

U. S. DEPARTMENT OF LABOR
JAMES J. DAVIS, SECRETARY
WOMEN'S BUREAU
MARY ANDERSON, Director

BULLETIN OF THE WOMEN'S BUREAU, NO. 64

THE EMPLOYMENT OF WOMEN AT NIGHT

By **MARY D. HOPKINS**



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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, February 13, 1928.

SIR: I am transmitting herewith the report of a study of the employment of women at night. The main section of the report deals with conditions in the United States and in foreign countries and appendixes show the extent of night-work legislation. The text of the Bern and Washington Conventions is given, and the extent to which the Washington Convention has been ratified by foreign countries. The assistance of the statistical division of the International Labor Office at Geneva in checking the chart on ratification and the night-work legislation in foreign countries is gratefully acknowledged.

The study was made and the report written by Miss Mary D. Hopkins.

Respectfully submitted.

MARY ANDERSON, *Director.*

HON. JAMES J. DAVIS,
Secretary of Labor.

APPENDIXES

Appendix A—Text of the Bern Convention, 1906

Appendix B—Text of the Washington Convention, 1919

Appendix C—Principal night-work legislation of foreign countries

Appendix D—Night-work legislation for women in the United States

Appendix A.—TEXT OF THE BERN CONVENTION, 1906

INTERNATIONAL CONVENTION FOR THE PROHIBITION OF NIGHT WORK OF WOMEN EMPLOYED IN FACTORIES AND WORKSHOPS

ARTICLE 1. Industrial night work shall be prohibited for all women without distinction of age, with the exceptions hereinafter noted. This agreement shall apply to all industrial establishments employing more than 10 men and women; in no case shall it apply to those establishments in which only members of the proprietor's family are employed. Upon each of the contracting States devolves the duty of defining what shall be understood by "industrial establishment." Among these shall be included, in any case, mines and quarries, as well as industries for the manufacture or working up of raw materials. On this last subject legislation in the individual States shall fix the limit between industry on the one hand and agriculture and commerce on the other.

ART. 2. The night rest contemplated in the preceding article shall have a minimum duration of 11 consecutive hours; in those 11 hours, whatever else be the legislation of each State, shall be included the interval from 10 o'clock in the evening to 5 o'clock in the morning. In the States in which the night work of adult women employed in industry has not yet been regulated, however, the length of uninterrupted rest may, temporarily, for a period of not over three years, be limited to 10 hours.

ART. 3. The prohibition of night work may be suspended (1) in case of force majeure—the interruption of operations by abnormal and nonrecurrent causes beyond the control of the proprietor; (2) in case the labor is applied either to raw materials or materials in course of manufacture which may be liable to very rapid deterioration, when it is necessary to save the materials from inevitable loss.

ART. 4. In industries affected by the seasons and, in case of exceptional circumstances, for all industries, the length of uninterrupted night rest may be reduced to 10 hours for 60 days a year.

ART. 5. Upon each of the contracting States devolves the duty of adopting the administrative measures which may be necessary to insure, within its territory, the strict execution of the provisions of this agreement. The Governments shall inform each other, through diplomatic channels, of the laws and regulations upon the subject of this agreement which are, or may hereafter be, in force in their respective countries, and shall report periodically to each other concerning the operation of these laws and regulations.

ART. 6. The terms of this agreement shall be applicable to a colony, possession, or protectorate only in case a notification to that effect shall be given to the Swiss Federal Council by the home Government concerned. The home Government, in announcing its application to a colony, possession, or protectorate, may give notice that the agreement will not apply to those native industries over which supervision would be impossible.

ART. 7. In States outside of Europe, as well as in colonies, possessions, or protectorates, when the climate or the condition of native populations demands it, the length of uninterrupted night rest may be less than the minimum fixed by this agreement on condition that in compensation rest shall be granted during the day.

ART. 8. This agreement shall be ratified and the ratifications shall be filed not later than December 31, 1908, with the Federal Council of Switzerland. A report of the filing of the ratification shall be prepared, of which a duly certified copy shall be sent through diplomatic channels to each of the contracting States.

This agreement shall go into effect two years after the completion of the report. The period to elapse before enforcement is increased from 2 to 10 years—

1. For the manufacture of unrefined beet sugar.
2. For the combing and spinning of wool.
3. For day work in mines when this work is interrupted for at least four months a year by climatic conditions.

ART. 9. The States not signing this agreement may declare their adherence to it by an act addressed to the Swiss Federal Council which shall communicate such act to each of the other contracting States.

ART. 10. The delay provided in article 8 for the entrance of this agreement into force shall begin, for the States not signing it, as well as for colonies, possessions, or protectorates, from the date of their adherence to it.

ART. 11. This agreement may not be renounced either by the States signing it, or by the States, colonies, possessions, or protectorates which subsequently agree to it, before the expiration of a period of 12 years from the completion of the report of ratifications. It may then be renounced from year to year. The renunciation shall become effective one year after it shall be sent in writing to the Swiss Federal Council by the Government concerned, or, in case of a colony, possession, or protectorate, by the home Government concerned; the Federal Council shall immediately communicate such renunciation to the Government of each of the other contracting States. The renunciation shall have effect only for the State, colony, possession, or protectorate in the name of which it shall be sent.

**Appendix B.—TEXT OF THE WASHINGTON CONVENTION,
1919**

**DRAFT CONVENTION CONCERNING EMPLOYMENT OF WOMEN
DURING THE NIGHT**

The General Conference of the International Labor Organization of the League of Nations,

Having been convened at Washington by the Government of the United States of America, on the 29th day of October, 1919, and

Having decided upon the adoption of certain proposals with regard to "women's employment during the night," which is part of the third item in the agenda for the Washington meeting of the conference, and

Having determined that these proposals shall take the form of a draft international convention,

Adopts the following draft convention for ratification by the members of the International Labor Organization, in accordance with the labor part of the treaty of Versailles of June 28, 1919, and of the treaty of St. Germain of September 10, 1919:

ARTICLE 1. For the purpose of this convention, the term "industrial undertaking" includes particularly—

(a) Mines, quarries, and other works for the extraction of minerals from the earth.

(b) Industries in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed, including shipbuilding, and the generation, transformation, and transmission of electricity or motive power of any kind.

