

**HUMANITY AND
LABOUR IN CHINA**

人之初
性本善
性相近
習相遠
苟不教
性乃遷

The character of men at birth is naturally good.
Their characters are much alike, but in their conduct they
differ widely.
For if instruction be not given the character deteriorates.



Photo by

Mrs Stephen Morland

P'AILOU, ENTRANCE TO THE SACRED WAY TO THE MING TOMBS, NANKOW (NEAR PEKING)

HUMANITY AND LABOUR IN CHINA

AN INDUSTRIAL VISIT AND
ITS SEQUEL (1923 TO 1926)

BY

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TO
THE CHILD WORKERS
OF CHINA

PREFACE

THE strong interest shown, during the year 1925, in the efforts of the Municipal Council of the Foreign Settlement of Shanghai to carry through a small preliminary measure of protection for child workers in the Settlement found world-wide expression.

Thereby the writer of this book was much encouraged in the expansion, already begun, of her diaries into this contemporary record of events and experiences in relation to conditions of labour in the most important industrial centres of China.¹

Messages of sympathy and of warm endorsement of the project of the Municipal Council, for a Child Labour By-law, were sent from many quarters: to the Council itself, to the British Chamber of Commerce, leading newspapers, various groups of citizens, and to officers of committees engaged in promoting the reform in Shanghai. They came from highly representative sources, in Great Britain, France, Czecho-Slovakia; from the United States of America; from India and Australia, and from Japan. The messages are set out in *Bulletin No. 1* of the Joint Committee of Shanghai Women's Organisations, published in the autumn of this year, 1927. A copy of the Bulletin has now reached me, just when my corrected proofs are ready to return to the printers; it brings welcome support for the account given in Chapter VI. of the leading part played by the Women's Clubs in direct appeal to the Council, in 1923, to initiate a measure for protection of the children.

Other authoritative documents freely quoted in the following pages include: *Reports of the National Y.W.C.A.*

¹ Some parts of the material have already appeared; the most of Chapter VII. in a series of short articles in the *Woman's Leader and Common Cause*, February 4 to May 6, 1927, and the workers' letters in that chapter have been freely quoted in various publications.

and the *National Christian Council of China*; the indispensable *China Year Books*, edited by Mr H. G. W. Woodhead, C.B.E. (Tientsin Press); the *Municipal Gazette* of the Foreign Settlement of Shanghai; various publications of the *Chinese Government Bureau of Economic Information*, organised and edited by Mr W. H. Donald, Peking, also of the *Chinese Social and Political Science Association*; various expert articles in the *China Medical Journal*, the *China Journal of Science and Arts*, and the *North China Daily News*, especially in the *Sixtieth Anniversary Number*, July 14th, 1924. In many ways the most important document of all for China is the *Report of the Child Labour Commission, Shanghai*, published in the *Municipal Gazette*, July 1924, which was the first systematic, authentic enquiry into the question.¹ And of very great value are the Consular Reports gathered and laid before Parliament by the British Foreign Office, and Reports of the Department of Overseas Trade, all obtainable from H.M.'s Stationery Office.

The greater part of the evidence which the book records was, of course, obtained by direct observation and activities of the writer and her fellow-workers, whether as members of the Child Labour Commission or of the Industrial Committee of the N.C.C., or as private investigators.

The real opening of the story, running as a thread through the book, is in Chapter II. The Introduction was written after that, and the other chapters down to the close of Chapter VI.—written to please a competent critic who wanted clues of a historic and economic kind worked out to explain the *raison d'être* of the book. Any readers who do not care about such reasonings will find it best (after looking at the illustrations) to go through all the other chapters, especially VII., VIII. and IX. The last one shows that the main action, in the Settlement of Shanghai, was really—for the time at which it was undertaken—a forlorn hope. That does not lessen the human interest of the struggle, to attend first of all to the poignant needs of

¹ It was preceded, of course, by the valuable *Report of the Commission on Industrial Employment of Children in Hongkong*, 1921.

the child workers of China. There was indeed no forlorn feeling among the chief workers in the struggle.

“The one effort of Man’s personality,” says Tagore, “is to transform everything with which he has any true concern into the human.”

