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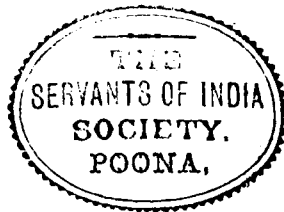
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VACATIONS FOR INDUSTRIAL WORKERS

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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**VACATIONS FOR
INDUSTRIAL WORKERS**

INTRODUCTION

Significance of Vacation Movement.—Vacations with pay for industrial workers are significant as a part of the larger movement for increasing workers' leisure through the shortened work period.

Like many other modern conditions and practices, the need for annual rest periods may be traced to the results of the Industrial Revolution. The fundamental changes which began in the latter part of the Eighteenth Century with the introduction of steam-driven machines altering the work habits of centuries are too well known to require repetition here. Certain characteristics of hand industry and of machine industry, however, may be recalled as the responsible causes for the extent and use of leisure time in the different periods. Prior to the advent of steam and its attendant congestion of workers in cities and towns, manufacturing was done in homes or small shops. Within limits each worker was free to set his own pace. There was considerable diversity of occupation since the small farmers were accustomed to work at spinning or weaving during the winter to supplement their earnings. Village women often did spinning in hours which were free from housework, and the children early learned to help at these tasks. Machine industry, on the other hand, tended toward regularity of employment and for the most part involved a long working day.

The suddenness of the change in industrial methods brought conditions which employers were not prepared to meet. It seemed natural to them that the machines should be kept going as many hours as possible. Neither their logic nor their information gave them reason to suppose that there was error in their conclusions. It has required the example of liberal-

mind ed employers, humanitarian protests, the demands of organized labor, and finally the testimony of science and industrial experience to bring about a change in attitude, and even now there is no unanimity of opinion as to the most desirable length of day or week. Much less is there a common policy as to the adoption of vacations for wage-earners.

Gradually changes in working conditions evolved. The social and political fabric has experienced many alterations in the past century and a quarter resulting in a quite different concept of the worker and his place in society from that previously existing. Progressive employers are considering their production problems from the human as well as the material side. Industry is increasingly recognized as a means for meeting man's needs and less as an end in itself. Although the point of view of each group is very different, employers and workers are approaching agreement concerning certain major ends—one of which is the value of leisure to insure physical and mental development.

Society grows more complicated and makes physical and mental demands which were undreamed of a century ago. Science has done much to point out ways in which man can best adjust himself to the unnatural conditions of his environment. Sufficient rest is generally accepted as one of the most necessary requirements for a person who would keep his place as a productive member of society. Leisure is also needed if breadth of interest and outlook is to be attained.

Notwithstanding an increased interest during recent years in the need for and use of leisure time, there are many who oppose every attempt to shorten hours or to grant vacations. Some of these objectors are of the work-loving sort who "haven't had a vacation in ten years"; spare time to them spells plain laziness. It is natural that they should want everyone to follow in their path. Others take to heart the adage that "the Devil finds work for idle hands." And many are not convinced that vacations are economical.

Regardless of opposition, however, the tendency toward the shortened work period does not show substantial signs of recession. It seems to be one of those industrial movements which have the inevitableness of natural phenomena; it may be retarded but cannot be stopped.

The earliest and most earnestly sought change in the work period was that in the number of hours per day. Later the number of hours per week was shortened. Frequently this was accomplished through making Saturday a half-holiday. The granting of annual vacations with pay broadens the work program which purposes to allow sufficient leisure for physical re-creation and mental growth.

Present Status of Vacations for Industrial Workers.—

While vacations for industrial workers are a more recent development than the "shorter" working day and week, the extension of vacation provisions is increasing. Today, in the United States, at least 2,000,000 public employees are allowed vacations under civil service regulations, while in private industry there are certainly more than 1,000,000 workers who are employed in plants giving paid vacations. This study alone covers over 500,000 such wage-earners. In Europe annual vacations, adopted mainly through collective agreements and legislation, now directly or indirectly affect a considerable proportion of the population. General or special legislative acts granting vacations to workers have been adopted in 13 European countries. Paid vacations for wage-earners in most countries of Europe are the general rule rather than the exception. In the United States, particularly, vacation plans have been associated with a wide range of activities covered in programs of personnel administration. The related subjects include health conservation, industrial hygiene, accident prevention, benefit plans, pensions, group insurance, and other means of advancing the social well-being of industrial workers.

Scope of the Investigation.—The present volume follows a comprehensive study of the vacation movement in the United States and Europe undertaken as a result of the widespread and growing interest in the subject. No extensive study of industrial vacations has been available previously. This report analyzes the growth of the vacation movement and its present status throughout the world. In so far as practicable, detailed information concerning vacation provisions embodied in company plans, trade union agreements, and legislative acts has been compiled and results observed.

Only vacations *with pay* have been involved in this study. As far as possible, wage-earners alone are considered both in the United States and Europe, but it has often been impossible to make a clear distinction between salaried and wage-earning groups, particularly in the case of legislation and under foreign collective agreements. In some countries salaried workers and wage-earners are covered by the same laws and agreements; in others, workers who are ordinarily on a day basis are classified as salaried workers; again, civil servants and other governmental employees sometimes include manual workers who are usually on a day basis.

The Investigation in the United States.—The data included in this volume are drawn almost entirely from original sources. In the United States, where the investigation was first begun, the information concerning vacation plans instituted by company initiative was obtained through a survey extending over two years from the spring of 1924 through the spring of 1926. Both correspondence and field investigation were employed to secure the desired information. The following table indicates the scope of the survey:

Companies Surveyed	Number	Per Cent
Total	494	100.0
Active vacation plans	199	40.3
Abandoned vacation plans	13	2.7
No plans	282	57.0

Through the cooperation of the American Federation of Labor and the United States Bureau of Labor Statistics, vacation provisions in union agreements were made available. A thorough search of the records of agreements on file in each of these offices was made by persons within the organizations. In addition, civil service regulations granting vacations to public employees in the United States were supplied by the Bureau of Public Personnel Administration, Washington, D. C., after an extended inquiry by the director of that bureau. (See page 291 for list of organizations consulted.)

The Investigation in Europe.—The European data are the result of several months' investigation in the summer of 1925. France, Switzerland, Belgium, Italy, Austria, Czechoslovakia, Germany, the Netherlands, and Great Britain were visited. In each country, outstanding representatives of employers, organized labor, and the government were interviewed, as well as American diplomatic representatives and commercial attachés. (See page 292 for list of organizations consulted abroad.) The 50 industrial establishments visited included plants engaged in the manufacture of textiles, clothing, food, iron and steel, agricultural implements, automobiles, machine tools, watches, and jewelry. Record was made of all vacation information on file at the International Labour Office, Geneva. Where available, original documents were obtained for translation.

Through these various sources, data were obtained covering 29 countries, including 22 European nations, 2 South American republics, Australia, Canada, Mexico, Union of South Africa, and the United States. (See Table I, page 207, for summary.) Information was obtained from all European countries except Albania, Esthonia, Greece, Hungary, Lithuania, and Portugal. The chief occupations in these countries are predominantly agricultural rather than industrial. This fact, together with the political situation in each

of the several countries, accounts in a large part for the lack of any interest in the subject of industrial vacations.

Vacation provisions may be compared by countries, by industries, and by type—as company plan, collective agreement, or law. There are few traceable likenesses in any one of these divisions. The same provisions may be a product of company initiative or of collective agreement or incorporated in a law.

Arrangement of Material.—The data have been arranged for this volume in three parts, each of which is a unit in itself. Part I, *The General Vacation Movement*, brings together in summary form the information for all countries. It covers the growth of the movement, company plans, regulations in collective agreements, and legislation. This part contains also a few deductions or statements of appraisal of the vacation movement. The remainder of the report is confined to descriptive material. Part II, *The Vacation Movement in the United States*, gives a separate and detailed presentation of vacation provisions in this country—those established by companies, by collective agreement, and by civil service regulations. Part III, *The Vacation Movement in Countries Outside the United States*, sets forth corresponding material for 27 foreign countries. An analysis of individual company plans, collective agreements and vacation laws is presented in a series of tables. There is a bibliography which includes references in pamphlets, magazine articles, books, surveys, civil service regulations, and laws in both the United States and foreign countries.

Definitions—VACATION.—A paid vacation may be defined as a definite interval in a round of duties of employment, granted for the purpose of rest or recreation, during which the worker is allowed to discontinue work entirely, but continues to receive his salary or wage. Leaves of absence with

or without pay are not considered as vacations nor are accumulated rest periods given because of work on Sundays, public holidays or for overtime. In general, such leaves are granted for different purposes than are annual vacations.

HOLIDAY.—A distinction has been drawn between "vacation" and "holiday." According to American usage, the word "vacation" has come to mean a consecutive period of days, while the word "holiday" generally refers to a specific day. Public or special holidays are not considered in this report except incidentally in connection with the general discussion of annual vacations.

WAGE-EARNER, WORKER, AND EMPLOYEE.—The words "wage-earner" and "worker" are used interchangeably throughout this volume to designate day-workers, hourly workers, and piece-workers. The word "employee" is used in the European sense as meaning a clerk or salaried worker.

CLASSIFICATION OF COMPANY PLANS, UNITED STATES.—There are several kinds of company plans in the United States. These have been classified in two major divisions: (1) "Shut-down" plans granting vacations during factory shutdown or inventory periods; (2) "Continuous Operation" plans granting vacations at convenient periods with no interruption in the continuity of factory or plant operation. Each of these groups is further divided into two groups: "Ungraded" plans granting a uniform vacation period to all qualifying employees, and "Graded" plans granting variable periods of vacation dependent upon length of service or other stated factors.

PART I
THE GENERAL VACATION MOVEMENT

CHAPTER I

THE VACATION MOVEMENT—DEVELOPMENT AND RESULTS

Early History of the Vacation Movement.—Prior to the Industrial Revolution, the only specified periods of rest and recreation for the working classes were the 30 or 40 annual religious holidays and fête days. With the advent of machinery, the number of these holidays was reduced, and the former holiday privileges were retained only by the salaried workers. As time passed, the holidays of salaried workers were grouped into continuous periods of consecutive holidays or vacations, generally around the Christmas or Easter seasons or during a slack period in the summer months. Thus, paid annual vacations for salaried workers, generally of the executive class, became fairly well established before the middle of the Nineteenth Century. The industrial worker, however, was not affected in any way by this movement until the latter part of the century.

At this time, the owners of a few "family" concerns in England, as well as proprietors in a few similar establishments in Germany and Austria, started giving their older workmen, with long terms of service, a few days off with pay each year. Few, if any, such vacations were granted from the more modern point of view of the social and economic benefits arising therefrom. The whole procedure was one of individual beneficence on the part of the employer. The employer gave or withheld the vacation privilege as he wished.

In England, the passage of the Factory Act of 1901, providing that women and young persons under 18 years of age

receive 6 annual statutory holidays, was a stimulus to the growth of the vacation movement. Although the act did not grant statutory holidays to men over 18 years of age, they generally received similar leaves.

In the United States there were practically no vacation plans adopted in industry before 1900, and very few before 1914.

Efforts of Workers to Obtain Vacations.—Gradually, as individual concerns in Europe began to grant paid annual vacations, the workers themselves commenced to take an active interest in gaining these privileges more generally. It was not long, therefore, until the important trade unions made demands for annual vacations with pay. In the opening years of the Twentieth Century, vacations had been granted in England in a few important industries such as the railway service, public utilities, and newspaper printing. Agreements were also reported in Belgium, the Netherlands, Norway, Sweden, Switzerland, and the Union of South Africa, but in each country, the number of agreements with vacation provisions was small in relation to the total number of agreements in force. In practically all agreements, vacations were granted only on the basis of the length of employment of the worker, the fundamental idea being that the vacation privilege was in the nature of a reward for service rendered.

No record of similar agreements in important European countries such as France, Italy, Austria, Germany, or Russia was found previous to the outbreak of the World War, although it may be presumed that some such agreements existed. Thus, before the middle of 1914, annual vacations were confined to a few individual concerns in various countries, particularly England, and to a few collective agreements.

Effect of the World War on the Vacation Movement.—The vacation movement, like most other features of industrial

relations programs, received a great impetus from the World War. Labor throughout the world was in a position to enforce its demands and employers used every device to attract the best class of workmen and to keep them satisfied. Paid vacations were one among many additions to compensation which were acquired by various groups of wage-earners during this time. Previously, the principle of annual vacations had hardly been recognized in industrial life; after 1918, the movement became an important factor in the welfare of most of the leading nations of Europe, and in the development of labor policies in progressive American corporations. In the space of seven years, from the beginning of 1919 to the close of 1925, the vacation movement in Europe approached the 8-hour day or the 48-hour week in importance.

Interest of United States Executives in the Vacation Movement.—In the United States, employers began to study labor relations intensively and many were convinced that such measures as vacation plans were profitable because of the better health and spirit of the workers, as well as because of their influence in reducing absenteeism and turnover. This attitude, combined with the traditional American reluctance to enact social legislation as a curb for industrial ills, and the comparative indifference of trade unions, has resulted in leaving the development of the vacation movement in the United States largely with employers.

The most important influence on the movement in the United States has been the growing belief in the economic, as well as the social value of annual consecutive days of rest. The opinion of executives in this country whose companies have adopted vacation plans is overwhelmingly in favor of vacations. (See Tables 18 and 19, page 236 *ff.*) Practically all these companies state that "labor turnover has been reduced, efficiency increased, and morale strengthened" because of vacations. Thus, in America at least, the vacation movement has gained considerable headway because vacations have

been found a valuable economic asset and executives have adopted vacations as a matter of sound business principle.

Workers' Efforts to Obtain Vacations in Europe.—The European situation has been quite different. There is a more general appreciation of the use of leisure in Europe than in the United States and the workers look upon the vacation privileges of the salaried classes as extremely desirable. It was only natural, therefore, that with increased bargaining strength and newly acquired voting power, they should act to obtain vacations. The democratic ideals widely proclaimed during the war period also served to heighten the workers' sense of a right to the privileges of other classes. The war losses in man-power combined with the immediate post-war demands for reconstruction placed a premium on labor. The trade unions, in 1919-1920, through their legislative representatives, took advantage of this opportunity to put through various acts of social legislation. The law-making bodies of Russia, Finland, Poland, Austria, Czechoslovakia, and Latvia, all newly formed governments, and in many instances controlled by labor parties, have passed acts which grant paid vacations to all workers under specified conditions. In countries where there was no particular attempt to pass such laws, the trade unions carried on vigorous campaigns for vacation provisions in collective agreements and in many instances were successful in their efforts.

By the end of 1922 the vacation movement had reached a peak. In the next two or three years there was some recession due to unusually depressed economic conditions. Nevertheless, vacation provisions were continued in most agreements, with slightly more stringent regulations. In 1924 and 1925 under better trade conditions provisions for paid vacations appeared for the first time in many agreements in Europe. No case has been discovered in which a vacation law has been repealed.

While in Europe vacations have been adopted in the post-war period chiefly by pressure of the trade unions and not by voluntary action on the part of the employers, nevertheless, as in the United States, there are many industrialists who have come to recognize the intrinsic economy of vacations. This has been particularly true in Germany, where vacations have continued in force, although the legal 8-hour day has been abandoned. Vacations have remained not only because they are demanded by the trade unions, but because many employers believe in their productive value.

The Vacation Movement in Great Britain.—The effect of the business depression on the vacation movement has been most noticeable in Great Britain where it has been overshadowed by the unemployment situation. In two of the basic industries, coal mining and shipbuilding, a considerable amount of unemployment has been continuous, and the consideration of a further extension of leisure time would have been an insult to the intelligence of the leaders of both labor and capital. Trade unions have been occupied with demands relative to more basic conditions, such as wages and hours. Management, on the other hand, has been burdened with tremendous problems of taxation and trade and has had little time to analyze the possible social or economic value of paid vacations. Until a general period of prosperity ensues, it is not likely that the vacation movement in Great Britain will develop on any widespread scale but will continue to affect, as at the present time, between 15 per cent and 20 per cent of the total wage-earning population.

The Vacation Movement in France and Belgium.—France and Belgium have also been slow in granting vacations to workers. The reasons advanced for the situation in these two countries may be summarized as follows:

1. In comparison with similar groups in other European countries, the trade unions have not been effective in formulat-

ing and carrying through social legislation. As a matter of fact, the activities of the trade unions have been largely directed to maintaining the privileges already obtained through the 8-hour laws. It is said that these acts have precluded the passage of other social legislation, although this has not been the case in Austria, Poland, or Czechoslovakia.

2. The continued inflation of French and Belgian currencies since the War, while resulting in lower costs of production, has also necessitated working the full legal hours. In the minds of many employers, the adoption of further legislation or agreements covering vacations would be disastrous to the economic welfare of the nations.

3. A large number of fête and local religious holidays are commonly observed, and because of this fact, many employers are firmly set against any further extension of leisure time. In some parts of France, as many as 16 holidays a year are granted to workers.

4. There has been slight appreciation of the economic value of annual vacations for workers, and in this respect the general attitude in France and Belgium is in marked contrast to that in Germany.

However, it will be observed that many of the states which have adopted vacation legislation are primarily agricultural and not industrial. Of these nations, Soviet Russia, Poland, Finland, and Latvia may be said to be predominantly agricultural, while only Austria and Czechoslovakia may be termed industrial states. Furthermore, the wage scales in these 6 countries have been commonly accepted as being relatively low when compared with those existing in most of the western countries of Europe. If this opinion is assumed to be correct, it may be concluded that annual vacation laws have been enacted primarily in countries with low wage scales. On the other hand, the question is complicated by the fact that vacation laws have not been adopted in France and Belgium where wage scales are also relatively low. However, other economic

factors enter into the local situation of these two countries which have been engaged primarily in restoring the devastated sections.

Activities of the International Labour Office in Regard to Vacations.—The question of vacations for workers has been raised repeatedly before the Conference of the International Labour Office and meetings of the Governing Body of that organization, although it has not actually been on the agenda of any one of the sessions. At the session of the Governing Body held at Geneva, October 12-17, 1925, it was voted that the agenda for the 10th Session of the International Labour Conference, meeting in 1927, should include discussion of annual vacations with pay. However, at the 30th Session of the Governing Body, the question was removed from the 1927 agenda and postponed until a future date.

In the meantime, the International Labour Office has carried on a general study of legislation dealing with vacations for workers. The results of this work were published in the *International Labour Review* in January, 1925 (Vol. XI, No. 1, pages 60-82). In December, 1926, the same publication (Vol. XIV, No. 6, pages 803-832) contained a general survey of the extent to which workers receive vacations under collective agreement.

Status of the Vacation Movement in 1925.—In the United States, the year 1925 was characterized by the continued increase in the number of "company" vacation plans, and the liberalization of vacation policies in several leading industrial corporations. No attempt was made to introduce vacation legislation. Vacation provisions in local agreements began to appear in greater numbers in 1924 and 1925.

In Europe during the year there was considerable agitation for vacations. A general act covering all wage-earners was adopted in Czechoslovakia in April; a similar act was introduced in Luxemburg where it passed its first reading in

the Chamber of Deputies; and a bill was defeated in the British House of Commons. In addition, vacation legislation was drawn up but not passed in Norway and Sweden. Vacation resolutions were adopted by various groups, such as the General Confederation of Labor in both France and Belgium; the Belgian Federation of Christian Trade Unions; the Luxemburg General Federation of Labor; the Netherlands' Socialist Party and the General Federation of Labor; the International Federation of Miners; the Universal Alliance of Diamond Workers; and the International Association for Labor Legislation. Most of the resolutions proposed legislative acts which would grant paid vacations of not less than one week. In August, 1925, it was announced that the Belgian Minister of Railways was to recommend the adoption of legislation granting 6-day annual paid vacations to railway workers. In July, 1925, M. Durafour, the French Minister of Labor, sent a bill to the Chamber of Deputies covering paid vacations to workers. In August, 1925, the Social-Democrat Party in Germany reported that vacation legislation was one of the items in its immediate legislative program.