(c) Construction, reconstruction, maintenance, repair, alteration or demolition of any building, railway, tramway, harbor, dock, pier, canal, inland waterway, road, tunnel, bridge, viaduct, sewer, drain, well, telegraphic or telephonic installation, electrical undertaking, gas work, water work, or other work of construction, as well as the preparation for or laying the foundations of any such work or structure.

The competent authority in each country shall define the line of division which separates industry from commerce and agriculture.

ART. 2. For the purpose of this convention, the term "night" signifies a period of at least 11 consecutive hours, including the interval between 10 o'clock in the evening and 5 o'clock in the morning.

In those countries where no Government regulation as yet applies to the employment of women in industrial undertakings during the night, the term "night" may provisionally and for a maximum period of 3 years, be declared by the Government to signify a period of only 10 hours, including the interval between 10 o'clock in the evening and 5 o'clock in the morning.

ART. 3. Women without distinction of age shall not be employed during the night in any public or private industrial undertaking, or in any branch thereof, other than an undertaking in which only members of the same family are employed.

ART. 4. Article 3 shall not apply—

(a) In cases of force majeure, when in any undertaking there occurs an interruption of work which it was impossible to foresee, and which is not of a recurring character.

(b) In cases where the work has to do with raw materials or materials in course of treatment which are subject to rapid deterioration, when such night work is necessary to preserve the said materials from certain loss.

ART. 5. In India and Siam the application of article 3 of this convention may be suspended by the Government in respect to any industrial undertaking, except factories as defined by the national law. Notice of every such suspension shall be filed with the International Labor Office.

ART. 6. In industrial undertakings which are influenced by the seasons and in all cases where exceptional circumstances demand it, the night period may be reduced to 10 hours on 60 days of the year.

ART. 7. In countries where the climate renders work by day particularly trying to the health, the night period may be shorter than prescribed in the above articles, provided that compensatory rest is accorded during the day.

ART. 8. The formal ratifications of this convention, under the conditions set forth in Part XIII of the treaty of Versailles of June 28, 1919, and of the treaty of St. Germain of September 10, 1919, shall be communicated to the secretary general of the League of Nations for registration.

ART. 9. Each member which ratifies this convention engages to apply it to its colonies, protectorates, and possessions which are not fully self-governing—

(a) Except where owing to the local conditions its provisions are inapplicable; or

(b) Subject to such modifications as may be necessary to adapt its provisions to local conditions.

Each member shall notify to the International Labor Office the action taken in respect to each of its colonies, protectorates, and possessions which are not fully self-governing.

ART. 10. As soon as the ratifications of two members of the International Labor Organization have been registered with the secretariat, the secretary general of the League of Nations shall so notify all the members of the International Labor Organization.

ART. 11. This convention shall come into force at the date on which such notification is issued by the secretary general of the League of Nations, but it shall then be binding only upon those members which have registered their ratifications with the secretariat. Thereafter this convention will come into force for any other member at the date on which its ratification is registered with the secretariat.

ART. 12. Each member which ratifies this convention agrees to bring its provisions into operation not later than July 1, 1922, and to take such action as may be necessary to make these provisions effective.

ART. 13. A member which has ratified this convention may denounce it after the expiration of 10 years from the date on which the convention first comes into force, by an act communicated to the secretary general of the League of Nations for registration. Such denunciation shall not take effect until one year after the date on which it is registered with the secretariat.

ART. 14. At least once in 10 years the governing body of the International Labor Office shall present to the general conference a report on the working of this convention, and shall consider the desirability of placing on the agenda of the conference the question of its revision or modification.

ART. 15. The French and English texts of this convention shall both be authentic.

Appendix C.—PRINCIPAL NIGHT-WORK LEGISLATION OF FOREIGN COUNTRIES

(As of December 31, 1927)

[NOTE.—Under "prohibited hours," in right-hand column, the persons covered by the prohibition are these: 1, women; 2, children; 3, women and children; 4, women and girls; 5, apprentices under 18; 6, females under 18, males under 16; 7, men and women; 8, all employees.]

Country	Legislation	Undertaking covered	Minimum number of employees	Prohibited hours
Austria	Act of May 14, 1919. (Leg. Ser. 1919, Aust. 7.)	Industry and commerce.		8 p. m. to 5 a. m. After 10 p. m. in cases of day shifts. ¹
	Act of July 28, 1919. (E. B. 14, 1919, p. 111.)	Mines		(¹).
Belgium	Royal order coordinating legal provisions on employment of women and children, Feb. 28, 1919. (E. B. 14, 1919, p. 21.)	Mines, industries, building, transport, offices, etc., and within year of coming into operation, retail shops, hotels, etc., commercial undertakings.		9 p. m. to 5 a. m. ²
	Act of June 14, 1921, putting in force provisions of Washington Convention. (Leg. Ser. 1921, Bel. 1.)			(¹).
Bulgaria	Act approved Apr. 5/18, 1917; passed June, 1917. (E. B. 13, 1918, p. 26.)	All industrial undertakings, workshops, commercial, building, and transport undertakings. (Agriculture excepted and home work unless dangerous or unhealthy.)		8 p. m. to 6 a. m. ²
	Regulations for rendering compulsory labor service by young women, Mar. 8, 1922. (Leg. Ser. 1922, Bulg. 1.)			8 p. m. to 6 a. m. ¹
Czechoslovakia	8-hour day act, Dec. 1918. (E. B. 14, 1919, p. 26.)	Undertakings subject to Industrial Code or carried on as in factories; agriculture, forestry; commerce.		10 p. m. to 5 a. m. ²
	Collected acts and orders, No. 81, Mar. 18, 1923, giving effect to Washington Convention. (First Annual Report, International Labor Conference, 1923, Report of Director, p. 70.)			
Estonia	Act of May 20, 1924. (Leg. Ser. 1924, Est. 1.)	Industrial undertakings. (Mines, extractive industries, manufactures, shipbuilding, electrical works, construction, transport.)		9 p. m. to 5 a. m.; or, if two or more shifts, 10 p. m. to 3 a. m. ²

¹ Recommendation concerning the night work of women in agriculture of the International Labor Conference of Geneva, 1921, is applied by act cited.

