

Hours

Lower
Realty

HOURS OF LABOR

Your Committee in considering the Hours of Labor, believe that

Consideration must be given to the fundamental demand of productive efficiency, without which there will be no fund for the payment of adequate compensation for labor, management and capital, nor any abatement of the high cost of living. How precarious the situation is now is seen by the reports of the Treasury Department of the United States upon the internal revenue for 1917, which show that about 35% of the total number of corporations reporting showed no net income.

Attention must also be directed to the wide variety of conditions under which industry is conducted. The Abstract of the U.S. Census of Manufacturers for 1914 shows that 95% of the establishments employed less than 101 men each and 35% of all those employed, while only 0.2% of the establishments employed more than 1000 men each and 18% of the total, and that many men are employed in activities (as in transportation) where compensation must be looked for in the application of a "basic" rather than an actual day.

The average working day in the United States before the war was nine and three quarter hours and in the countries with which we must compete the hours of labor varied from nine to eleven. No data have been assembled to determine whether our people can maintain themselves upon a lessened effort or produce successfully against this foreign competition.

The rapid growth of the custom of a Saturday half-holiday makes the standard of the work schedule the week rather than the day. While examination indicates that no single standard of hours will secure maximum production in all industries alike, hours of work schedules should be fixed at the point consistent with the health of the worker and his right to an adequate period of

leisure for rest, recreation, home life and self-improvement; and one day of rest in seven should be provided.

Overtime work should be avoided and should not be made a device for increasing wages. Nor should a shortened schedule of hours be introduced to keep in employment men in occupations overcrowded with labor.

HOURS OF LABOR

Your Committee in considering the Hours of Labor, believe that; Consideration must be given to the fundamental demand of productive efficiency, without which there will be no possibility of the payment of adequate compensation for labor, management and capital, nor any abatement of the high cost of living.

The situation of industry is now far from being secure as may be seen by the reports of the Treasury Department of the United States upon the internal revenue for 1917, which show that about 35% (119,347) of the total number (351,426) of corporations reporting showed no net income. Attention must also be directed to the wide variety of conditions under which industry is conducted. The Abstract of the U. S. Census of Manufacturers for 1914 shows that 95% of the establishments employed less than 101 men each and 35% of the workers, while only 0.2% of the establishments employed more than 1000 men each and 18% of the workers, and that many men are employed in activities (as in transportation) where compensation must be looked for in the application of a "basic" rather than an actual day.

The average working day in the United States before the war according to the brief of Mr. Justice Brandeis, then counsel for the State of Oregon, was nine and three quarter hours and in the countries with which we must compete the hours of labor varied from nine to eleven. No data have been assembled to determine whether our people can maintain themselves upon a lessened effort or produce successfully against this foreign competition.

The rapid growth of the custom of a Saturday half-holiday makes the standard of the work schedule the week rather than the day. While examination indicates that no single standard of hours will secure maximum production in all industries alike, hours of work schedules should be fixed at a point of production consistent with the health of the worker and his right to an adequate period of leisure for rest, recreation, home life and self-improvement; and one day of rest in seven should be provided.

Overtime work should be avoided and should not be made a device for increasing wages. Nor should a shortened schedule of hours be introduced to keep in employment men in occupations overcrowded with labor, except as a temporary expedient to carry over ~~an~~ economic depression.

Digital Image, 2011. The Ida M. Tarbell Collection, 1890-1944, Allegheny College Pelletier Library.

Mrs. Tarbell (2)

The ~~greater~~ necessity for control of the standards of women's employment is due to the fact that women have ~~been~~ ^{are} in the weaker position economically than men. But the ~~recognition~~ ^{are} of the national and international importance of standards of labor conditions ~~will still be~~ ^{are} paramount since in ~~peace no less than in war~~ the Nation ~~will~~ ^{as} depend for its prosperity upon the productive efficiency of its workers. No other foundation for commercial success will be so sure as the conservation of those practices in industry which make for the free and effective cooperation of the workers. ~~Protection of the health of women workers is~~ ^{as} vital ~~as~~ ^{to} an economic as well as a social measure ~~of reconstruction.~~ ^{of our country}

Resolved that this conference

Therefore, we recommend the following policies and standards issued and advocated by the Women's Bureau, U. S. Department of Labor. They ~~were~~ ^{have been} endorsed by employers of labor, Chambers of Commerce, and the organized working women as the best standards for the employment of women in industry from the standpoint of health and efficiency:

I. HOURS OF LABOR

1. Daily hours. - No woman shall be employed or permitted to work more than eight hours in any one day.
2. Half holiday on Saturday. - The half holiday on Saturday should be the custom.
3. One day of rest in seven. - Every woman worker shall have one day of rest in every seven days.
4. Night work. - No woman shall be employed between the hours of 10 p.m. and 6 a.m.

II. WAGES

1. The basis of determination of wages. - Wages should be established on the basis of occupation and not on the basis of sex. The minimum wage rate should cover the cost of living for dependents and not merely for the individual.