To handle the crop of 1913, 8,036 persons were employed in the seventy-five plants. Of these, 5,010 were men, 2,688 women and 438 children between 14 and 16 years of age.

Study made by the United States Bureau of Labor.

During the summer of 1912 investigators of the United States Bureau of Labor Statistics made an extensive statistical study of the hours of labor of women employees in the Wisconsin Pea Canners, based on data covering operations during the years 1908, 1909, 1910 and 1911, in about half of the canning factories in the state.* This study was made for "the purpose of discovering the relation between the problem of pea-cannery administration as presented in Wisconsin and the working hours of women employed in the pea-canners in the state." An effort was made to show the relation between the acreage planted and the equipment, number of workers, and daily duration of work; also the possibility of harvest control by proper soil selection, distribution of planting, and study of weather conditions. This bulletin also contains data in regard to the length of working days, labor supply, possible causes of shortage of labor, the abuses that have resulted from lack of restriction of hours, and the cost of female labor.

Although the data obtained by the investigators of the U. S. Bureau of Labor are in many respects incomplete, the report shows the conditions that existed in pea canneries before the present regulation of hours became effective. A comparison of the hours and conditions of labor of female employees in Wisconsin canneries, as shown in the Bureau of Labor report (pages 22, 26–27), for the years 1908–1911, inclusive, with the conditions prevailing in 1913 (tables II and III following) shows what has been and what can be done in the solution of this problem. Some of the conclusions of the federal report have not been borne out in the present investigation, yet in studying the results of the present regulations, the information given in that report is of much value.

Purpose of this investigation.

It is not the intention of the present study to go into the questions of acreage, harvest control, soil selection, planting,

or the relation between these and the equipment of the plants, except insofar as some of these points are covered briefly in charts and summaries following. The purpose is rather to show for the information and benefit of the canners of the state what the conditions were during the past season, especially in regard to the hours of labor for the women employees; to present a fair picture of the abuses that existed, the special needs for regulation, and the specific points that must be considered in attempting to solve the problem for the future. Most of all, it is hoped to show what has been accomplished in the way of improved conditions, and arrangements of hours in compliance with the law or in advance of legal requirements.

Present regulations.

Pursuant to the authority vested in it by the laws of 1913, Chapter 381, the Industrial commission appointed a committee representing the pea canners, the labor interests and the consumers, to investigate the hours of labor of women in the pea canning industry, the conditions surrounding such workers, and the effect upon them of such hours and conditions of labor. The committee was requested to recommend to the Industrial commission the regulations to be enforced during the 1913 season, covering the hours of labor of the women employed in pea canning factories. This committee was composed of the following members: Mrs. B. C. Gudden, Oshkosh; and Mrs. Edward Rissman, Milwaukee, representing the public; Frank J. Weber, Milwaukee, representing the Wisconsin State Federation of Labor; W. C. Leitsch, Columbus and M. S. Bailey, Chippewa Falls, representing the Wisconsin Canners' association; A. H. Christman, Menomonee Falls, representing the pea growers, and Miss Emma O. Lundberg, deputy, of the industrial commission. Two all-day sessions were held by this committee, and the regulations recommended as finally approved by the Industrial commission are as follows:

Order No. 1. In pea canning factories where the laws regarding safety and sanitation and the orders of the Industrial Commission issued thereunder are complied with and where due provision has been made for handling the crop, women who are employed in such factories may be employed not to exceed ten hours each day between the beginning and ending of work, exclusive of meal hours, between the hours of 7 o'clock A. M., and 10 o'clock P. M.

Order No. 2. During the rush season, when abnormal conditions prevail by reason of breakdowns, bad weather or climatic changes, women who are