 6 to 10 dollars per week.

Occupation.	Per Hour.			Per Day.			Per Week.			Per Month.			Hours.
	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	
	Cents.	Cents.	Cents.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	
Laundry (men)	..	..	..	..	..	..	25 00*	3 75*	7 50*	..	..	..	10 to 14
" (women)	..	..	..	..	..	..	6 75*	1 50*	5 00*	..	..	..	10 to 14
Lead glaziers..	..	..	3 50	3 00	..	..	..	..	..	..	..	..	10
" pipe makers	..	..	..	..	..	..	..	..	..	..	..	..	9½
" smelters	..	..	2 00	2 00	..	..	..	..	..	..	..	..	10
Leather belting makers	..	..	..	..	..	..	20 00	12 00	15 00	..	..	..	10
" " (boys)	..	..	..	..	..	..	..	..	..	..	..	..	10
Lithographic artists	..	..	7 00	6 00	..	..	..	..	..	..	..	..	8
" engravers	..	..	5 00	4 00	..	..	..	..	..	..	..	..	8
" printers	..	..	..	..	..	..	25 00	12 00	15 00	..	..	..	10
" transferers	..	..	..	..	..	..	32 00	25 00	30 00	..	..	..	10
Locksmiths ..	..	..	..	..	..	..	15 00	12 00	12 00	..	..	..	10
Loggers ..	..	..	..	..	..	..	..	..	..	..	..	..	11
Lime burners ..	..	..	..	..	..	..	..	..	..	..	..	..	11
Lumbermen ..	..	..	..	..	..	..	..	..	..	..	..	..	10
Macaroni factory employés	..	..	..	..	..	..	..	..	..	..	..	..	11
Machinists ..	..	..	..	..	..	..	..	..	..	..	..	..	10
Maltmen ..	..	..	3 25	3 00	..	..	..	..	..	..	..	..	10
Marble carvers	..	..	..	..	..	..	..	..	..	..	..	..	12
" cutters	..	..	5 00	4 00	..	..	..	..	..	..	..	..	9
" letterers	..	..	2 75	2 50	..	..	..	..	..	..	..	..	9
" polishers	..	..	4 00	4 00	..	..	..	..	..	..	..	..	9
" sawyers	..	..	2 00	2 00	..	..	..	..	..	..	..	..	10
Match-makers	..	..	2 00	2 00	..	..	..	..	..	..	..	..	10
Mathematical instrument makers	..	..	..	..	..	..	25 00	9 00	12 00	..	..	..	9
Mattress-makers	..	..	3 50	2 50	..	..	..	..	..	..	..	..	10
" wire ..	..	..	2 50	2 50	..	..	..	..	..	..	..	..	10
" "	..	..	1 00	1 00	..	..	9 00	6 00	6 00	..	..	..	10

\* And found.

Occupation.	Per Hour.			Per Day.			Per Week.			Per Month.			Hours.
	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	
	Cents.	Cents.	Cents.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	
Messengers, telegraph (boys)	..	..	..	3 00	2 00	2 50	..	..	..	15 00	12 00	13 50	..
Metal spinners	..	..	..	..	..	5 00	..	..	..	..	..	..	10
Millers	..	..	..	..	..	..	..	..	..	..	..	..	12
Millwrights	..	..	..	4 00	3 50	3 50	..	..	..	..	..	..	9
Miners, asphaltum	..	..	..	2 50	2 00	2 25	..	..	..	..	..	..	..
" coal	..	..	..	2 75	2 25	..	..	..	..	..	..	..	..
" gold, hydraulic	..	..	..	3 00	2 50	..	..	..	..	..	..	..	..
" placer	..	..	..	3 00	2 50	..	..	..	..	..	..	..	..
" quartz	..	..	..	3 00	2 50	..	..	..	..	..	..	..	..
" granite	..	..	..	3 00	2 50	..	..	..	..	..	..	..	..
" gravel	..	..	..	3 00	2 50	..	..	..	..	..	..	..	..
" iron	..	..	..	3 00	2 50	..	..	..	..	..	..	..	..
" marble	..	..	..	2 50	2 00	..	..	..	..	..	..	..	..
" quicksilver	..	..	..	4 00	3 00	..	..	..	..	..	..	..	..
" silver	..	..	..	3 00	2 50	..	..	..	..	..	..	..	..
Mirror polishers	..	..	..	..	..	..	12 00	10 00	10 00	..	..	..	10
" silverers	..	..	..	..	..	..	20 00	12 00	15 00	80 00	50 00	60 00	10
Model-makers	..	..	..	4 00	3 50	3 50	..	..	..	..	..	..	9
Moulders, brass	..	..	..	..	..	3 00	..	..	..	..	..	..	10
" iron	..	..	..	3 50	3 25	3 25	..	..	..	..	..	..	10
Nailers	..	..	..	9 00	8 50	7 00	..	..	..	..	..	..	10
Netters (men)	..	..	..	..	..	..	..	..	25 00	..	..	..	10
Nurserymen	..	..	..	3 50	2 50	3 00	..	..	..	..	..	..	10
Oil bleachers	..	..	..	..	..	..	..	..	..	..	..	..	..
" boilers	..	..	..	3 25	2 25	..	..	..	..	..	..	75 00	10
" pressers	..	..	..	..	..	..	..	..	..	..	..	..	10
" refiners	..	..	..	3 25	2 25	3 00	..	..	..	..	..	..	..