Thus, in Great Britain, Norway, Sweden, Belgium, France, and Germany, attempts were made in 1925 to broaden the scope of vacations either through legislation or collective agreements, while in Czechoslovakia a general vacation law was passed. By the close of 1925, 6 European nations, Austria, Czechoslovakia, Finland, Latvia, Poland, and Russia had passed compulsory vacation legislation for all wage-earners, while 19 other legislative acts granted paid vacations for special industrial groups in Austria, Czechoslovakia, Denmark, Finland, Iceland, Italy, Luxemburg, Spain, Switzerland, and the Union of South Africa. In addition, collective agreements with vacation provisions had become widespread in Australia, Germany, Italy, the Netherlands, Norway, Sweden, Switzerland, and the Union of South Africa. In Great Britain about 2,000,000 workers were affected by individual

or collective agreements. Practically all the leading European nations, therefore, except France and Belgium, had widely accepted the principle of paid vacations through agreements or legislation. It is estimated that approximately 40 per cent of the total number of workers were thus given vacations.

Economic Results

For several reasons, it is impossible to generalize as to the results of the vacation movement.

First, the vacation movement is but one phase of the tendency to shorten the working period, and its effects cannot always be distinguished from those of the 8-hour day and 6-day week.

Second, the terms on which vacations are granted differ very materially.

Third, there is very little data concerning the use which workers make of their vacation time.

It has been possible, however, to observe results in specific companies, to estimate the comparative value of certain kinds of plans, and to consider the general effect of increased leisure.

The employer who contemplates the introduction of a vacation plan or is checking up on the results of a plan already operating in his plant is primarily interested in the way it affects his business. Only as such plans can be shown to pay their way do they seem advantageous to him.

There seems to be considerable evidence from individual firms that absenteeism, turnover, and production may be favorably affected by certain kinds of vacation plans.

Effect of Vacations on Absenteeism.—Where the granting of vacations is made directly dependent on attendance and the vacation is sufficiently generous to furnish an incentive, a decrease in absenteeism has resulted. Many American firms reported that absenteeism had been lessened by the adoption

of vacation plans. (See Tables 18, 19, page 236 ff.) An outstanding example of what may be accomplished in this direction is furnished by an English firm which originally granted a week's vacation to every man who had less than 10 days' unexcused absence in the preceding year. In the first year of the plan's operation, 1884, only 42 per cent of the men qualified for the vacation. In the succeeding years, the amount of unexcused absence on which the qualification for vacation was based has been steadily reduced, while the percentage of men qualifying has constantly increased. In the last year for which records are available, 1922, 99 per cent of the employees qualified for vacations in this company, *although men with more than two days of unexcused absence lost the vacation privileges.* (See Table 15, page 231.)

The majority of vacation plans provide that a term of service of one year or more precedes the first vacation. Here again the terms of the plans are arranged to effect a definite result, i.e., the lessening of turnover. The length of the vacation granted must be sufficient to seem worth waiting for, if it is to have any effect. A week's vacation at the end of 20 years' service is not apt to reduce turnover, nor is 2 days at the end of a year. It seems probable that graded plans with relatively short service requirements have more of a continuing effect than those where the length of the vacation remains the same.

Relation of Vacations to Production.—The causes of increased or decreased production are so varied that it has been impossible to determine the exact influence of vacations. In the United States, where vacations in industry have been largely restricted to plans in private enterprises, plant managers almost universally reported that vacations had had a more or less direct effect on increasing production. (See Tables 18, 19, page 236 ff.) In large measure, this fact may be said to have been an underlying motive in the adoption of

new plans and the liberalization of old plans in many companies.

In various European factories, opinions varied as to the value of annual vacations in relation to production, being biased by the social or economic point of view of the person interviewed. Thus many employers are against vacations, while trade union leaders quite naturally are strong supporters of the vacation movement. In one company operating in Germany and Sweden, both the general manager and his assistant declared that vacations are economically unsound on account of loss of production during the vacation season. On the other hand, a local plant manager in the same company said that the production loss during vacations was more than made up by the increase in the health and morale of the men and that the company could not afford to operate without vacations.

In Germany, a representative of an employers' association was violently opposed to annual vacations because he believed that they caused decreased production. On the other hand, officials in one of the largest industrial plants in Germany stated that annual vacations had proved a direct stimulus to production.

The prevailing opinion among European executives, unsubstantiated by concrete data, would seem to indicate that the direct incentive value of vacations toward increased production reaches its peak when vacations are granted in individual or more or less isolated instances, and that this effect may be diminished as vacations become general by legislation or by collective agreement.

Various other aspects of the vacation movement may be considered either from the company viewpoint or from that of the worker. Many gains earnestly desired by the wage-earners benefit the employers, and in the same way the plans which are best for the employers may also yield the best effects for the workmen. While these results are economic in one sense, they are social in their larger significance.

Social Results

Wage-earners who receive vacations for the first time are affected in three ways at least. Their social status is distinctly raised—they acquire an increased self-respect. Their health is subject to improvement in so far as they have been able to take advantage of the opportunity for rest and recreation. Their leisure time has been increased, and there is the problem of how this time may best be spent. The first of these is a mental result which may add materially to a workman's productive capacity. Real results from the second are speculative and will remain so until some reliable physiological research may determine the effects of vacations on health. The third is receiving considerable attention under the caption, "Use of Leisure Time."

Fatigue and the recuperative powers of industrial workers have already been subjected to research in departments of applied physiology. The investigations, however, have been confined almost entirely to daily or weekly working periods. No case is known which approaches the subject from the angle of an annual vacation, although one such study is projected. An annual vacation, when taken under proper conditions, may conceivably play an important part in offsetting the cumulative fatigue from a steady grind over a period of months. The psychological results of such accumulation of tiredness may be a critical factor in many labor troubles. Prior to the war, vacations were regarded as being necessary for "white collar" workers but were seldom discussed for manual workers. Today not only trade union leaders but many employers and industrialists agree on the value of an annual period of release from the routine and monotony of everyday employment. Formerly vacations were granted to salaried employees, partly because they were "brain workers," and as such needed annual periods of rest. However, today as much mental effort may be required of the manual workman as of the clerk or minor

salaried employee, and it seems to be increasingly accepted that annual vacations are as much needed for one group as for the other.

In the final analysis the value of vacations to the worker or to the employer or society in general depends upon the use of the leisure thus obtained. Most advocates of vacations, particularly in America, assume that nothing but good for the employees can come from having time off with pay. This is far from the fact. There may not be enough money saved for any kind of a trip or there may be a temptation to take a job at some other place during the vacation. There may be ignorance as to a suitable vacation resort or a lack of understanding as to how a vacation may best be spent.

A great deal which may be said with reference to the use of leisure time during annual vacations also applies to the leisure which results from the shortened work periods of the day and week. In fact the proper use of leisure time is as much in the general interests of society as in the personal interests of the workers. This subject was on the agenda of the International Labour Conference, Geneva, in 1923 and 1924. The responses of participating governments and an analysis of these are to be found in reports of the International Labour Office under the title, "Development of Facilities for the Utilization of Workers' Leisure." It is therein pointed out that the Governing Body has never entertained the idea of asking the conference to lay down moral principles or give the workers good advice on the way to dispose of their free time but rather has endeavored to arouse interest in the facilities with which the workers might be provided in order to enable them to use their leisure in the way they choose.

An ideal vacation involves quiet, change of scene as well as occupation, an opportunity for exercise out-of-doors and in addition should permit the whole family to share in it. The unassisted efforts of individual workmen cannot always achieve

a vacation of this kind. It is here that companies, groups of workmen, or governmental labor departments can play a helpful part. A few isolated examples of such efforts to make vacations serve their purpose are referred to in other portions of this volume, but are summarized below.

Several large American industries have compiled for their employees the names, location, etc., of vacation resorts from which a selection may be made. The Vacation Service Bureau of New York City, supported by a number of companies, furnishes information concerning resorts in the northeastern part of the United States. Organized excursions have been arranged by a prominent Vienna concern with the collaboration and encouragement of local touring associations. Austrian labor reports frequently urge the formation of national vacation camps for workers. The purpose of these homes would be to receive workers during the annual paid vacations and to provide for their education and recreation. In 1920, two communications from the Boards and Factory Enterprise indicated that a weekly reservation of 1 per cent to 2 per cent was set aside for vacation homes in the country. To quote from the report:¹

These communications show that the workers desire to make suitable use of their vacations and that the largest concerns through their own means, and the smallest by collaboration and common action can assure the establishment of means which will permit the workers to provide for their rest requirements during vacation time.

Certain collective agreements provide for special vacation allowances in order to assure the worker of sufficient funds for a trip. The International Labour Review (December, 1926, page 327) reports a number. "The agreement for the Vienna co-operative bakeries, provides for the payment of an

¹ Labor Inspector's Report, Vienna, 1920, page 118.

allowance of this kind equal to half the normal weekly wage. Several Viennese bakeries have adopted a similar system: the workers are given an additional sum of one week's wage for a vacation of two-and-a-half weeks, and two weeks' wage for three weeks' vacation. In the Netherlands, brewery workers whose period of service is less than one year are entitled to an additional payment of 10 florins. Under the Dutch national agreement for the tobacco industry, married men receive a special allowance equal to 50 per cent of their normal wage."

Important among considerations of the use of leisure time is the question of permitting the vacationist to draw vacation pay and allowing him to get a temporary job in another company during his recess. Obviously if an employee on a paid vacation takes up his regular line of work elsewhere during his period off duty, no physical benefit may be derived from the period. He has merely received double pay. It is quite difficult however to specify what kind of work is permissible or to apply a rigid rule on the point of receiving pay from any other source during the vacation. Unreasonableness or unfairness would result from any such attempt. The test which is perhaps the most effective one is reliance on the good faith and integrity of the employees.

Vacation clubs, founded for the purpose of accumulating vacation funds, have been established in several American and English concerns. Lever Brothers, Ltd., well-known English soap manufacturers, have granted a week's holiday with pay between May and September to all workers who joined a company holiday vacation club. Workers have instructed the company to deduct certain sums from their weekly wages, the company paying these sums with interest previous to the vacations.

Mather & Platt, Ltd., a mechanical manufacturing firm located in Manchester, England, has established an endowed holiday fund to which employees are eligible under certain conditions.

Vacation grounds and clubhouses, in some cases, have been furnished by industrial companies both in the United States and Europe. In Switzerland, a large metal concern acquired a clubhouse on the border of the Lake of Four Cantons which they converted into a vacation colony for workers needing rest. Another Swiss concern in the textile industry has established a vacation fund for wage-earners' children.

A vacation period properly spent is valuable therefore not only because of the immediate benefit arising from it, but because interests thus formed may be kept up through the months that follow. In this way the effect of the vacation is continuing. The group spirit engendered at a vacation camp is a valuable asset to any company and may be recognized and kept alive by year-round activities.

One of the important social consequences of the vacation movement has been the increased amount of travel, and in Europe it may be said to have become international in its influence. In the United States, due chiefly to high wages and the buying of low-priced automobiles on the installment plan, wage-earners for some time past have become accustomed to traveling over considerable distances during the vacation season. In Europe, however, workers formerly were not able to leave their home cities or villages for many years, but now with the privilege of annual vacations they have been free to travel to centers of recreation and rest.

Groups of workers have organized for their vacation trips in the United States and other countries. For many years, Lancashire and Yorkshire textile villages in England have been entirely deserted when the workers go to nearby seaside resorts during the annual "wakes." There are similar customs in mill villages in certain parts of New England. Tourists' clubs have been founded in many American and English concerns, and, under the guidance of lecturers and teachers, visit historic spots in their own and foreign countries. Necessarily travel has been limited by the financial means of the workers,

but even a small journey may be of considerable social significance in the otherwise narrow and cramped life of the industrial worker. The broadening intellectual value of travel is well recognized, and it is fair to assume that stimulation of travel because of vacations has had a beneficent social and educational effect.

CHAPTER II

COMPANY VACATION PLANS

Interest of Employers in Vacations for Workers.—It has already been pointed out that vacations with pay were first given industrial workers by individual employers in Europe. At present, however, the number of employees receiving vacations under company plans is relatively unimportant.

In the United States, on the contrary, company officers have taken a more active part in the matter of vacations than have the employees themselves. Many owners and executives, however, are not convinced that vacations have sufficient value to warrant their cost, and they also believe that there may even be positive disadvantages in giving vacations. Opposition to vacation plans, it is interesting to note, is more likely to come from those employers who have not instituted a plan, than from those who have. A further reason for employers' comparative lack of interest is undoubtedly the fact that the wage-earners concerned have not yet come to regard vacations as a matter of paramount importance. Wages and hours are still the first concern.

Number of Company Plans Studied.—This investigation covered 221 company plans in all, 199 of which are in the United States and the 22 others in 5 foreign countries—Belgium, Canada, France, England, and the Netherlands, where relatively few company plans exist. (See page 51 *ff.*, and Tables 18 and 19, page 236 *ff.*, for material concerning active plans in the United States and Table 2, page 210, for foreign material.)

Plans were found in 15 groups of industries in the United

States; the largest number of plants with vacation plans were in the petroleum, chemical, food, and metal products industries. Eight industrial groups were represented by the foreign plans.

The plans are far from uniform in their provisions in view of the many countries and industries in which they exist and the consequent need for adaptation to local conditions. The majority, however, relate the length of the vacation to length of service, attendance, or punctuality. These provisions were of such character in the plans considered in the United States that only 48 per cent of all the workers covered by the investigation actually received vacations.

Length of the Vacation Period.—The most common minimum vacation period is one week after one year's service which may be lengthened to 10 days or two weeks after a further period of employment—varying from one to five years. Some plans, however, require five years' service to qualify for a vacation and as much as ten years' service for any extension of time. Fifty-seven per cent of the plans in the United States are graded, in that longer vacations are granted for longer service while the rest are ungraded plans. The foreign plans are equally divided between graded and ungraded.

Certain European plans are especially notable. One extends the length of the vacation to three weeks with double pay after 30 years of service; another grants one-half week's vacation after three months' service. The latter plan follows the general outline of the collective agreement which the company signs. This same company does not increase the length of vacation after a period of nine months' service.

Length of Service Necessary for Eligibility.—Occasionally vacation plans allow a shorter period of qualifying service for women than for men. Presumably, this provision is made because of the higher labor turnover among women workers. Again a plan may grant a slightly longer vacation to shift

workers than to day-workers. A London laundry firm gives 10 days to packers and sorters, and a week to general workers. Several companies allow double pay for the vacation period in order that the worker, together with his family, may get away from his ordinary surroundings.

In England, vacations are frequently granted on the basis of attendance and punctuality records, thus following provisions adopted widely in the United States and Canada. A baking company in Glasgow grants extra days beyond the regular vacation to workers with perfect attendance records. In two other English concerns, Brunner, Mond & Company, and Mather & Platt, Ltd., vacation privileges are not allowed after a certain number of days of unexcused absence.

It is more usual for vacations to be given without shutting the factory than otherwise. Over 70 per cent of the plans in the United States, covering 78 per cent of the plants and 90 per cent of the employees, are of the type in which there is no interruption in the continuity of plant production while the others are of the shutdown type in which vacations are granted during shutdown or inventory periods. The tendency in shutdown plans as contrasted with the others is to grant vacations to wage-earners with relatively shorter terms of service.

Miscellaneous.—The vacation season in the United States usually occurs in summer, though in some companies vacations are given at any time throughout the year. Vacation wages are generally paid on a full rate, straight time basis, exclusive of overtime, just prior to the vacation season. The basis of determining piece-workers' vacation pay varies. The current piece rate at the time of the vacation may be used, or the average earnings during the four to six weeks immediately preceding the vacation season. Three-fourths of the plans make no provision for pay on legal and national holidays in addition to vacation wages.

The cost of vacations is hard to determine. In more than half of the 178 companies for which data are available in the United States, vacation wages are 1.5 per cent of the total annual payroll.

Many companies in the United States tie in their vacation plans with other liberal measures. A public utility company allows employees and their families free transportation to any part of the state at vacation time. A food products firm shuts down on Saturday mornings throughout the summer months.

The problem occasionally comes up as to whether a man shall be allowed to forego his vacation if he chooses. Instances frequently arise when employees need extra money to meet the expense of an illness. Several firms turn over the amount due as a vacation wage in such cases and the employees forfeit their vacations. Others allow no exceptions to the vacation plan and consider cases of financial distress as separate matters.

Opinions Concerning Vacation Plans.—In the United States a considerable number of managers and executives expressed very favorable opinions concerning the value of vacations in relation to labor turnover, efficiency, and general morale. The following statements are indicative of the general tenor of the replies:

We feel that the plan has worked out well with us; that we have less labor turnover, and very good morale in the factory. Some of our overseers could see no benefits from the plan, and we discontinued it for one year. The next year all of the overseers asked us to go back to the plan again.

Because we happen to be the only plant in our community which grants factory workers vacations with pay, we believe the effect on the general morale of our men to be much better than it might be otherwise. There is no doubt in our minds that we are receiving value received, this fact being attested to by the fact that in spite of a period of strenuous retrenchment, our vacation plan with minor changes is still in effect.

As far as is noticeable, there has been a stimulating effect on production. On general morale there has been a noticeable and enthusiastic reception of the plan from all sources.

Lessens labor turnover and improves morale. With us, at least, the loss in production is not proportionate with the amount of vacation time, as we find a marked tendency on the part of employees to put forth somewhat more than usual efforts, when an associate is on vacation, in order to make the vacation plan a permanent success.

Abandoned Vacation Plans.—Only 13 companies in the United States, or 6 per cent of those included in this study, have abandoned their vacation plans. No plan adopted since 1920 is known to have been discontinued. On the contrary, the tendency is toward liberalization of existing plans.

CHAPTER III

VACATION REGULATIONS IN COLLECTIVE AGREEMENTS

Relative Importance of Vacations Given Through Collective Agreements.—Relatively few collective agreements in the United States contain vacation provisions. The situation is far different in most European countries since vacation provisions are included in nearly all collective agreements in Germany, Italy, Norway, Sweden, Austria, and Soviet Russia, and, in addition, have been adopted quite generally in Denmark, the Netherlands, Switzerland, and the Union of South Africa. This situation mirrors the general progress of the vacation movement here and abroad in that there is much less interest in vacations among industrial groups in the United States than in Europe.

Data were available concerning collective agreements in 18 countries including the United States. Nearly all of the 175 agreements known to exist in the United States are local, and each affects a relatively small number of individuals. The number of collective agreements and the number and percentage of workers covered by collective agreements containing vacation provisions in European countries as shown by a survey of the International Labour Office, is found elsewhere. (See Table 3A, page 214, and Table 3B, page 215.)

The length of the vacation given varies considerably. This is especially true of the European agreements where the vacation is occasionally as short as 1 or 3 days and may run to 21 days. The more common length, however, is from one to two weeks. There is a tendency to grant longer vacations after a longer period of service. In the United States, on the other hand, very few of the agreements provide for graded

vacation periods—only 7 out of 175. Two weeks is a more usual vacation than is one week. The longest vacation period is 20 days, given to the firefighters in Atlanta, Georgia. A service requirement of one year is customary but by no means universal.

Analysis of Vacation Provisions by Industries.—Twelve industrial groups with vacation provisions are represented in the United States and 30 elsewhere. (See page 70 *ff.*, and Table 28, page 282, for United States data; Table 3, page 211, for other material.) In 11 of the industries, in foreign countries vacations are fairly general. The more important industries are the following: breweries, building construction, chemicals, clothing, glass, metals, mining, paper, printing, textiles, and transportation. The lack of a national policy on the part of the various unions in the United States is indicated by the fact that for the most part only a few locals in each industry have obtained vacations. The two unions of which this is not true are the International Typographical Union and the Firefighters. The unions represented by fewer locals are the butchers, teamsters, telegraphers, street and railway employees, and electrical workers. In contrast with the many important European industries which have vacations with pay, through collective agreements, it will be noticed that only one of the unions listed above represent any large industrial group. Certain of the organized groups are employees of municipalities.