APPENDIX C.—Principal Night-Work Legislation of Foreign Countries—Continued

Country	Legislation	Undertaking covered	Minimum number of employees	(Prohibited hours see note on p. 73)
France	Act of Jan. 24, 1925, amending articles 20a-28, Bk. II. of the Code du Travail et de la Prévoyance Sociale. (Leg. Ser. 1925, Fr. 1.)	Factories, workshops, mines, quarries, etc.		10 p. m. to 5 a. m. ²
French dependencies, etc.:				
Algeria	Decree of Jan. 5, 1909, (E. B. 4, 1909, p. 30.)	Factories, workshops, mines, quarries, etc.		9 p. m. to 5 a. m. ¹
French Guiana	Decree of Feb. 7, 1924, (Leg. Ser. 1924, Fr. 2.)	Works, factories, quarries, yards, workshops, or their dependencies		8 p. m. to 6 a. m. ²
Guadeloupe	Decree of Sept. 7, 1913, (E. B. 11, 1913, p. 63.)	Works, factories, quarries, yards, workshops, or their dependencies.		8 p. m. to 6 a. m. ²
Madagascar	Decree of Sept. 22, 1923, (Leg. Ser. 1923, Fr. 11.)	General		9 p. m. to 5 a. m. ²
Martinique	Decree of Feb. 12, 1913, (E. B. 11, 1913, p. 74.)	Works, factories, quarries, yards, workshops, or their dependencies.		9 p. m. to 5 a. m. ²
Morocco	Decree of July 13, 1920, (Leg. Ser. 1920, Mor. 1.)	Factories, workshops, work yards, laboratories, kitchens, cellars and wine sheds, warehouses, shops and offices, loading and unloading, theatres, circuses, and other places of entertainment and their dependencies.		9 p. m. to 5 a. m. ²
Reunion	Decree of May 22, 1916, (E. B. 11, 1916, p. 207.)	Works, factories, quarries, yards, workshops, or their dependencies.		8 p. m. to 6 a. m. ²
Tunis	Decree of June 15, 1910, (E. B. 11, 1910, p. 5.)	Factories, workshops, mines, quarries, etc.		9 p. m. to 5 a. m. ²
Germany	Industrial Code. (Stier-Somlo, 1923 edition, sects. 1341, 136, 137, 154.)	Industrial establishments. Foundries, ship-building yards, docks, tobacco factories, mines, salt works, etc., establishments using mechanical power, tailoring and under-clothing establishments. Brick fields, open-air mines and quarries.	10 or more. Irrespective of number.	8 p. m. to 5 a. m., or 10 p. m. in cases of two or more shifts. ¹
	Notification of Nov. 25, 1909, (E. B. 5, 1910, p. 73.)	Fruit or vegetable preserving establishments.	10 or more	10 p. m. to 4.30 a. m. ¹
	Notification of June 4, 1910, (E. B. 2, 1911, p. 9.)	Dairies, etc.	10 or more	9 p. m. to 4 a. m. ¹
Great Britain	Factory and workshop act, 1901 (1 Edw. VII, ch. 22): Sec. 24	Textile factories		6 p. m. to 6 a. m. or 7 p. m. to 7 a. m. ¹
	Sec. 26	Nontextile factories		6 p. m. to 6 a. m. or 7 p. m. to 7 a. m. or 8 p. m. to 3 a. m. ¹
	Sec. 29	Workshops not employing children or young people.		10 p. m. to 6 a. m. ¹

APPENDIX C.—Principal Night-Work Legislation of Foreign Countries—Continued

Country	Legislation	Undertaking covered	Minimum number of employees	Prohibited hours (see note on p. 72)
Great Britain—Continued.	Act of Aug. 9, 1907, harmonizing legislation with Bern Convention. (E. B. 2, 1907, p. 38.) Factory and workshop act, Aug. 23, 1907 (7 Edw. VII, ch. 39; E. B. 2, 1907, p. 265.) Order of Secretary of State, Sept. 11, 1907. (E. B. 2, 1907, p. 359.) Act of Dec. 10, 1911. (E. B. 9, 1914, p. 8.) Act of Dec. 23, 1920 (incorporating Washington Convention in law). (10 and 11 Geo. V, ch. 65; Leg. Ser. 1920, G. B. 2.)	Flax scutch mills Laundries Fruit preserving Coal mines Any industrial undertaking.		(1). 7 p. m. to 5 a. m. or 8 p. m. to 7 a. m. or 9 p. m. to 8 a. m. ¹ 10 p. m. to 5 a. m. ¹ 9 p. m. to 5 a. m. ¹ 10 p. m. to 5 a. m. ¹
British dependencies, etc.: Ceylon ¹	Ordinance, July 30, 1923, putting into effect provisions of Washington Convention. (Leg. Ser. 1923, Cey. 1.)	Any industrial undertaking.		10 p. m. to 5 a. m. ¹
Fiji Islands Gibraltar Gold Coast ¹	(1). (1). Ordinance No. 11, 1921. (Int. Lab. Conf., 1924, Final report, p. 943.)	Industrial undertakings.	More than 10	"During the night." ¹
India	Indian factories amendment act, July 1, 1922. (Amended act, Leg. Ser. 1922, Ind. 1.)	Factories as defined in amended act: Any premises wherein not less than 20 persons are simultaneously employed and mechanical or electrical power is used in making . . . or wherein not less than 10 persons are simultaneously employed . . . whether power is used or not, if declared by local Government to be a factory.	20 10	7 p. m. to 5.30 a. m. ¹
Isle of Man	Act of Oct. 27, 1906, promulgated July 5, 1909. (E. B. 11, 1916, p. 215.)	Any factory in which shift system approved by inspector is not in force.		8 p. m. to 5 a. m. ¹
Leeward Islands Northern Nigeria	(1). Proclamation of Oct. 2, 1912. (E. B. 8, 1913, p. 52.)	Industrial undertakings.	More than 10	10 p. m. to 5 a. m. ¹
Trinidad ¹ and Tobago	Ordinance of Feb. 26, 1912. (E. B. 8, 1913, p. 45.)	Industrial undertakings.	More than 10	10 p. m. to 5 a. m. ¹
Uganda Protectorate	(1).			
Greece	Act No. 4029 of Jan. 24-Feb. 8, 1912. (E. B. 7, 1912, p. 265.)	Factories, industrial concerns, and workshops, quarries and mines; building, etc., commercial firms and stores, restaurants and hotels, transport.	Irrespective of number.	9 p. m. to 5 a. m. ¹

¹ Great Britain had adhered to Bern Convention as home country on Feb. 21, 1908.