The women of every nation in the clubs of the Settlement, Chinese and Japanese as well as Western, set their minds—as they ought—on humanising the lives of the Chinese child workers. In the end they must win if they hold on to their cause, either through a beginning of regulation in the Settlement, which is International, or in a wider Chinese movement practically prepared for self-sacrifice, in a China which shall truly desire an honourable place among the nations.

Until steadfast effort is concentrated on the exclusion of very young children from modern industry, and those who remain in it are effectually protected from overwork, and from danger to life, health, and limb, Chinese adult workers generally are likely to be in an inferior position. The older industries call for parallel care of the children, but the practicable way is to begin with modern industry. The rest will then follow.

Adequate acknowledgments here to all the friends, hosts and hostesses, who have made the experiences in China, and consequently the writing of the record possible, are practically out of the question, for they are too numerous—Chinese, British and American. Their names and actions appear in many pages, although, even there, their help often has necessarily had to be recorded without personal identification.

My heartfelt thanks may, as representative of many others, be expressed in grateful mention of the names that follow: Miss Agatha Harrison, Miss Mary Dingman, Miss Zung Wei-Tsung (Mrs Chiu) and Miss A. S. Mayhew, of the Y.W.C.A.; Miss May-Ling Soong; Bishop Roots (of Hankow Diocese) and Mr M. T. Tchou, both of the Industrial Committee N.C.C.; Bishop Molony (Chékiang Diocese), and Dr MacGillivray, Shanghai; Mr Stirling

Fessenden, Chairman of the Municipal Council, and Major Hilton Johnson, Commissioner General, Foreign Settlement, Shanghai; Mr Lipson, Ward Chairman of the Child Labour Commission; Mr Fong F. Sec, Mr C. C. Nieh and Mr Z. T. K. Woo, among Chinese employers; Mr A. Brooke-Smith and Mr E. F. Mackay, among British employers, and the latter also as the ever-helpful head in Shanghai of Messrs Butterfield & Swire. To Dr W. W. Yen, Minister of Agriculture, Commerce and Labour, Peking, I am specially indebted for his interest and help, and would mention Mr S. T. Wen and Mr Hsu Yuan, Commissioners of Foreign Affairs respectively in Nanking and Shanghai in 1924.

I may be permitted to speak of the unfailing goodness and skilled official support shown by every member with whom I came in contact of the British Diplomatic and Consular Service. In particular I would record my gratitude to Sir Ronald Macleay, then British Minister, Peking; to Sir Sydney Barton, Consul-General, Shanghai, and Mr J. T. Pratt, Acting Consul-General, successively, at Nanking and Shanghai.¹ I would also express my thanks to Sir Gilbert Grindle, at the Colonial Office, Whitehall, and the Hon. E. R. Hallifax, Secretary for Chinese Affairs at Hongkong, for information and help regarding Hongkong.

One last word of thanks is due to my brother, Sir Alexander J. Anderson, for indispensable help given me in the final preparation of the book for the Press.

None of these persons, in spite of all that I owe them, can be held responsible for accuracy in my information or opinions—except just so far as they may agree with what I have written.

I hope that in spite of avoidance of political discussions, and my keeping close to matters for which I had preparatory experience at home, that I have not concealed unnecessarily a fundamental sympathy with Chinese national hopes and fears.

¹ Through Mr Pratt comes the fine Chinese quotation on the fly-leaf facing the title-page.

PREFACE

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One conviction, acquired on the spot, appears specially, I suppose, in Chapters IV. and IX.: that the need is incalculably great for a spirit of co-operation between Chinese and foreigners, above all in the International Settlement of Shanghai. In my way of thinking that Settlement is a glory to China, who first allowed it and then helped it, through the labour of her people. I see the Settlement as a great hope for mankind, not less indispensable for China and Asia than the centre of the infant League of Nations in Geneva is for Europe (with its organs for promoting Public Health, Welfare of Labour and other peaceful co-operation of the nations). There, in Shanghai, *joint* experimental work can be carried on that China, above all needs, in facing, too rapidly, with a minimum of technical preparation, the vast possibilities of modern industrial civilisation.

ADELAIDE M. ANDERSON

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December 1927

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APPENDIX I

HONGKONG

No. 22 of 1922.