Lack of Similarity in Vacation Provisions.—On the whole, there is little similarity between agreements in the same industry as found in different countries. One or two industries, however, have certain provisions in common. Agreements in the metal manufacturing industry in Czechoslovakia and Norway allow 8 days' vacation after a year's service; while in Italy, 6 days are granted after similar employment. The most uniform provisions exist in the printing industry, as agree-

ments in Great Britain, Italy, and the Netherlands grant a vacation of 6 days or one week after a year's service. The same vacation period is given in about half the agreements in the United States. The others give a longer vacation for the most part. Presumably, the influence of the unions in the printing industry has been effective in promoting more or less uniform terms in the various agreements.

Comparison of Collective Agreements by Countries.—More important than a consideration of agreements in various nations arranged by industries, is the analysis of all agreements within each country. A summary of the material presented in Part III follows:

AUSTRALIA.—Vacations have been granted in leading industries through collective agreements or by intervention of the Federal Arbitration Commission. Vacations range from 1 to 38 days after one year's service.

BELGIUM.—National agreements are confined to the wholesale fur, bookbinding, and printing industries. Vacations are also granted by individual agreement in certain cooperative associations and municipalities. The prevailing length of vacation which is granted to industrial workers is one week or 8 days. In municipalities, one week's vacation is granted to employees with less than a year's service and two weeks to those with over a year's service. (See Table 4, page 216.)

CANADA.—One or two weeks' vacation after one or two years' service is granted to municipal employees in various Canadian cities and to members of 45 local unions. (See Table 5, page 218.)

CZECHOSLOVAKIA.—Practically all the national collective agreements in Czechoslovakia grant paid annual vacations ranging from 3 to 21 days. (See Table 6, page 220.) These agreements cover one-third of the workers in Czechoslovakia.

DENMARK.—A paid vacation of 6 days after one year's service is granted to about one-half of the trade union mem-

bers. The principal industries represented are food products, printing, and tobacco. State and municipal employees receive up to 14 days.

FRANCE.—In 1925 collective agreements applying to 414 companies contained vacation provisions for workers. Railroad and post office employees generally receive 12 to 15 days, and commercial employees, one week to 15 days.

GERMANY.—Over 13,000,000 workers, or 92 per cent of those covered by collective agreements, received annual vacations ranging from 3 to 6 days after one year's service in 1922. (See Table 7, page 221, for vacation agreements of 1920, 1921, and 1922, and Table 8, page 222, for agreements in 1925.)

GREAT BRITAIN.—In 1925, 1,500,000 workers, or about 10 per cent of the wage-earning class, were affected by vacation provisions in collective agreements. (See Table 9, page 225, for national agreements, and Table 10, page 226, for district agreements effective in March, 1925.)

ITALY.—Nearly all the important industries in Italy grant a paid vacation of 6 days after one year's service. Practically the only industries not covered are building construction and boot and shoe manufacturing. (See Table 11, page 228.)

THE NETHERLANDS.—Over 130,000 workers, or 54 per cent of all those covered by collective agreements in 1923, were eligible to receive vacations from 3 to 18 days in length. The vacation movement in recent years has been checked by trade depression.

NORWAY.—In 1923, over 90 per cent of all collective agreements, covering 97 per cent of the workers, included such provisions, the most common vacation period being from 8 to 12 days. (See Table 12, page 229.)

ROUMANIA.—Fragmentary data indicate that in industrial centers collective agreements generally contain provisions granting one week's vacation after one year's service.

SOVIET RUSSIA.—Collective agreements generally follow

the vacation provisions established in the Labor Code. (See page 185.)

SWEDEN.—Practically all of the principal industries allow a paid vacation of less than 7 days. Over 165,000 workers, or 77 per cent of all those covered by collective agreements, received paid vacations in 1923, the last year for which information is available. (See Table 13, page 230.)

SWITZERLAND.—Vacation provisions are widely adopted by agreement. Typical agreements show that the length of the vacation ranges from 3 days to two weeks. (See Table 14, page 230.)

UNION OF SOUTH AFRICA.—Two weeks' vacation is generally granted after twelve months' service in the mining, building, and printing industries, and to mechanics and electricians.

UNITED STATES.—There are known to be 175 local agreements involving 12 different unions which include provisions for vacation with pay. The vacations are fairly liberal, being one week or more for one year's service as a rule. In many instances no service requirements are specified. The number of wage-earners receiving vacations under these agreements is relatively small. (See Table 28, page 282.)

YUGOSLAVIA.—National agreements, granting paid vacations, ranging in length from 4 to 15 days after one year's service, have been adopted for miners, printers, and workers in municipal and state monopolies.

Enforcement.—Generally speaking, collective agreements are well lived up to. In fact, enforcement of vacation regulations through agreement may be as effective, or even more effective, than through legislation, since agreements are voluntarily entered into by management and labor, while laws may be adopted without the approval of both parties.

CHAPTER IV

VACATION LEGISLATION

Countries with Vacation Legislation.—There is a marked difference in policy with reference to social legislation in the United States and Europe. Whether this is due to the greater degree of organization of labor abroad or to a difference in methods of arriving at a given end, the fact remains that nation-wide social legislation is seldom passed in the United States and there are few state laws of like nature except those which apply to women and children. It is not surprising, therefore, to learn that vacation legislation applying to employees of private companies does not exist in the United States and that public employees are taken care of by civil service regulations and state laws which are generally of a permissive character. (See Tables 29, 30, 31, page 286 *ff.*) In Europe, on the contrary, 6 nations with a combined population of 184,000,000 have adopted vacation laws which apply to all workers, and 10 have adopted special acts for certain groups of workers. In all, 13 countries have some kind of legislative provision for wage-earners' vacations. The general acts are in force in: Austria, Czechoslovakia, Finland, Latvia, Poland, and Soviet Russia, while nineteen special acts have been adopted in Austria, Czechoslovakia, Denmark, Finland, Iceland, Italy, Luxemburg, Spain, Switzerland, and the Union of South Africa.¹ (See Tables 16, 17, page 232 *ff.*)

¹In April, 1926, at the conclusion of the compilation of material the *Diario do Congresso Nacional*, dated December 27, 1925, was received with the statement that under a decree of December 24, 1925, the President of the United States of Brazil had sanctioned a vacation act previously passed by the Chamber of Deputies. The provisions of this act guarantee an annual vacation of 15 days for employees in commerce, bank clerks, workers in industrial establishments, and salaried employees in all kinds of journalistic undertakings. Heavy fines are provided for in case of infringement.

In Austria, Czechoslovakia, and Latvia, agricultural and forestry workers, as well as domestic servants, are specifically excluded from the provisions of the general acts. In Austria, these groups are included in special acts. Seasonal workers are excluded from the Czechoslovak and Polish general acts.

Special provisions for young people are found in the Austrian, Polish, and Russian acts; for apprentices in the Czechoslovak act; and for intellectual workers and workers in unhealthy and dangerous trades in the Russian act.

The general acts have all been passed since the war; one law dates from 1919, four from 1922, and one from 1925.

The special acts cover actors, agricultural workers, bakers and confectioners, caretakers, commercial apprentices, domestic servants, miners, private employees (including shop assistants), women and young people. One act was adopted in 1909; one in 1910; four in 1919; one in 1920; seven in 1921; four in 1922; and one in 1924. Austria alone has adopted eight special acts, while two each have been adopted in Czechoslovakia, and in different cantons in Switzerland. Denmark, Finland, Iceland, Italy, Luxemburg, Spain and the Union of South Africa have each adopted only one act.

Vacations for Public Employees in the United States.—The public employees receiving vacations in the United States do not correspond with any one group abroad although the general acts in Europe frequently include public employees within their scope. The majority of municipal, state and federal employees are not of the industrial class but it is impossible to differentiate between laborers and others.

Exclusive of teachers, contractual and part-time workers, conservative estimates place the total number of public employees in the United States between 2,000,000 and 3,000,000, the large majority receiving some form of annual leave or vacation. (See page 77 *ff.* for full discussion and Tables 29, 30, 31, page 286 *ff.* for analysis.) The form in which civil

service regulations are set up is such that for the most part the inclusion of manual workers is optional with the authority granting vacations.

Service Requirements.—The civil service regulations of the United States do not specify length of service as a rule but do exclude temporary or irregularly employed persons. In some jurisdictions, however, pro rata allowance may be made for vacation after one, two, three, or six months' service.

Practically all legislation dealing with annual vacations requires that a worker serve a minimum, and generally continuous, period of service with a given employer. The premise is that an employer should not pay for vacations unless he has already received a definite amount of service from a worker or has a guarantee of his return after the vacation season. However, cumulative vacations, accruing to the worker if he changes from employer to employer, are granted under a general act in Russia.

The majority of the general and special acts grant graded vacations, the length of vacation increasing with the length of service. Seven acts, however, give a standard vacation after a specified period of service.

Practically all of the laws have different service requirements. Custom, competition, and economic conditions, peculiar to each of the countries involved, have made for variety rather than similarity. The shortest designated service period, five and one-half months, is found under the Soviet act. The most common minimum service periods are six months and one year. The longest period of service specifically named in any of the laws is found in the Austrian acts covering private employees and estate workers. Under these provisions, five weeks' paid vacation is granted after twenty-five years of service.

Important considerations in determining service qualifications include absence from work on account of sickness, ac-

cident, civic duties, or military service, and interruption of the service period on account of strikes, lockouts, or termination of contracts of employment.

Length of Vacations.—The length of the vacation varies according to the length of service and the class of workers involved. Here again, there is no uniformity, and it is difficult to make generalizations. In the main, vacations are of one or two weeks' duration. In the United States the municipal, county, and state employees usually receive a two weeks' vacation, while the large majority of federal employees receive 30 days annually after one year's service. In general, this contrast may be said to be due to the fact that federal employees are further removed from the competition existing in industrial centers, and that more rapid labor turnover and more fluctuating political conditions cause more frequent changes of personnel in city than in federal government. As a whole, public employees receive much more liberal vacations than workers in commerce and industry.

The shortest vacation given by any European law is 1 day for one month of service in a district of Austria, while maximum vacations of one month or four weeks per annum are given under the terms of the Soviet act, various special acts in Austria, and the act covering commercial assistants in Finland. The vacation is not usually increased in proportion to the length of service, as for example, one week's vacation may be given after one year's service, and two weeks after five years' service.

Longer vacations are, in some instances, granted to young persons, intellectual workers, and employees in unhealthy and dangerous trades. In general, salaried workers, such as commercial assistants, receive more liberal vacations than workers belonging to the strictly wage-earning group, such as miners, sailors, or bakers.

Uninterrupted Nature of Vacations.—One of the principal benefits claimed for vacations is that rest and recuperation

may be taken in a continuous and unbroken period. In the main, this idea has been safeguarded in vacation legislation abroad, as shown in the Finnish acts, in the Austrian act applying to actors, and in the Danish act covering domestic servants. The regulations in the United States usually allow the vacation to be divided especially if it is more than one week in length.

Vacation Season.—Only a few laws specify that vacations are to be given in the spring or summer. In general, the date is fixed by the employer or by collective agreement and varies with the type of work.

Payment of Vacation Wages.—The payment of pieceworkers under European vacation legislation is on the basis of average wages during a specific period preceding the vacation season. Under the general acts, the period is four weeks in Czechoslovakia; two months in Latvia; and twelve weeks or three months in Austria and Poland.

Vacation and traveling allowances in addition to regular wages are allowed by several acts.

The time for payment of vacation wages is not designated except in a few cases. The Polish General Act allows vacation wages to be paid after the vacation unless otherwise agreed upon; under the terms of the Soviet act, payment is made before the vacations; under the Austrian acts for private and estate employees, during the vacation.

Outside Work During Vacations.—The main purpose of vacations is to allow a continuous period of rest to a worker so that he may return reinvigorated to his regular task. If the wage-earner performs any kind of work during his vacation, it is claimed that he loses the effect of the vacation and harms both himself and his employer. Nevertheless, only three countries have laws prohibiting work during the vacation season, while two specifically allow the worker to take paid employment. Under the Czechoslovak and Polish Gen-

eral Acts, and the Zurich act covering women servants, outside work is prohibited under penalty of the forfeiture of vacation pay. The Finnish General Act provides that the employer pay a reasonable supplementary wage to workers voluntarily working during their vacations, while actors under the Austrian act may appear in other productions during the vacation season without the employer's permission.

Forfeiture of Vacation Rights.—Vacations may be forfeited entirely or in part under varying circumstances. Many regulations in the United States arrange that unexcused leave be deducted from the vacation. If the worker is guilty of some grave offense contrary to the terms of the contract of employment and is discharged, he loses all rights to a vacation under the Polish General Act and the Austrian acts governing salaried employees and caretakers. A worker who voluntarily breaks his contract of employment generally forfeits vacation privileges. This is true under the terms of the general acts of Austria, Poland, and Czechoslovakia, and the Austrian acts applying to private employees, domestic servants, agricultural workers (Upper Austria), and caretakers, and the Italian act covering private employees. Practically the same rule is also operative, although not specifically expressed, in the Latvian General Act. Many laws, however, provide indemnities to the discharged worker, varying in amount with the length of service.

Days of unexcused absence from work are deducted from the vacation under the Czechoslovak Mining Act.

Compulsory and Punitive Provisions.—Generally speaking, the vacation laws in Europe bind both parties absolutely, and departures from the law are allowed only when they are advantageous to the worker. In a few cases, such changes can be made by collective agreement or individual contract in specified industries.

If vacation laws are infringed, the injured party as a rule

may bring civil suit to recover compensation or damages. At the same time, a breach of the provisions may be considered an injury to the community and thus may involve criminal prosecution. An analysis of the ramifications of the various national laws involved, however, is beyond the scope of this volume.

A few laws establish the rate of compensation to be paid to the worker in case of evident fraud on the part of the employer.

Criminal prosecution generally takes place only for violation of specific acts. If breaches of the law are specified as criminal offenses, penalties may be inflicted under certain provisions of various laws.

Enforcement.—The administrative public officials in the United States are given a good deal of discretion in the application of vacation regulations. There is no tendency to deprive public employees of their vacation rights. In Europe the question of enforcement of vacation legislation is of paramount importance. Laws of this character cannot be made binding without the weight of public opinion behind them. Since vacation acts are one of the most recent forms of social legislation, it is not surprising to find that enforcement has not been an easy matter.

Furthermore, the general acts are confined, with one exception, to newly formed nations in which the enforcement of social legislation has sometimes been neglected because attention has been directed to more basic problems. The lack of organization among the employers and wage-earners in many of these countries and their consequent unfamiliarity with any sort of labor regulations serve as a further hindrance to enforcement.

Difficulty has been encountered in practically all of the foreign countries in regard to the interpretation of the regulations. In some cases, the vacation law has not been ade-

quately explained by the officials; in others, the actual text of the law has not been clear. This is notably true in Finland.

Such organized opposition as there has been, however, has not resulted in the nullification or elimination of existing laws; and in several countries liberal amendments to the original acts have been passed. When all the difficulties are taken into consideration, enforcement may be said to be fairly successful.

PART II
THE VACATION MOVEMENT IN THE
UNITED STATES

CHAPTER V

COMPANY VACATION PLANS

A great many variations are to be found in the provisions of company plans. It is important to know whether vacations are given during shutdown periods when business is dull or at any time during the course of the operating year. For purposes of brevity and simplicity the former type of plan is referred to subsequently as "shutdown" and the latter as "continuous operation." Either one may provide for vacations which are the same length for all the employees who receive them, "ungraded" plans, or for vacations which vary in length with the duration of service, attendance, etc., "graded" plans. (Tables 18 and 19, page 236 *ff.* give analyses of plans.) The costs of all vacations are borne by the companies with the exception of two shutdown plans where employees also contribute either time or money toward the accrual of vacation wages. (See page 59.) The number of plans, plants and wage-earners covered in each classification follows:

Type of Plan	Number of Plans	Per Cent	Number of Plants	Per Cent	Number of Wage- Earners	Per Cent
Shutdown . . . {Ungraded.	19	9	21	7	12,581	2
	41	21	44	15	39,049	8
Continuous {Ungraded Operation {Graded...	68	34	103	35	166,601	33
	71	36	126	43	285,490	57
Total	199	100	294	100	503,721	100

Geographical Distribution.—Company vacation plans have been established in 31 states, the District of Columbia, and Canada. (See Table 20, page 276.) One public utility company operates in all states of the union. Sixty-one plans or 21 per cent of the total covered in the entire survey are in

New York, while Pennsylvania, Illinois, Massachusetts each with twenty-seven plans and New Jersey with twenty-two, followed in order. In general, it may be said that the geographical distribution closely follows the industrial development of the country, in that vacation plans are more frequently found in industrial states than in those which are still primarily agricultural.

Industrial Classification.—Fifteen major industrial groups are represented by plants with vacation plans, the classification having been made on the basis of the United States Census, except for a few subordinate divisions which pertain especially to this survey. Eighty-five plants are in the chemical and allied products group, which includes general chemicals, paints and varnishes, petroleum and soap. Thirty-three plants are in the machinery group and 31 plants in paper and printing. The other important groups include metals, food products, textiles, and public utilities. Particularly noticeable is the small number of plants in the lumber, leather, and rubber industries. (See Table 21, page 276.)

The total number of wage-earners in this country as reported by the United States Census of Manufactures, 1923, was 8,778,156. The firms contributing to this study reported 364,166 workers, excluding those in public utilities and transportation companies, or 4.15 per cent of the total number in the United States in 1923. In the chemical, machinery, musical instrument, and rubber industries, the firms reporting employed from 9 per cent to 20 per cent of the wage-earners in their respective industries. (See Table 22, page 277.)

Date of Adoption.—Although the first vacation plan was adopted in 1876, comparatively few plans were in effect before the outbreak of the World War in 1914. About two-thirds of all plans included in this survey have become effective since the beginning of 1919. It will be noted that the number of plans adopted from 1919 through 1925 followed the general

trend of economic conditions in the United States. (See Table 23, page 277.)

Service Requirement and Length of Vacations.—The plans have been classified as to length of service, vacation period, number of wage-earners covered and those actually receiving vacations of different types. All continuous operation, ungraded plans were easily classified.

CONTINUOUS OPERATION—UNGRADED PLANS

Length of Service	Length of Vacation	Number of Plans	Factory Workers	
			Total	Number Receiving Vacations
6 months	1 week	2	4,182	3,877
200 days	12 days	1	537	537
8 months	1 week	1	90	80
9 months	1 week	1	214	214
48 weeks	1 week	1	700	455
1 year	1 week	17	10,303 ^a	6,321 ^a
1 year	10 days	2	6,050	4,840
1 year	12 days	3	7,400	5,380
1 year	2 weeks	5	20,663	13,816
2 years	1 week	5	22,066	8,045
3 years {female}	1 week	2	37,500	5,000
5 years {male}				
5 years	1 week	8	10,839	2,986
5 years	2 weeks	2	1,750	460
6 years	3 days	1	310	124
7 years	1 week	1	500	50
10 years	1 week	3	6,482	485
10 years	2 weeks	2	2,977	362
15 years	1 week	2	2,140	236
15 years	2 weeks	1	400	60
20 years	1 week	1	.....^a	.....^a
20 years	2 weeks	2	9,918	309
25 years	1 week	3	4,980	368
25 years	2 weeks	1	4,600	138
All workers in profit-sharing plan during preceding year.	1 week	1	12,000	9,600
Total		68	166,601	63,743

^a Complete data not available.

Practically all the continuous operation, graded plans varied and hence only the most typical plans have been summarized in the following table:

THE VACATION MOVEMENT IN U. S.