APPENDIX C.—Principal Night-Work Legislation of Foreign Countries—Con'tinued

Country	Legislation	Undertaking covered	Minimum number of employees	Prohibited hours (see note on p. 78)
Greece—Contd.	Act of May 28, 1914.			6.30 p. m. to 8 a. m., Apr. 1 to Sept. 30; 6.30 p. m. to 7.30 a. m., Oct. 1 to Mar. 31.
	Decree of July 4, 1925. (Leg. Ser. 1925, Gr. 3.) Act No. 2275, June 24-July 5, 1920, putting Washington Convention in effect (Offic. Journ. July 1, 1920). Circular No. 23 of Ministry of National Economy, July 16, 1920. ¹	Dairies		11 p. m. to 5 a. m. ¹
Hungary	Act No. 53 of 1908, incorporating Bern Convention, Dec. 24, 1908. (E. B. 5, 1910, p. 117.) Sec. XIX, Laws of 1911, Aug. 14, 1911. (E. B. 7, 1912, p. 211.) Act of Mar. 24, 1923, incorporating Washington Convention in Hungarian law. (Leg. Ser. 1923, Hung. 2.) Act of Mar. 4, 1925, incorporating in Hungarian law the recommendation of the Geneva Conference, 1921, on night work of women and children in agriculture. (Int. Lab. Office, Industrial and Labor Information, Apr. 6, 1925, pp. 7-8.)	Provisions same as Bern Convention.		
		Provisions same as Washington Convention.	General	8 p. m. to 6 a. m. ¹
				(?)
Italy	Royal decree amending act of Nov. 10, 1907, Mar. 15, 1923. (Leg. Ser. 1923, It. 4.)	Any place where manual work of an industrial nature is done, with or without aid of power machines.	Irrespective of number of workers.	10 p. m. to 5 a. m. ¹
Japan	Factory act, amended by act of Mar. 29, 1923. (Leg. Ser. 1923, Jap. 1.) ¹	Factories	10 or more	10 p. m. to 5 a. m. ¹
Liechtenstein	Industrial Code, Dec. 13, 1915.	Industrial occupations.		8 p. m. to 6 a. m. ¹
Lithuania (Memel Territory)	Notification Mar. 3, 1927. Unpublished material of Int. Lab. Off.	Corn mills (steam power).		8.30 p. m. to 5.20 a. m. ¹
Luxemburg	Act of Aug. 2, 1907, adopting Bern Convention. (E. B. 2, 1907, p. 99.) Grand Ducal Resolution, Dec. 10, 1907. (E. B. 2, 1907, p. 362.)	Provisions same as Bern Convention.		
Netherlands	Act of May 20, 1922, amending labor act, 1910. Consolidated text promulgated by decree of July 21, 1922. (Leg. Ser. 1922, Neth. 1.)	Industries other than mining.		6 p. m. to 7 a. m. In cases of exemption, 10 p. m. to 5 a. m. ¹
		Shops.		11 p. m. to 6 a. m. ¹ 8 p. m. to 8 a. m. ¹

¹ See First Annual Report. Proceedings of the International Labor Conference, 1924, p. 1095.² Not yet in force.

APPENDIX C.—Principal Night-Work Legislation of Foreign Countries—Continued

Country	Legislation	Undertaking covered	Minimum number of employees	Prohibited hours (see note on p. 75)
New Zealand	Factories act, 1921-22 (No. 42), Feb. 5, 1922.	Factories. (Any place in which 2 or more persons employed in any handicraft, or in preparing or manufacturing goods for trade or sale; every bakehouse, every building with mechanical power, electricity and gas works, or employing an Asiatic.) Laundries	2 or more	6 p. m. to 8 a. m. ¹ 7 p. m. to 7.45 a. m. ²
Poland	Act of Dec. 18, 1919 (prohibiting night work for all workers). (Leg. Ser. 1920, Pol. 1.) Constitution of the Polish Republic, Mar. 17, 1921, sec. 103. (Leg. Ser. 1921, Pol. 3.) Act of July 2, 1924. (Leg. Ser. 1924, Pol. 2.)	Industry and commerce. "Branches of manufacture injurious to their health." Industry and commerce.		8 p. m. to 5 a. m.; or in cases of 2 shifts, 10 p. m. to 4 a. m. ¹ 8 p. m. to 6 a. m.; or in cases of 2 shifts, 10 p. m. to 5 a. m. ²
Portugal	Decree of June 24, 1911. (E. B. 6, 1911, p. 188.) Decree No. 8244 of Minister of Labor, July 8, 1922. (Leg. Ser. 1922, Port. 2.) Decree of Oct. 23, 1927. (Leg. Ser. 1927, Port. 6, A and B.)	Provisions same as Bern Convention ¹ Commercial establishments. Industries		7 p. m. to 9 a. m. ² 8 p. m. to 7 a. m. (³)
Rumania	Draft Labor Code, Bk. III, pt. 1, secs. 390-405.	Provisions same as Washington Convention ¹		
Russia	Labor code, 1922, Ch. XIII ¹ (Leg. Ser. 1922, Russ. 1.) Order of the All-Russian Central Executive Committee respecting the bringing into operation of the Labor Code of the Russian Federative Socialist Soviet Republic (1922 edition), Nov. 9, 1922. (Leg. Ser. 1922, Russ. 1.) Circular of the Commissariat of Labor, Apr. 13, 1923, authorizing night work of women. ²	All persons performing work for remuneration, including home workers. All branches of production except those especially unhealthy.		10 p. m. to 6 a. m. ³
Serb Croat-Slovene Kingdom	Worker's protection act, Feb. 28, 1922. (Leg. Ser. 1922, S. C. S. 1.)	All undertakings carrying on handicrafts, industry, commerce, transport, mining, and similar activities.		10 p. m. to 5 a. m. ¹
South Africa	Factories act, May 2, 1918. (Stat. 1918, No. 28, sec. 1, 15.)	Factories: (a) Any premises in which mechanical power is used to make goods for trade, sale, food, drink.		6 p. m. to 7 a. m. In cases of exemption 9 p. m. to 5 a. m. ¹

¹ Informations du Commissariat du Travail, No. 12, 1923.² Informations du Commissariat du Travail, No. 20, 1923.

