

ploying women,—a remarkable showing of coöperation and appreciation of the fact that their own interests will be advanced by a fair working out of the problem.

Average hours of work.

In the seventy-four plants employing women, the average hours of work of the women employes during the season were as follows:

Pickers, 8.6 hours,—Inspectors, 8.2 hours,—Cappers, 8.8 hours. The average for the season in all occupations was 8.6 hours. It will be seen by comparison with the figures given in the United States investigation report that this was a decided improvement over the hours of the past years. It was found that the average hours for all occupations in 1908 were 10.4 hours; 1909, 10.1 hours; 1910, 9.9 hours; 1911, 9.8 hours.*

The average length of the canning season was 29.3 working days. This was longer than in any year reported except 1908. In all factories 38% of all the working days were over ten hours; 11% of the days were over twelve hours; 3% over fourteen hours and 1.5% sixteen hours or over. Compare this with the figures given for 1908, 1909, 1910 and 1911,—68.3%, 67.3%, 62.1% and 54.3%, respectively, of days on which hours of work exceeded ten as against 38% in 1913. The improvement is readily noted. Ten plants during the past season had no day over 10 hours.†

Hours per week.

Although it was found to be impracticable to fix a limit of hours of work per week, since the aim was to scatter the long days throughout the season instead of bunching them, 83% of the "women-weeks" were 55 hours or under; 6.5% were from 55 to 60 hours; 5%, 60 to 65 hours; 3%, 65 to 70 hours; 2%, 70 to 75 hours; 1.5% over 75 hours.††

Time of beginning and ending work.

Equal in importance to limiting the number of hours of work per day is defining the closing time, and fixing the length of the "spread of duty." This will encourage and necessitate beginning work as early in the morning as conditions will per-

* U. S. Dept. of Labor, Bulletin No. 119.

† See Table No. 2.

†† Ibid.