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# LEAGUE OF NATIONS

REPORT

ON

**The Eight-Hours Day**

OR

**Forty-Eight Hours Week.**

(Item I of the Agenda.)

X:951.1

**PREPARED BY THE ORGANISING  
COMMITTEE FOR THE INTERNA-  
TIONAL LABOUR CONFERENCE,  
WASHINGTON, 1919.**

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PREFATORY NOTE.

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At the Plenary Sitting of the Peace Conference of the 11th April, 1919, the following Resolution was adopted :—

“ That the Conference approves the Draft Convention creating a permanent organisation for the promotion of the international regulation of labour conditions which has been submitted by the Labour Commission, with the amendments proposed by the British Delegation ; instructs the Secretariat to request the Governments concerned to nominate forthwith their representatives on the Organising Committee for the October Conference, and authorises that Committee to proceed at once with its work.”

The Committee having been constituted in accordance with the provisions in Part XIII of the Peace Treaty issued a letter and series of questionnaires dealing with the Items of the Agenda specified in the Treaty. This letter, together with the questionnaire dealing with the first item of the Agenda, will be found on pages 147-155.

The present report analyses and summarises the material contained in the replies to the questionnaire received from the different Governments, and the Committee present as a result of their examination of this material certain conclusions and recommendations which they suggest may afford a basis for the discussion of the subject by the Conference.

A list of the Governments from whom replies had been received up to the time of going to press is given on page 156, and the Committee desire to express to them their thanks for the information they have furnished and their appreciation of the trouble they have taken to render all assistance possible in the limited time available.

The Committee regret that it was not possible to allow a longer time for the preparation of the replies, and they fear also that their report may suffer from deficiencies and errors which might have been avoided if the time at their disposal had been longer. They trust, however, that it may prove of assistance to the Conference in dealing with the problems before it.

H. B. BUTLER,  
*Secretary.*

ARTHUR FONTAINE,  
*Chairman.*

18th August, 1919.

## APPENDIX I.

## LETTER ISSUED BY THE ORGANISING COMMITTEE.

May 10th, 1919.

INTERNATIONAL LABOUR CONFERENCE,  
OFFICES OF THE ORGANISING COMMITTEE,  
53, PARLIAMENT STREET,  
LONDON, S.W.1.

SIR,

THE Peace Conference at its plenary sitting on the 11th April approved the draft Convention submitted to it by the Commission on International Labour Legislation. The text of the Convention as accepted by the Peace Conference is enclosed herewith. The Convention provides for the institution of an International Organisation, to which all the Members of the League of Nations will belong, and which will consist of an International Labour Conference and an International Labour Office, as part of the machinery of the League of Nations. It further provides in Article 38\* and the Annex† that the first meeting of the International Labour Conference shall take place at Washington in October of this year, and that an International Organising Committee should be appointed to assist the Government of the United States of America in making the necessary arrangements. At its plenary sitting the Peace Conference approved the immediate appointment of the Organising Committee and authorised it to proceed with its work at once. In accordance with the terms of the Convention the Committee has been constituted as follows :—

UNITED STATES OF AMERICA :

Dr. J. T. Shotwell (provisionally), Professor at Columbia University.

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\* *Article 38, paras. 1 and 2.*—The first meeting of the Conference shall take place in October, 1919. The place and agenda for this meeting shall be as specified in the Annex hereto.

Arrangements for the convening and the organisation of the first meeting of the Conference will be made by the Government designated for the purpose in the said Annex. That Government shall be assisted in the preparation of the documents for submission to the Conference by an International Committee constituted as provided in the said Annex.

† *Protocol, paras. 1, 2 and 3.*—The place of meeting will be Washington.

The Government of the United States of America is requested to convene the Conference.

The International Organising Committee will consist of seven members appointed by the United States of America, Great Britain, France, Italy, Japan, Belgium and Switzerland. The Committee may, if it thinks necessary, invite other members to appoint representatives.

## GREAT BRITAIN :

Sir Malcolm Delevingne, K.C.B., Assistant Under-Secretary of State, Home Office.

## FRANCE :—

Mr. Arthur Fontaine, Councillor of State, Director of Labour.

## ITALY :

Mr. di Palma Castiglione, Inspector of Emigration.

## JAPAN :

Dr. M. Oka, formerly Director of Commercial and Industrial Affairs at the Ministry of Agriculture and Commerce.

## BELGIUM :

Mr. E. Mahaim, Professor at Liège University.

## SWITZERLAND :

Mr. W. E. Rappard (provisionally), Professor at Geneva University.

Mr. Arthur Fontaine was elected Chairman, and Mr. H. B. Butler, C.B., Assistant Secretary of the Ministry of Labour, was appointed Secretary.

The offices of the Committee will for the present be at 53, Parliament Street, London, S.W.1, but will be transferred to the Ministry of Labour, Washington, at the beginning of September, 1919. All communications should be addressed to the Secretary at the London office.

The Organising Committee now has the honour to transmit a questionnaire in regard to the Agenda for the first Conference laid down in the Annex to the Convention\* and to bring to the notice of your Government certain other points dealt with in the Convention, to which their attention is desirable in view of the forthcoming Conference at Washington.

## \* ANNEX.

*Agenda.*

1. Application of principle of the 8-hours day or of the 48-hours week.
2. Question of preventing or providing against unemployment.
3. Women's employment :—
  - (a) Before and after childbirth, including the question of maternity benefit.
  - (b) During the night.
  - (c) In unhealthy processes.
4. Employment of children :—
  - (a) Minimum age of employment.
  - (b) During the night.
  - (c) In unhealthy processes.
5. Extension and application of the International Convention adopted at Berne in 1906 on the prohibition of night work for women employed in industry, and the prohibition of the use of white phosphorus in the manufacture of matches.

*Agenda.*

In drawing up the questionnaire, the Committee have aimed at obtaining the most complete information available in regard to the existing legislation and practice in the different countries in respect of the subjects referred to in the various items of the Agenda, and the proposals of the respective Governments as to how they should be dealt with by the Conference. When this information is received, the Committee propose to collate and tabulate the results in a printed statement, and to draw up suggestions for draft conventions or recommendations, based on the information received, for submission to the Conference as a basis for discussion. These documents will be communicated to the Delegates appointed to take part in the Conference through their respective Governments.

In view of the short time at the Committee's disposal, if the work of collating and circulating the results of their present inquiry is to be completed in time to enable the Delegates to study them before departing for Washington, the Committee respectfully request that the answers to the questionnaire may be forwarded to them at the earliest possible date, and in any case that they should not reach London later than the 30th June.

In order further to facilitate the work of collating and tabulating the answers, it is also requested that they may, where possible, be accompanied by a translation into either English or French, unless one of these languages is used in the original. In order further to save time, and in the spirit of Article 11 of the Convention,\* it is suggested that the Government Department entrusted with the collection of the necessary information in each country should be instructed to forward it direct to the offices of the Organising Committee.

*Preliminary Business.*

The Organising Committee would also point out that the following items of business relating to the internal procedure of the Conference will have to be dealt with by the Conference.

1. The appointment of the Governing Body of the International Labour Office.
2. The approval of rules of procedure, of which a draft is being prepared by the Committee and will be circulated with the documents above mentioned.

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\* ARTICLE 11.

The Government Departments of any of the Members which deal with questions of industry and employment may communicate directly with the Director through the Representative of their Government on the Governing Body of the International Labour Office, or failing any such Representative, through such other qualified official as the Government may nominate for the purpose.

*Appointment of Delegates and Advisers.*

As regards the points in the Convention itself which require attention in view of the forthcoming Conference, the Committee desire respectfully to call attention of your Government to the following provisions of the Convention :—

Article 3 provides that the Conference " shall be composed of four Representatives of each of the Members, of whom two shall be Government Delegates and the two others shall be Delegates representing respectively the employers and the workpeople of each of the Members.

" Each Delegate may be accompanied by advisers, who shall not exceed two in number for each item on the agenda of the meeting. When questions specially affecting women are to be considered by the Conference, one at least of the advisers should be a woman.

" The Members undertake to nominate non-Government Delegates and advisers chosen in agreement with the industrial organisations, if such organisations exist, which are most representative of employers or workpeople, as the case may be, in their respective countries.

" Advisers shall not speak except on a request made by the Delegate whom they accompany and by the special authorisation of the President of the Conference, and may not vote.

" A Delegate may, by notice in writing addressed to the President, appoint one of his advisers to act as his deputy, and the adviser, while so acting, shall be allowed to speak and vote.

" The names of the Delegates and their advisers will be communicated to the International Labour Office by the Government of each of the members.

" The credentials of Delegates and their advisers shall be subject to scrutiny by the Conference, which may, by two-thirds of the votes cast by the Delegates present, refuse to admit any Delegate or adviser whom it deems not to have been nominated in accordance with this article."

Your Government will accordingly in due course be requested by the Government of the United States of America to forward through its Foreign Office the names of the Delegates who will represent it, together with those of the Delegates representing its employers and workpeople, and at the same time to forward the names of the advisers who will accompany the Delegates. The Committee would be much obliged if the names of the Delegates and advisers could be communicated to them at the same time.

Each Delegate may be accompanied by two advisers for each item on the agenda of the meeting, but where it is feasible advisers might well be appointed who can deal with more than one item. It should also be pointed out that as several of the questions on the agenda affect women, one at least of the advisers appointed should be a woman.

The last paragraph of Article 3 provides that the credentials of the Delegates and their advisers shall be subject to scrutiny by the Conference. It is accordingly requested that the nomination of each



Delegate and adviser may be accompanied by a statement giving his qualifications, and also giving the names of the organisations in agreement with whom the Delegates and advisers of employers or work-people were chosen.

The Committee respectfully suggest that it is of great importance for the success of the Conference that steps should be taken by each of the Governments to make widely known among associations of employers and workers the nature and objects of the International Organisation, and to secure their interest and co-operation in the matter.

*Expenses.*

Under Article 13 each Government participating in the Conference will pay the travelling and subsistence expenses of its four Delegates and their advisers. Under Article 38\* it is provided that all other expenses connected with the First Meeting will be borne by the Members of the League of Nations in accordance with the apportionment of the expenses of the International Bureau of the Universal Postal Union. The United States Government, having agreed to undertake the convening of the Conference, will make the necessary arrangements, and will in due course furnish the necessary information in regard to them as Members.

We have to add that this letter is being addressed to the Governments of all the original Members of the League as set out in the Annex to the Covenant.

We have the honour to be, Sir, with great truth and respect,

Your obedient servants,

ARTHUR FONTAINE,

*Chairman.*

H. B. BUTLER,

*Secretary.*

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\* ARTICLE 38, para. 3.

The expenses of the first meeting and of all subsequent meetings held before the League of Nations has been able to establish a general fund, other than the expenses of Delegates and their advisers, will be borne by the Members in accordance with the apportionment of the expenses of the International Bureau of the Universal Postal Union.

## QUESTIONNAIRE.

A. E. 3.

NOTE 1.—*The Government is asked, if possible, to give its answers to the questions in French or English, and also to supply a translation in one of those languages of all essential documents.*

NOTE 2.—*For Federal States the answers should be given not only for the central Government, but also for the principal local Governments which have legislative authority in labour matters.*

## INTERNATIONAL LABOUR CONFERENCE.

OCTOBER, 1919.

*Item 3 of the Agenda : WOMEN'S EMPLOYMENT.*

## (A)—EMPLOYMENT OF WOMEN BEFORE AND AFTER CHILDBIRTH.

I. *Present Law and Practice.*

1.—(a) What restrictions are at present imposed by law or administrative order ?

(b) To what kinds of employment do the restrictions apply ?

(c) How is the period of restriction ascertained in each individual case ?

2. What provision, if any, is made for the care and maintenance of the mother and child during the period for which the restrictions apply ? It is asked that full particulars of such provision may be given, especially as to whether it is given by way of grant out of public funds, or under a system of State insurance, or otherwise ; the nature of the provision ; the conditions under which it is given, &c.

(It is asked that the text of the laws or orders bearing on the subject may be supplied.)

II. *Proposals under consideration at present time.*

3. It is asked that full particulars of any proposals for legislation which have been introduced by the Government in the legislature may be furnished, with the text of the Bill or Bills.

### III. *Observations.*

#### (B).—EMPLOYMENT DURING THE NIGHT.

4. Has the Berne Convention of 1906\* been ratified? If not, is the Government prepared to adhere to it?

#### (C).—EMPLOYMENT OF WOMEN IN UNHEALTHY PROCESSES.

##### I. *Present Law and Practice.*

5. What restrictions are at present imposed by law or administrative order on the employment of women—

(a) In industries in which any of the following substances are manufactured or used?

- (i) Lead.
- (ii) Mercury.
- (iii) Phosphorus.
- (iv) Arsenic.

(b) In any other industries.

##### II. *Observations.*

6. Is it considered that any effective steps could be taken by international action?

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\* A copy is enclosed herewith.

NOTE 1.—*The Government is asked, if possible, to give its answers to the question in French or English, and also to supply a translation in one of those languages of all essential documents.*

NOTE 2.—*For Federal States the answers should be given not only for the central Governments, but also for the principal local Governments which have legislative authority in labour matters.*

## INTERNATIONAL LABOUR CONFERENCE.

OCTOBER, 1919.

### *Item 4 of the Agenda :* EMPLOYMENT OF CHILDREN.

#### (A.)—MINIMUM AGE OF EMPLOYMENT.

1.—(a) What is the limit of age fixed by law or administrative order below which employment of young persons is illegal ?

(b) To what kinds of employment does the limitation apply ?

(c) What exceptions or modifications, if any, are allowed under the laws and orders in force ?

2. It is asked that full particulars of any proposals for legislation raising the limit of age which have been introduced by the Government in the legislature may be furnished together with the text of the Bill or Bills.

3.—(a) Would the Government be prepared to adopt fourteen years as the limit for—

- (i) Industrial occupations,
- (ii) Other occupations ?

(b) If not, what age is proposed, and on what grounds ?

## (B.)—EMPLOYMENT DURING THE NIGHT.

4.—(a) Have the recommendations in the draft Convention\* adopted by the Berne Conference of 1913 been carried out ?

(b) If not, is the Government prepared to adopt them ?

5. Are any modifications in the text of the draft Convention suggested ?

## (C.)—EMPLOYMENT IN UNHEALTHY PROCESSES.

I. *Present Law and Practice.*

6. What restrictions are at present imposed by law or administrative order on the employment of young persons—

(a) In industries in which any of the following substances are manufactured or used :—

- (i) Lead.
- (ii) Mercury.
- (iii) Phosphorus.
- (iv) Arsenic.

(b) In any other industries.

II. *Observations.*

7. Is it considered that any effective steps could be taken by international action ?

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\* A copy is enclosed herewith.

A. E. 5.

NOTE.—*The Government is asked, if possible, to give its answers to the questions in French or English, and also to supply a translation in one of those languages of all essential documents.*

## INTERNATIONAL LABOUR CONFERENCE.

OCTOBER, 1919.

*Item 5 of the Agenda:* EXTENSION AND APPLICATION OF THE INTERNATIONAL CONVENTION ADOPTED AT BERNE IN 1906 FOR THE PROHIBITION OF THE USE OF WHITE PHOSPHORUS IN THE MANUFACTURE OF MATCHES.

1. Are the manufacture, importation, and sale of white phosphorus matches prohibited, in accordance with the provisions of the International Convention of 1906?

2. If not, is the Government prepared to adhere to that Convention?

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*List of States from whom Replies have been received up to the time of going to press :—*

United States of America.	Hedjaz.
Argentine.	Italy.
Belgium.	Netherlands.
Bolivia.	Norway.
Great Britain.	Panama.
Canada.	Persia.
Australia.	Poland.
New Zealand.	Roumania.
South Africa.	Serb-Croat-Slovene State.
Chili.	Siam.
China.	Spain.
Denmark.	Sweden.
France.	Switzerland.
	Czecho-Slovakia.

A reply has also been received from Greece since the reports were compiled, and replies are understood to be on their way from India, Japan, and Peru.

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## APPENDIX II.

## SCOPE OF LAWS AND ORDERS RESPECTING THE EMPLOYMENT OF WOMEN AND CHILDREN.

Countries and References to Laws and Orders,	Scope of application of the various Laws and Orders regulating the Employment of Women, Young Persons and Children.
ARGENTINE REPUBLIC.— Act of 14 October, 1907.	<p><i>Age limit for employment.</i> No definition, merely "work" and "occupations" (Sections 1 and 2), but in the special provisions for the Capital of the Republic, "industrial occupations" (Section 9).</p> <p><i>Employment of women after confinement.</i> Factory or workshop (Section 9).</p> <p><i>Provision of time for nursing infants.</i> "Businesses where women are employed" (Section 9).</p>
BELGIUM.— Acts of 13 December, 1889, and 26 May, 1914. Codified by Decree of 28 February, 1919.	<p>Work in mines, pits, quarries and yards; in works, factories, workshops, restaurants, public-houses, offices of industrial and commercial undertakings, in establishments which are classed as dangerous, unhealthy or noxious; and establishments in which work is carried on by means of steam boilers or mechanical power; in docks, on quays and in railway stations; in connection with transport by water or land.</p> <p>The Act applies to both public and private undertakings even when they serve the purpose of trade training, or are of the nature of a charitable institution (Section 1).</p> <p>The provisions respecting the age limit for entering employment apply also to homework done on behalf of a contractor (Section 3 of Decree).</p>
BRAZIL.— <i>São Paulo.</i> Act of 29 December, 1917.	Factories, workshops and industrial undertakings of any kind.
BRITISH EMPIRE.— <i>Great Britain.</i> (a) Factory Act, 1901.	(a) Factories and workshops—defined as all premises wherein or within the close or curtilage or precincts of which, any manual labour is exercised by way of trade or for purposes of gain in or incidental to the making, altering, repairing, ornamenting, finishing or adapting for sale of any article. Homework employing only members of the family is excluded.