CONTINUOUS OPERATION—GRADED PLANS

Length of Service	Length of Vacation	Number of Plans	Factory Workers	
			Total	Number Receiving Vacations
6 months	1 week }	4	562 ^a	537 ^a
1 year	2 weeks }			
1 year	1 week }	5	7,128	5,568
5 years	2 weeks }			
3 years	1 week }	3	3,144	536
5 years	2 weeks }			
5 years	1 week }	5	27,431	4,356 ^a
10 years	2 weeks }			
10 years	1 week }	3	13,285	2,344
20 years	2 weeks }			

^a Complete data not available.

Shutdown Plans.—There are very few shutdown plans with common service requirements and periods of vacations. In contrast to the other type of vacation plans, the shutdown type of vacation generally includes employees of comparatively short terms of service; thus one month's service may result in one-half day's vacation with pay during the shutdown period. The commonest types of shutdown plans follow:

Length of Service	Length of Vacation	Length of Shutdown	Number of Plans	Factory Workers	
				Total	Number Receiving Vacations
5 years....	1 week }	2 weeks	2	6,800	1,775
10 years....	2 weeks }				
6 months..	1 week }	2 weeks	3	1,330	1,101
1 year	2 weeks }				
1 year	1 week	1 week	5	3,623	3,059

Vacation Season.—Vacations are usually given in the summer, although the requirements of certain firms make some other season preferable. One hundred and three plans, or 52.5 per cent of those with available information, provide for vaca-

COMPANY VACATION PLANS

(A)

Calculation of Time as Basis for Vacation Pay	Type of Plan				Total
	Continuous Operation		Shutdown		
	Ungraded	Graded	Ungraded	Graded	
Straight time	67	66	17	39	189
Total time, including overtime	1	4	1	2	8
Data not available .....	..	1	1	..	2
Total	68	71	19	41	199

(B)

Period Over Which Average Earnings Are Calculated Prior to Vacation	Type of Plan				Total
	Continuous Operation		Shutdown		
	Ungraded	Graded	Ungraded	Graded	
4 weeks	3	3	..	1	7
4 weeks and 6 weeks	1	..	..	..	1
1 month	1	..	1	2	4
Month of April	1	..	..	..	1
6 weeks	1	2	2	1	6
8 weeks	1	..	..	..	1
2 months	2	..	..	1	3
12 weeks	1	1	..	..	2
3 months	1	2	1	1	5
3 months and 6 months .....	..	1	..	..	1
13 weeks	1	..	..	..	1
4 months	1	..	..	1	2
1st 4 months of year	1	..	..	..	1
5 months .....	..	1	..	..	1
6 months	1	..	..	2	3
Entire year .....	..	1	..	1	2
Nine months' earnings divided by total actual hours and multiplied by standard hours	..	..	..	1	1
Entire year's earnings divided by total actual hours and multiplied by standard hours	..	1	..	..	1
Stipulated amounts	1	1	..	2	4
Entire factory group	1	..	..	..	1
Total	18	13	4	13	48

tions between May 1 and September 1, while fifty-five, or 28 per cent, extend the vacation period into the fall or winter season. Twenty-five, or 13 per cent, allow vacations to be taken at various times throughout the year. (See Table 24, page 278.)

Basis of Determination of the Rate of Vacation Pay.—

The determination of vacation pay is generally made on a straight time basis, as shown in Table A.

The problem of establishing an equitable basis for vacation pay for piece-workers is usually solved by taking the current rate at the time of the vacation or by taking average earnings over various periods as shown in Table B.

Time of Payment.—One hundred and twenty-one plans, or 61 per cent of plans with available information, arrange for payment of vacation wages prior to the vacation season.

Time of Payment	Type of Plan				Total
	Continuous Operation		Shutdown		
	Ungraded	Graded	Ungraded	Graded	
Prior to vacation	38	48	9	26	121
After vacation	16	11	8	7	42
Prior with 1 week's regular pay withheld until return from vacation .....	..	1	..	1	2
One-half prior and one-half after vacation .....	..	3	..	3	6
One week's pay to those who have more than 1 week's pay due .....	..	..	..	1	1
On regular pay-day	2	2	1	..	5
No set date .....	..	..	..	1	1
Christmas season .....	..	1	..	..	1
If 1 week—after .....	..	..	..	..	..
If 2 weeks—one-half prior and one-half after .....	..	1	..	..	1
At option of employee	11	3	1	2	17
Data not available	1	1	..	..	2
Total	68	71	19	41	199

Holiday Pay.—The question of paid legal and national holidays for factory workers is one which is increasingly important in connection with the formation of vacation plans. One company regards their vacation plan "as paying for seven legal holidays." The majority of companies do not count holidays occurring in vacations as extra vacation days, but if a holiday precedes or is at the end of a vacation, it is generally allowed in addition to the vacation itself. The list below shows that 150, or 77 per cent of the plants with available information, allow no paid holidays in addition to the regular vacation:

Holidays	Type of Plan				Total
	Continuous Operation		Shutdown		
	Ungraded	Graded	Ungraded	Graded	
None	51	53	16	30	150
Christmas .....	..	..	1	1	2
Fourth of July .....	..	..	..	1	1
Christmas and New Year's ..	..	..	1	..	1
Thanksgiving and Christmas.	..	..	..	1	1
Three holidays	1	..	..	1	2
Four holidays	1	..	..	..	1
Seven holidays	1	1	..	1	3
Seven and one-half holidays..	..	..	..	1	1
Eight holidays .....	..	..	..	1	1
Nine holidays	1	..	..	..	1
Ten holidays .....	..	2	..	..	2
Regular holidays (not designated)	9	9	..	1	19
Regular holidays except Labor Day .....	..	..	..	1	1
Legal holidays .....	..	1	1	1	3
A few old employees	1	..	..	..	1
After 25 years' service .....	..	1	..	..	1
Holidays outside of vacation season .....	..	1	..	..	1
50 per cent time-workers	1	..	..	..	1
Straight time-workers .....	..	..	..	1	1
Monthly employees	1	..	..	..	1
Data not available	1	3	..	..	4
Total	68	71	19	41	199

Size of Companies.—The size of the companies with vacation plans varies from less than 100 to more than 60,000 workers. The typical size of all companies is 600; those with continuous operation, ungraded plans, 675; with continuous operation, graded plans, 800; with shutdown, ungraded plans, 400; and with shutdown, graded plans, 350.

Number of Workers and Percentage Receiving Vacations.—The following table shows the total number of wage-earners in the entire survey, the number of wage-earners covered in companies for which full data were available, and the number of wage-earners who actually received vacations in the year for which the figures were given:

Type of Plan		Wage-Earners					
		Total		No Data Available	Full Data	Receiving Vacations	
		Number	Per Cent	Number	Number	Number	Per Cent
Continuous Operation.	Ungraded.	166,601	33	180	166,421	63,743	38
	Graded...	285,490	57	67,738	217,752	113,367	52
Shutdown...	Ungraded.	12,581	2	.....	12,581	9,220	73
	Graded...	39,049	8	350	38,699	24,989	65
Total		503,721	100	68,268	435,453	211,319	48

The larger percentage of coverage in the shutdown group is due to the fact that these plans frequently provide for short vacations after short terms of service, so that when the plant shuts down a large proportion of the employees receive vacations.

Costs.—The cost of vacation plans is hard to determine, inasmuch as a complete analysis includes not only vacation wages but such factors as pay for extra workers, production, efficiency and general morale. (See Table 25, page 279.) The median or typical cost of vacation wages in relation to total annual payroll is 1.5 per cent for all companies; for companies with continuous operation, ungraded plans, 1 per cent;

for companies with continuous operation, graded plans, 1.7 per cent; for companies with shutdown, ungraded plans, 1.9 per cent; and with shutdown, graded plans, 1.6 per cent. The cost of eighty-seven plans, or 48.9 per cent of all those considered, is between 1 per cent and 2 per cent. Vacation wage data covering a period of years were received from several companies. (See Table 26, page 280.)

The president of one company wrote in answer to an inquiry concerning costs as follows:

The increased cost of vacations as noted by you is due to the increased number of employees receiving them. The object of the plan is to increase the number of permanent employees, and the results show that we are succeeding in this direction, as employees do not receive vacations until they have been with us two years. We believe in the vacation plan thoroughly. As in all our cooperative plans, labor turnover was decreased, loyalty and efficiency of labor were greater, the man hours per car produced were less, and the quality of the cars turned out was better.

Contributory Plans.—Two of the shutdown plans are on a joint contributory basis; viz., the workers contribute either money or time toward the cost of their vacations. In the analysis of plans as previously presented (page 51 *ff.*) reference has been made only to the amount of time given with pay by the company, while in this section, both the amount of time given by the company and the workers' contribution are discussed.

A paper products company allows workers who have been in the employ of the company for one year on July 1 to contribute to a vacation fund through a local bank. Semi-monthly, wage-earners make deposits scaled according to their hourly earnings. The bank pays interest on these deposits if they are continued throughout the year. The company contributes in various ratios to the funds, the schedule being as follows:

Class	Hourly Wage	Employee Contribution		Company Contribution	Total Funds
		Per Half Month	Per Year		
A.....	\$.20	\$0.50	\$11.00	\$ 9.00	\$20.00
B.....	.275	.75	16.50	12.00	28.50
C.....	.35	1.00	22.00	15.00	37.00
D.....	above .35	1.25	27.50	18.00	45.50

Eligible factory workers are each granted a one-week vacation yearly, and are paid according to the rates set up in the above schedule. Thus, a Class A worker receives \$20.00; Class B, \$28.50; Class C, \$37.50; and Class D, \$45.50. It will be noted that the ratio of the company contribution decreases as the earnings of the wage-earner increase. In 1924, 90 per cent of the workers who had started to contribute to the vacation fund the previous year completed their payments and received the company's contribution.

A company manufacturing machinery has a unique form of contributory plan, inasmuch as the worker earns the first week of his vacation by working extra hours and the company gives an additional vacation when the first week has been earned. The development of this particular plan is of considerable interest, since the details were formulated by the works council. On July 28, 1925, the hourly workers in the factory were given the privilege of working an extra hour per week for 50 consecutive weeks, the wages thus earned being placed in a cumulative vacation fund. The schedule of hours adopted for the first 5 days of the week was as follows: 7:48 A.M. to 12:30 P.M., and 1:00 P.M. to 5:18 P.M., and on Saturday, 7:48 A.M. to 11:48 A.M. The company granted additional time as a merit vacation, on the basis of 8 hours for each full year of service up to June 1, 1926. Thus, there is a maximum of one calendar week for workers who have been in the service six years. The factory shuts down for two weeks.

Abandoned Plans

General Analysis.—There seems to be little inclination to abandon vacation plans once they have been adopted, since only 6 per cent of the total number of firms included in the investigation reported that they had discontinued their plans. Plans were given up by four firms manufacturing metal products; by two each manufacturing machinery and textiles, and by one each in the clothing, paper and pulp, paper products, printing and rubber industries. Three of the plants are located in Connecticut, two each in Massachusetts, Michigan, Ohio, New York, and Pennsylvania, and one each in Illinois, Indiana, Missouri, Rhode Island, and Wisconsin. Of the abandoned plans one plan was adopted in 1913, one in 1915, one in 1918, three in 1919, and six in 1920. Seven of these plans were discontinued in 1921, two in 1922, and one each in 1924 and 1925. Five plans were abandoned after one year's experience, three after two years', and one each after four, six and eleven years, respectively.

Data regarding service requirements were available for eight abandoned plans. Six of the plans were of the continuous operation type, and two were of the shutdown type. The minimum period of service varied from one month to one year. The minimum vacation period varied from $\frac{1}{2}$ day to one week. Except for one plan which granted a maximum vacation of two weeks, the limit of the vacation was set at one week.

The size of the firms ran from 10 workers to 24,000. The vacation wages in relation to the total payroll in two firms was less than 1.5 per cent; in one firm, 2 per cent; and in two firms, 3 per cent.

Company Experience.—Three companies stated that their vacation plans had improved morale and reduced turnover. One corporation said that the plan had resulted in stabiliza-

tion and in a distinct gain in production. Three establishments adopted plans when labor was scarce, and evidently abandoned it when labor became more plentiful. Six companies reported that cost was the main reason for abandonment. One organization discontinued their plan because of the high union wage scale. Four firms abandoned plans on account of the general business depression in 1921. One plan was discontinued along with the whole industrial relations program of the company, and another because the firm was bought out by another corporation which did not continue the vacation policy. Only one company flatly said that the plan was "no good." Two companies expressed an unqualified opinion that they desired to reestablish vacations as soon as favorable business conditions permitted. (See Table 27, page 281.)

Summary of Company Plans

1. Seventy per cent of all the plans, covering 78 per cent of the plants and 90 per cent of the workers, are of the continuous operation type.
2. The largest number of plants affected by the plans are in the petroleum, chemical, machinery, paper and printing, and metal products industries.
3. Approximately two-thirds of the plans have been established since 1918.
4. The most common plans of the continuous operation, ungraded type, are those granting one week's vacation after one year's service, or one week after five years' service; among the continuous operation, graded type, those granting one week to one-year men and two weeks to five-year men, and one week's vacation to five-year men and two weeks' vacation to ten-year men; and among the shutdown type, one week after one year's service.
5. The vacation season most commonly occurs in summer, though it may occur at any time throughout the year.

6. Vacation wages are generally paid on the full rate, straight time basis exclusive of overtime, prior to the vacation season.

7. Over three-fourths of the plans make no provision for wages on legal and national holidays.

8. The size of the companies varies from less than 100 to more than 60,000, one-half the companies employing 600 or more workers. The large majority of shutdown plans are in plants employing less than 500 workers, while the larger portion of continuous operation plans are in plants with over 500 employees.

9. Approximately 48 per cent of the factory workers covered by the survey actually received vacations. Under shutdown plans, 67 per cent received pay during part or all of the shutdown period, due to short-time service requirements.

10. One-half of the 178 companies in which data were available reported that vacation wages were less than 1.5 per cent of the total annual payroll.

Attitude of Management and Men toward Vacations

The great majority of managers and executives express very favorable opinions concerning the value of vacations in relation to labor turnover, efficiency and general morale. (See Tables 18, 19, page 236 *ff.*) In a few companies where vacations have been established for many years, the idea of the vacation has become an established part of the routine of industrial life and is accepted as a matter of course, without the enthusiasm found in firms with more recently established plans. Workers, with these few exceptions, have been most appreciative concerning the privilege of annual paid vacations.

Reasons for the Adoption of Company Vacation Plans.—The first company vacation plans were adopted almost entirely as "welfare" measures. In recent years the theory that paid vacations are a gratuity or charity has been replaced by the

theory that vacations for wage-earners have a financial value to the company. This change has been concurrent with growth of employer-employee cooperation and joint dealing in which the bargaining status of the worker has risen more nearly to a level with that of the employer.

Industrial fatigue studies which were conducted on a large scale during the war served to establish the fact that rest may have a distinctly favorable effect on production. Rest periods during the work day, shorter hours and annual vacations are means of avoiding undue physical strain. That this health factor weighs heavily with employers is shown by their statements, some of which follow :

The vacation season allows a much needed rest after a run of night work such as we have required for the past few years.

We felt that it was important for everyone to have a certain amount of change and rest during the year.

We are of the opinion that few employees can do their best work without a periodical rest. The company benefits in the way of production in receiving employees' renewed energy upon their return from vacation.

We are all glad of vacations. They give a needed and necessary rest.

We believe that two weeks' vacation for every employee improves the general health of the worker.

A few companies in the United States view the adoption of a vacation plan not only as a "welfare" or health measure but as a contribution to general social improvement. These corporations believe that a week or two of leisure gives an opportunity for a complete change which is almost bound to react favorably. A trip away from home is broadening; the altering of the daily routine is mentally refreshing. In short, the individual who thus benefits is a better member of society than he would be otherwise.

Frequently vacations are given as a reward for long service. Few companies using a vacation plan for this purpose believe that vacations will reduce turnover, as the service requirements for vacations are generally too long to have such an effect.

An interesting sidelight on the reward motive is that in several corporations where vacations have been adopted for long-service employees, there is a disposition to expand the vacation plan so as to include employees of shorter terms of service. Several firms wrote that they were intending to grant more liberal vacations by reducing the service requirements. In 1925, two large petroleum companies, which had previously granted a week's vacation to men of one year's service added a provision granting two weeks' vacation to ten-year men. In 1926, one of these companies changed its plan to allow one week's vacation after one year and two weeks after five years. Computation is on the basis of total years of service, but the ten months immediately preceding the vacation must be continuous. The other company granted the same provisions on the basis of continuous service dating from May 1.

In 1926, an electrical manufacturing company with more than 42,000 workers, which had granted one week's vacation to those with a five-year service record, and two weeks to ten-year workers, adopted a plan granting one week to two-year men and two weeks to five-year men. This company estimates that 15,000 wage-earners who formerly had not received vacations will be affected, and that the additional wage cost will be more than \$500,000. A manager of a large metal company which now grants one week's vacation to five-year men writes:

I cannot see why a shop man should not be entitled to some vacation with pay, and I am of the opinion that our next move will be to reduce the length of service necessary before they are entitled to a vacation.

In other words these companies have changed from the reward motive to an inducement motive—to a point where turnover and regularity of attendance may possibly be affected.

The business motive rests on one fundamental principle; namely, that the granting of vacations is sound economically, both from the standpoint of the employer and the worker. The company adopting a vacation on this basis does not do so because "it is a good thing to do for the men" or because "it promotes health" or is "socially just" or a "reward," but because it tends to increase efficiency and make greater profits. Such a company believes that against the added cost of salaries and wages can be placed increased morale, loyalty and renewed energy. A few quotations on this point from employers follow:

We believe our plan will not reduce production but increase it, will tend to reduce turnover; and have a general effect on morale.

Creates good-will and loyalty, lower labor turnover, and favorable morale.

Our experience shows that production for the year is increased, that labor turnover is decreased, and a good general morale is maintained by means of vacations.

We regard the vacation plan as a straight business proposition which is thoroughly worth while. The short service requirement is a direct influence in cutting down turnover and increasing morale.

One of the most effective plans for reducing turnover, improving morale, and increasing the productivity of our employees.

After nine years' experience we are well satisfied with the results of the plan in regard to production, labor turnover, and general morale.

We regard our vacation plan not as a bonus or reward, but as a straight business proposition. We would not have

it unless we felt that it improved efficiency and reduced turnover.

We do not regard our plan as a cost, but as an investment.

Objections to the Adoption of Vacation Plans.—Stephen Leacock, the humorist, says that in the use of vacations we are all a little bit like the sexton in one of Dickens' books who took a day's holiday after digging graves continuously for twenty years. This sexton walked over a hill to the next cemetery and spent his holiday watching the sexton there dig graves.

On December 14, 1925, the news columns in the *New York World* printed the following story:

Lawrence Lynch yesterday took his first day off from work in fifty years. Year in, year out, since he was twenty-six, he has driven a grain and feed truck. He helped out as a night watchman too, so he got no holidays. But yesterday was a real day off without responsibilities of any sort. Lawrence Lynch got up early to miss none of it. He came to the stable and loafed around all day. Once the grizzled Irishman sighed and his face took on an almost wistful look. "Gosh," he said, "but I'd like to go for a good long buggy ride."

These two illustrations reflect an objection frequently raised against the granting of vacations to industrial workers by those who believe that vacations are not wisely used, hence valueless. As one manager of a small company in New York City wrote:

We do not believe that a vacation benefits a factory worker unless he actually goes away somewhere to the country. If they just use their vacation to hang around the corners, they had much better be at work. We presume that not over 25 per cent of our men actually go away.

The vacation wage bill is the basis of the most common objection to vacation plans. Many American employers, after calculating the cost, dismiss the matter as being too burden-

some. These employers generally do not believe that the social and economic value, such as increased health, morale, and general efficiency, is sufficiently great to offset the direct wage cost of vacations.