APPENDIX C.—Principal Night-Work Legislation of Foreign Countries—Continued

Country	Legislation	Undertaking covered	Minimum number of employees	Prohibited hours (see note on p. 73)
South Africa— Continued.	Factories act, May 8, 1918. (Stat. 1918, No. 28, secs. 1, 15.)—Continued.	Factories—Continued. (b) Laundries, dye works. (c) Industrial undertakings not under mechanical power (mines excepted).	If 3 or more.	
Spain	Act of July 11, 1912. (E. B. 7, 1912, p. 395.)	Workshops and factories.		9 p. m. to 5 a. m. ¹
Sweden	Act of Nov. 20, 1900. (E. B. 5, 1910, p. 86.)	Industrial undertakings. (Provisions same as Bern Convention.)	More than 10.	10 p. m. to 5 a. m. ¹
Switzerland	Act of June 27, 1919. (E. B. 14, 1919, p. 205.) Administrative order, Oct. 3, 1919. (E. B. 14, 1919, p. 215.)	Factories	6 or more if mechanical power used; 6 or more if no mechanical power used, if including 1 or more young persons; 11 or more adults if no mechanical power and no young persons.	10 p. m. to 5 a. m. ¹ (3)
	Act of Mar. 21, 1922 (giving effect to Washington Convention). (Leg. Ser. 1922, Switz. 2.) Administrative order, June 15, 1923. (Leg. Ser. 1923, Switz. 1.)	Workshops. (All industrial undertakings to which the Federal act of June 18, 1914, as amended by the act of June 27, 1919, does not apply.)		10 p. m. to 5 a. m. ¹
Australia: New South Wales.	Factory and shops act Nov. 16, 1895, as amended by act of Dec. 29, 1908. Consolidated in act of Nov. 26, 1912. (E. B. 12, 1912, p. 264.)	Factories. (Undertakings employing 4 or more persons in any handicraft, or in preparing or manufacturing articles for trade or sale; laundries, dye works; bakehouses; undertakings using mechanical power; any place employing 1 or more Chinese.)	4 or more	6 p. m. to 8 a. m. ¹
			1 or more	
Queensland	Factory and shops act, Dec. 28, 1900, as amended by act of Apr. 15, 1908. Consolidated. (E. B. 4, 1908, p. 205.)	Factories. (Any premises in which 2 or more persons, including the occupier, are engaged in any handicraft or in preparing, etc., or manufacturing articles for trade or sale; bakehouses; laundries; any place in which 1 Asiatic is engaged; premises using mechanical power.)	2 or more	6 p. m. to 6 a. m. In cases of overtime, after 9.30 p. m. ¹
			1	
South Australia.	Industrial code, Dec. 2, 1920. (Leg. Ser. 1920, Austr. 1, Appendix, sec. 340 (1) (c).)	Factories. (Any place in which any 1 person is employed as manual labor by way of trade or purpose of gain in or incidental to any handicraft making, altering, etc., any article; claypits and quarries; electricity and gas works.)	1	After 9 p. m. ¹

APPENDIX C.—Principal Night-Work Legislation of Foreign Countries—Continued

Country	Legislation	Undertaking covered	Minimum number of employees	Prohibited hours (see note on p. 73)
Australia—Con. Tasmania	Factory act of Jan. 12, 1910, amended Jan. 10, 1912. (E. B. & 1913, p. 395.)	Factories. (Any premises in which 4 or more persons are employed in any handicraft or in preparing or manufacturing articles for trade or sale, bakehouses, claypits and quarries, electricity and gas works; premises in which mechanical power is used; every building in which 1 Asiatic is employed.) Typesetting	4 or more 1	After 9 p. m. ¹
Victoria	Factories and shops act, 1915, as amended to 1923.	Factories or work-rooms. (Any place where 4 or more persons not Chinese, or 1 or more Chinese, are employed in any handicraft or in preparing or manufacturing articles for trade or sale; laundries and dye works, clay pits and quarries, electricity and gas works; any place in which 1 or more persons employed in which mechanical power is used; furniture works and bakehouses.)	4 or more 1 or more 1 or more	After 9 p. m. ²
Western Australia	Factories and shops act, 1920. (Stat. 1920, No. 44, secs. 4, 22.)	Factories. (Any building in which 4 or more persons are engaged in any handicraft, or in preparing articles for trade or sale, including laundries; any place in which 1 or more Asiatics are engaged; any place using mechanical power for preparing goods; any clay pit or quarry.)	4 or more 1 or more	6 p. m. to 8 a. m.
Canada: British Columbia	Factories act, Mar. 7, 1906, with amendment of Mar. 5, 1915. (Stat. 1915, ch. 26.)	Factories. (Any premises of description mentioned in Schedule A or added thereto by Lieutenant-governor in which are employed 3 or more workers; any place in which mechanical power is used to prepare goods or manual labor used by way of trade.)	3 or more	8 p. m. to 7 a. m.
	Amending act, Mar. 29, 1919. (Stat. 1919, ch. 27.)	Laundries		7 p. m. to 7 a. m. ¹
	Act of Apr. 2, 1921, adopting Washington Convention. (Stat. 1921, ch. 44.)	Industrial undertakings (as defined by convention.)		8 p. m. to 7 a. m. ¹