Countries and References to Laws and Orders.	Scope of application of the various Laws and Orders regulating the Employment of Women, Young Persons and Children.
<p><b>BRITISH EMPIRE—contd.</b>  <i>Great Britain—contd.</i>            (b) Coal Mines Act, 1911.            (c) Metalliferous Mines Regulation Act, 1872 as amended by the Mines (Prohibition of Child Labour Underground) Act, 1900, and the Quarries Act, 1894.</p>	<p>(b) <i>Employment of women and young persons on the surface and of boys below ground.</i> Mines of coal, stratified ironstone, shale and fireclay.            (c) <i>Employment of women and young persons on the surface and of boys below ground.</i> All mines not coming under the Coal Mines' Acts, and quarries, defined as every place (not being a mine) in which persons work in getting slate, stone, coprolites or other minerals, and any part of which is more than 20 feet deep.</p>
<p><i>Australia.—</i>  <i>New South Wales.</i>            Factories and Shops Act, 1912.</p>	<p>Places (including laundries, bakehouses and dye-works) where four or more persons (or one or more Chinese) are employed, or where steam or mechanical power is used.</p>
<p><i>Victoria.</i>            Factories and Shops Act, 1915.</p>	<p>The same as in New South Wales, except that quarries, claypits, furniture workshops and gas and electric light works are specifically included.</p>
<p><i>Queensland.</i>            Factories and Shops Acts, 1900, 1908 and 1914.</p>	<p>Places (including bakehouses and laundries) where two or more persons including the occupier (or one Asiatic) are employed, or where steam or mechanical power is used.</p>
<p><i>South Australia.</i>            Factories Acts, 1907, 1908, 1910 and 1915.</p>	<p>Places where any one person is employed, including laundries and dyeworks specifically.</p>
<p><i>Western Australia.</i>            Factories Acts, 1904 and 1911.</p>	<p>Places (including bakehouses and laundries) where six or more persons (or one Asiatic) are employed, or where steam or mechanical power is used.</p>
<p><i>Tasmania.</i>            Factories Acts, 1910, 1911 and 1917.</p>	<p>Places (including bakehouses and quarries) where four or more persons (or one Asiatic) are employed, or where steam or mechanical power over 1 h.p. is used.</p>
<p><i>New Zealand.</i>            Factory Act.</p>	<p>Any building, office or place in which two or more persons are employed in any handicraft, including bakehouses and laundries whether two or more persons are employed or not.</p>

Countries and References to Laws and Orders.	Scope of application of the various Laws and Orders regulating the Employment of Women, Young Persons and Children.
<p>BRITISH EMPIRE—<i>contd.</i>  <i>South Africa.</i> 4            Factories Act, 1918.</p>	<p>Any premises in which mechanical power is used for the purposes of preparing or making goods for trade or sale, or articles of food or drink for sale for human consumption; and laundries and dyeworks carried on for gain, if three or more persons are employed whole time; also any other premises in which there is carried on for gain any manufacture or preparation of goods for sale or transport if three or more persons are employed whole time.</p>
<p><i>India.</i>            Indian Factories Act, 1911.</p>	<p>"Factory" means any premises wherein, or within the precincts of which, steam, water or other mechanical power or electrical power is used in aid of any process for or incidental to making, altering, repairing, ornamenting, finishing or otherwise adapting for use, for transport or for sale any article or part of an article; but factories where less than 50 persons are employed are excluded.</p>
<p>BULGARIA.—            Act of 5-18 April, 1917.</p>	<p>Industrial undertakings, handicrafts, commercial undertakings, building operations, transport. Homework employing only members of the family is excluded unless scheduled as injurious.</p>
<p>CZECHO-SLOVAKIA.—            Act of 9 December, 1918.</p>	<p>Undertakings subject to the Industrial Code or carried on as factories. Also undertakings, works and institutions carried on by the State, by public or private associations, funds, societies and companies whether of a profit-making, public utility or charitable character, and mining undertakings (pits, coke works, calcining furnaces and blast-furnaces), and agriculture where the worker lives outside the employer's household.</p> <p>[The "Industrial Code" means the old Austrian Industrial Code, which applied as regards hours of work, &amp;c., to "industrial undertakings carried on as factories." There is no statutory definition of this expression. But from various official instructions, &amp;c., it appears that it includes undertakings having the object of making or decorating industrial products in large quantities, and for this purpose employing a number of workers in closed rooms, working chiefly by machinery and methods of division of labour not customary with handicrafts. Other characteristics of "factory" work are the comparatively large capital outlay.</p>

Countries and References to Laws and Orders.	Scope of application of the various Laws and Orders regulating the Employment of Women, Young Persons and Children.
CZECHO-SLOVAKIA— <i>contd.</i>	<p>the making of goods for stock and the fact that the employer does not himself take part in the manufacturing process. (Komotzynski, vol. i., p. 190.)]</p> <p>A Bill now under consideration for regulating the employment of children outside the above-mentioned places applies to all regular employment whether paid or unpaid, except light work of short duration at home.</p>
<p>DENMARK.—</p> <p>(1) Factory Act of 29 April, 1913.</p> <p>(2) Bakery Act of 8 June, 1912.</p>	<p>(1) Factories and undertakings conducted as factories, together with other concerns carrying on handicrafts or industries (including stone and lime quarries, &amp;c.), in which several workmen are regularly and simultaneously employed exclusively or principally in workshops or other permanent workplaces (Section 1). Excludes undertakings carried on by the owner on his own account without any assistance other than that of wife and children, unless machinery is used, in which case the provisions relating to machinery apply. Outwork performed in the worker's home may be specially regulated (§30.)</p> <p>Section 3 provides that notice of occupation must be given by all persons having undertakings using mechanical power, regardless of the number of workers, and if there is no mechanical power where six persons are employed.</p> <p>Section 4 adds that the Act covers all handicrafts and industrial work carried on for profit, either wholly or partly in "middlemen's workshops" or in "joint workshops." "Middlemen's workshops" mean rooms where work is done for persons who act as middlemen between employers and workers. "Joint workshops" means workshops rented in common by several persons who work independently of each other.</p> <p>Part III of the Act (dealing with the use of machinery) applies to every machine on land which may cause danger to life or health while at work, and which is driven by mechanical or animal power.</p> <p>(2) Bread factories and bakeries, pastry cooks' and confectionery businesses carried on with assistance other than that of the owner's wife and children under 18.</p>
FRANCE.— Code of Labour, Book II, Sections 1, 54a, 65.	(a) <i>General provisions, employment of women and children, &amp;c.:</i> Works, factories, mines, pits, quarries, yards, workshops and their dependencies of whatever nature, public or private, lay or religious, even if they are of an educational or charitable character. Homework with only members of the family excluded. (Section 1).

Countries and References to Laws and Orders.	Scope of application of the various Laws and Orders regulating the Employment of Women, Young Persons and Children.
FRANCE— <i>contd.</i>	<p>(b) <i>Women's employment after confinement.</i> Any industrial or commercial establishments or their dependencies of whatever nature, public or private, even if they serve the purpose of trade training, or are of the nature of a charitable institution (Section 54A); and the carrying, hauling or pushing of any kind of weight, in the places named under (c) below, except theatres, etc. (Decree of 1909 amended 1912.)</p> <p>(c) <i>Hygiene and safety.</i> Factories, mills, works, yards, workshops, laboratories, kitchens, cellars and wine stores, stores, shops, offices, loading and unloading operations, theatres, circuses and other shows, and their dependencies of whatever nature, public or private, lay or religious, even if they are of an educational or charitable character. Home-work employing only members of the family excluded. (Section 65.)</p>
GERMANY.— (a) Industrial Code. (b) Employment of Children Act, 1903.	<p>(a) Industrial undertakings in general (no exact definition). Establishments where at least 10 persons are employed.</p> <p>(b) All industrial work.</p>
GREECE.— (1) Act of 24 January—6 February, 1912. (2) Decree of 14-27 August, 1913.	<p>(1) <i>Age limit for children's employment and employment of women after confinement.</i> (a) Factories, industrial concerns and workshops; (b) quarries, mines; (c) building work, &amp;c.; (d) transport undertakings; (e) commercial concerns and places of sale; (f) restaurants, &amp;c.; (g) hotels.</p> <p>(2) <i>Regulation of hours.</i> (a) to (c) above.</p> <p>(3) <i>Sunday work.</i> (a) to (c) and (e) to (g) above.</p> <p>(4) <i>Prohibition of night work.</i> (a) to (c) and (e) above.</p> <p>The Decree applies to "industrial factories and workshops" which it defines as all indoor establishments where work such as transforming primitive substances into complete or incomplete articles, or completing such articles when unfinished or simply changing the substance or shape of an object is carried on by machinery or handwork regardless of the number and sex of the workers. Some sections expressly apply to commercial firms and stores.</p>
ITALY.— Act of 10 November, 1907. Regulations of 14 June, 1909.	<p>Industrial workshops or workrooms, defined as every place where women or children perform work of an industrial nature with the use of machines which are not driven by the persons making use of them, and without regard to the number of paid workers employed. A place where no such</p>

Countries and References to Laws and Orders.	Scope of application of the various Laws and Orders regulating the Employment of Women, Young Persons and Children.
ITALY— <i>contd.</i>	<p>machines are used is deemed to be a workshop or workroom, if more than five persons are employed, regardless of their sex or age. Institutional workshops are included if conducted for profit or if actual manual labour preponderates over instruction and training (Section 2 of the Regulations). The Act applies to building works, quarries and mines, if any women or children are employed, even if there is no machinery and not more than five persons are employed altogether (Section 2 of Regulations).</p>
JAPAN.— Act of 28 March, 1911. Order of 2 August, 1916. Regulations of 3 August, 1916.	<p>Factories where more than 15 persons are employed, or where the work, from its nature, is dangerous or injurious to health. Factories to which it seems unnecessary for the Act to apply may be exempted by Decree.</p> <p>A list of dangerous trades is given in the Regulations (Section 3). The Order gives a list of exempted undertakings.</p>
MEXICO.— Constitution of 5 February, 1917.	<i>Employment of children.</i> Any contract of work.
NETHERLANDS.— Labour Act of 1911.  Safety Act, 1915.	<p>Factories and workplaces defined as all places, whether open or enclosed, where work is carried on, in or on behalf of some undertaking, in making, altering, repairing, decorating or finishing any articles or materials, or in preparing them for sale in any other manner; or where, in or on behalf of any undertaking, articles or materials are subjected to operations serving the same ends. Also electrical stations (Section 2). Excludes agriculture and homework by members of the employer's household. Peeling osiers, &amp;c., flax breaking, &amp;c., included. (Sec. 1).</p> <p>Same definition but covering only factories and workshops where there is machinery and at least five persons are employed. It expressly covers flax breaking, &amp;c., and land drainage installations. (Section 1).</p>
NORWAY.— Act of 18 September, 1915.	(1) Factories and works where handicrafts or other industrial occupations are carried on, provided that such works have the character of factories, or that use is made in them of power other than human strength, or of steam boilers (except where the motor is of not more than 1 h.p.). Stone

Countries and References to Laws and Orders.	Scope of application of the various Laws and Orders regulating the Employment of Women, Young Persons and Children.
<p><b>NORWAY—<i>contd.</i></b></p>	<p>quarries, chalk pits and stone hewing undertakings (where at least five persons are regularly employed). Mines, ore-dressing works, smelting works and other undertakings for the getting or refining of minerals. Works where explosives are manufactured or used in manufacturing processes.</p> <p>(2) Works where handicrafts or other industrial occupations are carried on, provided that at least five persons are regularly employed, and that such persons are employed by the occupier of the business in his workshop, or some other workplace not being any workman's home. Ice-cutting works.</p> <p>To an extent which is to be determined by Order the Act also applies to operations where warehousemen and packers are employed or where workmen are employed on building sites, demolition works, goods steamers, &amp;c., and in the building trades, water, gas and sewer works, bridge building and the construction of roads, harbours, telegraph and telephone installations, &amp;c. The Act does not apply to temporary operations of so limited a nature that they cannot be brought under organised management.</p>
<p><b>POLAND.—</b></p>	<p><i>Parts formerly under Russian rule.</i> No definition available.</p> <p><i>Parts formerly under Austrian rule.</i> See note as regards the scope of the Austrian Industrial Code under Czecho-Slovakia.</p> <p><i>Parts formerly under German rule.</i> See under Germany.</p>
<p><b>PORTUGAL.—</b> Decree of 14 April 1891. Regulations of 16 March, 1893, and Act of 22 January, 1915.</p>	<p>Industrial establishments belonging to private persons, to the State or to administrative bodies; trade schools or benevolent institutions; civil engineering works.</p> <p>"Industrial undertakings" includes mines and quarries, arsenals and dockyards, factories, workshops and premises or places in which any kind of industrial work is carried on. Homework excluded, provided there is no machinery or injurious work, and only members of the family are employed.</p>
<p><b>RUMANIA.—</b> Handicrafts Act of 25 January, 1912.</p>	<p>A long list of handicrafts.</p>
<p><b>SERBIA.—</b></p>	<p>No definition available.</p>

Countries and References to Laws and Orders.	Scope of application of the various Laws and Orders regulating the Employment of Women, Young Persons and Children.
<p><b>SPAIN.</b>— Acts of 13 March, 1900, and 8 January, 1907. Regulations of 13 November, 1900.</p>	<p>“Employer” is defined as a person who commands personal services by means of wages for work over which he exercises direction and supervision, the State, provinces and municipalities included. (Section 1 of Regulations).</p> <p>“Workers” are defined as all persons who habitually execute manual work outside their homes on behalf of others, whether for a remuneration or not, including apprentices and commercial employees. Agricultural work is excluded and also work done in domestic workshops, i.e., where only members of one family are employed under the direction of one of them (Regulations, Sections 2, 3, 4). Domestic workshops may be regulated if machinery is used or the work is injurious.</p> <p>Sections 1 and 9 of the Act relating to employment of children and of women after confinement apply to “any kind of work.”</p>
<p><b>SWEDEN.</b>— (1) Acts of 29 June, 1912, and 17 June, 1916. (2) Act of 20 November, 1909.</p>	<p>(1) (a) <i>General provisions relating to accidents, hygiene, &amp;c.</i> Every occupation, industrial or otherwise, in which workpeople are employed on work for an employer, including the building of houses, roads or waterworks, or any similar special undertaking. Excludes shipping and work undertaken in the worker's home or elsewhere under such conditions that it cannot be considered as the employer's responsibility to supervise it. In agriculture, applies only as regards use of machinery (Section 1).</p> <p>(b) <i>Employment of women and children.</i> Industrial work carried on in a workshop where at least 10 workmen are regularly employed or motor power of at least 5 h.p. is used; or five workers, together with motor power of at least 3 h.p. (Section 15).</p> <p>(c) <i>Hours of young persons.</i> Mines, ironworks and factories, handicrafts or other industrial work, building operations (Section 13 as amended).</p> <p>(2) <i>Night work of women.</i> Industrial undertakings carrying on the business of a mine, ironworks or factory, a trade or any occupation of like nature, where more than 10 persons are employed.</p>
<p><b>SWITZERLAND.</b>— Act of 18 June, 1914.</p>	<p>Factories defined as industrial undertakings where several workers are employed away from their homes, either on the premises of the undertaking or in workshops annexed thereto or elsewhere, on work connected with the industrial working of the undertaking.</p> <p>The Act may be extended by the Federal Council to industrial undertakings which are not factories in case this is necessary in order to cover the scope of international agreements.</p> <p>Employments not carried on in “factories” are regulated by the Cantons.</p>

## APPENDIX IV.

### SUMMARY OF PROVISIONS GRANTING BENEFITS OR ALLOWANCES TO WOMEN DURING THEIR ENFORCED ABSENCE FROM WORK BEFORE AND AFTER CONFINEMENT.

Country and Acts, &c., and References.	Scope.	Amount of Benefit.	Duration of Benefit.	Outline of System by which Benefits are Secured.
ARGENTINE.—				A Bill now before Congress provides for the payment of full wages by the employer during four weeks' absence.
BRITISH EMPIRE.— <i>Great Britain.</i> — (1) National Insurance Acts, 1911-18. (2) Maternity and Child Welfare Act, 1918.	All employment with a few specified exceptions. Out-workers included.	Married women receive 30s. from their husband's insurance and 30s. from their own; or 2 benefits of 30s. each from their own insurance if the husband is not insured. Unmarried mothers receive 30s. from their own insurance.	If a woman is unfit for work before confinement or more than 4 weeks after she can claim sickness benefit at the rate of 7s. 6d. a week.	Compulsory sickness insurance, contributions paid partly by employer, partly by worker and partly by the State.
<i>Australia.</i> Act of 10-1912.	All women regardless of employment.	£5.		This grant is made from Commonwealth funds to every woman who gives birth to a child.