Occupation.	Per Hour.			Per Day.			Per Week.			Per Month.			Hours.
	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	
	Cents.	Cents.	Cents.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	
Oystermen ..	..	..	..	3 00	2 00	3 00	..	..	..	85 00*	..	..	10
Painters ..	..	..	..	4 00	2 00	3 00	..	..	..	..	..	..	9
" carriage	..	..	..	10 00	3 00	6 00	..	..	..	..	..	..	10
" fresco	..	..	..	6 00	4 00	5 00	..	..	..	..	..	..	8
" sign and ornamental	..	..	..	4 00	2 50	3 00	24 00	15 00	18 00	..	..	..	8
Paper-hangers ..	..	..	..	..	..	..	..	..	..	100 00	30 00	50 00	9
Paper-makers (men)	..	..	..	..	..	..	..	..	..	30 00	25 00	30 00	12
" (boys)	..	..	..	4 00	3 25	3 50	14 00	15 00	18 00	..	..	..	12
Paper rulers ..	..	..	..	4 00	..	..	..	..	..	..	..	..	10
Pattern-makers	..	..	..	4 00	..	..	..	..	..	..	..	..	9
Paviours ..	..	..	..	..	..	..	..	..	..	..	..	..	10
Photographic operators	..	..	..	..	..	..	..	..	..	..	..	..	10
" printers ..	..	..	..	..	..	..	..	..	..	..	..	..	10
Photographic retouchers	..	..	..	..	..	..	..	..	..	..	..	..	7
Piano-makers (men)	..	..	..	..	..	..	..	..	..	..	..	..	9
" (boys)	..	..	..	..	..	..	..	..	..	..	..	..	10
Picture frame makers	..	..	..	3 50	2 50	3 00	..	..	6 00	..	..	..	10
Pipe-makers ..	..	..	..	..	..	..	..	..	..	..	..	..	10
Planing-mill men	..	..	..	4 00	2 50	3 00	30 00	18 00	18 00	..	..	..	10
Plasterers ..	..	..	..	5 00	4 00	5 00	..	..	..	..	..	..	8
Plumbers ..	..	..	..	4 00	3 00	3 50	..	..	..	..	..	..	9
Plumbers (helpers)	..	..	..	..	..	..	7 00	4 00	5 00	..	..	..	9
Platers, gold and silver..	..	..	..	..	..	..	20 00	14 00	15 00	..	..	..	9
" ..	..	..	..	..	..	..	..	..	8 00	..	..	..	9
Porters ..	..	..	..	..	..	..	..	..	..	75 00	40 00	60 00	10
Pork packers ..	..	..	..	..	..	..	..	..	..	100 00	37 00	60 00	11
Potters ..	..	..	..	..	..	..	15 00	10 00	10 50	..	..	..	10

\* And found.

