

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.

mit. The worst feature of the working arrangement in past years was the irregularity of beginning work and the consequent dragging of the work into the early morning of the following day. Under this system the working day often spread over the major part of the twenty-four hours, so that the worker had practically no free time, even though the hours of actual labor were few. The regulations for the past season specified that no day should be over ten hours, exclusive of meal times, from beginning to ending of work, and the work must end not later than ten p. m., with the exception of fifteen "12-hour days," ending at midnight.

The greatest improvement in conditions in the past year was due to the fact that most plants made a special effort to begin operations early in the morning. A few plants followed the regulations of the law limiting hours of labor to eight a day and forty-eight a week if it comes under the classification of night work. Two of these plants did not generally begin operations until afternoon, closing from midnight to 2 p. m. and frequently as late as 5 a. m. and even 8 a. m. of the following day, depending upon time of beginning. Of the remaining seventy-two plants, twenty-nine began work from 7 to 8 a. m. on over half of the days; twenty-six plants began from 8 to 10 a. m. on over half of the days; two plants began at 10 a. m. over half of the time; thirty-two plants began after twelve noon on two or more days; thirteen plants on five days or more; and five plants on ten or more days.

Forty-one per cent of all the days of all the plants began at 7 a. m.; forty-four per cent began between 8 and 10 a. m.; four per cent between 10 a. m. and 12 noon; and eleven per cent of all the days began after noon. Two plants regularly working only afternoons and evenings, explain the large percentage of days beginning after noon.\*

Fifty-nine plants on half of the days closed between 6 and 8 p. m.; fifteen plants closed about 6 p. m. most of the days; forty-seven plants closed after 8 p. m. on half of the days; eight plants closed after 10 p. m. on half of the days; fifty-nine plants closed on one or more days after 10 p. m.; twenty-one plants on more than ten days closed after 10 p. m.; thirty-four plants closed on one or more days after midnight. The necessity for limiting closing time is more readily seen by the following: on 73% of all the days of all the plants operations

\* See tables IV, V, VI and VII.

ceased after six p. m.; on 33% of the days after 10 p. m.; on 7.5% of the days after 12 midnight; and on 2% after 2 a. m. The last figure includes factories operating under the eight hour night restriction. One plant closed every day at 6 o'clock or earlier; one plant closed two-thirds of the days between 6 and 7 p. m.; six plants closed around 6 p. m., with the exception of one week during the rush season; fifty-seven plants closed half of the days at 6 p. m.\*

A comparison of the time of beginning and ending work and the spread of duty during the 1913 season and the past years, shows a great improvement, and indicates especially the lines along which further improvement is necessary and possible. Work extending into the night is particularly to be condemned in the case of canning factories which are often located in the outskirts of towns, along railroad tracks, or across fields. Men and women, young boys and girls leave the factory at the same time. The relation between fatigue and recklessness under conditions favoring temptation is too well recognized to need enlarging upon.

It is especially important that there shall be a sufficient number of hours between working days to allow for adequate rest. Many examples were found of the need for regulation of the length of the rest period. The following table (table no. 1) illustrates this condition.

TABLE I.  
SHOWING THE ACTUAL HOURS WORKED BY CERTAIN WOMEN EMPLOYED  
IN A WISCONSIN PEA CANNERY IN 1913.

Occupation.	Day.	Total hours worked.	Spread of Duty.			Meal Hours.		Total hours worked in week.	Pay per hour.
			Began.	Quit.	Hours.	Dinner.	Supper.		
			A. M.	A. M.		Min.	Min.		
Can dropper..	July 1..	16:45	10:00	3:45	17.45	30	30	82:45	15-22½
" "	" 2..	20:30	8:00	5:30	21:45	30	30	.....	.....
" "	" 1..	16:20	10:00	3:50	17:50	60	30	74:30	15-22½
" "	" 2..	20:45	7:45	5:30	21:45	30	30	.....	.....
Capper.....	" 1..	17:00	10:00	4:00	18.00	30	30	75:45	10-15
" "	" 2..	20:00	8:30	5:30	21:00	30	30	.....	.....
" "	" 1..	15:30	10:00	2:30	16.30	30	30	74:00	10-15
" "	" 2..	20:00	8:30	5:30	21:00	30	30	.....	.....
Picker.....	" 1..	15:30	10:00	2:30	16:30	30	30	70:45	10-15
" "	" 2..	19:00	8:30	4:30	20:00	30	30	.....	.....
" "	" 1..	15:30	10:00	2:30	16:30	30	30	72:00	10-15
" "	" 2	19:00	8:30	4:30	20:00	30	30	.....	.....

\* See Table 2.

It will be seen from table No. 1, that these women had from 2:30 or 4 a. m., the quitting time one day to 7:45 or 8:30 a. m., the beginning time next day—leaving from 6 hours to 3 hours and 55 minutes for eating, dressing, walking to and from work, and last and least—sleep. Out of the 43½ hours between beginning time on July 1st to quitting time on July 2nd operators actually worked 37 hours. This, however, was an exceptional case this season, but proves the absolute need of forcible regulation in order that it may not be a common situation, as it has been in previous years. The United States report cites a number of instances of past happenings when hours were not regulated. Girls sometimes worked 40 hours at a stretch. One plant once began at 7 a. m. on Saturday, worked right through Sunday until 1:30 a. m. Monday, 42 hours on duty.

#### **Arrangements of shifts.**

The main argument against restriction of hours was a plea by the canners that they either could not secure more help than they were employing, or if they could secure enough for additional shifts the women would refuse to work as it would mean short, irregular hours for the supplementary shift. The experience this year has in many cases disproved both of these contentions. Twenty-two plants had more than one shift of "line" workers; thirty-one plants had more than one shift of pickers. A number of plants had "emergency shifts," and reported their use as follows: "When hours were too long we got substitutes;" "When a woman had worked ten hours we sent her home and had another take her place;" "We worked the men long hours and tried to get women enough to keep up;" "Used extra shift when necessary to prevent women from working overtime;" "Change of female help at night during rush;" "Used two shifts sometimes when necessary to comply with the law." Other special arrangements were as follows: "Had plenty of help and let some off early, changing each day;" "Women worked from 8 to 6 one day, and next day started at noon and worked in the evening;" "We paid the same wages for short night shift as for longer day shift;" "Paid ten cents an hour for pickers in day shift and twenty cents at night, using young girls during day when