I assent to this Ordinance,

CLAUD SEVERN,

Officer Administering the Government.

September 29, 1922.

An Ordinance to regulate the employment of children in certain industries.

January 1, 1923.

Be it enacted by the Governor of Hongkong, with the advice and consent of the Legislative Council thereof, as follows :—

- Short title. 1.—This Ordinance may be cited as the Industrial Employment of Children Ordinance, 1922.
- Interpretation. 2.—In this Ordinance :—
- (1) “ child ” means a person under the age of 15 years ;
 - (2) “ dangerous trade ” means any trade or occupation whatsoever which is declared by regulation made under this Ordinance to be a dangerous trade ;
 - (3) “ factory ” means any 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 making any article, or part of any article, or altering, repairing, ornamenting, finishing, or adapting for sale any article, provided that at least ten persons are employed in manual labour in the said premises and the close, curtilage and precincts thereof ;
 - (4) “ industrial undertaking ” includes :—
 - (a) mines, quarries and other works for the extraction of minerals from the earth ;
 - (b) industries in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in

1 Edw. 7, c.
22, s. 149.

10 and 11
Geo. 5, c. 65
Schedule.

which materials are transformed, including ship-building, and the generation, transformation, and transmission of electricity and motive power of any kind ;

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

(d) transport of passengers or goods by road or rail or inland waterway, including the handling of goods at docks, quays, wharves, and warehouses, and the carriage of coal and building material and debris ;

But does not include any agricultural operation.

(5) " Inspector " means any person appointed by the Governor to be an Inspector of Juvenile Labour for the purposes of this Ordinance ;

(6) " Protector " means any person appointed by the Governor to be the Protector of Juvenile Labour for the purposes of this Ordinance.

Regulations.

3.—(1). It shall be lawful for the Governor in Council to make regulations for any of the following purposes :—

(1) declaring what trades and occupations are to be deemed to be dangerous trades for the purposes of this Ordinance ;

(2) prescribing the ages under which children shall not be employed in particular trades or occupations ;

(3) prescribing the conditions under which children may be employed in industrial undertakings ;

(4) imposing obligations upon persons who employ children in industrial undertakings, and on the servants of such persons ;

(5) defining the duties and powers of the protector and the inspectors ;

(6) exempting any industrial undertaking or factories from the operation of the Ordinance or any part thereof ;

(7) generally, for the purpose of carrying into effect the provisions of this Ordinance.

(2). All regulations made under this Ordinance shall be laid on the table of the Legislative Council at the first meeting thereof held after the publication in the *Gazette* of the making of such regulations, and if a resolution be passed at the first meeting of the Legislative Council held after such regulations have been laid on the table of the said Council resolving that any such regulation shall be rescinded or amended in any manner whatsoever, the said regulation shall, without prejudice to anything done thereunder, be deemed to be rescinded or amended as the case may be, as from the date of publication in the *Gazette* of the passing of such resolution.

(3). The regulations in the Schedule shall be deemed to have been made under Ordinance, and shall be in force until rescinded or amended by regulations made under this Ordinance.

Search and enquiries.

4.—(1). It shall be lawful for the Protector, and for any person authorised thereto in writing by the Protector, and for any inspector, to enter and search any place in which he may have reason to believe that any child is being employed in an industrial undertaking, and to seize anything which may appear to be evidence of any offence against this Ordinance.

(2). Every person who employs or has employed any child in an industrial undertaking, and every servant of any such employer, shall on demand give to the Protector, or to any inspector, all information in his possession with reference to such child, and all information in his possession with reference to the labour conditions and treatment of any children employed by such employer.

Presumptions.

5.—In any prosecution under this Ordinance :—

(a) if it appears to the magistrate that any person who is alleged in the charge to have been a child at the date of the alleged offence was a child at such date, it shall be presumed, until the contrary is proved, that such person was a child at such date ;

(b) if it appears to the magistrate that any child, who is alleged in the charge to have been under any particular age at the date of the alleged offence, was under that particular age at the said date, it shall be presumed, until the contrary is proved, that the said child was under the said age at the said date.

Penalties.