Occupation.	Per Hour.			Per Day.			Per Week.			Per Month.			Hours.
	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	
	Cents.	Cents.	Cents.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	
Powder-makers	..	..	..	..	..	..	25 00	12 00	..	..	..	..	10
Printers, job	..	..	..	..	..	..	30 00	14 00	20 00	..	..	..	10
" (women and girls)	..	..	..	..	..	..	12 50	2 10	7 00	..	..	..	10
" (boys)	..	..	..	..	..	..	6 00	3 00	3 00	..	..	..	10
Rattan chair makers	..	..	..	3 50	3 00	3 00	..	..	..	..	..	..	10
Refiners, oil	..	..	..	3 25	2 25	3 00	..	..	..	..	..	..	10
Riggers	..	..	..	5 00	3 15	3 50	..	..	..	..	..	..	9
Rivermen	..	..	..	..	..	..	..	..	..	..	..	..	..
Rollers	..	..	..	5 00	3 00	3 50	..	..	..	..	..	..	10
Roofers	..	..	..	4 00	3 00	3 00	..	..	..	..	..	..	10
Rope-makers (men)	..	..	..	..	..	..	..	..	..	..	..	..	10
" (boys)	37 ½	17 ½	17 ½	..	..	..	..	..	..	..	..	..	10
Saddlers	..	..	..	..	..	..	24 00	15 00	18 00	..	..	..	10
Sail-makers	..	..	..	..	..	..	24 00	18 00	21 00	..	..	..	10
" (apprentices)	..	..	..	..	..	..	12 00	5 00	7 50	..	..	..	9
Sailors, coast..	..	..	..	..	..	..	..	..	..	..	..	..	9
Salesmen, retail	..	..	..	..	..	..	..	..	..	125 00†	40 00	60 00	12
Saleswomen	..	..	..	..	..	..	..	..	..	250 00	60 00	75 00	10
Salt-makers	..	..	..	..	..	..	..	..	..	..	..	..	10
Salt refiners	..	..	..	..	..	..	20 00	3 00	5 00	..	..	..	10
Sash, door, and blind makers	..	..	..	..	..	..	..	..	..	60 00	50 00	90 00	10
Saw grinders	..	..	..	3 00	2 50	3 00	..	..	..	..	..	..	9
Saw-makers	..	..	..	4 00	3 50	4 00	..	..	..	..	..	..	10
Sawyers	..	..	..	6 00	3 00	4 00	..	..	..	..	..	..	10
Sawyers, marble	..	..	..	3 50	2 00	3 00	..	..	..	..	..	..	10
Scourers, wool	..	..	..	3 00	2 00	2 50	..	..	..	..	..	..	10
Scrap pilers	..	..	..	1 75	1 00	1 50	20 00	20 00	20 00	..	..	..	10

† See General Remarks.

\* And found.

Occupation.	Per Hour.			Per Day.			Per Week.			Per Month.			Hours.
	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	
	Cents.	Cents.	Cents.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	
Seamstresses ..	..	..	..	..	..	..	8 00	2 50	6 00	..	..	..	9
Servants (men)	..	..	..	..	..	..	..	..	..	..	..	..	..
(women)	..	..	..	..	..	..	..	..	..	..	..	..	..
"    "	..	..	..	3 00	2 00	2 50	..	..	..	..	..	..	10
Sewer builders	..	..	..	..	..	..	8 50	2 50	6 00	..	..	..	9
Sewing machine operators (women)	..	..	..	..	..	..	..	..	..	..	..	..	9
Sheet iron workers	..	..	..	4 50	2 50	2 50	..	..	..	..	..	..	9
"    "    galvanized	..	..	..	5 00	3 00	3 50	27 00	18 00	21 00	..	..	..	9
Ship and steamboat carpenters	..	..	..	5 00	4 00	4 50	..	..	..	..	..	..	9
"    "    joiners	..	..	..	5 00	4 00	4 50	..	..	..	..	..	..	9
Shipsmiths ..	..	..	..	4 25	3 00	3 25	..	..	..	..	..	..	9
Shipwrights ..	..	..	..	5 00	4 00	4 50	..	..	..	..	..	..	9
Shoemakers ..	..	..	..	..	..	..	15 00	10 00	12 00	..	..	..	10
"    "    (apprentices)	..	..	..	..	..	..	..	..	..	..	..	..	10
Shot-makers ..	..	..	..	..	..	..	30 00	18 00	18 00	..	..	..	9½
Showcase-makers	..	..	..	4 00	3 00	3 00	..	..	..	..	..	..	10
Silversmiths ..	..	..	..	..	..	..	24 00	15 00	18 00	..	..	..	10
"    "    (apprentices)	..	..	..	..	..	..	9 00	3 00	6 00	..	..	..	10
Spinners, cotton	..	..	..	..	..	..	..	..	..	..	..	..	10
"    "    cotton (women, girls,	..	..	..	..	..	..	7 50	6 00	7 00	..	..	..	10
"    "    and boys	..	..	..	..	..	..	..	..	..	..	..	..	10
"    "    brass	..	..	..	3 00	2 00	2 50	..	..	..	..	..	..	10
"    "    jute (men)	..	..	..	..	..	..	..	..	..	..	..	..	10
"    "    jute (women, girls, and	..	..	..	..	..	..	7 50	..	7 50	..	..	..	10
"    "    boys)	..	..	..	..	..	..	..	..	..	..	..	..	10
Spool silk factory employes (men)	..	..	..	..	..	..	..	..	..	..	..	..	10
Spool silk factory employes	..	..	..	..	..	..	9 00	3 60	6 00	125 00	..	100 00	10
(women and girls)	..	..	..	..	..	..	..	..	..	..	..	..	10