APPENDIX IV.—*continued.*

Country and Acts, &c., and References.	Scope.	Amount of Benefit.	Duration of Benefit.	Outline of System by which Benefits are Secured.
<p>CZECHO-SLOVAKIA.— Law of 30 March, 1918, amended 20 November, 1917, and Act of the Czecho - Slovakian Republic, 15 May, 1919.</p>	<p>Industrial and Commercial work. Agriculture, Home Work, Domestic Service.</p>	<p>Free medical attendance, medicine, midwife, &amp;c. Amount varies: as a rule, about 80 per cent. of daily earnings; may rise to 5k.; with benefit for nursing child to 7.60 k. a week.</p>	<p>From the third day of illness until 6 weeks after confinement, but may be extended to 4 weeks before and nursing benefit to 26 weeks after.</p>	<p>Compulsory sickness insurance; contributions paid <math>\frac{2}{3}</math> by worker and <math>\frac{1}{3}</math> by employer.</p>
<p>DENMARK.— Act of 29 April, 1913</p>	<p>Same as Factory Act. (See Appendix II.)</p>			<p>Relief may be allowed through the communal authorities in cases of necessity, and the Act provides that such relief shall not have the effect of poor relief.</p>
<p>FRANCE.— (1) Act of 17 June, 1913. (2) Finance Act of 30 July, 1913. (3) Circular of 15 August, 1913. (4) Decree of 17 December, 1913.</p>	<p>Frenchwomen without means, habitually employed by others at a wage, either as workers, employees or domestic servants; women homeworkers are included.</p>	<p>Fixed in each commune by the communal council, but must not be less than fr. .50 a day or more than fr. 1.50, unless the commune pays the extra itself exclusively. An extra fr. .50 a day is paid after the confinement, if the mother nurses the infant herself. Benefit paid only on condition that the woman refrains from working.</p>	<p>Before confinement on production of medical certificate of unfitness for work. After confinement for 4 weeks. Not more than 8 weeks altogether.</p>	<p>The funds are raised by charity, communal rates, and subventions from the Departments and the State. The relief is administered chiefly by the communal authorities.</p>

GERMANY.— Insurance Code, 1911	All employments, including homework.	Half wages. Sick funds may also provide midwives' services and medical attendance.	8 weeks, 6 of which must be after confinement.	Compulsory insurance; contributions paid, $\frac{3}{4}$ by worker and $\frac{1}{4}$ by employer.
ITALY.— Act of 17 July, 1910.	Same as Act of 10 November, 1907. (See Appendix II.)	40 lire for each confinement (including miscarriages)		All women workers between 15 and 20 years of age pay 1 lire p.a., and between 20 and 50, 2 lire p.a., to the Maternity Fund. The fund is administered by a committee appointed by the National Provident Invalidity and Old Age Pension Fund for Workers, including one-third representatives of the workers. The State pays 10 lire of the benefit in each case.*
NETHERLANDS.— Act of 5 June, 1913.	Covers all employment with a few exceptions, such as persons receiving high salaries or with private incomes, &c	Full amount of the average wage in classes, i.e., .50 fl.; .80 fl.; 1.20 fl.; 1.60 fl.; 2.20 fl.; 3.00 fl.; or 4.00 fl. a day.	For whole time of incapacity for work.	Compulsory sickness insurance; contributions paid half by employer and half by worker.

\* During the war the Fund was authorised to give extraordinary bonuses of 20 lire in addition to the 40 lire.

APPENDIX IV.—*continued.*

Country and Acts, &c., and References.	Scope.	Amount of Benefit.	Duration of Benefit.	Outline of System by which Benefits are Secured.
<p>NORWAY.—</p> <p>(1) Factory Act of 18 September, 1915.</p> <p>(2) Sickness Insurance Act, 6 August, 1915.</p> <p>(3) Children's Protection Act, 10 April, 1915.</p>	<p>(1) See Appendix II.</p> <p>(2) All wage-earners and employees in public or private service. "Wage-earners" are persons whose wages are paid wholly or partly in money.</p>	<p>(2) Free midwife's services and benefit equal to 60 per cent. of the average wage, estimated according to wages classes; the benefit must never be less than 1 kr. It thus amounts to 1·00 kr., 1·50 kr., 2·10 kr., or 2·70 kr. a day.</p> <p>(3) Necessitous women receive grants ranging from 17 to 45 kr. a month.</p>	<p>(2) 2 weeks before and 6 weeks after confinement.</p> <p>(3) 6 weeks before and 6 months after, provided the woman nurses the infant.</p>	<p>(1) Relief given from public funds in necessitous cases is not to be regarded as poor relief (Section 23).</p> <p>(2) Compulsory sickness insurance; contributions paid six-tenths by the insured person, one-tenth by the employer, one-tenth by the commune, and two-tenths by the State.</p> <p>(3) Grants from the commune.</p>
<p>POLAND.—</p> <p>Decree <i>re</i> Sickness Insurance, 1919. (Subject to ratification by the Polish Legislature.)</p>		<p>Medical attendance and money benefit equivalent to the whole wages, also if ordered by the doctor, benefit in kind for 12 months, during which the woman nurses her infant.</p>	<p>8 weeks, 6 of which must be after confinement.</p>	<p>Compulsory sickness insurance.</p>

<p><b>ROMANIA.—</b> Act of 25 January, 1912.</p>	<p>See Appendix II.</p>	<p>Medical attendance and 50 per cent. of the average wages, if head of the family, 35 per cent. otherwise. The average wages are estimated in wages classes, so that the daily benefit works out at ·25 lei, ·75 lei, 1·25 lei, 1·75 lei, or 2·25 lei, for heads of families, and ·175 lei, ·575 lei, ·875 lei, 1·225 lei, or 1·575 lei for other persons.</p>	<p>6 weeks after, or 3 months if the woman nurses the infant herself.</p>	<p>Compulsory Sickness Insurance through Trade Guilds; contributions paid half by the workers and half by the employer.</p>
<p><b>SWITZERLAND.—</b> Act of 1911.</p>				<p>Sickness Insurance is regulated by the Federal Act of 13 June, 1911, but does not become compulsory unless so decreed in any canton. The Act provides that sick funds must pay benefits in case of childbirth, as if it were sickness. Also that if the mother is nursing her child herself after a certain period, she must have a bonus of 20 francs.</p>

APPENDIX V (a).

TRADES FROM WHICH ADULT WOMEN ARE EXCLUDED ON ACCOUNT OF THE RISK OF  
POISONING FROM LEAD, MERCURY, PHOSPHORUS AND ARSENIC.

Country.	Lead.	Mercury.	Phosphorus.	Arsenic.
<p>AMERICA : <i>Pennsylvania,</i> <i>New Jersey</i></p>	<p>Handling any dry substance or compound containing lead in excess of 2 per cent.</p>			
<p>ARGENTINE ...</p>	<p>Preparation of white lead. Annealing of glass. Manufacture, smelting and finishing of lead and the manufacture of litharge, red lead, massicot, white lead, and other oxides of lead.</p>	<p>Mercurial silvering of mirrors. Gilding and plating.</p>	<p>Preparation of chemical matches. Manufacture of phosphorus matches: departments where the igniting paste is manufactured and in dipping and drying rooms.</p>	

BRITISH EMPIRE :

Great Britain ...

Manufacture of *electric accumulators* : in manipulation of dry compounds of lead and in pasting.

Manufacture of *paints and colours* : in manipulating lead colour.

*Brass casting* : in any casting shop.

*Lead smelting* : in any lead process.

*White lead* manufacture : in the white beds, rollers, wash becks, or stoves, or in any place where dry white lead is packed, or in other work exposing her to white lead dust.

Manufacture and decoration of *pottery* : in stopping biscuit ware with material containing more than 5 per cent. of a soluble lead compound ; weighing out, shovelling or mixing unfritted lead.

Compounds in the preparation or manufacture of frits, glazers or colours ; lawning of glaze ; preparation or weighing out of flow material ; cleaning of

APPENDIX V (a)—continued.

Country.	Lead.	Mercury.	Phosphorus.	Arsenic.
BRITISH EMPIRE: <i>Great Britain—</i> (contd.)	boards used in the dipping house and glost-placing shop; cleaning of mangles; cleaning of floors; washing saggars with a wash containing more than 5 per cent of a soluble lead compound; in glost placing, except in the placing of china, furniture, and electrical fittings.			
<i>Australia (Western Australia and Tasmania.</i>	Manufacture of <i>white lead</i> ...	Silvering of mirrors by mercurial process.		
<i>New Zealand</i> ...	Manufacture of <i>white lead</i> ...	Silvering of mirrors by mercurial process.		
<i>Canada (Alberta and Ontario).</i>	Any room where <i>paint, white lead, &amp;c.</i> , is exposed, unless	... ..	... ..	Any room where arsenic is exposed,

	workers are prevented from taking food into such rooms and suitable drinking water is provided.			unless workers are prevented from taking food into such rooms and suitable drinking water is provided.
<i>South Africa</i> ...	Making of <i>white lead</i> , grinding of <i>paints</i> , or articles containing white lead.	Silvering of mirrors by mercurial process.		
CZECHO-SLOVAKIA (The same in AUSTRIA).	<i>Painting works</i> , with the use of <i>white lead</i> or lead compounds. <i>Printing works</i> : in treading platen machines, type-casting, stereotyping or type-setting machines, at work with dry lead colours, and on any other work at which the operator cannot avoid being dirtied by lead colours already ground.			



APPENDIX V (a)—continued.

Country.	Lead.	Mercury.	Phosphorus.	Arsenic.
FRANCE ... ..	<p>Treatment of <i>gold and silver-smiths' ash</i> by lead.</p> <p>Manufacture of <i>white lead</i>.</p> <p><i>Bleaching of lace</i> by white lead.</p> <p>Manufacture of <i>litharge</i>.</p> <p>Manufacture of <i>massicot</i>.</p> <p>Manufacture of <i>minium</i>.</p> <p><i>Chloride of lime</i> foundries.</p> <p>Demolition of <i>furnaces and cleaning materials</i> from the furnaces in <i>crystal and enamel</i> works.</p> <p><i>Casting and rolling</i> of lead.</p> <p>Demolition of <i>furnaces in glass</i> works.</p> <p><i>Vitreous enamelling</i> of glass.</p> <p>Dry powdering and <i>colour-dusting</i> in <i>ceramic chromo-lithography</i>: when the workers are exposed to dust.</p> <p>Enamelling of <i>metals</i> and the manufacture of <i>enamels</i> with furnaces which do not consume their own smoke: in workrooms where substances are ground.</p>	<p><i>Silvering of mirrors</i> by mercurial process.</p> <p>Manufacture of <i>fulminate of mercury</i>.</p> <p><i>Carotting hare and rabbit skins</i>.</p> <p>Manufacture of <i>sulphate of mercury</i>.</p> <p><i>Gilding and silvering</i> in workrooms where there are mercurial vapours.</p>	<p>Manufacture of <i>phosphorus</i>.</p>	<p>Manufacture of <i>arsenic acid</i> by means of <i>arsenious acid</i> and <i>nitric acid</i>.</p> <p>Manufacture of <i>arsenate of potash</i> by means of <i>salt-petre</i>.</p> <p>Manufacture of <i>arsenic sulphide</i>.</p>

		<i>Glass and crystal works</i> : work-rooms where poisonous substances are used and the workers are exposed to dust.			
GERMANY ... ..		Manufacture of <i>lead colours</i> and other compounds of lead (oxides, &c.); in any process exposing them to lead dust or fumes. Various processes in <i>zinc smelting</i> . Manufacture of <i>electric accumulators</i> : in any occupation involving contact with lead.			
JAPAN ... ..		Where dust, fumes, or gases are generated from <i>lead</i> or its chemical compounds.	Where dust, fumes or gases are generated from <i>mercury</i> or its chemical compounds.	Where dust, fumes or gases are generated from <i>yellow</i> (white) <i>phosphorus</i> , or its chemical compounds.	Where dust, fumes or gases are generated from <i>arsenic</i> or its chemical compounds
NETHERLANDS ...		The preparation of <i>white lead</i> . . . <i>sugar of lead, oxide of lead, red lead.</i> The burning (reducing) of <i>lead ashes.</i> The manufacture or repair of <i>electric accumulators.</i> The further manipulation of all	The preparation of <i>colours containing mercury.</i> The manufacture of <i>mercuric chloride.</i> The manufacture of <i>mercury or mercury foil.</i>	The manufacture of <i>white phosphorus.</i> The further preparation of white phosphorus in order to prepare it for delivery or use.	The manufacture of <i>arsenic or compounds of arsenic.</i> The manufacture of <i>verdigris</i> (Spanish green). The further preparation of the above in

APPENDIX V (a)—continued).

Country.	Lead.	Mercury.	Phosphorus.	Arsenic.
NETHERLANDS— (contd.)	<p>the above substances in order to prepare them for delivery or use.</p> <p>Manufacture of <i>enamels or enamelled goods</i>, if the enamel contains lead to an extent of more than <math>\frac{1}{2}</math> per cent. of its weight in a dry state.</p> <p>Manufacture of <i>zinc</i> from ores.</p> <p>The following places and processes in the <i>ceramic industry</i> where lead compounds are used containing more than <math>\frac{1}{2}</math> per cent. of lead of the dry weight, in a form other than sulphide of lead (<i>galena, lead-ore</i>):—</p> <p>(1) Rooms where the preparation of <i>glaze</i> takes place, including grinding, sifting, mixing and making of <i>glaze</i>.</p> <p>(2) Glazing (dipping into the dipping tub, or applying <i>glaze</i> in any other manner, <i>e.g.</i>, by spraying).</p>	<p>The further manipulation of all the above substances in order to prepare them for delivery or use.</p>		<p>order to prepare them for delivery or use.</p>

(3) The preparation, grinding and mixing of ceramic colours.

(4) The decoration of glazed articles and the application of ceramic colours to articles by spraying or dusting, when done in a dangerous manner.

*Married women* and also unmarried women, if more than 2½ per cent. of soluble lead is used :—

(1) Putting-up (the handing of articles to the dipper).

(2) Taking-off (the receiving of dipped articles).

(3) The giving of finishing touches to the coating of glaze or the removing of superfluous glaze, in so far as this is not done in glost-placing.

(4) Carrying away (taking dipped articles to the glost-placing shop).

(5) The washing of boards and cleaning of tubs.

(6) The taking of saggars with glazed articles to the oven.

APPENDIX V (a)—continued.

Country.	Lead.	Mercury.	Phosphorus.	Arsenic.
NORWAY ... ..	<p><i>Pregnant women only.</i>  <i>Porcelain and earthenware works :</i>                      in workrooms where poisonous substances are used.  <i>Manufacture of substances containing lead :</i> in workrooms where poisonous substances are used.  <i>Enamelling works :</i> in galvanising rooms.</p>	<p><i>Pregnant women only.</i>                      Plating : in galvanising rooms.</p>		
POLAND ... ..	<p>The Laws in force in the parts of the new Polish Republic hitherto under Austrian, German and Russian rule remain in operation respectively until modified by the Polish Legislature. See consequently, under Czecho-Slovakia and Germany. There were no regulations of the kind under the old Russian régime.</p>			
SERBIA ... ..	... ..	... ..	Manufacture of phosphorus.	
SWITZERLAND ...	Any work exposing workers to a serious danger of poisoning.			

## APPENDIX V (b).

LISTS OF TRADES AND PROCESSES FROM WHICH WOMEN ARE EXCLUDED, OTHER THAN THOSE INVOLVING CONTACT WITH THE POISONS NAMED UNDER (a).

Country.	Chemical Trades.	Trades Involving Contact with Poisonous Vapours or Dust.	Trades Involving Risk of Injury from Non-Poisonous Dust.	Other Unhealthy Trades.
AMERICA ... (New York and Ohio)	—	—	Operating certain kinds of Emery wheels.	
ARGENTINE ...	<p><i>Absolute exclusions.</i></p> <p>Refining and distillation of petroleum and hydrocarbons used for lighting and heating purposes.</p> <p>Manufacture of bisulphide of carbon.</p> <p>Manufacture of sulphuric ether and acetic ether.</p> <p>Manufacture of sulphuric acid.</p> <p>Manufacture of picric acid.</p>	<p><i>Absolute exclusions.</i></p> <p>Manufacture of thick varnishes.</p> <p>Manufacture of collodion and its compounds.</p> <p>Manufacture of water-tight fabrics.</p> <p>Polishing of precious metals (gold and silver).</p> <p>Manufacture of aniline dyes.</p> <p>Manufacture of celluloid.</p> <p>Distillation of tar products (paraffin, creosote,</p>	<p><i>Exclusions from specified processes or rooms.</i></p> <p>Carding in textile factories.</p> <p>Tanneries: departments where the workers are exposed to dust from a tanning process.</p> <p>Glass work and crystal and looking-glass factories; blowing without the use of blow-pipes: departments where the ingredients are ground and sifted; cutting the</p>	<p><i>Absolute exclusions.</i></p> <p>Storehouses for animal refuse.</p> <p>Storehouses for animal manure.</p> <p>Gathering and washing bones and rags.</p> <p><i>Exclusion from specified rooms.</i></p> <p>Tripe works: places where the gut is washed and prepared.</p>

APPENDIX V (b)—continued.