6.—Every person who contravenes or attempts to contravene or fails to comply with any of the provisions of this

Ordinance or of any of the regulations made thereunder shall be liable upon summary conviction to a fine not exceeding two hundred and fifty dollars and imprisonment for any term not exceeding six months.

- Consent. 7.—No prosecution under this Ordinance shall be commenced without the consent of the Protector.
- Commencement. 8.—This Ordinance shall come into force on the 1st day of January 1923.
Passed the Legislative Council of Hongkong, this 28th day of September 1922.

A. DYER BALL,
Clerk of Councils.

Assented to by His Excellency the Officer Administering the Government, the 29th day of September 1922.

A. G. M. FLETCHER,
Colonial Secretary.

SCHEDULE

REGULATIONS.

1. The following are declared to be dangerous trades :—
 - Boiler chipping.
 - Fireworks, the manufacture of.
 - Glass-making.
2. No person shall employ any child in any dangerous trade.
3. No person shall employ any child under the age of 10 years in any factory.
4. No person shall employ any child under the age of 12 years in carrying coal or building material or debris.
5. (1) The owner and the manager of every factory in which children are employed shall cause to be kept, in English or Chinese, a running record of all the children at any time employed in such factory.
 - (2) Such record shall contain the following particulars :—
 - (a) name of factory ;
 - (b) address of factory ;
 - (c) name of employer or employers ;
 - (d) name of manager of factory ;
 - (e) name of child ;
 - (f) sex of child ;

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- (g) date of birth of child, or, if date cannot be ascertained, estimated age on some given date ;
- (h) address of child ;
- (i) name of parent or guardian ;
- (j) nature of employment ;
- (k) actual hours of work for every day on which the child is employed.

(3) Every such record shall be entered up promptly and accurately.

6. No child shall be allowed to work in any industrial undertaking for more than 9 hours in any period of 24 hours.

7. No child shall be allowed to work in any industrial undertaking for more than 5 hours continuously.

8. In any industrial undertaking the interval of relaxation between any spell of 5 hours' continuous work and the next spell of work shall be not less than one hour, and the interval of relaxation after any spell of work of less than 5 hours' duration shall be of reasonable duration having regard to all the circumstances.

9. Every child employed in any industrial undertaking shall be allowed one day's rest in every seven days.

10. No child shall be employed in any industrial undertaking between the hours of 7 p.m. and 7 a.m.

11. No child shall be allowed to carry any weight which is unreasonably heavy having regard to the child's age and physical development, and no child whatever shall be allowed to carry any load exceeding 40 cattiees in weight.

NOTE.—An Ordinance to provide against accidents in factories was enacted by the Governor-in-Council on April 1, 1927, giving him powers to make regulations. The first regulations (April 14, 1927) require the notification, in a prescribed form, of every accident in a factory which results in loss of life or disables any employed person so as to cause absence from ordinary work for more than three days. Mill-gearing (including driving belts, shafting, flywheels, pulleys, etc.), and all dangerous parts of machinery, must be securely fenced to the satisfaction of the Secretary for Chinese Affairs. The aim has been to make this legislation simple and to move slowly so as to educate Chinese opinion step by step.

APPENDIX II

CHINESE GOVERNMENT PROVISIONAL REGULATIONS

An Order in re Child Labour, promulgated by the Ministry of Agriculture and Commerce on March 29, 1923

1. This Order applies to factories under the following heads :—

- (a) Factories in which the number of labourers employed is over 100.
- (b) Factories in which work of an extra-hazardous character, or which is detrimental to public health, is carried on.

Note.—A further Order will be promulgated in due course with regard to factories in which this Order does not apply.

2. All factories established by foreigners in accordance with the preceding clause, and which are within the jurisdiction of the Chinese authorities, must also abide by this Order.

3. The proprietor of a factory shall not employ boys under the age of 10, nor girls under the age of 12.

4. Boys under 17 and girls under 18 are regarded as juveniles.

5. Juveniles shall be given tasks of an easy and light nature.

6. Juveniles shall not be required to work, exclusive of recesses, for more than 8 hours per day, and adults shall not be required to work, exclusive of intervals for rest, for more than 10 hours a day.

7. Proprietors of factories must not compel juveniles to work between the hours of 8 p.m. and 4 a.m.

8. Not less than two full days in every month shall be granted to adults for rest, and juveniles must be given not less than three full days' rest every month.