\* And found.

Occupation.	Per Hour.			Per Day.			Per Week.			Per Month.			Hours.
	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	
	Cents.	Cents.	Cents.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	
Spool silk factory employes (boys)	..	..	..	..	..	..	6 00	3 00	3 75	..	..	..	10
Soap packers (boys and girls)	..	..	..	..	..	..	15 00	12 00	13 50	..	..	..	10
Soda works employes ..	..	..	..	..	..	..	9 00	7 50	8 00	..	..	..	..
Stainers, glass	..	..	..	10 00	5 00	..	..	..	..	..	..	..	8
Stair builders	..	..	..	5 00	3 00	..	..	..	..	..	..	..	9
Steam fitters ..	..	..	..	4 00	3 50	..	..	..	..	..	..	..	9
Steamship men	..	..	..	4 50	2 50	..	..	..	..	..	..	..	9
Stenotypers ..	..	..	..	..	..	..	..	..	..	..	..	..	..
Stevadores ..	..	..	..	..	..	..	20 00	12 00	15 00	..	..	..	..
Stocking-makers (women and girls)	..	..	..	..	..	..	9 00	6 00	7 00	..	..	..	10
Stone-carvers	..	..	..	6 00	4 00	..	..	..	..	..	..	..	9
Stone-cutters..	..	..	..	4 50	2 50	..	..	..	..	..	..	..	9
Stone letters	..	..	..	4 00	..	..	..	..	..	..	..	..	9
Straw hat makers	..	..	..	..	..	..	18 00	12 00	15 00	..	..	..	10
Surveyors ..	..	..	..	10 00	5 00	..	9 00	6 00	7 50	..	..	..	12
Suspenders-makers (women and girls)	..	..	..	..	..	..	..	..	..	..	..	..	9
Suspenders-makers (boys)	..	..	..	..	..	..	10 00	6 25	8 00	..	..	..	9
Tack and brad-makers..	..	..	..	4 00	2 50	..	..	..	..	..	..	..	10
Tailors	..	..	..	..	..	..	20 00	12 00	15 00	..	..	..	10
" (cutters)	..	..	..	..	..	..	45 00	20 00	30 00	..	..	..	9
Tanners ..	..	..	..	..	..	..	15 00	12 00	15 00	..	..	..	10
Teamsters ..	..	..	..	..	..	..	15 00	12 00	15 00	..	..	..	11
Teasers ..	..	..	..	..	..	..	..	..	..	..	..	..	..
Telegraph operators (men)	..	..	..	..	..	..	..	..	..	..	..	..	8
" " (women)	..	..	..	..	..	..	90 00	60 00	84 00	..	..	..	9
" " messengers (boys)	..	..	..	..	..	..	70 00	50 00	56 42	..	..	..	9
" " "	..	..	..	..	..	..	15 00	12 00	13 50	..	..	..	..