APPENDIX C.—Principal Night-Work Legislation of Foreign Countries—Continued

Country	Legislation	Undertaking covered	Minimum number of employees	Prohibited hours (see note on p. 78)
Canada—Contd. Alberta	Factories act, Apr. 5, 1917. (Stat. 1917, ch. 20, sec. 26.)	Shops, offices, and office buildings in towns of population exceeding 5,000; all factories in province. Factories—any building of description mentioned in Schedule A or declared to be factories by lieutenant governor; any place in which mechanical power is used to prepare goods or manual power used by way of trade.	More than 3.	
	Amending act, Apr. 13, 1918. (Stat. 1918, ch. 32.)			11 p. m. to 7 a. m. ¹
Manitoba	Revised Statutes of 1913, ch. 79.	Any building of description mentioned in Schedule A or added thereto by lieutenant governor; any place where mechanical power is used to prepare goods or manual labor used by way of trade.	3 or more	10 p. m. to 7 a. m. ¹
New Brunswick	Factories act, 1919, consolidated and amended Apr. 24, 1920. (Stat. 1920, ch. 54.)	Factories (places where 10 or more persons are employed in any handicraft or in manufacturing goods for trade or sale, or where mechanical power is used) and laundries.	10 or more	10.30 p. m. to 5 a. m. ¹
Nova Scotia	Act of Apr. 4, 1901. (Stat. 1901, ch. 1.)	Factories (places where mechanical power is used for the manufacture or finishing of goods or to which factories act is applied by governor in council).		9 p. m. to 5 a. m. ¹
Ontario	Factory, shop, and office building act. (Revised Statutes of 1914, ch. 229.)	Factories (places of description mentioned in schedule or added thereto by lieutenant governor; places using mechanical power in preparing goods or manual power by way of trade).	More than 5	Factories; 6.30 p. m. to 7 a. m.; shops, 5 p. m. to 7 a. m. Even in cases of exemption, 9 p. m. to 5 a. m. ¹
Quebec	Revised Statutes of 1909, sec. 3637.	All manufactories, works, workshops, work yards, and mills of every kind.		9 p. m. to 5 a. m. ¹
	Act Mar 14, 1912, ch. 35	Cotton and woolen factories.		6.30 p. m. to 7 a. m. ¹
Saskatchewan	Factories act, Dec. 18, 1909. (E. S. 7, 1912, p. 253.)	Any building of the description mentioned in Schedule A or added thereto by the lieutenant governor; any place where mechanical power is used to prepare goods or manual labor exercised by way of trade.	5.	After 6.30 p. m. In cases of exemption, 10 p. m. to 7 a. m. ¹

APPENDIX C.—Principal Night-Work Legislation of Foreign Countries—Continued

Country	Legislation	Undertaking covered	Minimum number of employees	Prohibited hours (see note on p. 78)
Argentina.....	Act of Sept. 30, 1924. (Leg. Ser. 1624, Arg. 1).	Industry and commerce.		8 p. m. to 7 a. m. in winter; 8 p. m. to 6 a. m. in summer. ³
Salta.....	Act of Aug. 28, 1923. (Leg. Ser. 1923, Arg. 6.)	Factories, workshops, or undertakings of any kinds, within the radius of the capital.		9 p. m. to 6 a. m. ³
Brazil (San Paulo).	Health act, Dec. 29, 1917. (E. B. 13, 1918, p. 25.)	Factories.....		"At night." ³
Peru.....	Act of Nov. 25, 1918. (E. B. 14, 1919, p. 186.)	Work carried on in all kinds of occupations on behalf of an employer.		8 p. m. to 7 a. m. ³
Mexico.....	Decree No. 30, act regarding contracts of work, Oct. 27, 1916. (E. B. 12, 1917, p. 92.)	Factories, workshops, or agricultural employments.		"Night." ³
	Constitution of the United States of Mexico. Adopted Jan. 31, 1917; promulgated Feb. 5, 1917. (E. B. 13, 1918, p. 52.)	Industrial undertakings. Commercial undertakings.		"Night." ³ After 10 p. m. ³
Guatemala Salvador Honduras Nicaragua Costa Rica	International Convention for the Unification of Protective Laws for Workmen and Laborers. Signed at Washington, Feb. 7, 1923. (Leg. Ser. 1923, Int. 2.)	"Work"		7 p. m. to 5 a. m.

Appendix D.—NIGHT-WORK LEGISLATION IN THE UNITED STATES

(As of December 1, 1937)

State	Prohibition of night work	Limitation of night work	Occupations or industries specified
California. Industrial Welfare Commission Orders, Nos. 7a and 8a, 1928. Industrial Welfare Commission Orders, Nos. 11a and 16a, 1928.	10 p.m. to 6 a.m.		Laundry and dry cleaning industry. Dried fruit packing industry.
	11 p.m. to 6 a.m.	In continuous processes where a permit to work at night is granted by the industrial commission, time and one-half must be paid.	Manufacturing industry. Nut cracking and sorting industry. <i>Exceptions:</i> In continuous processes under a permit from the industrial commission.
Connecticut. In "Session Laws of Connecticut," 1926, ch. 308, pp. 3097-3098, and in same, 1927, ch. 144, pp. 4280-4281. In "Session Laws of Connecticut," 1928, ch. 168, pp. 3033-3034.	10 p.m. to 6 a.m.		Public restaurant, café, dining room, barber shop, hair-dressing or manouring establishment, photograph gallery, any manufacturing, mechanical, or mercantile establishment. <i>Exceptions:</i> Hotels. In the event of war or other serious emergency, governor may suspend limitations where he deems it necessary.
	After 10 p.m.		Any bowling alley, shoe-shining establishment, or billiard or pool room.
Delaware. In "Revised Statutes of Delaware," 1915, sec. 3135, p. 1467, and in "Session Laws of Delaware," 1917, ch. 280, pp. 741-742.	10 p.m. to 6 a.m.		Mechanical or manufacturing establishment, laundry, baking or printing establishment, office or dressmaking establishment. <i>Exceptions:</i> Canning or preserving, or preparation for canning or preserving of perishable fruits and vegetables.
		If any part of a female's work is performed between 11 p. m. and 7 a. m. not more than 8 hours of work in any 24 are permitted.	Mercantile establishments, telephone and telegraph office or exchange, restaurant, hotel, place of amusement.
Indiana. In "Burns's Annotated Indiana Statutes," 1926, Vol. III, sec. 9411, p. 21.	10 p.m. to 6 a.m.		Manufacturing.
		Maximum hours shall not exceed 12 for total work time plus rest time and sleep time for all operators regularly employed after 10.30 p. m.	Telephone operators.
Kansas. Public Service Commission Order, No. 8, Aug. 1, 1927. Ibid., No. 1, Aug. 1, 1927	9 p. m. to 6 a. m.		Laundry occupation, i. e., laundries, dyeing, dry cleaning, and pressing establishments.