Note.—In emergencies, or in case of accident, or in times of urgency, this rule may be temporarily suspended, but all such cases must be reported to the local authorities within 3 days of their occurrence.

9. All labourers must be given not less than one recess each day, and such recesses must be for not less than one hour.

10. In factories where both day and night work is carried on the shifts of workmen must be changed not less than once every ten days.

11. Wages shall be paid in the local currency, and payment in kind must not be made without the consent of the employee.

12. A definite pay-day must be fixed, and wages must be paid not less than once each month.

13. In special cases when the working hours must be prolonged, factory proprietors must make reasonable compensation for such overtime.

14. Owners of factories shall not make any deduction from the wages of their employees as security against breach of the rules of the factory, nor for any damage that may be caused by them.

15. If any savings scheme is proposed for the benefit of the employees, the owner of the factory shall not retain any portion of his employee's wages without first obtaining their consent, and any proposals for a savings scheme must first be submitted to the local authorities for approval.

16. Any employee who resigns, or in case of the death of an employee, the owner of the factory of such employee must pay the full amount of wages due to the employee, if he resigns, or to his relatives in case of death; also the full amount of the savings deposits remaining to the credit of such employee must be paid.

17. According to the conditions and circumstances of his factory, the proprietor must make provision for gratuities and rewards, and he must first submit his proposals to the local authorities for approval.

18. Owners of factories shall provide, at their own expense, suitable educational facilities for their juvenile employees, also for any of their adult employees who have been thrown out of work.

Note.—Such free tuition shall be given for not less than 10 hours every week for juveniles, and for adults who have been thrown out of work, free tuition must be given for not less than six hours every week.

19. In case of injury to, or of illness of employees, the owner of the factory must either limit the working hours of the employee or suspend them altogether, in his own discretion, but in the case of those who have been injured, or of those who become ill while employed in the factory, the proprietor must pay all of their medical expenses, and he must not deduct anything from their wages during the period of the illness of such employees.

20. Female employees must be given leave five weeks before and five weeks after accouchement, and they must also be given a suitable amount of money.

21. Juveniles and women must not be allowed in the engine rooms, or other places where machinery is in motion, for the purpose of scavenging, oiling, or for doing repair work, or to do any hazardous work.

22. Juveniles shall not be ordered to do any work which is connected with the handling of explosives or of noxious drugs.

23. Juveniles must not be employed in any place which is detrimental to health, or where dust and/or powder is flying about.

24. In all factories precautionary measures must be taken against danger to the life and health of employees, and the local authorities have the right to send an officer to make periodical investigations into these matters.

25. Any factory whose premises and adjoining structure, found by the local authorities to be dangerous to health, or to the public weal, the proprietor of such factory must make the necessary alterations, in accordance with the local authorities' orders.

Note.—With reference to the above, when ordered by the local authorities, the whole or any part of the buildings may be condemned, and shall not be used.

26. The proprietor of a factory may engage any suitable person as manager of his factory, but the appointment must be reported to the local authorities.

27. Owners of factories shall be held responsible for the observance of the provisions of this Order.

28. This Order comes into force on the day of promulgation.

APPENDIX III

KIANGSU PROVINCIAL AUTHORITIES TAKE STEPS TO REGULATE CHILD LABOUR

(Ordinance with regard to organising a Committee for factory investigation)

An Ordinance, numbering 4559, from the Civil Governor of Kiangsu Province to the Industrial Bureau¹ reads as follows:—

The Ministry of Agriculture and Commerce has already promulgated a set of factory regulations. Although there are special articles in regard to child labour, they are perhaps not perfect, since there is no careful inspection. This would tend to make them exist in name only.

Dame Adelaide Anderson, of Great Britain, has presented personally a memorandum. It was entirely because of her humanitarian spirit that she wished children to be better treated in all the factories.

A Child Labour Commission has already been appointed by the Municipal Council in Shanghai, to investigate factory conditions. China should also organise a commission of the same nature to sit in Shanghai so that regulations in regard to children in both the Chinese and foreign factories will be similar.

Besides writing to Commissioner Hsu, of Foreign Affairs in Shanghai, asking him to see Dame Adelaide Anderson about the matter, the Commissioner of the Industrial Bureau of Kiangsu is also notified.