Occupation.	Per Hour.			Per Day.			Per Week.			Per Month.			Hours.
	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	
	Cents.	Cents.	Cents.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	
Tin can makers (men) ..	..	..	..	..	..	..	21 00	9 00	13 00	..	..	..	10
" (women and girls)	..	..	..	..	..	..	8 00	5 00	6 00	..	..	..	10
" (boys)	..	..	..	..	..	..	8 00	5 00	6 00	..	..	..	10
Tinsmiths ..	..	..	..	..	..	..	30 00	12 00	20 00	..	..	..	10
" (apprentices)	..	..	..	..	..	..	10 00	3 50	7 00	..	..	..	10
Tool finishers ..	..	..	..	3 50	3 00	3 00	..	..	..	..	..	..	10
" makers ..	..	..	..	3 50	3 00	3 00	..	..	..	..	..	..	10
Trimmers, carriage ..	..	..	..	3 50	2 00	3 00	..	..	..	..	..	..	10
Trunk-makers (men) ..	..	..	..	..	..	..	16 00	12 00	14 00	..	..	..	9
" (women and girls)	..	..	..	..	..	..	8 00	7 00	7 50	..	..	..	9
" (boys)	..	..	..	..	..	..	9 00	5 00	7 50	..	..	..	9
Turners, iron ..	..	..	..	..	..	..	24 00	18 00	18 00	..	..	..	10
" wood ..	..	..	..	3 50	3 00	3 25	..	..	..	..	..	..	9
Type casters ..	..	..	..	..	..	..	21 00	12 00	15 00	..	..	..	10
" setters (men)	..	..	..	..	..	..	..	..	15 00	..	..	..	10
" (women)	..	..	..	..	..	..	..	..	9 00	..	..	..	..
" writers (men)	..	..	..	..	..	..	..	..	..	..	..	..	..
" (women)	..	..	..	..	..	..	..	..	..	..	..	..	..
" Umbrella-makers (men)	..	..	..	..	..	..	..	..	..	..	..	..	..
" (women)	..	..	..	..	..	..	..	..	..	..	..	..	..
" (boys)	..	..	..	..	..	..	..	..	..	..	..	..	..
Underwear, ladies', cutters (men)	..	..	..	..	..	..	18 00	6 00	11 00	..	..	..	10
Underwear, ladies', makers	..	..	..	..	..	..	12 00	6 00	9 00	..	..	..	10
(women)	..	..	..	4 00	3 00	3 50	..	..	..	..	..	..	9
Upholsterers ..	..	..	..	..	..	..	8 50	2 50	6 00	..	..	..	9
Varnish-makers (men) ..	..	..	..	3 50	2 50	3 00	..	..	..	..	..	..	10
" (boys) ..	..	..	..	..	..	..	20 00	12 00	15 00	..	..	..	10
"	..	..	..	..	..	..	5 00	3 00	4 00	..	..	..	10



Occupation.	Per Hour.			Per Day.			Per Week.			Per Month.			Hours.
	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	
	Cents.	Cents.	Cents.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	
Vaqueros ..	..	..	..	..	..	..	..	..	..	..	..	..	10 to 12
Wagon-makers ..	..	..	..	5 00	2 25	3 00	..	..	..	..	..	50 00	10
Waiters ..	..	..	..	..	..	..	..	..	..	..	..	..	11
Watch-makers ..	..	..	..	..	..	..	25 00	15 00	20 00	..	..	45 00*	9
Weavers, carpet ..	..	..	..	..	..	..	20 00	10 00	15 00	..	..	..	10
Weavers, cotton (men, women, girls and boys)	..	..	..	..	..	..	11 00	6 00	7 50	..	..	..	10
Weavers, jute (women, girls, and boys)	..	..	..	..	..	..	7 50	4 00	6 00	..	..	..	10
Well borers, artesian ..	..	..	..	5 00	3 00	3 50	..	..	..	..	..	..	10
Wheelwrights ..	..	..	..	5 00	2 25	3 00	..	..	..	..	..	..	10
White lead makers (men)	..	..	..	2 50	1 50	2 00	..	..	..	..	..	..	10
" " (boys)	..	..	..	..	..	..	..	..	..	30 00	20 00	25 00	10
Whiteners ..	..	..	..	3 50	2 50	3 00	..	..	..	..	..	..	9
Wine-makers..	..	..	..	..	..	..	..	..	..	150 00	65 00	75 00	9 to 10
Wire (barb) fence makers	..	..	..	..	..	..	..	..	..	..	..	..	10
" cleaners ..	..	..	..	..	..	..	12 00	10 00	11 00	..	..	..	10
" drawers ..	..	..	..	..	..	..	18 00	15 00	17 50	..	..	..	10
" rope makers ..	..	..	..	..	..	..	..	..	..	..	..	..	10
" weavers ..	..	..	..	..	..	..	21 00	15 00	18 00	..	..	..	10
" workers ..	..	..	..	..	..	..	18 00	12 00	13 00	..	..	..	10
Wood carvers ..	..	..	30	..	..	..	..	..	..	..	..	..	9
" " furniture ..	..	..	..	4 50	4 00	4 50	..	..	..	..	..	..	9
" cutters ..	..	..	..	..	..	..	..	..	..	65 00	25 00	30 00	10
" engravers ..	..	..	..	5 00	2 00	3 50	..	..	..	..	..	..	8
Wooden ware workers ..	..	..	..	..	..	..	15 00	7 50	10 00	..	..	..	10