Country.	Chemical Trades.	Trades Involving Contact with Poisonous Vapours or Dust.	Trades Involving Risk of Injury from Non-poisonous Dust.	Other Unhealthy Trades.
<p>ARGENTINE— *contd.</p>	<p>Manufacture of oxalic acid. Manufacture of salicylic acid. Manufacture of murexide or ammonium hydrogen purpurate. Manufacture of chlorine. Manufacture of chloride of lime. Manufacture of nitric acid. Manufacture of chromates. Manufacture of oxide of zinc. Manufacture, grinding and treatment with acids of copper compounds. Manufacture of soda salt by sulphuric acid. Manufacture of potash and salts of potash.</p>	<p>phenol, benzene, commercial naphtha).  <i>Exclusions from specified processes or rooms.</i> Manufacture of varnished skins (patent leather), varnished fabrics; departments where varnishing is carried on. Manufacture of india-rubber and india-rubber articles: departments where bisulphide of carbon and benzene fumes are given off. Chemical manure: places where fumes are given off by the use of acid. Dyeing establishments:</p>	<p>glass in a dry condition, and departments where poisonous substances are used. Tobacco factories: departments where bundles of tobacco are opened and broken up and where the workers are exposed to dust. Lime kilns; breaking up and sifting limestone. Plaster mills: departments where the workers are exposed to dust. Hat factories: departments where varnish is used and where the treatment of the nap gives rise to dust.</p>	

Manufacture of prussiate of potash (cyanide of potassium, Prussian blue).  
Manufacture of animal black.

rooms where poisonous substances are used.  
Manufacture and dyeing of paper: departments where soiled rags are sorted, prepared and cut up, and where poisonous substances are handled.  
Glass works and crystal and looking-glass factories: blowing without the use of blow-pipes: departments where the ingredients are ground and sifted; cutting the glass in a dry condition, and departments where poisonous substances are used.  
Hat factories: departments where varnish is used and where the treatment of the nap gives rise to dust.  
Alcohol distilleries: in the fermentation and yeast rooms.

Hair industry: wherever the workers are exposed to dust.  
The *pottery* industry: where grinding and sifting are carried on.



APPENDIX V (b)—*continued.*

Country.	Chemical Trades.	Trades Involving Contact with Poisonous Vapours or Dust.	Trades Involving Risk of Injury from Non-poisonous Dust.	Other Unhealthy Trades.
FRANCE	<p><i>Absolute Exclusions.</i></p> <p>Manufacture of hydro-fluoric acid.            Manufacture of nitric acid.            Manufacture of oxalic acid.            Manufacture of picric acid.            Manufacture of salicylic acid by means of carbolic acid.            Manufacture of chlorine.            Manufacture of hypochlorite of potash.            Manufacture of chloride of sulphur.            Manufacture of cyanide of potash and Prussian blue.            Manufacture of red cyanide of potash or red prussiate of potash.</p>	<p><i>Absolute Exclusions.</i></p> <p>Manufacture of colouring matters with the use of aniline and nitro-benzine.</p>	<p><i>Absolute Exclusions.</i></p> <p>Dry polishing of crystal.            Rag cutting.            Sharpening and polishing metal.            Making of millstones and grindstones.            Decoration of glass by cutting.            Dry polishing of glass.</p>	<p><i>Absolute Exclusions.</i></p> <p>Depôts of skins and refuse from slaughter houses.            Storage of animal manure—and manufacture thereof.</p>

<p>Calcining of sulphuric minerals.</p> <p>Manufacture of murexide in closed vessels by the reaction of nitric acid and of uric acid from guano.</p> <p>Manufacture of methyl nitrate.</p> <p>Manufacture of Prussian and English red.</p> <p>Manufacture of sodium sulphide.</p> <p>Manufacture of potassium.</p> <p>Manufacture of nitrobenzene, aniline and substances derived from benzene.</p>			
<p><i>Exclusions from specified processes or rooms.</i></p> <p>Manufacture of metallic nitrates obtained by the direct action of acids : in workrooms where fumes are given off, or where acids are handled.</p> <p>Manufacture of soda salt : in workrooms where acid fumes are given off.</p>	<p><i>Exclusions from Specified Processes or Rooms.</i></p> <p>Work on rubber using spirits and bisulphide of carbon, and application of indiarubber coatings : in workrooms where fumes of bisulphide of carbon are given off.</p> <p>Treatment of rags by</p>		<p><i>Exclusions from Specified Processes or Rooms.</i></p> <p>Gut works : in blowing.</p> <p>Wet-spinning : unless arrangements are made to ensure that the water shall run off.</p> <p>Leather-dressing : in unhairing the skins.</p> <p>Workrooms for blowing out and drying blad-</p>

APPENDIX V (b)—continued.

Country.	Chemical Trades.	Trades Involving Contact with Poisonous Vapours or Dust.	Trades Involving Risk of Injury from Non-poisonous Dust.	Other Unhealthy Trades.
FRANCE— (contd.)	<p>Manufacture of ferric sulphate by action of nitric acid on ferrous sulphate : in workrooms where acid fumes are given off.</p> <p>Manufacture of ferrous sulphate (copperas) by the action of sulphuric acid on scrap iron : in workrooms where acid fumes are given off.</p> <p>Manufacture of sulphate of soda by action of sulphuric acid on sea salt : in workrooms where acid fumes are given off.</p> <p>Depôts of bisulphide of carbon : in workrooms where injurious fumes are given off.</p>	<p>hydrochloric acid fumes : in workrooms where acid fumes are given off.</p> <p>Cleaning of waste from cotton : in workrooms where bisulphide of carbon is handled.</p> <p>Pickling copper by acids : in workrooms where acid fumes are given off.</p> <p>Extraction of fat from grease liquors for the manufacture of soap and for other purposes ; in workrooms where bisulphide of carbon is used.</p> <p>Scouring of wool and cloth by a wet method : in workrooms where acid fumes are given off.</p> <p>Pickling and galvanising</p>		<p>ders cleaned and with all membrane removed : in blowing.</p>

Manufacture of super-phosphate of lime and of potash : in workrooms where acid fumes are given off and the workers are exposed to dust.

of iron : in workrooms where fumes are given off, or where acids are handled.

Roasting of sulphurous ores when gases are condensed, and where the mineral contains no arsenic : in workrooms where roasting is carried on.

Singeing fabrics : when the products of combustion are given off in the workrooms.

Refrigerating apparatus by means of sulphuric acid : in workrooms where acid fumes are given off.

Manufacture of mustard plasters with the use of hydrocarbons : in workrooms where solvents are handled.

Dye works : in workrooms where poisonous materials are used.

Manufacture of painted

APPENDIX V (b)—*continued.*

Country.	Chemical Trades.	Trades Involving Contact with Poisonous Vapours or Dust.	Trades Involving Risk of Injury from Non-poisonous Dust.	Other Unhealthy Trades.
FRANCE— <i>contd.</i>	—	<p>fabrics: in workrooms where poisonous materials are used.</p> <p>Manufacture of varnished sheet-iron and metals: in workrooms where poisonous materials are used.</p> <p>Treatment of olive oil cake: in workrooms where bisulphide of carbon is handled.</p>		
JAPAN ...	...	<p>Work in which dust fumes or gases are generated from prussic acid, fluorine, aniline, chrome, chlorine or their chemical compounds, and from other similar poisonous substances.</p>		

GERMANY ...	Manufacture of alkaline chromates: operations involving contact with chromates.	Glass works: where raw material or waste glass is crushed or where liquid hydric fluorine is used, and at the sand blast apparatus.	Slag works: places where slag or ground slag is brought in packed.	
NETHERLANDS	Manufacture of chromates. Manufacture of poisonous cyanide compounds. Manufacture of oxide of zinc. Further treatment of the above for preparing them for delivery. Preparing, &c., of chloride of lime.	—	Work in which the workers are exposed to dust in the grinding or sifting of cement, lime, chalk, slag, glass, shells, or brass. Dry grinding and cutting of metals and glass.	
NORWAY ...	<i>Pregnant Women only.</i> Works for the manufacture of substances containing basic zinc carbonate: in workrooms where poisonous substances are used.	<i>Pregnant Women only.</i> Silvering, enamelling: in galvanising rooms.		
SWITZERLAND...	—	—	—	The drying of cigars.







## APPENDIX VI (a).

### LIST OF TRADES AND PROCESSES FROM WHICH YOUNG PERSONS ARE EXCLUDED ON ACCOUNT OF THE RISK OF POISONING FROM LEAD, MERCURY, PHOSPHORUS AND ARSENIC.

Country.	Lead.	Mercury.	Phosphorus.	Arsenic.
AMERICA* ....	<p style="text-align: center;"><i>Young Persons under 15.</i></p> <p>Manufacture or packing of <i>paints, colours, white or red lead</i>: (Delaware).</p> <p style="text-align: center;"><i>Young Persons under 16.</i></p> <p>Manufacture or packing of <i>paints, colours, white or red lead</i>: (Alabama, Arizona, California, Colorado, Connecticut, Florida, Illinois, Kentucky, Maryland, Minnesota, Missouri, Nevada, New Jersey, New York, North Dakota, Ohio, Oklahoma, Pennsylvania, Utah, Vermont, Wisconsin, Wyoming).</p>	—	<p style="text-align: center;"><i>Young Persons under 16.</i></p> <p>Dipping, drying or packing <i>matches</i>: (Arizona, Missouri, Nevada, New York, Oklahoma, Tennessee).</p> <p>Manufacture or preparation of <i>phosphorus or phosphorus matches</i> (under 18, unless proved to be harmless): (Pennsylvania).</p> <p style="text-align: center;"><i>Boys under 16, Girls under 18.</i></p> <p>Dipping, drying, packing <i>matches</i>: (Indiana).</p>	<p style="text-align: center;"><i>Young Persons under 15.</i></p> <p>Manufacture or packing of <i>paints and colours</i>, and manufacture or use of <i>poisonous dyes</i>: (Delaware).</p> <p style="text-align: center;"><i>Young Persons under 16.</i></p> <p>Manufacture or packing of <i>paints and colours</i>. (<i>See under Lead.</i>)</p> <p>Manufacture or use of <i>poisonous dyes</i>: (Alabama, California, Connecticut, Maryland, New Jersey, North Dakota, Oklahoma, Pennsylvania, Wisconsin).</p>

\* In 12 States, a State Board of Labor or Health has authority to determine whether any particular trade, process, or occupation is injurious to children under 18 and prohibit their employment therein; in 5 States, a State Board or other authority can do this with reference to children under 16.

APPENDIX VI (a)—continued.

Country.	Lead.	Mercury.	Phosphorus.	Arsenic.
	<p><i>Soldering</i>: (Alabama, Arkansas, California, Connecticut, Kentucky, Maryland, New Jersey, Ohio): Any process in which <i>lead or its compounds</i> are used: (New Jersey).</p> <p>Preparation of composition in which <i>dangerous leads</i> are used: (Pennsylvania).</p> <p><i>Young Persons under 21.</i></p> <p><i>Lead works</i>: in stripping stacks, repairing ventilating systems.</p> <p>Dry packing of <i>carbonate of lead, red lead</i> (litharge), basic sulphate of lead, or sublimated white lead: (Pennsylvania).</p>	—	<p><i>Young Persons under 18.</i></p> <p>Manufacture of <i>white or yellow phosphorus</i>, or of <i>phosphorus matches</i>: (Maryland, Massachusetts, Ohio).</p> <p>Dipping, drying or packing <i>matches</i>: (Wisconsin).</p> <p>(Exclusions from processes in the manufacture of matches are becoming obsolete in view of the measures taken by the Federal Government to suppress the use of white phosphorus.)</p>	
ARGENTINE ....	<p><i>Young Persons under 16.</i></p> <p>The same as for adult women. (See page .)</p>	Ditto.	Ditto.	Ditto.

BELGIUM

*Young Persons under 16.  
Young Women under 21.*

Treatment of *goldsmiths' and silversmiths' ash* by lead.  
Reduction of *lead ash*.  
Manufacture of *white lead*.  
Manufacture of *massicot and minium*.

*Young Persons under 16.*

Workrooms for the *de-silverising* of copper.

*Young Persons under 14.*

*Lead foundries*: in workrooms where the metals are melted.

*Printing on fabrics* in general; manufacture of coloured papers and waxed taffeta or waxed or varnished cloth; in workrooms where the pastes or colours containing poisonous matters are prepared.

*Glass works*: in glass cutting rooms, or where polishing is carried on by means of a lead base.

*Young Persons under 16.  
Young Women under 21.*

Workrooms where the *carrotting of rabbit and hare skins* is carried on; in the work of applying nitrate of mercury to the skins.

*Young Persons under 16.*

*Silvering* of looking-glasses.

Workrooms where the *skins of rabbits, &c.*, are prepared before carrotting; and all processes involving the manipulation of the skins after carrotting.

*Silvering and gilding* of metal: rooms where the electrolytic process or gilding by heat is carried on.

*Young Persons under 16.  
Young Women under 21.*

Manufacture of *phosphorus*.  
Manufacture of *chemical matches*: Workrooms where pastes containing white phosphorus are prepared; drying rooms; dipping the matches.

*Young Persons under 14.*

Filling boxes with *matches* containing white phosphorus.

[These exclusions will become obsolete as soon as the intended prohibition of white phosphorus in match factories comes into operation.]

*Young Persons under 16.  
Young Women under 21.*

Manufacture of *arsenic products*.

*Young Persons under 16.*

*Leather dressing works*: workrooms where skins are treated by lime and by arsenic sulphide.

*Young Persons under 14.*

*Printing on fabrics* in general; manufacture of coloured papers and waxed taffeta, or waxed or varnished cloth; printing on coloured cloth: in workrooms where pastes or colours, containing the poisonous materials, are prepared.

APPENDIX VI (a)—continued.

Country.	Lead.	Mercury.	Phosphorus.	Arsenic.
<b>BELGIUM—contd.</b>	<p><i>Copper, brass and lead casting (the melting of these metals).</i></p> <p><i>Manufacture of lead shot: places where melting is carried on.</i></p> <p><i>Tinning of metals on a large scale by the dry process.</i></p> <p><i>Manufacture of tin plate and casting of iron hollow-ware; in cleaning and tinning workrooms.</i></p>			
<b>BRITISH EMPIRE— Great Britain</b>	<p><i>Young Persons under 18.</i></p> <p><i>White-lead factories.</i></p> <p><i>Electric Accumulator Works: in manipulation of dry compounds of lead or in pasting.</i></p> <p><i>Paints and Colours: in manipulating lead colour.</i></p> <p><i>Manufacture and Decorating Pottery, in stopping biscuit ware with material containing more than 5 per cent. of a soluble lead compound; in weighing out.</i></p>	<p><i>Young Persons under 18.</i></p> <p><i>Silvering of mirrors.</i></p>	<p><i>Young Persons under 14.</i></p> <p><i>In dipping of lucifer matches. (This has been rendered obsolete by the prohibition of white phosphorus.)</i></p>	

shovelling or mixing of unfritted lead compounds in the preparation or manufacture of frits, glazes or colours; in lawning of glaze; in preparation or weighing out of flow material; in cleaning boards used in the dipping house and glost placing shop; cleaning mangles; cleaning floors; in washing saggara with a wash containing more than 5 per cent. of a soluble lead compound; as a dipper; as a glost placer (with certain exceptions).

*Girls under 17, Boys under 16.*

As dippers' assistant or ware-cleaner in potteries.

*Girls under 18, Boys under 16.*

Lead smelting works: any lead process.

*Young Persons under 16.*

Tinning of metal hollow-ware: in tinning.

APPENDIX VI (a)—continued.

Country.	Lead.	Mercury.	Phosphorus.	Arsenic.
<p>BRITISH EMPIRE—cont. Great Britain— cont.</p>	<p><i>Young Women under 16.</i> <i>Vitreous enamelling of metal or glass: any enamelling process.</i> <i>Heading of yarn dyed by means of a lead compound.</i></p> <p><i>Girls under 18, Boys under 14.</i> <i>Melting or annealing of glass.</i></p> <p><i>Girls under 18.</i> <i>Brass casting: in a brass-casting shop.</i></p>			
<p>Australia— New South Wales</p>	<p><i>Young Persons under 16.</i> <i>Casting from molten lead.</i></p> <p><i>Boys under 16, Girls under 18.</i> <i>Melting or annealing of glass.</i></p>	<p><i>Young Persons under 18.</i> <i>Silvering of mirrors by mercurial process.</i></p>	<p><i>Young Persons under 16.</i> <i>Match dipping.</i> [This has been rendered obsolete by the prohibition of white phosphorus.]</p>	

	<i>Young Persons under 18.</i> Manufacture of <i>white lead.</i>			
Victoria ....	<i>Girls under 18,</i> Melting or annealing <i>glass.</i>	Ditto.	Ditto.	
	<i>Young Persons under 18.</i> Manufacture of <i>white lead</i> <i>Boys under 14, Girls under 15</i> <i>Type-setting</i>			
South Australia ....	<i>Boys under 14, Girls under 18.</i> Melting or annealing <i>glass.</i>	Ditto.	<i>Match dipping.</i>	
	<i>Young Persons under 18.</i> Manufacture of <i>white lead.</i>			
Western Australia	<i>Girls under 15.</i> <i>Type setting.</i>	Ditto.		
	<i>Young Persons under 18.</i> Manufacture of <i>white lead.</i>			

APPENDIX VI (a)—continued.