Certain companies state that they "are sure that vacations would result in a loss of productive efficiency" in the periods both prior to and after the vacation season. Due to the presence of many other factors that might have an influence on production, it is difficult to ascertain whether this actually has been the case.

Another frequent objection is that the granting of vacations to wage-earners creates discrimination between factory workers who receive overtime pay and office employees who have no overtime rates. In fact, it has been commonly accepted in the past that one of the reasons why office workers never received overtime rates was because they had vacations. With the adoption of factory vacations, it is claimed that office workers have been placed at a disadvantage.

In a few companies, the granting of factory vacations has been accompanied by the limitation of overtime for wage-earners, and, in one instance, the vacation plan resulted in placing all workers, both salaried and hourly, on the same basis, with overtime for both groups.

In some quarters, it is claimed that because the tenure of employment for common labor is often brief and unemployment is frequent, there is slight need of vacations for reasons of health.

Certain establishments grant workers time off without pay on the basis that "factory workers are now prosperous enough to take vacations at their own expense." One executive wrote:

We have no vacation plan in effect. When I take a vacation, it is at my own expense and I see no reason why other vacations should not be on the same basis.

Some firms state that no vacation plan has been established because of the difficulties in administration which are involved.

These problems include, among other items, consideration of service requirements necessary to vacations, time for vacations, labor turnover, record keeping and the method of paying piece-workers.

CHAPTER VI

VACATION REGULATIONS IN COLLECTIVE AGREEMENTS

General Discussion.—As has been stated before in this volume, a thorough examination of all data available through the American Federation of Labor, the United States Bureau of Labor Statistics, trade associations and technical groups indicates that comparatively few collective agreements contain vacation provisions.

There are doubtless several reasons for this situation, the most commonly accepted one being the fact that organized labor has made no concerted attempt to obtain such provisions. The more basic demands for shorter hours and high wages have been the first interest of labor leaders. Where the desired standards have been obtained, effort is concentrated on maintaining them. Another is the fact that organized labor is strongest in industries with a high rate of unemployment. Seasonal and cyclical fluctuations of considerable importance occur in the mining, leather, clothing, and textile industries and in the building trades which together employ 44 per cent of the total union membership.¹ Neither employers nor workers take an interest in additional time off; their concern is rather with how to keep work going for more weeks during the year.

Vacation Regulations in Local Agreements.—Many vacations are granted to union men through informal agreement, and many local agreements are not filed at national or in-

¹ Leo Wolman, "Growth of American Trade Unions, 1880-1923." National Bureau of Economic Research, New York, 1924, pages 110-119.

ternational headquarters. It is probable, therefore, as in the case of company plans that there are many agreements having vacation provisions which are not included in this report.

There were at least 175 union agreements in 1926 with provisions for vacations with pay. These agreements are in 102 cities, in 30 states, the Canal Zone, and the District of Columbia, and represent 12 industrial groups. Forty-one of the agreements involve various locals of the typographical union. The firefighters are represented by 71 agreements. There are 10 agreements among steam and operating engineers, 12 arranged by locals of teamsters and chauffeurs, and 16 by locals of street and electric railway workers. The others represent bakery and electrical workers, railroad maintenance-of-way workers, blacksmiths, railroad telegraphers, meat cutters and butchers, and tailors.

In general, the terms of the provisions recognize the principle that the employer is not obligated to give a vacation until the worker has become a permanent member of his force. The usual minimum service requirement is one year, although it is six months in five agreements and two years in one other. Only seven of the plans provide for longer vacations with increased length of service. A considerable number of the agreements do not specify the necessary service period.

The minimum vacation period is usually one week, although four agreements provide for 3 days and 96 agreements give 13 days, two weeks, or 15 days. The contracts graded by length of service give one week for six months' and two weeks for one year's service as a rule, although two agreements require two years' service before the maximum vacation is received, and two others require five years. (See Table 28, page 282.)

Vacations are generally given during the summer season. However, seasonal demands in a business may necessitate taking vacations in other months of the year; for example,

the ice-cream truck drivers in Washington, D. C., have their vacations between October 1 and April 1.

The agreements between the Chicago milk drivers' union, local No. 753, the dairy employees' union, local No. 754, and the important milk companies perhaps are typical. These agreements were first concluded in 1915 when a vacation of two weeks was granted after a year's continuous service with the same employer. One company pays the vacation wages prior to the vacation season and one company afterward. There are no paid legal holidays. One company arranges to have all men work 7 days a week during the vacation season instead of 6, thus relieving one man in seven, while another company not only extends the work of the regular workers during the vacation period, but hires extra workers. In 1925, the cost of the vacation wages in relation to the total annual payroll of one company was 3 per cent, and in another company, 3.8 per cent.

One of the milk companies believes that the vacation plan "lessens labor turnover and improves morale," and "probably on the whole, decreases production. Employees seem to be well pleased with their vacations." Another milk company states that the vacation plan "is a factor of considerable help."

In general, vacation provisions in collective agreements do not differ materially from those granted by individual companies.

National Vacation Agreement Covering Commercial Telegraphers.—On July 6, 1924, negotiations began between the Commercial Telegraphers' Union and the United Press, International News Service and the Universal Service concerning a new working agreement. The parties failed to reach an agreement and applied to the Federal Department of Labor for an arbitrator. Hywel Davies was appointed, and after hearings had been held, he made a report dated August 2, 1924, which furnished the basis for the final settlement. About

450 persons were covered by the agreement which expires July 1, 1927.

Mr. Davies recommended the retention of the two weeks' vacation policy with pay as provided in section 9 of the 1923-1924 agreement. In addition, he made the following statement concerning vacations :

Efficiency and dispatch are their two keynotes, and they can only be secured by the most efficient working force that can be assembled. The standard of efficiency can only be maintained by a contented and stabilized working force. The morale of the personnel would be largely destroyed by discounting either the present wage scale or by the abandonment of the "vacation with pay" policy at this particular time of much needed steadiness and stability.

The press associations are to be congratulated on their low labor turnover which was less than 13 per cent last year. How much would the cost of operation be increased if the turnover were two to five times more, as it is in many industrial activities? Here is a saving worth many times the vacation pay expense, apart from the satisfaction which an efficient and stabilized working force guarantees. While it would be difficult to determine a monetary valuation, it has a marked intrinsic value which would soon become evident in case disturbed relations destroyed present pleasant relations.

Any cancellations of the well-established vacation policy of the press associations would be retrogression and contributive to discontent and loss of efficiency. The pay for vacation is as much wages as pay for actual work, because the rest is indispensable to conserve continued physical and mental condition. The rejuvenation due to the vacation rest shows itself in the more efficient work of the rested worker. All employees should exercise their right to their vacation period. Those not doing so and accepting the pay therefor, in addition to the pay for work done during their vacation period, are converting the proposition into one of "bonus" and defeating by their reduced efficiency the beneficial purpose of the principle so well established by such a large amount of modern up-to-date employers of labor in practi-

cally every industry in the country, especially the clerical force that furnishes individuality of service similar to that of telegraphers.

“Vacations with pay” are not a gift, much less a bonus, but a part of the earned wage conserved for vacation needs, and no corporation ever considers that the $\frac{2}{52}$ year pay for the vacation period should be added to the 50 weeks of actual work to arrive at the actual average pay for each of said 50 weeks.

The final agreement, bearing the date of August 8, 1924, and retroactive to July 1, 1924, contains the following provisions concerning vacations:

. . . Two weeks' vacation with full pay, to be taken between May 1 and October 1, shall be granted annually to all leased wire and machine operators, except Saturday night operators, of one year's continuous service.

Decisions of Railway Labor Board Relative to Vacations.
—RAILWAY CLERKS.—In Decision No. 2,588, effective August 1, 1924, the Railway Labor Board promulgated the following rules relative to vacations with pay for members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on the Rutland Railroad, after the carrier and employees had failed to effect an agreement in accordance with Decision No. 630:

Clerks who on January 1 have been in continuous service of the carrier one year or more will be granted annual vacations with pay, provided the work is kept up by other clerks and there is no expense to the carrier involved in granting the vacations.

Heads of departments when granting vacations will give clerks who on January 1 have been in the service continuously one year and less than two years, one week or 6 working days; those in the service two years and less than three years, 10 days, or 9 working days; those in the service three years and over, two weeks, or 12 working days.

The above decision reaffirmed Decision No. 1,986, effective October 19, 1923, covering all employees coming within the scope of individual agreements, and included approximately 316,153 clerical and station forces, exclusive of agents and telegraphers.

TRAIN DISPATCHERS.—In Decision No. 2,783, January 19, 1925, the Railroad Labor Board sustained the claim of the train dispatchers who asked that those who had not been allowed vacations during the year 1922 be allowed such vacations, or be compensated in lieu thereof, since the carrier had not conferred with the employees, before changing the rules in effect prior to the Railroad Labor Board Decision No. 721, July 21, 1922, on that question. The carrier contended that the vacation allowance was contingent upon the classification of employees as officers of the railroad.

MAINTENANCE-OF-WAY EMPLOYEES.—In Decision No. 2,851, the Railroad Labor Board upheld the position of the carrier that it had not violated provisions of the agreement in effect or the transportation act of 1920, in discounting the vacation and sick-leave privileges of the maintenance-of-way employees, because the conditions of working and the basic number of days per year had been changed.²

Vacation Agreements Abandoned.—A street railway company in Oklahoma, which adopted an annual vacation provision in a union agreement in 1924, abandoned the vacation provision at the end of one year's experience. After two years' service, the company granted a vacation of from 7 to 14 days. Straight time employees in addition were paid for legal holidays. The cost of the vacation wages paid in relation to the total annual payroll was 1.3 per cent. This company commented on the abandonment of their plan as follows:

It was our opinion that the benefits to be obtained, with reference to labor turnover and general morale, were probably doubtful.

² *Monthly Labor Review*, Washington, Vol. XX, No. 3, March, 1925, page 116.

The attitude of the workers towards this plan was expressed by the company as follows :

Our employees, of course, favored the vacation plan, but not on the basis of merit on which our vacation plan was based during the time it was in effect.

Vacation provisions in a union agreement in the Chicago clothing industry have been abandoned. The impartial chairman gave the following reasons :

Vacations have figured in our adjustment with factory employees only in negotiating an agreement in 1922 and in certain Trade Board cases arising therefrom. The result has been to discontinue vacations with pay that had been previously granted by certain houses in the market.

As you know, our factory workers as distinguished from our office help are strongly organized. The theory of the union is that workers want their reward in the pay envelope. Nevertheless, some of the vacation privileges in particular houses were carried over into the union agreement in 1919.

In practical operation this constituted a burden for those houses which seemed to place them at a disadvantage as compared to other houses. From the union's standpoint also it was a discrimination in favor of certain workers. The local federation, representing all the manufacturers, asked to have the situation equalized and was largely successful in its efforts.

In an agreement in 1922 between the Cleveland Garment Manufacturers' Association and the locals of the International Ladies' Garment Workers' Union, a week's vacation with pay was included in the plan which guaranteed 40 weeks' employment annually. In the second year of the agreement when vacations were to become effective, a new agreement was made in which the vacation provision was traded for an extra week of employment, raising the amount of guaranteed employment from 40 to 41 weeks.

CHAPTER VII

VACATIONS FOR PUBLIC EMPLOYEES

General Discussion.—While there is no legislation in the United States providing for vacations with pay for workers in private industry, there are various state laws and civil service regulations granting annual leaves or vacations to various groups of public employees. These employees range from the lowest paid common laborers on an hourly or per diem basis to professional and administrative salaried groups. Employees in the higher salaried groups, technically speaking, are beyond the scope of this report, yet have necessarily been included for several reasons. In the first place, the same leave of absence is frequently given to all groups of employees in the same jurisdiction, and no differentiation can be drawn between groups of workers. Again, practically all public servants in countries outside of the United States are on a salaried basis, whether common laborers or department heads, and vacations granted to them have been analyzed in other portions of this report. Thus, in order to make the study among American public employees comparable with the similar study among civil servants in foreign countries, salaried as well as hourly or daily employees have been included.

Furthermore, no study could be made of the general vacation movement in the United States without including these public employees whose compensation is relatively low, and who belong distinctly to the industrial group. Vacations granted to those workers may be an important factor in the development of general vacation plans in industrial centers, since they may have a considerable influence on local labor

markets. Thus, if municipal employees in a large metropolis are receiving extensive vacations after a short term of service, industrial corporations, in turn, may be influenced under economic pressure, to grant similar vacations or increase wages in lieu of vacations.

Teachers in the public schools and persons employed under contract in public work, or those on the public payroll who give less than half their time to their public work, have been excluded from this report. The reasons for these exclusions are obvious: teachers belong primarily to the salaried "white collar" group, and not to industry. Furthermore, contractual or part-time workers are not considered as full-fledged public employees, but merely as persons only temporarily associated with governmental work.

Exclusive of teachers, contractual and part-time workers, conservative estimates, according to the Bureau of Public Personnel Administration, place the total number of public employees between 2,500,000 and 3,000,000. The large majority receive some form of annual leave or vacation. Employees not allowed vacations are generally those with short or broken periods of service or belonging to common or semi-skilled groups.

Careful inquiry has revealed that there are few collective agreements which regulate vacations for public employees.

General Characteristics of Annual Leaves for Public Employees.—An analysis of civil service laws, rules and regulations shows wide diversity in the provisions covering annual leaves and also in the ways and means of granting and enforcing them. In fact, variability is often found even in a jurisdiction where some degree of uniformity might be expected. This situation is chiefly due to the wide variance in working conditions among the different occupations, such as clerks, firemen, policemen and laborers. Another important reason is the fact that legal provisions are quite frequently

permissive rather than mandatory, and that the practice under them varies widely according to the appropriations made by the legislative body, special requirements laid down by the appropriating act or ordinance, and the beliefs or even the whims of the chief executive and department officers. Thus, general laws or rules may be strictly enforced or more honored in the breach than in the observance.

The federal government, ten states, three counties, and all cities in the United States with more than 250,000 population, with the single exception of Indianapolis, and 150 cities with less than 250,000 population, each have a personnel agency, commonly, though not always, called a civil service commission. In these more populous jurisdictions, general rules regarding annual vacations have been adopted and are quite commonly enforced. There is comparatively little information concerning annual vacations in jurisdictions without personnel agencies, but investigations which have been made show that as a rule vacations are not uniform, that existing regulations are not closely observed, and that the duration of vacations is longer than in those jurisdictions where there is some degree of control.

In jurisdictions with a personnel agency, in spite of the variability already commented upon, there are some distinctive trends which may be analyzed as follows:

MANUAL WORKERS.—An outstanding characteristic of civil service regulations in the United States is the absence of distinction between various groups of permanent employees with regard to annual leaves of absence with pay. The ordinary unskilled common laborer who is constantly employed may be allowed the same vacation as the clerk or the scientist. This situation is in marked contrast to the bureaucratic classification of civil servants in European countries, where longer vacations are granted to employees occupying more lucrative positions.

- In *practice*, however, the provisions allowing manual work-

ers the same vacations as employees in clerical and administrative positions are frequently not carried out. The labor group may be allowed a shorter vacation or else no vacation with pay. Vacations for the manual group thus depend largely on the interpretation of the civil service regulations by the authority granting the vacations.

If annual vacations with pay are granted to manual workers, the customary practice is to give no extra pay for overtime, Sunday or holiday work, though compensatory time off may be allowed. There are very few jurisdictions where the skilled labor group is attempting to get overtime in addition to the regular leave provisions. It is generally recognized by laborers themselves that both overtime and leave privileges cannot be obtained, and they generally accept annual leaves with pay in lieu of overtime pay.

TEMPORARY AND PERMANENT EMPLOYEES.—Persons employed irregularly or for short periods are generally not allowed paid vacations, although in some jurisdictions a pro rata allowance is made after a period of one, two, three, or six months' service. On the other hand, there is a marked tendency to pay both skilled and unskilled laborers who are permanently employed, annual salaries rather than day wages. In such cases, the annual rates are usually less than 275, 300, or 312 (according to the number of working days in the year) times the daily rates; this is due, of course, to steady employment. In a few jurisdictions, however, the annual rate is the usual daily rate multiplied by the number of working days in the year. This tendency to pay manual laborers annual salaries has had an influence in placing them on the same basis as clerical and administrative employees with regard to annual leaves.

DURATION OF VACATIONS.—In a very few jurisdictions, the vacation period is less than two weeks; in a number of cases, three weeks are allowed; while for large groups of employees, 30 days' vacation is granted annually. Longer

vacations of two or three months are granted in a few jurisdictions to employees of long service, and in a very few cases, a sabbatical year may be allowed. In general, public employees receive much more liberal vacations than workers in commerce and industry.

Most public employees take full advantage of their vacation privileges; a much smaller number take most, but not all of their vacations, while a few remain on the job steadily instead of taking vacations. The reasons for this situation are fairly obvious; the department head may place obstacles in the way of an employee; the period of vacation designated by the department head may be unsatisfactory to the employees; or, in some few cases, the employee may be so imbued with the idea that nobody else can do his work that he is unwilling either to let his tasks go undone or turn them over to someone else. In general, it may be fairly said that most public employees remain at work when they might be on a vacation, from choice, rather than from necessity.

CONTINUITY OF VACATIONS.—Vacations of two weeks are generally taken in one period or in two periods of one week each. Employees with longer vacation privileges generally take most of the vacation at one time, but reserve a few days for the holiday season, or for attention to personal affairs, or for emergencies. According to the Bureau of Public Personnel Administration, contrary to the general belief,

. . . those in the public service are as a rule rather careful of both the sick leave and the annual leave privilege, and do not, as is often thought, wantonly waste time or abuse the privileges extended to them.

Vacations for Federal Employees.—The Civil Service Act of the United States provides that annual leaves with pay up to a maximum of 30 days may be granted by a department head. Other details of vacations are contained in various congressional resolutions or departmental regulations.

Usually an extra leave of 2 days, in addition to all other leaves, is declared by order of the President, for federal employees in the District of Columbia. One of these days is usually taken in the Christmas season. Thus, employees on a day basis in the navy yard, Government Printing Office, Bureau of Printing and Engraving, and other such employees of the government on duty at Washington or elsewhere in the United States are allowed the following paid holidays, in addition to an annual leave of absence: January 1, February 22, Decoration or Memorial Day, July 4, Thanksgiving Day, Christmas (Res. January 6, 1885, No. 5, 23 Stat. 516, paragraph 25,493 and Res. February 23, 1887, No. 6, 24 Stat. 644, paragraph 25,493).

Under the Act of March 1, 1889 (25 Stat. 772,779, Sec. XLIX, paragraph 489), officers and employees of the United States and of the District of Columbia, who are members of the National Guard, are entitled to leave of absence without loss of pay or time on all days of any parade or encampment, ordered or authorized under the provisions of the act. Under the Act of February 24, 1889 (30 Stat. 846,890, paragraphs 22, 23, 480, 484, 491), 30 days' annual leave of absence with pay is exclusive of Sundays and legal holidays. Under the Act of March 15, 1898 (Stat. 316, Sec. V), annual leaves cannot be accumulated from year to year.

Each unit of the federal service of the United States has its own rules and regulations. The rules of the United States Civil Service Commission (covering about 500 employees) may be taken as a model for the whole federal system. Permanent employees with less than one year's service may be granted a leave of absence at any time in the calendar year, at the rate of not more than 2.5 days per month of service. After one year's service, leave may be granted up to a maximum of 30 days. Service in another federal department or office may be counted in the service required for the annual leave. Absence by reason of late arrival or early departure is charged

to appropriate leave account. Leave for more than one day may be granted by the chief examiner, secretary or district secretary, as the case may require.