\* And found.

Occupation.	Per Hour.			Per Day.			Per Week.			Per Month.			Hours.
	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	
	Cents.	Cents.	Cents.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	
Wooden mill employés (men)	..	..	..	..	..	..	41 50	9 00	15 00	..	..	..	11
" " (women)	..	..	..	..	..	..	12 50	6 00	9 00	..	..	..	11
" " (boys)	..	..	..	..	..	..	6 00	4 50	5 00	..	..	..	11
Wool graders	..	..	..	4 00	2 50	3 00	.. 00	..	.. 00	125 00	100 00	100 00	10
" scourers	..	..	..	3 00	1 50	2 25	20 00	..	20 00	..	..	..	10
" sorters ..	..	..	..	..	..	2 50	..	..	..	..	..	..	10

(Table No. 2.)—COMPARISON of the Weekly Wages paid in California with other States and European Countries.

Industries.	States and Countries.															
	California.	New York.	Illinois (Chicago).	Pennsylvania.	Maine.	Germany.	France.	Belgium.	Italy.	England and Wales.	Switzerland.	Denmark.	Scotland.	Ireland.	Canada (Ottawa).	Hawaiian Islands.
	Dol. c.	Dol. c.	Dol. c.	Dol. c.	Dol. c.	D. c.	D. c.	D. c.	D. c.	D. c.	D. c.	D. c.	D. c.	D. c.	D. c.	D. c.
<i>Building Trades.</i>																
Bricklayers ..	30 00	20 00	24 00	15 00	16 50	4 21	5 74	4 56	4 20	7 56	5 21	7 00	7 50	7 22	18 00	30 00
Carpenters ..	21 00	14 00	16 50	12 00	10 50	4 11	6 20	4 07	4 00	7 66	4 74	7 00	7 73	6 97	11 60	20 00
Gasfitters ..	20 00	12 00	18 00	12 00	..	4 08	6 07	5 00	3 40	7 66	5 04	5 90	6 44	7 47	13 50	24 00
Masons ..	39 00	18 00	24 00	15 00	16 50	4 07	5 33	5 22	3 60	7 68	5 27	5 36	7 53	7 12	13 50	24 00
Plasterers ..	30 00	18 00	27 00	15 00	16 50	4 43	6 34	4 66	5 04	7 80	5 03	6 79	6 72	7 12	13 50	27 00
Plumbers ..	20 00	16 00	16 50	15 00	..	4 26	6 10	5 46	3 60	7 90	5 18	6 90	7 23	7 47	13 50	24 00
Painters ..	18 00	..	..	..	12 00	4 82	..	..	..	..	..	..	..	..	..	..
Roofers ..	18 00	12 00	16 50	12 00	10 50	4 28	5 65	4 97	4 20	7 35	2 99	8 00	..	6 57	13 50	24 00
Slaters ..	20 00	14 00	21 00	12 00	..	4 20	5 65	4 98	4 20	7 10	4 35	4 00	..	6 85	..	..
<i>Other Trades.</i>																
Bakers ..	18 00	7 00	12 00	10 00	8 00	3 90	5 48	4 28	4 00	6 17	3 88	4 80	6 32	6 53	10 50	23 00
Blacksmiths ..	21 00	13 00	15 00	9 50	10 50	4 00	5 81	5 38	3 60	7 37	5 20	4 82	6 32	7 07	10 50	27 00
Bookbinders ..	21 00	14 00	16 50	12 00	..	4 20	5 17	5 35	3 80	6 77	4 68	4 82	7 29	7 22	10 00	16 00
Brick-makers ..	8 75	10 00	7 40	7 50	9 00	3 95	5 82	4 25	5 00	7 00	4 43	5 90	5 83	6 41	8 10	..
Brewers ..	18 00	15 00	..	12 00	..	..	4 43	4 67	8 00	6 85	3 78	3 75	5 34	7 30	15 00	..
Brass founders ..	18 00	10 00	16 75	12 00	..	4 38	6 54	6 02	4 60	7 47	4 92	4 82	6 72	7 34	..	..