Country.	Lead.	Mercury.	Phosphorus.	Arsenic.
BRITISH EMPIRE—cont. Australia—cont. Tasmania	Girls under 18. Melting or annealing glass Young Persons under 18. Manufacture of white lead.	Young Persons under 18. Silvering of mirrors by mercurial process.	Match dipping. [This has been rendered obsolete by the prohibition of white phosphorus.]	
Canada— Quebec	Boys under 16, Girls under 18. Canning works (soldering of boxes). Can manufacture (soldering of boxes). Brass and lead smelting. Boxing and canning paint. Tinning of sheet-iron utensils. Tinning of wire. White lead works. Dry polishing of crystal.	Boys under 16, Girls under 18. Plating of mirrors. Fulminate of mercury.	Boys under 16, Girls under 18. Mixing and dipping department in match factories. [This has been rendered obsolete by the prohibition of white phosphorus.]	Boys under 16, Girls under 18. Arsenic (white) works. Boxing and canning paints. Boxing of Paris green.
South Africa	Young persons under 18. Making of white lead. Grinding of paints or articles containing white lead. Young persons under 18.	Young persons under 18. Silvering of mirrors by the mercurial process.	Young persons under 16. The dipping of matches in which white or yellow phosphorus is used. [This is rendered obsolete by the prohibition of white phosphorus.]	Young persons under 18. Grinding of paints.



	<p><i>Type-setting.</i> Any room where type or type-metal is being cast or melted. Any room in which there is carried on the <i>melting or annealing of glass.</i></p>			
CZECHO-SLOVAKIA (Austria is the same).	<p><i>Boys under 16 (unless apprenticed).</i> <i>Printing works:</i> treading platen machines, type-casting, stereotyping on type-setting machines, all work with dry lead colours, and any other work at which the operator cannot avoid being dirtied by lead colours already ground.  <i>Young Persons under 16.</i>  <i>Paint work</i> with the use of white lead or lead compounds.</p>	.....	.....	.....

	The same as the prohibitions for women, ( <i>see</i> page 94), with the following additions:—			
FRANCE	<p><i>Young Persons under 16.</i>  <i>Soldering</i> boxes for preserves. <i>Copper casting</i> (in casting the metal).</p>	<p><i>Young Persons under 18.</i>  <i>Gilding and silvering:</i> in workrooms where mercurial fumes are produced. <i>Manufacture of mirrors:</i> where poisonous substances are used.</p>	<p><i>Young Persons under 18.</i>  <i>Manufacture of chemical matches:</i> the melting of the paste, and dipping. [This has been rendered obsolete by the prohibition of white phosphorus.]</p>	<p><i>Young Persons under 18.</i>  <i>Painted fabrics:</i> workrooms where poisonous materials are used.</p>

APPENDIX VI (a)—continued.

Country.	Lead.	Mercury.	Phosphorus.	Arsenic.
FRANCE—cont.	<p><i>Young Persons under 18.</i>                      Melting lead, and the manipulation of oxides of lead in <i>electric accumulator</i> factories.                      Ceramic <i>chromolithography</i> (dry powdering and colour dusting).  <i>Porcelain factories</i>: when the workers are exposed to dust.  <i>Painted fabrics</i>: workrooms where poisonous materials are used.                      Manufacture of <i>pottery</i>, with furnaces which do not consume their own smoke: ditto.  <i>Glass works</i>, crystal works: where poisonous substances are used.</p>			
GERMANY	<p><i>Young Persons under 16.</i>                      The manufacture of <i>lead colours</i> and other lead compounds.                      Manufacture of <i>electric accumulators</i>: work involving contact with lead or lead compounds.</p>			

	<p><i>Zinc-smelting</i> : various processes involving exposure to lead fumes and dust.</p> <p><i>Young Persons under 18.</i> <i>Zinc-smelting</i> : removing waste ashes and other dusty processes.</p>			
GREECE	<p><i>Young Persons under 16, Girls under 18.</i></p> <p>Factories for the preparation of <i>lead or lead alloys</i> and lead colours. <i>Glass</i> and crystal factories : glass polishing, &amp;c. Rooms in which <i>electric accumulators</i> are manufactured. <i>Printing works</i> : in type-setting rooms, stereotype and linotype rooms. <i>Smelting works</i> : in cleaning lead flues.</p>	<p><i>Young Persons under 16, Girls under 18.</i></p> <p><i>Gilding and silvering</i> factories.</p> <p>Factories where <i>mercury and mercurial compounds</i> are used. <i>Hat factories</i> : the wetting of hats with combinations of mercury ; rooms where hats are polished, brushed and boiled. <i>Mirror factories</i> : in covering glass with a mixture of mercury.</p>	<p><i>Young Persons under 16, Girls under 18.</i></p> <p><i>Phosphorus</i> factories. <i>Match</i> factories : in rooms where phosphorus paste is prepared, matches are dipped or dried, and any other places where phosphorus fumes are given off.</p>	<p><i>Young Persons under 16, Girls under 18.</i></p> <p>Factories for the preparation of <i>arsenic</i> and compounds of arsenic.</p>
ITALY	<p><i>Young Persons under 15, Young Women under 21.</i></p> <p>Factories for the manufacture of litharge and <i>white lead</i> and other preparations of lead and antimony. Factories for the treatment of <i>metallic lead</i>, in type-founding and the manufacture of alloys containing lead.</p>	<p><i>Young Persons under 15, Young Women under 21.</i></p> <p>The manufacture of <i>mirrors</i> with compositions containing mercury. The manufacture of <i>alloys containing mercury</i>. The treatment by a smelting process of <i>ore containing mercury</i>.</p>	<p><i>Young Persons under 15, Young Women under 21.</i></p> <p>Factories for the manufacture of <i>phosphorus</i>. <i>Match</i> factories : in certain rooms. [This has been rendered obsolete by the prohibition of white phosphorus.]</p>	<p><i>Young Persons under 15, Young Women under 21.</i></p> <p>Factories for the manufacture of <i>colours</i> and <i>preparations containing arsenic</i>. The manufacture of <i>alloys containing arsenic</i>. The treatment by a melting process of <i>ores containing arsenic</i> ; in calcining chambers, &amp;c., all minerals</p>

APPENDIX VI (a)—continued.

Country.	Lead.	Mercury.	Phosphorus.	Arsenic.
ITALY—cont.	<p><i>Young Persons under 15. Young Women under 21.</i></p> <p>The treatment by a smelting process of <i>lead ore</i> containing silver.</p> <p><i>Paper factories</i>: in dyeing paper with the use of poisonous substances.</p> <p><i>Letterpress printing</i>: in cleaning the type.</p> <p><i>Ceramic factories</i>: in rooms where the glaze is prepared, where the raw material is ground by a dry process: and where glazes containing lead are applied.</p>	<p><i>Young Persons under 15. Young Women under 21.</i></p> <p><i>Felt factories</i>: in work on felt previously treated with mercurial preparations.</p> <p><i>Gilding and silver-plating.</i></p> <p>Workplaces or parts of workplaces where <i>carotting</i> is carried on.</p>		<p><i>Young Persons under 15. Young Women under 21.</i></p> <p>containing arsenic, and especially copper ore containing arsenic.</p> <p><i>Paper factories</i>: in dyeing paper with the use of poisonous substances.</p>
JAPAN	<p><i>Young Persons under 15.</i></p> <p>Where <i>dust, fumes or gases</i> are generated from <i>lead</i>.</p>	<p><i>Young Persons under 15.</i></p> <p>Work in which <i>mercury, or its chemical compounds</i>, is manipulated.</p> <p>Where <i>dust, fumes or gases</i> are generated from <i>mercury</i>.</p>	<p><i>Young Persons under 15.</i></p> <p>Work in which <i>yellow phosphorus, or sulphide of phosphorus</i> are manipulated.</p> <p>Where <i>dust, fumes or gases</i> are generated from <i>yellow phosphorus</i>.</p>	<p><i>Young Persons under 15.</i></p> <p>Work in which <i>arsenic or its chemical compounds</i>, is manipulated.</p> <p>Where <i>dust, fumes or gases</i> are generated from <i>arsenic</i>.</p>

NETHERLANDS	<p><i>Young Persons under 17.</i></p> <p>The same as for adult women (<i>see page 95</i>), except as regards the <i>ceramic industry</i>, where the work of young persons is only prohibited in the processes named <i>under 16</i>; and the following additions:—</p> <p><i>Male Young Persons of 17 years of age.</i></p> <p>Preparation of <i>white lead</i>. Preparation of <i>sugar of lead</i>, <i>oxide of lead</i>, <i>red lead</i>. Burning (reducing) of <i>lead ash</i>. Preparation or manufacture of <i>enamels</i> for enamelled goods, if the enamel contains lead to an extent of more than <math>\frac{1}{2}</math> per cent. of its weight in a dry state.</p> <p><i>Young Persons under 16.</i></p> <p>The <i>ceramic industry</i>: in glost-placing (placing the dipped articles in saggars) or, when no saggars are used, in placing the dipped articles in the ovens.</p>	<p><i>Young Persons under 17.</i></p> <p>The same as for adult women (<i>see page 95</i>).</p> <p><i>Male Young Persons of 17 years of age.</i></p> <p>Preparation of <i>colours containing mercury</i>. Preparation or manufacture of <i>mercuric chloride</i>. Preparation or <i>manufacture of mercury or mercury foil</i>.</p>	<p><i>Young Persons under 17.</i></p> <p>The same as for adult women (<i>see page 95</i>).</p> <p><i>Male Young Persons of 17 years of age.</i></p> <p>Preparation or manufacture of <i>white phosphorus</i>.</p>	<p><i>Young Persons under 17.</i></p> <p>The same as for adult women (<i>see page 95</i>).</p> <p><i>Male Young Persons of 17 years of age.</i></p> <p>Preparation or manufacture of <i>arsenic</i> or compounds of arsenic. Manufacture of <i>verdigris</i> (Spanish green).</p>
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APPENDIX VI (a)—continued.

Country.	Lead.	Mercury.	Phosphorus.	Arsenic.
NORWAY	<p><i>Young Persons under 18.</i></p> <p><i>Porcelain and earthenware factories: workrooms where poisonous materials are used.</i></p> <p><i>Printing works: washing of floors.</i></p> <p><i>Manufacture of substances containing lead: in workrooms where poisonous substances are used.</i></p> <p><i>Young Persons under 16.</i></p> <p><i>Type casting.</i></p> <p><i>Enamelling works: galvanising workrooms.</i></p>		<p><i>Young Persons under 16.</i></p> <p><i>Match factories. [This has been rendered obsolete by the prohibition of white phosphorus.]</i></p>	
POLAND	<p>The laws in force in those parts of the new Polish Republic formerly under Russian, German, and Austrian rule remain in operation respectively until modified by the Polish Legislature. See, consequently, under Czecho-Slovakia and Germany.</p>			
<i>Parts of Poland formerly under Russian rule</i>	<p><i>Young Persons under 15.</i></p> <p><i>Ceramic industry</i></p>			

	<i>Lead industry.</i>  <i>Young Persons under 18.</i>  Any process involving contact with lead.			
RUMANIA* ....				
SPAIN ....	<i>Young Persons under 16.</i> <i>Young Women under 21.</i>  Manufacture of metal boxes for preserves: in <i>soldering</i> rooms. Manufacture of <i>printed fabrics</i> : in rooms where poisonous substances are used. <i>Enamelling</i> metal, and manufacture of enamel with the use of furnaces which do not consume their own smoke. <i>Glass</i> , crystal and looking-glass factories: rooms where poisonous substances are used.	<i>Young Persons under 16.</i> <i>Young Women under 21.</i>  <i>Mirror</i> factories: rooms where poisonous substances are used. <i>Gilding and silvering</i> : rooms where acids or mercurial fumes are evolved. Manufacture of <i>sulphate of mercury</i> . <i>Preparation of skins</i> with salts of mercury.	<i>Young Persons under 16.</i> <i>Young Women under 21.</i>  The manufacture and storage of <i>matches</i> . [This has been rendered obsolete by the prohibition of white phosphorus.] Manufacture of <i>phosphorus</i> .	<i>Young Persons under 16.</i> <i>Young Women under 21.</i>  <i>Painting and decoration of toys</i> with colours containing arsenic. <i>Manufacture of arsenical and arsenical acid</i> and arsenious acid. Manufacture of <i>printed fabrics</i> : in rooms where poisonous substances are used.

\* Girls under 17 and boys under 15 may not be employed in unhealthy processes. A list of such processes is to be drawn up by the authorities. No details of any such list have been received.

APPENDIX VI (a)—continued.

Country.	Lead.	Mercury.	Phosphorus.	Arsenic.
SPAIN—contd.	<p>Young Persons under 16. Young Persons under 21.</p> <p>Manufacture of white lead, red lead, litharge, massicot, chromate of lead, chloride of lead.</p> <p>Metallic lead industry. Type foundries.</p> <p>Manufacture of electric accumulators.</p> <p>Painting and decoration of toys with colours containing lead.</p> <p>The casting and putting together of goods made of lead and their alloys.</p>			



APPENDIX VI (b).

EXCLUSION OF YOUNG PERSONS FROM TRADES OTHER THAN THOSE INVOLVING CONTACT WITH THE POISONS NAMED IN APPENDIX VI (a).

Country.	Chemical Trades.	Trades involving Contact with Poisonous Vapours. or Dust.	Trades Involving Risk of Injury from Non-Poisonous Dust.	Other Unhealthy Trades.
AMERICA.*		<p><i>Young persons under 18.</i></p> <p>Processes in which <i>poisonous acids</i> are used: (Alabama, Arizona, Arkansas, California, Colorado, Connecticut, Florida, Illinois, Kentucky, Maryland, Minnesota, Missouri, Nevada, New Jersey, New York, North Dakota, Ohio, Oklahoma, Pennsylvania, Utah, Vermont, Wisconsin).</p> <p>Manufacture of <i>poisonous dyes</i>: (Alabama, California, Connecticut, Maryland, New Jersey, Ohio, Oklahoma, Pennsylvania, Wisconsin).</p>	<p><i>Young persons under 18.</i></p> <p>In operating, &amp;c., any emery, tripoli, rouge, corundum, stone, carborundum, or any abrasive, or emery <i>polishing or buffing wheel</i>, where articles of the base metals or of iridium are manufactured. (New York, Wisconsin, Maryland, Ohio.)</p> <p>In the operation or use of any <i>buffing or polishing wheel</i>: (Delaware, Massachusetts, Pennsylvania).</p>	

\* In twelve States a State Board of Labor or of Health has authority to determine whether any particular trade process or occupation is injurious to children under 18 and prohibit their employment therein; in five States, a State Board or other authority has power to do this with reference to children under 18.

APPENDIX VI (b)—continued.

Country.	Chemical Trades.	Trades Involving Contact with Poisonous Vapours or Dust.	Trades Involving Risk of Injury from Non-Poisonous Dust.	Other Unhealthy Trades.
<i>AMERICA—cont.</i>		<p><i>Young persons under 16.</i></p> <p>Manufacture or use of <i>compositions of lye</i> in injurious quantities: (Alabama, California, Kentucky, Maryland, New Jersey, Ohio, Oklahoma, Wisconsin).</p> <p>Manufacture of compositions with <i>poisonous gases</i>: (Alabama, Arkansas, California, Connecticut, Kentucky, Maryland, New Jersey, Ohio, Oklahoma, Wisconsin).</p> <p><i>Burnishing machines</i> in tanneries and leather factories: (Arizona, Tennessee, Vermont, Wisconsin, Connecticut, Missouri, California, Kentucky, Maryland, Massachusetts).</p>	<p><i>Young persons under 16.</i></p> <p>Occupations causing <i>dust in injurious quantities</i>: (Alabama, Arkansas, California, Kentucky, Maryland, Ohio, Oklahoma, Wisconsin).</p> <p>Operating <i>emery or polishing wheels</i> for polishing metal: (Arizona, Colorado, Florida, Illinois, Kentucky, Wisconsin, Minnesota, Missouri, North Dakota, Tennessee, Vermont).</p> <p>At <i>sandpaper or wood-polishing machines</i>: (Alabama, Arizona, Arkansas, California, Colorado, Connecticut, Florida, Illinois, Kentucky, Maryland, Minnesota, Missouri, New</p>	

Handling any goods, &c., that are poisonous or that give off *dust fumes or gases*. (New Jersey).

Work around any heated metals, &c., that give off any *injurious fumes or gases* (New Jersey).