Variations in the above rules are found in many of the regulations of the various branches of the federal service. Leave at the rate of 2.5 days per month of service is granted to temporary employees of the Interstate Commerce Commission with three months' service; to similar employees on duty in Washington in the Department of Agriculture (1.25 days to employees outside of Washington); to similar employees in the Treasury Department, after one month's service; and to clerks and other employees in the War Department. Temporary employees in the State Department are allowed 2 days' leave after one month's service. In all such cases, a maximum leave of 30 days is granted after one year's service. Postal employees, however, receive only 15 days' maximum leave, as well as employees in the Department of Agriculture outside of Washington.

Under the executive order of June 13, 1924, a Saturday half-holiday from the second Saturday of June to the second Saturday of September was declared permanently for all clerks and other employees in the federal service. Previously, this privilege had been declared annually by the President.

One day's paid leave is deducted for every 12 days' absence without pay under the rules of the Interstate Commerce Commission.

The total and average amount of annual leave taken by employees in the various bureaus of the Department of Commerce in the District of Columbia during 1922, 1923 and 1924 (see Table 29, page 286) is a typical example of annual leave in federal service. More than 28 out of a possible maximum 30 days' vacation were taken by all employees, although only 7 per cent of the employees took full leave in 1923 and 1924. In each year, men took an average of more than 27 days' vacation, and women more than 29 days. The Bureau

of Lighthouses showed the highest average number of vacation days during the three-year period, and the Bureau of Navigation, the lowest.

Another example of annual leave in federal service is shown in the leave statistics of the Department of Agriculture. (See Table 30, page 286.) Over a four-year period, male employees in Washington took more than 25 days and female employees almost 29 days, out of a possible maximum of 30 days' vacation. The general average for both groups for the period was 26.73 days, or 89 per cent of the possible maximum leave. Male employees outside of Washington took less than 12 days and women employees slightly less than 13 days out of a possible maximum of 15 days. The general average for both groups was 11.78 or 78.5 per cent of the possible maximum leave.

The percentage of male employees taking full allowance of annual leave over a four-year period among male employees in Washington was 43 per cent, as contrasted with 70 per cent for women, and 53 per cent for the whole group. Outside of Washington, the average for male employees was slightly higher, being 46 per cent, while the average for women was 62.5 per cent, and for the whole group 47.5 per cent.

In general, the statistics from the Department of Agriculture sustain the trends shown in the foregoing statistics from the Department of Commerce in that approximately 90 per cent or more of the possible maximum annual leave was taken by all employees and that women employees took a longer vacation on the average than men.

Vacations for State Employees.—The rules and regulations granting annual leave with pay among employees in the various state governments are even more diverse than those covering federal employees. Many states do not make specific provisions, but grant general regulatory power to a civil service commission or other personnel agency. The vacation

provisions for state employees in California may serve as a model for similar provisions in other states. After six months' continuous service, an employee is entitled to a vacation. A vacation of 15 full working days may be granted in the first year of service. The vacation must take place during the period of service, the time of the vacation being determined at the discretion of the appointing power. Sundays and holidays are not included in computing vacations, but Saturday is regarded as a working day. Vacations are not cumulative from year to year.

The minimum period of service varies in the different states, being six months in New Jersey and one year in Massachusetts and Ohio. The length of vacation, as in California, is generally two weeks. A maximum amount of sickness and special leave in any one year is 30 days in Maryland, and three months in New Jersey.

In Massachusetts, laborers or persons doing the work of laborers, regularly employed in certain towns and cities, receive two weeks' vacation (Commonwealth of Massachusetts, Acts of 1914, Ch. 217). The provisions of this act are only effective in those cities and towns where a majority of the citizens have voted to accept them.

An example of the diversity of vacations granted in the same jurisdiction is shown by the length of vacations received by various employees in the classified service of the state of Maryland. (See Table 31, page 287.) Two weeks' vacation was granted to 63 per cent of the employees, including those who received two weeks and one day off every two weeks in lieu of Sunday work; and three weeks to 9.6 per cent. The largest number of monthly vacations was taken by clerical employees and by nurses and attendants. No vacations were granted to unskilled laborers.

Contrary to general opinion, not all public employees receive vacations. In lower paid groups, such as hospital attendants, the rate of labor turnover is very high, and the

service requirement for vacations is reduced to a low minimum. Thus, in the Southern California State Hospital, vacations are arranged so that 7 of the 15 days' annual vacation are taken at the end of six months' service, and the remaining 8 days, at the end of the second six months. Out of 186 attendants in this institution, 129, or 69 per cent, received 7 days' vacation, and only 5, or 3.7 per cent, received the full 15 days. In the Agnew State Hospital, out of 143 attendants, 90, or 63 per cent, received 15 days' vacation.

The purpose of vacations for public employees was well expressed by R. Y. Stuart, formerly secretary of Forests and Waters of the Commonwealth of Pennsylvania, in the *Annals of the American Academy of Political and Social Science*, May, 1924:

It (the state) has taken the position that a requirement of faithful efficient service for the employee must be met by such consideration of the employee as will promote his welfare and efficiency. Pennsylvania's attitude toward its employees is simply that of a fair-minded, considerate business employer. It is a spur to greater and more efficient effort in the public interest by the employee, a stimulus to pride in his work, and a reasonable safeguard to his physical and mental health.

Vacations for Public Employees in the Territory of Hawaii.—Under the Revised Statutes of Hawaii, 1925 (Ch. 18, Secs. 182, 183, 184), all employees, except school teachers, who are on a regular salary basis in any department of the territorial, county and city, and county government, after one year's continuous service in the same department, are entitled to at least three weeks' paid vacation annually. The time of the vacation is designated by department heads. The vacation may be cumulative from year to year, but cannot exceed a total of nine weeks.

County employees on a day basis, after one year's service (at least 250 ordinary working days), may receive two weeks'

paid vacation. Vacation wages are based on the average daily pay received during the six months preceding the vacation. The power of granting vacations is lodged in the boards of supervisors of the city and county and several counties of the Territory of Hawaii. The time of the vacation is determined by department heads. Vacations are not cumulative from year to year.

Vacations for County and Municipal Employees.—Among county and municipal employees, the length of service requirement and the duration of vacations are generally shorter than among federal and state employees. This condition may be said to be due to a variety of conditions; federal employees are further removed than municipal employees from the competition existing in industrial centers in cities; the groups of municipal employees covered are selected from cities with better regulated personnel agencies which grant shorter vacations than other municipalities with no such agencies; and presumably, there is more rapid labor turnover and more fluctuating political conditions causing changes of personnel in city than federal government.

Typical vacation provisions for municipal employees are found in the regulations in Baltimore and New York City. In the former city, permanent employees with less than six months' service may receive 7 days, and 14 days after one year of continuous employment. Sundays and legal holidays, occurring within the vacation period, are counted as part of the vacation. In New York City, department heads may grant vacations of not less than two weeks to every employee. Daily employees are limited to three weeks' vacation in the months of June, July, August, and September, except for employees in the Department of Parks.

In Chicago, Los Angeles, and St. Paul, the minimum service requirement is three months. Vacations with pay in most cities are limited to two weeks. Maximum leave without

pay in some cities may be extended to 30 and 60 days, six months and even one year.

A 12-day vacation is granted to the 1,050 employees of the San Francisco Municipal Railway after one year's service, consisting of 1,920 hours of work. The vacation season extends throughout the year, and is arranged among platform men, according to seniority. Conductors and motormen, who make up about 80 per cent of the total force, are given their vacations in about equal numbers throughout the year. Other employees, however, receive vacations chiefly in the summer months. December is the month during which fewest vacations are given. Vacation wages represent about 3.33 per cent of the annual payroll.

Vacations for municipal employees in smaller towns and cities, published in the *City Manager Magazine* (Lawrence, Kansas, June, 1924, page 35) showed the following:

- 6 days White Bear Lake, Wisc.
- 7 days Iowa Falls, Ia.; Fillmore, Cal.; Alpena, Mich.; Otsago, Mich.
- 10 days Big Rapids, Mich.; San Angelo, Tex.; Durham, N. C.; Anaheim, Cal.; Staunton, Va.; Salina, Kan.; Roanoke, Va.; Quincy, Fla.; Kingsport, Tenn.
- 11 days Sault Ste. Marie, Mich.; Saivinignan Falls, Que.; Pasadena, Cal.; Petersburg, Va.; Muskegon, Mich.; Kenilworth, Ill.; Beaufort, S. C.; St. Marys, Kan.; Monrovia, Cal.
- 12 days Tampa, Fla.; Birmingham, Mich.; Coronado, Cal.; Grand Junction, Col.; Long View, Tex.; Norwood, Mass.; San Mateo, Cal.; Salem, Va.; Newburgh, N. Y.; Glendale, Cal.; Escanaba, Mich.; Atchison, Kan.; Pittsburgh, Cal.; Columbus, Mont.; Eastman, Ga.
- 14 days Gastonia, N. C.; Muskogee, Okla.; Stratford, Conn.; Excelsior Springs, Mo.; Hays, Kans.; Riedsville, S. C.; Alma, Mich.; Clarksburg, W. Va.; Lima, Ohio; Amos, Iowa; Wheeling, W. Va.; Lakeland, Fla.; Bluefield, W. Va.; East Cleveland, Ohio; Bozeman, Mont.; McAlester, Okla.; Albion, Mich.; Kenosha, Wisc.; Murfreesboro, Tenn.; Alliance, Neb.; La Tuque, Que.; Columbus, Ga.; Winnetka, Ill.; Woodstock, N. B.; Bakersfield, Cal.; Clark, S. Dak.; Cordele, Ga.; Devol, Okla.; San Rafael, Cal.; Jackson, Mich.; Sanford, Fla.; West Palm Beach, Fla.; Hinsdale, Ill.; Wichita, Kan.; New London, Conn.

15 days McCracken, Kan.; Miami, Fla.; Alameda, Cal.; Colorado Springs, Colo.; Greensboro, N. C.; Westerville, Ohio; Duncan, Okla.; Durango, Colo.; Galax, Va.
 30 days Griffin, Pa.; Punta Gorda, Fla.; Brandon, Minn.

As in the federal government, not all county or municipal employees who are entitled to vacations, take their full vacation privileges. An illustration of this situation is given in the accompanying statistics furnished by David Jennings, Chief Examiner of the Milwaukee County Civil Service Commission, showing the amount of vacation with pay taken by 647 employees in Milwaukee county:

Number of Days of Vacations	Number of Employees Taking Vacations of Each Length
14	535
13	4
12	18
11	14
10	9
9	5
8	5
7	12
6	3
5	1
4	5
3	2
2	2
1	1
0	31
Total	<hr style="width: 100px; margin-left: auto; margin-right: 0;"/> 647

All of the 647 employees had service of one year or more, and thus were entitled to the full vacation of 14 days, yet 112, or 17.3 per cent of the whole group, took less than the full vacation privilege. Thirty-one employees, or 4.8 per cent of the whole group, took no vacation whatever.

The diversification of public employees granted vacations is shown in the following tables, covering employees in Detroit and Milwaukee. In both cities, two weeks' vacation is allowed.

It will be noted that in Detroit, 76 per cent of the employees in classified positions were allowed vacations, in contrast to 4.6 per cent of the unclassified employees who belonged chiefly

THE VACATION MOVEMENT IN U. S.

DETROIT, MICHIGAN

Unit in Department of Public Works	Classified Positions	Vacations Allowed		Unclassified Positions (Most common laborers not employed all the year)	Vacations Allowed	
		Number	Per Cent		Number	Per Cent
Street cleaning division	155	31	20.0	756	0	0
Garbage	164	55	33.5	284	56	19.7
Sewer	94	40	42.6	839	80	9.5
Sidewalk	7	7	100.0	217	12	5.5
Public buildings	62	62	100.0	41	21	51.2
Main office	22	22	100.0	....	..	...
City engineer's office..	132	132	100.0	....	..	...
Personnel division ...	21	21	100.0	....	..	...
Asphalt division	40	7	17.5	250	0	0
Paving division	93	93	100.0	1,211	0	0
Inspection bureau	327	27	8.3	....	..	...
Fire department	1,511	1,511	100.0	110	0	0
Total	2,628	2,008	76.0	3,708	169	4.6

MILWAUKEE, WISCONSIN

Title	Number Employed in 1925	Vacations Allowed	
		Number	Per Cent
Automobile mechanic	28	21	75.0
Bridge tender	128	124	96.9
Coal passer and helper	27	24	88.9
Electrical mechanic	45	39	86.7
Electrical mechanic helper ...	40	19	47.5
Engineman	25	22	88.0
Fireman (stationary)	16	12	75.0
Oiler	18	17	94.4
Truck driver	50	0	0
Laborer			
Park board	406	117	28.8
Garbage collection	82	0	0
Electrical service	55	21	38.2
Incinerator help	44	39	88.6
Sewer	185	0	0
Street sanitation	601	0	0
Fire department	644	600	93.2
Police department	705	670	95.0
Total	3,099	1,725	55.7

to the temporary common labor group. The smallest percentage of vacations among classified employees occurred in the inspection, asphalt and street cleaning divisions.

In Milwaukee, although more than one-half of the employees were granted vacations, no vacations were allowed to truck drivers, garbage collectors, or employees in the sewer and street sanitation departments.

The above analyses show that although vacations are quite universal for municipal employees in clerical, technical and administrative positions, the great bulk of unskilled and semi-skilled workers do not receive vacations.

PART III

**THE VACATION MOVEMENT IN COUN-
TRIES OUTSIDE OF THE UNITED STATES**

THE VACATION MOVEMENT IN COUNTRIES OUTSIDE OF THE UNITED STATES

Australia

General Development.—In Australia the widespread custom of granting annual vacations with full pay has been confirmed in awards and agreements under the Commonwealth or State Arbitration Courts. In general, it may be said that employers have granted annual paid vacations to salaried workers or affiliated groups, although there has been considerable development of vacations for industrial workers not on a salary basis. Legislation relates only to monthly holidays and Saturday half-holidays.

Vacation Plans in Individual Companies.—Detailed information relative to vacation plans is available for a few individual companies.¹

ASSOCIATED SMELTERS, PORT PIRIE, SOUTH AUSTRALIA

Length of Service	Number of Unexcused Days of Absence Allowed		Number of Days of Vacation on Full Pay	
	6-Day- a-Week Men	Shiftmen	6-Day- a-Week Men	Shiftmen
6 months	6	8	6	7
7 months	7	9	7	8
8 months	8	10	8	9
9 months	9	12	9	11
10 months	10	13	10	12
11 months	11	14	11	13
12 months	12	16	12	14

A loss of 2 vacation days is incurred for every day's absence in addition to the days of unexcused absence allowed

¹ Industrial Cooperation in Australia, Published under Authority of the Executive Committee of the Advisory Council of Science and Industry, Bulletin No. 17, Melbourne, 1920.

in the above schedule. Employees who are discharged through no fault of their own are paid an attendance bonus after six months' service. This company has developed a holiday resort 18 miles from Port Pirie.

PELACO, LTD., RICHMOND, VICTORIA.—A fortnight's vacation on full pay is granted to all employees who lose less than 108 hours annually. Vacation pay is based on the average rate of earnings during the whole year.

FARMER AND COMPANY, SYDNEY.—After one year's service, one week's paid vacation is granted, with an option of a second week without pay, and a fortnight's vacation after five years.

METROPOLITAN GAS COMPANY, MELBOURNE.—Day men after 12 months' service receive 6 days' vacation on full pay in addition to 8 paid statutory holidays under the Commonwealth Arbitration Award.

KODAK, LIMITED, ABBOTSFORD, VICTORIA, grants two weeks' paid vacation at Christmas time.

Vacation Regulations for Employees in Governmental Service.—**HYDRO-ELECTRIC DEPARTMENT, TASMANIAN GOVERNMENT.**—In addition to bank and civil service holidays, permanent staff employees receive 14 working days. During the vacation period, excursion tickets at reduced rates are issued on state railways.

NAVY DEPARTMENT AT COCKATOO ISLAND.—After twelve months' service, 12 continuous vacation days are granted in addition to 9 public holidays.

SMALL ARMS FACTORY, LITHGOW.—A fortnight's vacation is granted in addition to 12 public holidays. After twenty years' service, employees may receive 6 months' leave on full pay or twelve months on half-pay.

EVELEIGH RAILWAY WORKSHOPS, NEW SOUTH WALES GOVERNMENT RAILWAY.—An annual vacation of one week is granted in addition to all proclaimed public holidays.

Arbitration Decisions.—**ARBITRATION AWARDS COVERING VACATIONS.**—The bulletin of the Advisory Council of Science and Industry (previously referred to), and a letter from the government to the International Labour Office, dated August 8, 1922, reviewed the decisions made by the Federal Tribunal of Conciliation and Arbitration relative to vacations in the period up to 1922. In all cases, the decisions specified that annual vacations should be given without reduction of wages.

COMMONWEALTH CASES, 1919-1920.—The following cases were decided by the courts:

Industrial Group	Contending Parties	Length of Service	Length of Annual Vacation
Daily newspaper workers	<i>Australian Journalists' Association v. The Metropolitan Daily Newspapers</i>	1 year	3 consecutive weeks
Shipmasters	<i>Merchants' Service Guild v. Steamship Owners</i>	9 continuous months in any year	21-28 consecutive days
Ship officers	<i>Merchants' Service Guild v. Steamship Owners</i>	9 continuous months in any year	14 days
Seamen	<i>Federated Seamen's Union of Australia v. Steamship Owners</i>	1 continuous year	14 days (Proportionate vacations for service between 6 months and 1 year)
1st-class marine engineers	<i>Australasian Institute of Marine Engineers v. Steamship Owners</i>	9 continuous months	21-28 days
2nd-class marine engineers	<i>Australasian Institute of Marine Engineers v. Steamship Owners</i>	9 continuous months	14 days (Proportionate vacations for service of more than 6 but less than 9 months)
Shiftmen, chemical industry	<i>Artificial Manure Trade and Chemical Workers' Union v. Employers</i>	1 year	6 days

Other decisions brought before the Federal Court from 1918 through 1920 included the following:

Industry	Duration of Vacation	How Obtained and on What Date
Wood industry	1 week	Decision, Dec. 1, 1920
Wireless telegraph operators	38 days	Agreement, Aug. 1, 1920
Railroad employees on transcontinental lines	Not specified	Decision, Aug. 1, 1920
Brewery mechanics in Western Australia	7 days	Decision, Jan. 1, 1918

An important decision in the clothing industry, dated October 26, 1919, established 8 local fête days as holidays and disposed of the questions of rates on holidays or days of vacation as follows: All workers employed on Sunday or a day of vacation receive an extra day's pay per week. Piece-workers who are employed on Sunday or on vacation days are paid according to the amount of work done on that day, and receive in addition the normal wage of week workers prorated on the basis of their hours of work.

NEW SOUTH WALES.—Most awards made by the wage boards, appointed under the New South Wales Arbitration Act, provide for the recognition of certain statutory holidays. Relative to annual vacations the following decision was rendered:

... The Appeal Court in its judgment *in re* Shop Assistants' Union decided that the Industrial Board had no jurisdiction to provide that shop assistants who had been in the same service for twelve months were to be allowed a week's holiday on full pay in addition to the ordinary public holidays of the year. In a further judgment *in re* Professional and Shopworkers' Group No. 2 Award, the Court also considered the question of annual holidays. This case was an appeal by the Australian Journalists' Association against the award of the Board, one of the claims being for three weeks' holiday on full pay. The claim had not been opposed before the Board by the respondents, the Country Press Association, but the Chairman held, following the

judgment above quoted, that the Board had no power to grant the claim. In his judgment, His Honour Mr. Justice Heydon said a request that an employer should be ordered to allow leave of absence on full pay to his employees could be considered, and, if necessary, given effect to. His Honour determined that the ruling of the Chairman was wrong, and that a Board in a proper case might grant a claim for leave of absence on full pay.²

Workers engaged in transportation, handling, pasteurization, separation, and verification in the milk industry have the right to 14 consecutive days of vacation on full pay in place of the usual day of rest each week or each month.