States and Countries.

Industries.	California.	New York.	Illinois (Chicago).	Pennsylvania.	Maine.	Germany.	France.	Belgium.	Italy.	England and Wales.	Switzerland.	Denmark.	Scotland.	Ireland.	Canada (Ottawa).	Hawaiian Islands.
Butchers ..	Dol. c. 12 50	Dol. c. 8 00	Dol. c. 16 00	Dol. c. 9 00	Dol. c. ..	D. c. 3 32	D. c. 4 82	D. c. 4 31	D. c. ..	D. c. 5 50	D. c. 4 66	D. c. 4 37	D. c. 6 08	D. c. 6 81	D. c. 9 60	D. c. 12 75
Cabinet-makers ..	21 00	12 00	15 00	15 00	10 50	4 25	6 14	5 66	3 40	7 68	7 70	5 00	6 08	7 22	11 40	19 50
Confectioners ..	12 00	..	15 00	10 00	10 00	3 43	4 85	5 03	3 75	6 84	5 84	..	6 80	9 85	10 00	..
Cigar-makers ..	12 00	10 00	12 00	12 00	9 50	3 63	4 69	6 28	3 00	6 07	3 30	5 09	..	..	..	..
Coopers ..	20 00	12 00	18 00	..	9 00	3 97	5 58	5 17	2 60	7 50	4 80	4 82	6 08	6 81	9 00	..
Cutlers ..	24 00	10 00	12 00	..	..	3 90	5 16	5 28	3 80	7 00	8 00	4 60	6 32	8 03	..	..
Carriage and carriage ..	10 00	9 00	10 00	..	..	3 21	4 82	3 92	2 50	5 15	3 84	4 80	4 86	4 26	8 40	2 50
Distillers ..	15 00	9 00	..	12 00	..	3 56	7 00	5 00	4 20	..	4 02	..	..	6 00	..	..
Draymen and teamsters ..	15 00	10 00	12 00	9 00	9 60	2 96	5 57	3 77	1 50	5 37	3 84	3 22	4 49	4 26	8 40	2 50
Dyers ..	15 00	13 00	15 50	8 88	..	3 45	4 83	6 15	3 60	6 18	4 91	4 29	5 56	4 86	7 00	..
Engravers ..	20 00	16 00	24 00	..	..	5 12	7 35	6 42	6 60	8 38	6 35	8 00	7 29	8 27	15 00	19 00
Furriers* ..	7 to 12	10 00	15 00	..	..	4 20	6 35	4 60	4 60	8 52	4 63	5 36	7 50	8 03	14 00	..
Gardeners ..	18 00	9 00	12 00	..	..	3 78	5 11	3 91	4 00	5 80	3 83	4 00	4 86	4 86	8 00	..
Hatters ..	24 00	13 00	21 00	15 00	..	4 36	5 50	4 60	5 20	6 10	3 84	..	7 29	7 30	12 00	..
Horseshoers ..	21 00	13 00	18 00	..	..	3 61	5 89	5 62	5 20	6 35	4 65	4 82	6 80	6 21	12 00	24 00
Jewellers ..	20 00	11 00	13 50	..	..	5 21	6 24	6 84	3 80	8 76	6 35	5 36	6 56	8 00	12 00	19 00
Labourers (plasterers) ..	18 00	10 00	15 00	9 00	..	2 91	3 23	3 02	1 70	5 27	3 40	3 86	4 65	3 53	13 50	12 00
Hod carriers ..	18 00	11 00	10 50	8 00	8 40	2 92	3 13	3 22	1 70	4 94	2 99	4 30	4 65	3 40	8 40	11 00
Masons ..	18 00	10 00	10 50	7 50	..	3 15	3 23	3 09	1 70	5 07	3 50	4 29	4 65	3 65	8 40	11 00
Strikers (blacksmiths) ..	18 00	9 60	10 50	7 00	..	2 94	4 72	3 29	3 40	5 30	4 43	4 82	4 63	3 79	7 00	17 50
Plumbers' assistants* ..	7 00	10 00	5 70+	6 00	..	2 72	3 61	2 93	1 70	4 69	3 36	2 80	4 86	3 38	8 40	10 50
Lithographers ..	25 00	12 00	..	..	..	5 59	7 07	5 86	..	7 07	5 51	5 50	7 53	7 71	12 00	..