*Young Persons under 15.*

Manufacture of *poisonous dyes*: (Delaware).

Manufacture of *poisonous gases*: (Delaware).

Processes in which *poisonous acids* are used: (Delaware).

Compositions of lye: (Delaware).

Jersey, New York, North Dakota, Tennessee, Vermont, Wisconsin, Wyoming).

At machines used in *picking wool, hair* or any other material (upholstering, &c.): (Alabama, Arizona, California, Connecticut, Kentucky, Maryland, Massachusetts, Missouri, Ohio, New Jersey, New York, Tennessee, Vermont, Wisconsin).

*Carding machines*: (Arkansas, California, Kentucky, Maryland, Ohio, New Jersey, Wisconsin).

In occupations, causing mineral, animal, or vegetable *dust in injurious quantities*, including flint, clay, metal and talc dust, tobacco, rubber (New Jersey).

(1) *Tobacco: Assorting, manufacturing or packing* (sometimes *stripping*) (Alabama, California, Kentucky, Maryland, New Jersey, Massachusetts, Ohio, Pennsylvania).

(2) *Tobacco warehouse, cigar factory, or other*

APPENDIX VI (b)—*continued.*

Country.	Chemical Trades.	Trades Involving Contact with Poisonous Vapours or Dust.	Trades Involving Risk of Injury from Non-Poisonous Dust.	Other Unhealthy Trades.
<i>AMERICA—cont.</i>			<p><i>Young persons under 16.</i></p> <p>factory where tobacco is manufactured or prepared (Arizona, Indiana, Nevada, Utah (includes tobacco stand and store), Vermont, Wisconsin).</p> <p><i>Young persons under 15.</i></p> <p><i>Tobacco:</i> In stripping or assorting (Delaware). Occupations causing dust in injurious quantities: (Delaware).</p>	

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Country.	Chemical Trades.	Trades Involving Contact with Poisonous Vapours or Dust.	Trades Involving Risk of Injury from Non-Poisonous Dust.	Other Unhealthy Trades.
ARGENTINE ....	<p><i>Young Persons under 16.</i></p> <p>The same as for adult women. See page 99</p>	Ditto.	Ditto.	Ditto.
BELGIUM ....	<p><i>Absolute exclusions.</i></p> <p><i>Young Persons under 16 and Girls under 21.</i></p> <p>Manufacture of <i>hydrofluoric acid, nitric acid, sulphurous acid, and sulphites.</i></p> <p>Manufacture of <i>carbonate of copper (blue ash) and other compounds of copper.</i></p> <p>Manufacture of <i>ether.</i></p> <p>Manufacture of <i>bisulphide of carbon.</i></p>	<p><i>Absolute exclusions.</i></p> <p><i>Young Persons under 16 and Girls under 21.</i></p> <p>Manufacture of <i>varnished or patent leather.</i></p> <p>Manufacture of <i>orchil liquor.</i></p> <p><i>Young Persons under 16.</i></p> <p>Distillation and rectification of <i>alcohol.</i></p> <p>Manufacture of <i>Eau de Cologne</i> and other similar products by distillation.</p> <p>Manufacture of <i>varnished felt and peaks (for caps).</i></p>	<p><i>Absolute exclusions.</i></p> <p><i>Young Persons under 16 and Girls under 21.</i></p> <p>Workrooms for the preparation of <i>hogs' bristles</i> by any fermentation process.</p> <p><i>Young Persons under 16.</i></p> <p>Workrooms for <i>unmounting old leather.</i></p> <p>Manufacture of <i>tarred felt</i> suitable for coating ships.</p>	<p><i>Absolute exclusions.</i></p> <p><i>Young Persons under 16 and Girls under 21.</i></p> <p><i>Anatomy rooms.</i></p> <p>Depôts for <i>animal refuse.</i></p> <p>Manufacture of <i>manure</i> from animal matter.</p> <p><i>Young Persons under 16.</i></p> <p>Public and private <i>slaughter houses.</i></p> <p><i>Gut works.</i></p> <p><i>Knackers' yards.</i></p> <p>Depôts for <i>kitchen refuse.</i></p>

APPENDIX VI (b)—continued.

Country.	Chemical Trades.	Trades Involving Contact with Poisonous Vapours or Dust.	Trade Involving Risk of Injury from Non-Poisonous Dust.	Other unhealthy Trades.
BELGIUM—cont.	<p><i>Young Persons under 16.</i></p> <p>Manufacture of sulphuric acid (oil of vitriol), hydrochloric acid.</p> <p>Manufacture of chlorine.</p> <p>Manufacture of oxide of zinc (zinc white.)</p> <p>Manufacture of chloride of lime—dry or dissolved.</p> <p>Manufacture of chromates.</p> <p>Manufacture of nitrobenzene.</p> <p>Manufacture of hypochlorite of potash by the direct action of chlorine.</p> <p>Manufacture of hypochlorite of soda by the direct action of chlorine.</p> <p>Manufacture of yellow prussiate of potash by the action of atmospheric nitrogen on alkalized charcoal and other cyanides.</p> <p>Manufacture of yellow prussiate of potash by calcining animal material with potash or by the</p>	<p><i>Young Persons under 16.</i></p> <p>The distillation of oil of aspic.</p> <p>Distillation of oil from tar, shale, petroleum, &amp;c.</p> <p>Boiling linseed oil in bulk.</p> <p>Distillation of oil of turpentine.</p> <p>Work on a large scale on all resinous substances, either for casting in moulds and refining, or in order to extract turpentine.</p> <p>Distillation of resins for the manufacture of fine oils and volatile spirits.</p> <p>Factories in which animal fat is extracted by means of bisulphide of carbon.</p> <p>Application, hot, of varnishes, colours, or coatings on paper, wood, fabric, and in general on any surface of whatever nature.</p> <p>Varnish factories.</p> <p>Workrooms where india rubber is treated by bisulphide of carbon.</p>	<p><i>Young Persons under 16.</i></p> <p>Exclusions from specified processes or rooms.</p> <p>Manufacture of cement: in breaking, grinding and crushing workrooms, when the dust evolved by these operations is not drawn off by mechanical means.</p> <p>Manufacture of felt hats: in places where the workers are exposed to dust arising from the process.</p> <p>Workrooms for the manufacture of curled animal hair: in places where the workers are exposed to dust.</p> <p>The manipulation or mixing, on a large scale, of mineral or vegetable substances liable to give rise to dust or smoke or to injurious or unpleasant odours.</p>	<p><i>Young Persons under 16.</i></p> <p>Scalding-houses, where intestines and other animal matter are prepared or cooked, and where the heads and feet of animals are treated with a view to removing the hair.</p> <p>Workrooms for the salting and pickling of fish.</p> <p>Depôts and drying rooms for animal blood.</p> <p>Salting and preparation of meat.</p> <p>Exclusions from specified processes or rooms.</p> <p>Manufacture of gu' strings: in places where mucous membrane is removed from the intestines by putrefaction.</p> <p>Washing and bleaching sponges: in workrooms where fetid odours are given off arising from the decomposition and</p>

use of bisulphide of carbon and sulpho-hydrate of ammonia.

Manufacture of *soda* from a sulphate.

Manufacture of *caustic soda* from crude *soda*.

Manufacture of *copper sulphate* by sulphur and roasting.

Manufacture of *copper sulphate* by the action of sulphuric acid on the oxide or carbonate of copper.

Manufacture of *sulphate of iron* by the action of sulphuric acid on iron or pig-iron.

Manufacture of *sulphate of soda*.

Manufacture of *sulphate of zinc* by the action of sulphuric acid on the metal.

*Exclusions from specified processes or rooms.*

Manufacture of *aniline* and dyes made therefrom; in workrooms in which nitration and reduction processes are carried on.

*Exclusions from specified processes or rooms.*

*Bleaching* of woollen or silk yarn or fabric by means of sulphuric acid: in places where sulphuric acid is given off.

*Bleaching* of yarn and cloth, of hemp, jute or cotton, by means of chlorine and bleaching chlorides: in places where chlorine is given off.

Manufacture of *silk* and other *hats* with the use of varnish: in places where the varnish is prepared or used.

Pickling of *copper* by nitric acid: in workrooms where nitric fumes are liable to be given off.

Workrooms where *cleaning* is carried on by means of naphtha or other hydrocarbons: in workrooms where naphtha or poisonous substances are handled.

*Dyeing and cleaning* works: ditto.

Manufacture of *alcoholic liquors* by distillation: in places where the distillation is carried on.

Mills for grinding *dye woods, stones, or flint, lime, cement, plaster, sulphate of barium, &c.*: in places where the dust is not drawn off by mechanical means.

Cleaning and preparation of *feathers and down quilts*: in places where the workers are exposed to dust.

*Young Persons under 14.*

Sharpening and polishing *firearms*, by means of mechanical whetstones: in workrooms where the sharpening and polishing is carried on.

Manufacture of *metal buttons*: in workrooms where cleaning is carried on.

*Brush factories*: in workrooms where preparatory processes, and the combing of fibres and bristles are carried on.

Manufacture of *earthenware* and *porcelain*: in places where the workers are exposed to dust from grinding and crushing.

fermentation of gelatinous animal matter.

Manufacture of *ox foot oil*: in places where odours are given off from animal matter in a state of putrefaction.

Manufacture of *fish oil*: in places where there are maceration vats.

Manufacture of *red oil* extracted from greaves and fat refuse by means of a high temperature: in places where the processes are carried on.

Stores for more than 25 kilometres of *bones*: in places where the bones are stored in a fresh state and places where they are sorted.

*Young Persons under 14.*

*Breweries and distilleries*: in the malt houses and places where fermentation is carried on.

APPENDIX VI (b)—continued.

Country.	Chemical Trades.	Trades Involving Contact with Poisonous Vapours or Dust.	Trades Involving Risk of Injury from Non-Poisonous Dust.	Other Unhealthy Trades.
BELGIUM— <i>contd.</i>	<p><i>Young Persons under 18.</i></p> <p>Manufacture of <i>animal charcoal</i> by the carbonisation of old skins or any other animal matter: in workrooms where animal fat is extracted by benzene.</p> <p>Manufacture of <i>animal charcoal</i> by the carbonisation of bones in air: ditto.</p> <p>Manufacture of <i>animal black</i>: ditto.</p> <p>Manufacture of <i>superphosphates</i>: in places where the workers are exposed to dust, or where fumes are given off from the acids.</p> <p>Preliminary work on the <i>phosphated chalk</i>, in the preparation of superphosphate of lime: in places where the workers are exposed to dust.</p>	<p><i>Young Persons under 16.</i></p> <p>Morocco leather works: in places where injurious odours are given off (skinning and tanning operations).</p> <p>Refining of <i>precious metals</i>: in workrooms where refining is carried on by means of acids.</p> <p>Glass works: in places where the raw materials constituting the glass are mixed, and where engraving is carried on by means of hydrofluoric acid.</p> <p>Galvanising of iron and pig-iron: in pickling and galvanising workrooms.</p>	<p><i>Young Persons under 14.</i></p> <p>Combing on a large scale of hemp, flax, and similar textiles: in workrooms where the workers are exposed to dust, unless this is drawn off by mechanical means.</p> <p>Scutching of hemp, flax, and similar textiles on a large scale: ditto.</p> <p>Scouring of wool and waste: ditto.</p> <p>Spinning cotton, flax, hemp, wool and jute: ditto.</p> <p>Cotton-wool factories: ditto.</p> <p>Bale opening and shaking of wool regularly on a large scale: ditto.</p> <p>Rag garnetting: ditto.</p> <p>Wool scribbling: ditto.</p> <p>Preparation and accessory processes in connection with textile substances, such as shaking, carding, scouring, combing: ditto.</p>	



			<p><i>Steeping</i> of hemp, flax, &amp;c., on a large scale by means of chemical substances and mechanical apparatus.</p> <p><i>Polishing</i> pieces of <i>nickel metal</i> by means of mechanical whetstones: in workrooms where polishing is carried on.</p> <p><i>Glassworks</i>: in glass cutting rooms.</p>	
BRITISH EMPIRE : Great Britain	<p><i>Young Persons under 18.</i></p> <p>Manufacture of <i>chromate and bichromate of potassium or sodium</i>: in any chrome process.</p>	<p><i>Young Persons under 18.</i></p> <p><i>Vulcanising of india-rubber</i> by means of bisulphide of carbon: in any room in which bisulphide of carbon is used.</p>	<p><i>Young Persons under 14.</i></p> <p><i>Dry grinding</i> in the metal trade.</p>	<p><i>Girls under 18.</i></p> <p>The making of <i>bricks and tiles</i>.</p> <p>The making and finishing of <i>salt</i>.</p> <p><i>Young Persons under 18</i></p> <p><i>Wet spinning</i>, unless means are employed for protecting workers from wet and for preventing the escape of steam into the workrooms.</p>
Australia— New South Wales	....	....	<p><i>Young Persons under 16.</i></p> <p><i>Dry grinding</i>.</p>	<p><i>Girls under 18.</i></p> <p>Manufacture of <i>bricks and tiles</i>.</p> <p>Making and finishing of <i>salt</i>.</p>

APPENDIX VI (b)—continued.

Country.	Chemical Trades.	Trades Involving Contact with Poisonous Vapours or Dust.	Trade Involving Risk of Injury from Non-Poisonous Dust.	Other unhealthy Trades.
<b>BRITISH EMPIRE— contd.</b>			<i>Young Persons under 16.</i>	<i>Girls under 16.</i>
<i>Victoria</i> ....	....	....	Ditto.	Manufacture of bricks and tiles. Making and finishing of salt.
<i>South Australia</i> ....	—	....	Ditto.	Ditto.
<i>Western Australia</i> ....	....	....	....	Ditto.
<i>Tasmania</i> ....	....	....	Ditto.	Ditto
<i>Canada :</i>	<i>Boys under 16, Girls under 18.</i>	<i>Boys under 16, Girls under 18.</i>	<i>Boys under 16, Girls under 18.</i>	<i>Boys under 16, Girls under 18.</i>
<i>Quebec</i> ....	Manufacture of muriatic acid, nitric acid, sulphuric acid, oxalic acid.	Cleaning of iron, brass or zinc with acids. Mechanical pounding of drugs. Tarring of felt. Making or storing of fertilisers. Galvanising of iron. Oil cloth. Rubber works, varnishing department. Preparation of asphalt.	Boxing of baking powder. Beating of carpets on a large scale. Beating and cleaning of wools. Cutlery (grinding and turning of stones). Crushing and barrelling of cement. Crushing of lime, plaster and stone. Dry polishing of crystals	Abattoirs. Flesh and refuse from abattoirs. Flaying of horses and other animals. Glue.

		<p><i>Dyeing of skins.</i>  <i>Handling and barrelling oxide of iron.</i>  <i>Preparation and glossing of skins and leather.</i>  <i>Tar (dipping of iron pipes and wooden blocks).</i>  <i>Varnishing metal dried in ovens.</i></p>	<p><i>Dry polishing of iron, brass or horn.</i>  <i>Sawing and polishing of marble.</i>  <i>Nails (grinding tools and turning stones).</i>  <i>Sorting and manipulating of rags.</i>  <i>Cutting, grinding and gargetting of rags.</i>  <i>Polishing, sandpapering on machines in shoe factories.</i>  <i>Sandpapering wood by machinery.</i></p>	
South Africa ....	---	---	<p><i>Young Persons under 16.</i>  <i>Dry grinding in the metal trade.</i></p>	<p><i>Young Persons under 16.</i>  <i>Making or finishing of bricks or tiles.</i>  <i>Making and finishing of salt.</i></p>
CZECHO-SLOVAKIA ....	....	<p><i>Girls under 17,</i>  <i>Boys under 16.</i>  <i>Bronzing with bronze powder in printing works.</i></p>	....	....
DENMARK ....	....	....	<p><i>Boys under 16.</i>  <i>Certain stone-cutting processes.</i></p>	....

APPENDIX VI (b)—continued.

