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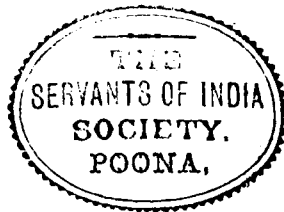
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# VACATIONS FOR INDUSTRIAL WORKERS

BY  
CHARLES M. MILLS,

RESEARCH SERIES  
INDUSTRIAL RELATIONS COUNSELORS, Inc.



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## FOREWORD

This volume begins a series of research studies on human relations in industry by Industrial Relations Counselors, Inc. Within this book, for the first time, there is presented a comprehensive treatment of vacations for industrial workers throughout the world. A surprising amount of information on the subject has been revealed, indicating a more extensive application of the practice of paying wages during vacation than was expected.

Originally the work was undertaken for the use of industrialists in the United States. In the spring of 1924 a preliminary survey was made of vacations in American industry and later a report incorporating the results was given limited distribution. The interest aroused by this study led to an extensive canvass of the subject in other countries, working through the International Labour Office and through personal investigation in eleven countries of Europe. A summary of the European situation was issued in the fall of 1925. In the following months the material in the United States section was brought to date and information added covering vacations under union agreements and vacations for industrial workers on public payrolls. It has been the plan to portray the situation with respect to industrial vacations throughout the world, in so far as data and information were obtainable.

This survey, therefore, seeks to answer the following questions in a general way: What has been the historical development of the vacation movement? What are the main provisions in plans of individual companies, collective agreements or legislations? What are the social and economic results of the vacation movement?

In the presentation of material, the summary, analyses, and commentary have been confined to Part I, while the factual data and information have been set up in Parts II and III. Thus it should be possible for the reader to apply his own judgment to the subject without relying solely upon the impression of the authors as reflected in Part I.

Signal contributions to the report were made by other members of the staff of Industrial Relations Counselors, Inc. Glenn A. Bowers, director of research, advised and suggested the general course of procedure, and with Jeanne C. Barber, aided in organizing the material and in editing the entire volume.

Grateful acknowledgment is made of the cooperation rendered by the International Labour Office through H. B. Butler, Deputy Director; by Florence Thorne of the Research Department of the American Federation of Labor for the assembly of data regarding provisions in labor union agreements; by Fred Telford, Director of the Bureau of Public Personnel Administration, for the data and information on vacations among public employees in the United States; by government, labor, and employer representatives in Europe and America; and by the host of others who have contributed information.

CHARLES M. MILLS

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## BIBLIOGRAPHY

A selected bibliography has been compiled covering recent and reliable information on vacations in industry in both the United States and other countries. As a basis for the American bibliography, an extensive examination was made of practically all literature pertaining to the subject published in the United States during the past five years, and included a perusal of the files in public, private, and technical libraries in New York and Washington, and several universities. The American bibliography has been divided into four divisions as follows:

1. Articles in magazines and pamphlets
2. Book references
3. Surveys of vacation plans
4. Articles, civil service regulations, and state laws, covering vacations for public employees

The second main division of the bibliography covers references in countries outside of the United States, and was compiled as the result of an investigation of the files of the International Labour Office and of various employer, union, and governmental organizations throughout Europe. Full sources were not always available and for this reason citations are not complete in every instance and are not entirely consistent throughout. Literature has been listed only by countries, and does not further classify magazine, book, survey, or legal sources.

In addition to the listing of the foreign bibliography by countries, another section lists the vacation statutes published since 1919 in the Legislative Series of the International Labour Office.

In conclusion, the selected bibliography is appended as a guide for general readers rather than as a scientific medium for research scholars.

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## LEGISLATIVE SERIES

Year	Number of Legislative Series	Name of Act	Date of Adoption of Act
<b>AUSTRIA:</b>			
1919	No. 12	General Act covering workers' holidays	July 30, 1919
1920	No. 18	Domestic Servants' Act, Secs. 3 and 6	Feb. 26, 1920
1921	No. 1	Contract of Service of Private Employees, Sec. 17	May 11, 1921
1921	No. 2	Agricultural Code, Lower Austria, Sec. 24 (2)	Mar. 22, 1921
1921	No. 3	Regulation of Employment in Domestic Service and in Agricultural and Sylvicultural Undertakings in Upper Austria, Sec. 7 (9) (10) (11) (12) (14)	Mar. 10, 1921
1922	No. 3	Theatrical Contract of Service, Sec. 18 (1) (2) (3) (4)	July 13, 1922
1922	No. 5	Contract of Service of Caretakers, Sec. 5 (2) (3)	Dec. 13, 1922
1923	No. 2	Contract of Service of Salaried Employees in Agricultural and Sylvicultural Undertakings (Estate Employees' Act), Sec. 15	Sept. 26, 1923
<b>BULGARIA:</b>			
1922	No. 1	Regulations Concerning the Rendering of Compulsory Labour Service, Secs. 67 and 68	Aug. 21, 1922
1922	No. 1	Regulations Concerning the Organization of Compulsory Labour Service, Sec. 39	Oct. 30, 1922
<b>CZECHOSLOVAKIA:</b>			
1921	No. 3	Paid Annual Leave for Workers Engaged in the Mining of Reserved Minerals	July 1, 1921
<b>DENMARK:</b>			
1921	No. 4	Master and Servant Act, Ch. I, Secs. 20, 27, and 28	May 6, 1921
<b>FINLAND:</b>			
1920	No. 2	Act on Employment in Shops and Commercial Establishments (Amended on May 29, 1922)	Oct. 24, 1919
1922	No. 1	Act Respecting Contracts of Work, Sec. 14	June 1, 1922
<b>ITALY:</b>			
1919	No. 3	Legislative Decree Relative to Contracts of Private Employment, Sec. 9	Feb. 9, 1919

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<b>LATVIA:</b>			
1922	No. 1	Act Respecting Hours of Work, Sec. 18	Mar. 24, 1922
<b>LUXEMBURG:</b>			
1920	No. 2	Act Respecting Contract of Service of Private Employees, Sec. 10	Oct. 31, 1919
<b>POLAND:</b>			
1922	No. 2	Act Relating to the Annual Leave of Persons Employed in Industry and Commerce	May 16, 1922
1923		Amendment of above law	June 11, 1923
<b>SOVIET RUSSIA:</b>			
1922	No. 1	Order: Labour Code, Secs. 69, 109, 111, 114, 115, 117-120, incl.	Nov. 9, 1922
1923	No. 13	Order: Annual Leave, Amendment	Aug. 14, 1923
<b>SPAIN:</b>			
1920	No. 2	Regulations for Work on Board Cargo and Passenger Ships, Sec. 23	Oct. 9, 1919
<b>SWITZERLAND:</b>			
1922	No. 3	Resolution Respecting a Standard Con- tract for Servant Girls (Zurich and Winterthur), Sec. 4	Nov. 28, 1922
1922	No. 4	Legislative Decree to Regulate Work in Bakeries and Confectioners' Establish- ments (Ticino), Sec. 9	Dec. 29, 1922
<b>UNION OF SOUTH AFRICA (Orange Free State):</b>			
1924	No. 2	Ordinance to Consolidate and Amend the Laws and Ordinances in Force in the Province Relating to Shops, Restau- rants, and Similar Establishments, Sec.	Sept. 5, 1924

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