\* Men and women.

† Boys.

## States and Countries.

Industries.	California.	New York.	Illinois (Chicago).	Pennsylvania.	Maine.	Germany.	France.	Belgium.	Italy.	England and Wales.	Switzerland.	Denmark.	Scotland.	Ireland.	Canada (Ottawa).	Hawaiian Islands.
Millwrights ..	Dol. c. 24 00	Dol. c. 14 00	Dol. c. 30 00	Dol. c. ..	Dol. c. ..	D. c. 4 18	D. c. 6 74	D. c. 5 00	D. ..	D. c. 6 97	D. c. 6 30	D. c. 6 00	D. c. 7 41	D. c. 7 30	D. c. 12 00	D. c. ..
Machinists ..	20 00	10 00	..	..	15 00	4 60	4 60	..	..	..	4 82	4 00	..	7 79	12 00	..
Potters ..	15 00	10 00	..	12 00	..	3 60	4 78	4 86	5 20	5 20	5 76	4 02	..	4 38	..	..
Printers ..	20 00	13 00	..	12 00	9 00	..	6 64	5 94	4 60	7 17	5 93	5 36	7 89	8 52	11 00	25 00
Pattern-makers	21 00	12 00	15 00	..	..	..	..	..	5 00	9 00	..	..	7 41	7 79	..	31 00
Teachers (male)	19 99	13 00	35 00	..	7 50	..	7 00	7 74	5 00	..	..	10 41	16 69	8 52	6 00	23 00
Teachers (female)	16 03	..	11 00	..	..	..	..	..	..	7 70	..	..	..	..	3 00	..
Saddle and harness	13 50	11 00	12 00	12 50	12 00	3 69	5 70	5 51	..	6 63	5 20	5 00	5 58	6 15	7 00	19 05
Sail-makers..	18 00	12 00	15 00	..	..	2 85	6 04	4 56	2 80	7 02	..	4 82	6 08	8 03	..	..
Stevedores ..	24 00	12 00	18 00	..	..	5 70	6 72	4 36	2 00	8 44	..	5 00	4 12	5 40	..	12 00
Tanners ..	12 00	..	15 00	9 00	..	4 00	5 18	5 81	2 00	6 38	4 92	5 09	6 80	5 45	8 25	..
Tailors ..	18 12	12 00	15 00	..	..	4 30	5 02	5 58	4 00	7 40	6 50	6 36	7 77	6 70	9 00	21 50
Telegraph operators	15 00	..	19 00	..	..	5 12	6 92	6 35	5 20	7 65	..	6 70	13 00	8 87	8 50	..
Tinsmiths ..	15 00	11 00	12 00	..	13 50	3 55	5 46	4 40	6 60	6 56	4 40	6 70	6 56	6 04	8 00	18 00

*From Statutes of California.*

3244. Eight hours a day's work.

Section 3244. Eight hours of labour constitute a day's work, unless it is otherwise expressly stipulated by the parties to a contract.

3245. Same, on public works.

Section 3245. Eight hours labour constitute a legal day's work in all cases where the same is performed under the authority of any law of this State, or under the direction, control, or by the authority of any officer of this State acting in his official capacity, or under the direction, control, or by the authority of any municipal corporation within this State, or of any officer thereof acting as such; and a stipulation to that effect must be made a part of all contracts to which the State or any municipal corporation therein is a party.



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