VICTORIA.—Under the Factories and Shops Act, wage boards in Victoria have no power to compel employers to provide annual vacations with pay. However, the board usually exercises its right to fix extra rates for work done on public holidays.

QUEENSLAND.—Several awards provide for vacations of 6 continuous working days annually, in addition to public

Industry	Duration of Vacation	How Obtained and on What Date
Gas fitters	2 weeks	Decision, Jan. 1, 1921
Newspaper workers (country newspapers)	3 weeks	Decision, Jan. 1, 1921
Quarry workers	1 week	Decision, Jan. 3, 1921
Sick nurses	3 weeks	Agreement, Dec. 23, 1920
Theatre personnel	1 week	Decision, Dec. 8, 1920
Captains and mechanics (steamboats on the River Brisbane)...	2 weeks	Decision, Dec. 8, 1920
Electricians	2 weeks	Decision, Nov. 25, 1920
Truck drivers	6 days	Decision, Mar. 1, 1921
Hairdressers	1 week	Decision, Mar. 1, 1921
India-rubber workers	1 week	Decision, Mar. 1, 1921
Workers in wines and liquors	1 week	Decision, Mar. 1, 1921
Café waiters	2 weeks	Decision, Mar. 1, 1921
Writing machine workers	2 weeks	Agreement, Jan. 1, 1921
Electro-metallurgical workers	1 week	Decision, Mar. 1, 1921
Mineral water workers	1 week	Decision, Dec. 4, 1920
Confectionery workers	5 days	Decision, Dec. 10, 1920
Brewery workers	2 weeks	Decision, Mar. 1, 1921

² Industrial Cooperation in Australia, Published under Authority of the Executive Committee of the Advisory Council of Science and Industry, Bulletin No. 17, Melbourne, 1920, page 63.

holidays. This provision is found chiefly in awards applying to shop assistants, clerks, warehouse laborers, etc. Under awards which provide a weekly rate of wages, holidays are paid for as working days, but in any case where only an hourly rate is provided, the actual working hours are paid for.

Decisions and agreements in 1920-1921, under governmental supervision, included those shown in table on the preceding page.

WESTERN AUSTRALIA.—Awards of the Arbitration Court of Western Australia and all registered collective agreements provide for certain paid holidays. The number varies from 6 in the typographical trade (newspapers) to 9 for shop assistants. In addition, some awards and agreements provide for one week's annual vacation.

The details of agreements and decision reached in 1920 were as follows:

Industry	Duration of Vacation	How Obtained and on What Date
Clerks in large stores	1 week	Agreement, July 1, 1920
Workers in wines and liquors	1 week	Agreement, Aug. 8, 1920
Hotels, clubs, etc., at Kalgoorlie..	3-4 weeks*	Decision, Dec. 7, 1920
Optician workers at Perth	3-4 weeks	Agreement, Aug. 18, 1920
Firemen	2 weeks	Agreement, Apr. 1, 1920
Café workers	2 weeks	Agreement, Dec. 20, 1920

* Three weeks in shops which work 6 days per week and four weeks in those which work 7 days per week.

SOUTH AUSTRALIA.—In two cases, the Industrial Court of South Australia has provided for vacations in addition to the usual public holidays. In the Chemists' Case in 1917, the court directed that every employee should be entitled to two weeks' paid vacation annually after twelve months' service, and in the Drapers' Clerks Case in 1919, similar provisions were awarded to clerks engaged in drapery and stationery shops.

Other agreements and decisions in 1920 included the following:

Industry	Duration of Vacation	How Obtained and on What Date
Hotels, clubs and restaurants at Port Pirie	2 weeks	Agreement, Nov. 1, 1920
Provincial press workers	1 week	Decision, Nov. 15, 1920
Miners and others (Wallaroo & Moonta Co., Ltd.)	1 week	Agreement, Nov. 1, 1920
City employees at Port Pirie	8 days	Decision, Dec. 6, 1920
Captains, second men and mechanics (steamboats operating on the River Murray)	12 days	Decision, Nov. 30, 1920

Austria

General Development.—A few large establishments in the old Austrian Empire granted paid vacations to wage-earners, but this group was negligible in contrast to the total number of industries and wage-earners. Vacation provisions, however, were adopted in some collective agreements previous to the war, principally in the industrial section of the Austrian Empire, which today is largely contained in the Republic of Czechoslovakia. An analysis, therefore, of certain collective agreements now existing in Czechoslovakia gives an indication of the form of collective agreements effective in Austria previous to the war.

Since the early part of 1919, Austria has adopted many kinds of vacation laws including a general act and special acts which cover agricultural workers, domestic servants, commercial employees, caretakers, and actors. No other nation has established more detailed legislation on vacations than Austria.

The enforcement of the general vacation act in Austria has been difficult. The Labor Inspectors' Reports show that in the first years after the passage of the vacation laws many workers renounced vacations in order to gain double compensation during the vacation season, while many employers, principally small factory owners, openly violated the law.

Legislation.—

GENERAL LAW.—The act of July 30, 1919, grants all workers an uninterrupted leave of one week after one year's service (young persons under 16 years of age receive two weeks), and two weeks' leave after five years' service. This legislation covers all workers coming under the jurisdiction of the Industrial Code, all workers in state undertakings not covered by the Code, employees of the State Monopoly Department, and workers on railways and steamships and in public amusements and mining undertakings. Vacation wages for piece and contract workers are based on the average earnings during the twelve weeks preceding the vacation. The worker is not entitled to leave if he has given notice or is dismissed for grave reasons. (See Table 16, page 232.)

THE CARETAKERS' ACT of December 13, 1922, applies the same vacation provisions as those contained in the general act. (For details of this and following special acts see Table 17, page 234.)

PRIVATE EMPLOYEES.—Commercial assistants and other similar employees under service contracts receive the following vacations under the provisions of an act of May 11, 1921:

Length of Service	Length of Leave
6 months	15 days
5 years	3 weeks
10 years	4 weeks
25 years	5 weeks

If a worker has been employed continuously two years in one company, any periods of service over six months formerly spent by him with other employers count in service up to five years. The worker is paid during the leave. Time lost on account of sickness or accidents during vacations is not deducted from the vacation period. As in the case of the industrial workers, an employer is not required to grant a vacation to any employee who is dismissed for serious reasons or who has given notice.

The same type of vacations is granted to *salaried employees in agricultural and sylvicultural undertakings* under the Estate Employees' Act of September 26, 1923.

AGRICULTURAL WORKERS IN LOWER AUSTRIA.—Under an act of March 21, 1921, agricultural workers in Lower Austria who have been employed more than one year are entitled to a vacation of not more than 8 days during the slack season. This leave may be taken at different intervals.

AGRICULTURAL AND SYLVICULTURAL FIELD AND DOMESTIC WORKERS IN UPPER AUSTRIA.—Under an act of March 10, 1921, workers on contract and domestic servants who are employed in agricultural and sylvicultural undertakings in Upper Austria receive one week's vacation after one year's service; two weeks after four years; and three weeks after seven years, provided that the customary optional holidays are not observed. The service period is calculated on continuous service with the same employer.

DOMESTIC SERVANTS.—Under an act of February 26, 1920, domestic servants throughout Austria receive one week's vacation after one year's service, two weeks after two years' service, and three weeks after five years' service. Vacation wages are paid fortnightly in advance, and thus may be one-half, equal to, or one and one-half times the ordinary pay for the fortnightly period. Servants rendering special service receive two weeks' leave after one year's service and four weeks after two years' service.

Domestic servants who are employed on farms or other agricultural undertakings in Upper Austria or Carinthia are allowed somewhat more liberal vacations. Two weeks are given after one year's employment and four weeks after two years. (Act of March 10, 1921; Act of June 1, 1921.)

ACTORS.—The Actor's Act of July 13, 1922, grants actors under theatrical contracts a vacation of not less than four consecutive weeks if the contract extends over one year or if the actor is employed more than one year. Minimum vacations

may be granted on the basis of six months' service while maximum vacations may be extended to six weeks after three years' service.

ENFORCEMENT.—The Labor Inspectors' Reports for the years 1919-1924 discuss many of the difficulties of enforcement. In 1919, there was little difficulty experienced in enforcing the general act in the larger establishments. There were many cases, however, where owners of small Austrian enterprises refused to obey the law and thus prevented their workers from receiving vacations. More important than the question of enforcement was the renouncement of vacations by the workers who took work with another employer during their vacations. The governmental representatives attributed this condition to the economic distress of the Austrian working classes. In the Vienna I district, the inspector reported that many workers passed their vacations in the country, where, owing to lack of farm hands, they assisted in field work. He thought this was not satisfactory, for the worker did not get a complete rest from physical activity. He suggested that vacation homes be established in the country where workers' education could be carried on successfully due to the absence of the fatigue factor.

At Salzburg, Gratz, Leoben, Innsbruck, and other provincial towns, many vacations were renounced in favor of indemnities allowed under the law. In a few cases factories combined the shutdown or inventory period with the annual vacation season.

In 1920, questions involving the interpretation of certain vacation provisions were raised in many industries. Employers in seasonal industries stated that they were not under obligation to grant a vacation to working men who returned to them each year since the working contract terminated at the close of each season. A similar protest was also made by employers who had recently gained control of their business, alleging that they had a new working contract and that the

old service records upon which vacations were granted were null and void. In addition, the granting of vacations to employees laid off during slack periods was questioned.

Other difficulties included the regulation of vacations by collective agreements contrary to the law; the payment for longer vacations than those provided by the law; and the burden of granting vacations in small enterprises operating on a more or less unprofitable basis. Due to wide fluctuations in currency during 1920, the calculation of average earnings over the period of three months preceding the vacation season was continually found to be impractical, and in some cases the calculation of these earnings was made on the basis of the last week's wages preceding vacation.

In 1920, in the Vienna building industry, owing to special seasonal conditions, an agreement was finally reached by which a worker had the right to a vacation after he had worked a minimum of 35 hours with or without interruption, at least 52 times during a period of sixteen consecutive months. The worker received wages equal to 48 times the amount of his hourly rate. Vacation wages in this industry were paid out of funds to which the employer contributed a fixed amount each week.

To quote from the report:

This agreement is enforced so that each worker, at the end of the week, receives a stamp for as many 35 hours as he has worked in the preceding week, which stamp must be pasted on his vacation card. When the vacation card contains 52 weekly marks in the time stipulated, it is to be submitted to a Checking Committee, which pays him the amount due.

In 1921, violations of the law were reported in the embroidery-lace industry, where the workers had renounced their vacations for special indemnities. The employers justified the situation by alleging that the absence of a part of their personnel would cause great disturbance in the operations of

the enterprise, inasmuch as the skilled workers could not be replaced temporarily.

The inspector of the Vienna V district reported that workers in two enterprises had drawn up plans for vacation homes, the necessary funds being obtained by a deduction of .5 per cent of the weekly wages.

In order that workers might utilize their vacations in an atmosphere of relaxation and repose, an establishment in Vienna employing large numbers of women organized excursions and field trips of several days' duration. Additional vacation funds were created by voluntary weekly contributions.

The 1922 report said:

The vacation law has become an established custom, as we have already indicated, particularly in the large enterprises, so that, generally speaking, but little difficulty is encountered. In small enterprises, the inspectors of Vienna, Neustadt, St. Polten, and Bregenz advise that frequently vacations are still not being granted, or that the legal provisions are not being strictly observed. The same is true of forwarding and tobacco enterprises. It was noted by the inspector of Vienna IV that the workers did not make use of their vacations because during this period they received a special remuneration.

The 1923 report contained the following statement:

In general, vacations are granted to employees and workers, without any difficulty. It is only in the establishments that do not keep vacation lists systematically that difficulty is often experienced when a large number of workers demand their vacations at the same time. This is why it is customary, in a majority of the large establishments, to grant vacations even to workers who do not demand them.

In 1923, quite large seasonal establishments, such as ladies' outfitting establishments, and modistes (Vienna I) closed from two to six weeks, paying their workers and employees only for the time of their vacations; so that the personnel for a certain time is without salary and in enforced idleness. Only the labor inspection service of Bregenz reports great difficulty in the granting of vacations.

Belgium

General Situation.—In Belgium, the vacation movement is less developed than in any of the principal industrial countries of Europe except France. Before the war, annual holidays were granted only in a few individual companies, such as the North Belgian Railway, and these vacations were of short duration. Since the war, there has been a comparatively unimportant development in individual firms, in a few national collective agreements, and among workers employed by co-operative associations and in the important municipalities. The total number of workers affected by vacations, however, is small in comparison with the total number of wage-earners in the nation.

Various reasons are ascribed for the apparent lack of interest in workers' vacations. In the first place, since the war, Belgium has been engaged in restoring the devastated sections of the country. Presumably, if this condition had not been confronting the nation, social legislation, including laws granting workers' vacations, might have been passed. Secondly, the trade unions, in comparison with similar organizations in other European countries, have not been effective in formulating and carrying through social legislation. The 8-hour law is the outstanding exception to this statement. In the third place, Belgian currency has been constantly inflated since the war; this inflation, while resulting in lower costs of production, has also necessitated working the full legal hours. In the minds of many employers, the adoption of vacations under such conditions would certainly have been destructive to the economic welfare of the nation.

Trade unions have directed their efforts largely to maintaining the privileges that they have obtained since the war, such as the 8-hour day and the 48-hour week, although there has been considerable agitation for vacation legislation. An extensive report on the subject was prepared in 1923 by

Joseph Bondas, assistant secretary of the Trade Union Committee of Belgium. It was urged that manual workers also did intellectual work and on that basis needed vacations as much as clerks and other salaried employees. The annual costs for a vacation of 6 days per worker, which were estimated at 120,000,000 francs for 1,000,000 workers, would, in M. Bondas' opinion; be more than offset by the reduction of absenteeism and the cultural development of the workers (pages 8 and 10).

Vacations Established through Individual and Collective Agreements.—An agreement in the *wholesale fur manufacturing* trade, covering 12 firms employing 400 people, grants a 38-hour vacation week to workmen who have been in the same establishment for six months prior to May 15. In addition, wages are paid on 10 holidays, Sundays and holidays not being included in the computation of vacations. Vacations take place between April 1 and May 31 at the option of the employer. (See Table 4, page 216.)

An agreement in the *clothing industry*, dated July 6, 1923, between the Central Trade Union and Messrs. Hirsch & Company, grants a vacation of 8 days equal to a 45-hour week to workers after one year of service. The vacation season is from January 1 to June 30. In addition, all holidays occurring on week days, including May 1, are paid for.

Vacations are also found in a few other instances in the clothing trade. At Gand, male workshop tailors on a fixed salary receive 8 days' vacation. At Liège, in the fur industry, holidays are paid for, while in Antwerp, a collective contract between employers and workers in the ladies' garment trade grants 8 days of vacation as well as payment for holidays.

Among *clerical forces in banks and insurance companies*, an annual paid vacation of from 3 to 12 days, according to length of service, was granted before the war. Since 1919, storekeepers and packers in *commercial establishments* gen-

erally have received a vacation of 6 days, in contrast to a vacation of 12 days granted to salaried workers. Throughout the country districts, the People's Hotels and the Eight-Hour Homes of the National Trade Union grant an annual paid vacation of from 7 to 10 days.

Various *printing establishments* have individual agreements providing for vacations which range in length from 3 to 8 days. In the daily newspaper printing industry, annual vacations are granted up to 10 or 15 days. The newspapermen's trade union has attempted to obtain three weeks' vacation on the ground that newspapermen's work is very irregular and that at times they work under a severe strain.

As a result of a strike in the *bronze industry*, certain employers, since March 26, 1923, have granted 8 paid holidays per year, while others pay a 3 per cent settlement on the total monthly wages which corresponds to wages for 9 days per annum. Regular paid vacations, however, have not been established.

Vacations have been granted also in *miscellaneous* firms. About 140 workers with more than one year's service in the La Grande Blanchisserie of Forest have had an annual vacation of 6 days since May 1, 1923. The same length of vacation has been granted since 1921 to workers employed for more than two years in the Chaumont Soap manufacturing industry, and after four years of employment in the Crystal Soap Company at Liège. No regular vacations are granted in the brick industry, but under the 1923 collective contract for these workers at Boom, leaves with pay are granted in case of marriage, death, birth of a child, etc. In the spinning and weaving mills at Vooruit, a week's vacation with double pay is allowed at the time of the Gand Fair.

Since October 10, 1920, the North Belgian Railway has granted a vacation of 15 days to commissioned permanent employees. The department heads, in addition, may grant individual leaves with pay up to a maximum of 5 days and leaves

without pay, up to a grand total of 30 days' leave for the year. Leave may also be granted for the discharge of trade union duties under terms covered by the regulations. In all cases, the leave of absence is granted at the request of the worker.

A collective agreement, dated April 15, 1923, between the brewers of Eupen and Malmedy and the trade unions, grants vacations of 6 days per year irrespective of seniority. The vacation wages are paid prior to the vacation.

The seventh national congress of the Belgian Federation of Christian Trade Unions, with 172,000 members, held August 15-16, 1925, adopted the following resolution covering vacations with pay:

1. That it was preferable to institute a system of holidays with pay by means of collective agreements rather than by legislation;

2. That, if this procedure met with irreconcilable hostility from the employers, the possibility of legislation would have to be considered: in this case it would be desirable to conform to the last part of the resolution concerning the 8-hour day, adopted by the International Social Policy Congress held at Prague on October 2, 1924, recommending the limitation of overtime and the establishment of a weekly rest day and workers' holidays by international conventions;

3. That, apart from holidays with pay properly so-called, legal holidays and single day holidays should be fully paid for, wages being calculated on the basis of a 6-day week of 48 hours.

The Confederation further urged its affiliated organizations to defend the principle of paid holidays before joint and district wage committees and, if possible, to embody the principle of them in collective agreements.

Vacations Granted in Cooperative Associations.—For some years prior to the war, vacations were granted in socialist cooperative associations, and this custom has continued up to the present time. (See Table 4, page 216.)

Workmen on the staff of La Maison du Peuple de Bruxelles

receive 6 days per year. Personnel not on the staff receive 7 days.

After six months' service in the cooperative union of Liège, workmen receive 4 days, and after a year, 8 days.

In the Progres de Jolimont, workmen receive an equivalent of 4 days' vacation, while in the "Vooruit" de Gand, employees receive 3 consecutive days of vacation. Wages are paid in advance. Workmen in the tobacco departments, central grocery warehouse, in the brewing mill and hourly workers in the Vendredi plant receive 3 days. In addition, all workmen receive a certain number of official holidays.

Vacations Granted to Governmental and Municipal Workers.—In the *State Railroad Administration*, employees and officials without distinction of rank or of seniority of employment, receive 15 days' paid vacation. (See Table 4, page 216.)

Commissioned workmen, such as engineers, are entitled to 4 days per year, while unclassified workmen enjoy a special leave of absence in twenty-two specified cases. M. Anselle, Belgian minister of railways, has recently appointed a joint commission of inquiry into the productivity of labor and the output of the service which he directs. The committee is composed of 14 officials and 13 trade union delegates. According to *Le Journal de Liège*, August 1, 1925, it is the intention of the minister to grant 6 days' annual vacation with pay to workers. Hitherto, employees and officials have had 15 days, but the unclassified workers have had no vacations. As, however, the proposed vacations would apply to 75,000 men and involve an annual expenditure of several million francs, the minister has made the granting of vacations conditional on an increase in the output of the workers.

In the *Department of National Finance*, workmen have a vacation of 5 days after two years' service, the vacation period being increased by 1 day for every additional year of service up to 12 days, including the following paid holidays: July 21,

November 11, April 8 (half-day), and November 15 (half-day).

The duration of vacations among *municipal workers in the principal cities of Belgium* is generally 6 working days after six months' service and 12 working days after a year of service.