<p><i>Ibid.</i>, No. 2, Aug. 1, 1927</p>	<p>9 p. m. to 6 a. m.</p>		<p>Manufacturing occupation, i. e., all processes in the production of commodities. Florists' shops and candy-making departments of confectionery stores and bakeries also are included. <i>Exceptions:</i> Millinery workrooms, dressmaking establishments, hemstitching and button shops, and alteration, drapery, and upholstery departments of a mercantile establishment may obtain permission from the women's division of the public service commission to operate under the mercantile order.</p>
<p><i>Ibid.</i>, No. 3, Aug. 1, 1927</p>	<p>After 9 p. m.</p>		<p>Mercantile establishments; includes all establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, and includes the sales force, the wrapping employees, the auditing and checking force, the shippers in the mail order department, the receiving, marking, and stock room employees, sheet music saleswomen and demonstrators, and all employees in such establishments in any way directly connected with the sale, purchase, and disposition of goods, wares, and merchandise. <i>Exceptions:</i> Regularly registered pharmacists. The women's division of the public service commission may permit mercantile establishments to remain open one day per week until 10 p. m. in agricultural communities, for any specified number of weeks between June 1 and September 15.</p>
<p>Maryland. In "Annotated Code of the Public General Laws of Maryland," 1924 (ed. by George P. Bagby), Vol. II, art. 100, secs. 64-57, pp. 3104-3106.</p>		<p>If any part of a female's work is performed before 6 a. m. or after 10 p. m., not more than 8 hours' work in any one day is permitted.</p>	<p>Manufacturing, mechanical, mercantile, printing, baking, or laundering establishment. <i>Exceptions:</i> Canning, preserving, or preparing for canning or preserving of perishable fruits and vegetables.</p>
<p>Massachusetts. In "General Laws of Massachusetts," 1921, Vol. II, ch. 149, sec. 59, p. 1565.</p>	<p>10 p. m. to 6 a. m.</p>		<p>Manufacturing.</p>
<p>Nebraska. In "Compiled Statutes of Nebraska," 1922, Civil Administrative Code, Title IV, Art. II, secs. 7639-7661, pp. 2300-2361.</p>	<p>6 p. m. to 6 a. m.</p>		<p>Manufacture of textile goods.</p>
<p>New Hampshire. In "Public Laws of New Hampshire," 1925, ch. 176, secs. 14-21, pp. 680-681.</p>	<p>10 p. m. to 6 a. m.</p>	<p>If any female works at any time between the hours of 8 p. m. and 6 a. m. on more than 2 nights per week, not more than 8 hours of work are permitted in any 24 hours or more than 48 hours of work in any week.</p>	<p>Manufacturing, mechanical, or mercantile establishments, laundry, hotel, or restaurant, office in metropolitan cities and cities of the first class. <i>Exceptions:</i> Public service corporation.</p> <p>Manual or mechanical labor in any employment. <i>Exceptions:</i> Household labor and nurses, domestic, hotel, and boarding house labor, operators in telephone and telegraph offices, and farm labor, manufacture of munitions and supplies for the United States or the State during war time, mercantile establishments on the 7 days preceding Christmas, provided annual weekly average does not exceed 64 hours.</p>

APPENDIX D.—Night-Work Legislation in the United States—Continued

State	Prohibition of night work	Limitation of night work	Occupations or industries specified
New Jersey. In "Session Laws of New Jersey," 1928, ch. 144, pp. 812-813.	10 p. m. to 6 a. m.		Any manufacturing, mercantile establishment, any bakery, laundry, or restaurant. <i>Exceptions:</i> Canneries engaged in packing a perishable product, such as fruits or vegetables.
New York. In "Session Laws of New York," 1927, ch. 483, pp. 1183-1185.	10 p. m. to 6 a. m.		Factory, i. e., mill, workshop, or other manufacturing establishment, laundries.
<i>Ibid.</i>	10 p. m. to 7 a. m.		Mercantile establishment. <i>Exceptions:</i> Deo. 18-24; writers or reporters in newspaper offices.
In "Cahill's Consolidated Laws of New York," 1928, ch. 32, sec. 182, p. 1108.	10 p. m. to 6 a. m.		Work in or in connection with restaurants in cities of the first and second class. <i>Exceptions:</i> Singers and performers of any kind, attendants in ladies' cloak rooms and parlors, employees in or in connection with the dining rooms and kitchens of hotels or in connection with employees' lunch rooms or restaurants.
<i>Ibid.</i> , sec. 183, p. 1108	10 p. m. to 7 a. m.		Custody, management of, or operation of elevator for freight or passengers in any building or place. <i>Exceptions:</i> If the industry occupying the building starts work at 6 a. m., the elevator operator may begin work at that hour. Women over 21 years in hotels.
<i>Ibid.</i> , sec. 184, p. 1108	10 p. m. to 6 a. m.		Conductor or guard on any street surface, electric, subway, or elevated railroad.
<i>Ibid.</i> , sec. 185, p. 1108	10 p. m. to 7 a. m.		Messenger for a telegraph or messenger company in the distribution, transmission, or delivery of goods or messages.
North Dakota. Minimum Wage Department Order, No. 1, 1922.	1 a. m. to 6 a. m.		Public housekeeping occupation, i. e., the work of waitresses in restaurants, hotel dining rooms, boarding houses, and all attendants employed at ice-cream and light-lunch stands and steam table or counter work in cafeterias and delicatessens where freshly cooked foods are served, and the work of chambermaids in hotels and lodging houses and boarding houses and hospitals, and the work of janitresses and car cleaners and of kitchen workers in hotels and restaurants and hospitals.
	11 p. m. to 7 a. m.		Elevator operators.

Minimum Wage Department Order, No. 3, 1922.	After 9 p. m.	Mercantile establishment, i. e., the work of those employed in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, and includes the sales force, the wrapping force, the auditing or checking force, the shippers in the mail-order department, the receiving, marking, and stock room employees, and sheet-music saleswomen and demonstrators and cigar-stand girls.
Ohio. In "Page's General Code of Ohio," 1926, Vol. I, sec. 1008-1, p. 413.	10 p. m. to 6 a. m.	Ticket sellers.
Oregon. Industrial Welfare Commission Order, No. 37, 1919.	After 6 p. m.	Mercantile occupation in Portland, i. e., the work of those employed in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, and includes the sales force, the wrapping employees, the auditing or check inspection force, the shoppers in the mail-order department, the receiving, marking, and stock room employees, and music saleswomen and demonstrators. <i>Exceptions:</i> Cigar stands in hotels; confectionery stores.
Industrial Welfare Commission Order, No. 32, 1919.	After 8.30 p. m.	Mercantile occupation outside of Portland, i. e., the work of those employed in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise and includes the sales force, the wrapping employees, the auditing or check inspection force, the shoppers in the mail-order department, the receiving, marking, and stock room employees, and sheet-music saleswomen and demonstrators. <i>Exceptions:</i> Cigar stands in hotels; confectionery stores.
Industrial Welfare Commission Orders, Nos. 39 and 41, 1919.	After 8.30 p. m.	Manufacturing occupation, i. e., all processes in the production of commodities. Includes the work performed in dressmaking shops and wholesale millinery houses, in the workrooms of retail millinery shops, and in the drapery and furniture covering workrooms, the garment alteration, art needle work, fur garment making, and millinery workrooms in mercantile stores, and the confectionery department of retail candy stores, and of restaurants. <i>Exceptions:</i> Fruit and vegetable drying, canning, preserving, and packing establishments.
Industrial Welfare Commission Order No. 46, 1919.	11 p. m. to 7 a. m.	Laundry occupation, i. e., all the processes connected with the receiving, marking, washing, cleaning, and ironing and distributing of washable and cleanable materials, and work performed in laundry departments in hotels and factories. Elevator operators.