¹ From the "Shun Pao" newspaper, May 20, 1924.

APPENDIX IV

Text of the Draft Bye-law proposed by the Municipal Council of the Foreign Settlement of Shanghai, 1st April 1925, as amended in a Draft Resolution for the Meeting of Ratepayers convened for June 2nd, 1925.

RESOLUTION VI.—That the following Bye-law be passed and approved:—

1. No person shall:—

- (a) For a period of 4 years from the date at which this Bye-law shall become effective, employ in a factory or industrial undertaking any child under the age of 10 years.
- (b) After the expiration of the said period of 4 years, employ any child under the age of 12 years in a factory or industrial undertaking.
- (c) Employ any child under 14 years of age in a factory or industrial undertaking for a longer period than 12 hours in any period of 24 hours, such period of 12 hours to include a compulsory rest of at least one hour.
- (d) Employ any child under the age of 14 years in a factory or industrial undertaking except upon the condition that every such child shall be given at least 24 hours of continuous rest in every period of 14 days.
- (e) Employ any child under 14 years of age in a factory or industrial undertaking in connexion with any dangerous unguarded machine, or in any dangerous or hazardous place, or in any work likely to cause serious injury to body or health.
- (f) Expose any child under 14 years of age, employed in a factory or industrial undertaking, to dangerous or hazardous conditions without having previously adopted all necessary and reasonable precautions for ensuring the safety of such child.

2. For the purposes of this Bye-law:—

- (a) "Factory" means any 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 making any article, or part of any article, or altering, repairing, ornamenting, finishing, or adapting for sale any article, provided that at least ten persons are employed in manual labour in the said premises and the close, curtilage, and precincts thereof.
- (b) "Industrial undertaking" includes:—
 - (i) mines, quarries, and other works for the extraction of minerals from the earth;
 - (ii) industries in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed, including shipbuilding, and the generation, transformation, and transmission of electricity and motive power of any kind;

- (iii) construction, re-construction, maintenance, repair, alteration, or demolition of any building, railway, tramway, harbour, dock, pier, canal, inland waterway, road, tunnel, bridge, viaduct, sewer, drain, well, telegraphic or telephonic installation, electrical undertaking, gaswork, or other work of construction, as well as the preparation for or laying the foundations of any such work or structure ;
- (iv) transport of passenger or goods by road or rail or inland waterway, including the handling of goods at docks, quays, wharves, and warehouses, and the carriage of coal and building material and debris, but it does not include any agricultural operation.
- (c) In any prosecution for an offence against the provisions of this Bye-law if it appears to the Court having jurisdiction in the matter that any person who is alleged in the charge to have been a child under a certain age at the date of the alleged offence was under that particular age at the said date, it shall be presumed, until the contrary is proved, that the said child was under the said age at the said date.

3. Every owner of a factory and every person carrying on an industrial undertaking shall at all reasonable times permit the duly authorised representatives of the Council to inspect such factory or the working of such industrial undertaking for the purpose of ascertaining whether the provisions of this Bye-law are being duly complied with.

4. Any person offending against or infringing this Bye-law shall be liable upon conviction to a fine not exceeding \$100 and/or imprisonment for any term not exceeding one month.

RESOLUTION VII.—That the Council be authorised in its discretion to proceed with the proposals contained in Part 3 of the Report of the Child Labour Commission, dated the 9th day of July 1924.

Note.—The proviso contained in Resolution VII. was the only amendment; otherwise the Bye-law was precisely as submitted to the Ratepayers' Meeting convened on April 15th, 1924, when there was not a quorum. The amendment was proposed to enable the Council "to impose the proposed regulations in such a manner as to bear least hardly on those chiefly concerned" and to "refrain, so far as possible, from interference with children already in employment, and to take such steps as may be feasible by adequate registration, by photographing, etc., to ensure that in cases where the Bye-law becomes operative no more children, in future, may be engaged." They considered that thus the restriction within the Settlement of the employment of child labour could be brought about without the hardship resulting from the wholesale dismissal of children from the factories.

INDEX OF BOOKS AND REPORTS TO WHICH REFERENCE IS MADE

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