Country.	Chemical Trades.	Trades Involving Contact with Poisonous Vapours or Dust.	Trades Involving Risk of Injury from Non-Poisonous Dust.	Other Unhealthy Trades.
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See the List of Trades from which women are absolutely excluded, Appendix V (b). Young persons are excluded from the following processes and rooms also :—

FRANCE	<p><i>Young Persons under 18.</i></p> <p>Manufacture of <i>hydrochloric acid</i> and <i>sulphuric acid</i>: in workrooms where fumes are given off or the acids are handled.</p> <p>Manufacture of <i>oxide of zinc</i> (zinc white): in workrooms where burning and condensation take place.</p> <p>Manufacture of <i>metallic nitrates</i>: in workrooms where fumes are given off or acids are handled.</p> <p>Manufacture of <i>soda salt</i>: in workrooms where acid fumes are given off.</p> <p>Manufacture of <i>ferric sulphate</i> by action of nitric acid on ferrous sulphate: in workrooms where acid fumes are given off.</p>	<p><i>Young Persons under 18.</i></p> <p>Refining of <i>gold and silver</i> by acids: in workrooms where fumes are given off or acids are handled.</p> <p><i>Bleaching fabrics, straw, paper</i>: in workrooms where chlorine and sulphuric acid are given off.</p> <p>Work on <i>rubber</i> using spirits and bisulphide of carbon; and application of india-rubber coatings: in workrooms where fumes of bisulphide of carbon are given off.</p> <p>Manufacture of <i>silk</i> or other <i>hats</i> by means of varnishing: in workrooms where the varnishes are made and applied.</p> <p>Treatment of <i>rags</i> by hydrochloric acid fumes: in workrooms where acids are given off.</p>	<p><i>Young Persons under 18.</i></p> <p><i>Glass grinding.</i></p> <p>Extraction of the silk parts from <i>cocoons</i>.</p> <p><i>Drying, sawing and polishing of alabaster</i>: when the workers are exposed to dust.</p> <p>Shaking, carding and scouring <i>wool, horsehair and feathers</i>: in workrooms where the workers are exposed to dust.</p> <p>Beating <i>bark</i> in towns: in workrooms where the workers are exposed to dust.</p> <p>Beating <i>carpets</i> on a large scale: ditto.</p> <p><i>Button making</i> and other metal embossing by mechanical means: ditto.</p> <p>Manufacture of <i>felt hats</i>: ditto.</p>	<p><i>Young Persons under 18.</i></p> <p><i>Laundries</i>: in workrooms where dirty linen is manipulated before disinfection and washing.</p> <p><i>Gut works</i>: in blowing.</p> <p>Converting disused rope into <i>tow</i>: when the workers are exposed to dust.</p> <p><i>Flax spinning</i>: when provision is not made to ensure that the water shall run off.</p> <p><i>Singeing fabrics</i>: when the products of combustion are given off freely in workrooms.</p> <p>Workrooms for blowing out and drying of <i>bladders</i>: in blowing.</p>
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Manufacture of ferrous sulphate (copperas) by the action of sulphuric acid on scrap iron: in workrooms where acid fumes are given off.  
Manufacture of sulphate of soda by action of sulphuric acid on sea salt.  
Manufacture of bisulphide of carbon: in workrooms where injurious fumes are given off.  
Manufacture of *superphosphate of lime* and of *potash*: in workrooms where acid fumes are given off and the workers are exposed to dust.

*Cleaning of waste from cotton*: in workrooms where bisulphide of carbon is handled.

Grinding of *compounds of copper*: in workrooms where the workers are exposed to dust.

*Pickling of copper* by acids: in workrooms where acid fumes are given off.

Extraction of fat from *grease liquors* for the manufacture of *soap* and for other purposes: in workrooms where bisulphide of carbon is used.

*Scouring of wool and cloth* by a wet method: in workrooms where acid fumes are given off.

*Pickling and galvanising of iron*: in workrooms where fumes are given off or the acids are handled.

Manufacture of varnished *felt and peaks* (for caps): in the preparation and use of the varnishes.

*Roasting of sulphurous ores* when gases are condensed and where the mineral does not contain arsenic: in workrooms where roasting is carried on.

*Leather dressing works*: in unhairing the skins.

*Lime kilns*: ditto.

*Rag depots*: sorting and manipulating rags.

*Cement furnaces*: in workrooms where the workers are exposed to dust.

Dry work on *horn, bone, and mother of pearl*: ditto.

*Carding silk waste*: ditto.  
Manufacture of *tarred felt*: ditto.

Extraction and quarrying of *sandstone*: ditto.

Works for the grinding of *cork*: ditto.

Drying, sawing and polishing *marble*: ditto.

Dry grinding of mineral substances: ditto.

Mills for grinding plaster, lime, stones, and "pouzzolanes": ditto.

Manufacture of cotton wool: ditto.

*Young Persons under 17.*

Public and private *slaughter houses*: in slaughtering the animals.  
*Young Persons under 14.*

*Slaughter houses*: (see above) in all work other than slaughtering.

APPENDIX VI (b)—continued.

Country.	Chemical Trades.	Trades Involving Contact with Poisonous Vapours or Dust.	Trades Involving Risk of Injury from Non-Poisonous Dust.	Other unhealthy Trades.
FRANCE—contd. ....		<p><i>Young Persons under 18.</i></p> <p>Manufacture of <i>mineral black</i>: when the workers are exposed to dust.</p> <p><i>Scouring of skins, fabrics and woollen waste</i> by petrol and other hydro-carbons: in workrooms where solvents are used or where the waste is sorted, cut and handled.</p> <p><i>Polishing and finishing skins</i>: when the workers are exposed to dust.</p> <p><i>Mechanical pounding of drugs</i>: when the workers are exposed to dust.</p> <p><i>Refrigerating apparatus</i> by means of sulphuric acid: in workrooms where acid fumes are given off.</p> <p>Manufacture of <i>mustard plasters</i> by the use of hydro carbons: in workrooms where solvents are handled.</p> <p><i>Pulverising and grinding of sulphur</i>: when the workers are exposed to dust.</p>	<p><i>Young Persons under 18.</i></p> <p>Manufacture of paper: in sorting and preparing the rags.</p> <p>Pulling and cutting rabbit and hare skins: when the workers are exposed to dust.</p> <p>Artificial "<i>pouzzolane</i>" kilns: ditto.</p> <p>Sawing and polishing stone: ditto.</p> <p>Manufacture of tobacco pipes: ditto.</p> <p>Plaster kilns: ditto.</p> <p>Preparation of hogs' bristles: ditto.</p> <p>Scutching of flax, hemp, and jute on a large scale: ditto.</p> <p>Glass and crystal works: manufacture of looking glasses: ditto.</p> <p><i>Young Persons under 16.</i></p> <p>Tobacco factories: in workrooms where tobacco is broken up.</p>	

Manufacturing processes in which large quantities of *bisulphide of carbon* are used : in workrooms where injurious fumes are given off.

Depots for *bisulphide of carbon* : in workrooms where injurious fumes are given off.

*Tan Mills and Tanneries* : when the workers are exposed to dust.

*Dye works* : in workrooms where poisonous materials are used.

Manufacture of *Painted fabrics* : in workrooms where poisonous materials are used.

Manufacture of *Varnished sheet iron* and metals : in workrooms where poisonous materials are used.

Treatment of *olive oil cake* : in workrooms where bisulphide of carbon is handled.

*Young Persons under 16.*

*Chromolithography* : in machine bronzing.

*Tin foil* : in bronzing by hand.

Manufacture, distillation and use on a large scale of oil of *petroleum, shale, tar, oil, and other hydrocarbons, &c.* : in distilling rooms and stores.

*Earthenware factories* : in workrooms where grinding and crushing are carried on.

APPENDIX VI (b)—continued.

Country.	Chemical Trades.	Trades Involving Contact with Poisonous Vapours or Dust.	Trades Involving Risk of Injury from Non-Poisonous Dust.	Other unhealthy Trades.
GERMANY ....	<p><i>Young Persons under 16.</i></p> <p>Manufacture of <i>alkaline chromates</i>: operations involving contact with the chromates.</p>	<p><i>Young Persons under 18.</i></p> <p>Vulcanising of <i>indiarubber</i>: work involving contact with bisulphide of carbon.</p>	<p><i>Young Persons under 16.</i></p> <p>In <i>combing rooms</i> and other dusty places in <i>textile mills</i>.</p> <p><i>Young Persons under 18.</i></p> <p><i>Slag works</i>: in places where slag or ground slag is brought in unpacked, and in beating sacks after use.</p> <p><i>Young Persons under 16.</i></p> <p><i>Glass works</i>: where raw material or waste glass is crushed and other processes.</p> <p><i>Boys under 14,</i> <i>Girls under 16.</i></p> <p><i>Glass works</i>: in dry grinding.</p>	<p><i>Young Persons under 16.</i></p> <p><i>Horsehair and brush works</i>: in disinfecting material or handling material before disinfection.</p>



	Boys under 16. Girls under 18.	Boys under 16. Girls under 18.	Boys under 16. Girls under 18.	Boys under 16. Girls under 18.
GREECE ....	<p>Manufacture of compressed gases (carbonic acid, oxygen, ammonia).  Manufacture of sulphuric acid, sulphurous acid, sulphur compounds, nitric acid and hydrochloric acid; bisulphide of carbon, chlorine, chloride of lime, subchloroid alkalines, chloride of sulphur; antimony or compounds; aniline and aniline dyes; cyanide compounds; oxalic acid; ethylic, sulphuric and acetic ether.  Any factories where poisonous fumes are given off.</p>	<p>Glass and crystal factories: where acid is used.  Chemical manure factories: processes generating dust or fumes, unless drawn off by mechanical exhaust.  Manufacture of collodion and celluloid.</p>	<p>Dusty processes in flour, textile and saw mills.  Glass and crystal factories: glass blowing, cutting, &amp;c.  Certain processes in paper factories.  Tobacco factories: opening and sorting, drying, cutting, &amp;c.</p>	<p>Factories using organic substances, subject to putrefaction; gum and glue factories, tanneries.</p>
ITALY ....	<p>Young Persons under 15. Girls under 21.</p> <p>The grinding and refining of sulphur.  Manufacture of carbides and their derivatives.  Manufacture of sulphuric acid, sulphurous acid, sulphites, nitric acid and hydrochloric acid.  Manufacture of compressed gas (i.e., carbonic acid, oxygen, ammonia).</p>	<p>Young Persons under 15. Girls under 21.</p> <p>Manufacture of aniline dyes.  Manufacture of collodion and celluloid.  The refining of precious metals.  The distillation and refining of petroleum.  Manufacture of oxide of zinc.  The extraction of oil from olive husks and of other fatty oils with the use of bisulphide of carbon.</p>	<p>Young Persons under 15. Girls under 21.</p> <p>Mechanical dressing of minerals and of materials extracted from mines and pits: in the pluvierisation, dry sifting and removal of the powder.  Tobacco factories: in opening bales, in sorting tobacco leaves which have not been damped, in the fermenting process, in</p>	<p>Sardine industry or the treatment of animal refuse to render its use innocuous.  Lime factories: in the treatment and sorting of bones and horny materials.  Bone button factories: in sorting bones and horny materials.</p>

APPENDIX VI (b)—continued.

Country.	Chemical Trades.	Trades Involving Contact with Poisonous Vapours or Dust.	Trades Involving Risk of Injury from Non-Poisonous Dust.	Other unhealthy Trades.
ITALY—(contd.)	<p><i>Young Persons under 15. Girls under 21.</i></p> <p>Manufacture of bisulphide of carbon. Manufacture of chlorine, calcium chloride, hypochlorine, and other hypochlorites and chloride of sulphur. Manufacture of chromates. Manufacture of soda salt with the use of sulphuric acid. Manufacture of ammonia and potash. Manufacture of compounds of cyanide. Manufacture of salts of barium, oxalic acid and oxalates. Manufacture of sulphuric ethylic, acetic and propylic ether, and of essences, or essential oils (such as turpentine and camphor).</p>	<p><i>Young Persons under 15. Girls under 21.</i></p> <p>The distillation of tar for the purpose of extracting benzene, paraffin, mineral oils, &amp;c. : in workrooms where the distilling process is carried on. Factories where glass, crystal goods, enamels, plate, enamelled sheet glass and glass beads are manufactured : in rooms where the raw material is pulverised, where beads are manufactured; in glass-blowing works; in cleaning and breaking up the furnaces; in making opaque and corroding with the use of hydrofluoric acid or sand jets; in grinding and polishing. <i>Indiarubber, gutta-percha and ebonite factories</i> : in rooms where vulcanisation is performed with the use of bisulphide of carbon or sul-</p>	<p><i>Young Persons under 15. Girls under 21.</i></p> <p>the removal of fermented product, in the drying process carried on in enclosed places, in grinding and sifting, in the manufacture of extracts and in cutting. <i>Sulphate of quinine factories</i> : in rooms where Peruvian bark is pulverised and sulphate of quinine purified. <i>Asbestos spinning and weaving factories</i> : in rooms where provision is not made for the immediate removal of the dust. <i>Tanneries</i> : in rooms where the hides are rubbed; in the treatment of the same with lime; in tanning pits where the workers are exposed to dust. <i>Hat factories</i> : in the rub-</p>	

phuric chloride ; in rooms where solutions of india-rubber are prepared in essential oils, and where materials are treated with these solutions in order that they may become waterproof.

*Artificial manure factories :* in rooms where dust freely evolves in the grinding process and injurious vapours and gases are given off in chemical reaction.

*Paper factories and sorting workshops :* in dyeing paper with the use of poisonous substances.

*Dyeing works :* in rooms where poisonous colours or baths are prepared.

bing, brushing and napping processes where suitable mechanical apparatus for drawing off dust is not provided.

*Paper factories and sorting workshops :* in the sorting and pounding of rags, and old paper, unless suitable apparatus is provided for sifting (beating) and for drawing off the dust.

*Lime, gypsum, cement, porcelain, asbestos, talc, blacklead, marble and barite mills :* where dust is evolved, unless it is effectively suppressed.

*Beating, carding and cleaning wool, cotton, flax, hemp, jute, animal and vegetable fibre, feathers and furs, and opening and beating silk refuse (cascami di seta) :* in rooms where these processes are carried on, even if the children and female young persons are employed in minding other machines or in other work, unless suitable provision is made for drawing off the dust.

APPENDIX VI (b)—continued.

Country.	Chemical Trades.	Trades Involving Contact with Poisonous Vapours or Dust.	Trades Involving Risk of Injury from Non-Poisonous Dust.	Other unhealthy Trades.
JAPAN . . . . .	. . . . .	Work in which <i>prussic acid, cyanide of potassium, hydrofluoric acid, sulphuric acid, nitric acid, hydrochloric acid, caustic soda, carbolic acid</i> and other similar poisonous or caustic substances are handled; and where dust fumes or gases are generated from <i>prussic acid, fluorine, aniline, chrome, chlorine,</i> or their chemical compounds or from other similar poisonous substances.	Work in which a considerable amount of <i>dust</i> is generated from <i>metals, ores, clays and stones, bones, horns, rags, animal hair, cotton wool, hemp, straw,</i> &c.	
NETHERLANDS . . . . .	<p style="text-align: center;"><i>Under 18.</i></p> Manufacture of <i>chromates</i> Manufacture of poisonous <i>cyanide compounds.</i> Preparation of <i>chloride of lime.</i>	. . . . .	<p style="text-align: center;"><i>Under 17.</i></p> Work in which the workers are exposed to <i>dust</i> in the grinding or sifting of <i>cement, lime, chalk, slay, glass, shells or brass, etc.</i> <i>Dry grinding and cutting of metals and glass.</i>	<p style="text-align: center;"><i>Under 16.</i></p> Sorting or marking <i>soiled linen.</i> Sorting, tearing, &c., of <i>rags.</i>

		<i>Under 17.</i>			
		<p>Manufacture of <i>oxide of zinc</i>. The further manipulation of the above substance in order to prepare it for delivery.</p>	....	<p>Manufacture of <i>soal briquettes</i> on enclosed premises.</p> <p style="text-align: center;"><i>Girls under 17.</i></p> <p>Places where <i>flax or hemp</i> is beaten, &amp;c., by hand.</p>	
NORWAY	....	<p><i>Young Persons under 18.</i> <i>Electro-chemical</i> factories: workshops with continuous processes. Manufacture of <i>hydro-carbonate of zinc</i>: in workrooms where poisonous substances are used.</p>	<p><i>Young Persons under 18.</i> <i>Cellulose</i> factories: in various processes.</p> <p><i>Young Persons under 18.</i> <i>Silvering and enamelling</i> works: in galvanising workrooms.</p> <p><i>Young Persons under 14.</i> Manufacture of <i>artificial manure</i> (if the Minister so orders). <i>Glass</i> works.</p>	<p><i>Young Persons under 18.</i> Grinding or milling of <i>stone and minerals</i>. <i>Cement</i> factories: in connection with furnaces, mills, packing, &amp;c. <i>Shoddy and rag</i> works: in manipulating and tearing the rags.</p>	
POLAND	....	<p>The laws in force in those parts of the New Polish Republic formerly under Russian, German and Austrian rule remain in operation respectively until modified by the Polish Legislature. <i>See</i> consequently under Czecho-Slovakia and Germany.</p>			
	Parts of Poland formerly under Russian rule.	<p><i>Young Persons under 15.</i> <i>Chemical</i> industry.</p> <p><i>Young Persons under 18.</i> All processes involving contact with <i>chrome</i>.</p>	<p><i>Young Persons under 15.</i> <i>Indiarubber</i> works. <i>Leather</i> works.</p>	<p><i>Young Persons under 15.</i> <i>Tobacco</i> works.</p>	....

APPENDIX VI (b)—continued.