¹This law contains no enforcement provision and therefore is without effect.

APPENDIX D.—Night-Work Legislation in the United States—Continued

State	Prohibition of night work	Limitation of night work	Occupations or industries specified
Pennsylvania. In "Digest of Pennsylvania Statute Law," 1920, secs. 13540, 13541, and 13543, p. 1331.	10 p. m. to 6 a. m.		Manufacturing establishment. <i>Exceptions:</i> Managers, superintendents, or persons doing clerical or stenographic work.
Porto Rico. In "Session Laws of Porto Rico," 2d sess., 1910, No. 73.	10 p. m. to 6 a. m.		Any lucrative occupation. <i>Exceptions:</i> Telephone operators or telegraphers, artists, nurses or domestics, over 16 years of age.
South Carolina. In "Code of Laws of South Carolina," 1922, Vol. II, Criminal Code, ch. 7, sec. 35, p. 187.	After 10 p. m.		Mercantile establishments.
Washington. Industrial Welfare Committee Order, No. 23, 1921.	After 12 midnight.		Elevator operators.
Wisconsin. ¹ Industrial Commission Order, No. 1, 1917. Industrial Commission Orders, Nos. 2 and 3, 1917.	6 p. m. to 6 a. m.	If any work performed between 8.30 p. m. and 6 a. m. it shall be limited to 8 hours per night, 48 hours per week.	Manufactories and laundries. <i>Exceptions:</i> Pea canneries, mechanical or mercantile establishment, restaurant, confectionery store, telegraph or telephone, express or transportation. <i>Exceptions:</i> Work may be done on one night per week without bringing establishment under this ruling.
In "Wisconsin Statutes," 1920, secs. 103.01- 103.02, pp. 1134-1135.		If any woman works at any time between the hours of 8 p. m. and 6 a. m. on more than one night per week, not more than 8 hours of work in any one night or more than 48 hours of work in any one week are permitted.	Place of employment, i. e., manufacturing, mechanical, or mercantile establishment, laundry, restaurant, confectionery store or telegraph or telephone office or exchange, or any express or transportation establishment.
Ibid., sec. 103.02, pp. 1134-1135.		If any woman works at any time between the hours of 9 p. m. and 6 a. m., not more than 8 hours of work in any one night or more than 54 hours in any one week are permitted.	Hotels.

¹ Wisconsin has an industrial commission order prohibiting night work for women on street railways, but no women are employed in such a capacity in Wisconsin.



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- No. 2. Labor Laws for Women in Industry in Indiana. 59 pp. 1919.
- No. 3. Standards for the Employment of Women in Industry. 8 pp. Third ed., 1921.
- No. 4. Wages of Candy Makers in Philadelphia in 1919. 46 pp. 1919.
- No. 5. The Eight-Hour Day in Federal and State Legislation. 15 pp. 1919.
- No. 6. The Employment of Women in Hazardous Industries in the United States. 8 pp. 1921.
- No. 7. Night-Work Laws in the United States. (1919.) 4 pp. 1920.
- No. 8. Women in the Government Service. 87 pp. 1920.
- No. 9. Home Work in Bridgeport, Conn. 85 pp. 1920.
- No. 10. Hours and Conditions of Work for Women in Industry in Virginia. 32 pp. 1920.
- No. 11. Woman Street Car Conductors and Ticket Agents. 60 pp. 1921.
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- No. 16. See Bulletin 63.
- No. 17. Women's Wages in Kansas. 104 pp. 1921.
- No. 18. Health Problems of Women in Industry. 11 pp. 1921.
- No. 19. Iowa Women in Industry. 78 pp. 1922.
- No. 20. Negro Women in Industry. 62 pp. 1922.
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- No. 35. Women in Missouri Industries. 127 pp. 1924.
- No. 36. Radio Talks on Women in Industry. 54 pp. 1924.
- No. 37. Women in New Jersey Industries. 69 pp. 1924.
- No. 38. Married Women in Industry. 8 pp. 1924.
- No. 39. Domestic Workers and their Employment Relations. 87 pp. 1924.
- No. 40. See Bulletin 62.
- No. 41. Family Status of Breadwinning Women in Four Selected Cities. 145 pp. 1925.
- No. 42. List of References on Minimum Wage for Women in the United States and Canada. 42 pp. 1925.
- No. 43. Standard and Scheduled Hours of Work for Women in Industry. 68 pp. 1925.
- No. 44. Women in Ohio Industries. 137 pp. 1925.
- No. 45. Home Environment and Employment Opportunities of Women in Coal-Mine Workers' Families. 61 pp. 1925.
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- No. 47. Women in the Fruit-Growing and Canning Industries in the State of Washington. 223 pp. 1926.
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- No. 62. Women's Employment in Vegetable Canning in Delaware. 47 pp. 1927.
- No. 63. State Laws Affecting Working Women. 51 pp. 1927. (Revision of Bulletins 16 and 40)
- No. 64. The Employment of Women at Night. 86 pp. 1923.
- No. 65. The Effects of Labor Legislation on the Employment Opportunities of Women. (In press.)
- No. 66. History of Labor Legislation in Three States; Chronological Development of Labor Legislation for Women in the United States. (In press.)
- No. 67. Women Workers in Flint, Mich. (In press.)
- Annual Reports of the Director, 1919,* 1920,* 1921,* 1922, 1923, 1924,* 1925, 1926, 1927, 1928, 1929.

* Supply exhausted.