Country.	Chemical Trades.	Trades Involving Contact with Poisonous Vapours or Dust.	Trades Involving Risk of Injury from Non-Poisonous Dust.	Other unhealthy Trades.
SPAIN ....	<p style="text-align: center;"><i>Boys under 16. Young Women under 21.</i></p> <p>Manufacture of <i>hydrofluoric acid, oxalic acid, salicylic acid, uric acid</i>, and its derivatives, <i>ammonia, caustic alkalis, aniline</i> and its derivatives, <i>arsenates</i> and <i>arsenites of the alkalis</i> and the heavy metals, <i>chloride of sulphur, Prussian blue, Prussian and English red, cyanide of iron, alkaline ferrocyanides, chlorine, hypochlorites and chromates, sulphide of soda, bisulphide of carbon.</i></p> <p><i>Oxide of zinc</i> manufactured by combustion of the metal: combustion and condensing rooms.</p> <p>Manufacture of <i>hydrochloric acid, acetic acid, sulphuric acid</i>: in rooms where fumes are evolved or acids used.</p>	<p style="text-align: center;"><i>Boys under 16. Young Women under 21.</i></p> <p>The refining of metals containing sulphur in furnaces, and the roasting of minerals containing sulphur.</p> <p><i>Galvanic gold plating</i>, silver plating and nickel plating.</p> <p>Pulverisation and sifting of sulphur: pulverising, sifting and packing rooms.</p> <p>Manufacture of <i>mineral black</i> by grinding residues arising in the dry distillation of bituminous shale: in rooms where the raw material is pulverised and sifted.</p> <p>Preparation of <i>varnished plates and metals</i>: in rooms where poisonous substances are used.</p> <p>Rubbing and grinding <i>copper compounds</i>: in grinding, sifting and filling rooms.</p> <p>Mechanical <i>pounding of</i></p>	<p style="text-align: center;"><i>Boys under 16. Young Women under 21.</i></p> <p><i>Alabaster, marble</i>, and all cut and polished stones: scouring and polishing workshops.</p> <p>Manufacture of covers and wadding from cotton: cleaning and carding workshops.</p> <p>Manufacture of <i>glazed felt</i>: in rooms where the workers are exposed to dust.</p> <p>The <i>polishing, pointing and grinding of metals and metallic goods.</i></p> <p><i>Button manufacturing.</i> Covering buttons with metal by means of machinery: filling, emptying and packing rooms.</p> <p><i>Lime kilns</i>: filling, emptying and packing rooms.</p> <p><i>Tanneries</i>: rooms where the workers are exposed to dust.</p>	<p style="text-align: center;"><i>Boys under 16. Young Women under 21.</i></p> <p>Storage and manufacture of <i>animal manure.</i></p> <p>Work in <i>public slaughter houses</i> and farms and the manipulation of refuse for the purpose of extracting various nitrogenous substances.</p> <p><i>Flax or hemp spinning</i>: rooms where proper provision is not made for the flowing off of water.</p> <p>Cleaning and removing membrane from <i>bladders and gut</i>: in rooms where cleaning and inflating are carried on.</p> <p><i>Singeing of fabrics</i> in the textile industry: in rooms where the products of combustion are freely evolved.</p>

Manufacture of *sulphate of iron*: in rooms where fumes are evolved or acids used.

Manufacture of *metallic nitrates* by the direct use of acid: ditto.

Manufacture of *soda from sulphate*: in rooms where fumes are evolved.

Manufacture of *sulphate of soda* from chloride: ditto.

Manufacture of *superphosphates*: in rooms where dust or acid fumes are evolved.

*drugs*: rooms where the workers are exposed to dust.

*Chromolithography*: in rooms where machine bronzing is carried on.

Manufacture of *tin foil*: in rooms where poisonous substances are used.

*Dyeing establishments*: ditto

*Refining precious metals*: in rooms where fumes are given off or acids used.

*Chemical bleaching* of fabrics, straw or paper: in rooms where chlorine or sulphurous acid is given off.

Cleaning and polishing *copper*: in rooms where fumes are given off or acids used.

*Refining iron*: ditto.

*Galvanising iron goods*: ditto.

*Separation of wool and rags* by a wet process: in rooms where acid fumes are given off.

Rooms where *freezing* is effected by *sulphuric acid*: in rooms where sulphuric acid is formed.

Treatment of *rags with hydrochloric acid*: in rooms where dust is evolved or acid fumes given off.

*Cement furnaces*: ditto.

Factories where *bark* is prepared: grinding rooms.

Dry treatment of *horn, bones and mother-of-pearl*: cleaning and polishing rooms.

Shaking and cleaning *wool, hair and feathers*: in rooms where the workers are exposed to dust.

Cleaning, carding and shaking *flax, hemp, jute and cotton*: ditto

*Dry pulverisation and sifting of minerals* and substances extracted from pits and stone quarries: rooms where the raw material is pulverised and sifted.

Manufacture of *paper*: rooms where rags are sorted, separated and prepared.

Pulling and cutting of hair from *rabbit and hare skins*: rooms where the workers are exposed to dust.

Cleaning and dressing *skins*: ditto.

Manufacture of *tobacco pipes*: ditto.

## APPENDIX VIII.

SUMMARY OF PROVISIONS RESPECTING THE AGE OF  
ADMISSION OF CHILDREN TO EMPLOYMENT.

(For the scope of the provisions here tabulated reference should be made to Appendix I.)

Country.	General Age Limit.	Cases in which a Lower Limit is Allowed.	Mines.*
AMERICA (UNITED STATES) (Federal minimum established in effect by the tax on employment of child labour.)	14†		16‡
ARGENTINE REPUBLIC	12 (Industrial work.) 10 (Other employment.)	Lower limit allowed if necessary for the subsistence of the family.	...
BELGIUM... ..	14	13 (With educational certificate or in special circumstances.)	14
BRASIL (Sao Paulo)	12	...	...
BRITISH EMPIRE Great Britain ...	14 (Factories and workshops and street trading). 12 (Strictly regulated employment out of school hours in occupations not under Factory and Workshop or Mines Acts.)	In Ireland children may still be employed from 12 half-time, in factories and workshops.	14

\* In many countries female persons are excluded altogether from underground work in mines, so that the limit here given relates only to boys.

† A Federal tax of 10 per cent. (Title XII, Revenue Act of 1918) is levied on the entire net profits for the taxable year of any mill, sawnery, workshop, factory or manufacturing establishment in which children under 14 years of age are employed. All except four of the states prohibit by statute the employment of children under 14, and seven states have a higher age minimum. In six states this prohibition extends to any occupation at any time; in 27 to mills, factories, etc., at any time and to any occupation during the time school is in session; in 10 other states mercantile establishments and a number of other places of employment as well as factories and manufacturing establishments are included in the general prohibition.

‡ A Federal tax (see preceding footnote) on mines and quarries in which children under 16 are employed. Four states have a higher statutory minimum age, and 19 states have the same. In many of those with a lower or no age limit established by state laws there are no mines.



Country.	General Age Limit.	Cases in which a Lower Limit is Allowed.	Mines.*
<b>BRITISH EMPIRE</b>			
—contd.			
<i>Australia—</i>			
<i>New South Wales.</i>	14	...	14
<i>Victoria ...</i>	14 boys, 15 girls.	...	14
<i>Queensland ...</i>	14	...	14
<i>South Australia.</i>	13	...	14
<i>Western Australia.</i>	14	...	14
<i>Tasmania ...</i>	14	...	14
<i>Canada—</i>			
<i>Ontario ...</i>	14 (Factories and workshops.) 12 (Shops.)	10 (Boys in street trading.)	14
<i>Quebec ...</i>	14 (Factories.)	...	15 (Underground.)
<i>Manitoba ...</i>	14 (Factories, shops and offices.) 15 (Girls in factories.)	12 (Boys in street trading.) 13 (Children holding certificates out of school hours)	... ... ...
<i>Nova Scotia</i>	14 (Factories.)	Lower limit is allowed during July, August, September, and October in connection with fruit canning.	12
<i>New Brunswick.</i>	14 (Factories and workshops.) 13 (Mercantile establishments.)	Lower limit is allowed in special cases authorised by the inspector.	... ...
<i>British Columbia.</i>	14 (Factories and workshops.) 15 (Girls in factories.)	Lower limit is allowed in canning and curing fish, and packing fruit, in the fish runs and fruit seasons.	12 (Metalliferous mines) 14 (Surface work in coal mines) 15 (Below ground in coal mines.)
<i>Yukon Territory.</i>	...	...	12
<i>Alberta ...</i>	15 (Factories; shops also in large towns.)	12 (Boys in street trading.)	14 (Above ground.) 16 (Below ground.)

\* In many countries female persons are excluded altogether from underground work in mines so that the limit here given relates only to boys.

Country.	General Age Limit.	Cases in which a Lower Limit is Allowed.	Mines.*
BRITISH EMPIRE — contd. Canada—contd. Saskatchewan.	14 (Factories.)	12 (Boys in street trading.)	14
New Zealand ...	14 (Factories.)	13 (In special cases authorised by the inspector if the child has an educational certificate.)	...
South Africa ...	...	...	15 (Underground.)
India ...	9	...	No absolute minimum age is fixed for work in mines, but the Chief Inspector may prohibit the employment of children under 12 in particular cases of dangerous work in mines.
BULGARIA ...	14	12 (If the child's elementary education is not completed.)	18
CZECHO-SLOVAKIA	14 Or older, if still required, to attend school.	10. (In light agricultural and domestic work.)	14
DENMARK ...	Only those exempt from compulsory school attendance.	...	...
FRANCE ...	13	12 (With educational and medical certificate.)	13 (As trammers, &c.) 16 (As assistants or apprentices at the face.) 18 (All other work below ground.)
GERMANY ...	13 Or older, if still required to attend school. (Under the Industrial Code.)  12 (Under Employment of Children Act.)	10 (Under Employment of Children Act, where employed by parents.)  ...	14 (By state laws; the federal age minimum for mines is the same as for industrial undertakings under the Industrial Code.)  ...
HUNGARY ...	14 Or older, if still required to attend school.	10 (By their own parents, unless work is designated as injurious.)	15 (Underground.)

\* In many countries female persons are excluded altogether from underground work in mines, so that the limit here given relates only to boys.

Country.	General Age Limit.	Cases in which a Lower Limit is Allowed.	Mines.*
ITALY ... ..	12	...	14 (Below ground, <sup>or</sup> mechanical tractors used, when boys may be employed.)
JAPAN ... ..	12	10 (Light occupations to be specified by the authorities.)	...
MEXICO ... ..	12	...	12
NETHERLANDS ...	13† Or older, if still required to attend school.	...	13 (Above ground.) 16 (Underground.)
NICARAGUA ... ..	...	...	12
NORWAY ... ..	14 Or older, if still required to attend school.	12 (With medical certificate, after consultation with the school managers, out of school hours.)	14 Or older, if still required to attend school.
POLAND ... ..	14 (Factories.)	...	17
<i>Parts formerly under Russian rule.</i>	12 (Other industrial work.)	...	...
<i>Parts formerly under Austrian rule.</i>	14 (Factories.)	...	...
	12 (Other industrial work.)	...	...
<i>Parts formerly under German rule.</i>	13 Or older, if still required to attend school. (Under industrial code.)	10 Under Employment of Children Act if employed by parents.	...
	12 (Under Employment of Children Act.)	...	...
PORTUGAL ... ..	12	10 (In industries designated by order, if the work is light, and elementary school leaving certificate is obtained and the child is physically fit.)	12
ROMANIA ... ..	11	...	...

\* In many countries female persons are excluded altogether from underground work in mines that the limit here given relates only to boys.

† A Bill to raise the age to 14 is before the Legislature.

Country.	General Age Limit.	Cases in which a Lower Limit is Allowed.	Mines.*
SERBIA ... ..	14 (Industry.)  12 (Commerce.)	12 (By way of exception, and with a medical certificate of fitness.)	14
SPAIN ... ..	10	9 (In coastal fishing, if no longer required to attend school, or if accompanied by parents.)	16 (Underground.)  18 (In extraction of minerals or work carried on by explosives.)
SWEDEN ... ..	13 (boys).  14 (girls). Or older, if still required to attend school. (In factories and large workshops.)  12 (In other occupations.)	...	15
SWITZERLAND ...	14†	...	...

\* In many countries female persons are excluded altogether from underground work in mines, so that the limit here given relates only to boys.

† Work outside factories is regulated by Cantonal Laws, details of which have not been supplied.

**APPENDIX IX.**  
**NIGHT WORK FOR YOUNG PERSONS.**

(1)	(2)	(3)	(4)	(5)	(6)
Country.	Age below which Night Work is Prohibited in general.	Age below which no Exceptions are Allowed.	Exceptions Allowed.	Replies to inquiry whether the Governments are prepared to Adhere to the Convention Drafted in 1913.	Suggestions and Remarks.
AMERICA— (Federal minimum established, in effect, by the tax on employment of child labour).	16*	16	—	Federal minimum exceeds the recommendations of the convention drafted in 1913.	Children's Bureau Conference (1919) called by Secretary of Labor recommended 21 years of age.
ARGENTINE ....	16	—	—	The Government would be prepared to adhere to the draft Convention of 1913.	—
BELGIUM ....	16	14	—	The Belgian law already conforms to the draft Convention.	—
BRAZIL— SAO PAULO....	18	18	—	—	—
BRITISH EMPIRE— GREAT BRITAIN ....	18	14	(a) Blast furnaces, iron mills, letterpress printing works, paper mills,	See col. (6)	The British Government suggests the following amendments to the Convention of

			sheet metal and wire, china clay works, electrical stations, newspaper printing (over 16).		for 16 years <del>and</del> the age limit in Art. 1 ; (2) Withdrawal of the exception in Art. 1 for works employing ten persons or less ; (3) Shortening of the "delays" allowed by Art. 6.
AUSTRALIA— New South Wales Victoria Queensland S. Australia Tasmania Western Australia	} 16 14	— —	— —	— —	Legislation on this matter rests with the States.
CANADA ....	—	—	—	—	The matter is presumed to lie within the jurisdiction of the Provinces and has not been considered by the Dominion Government.
NEW ZEALAND ....	16	16	—	—	—
SOUTH AFRICA ....	16	16	—	—	—

\* A federal tax of 10 per cent. (Title XII, Revenue Act of 1918) is levied on the entire net profits for taxable year of any mill, cannery, workshop, factory or manufacturing establishment in which children between 14 and 16 years of age are employed after 7 p.m. or before 6 a.m. In all but eight States there is a statutory prohibition of the employment of children under 16 years of age, and in three the minimum age for night work is 18. In 19 States the night work prohibition applies to any occupation; in 11 other States and the District of Columbia it applies to mercantile establishments and many other places of employment as well as to factories and manufacturing establishments.

APPENDIX IX.—*continued.*

(1) Country.	(2) Age below which Night Work is Prohibited in general.	(3) Age below which no Exceptions are Allowed.	(4) Exceptions Allowed.	(5) Replies to inquiry whether the Governments are prepared to Adhere to the Convention Drafted in 1913.	(6) Suggestions and Remarks.
CZECHO-SLOVAKIA	—	—	—	The Act of 19th Dec., 1918, surpasses the recommendations of the draft Convention of 1913.	The Government considers that a still higher standard should be adopted in the Convention.
DENMARK ....	18	15 (for purposes of industrial training only).	—	No reply under this head.	—
FRANCE ....	18	13	(a) <i>Force majeure</i> ; (b) Perishable materials (specified trades) , (c) Certain continuous processes in beetroot distilleries, enamelled iron works, oil extraction, paper mills, sugar refineries, metallurgical works, glass works.	The Government is prepared to adhere to the draft Convention of 1913.	—
GERMANY ....	16	14	Iron		

JAPAN ....	15	14*	(a) Preserving of fish and shell fish; salting, smoking, &c., fish and shell fish, and other processes necessary to prevent decomposition. Manufacture of jam and fermenting fruit juices.; (b) Newspaper printing works.	No reply.	—
NETHERLANDS ....	17	17	—	—	The Government considers that it would be desirable to fix, by international convention, the age limit for the prohibition of night work at 18, which is the standard contemplated in a Bill before the Dutch Legislature.
NORWAY ....	18	18	(a) Dairies; (b) With special permission where necessary for economic reasons, &c.; (c) With special permission in seasonal trades, or in unforeseen circumstances causing a press of work or involving risk of damage to materials.	The existing laws conform to the draft Convention of 1913.	—

\* This absolute minimum age limit for night work will not come into force for 15 years after the Factory Act itself, i.e., presumably not until 1930.



APPENDIX IX.—*continued.*

(1)	(2)	(3)	(4)	(5)	(6)
Country.	Age below which Night Work is Prohibited in general.	Age below which no Exceptions are allowed.	Exceptions allowed.	Replies to inquiry whether the Governments are prepared to adhere to the Convention Drafted in 1913.	Suggestions and Remarks.
POLAND—					
(1) Parts formerly under Russian rule.	17	15	—	No reply under this head.	—
(2) Parts formerly under Austrian rule	16	14	—	Ditto.	—
(3) Parts formerly under German rule.	16	14	Iron works (rolling-mills and hammer works), glass works.	Ditto.	—
RUMANIA ... ..	15	—	—	The Government is prepared to adhere to the draft convention.	—
SIAM ... ..	—	—	—	The Royal Government will be prepared to adhere to the draft.	—

SPAIN (7658)	16 (In industries designated by certain authorities)	14	—	The Spanish Government would be willing to discuss with the other Governments the question of applying the standard proposed in 1913.	—
SWEDEN	18	16	—	—	—
SWITZERLAND	18	14	—	The terms of the draft Convention of 1913 have already been carried out.	The Government suggests that the prohibition of industrial night work for young persons should be extended up to the age of 18.