BRUSSELS.—The above vacation is granted to both salaried and daily workers. Workmen also receive four regular paid holidays, Easter Monday, Ascension Day, Whit Sunday, and the Monday of the Brussels Fair. In addition, they are also entitled to other paid holidays, providing such holidays do not occur on Sunday. Machine operators are not granted vacations until proper provision has been made for their replacement during the time of vacation. Vacations may be shortened or eliminated in the case of workmen who have had a number of days off on account of sickness or for personal reasons.

SCHAERBEEK.—Eight days' vacation is granted to workers with less than a year's service, and 15 days after a year's service.

MOLENBEEK-SAINT-JEAN.—Workers with less than a year's service are granted 1 day's vacation for each month of employment, and two weeks after one year.

GAND.—Workmen, ushers, messengers, warehousemen, and disinfectors, all receive 12 days' vacation after one year of service, apart from Sundays and legal holidays. Employees higher in rank receive vacations of from 15 to 30 days.

ANTWERP.—Workmen and employees receive from 12 to 24 days' vacation, according to wages or salaries, as follows :

Wages or Salaries	Length of Vacation
3,750 francs per annum	12 days
4,300 francs per annum	14 days
4,750 francs per annum	15 days
5,000 francs per annum	16 days
7,250 francs per annum	17 days
9,250 francs per annum	18 days
11,000 francs per annum	19 days
12,600 francs per annum	20 days
15,000 francs per annum	23 days
17,500 francs per annum	24 days

LIÉGE.—All workmen in the street-cleaning, plant and structure, water, gas and electrical power departments receive an annual vacation of 6 days, which may be distributed into three periods of 2 days each. Policemen receive 12 days, and clerks, two weeks.

VERVIERS.—Workmen receive two weeks' vacation which may be taken in a consecutive period or at two different times.

SERAING.—Officials and employees receive 15 days, and workmen, 8 working days after a year's service. The municipal administration fixes the vacation season according to the requirements of the service.

HUY.—Employees receive two weeks while 6 days' vacation is granted to workmen, one-half of which may be taken at a single time after one year's service. In addition, where the requirements of the service allow it, 8 paid holidays are granted.

CHARLEROI.—Officials and employees are granted 15 days' vacation, while workmen receive 12 days.

Legislation.—According to *Le Monde Ouvrier* of February 2, 1924, a bill providing annual paid vacations for both manual and non-manual workers in or near mines was introduced in the Belgian Parliament in 1924. The bill proposed that vacations be arranged according to length of service, being from 4 to 16 days for underground workers, and 3 to 12 days for day workers. The bill did not pass.

At the 1925 Congress of the Trade Union Committee of Belgium, which represented a membership of 575,000, the following resolution was adopted relative to vacations:

The Congress proclaims the right of all wage-earners to enjoy an annual holiday with pay, which right is the more justified because the majority of intellectual workers have for a long time enjoyed annual holidays;

Is of opinion that this reform is perfectly practicable under present conditions, since in foreign countries it is applied in many industrial undertakings, and since in Belgium the ma-

majority of Government Departments and services, the Socialist cooperative societies, and certain private industries extend the privilege to their wage-earning staff, as well as to their salaried employees.

The Congress fixes the minimum period of holidays with pay at 7 consecutive days, which should be granted to workers in all industries, on the understanding that any existing arrangements for granting longer holidays should be maintained.

It instructs the Secretariat of the Committee to enter into negotiations with the Parliamentary Socialist Group for the preparation and introduction of a bill on the subject, based on the above principle.

It instructs the National Committee, in agreement with the various central organizations and federations of provincial and district trade unions, to take at once the necessary action for the achievement of this object as soon as possible.

Brazil

According to *O Paiz*, Rio de Janeiro, November 13, 1925, reprinted in *Industrial and Labour Information*, Geneva (Vol. XVII, Nos. 1-2, January 11, 1926, page 20), the Federal Chamber of Deputies in Brazil has recently discussed a bill, submitted by Henrique Dodsworth, granting annual paid vacations of 15 days' duration in the federal district and in the states to employees and workers in commercial, banking and industrial establishments. The vacations may be taken in a single period, or at different intervals. The executive is authorized to make administrative regulations for the enforcement of the act and to institute fines to a maximum of two cantos for infringement. An amendment states that employees in all branches of journalistic undertakings would be covered by the provisions of the act.

The *Diario do Congresso Nacional*, dated December 27, 1925, stated that under the decree of December 24, 1925, the President of the United States of Brazil had sanctioned the above act. Full details of this act are not yet available.

Bulgaria

With the exception of two minor regulations governing leave, information covering vacation practices in Bulgaria was not available. An act of August 21, 1922 (Secs. 67 and 68), states that leave was not to be granted to persons rendering temporary compulsory labor service, except on account of personal illness or that of the immediate family of such an employee. However, an act on the organization of compulsory labor service, dated October 30, 1922 (Sec. 29), allows the heads of district labor offices the right to grant leaves to subordinates up to 10 days per year or 30 days in the cases of those appointed by the district head.

Canada

General Development.—Vacations have been adopted in Canada in relatively few plants either through company action or by collective agreements. In general, the movement has closely followed the development of industrial vacations in the United States. A letter of May 11, 1921, from the government to the International Labour Office stated that:

In a number of factories he visited, the Commissioner of Health did not find a single case of a day- or a piece-worker receiving a vacation with pay.

There is no legislation covering annual paid vacations. Governmental employees receive vacations under the Civil Service Acts, and, in addition, by-laws and collective agreements in many cities contain vacation provisions covering municipal employees. A reliable authority estimates that the majority of the 100,000 public servants in Canada now receive annual paid vacations.

However, there are indications that the vacation movement is gradually becoming more widespread. An article published in October, 1924, in the *Monthly Labour Gazette* (page 817) states:

Provision for an annual holiday is frequently made in Canada for office workers, caretakers, and other classes of employees whose employment is considered as being of a permanent nature, the most general arrangement being one week's vacation after twelve months' employment, and two weeks' vacation after two years. Workers who are paid on the basis of a daily or weekly wage rate are less frequently provided with a yearly vacation with pay, but considerable attention has been given to the question during the past four years, especially in connection with municipal employment and in industries where employment is steady and regular. Thus, under agreements recently in force, a vacation was allowed by the city of Saskatoon to the municipal street railway motormen and conductors, and to the employees in the mechanical department; the city of Winnipeg allowed the same privilege to its employees in the Light and Power Waterworks, and other departments; and the city of Moose Jaw granted employees in the sewage disposal and the incinerating works two weeks' holidays with pay each year, to compensate for Sunday work. . . . In the industrial field, the privilege of an annual vacation at the expense of the employer was given . . . to the power-house employees in the Nova Scotia Tramways and Power Company; to substation operators and power men employed on a street railway in Ontario; to electrical workers employed by certain power companies in British Columbia; to the teamsters employed by the Winnipeg City Dairy Company; to printers employed by publishing companies in Saskatchewan and elsewhere; to the workers employed by the Montreal Light, Heat and Power Company, etc.

Vacation Plan in an Individual Company.—The *Monthly Labour Gazette* of April, 1925 (page 334), reported that the Toronto plant of Swift and Company had liberalized its vacation plan following the standard set in American plants. Formerly, one week's vacation had been granted to employees of five years' service. Under the new plan, a week's vacation is granted to male employees with four years' service and women employees with three years' service, ending on or before October 1. The male employees include workers on both an

hourly and piece-work basis as well as those on weekly salary, such as chauffeurs, watchmen, etc.

Vacation Regulations in Collective Agreements.—Typical collective agreements show that special groups of *municipal workers* in various Canadian cities are allowed vacations. The minimum length of service in practically all contracts is one year, and the maximum, two years. The length of vacation may be either one or two weeks, after one or two years' service. (See Table 5, page 218.)

On March 23, 1925, according to the *Monthly Labour Gazette* of April, 1925 (page 334), the Edmonton City Council voted to wipe out the distinction that had formerly been made between permanent and other civic employees in regard to annual vacations. Formerly, permanent employees had received two weeks' vacation; street car barnmen, 7 days; and laborers, 10 days or 90 hours. Under the new agreement, all hourly employees, including barnmen and motormen, are to enjoy the same privilege as monthly employees. The additional annual cost is estimated at \$1,100.

On January 16, 1925, according to a dispatch in the *New York Sun*, the Board of Conciliation, appointed by Minister of Labor Murdock to review the dispute between the commercial telegraph companies and their employees, granted a week's vacation with pay annually.

Certain other unions have included vacation provisions in their agreements. Information is available concerning the plans in 20 cities, representing 9 occupational groups. The more important of these are street and electric railway employees, firefighters, railroad telegraphers and newspaper typographical unions. All but four of the plans are ungraded. The majority of them provide for vacations of two weeks. The minimum service period varies, being one year in seven plans and three or four years in five more. The term of service is not given in all instances. (See Table 5, page 218.)

Legislation.—Canada has not adopted legislation for industrial workers, but the *Toronto Globe* of January 25, 1926, reported that the Trade and Labor Congress proposed to ask the provincial government for legislation granting an annual two weeks' vacation to all industrial workers.

Public servants, however, are granted vacations under the terms of the Civil Servant Act of May 24, 1918 (Part II, Ch. XII, Secs. 25, 26, 27). The deputy head decides the time of annual leaves and may grant them, after at least one year's service, to each officer, clerk, or other employee for a period not exceeding 18 working days in any one fiscal year, exclusive of Sundays and holidays. Other sections cover provisions for special and sick leaves. Vacation leave may be carried over to another year, on the approval of the deputy head, but not for more than one year, and leave for two years must be taken before the end of the second fiscal year. However, in the case of employees in outlying districts, where geographical conditions render such action necessary, vacation leave may accumulate until the department is prepared to allow the full amount to be taken. (Civil Service Regulations, 1924, Sec. 75.)

In the Province of Ontario, under the Public Service Act of 1917 (Sec. 17), a minister may grant a leave of absence for recreation for a period up to three weeks within one year to any civil servant or officer, clerk or servant employed in the public service under his control.

A wide range of employees is affected by the vacation provisions of the Civil Service Regulations, as shown in the following typical example in 1924 among public servants in the Province of British Columbia:

Group	Number Receiving Vacations
Attendants in institutions	671
Carpenters	6
Heating engineers and janitors	91
Police	232
Printers	36
Rangers	56
Scales	46
Miscellaneous	11

Chile

Under Employees' Law No. 4059, effective since April 1, 1925, all employees who are not laborers (the latter being defined as those in whose service physical force predominates) receive 15 days' vacation annually with full salary.

Czechoslovakia

General Development.—About 85 per cent of the manufacturing and industrial interests formerly located in the Austrian Empire are now in the Republic of Czechoslovakia. Previous to the war, there were collective agreements in many industries in this area, but few, if any, contained provisions for paid annual vacations for workers.

Following the establishment of the republic in the fall of 1918, collective agreements became more universal, and by 1921 covered about one-third of the entire number of workers. Trade unions in making new arrangements with employers demanded vacations. Considerable success followed these demands and, according to statistics published by the Ministry of Social Welfare in 1921, over 55 per cent of the collective agreements contained vacation provisions. In 58 per cent of these agreements, the vacation was for a period of 3 days or less. In the meantime, a vacation law was passed for miners, and the former Austrian law applying to commercial employees was confirmed.

In 1924, there was a concerted effort on the part of labor interests to gain the passage of a national vacation law with the result that in March, 1925, such legislation was adopted, Czechoslovakia being the sixth nation to pass a general vacation act. It has been said that the law was passed as the result of bargaining between farmer and labor representatives who, together holding the balance of power in the Chamber of Deputies, agreed to vote for legislation especially affecting

each group. The bill became law only after considerable opposition by employers.

Now that the act has been passed, however, employers have been inclined to look at the situation more philosophically. Representatives of the Central Industrial Union of Employers stated in response to an inquiry made in connection with this investigation, that in the end the law would prove beneficial to the employers in two ways: (1) All employers are placed on the same competitive basis, and (2) the provisions of the law, in many cases, are less liberal than those existing in many national collective agreements, and the employers thus hope to limit future agreements on the basis of the law.

On the other hand, organized labor has regarded the passage of the law as a great moral victory, particularly since it established the principle of the workman's right to a vacation, and covered classes of wage-earners who had not been affected heretofore by vacation provisions established through collective agreements.

The importance of the general act in Czechoslovakia was pointed out in an article by Alois Tucny, ex-minister and general secretary of the Federation of Czechoslovak Socialist Trade Unions, published in *Zamy Lucebniku* in May, 1925:

The new act, which fixes the minimum holiday at 6 days, benefits two-thirds of the total number of industrial workers who have hitherto had no annual holiday at all, and also those workers whose annual holiday, as guaranteed by collective agreement, was less than 6 days (e.g., throughout the textile industry, and the wood working and other industries). In view of the fact that the provisions of the small number of collective agreements which guarantee the workers an annual holiday longer than the legal minimum also remain in force, the importance of the new act to the working classes of Czechoslovakia may be described as considerable.

Vacations as Established by Collective Agreements.—The only general data available are for 1922-1923. Of the 20 important industries which granted vacations through collec-

tive agreements, only 7 granted a single period of vacation after a single period of service. The remainder granted longer vacations with increased years of service. The lowest minimum service requirement was three months in the textile industry, and the highest, five years in the furniture industry. The shortest vacation was 3 days after one year of service in the chemical, match, tailoring, alcohol, brewing, and paper industries; and the longest vacation, 21 days after 15 years in the sugar industry. (See Table 6, page 220.)

An interesting analysis of the tobacco industry in 1924, appearing in *Fachblatt*, July 22, 1924, gave the number and distribution of wage-earners affected by vacation provisions:

Years of Service	Days of Vacation	Number of Wage-Earners
1	3	4,887
9	6	2,456
15	9	3,959
20	14	5,795

According to *Der Deutsche* of January 20, 1925, employers in the velour clothing industry at Krefeld attempted to introduce a provision in the new collective agreement which would take away the vacation privilege from any workers who had been out on strike more than 12 days. The proposal, however, was rejected by the trade unions.

The Labor Inspector's Report for 1923 showed that no important changes in vacation provisions in collective agreements had been made during the year. Vacations were from 2 to 14 days in length and the majority were taken in the summer season. The shutdown type of vacation was rare. However, certain employers tried to limit or abolish vacations in view of unfavorable economic conditions in individual plants. The report (pages 143-144) commented on this as follows:

These efforts have sometimes provoked conflicts, during which the representatives of workers advocated stubbornly their vindications of right, which regularly terminated by an

agreement according to which the workers in some enterprises have contented themselves with vacations a little shorter than in the preceding years (districts of Budejovice, Boleslav, Teplice). The hat factories of the district of Teplice, which were granting vacations to workers provoked discontent on the part of their employers, which in one big plant was the cause of a strike. The construction workers in Brno during the negotiation of a new collective agreement in 1923 claimed an increase in wages of 5 per cent until the time when legal vacations will have legal force. This vindication of right has provoked a serious conflict which finally has been settled by the Tribunal of Arbitration in the sense that the workers' vindications have been rejected, considering that there is as yet no law which gives to workers the right to the claimed compensation, and that moreover, this time of high living expenses is not in accordance with this vindication which would tend to an increase of salaries.

In the handicrafts, vacations have but rarely been granted in the contracts concluded by Craftsmen Associations. For instance, the Association of Master Men's Tailors of Pilsen has concluded with the Workers' Syndicate a contract according to which the workers employed in the shop have the right after two years of work to a paid vacation of 2 days, and for each following year, an additional day, up to the maximum of 6 days. The same provision was in force for the tailor workers doing their work at home, under the conditions that they work exclusively for one house. The collective agreement concluded between the Federation of Master Millers in Maravie and the respective workers' Syndicate has stipulated a vacation of 2 to 4 days. The contract concluded between the Association of Master Bakers in the city of Kromeriz district and the respective workers' Syndicate has fixed a vacation of 3 to 8 days according to the duration of service of the worker in the enterprise. In the same manner, in the collective contracts of Painters, Varnishers and Gilders of Brno, the workers have obtained a vacation of 3 days after 8 months of service and of 6 days after a year of employ. It must be pointed out, as an exception, the initiative taken by a liberal master baker, who grants to his workers after 6 months of service, 4 days; after 12 months, 12 days; and after 24 months, 16 days of vacation. (District of Brno III.)

Vacations as Established by Legislation.—In line with the government's policy in regard to other social legislation, the Czechoslovak Republic has passed two important acts granting annual vacations with pay, one act relative to miners, and the other a general act covering industrial wage-earners. In addition, the Austrian act of January 16, 1910, covering *private employees*, has remained in force in Czechoslovakia since the founding of the republic. This act follows closely the present Austrian act of May 11, 1921, covering private employees. (See Table 17, page 234.)

MINERS' ACT.—On July 1, 1921, the Chamber of Deputies adopted legislation granting annual paid vacations to workers engaged in mining reserved minerals as follows:

Service Requirement	Length of Leave
1—5 years	5 days
5—10 years	7 days
10—15 years	10 days
Over 15 years	12 days

In order to earn the vacation privilege, the miner must work diligently and faithfully. A break in employment, however, does not count if the miner is reemployed within 14 days in the same district or 21 days in a new district. The miner receives his vacation wages on the first regular pay day after his return to work. No vacation pay, however, is granted to employees who have worked for any other employer during the leave period or to miners who have left the industry or who have been dismissed as a penalty by consent of a works council or discharged with notice in accordance with the regular provisions. The schedule for vacations is arranged by the local works management in consultation with the local works council. As far as possible, leaves are arranged between May 1 and October 31. Sundays and Saints' Days occurring during the annual holiday are counted as part of the vacation (Law 262, Secs. 1, 3, 7, 8, 9, 10). (See Table 17, page 234.)

GENERAL ACT.—On May 1, 1925, a general vacation law

went into effect, granting paid vacations to all wage-earners in permanent employment, except those already covered by special legislation, such as state employees and miners, and certain groups not otherwise covered, such as seasonal workers, day laborers in agriculture or forestry, and domestic workers. The service requirement and length of vacation under this law are as follows :

Industrial Group	Length of Continuous Service	Length of Vacation
Wage-earners	1 year	6 days
Wage-earners	10 years	7 days
Wage-earners	15 years	8 days
Apprentices	6 months	8 days

Sundays and holidays are counted as days of vacation, and compensation is made for them. The vacation season is generally between April 1 and September 30, except in seasonal industries, such as agriculture, the exact date being fixed by the employer in agreement with the chairman of the local works council or with a representative of the workers. Piece-workers and salary workers receive holiday pay equal to their average wages (exclusive of overtime and bonuses) during the four weeks preceding the vacation. If, however, the hours worked in the entire year have been one-tenth more or one-tenth less than the legal working hours for the plant, vacation wages are proportionately more or less than the amount computed on the above basis.

Unexcused days of absence are subtracted from the number of vacation days due, but days lost on account of military service, sickness or accident are counted as days of service in computing vacation rights. If the contract of employment is ended by the employer before the date set for the annual vacation, the worker is entitled to a holiday proportionate to his length of service.

Annual vacations are not regarded as interruptions of employment so far as contributions to social insurance are

concerned. Such payments are continued during the vacation period.

If a worker accepts paid work from another person during his vacation season, he loses his right to wages from his regular employer. (See Table 16, page 232.)

An amendment to the general act was introduced in the senate by the National-Socialist Senators' Group in 1926.¹ The following changes were contemplated by the amendment. Eligibility for vacations to be based on service from May 2 of the current year; 8 days after 1 year, 10 days after 10 years, 12 days after 15 years' service instead of 6, 7 and 8 days respectively, under the act in force; vacations for apprentices to be increased from 8 to 10 days.

Enforcement.—As the general vacation law has been in effect only since May 1, 1925, it is too early to reach any real conclusion regarding enforcement. In general, it would seem that enforcement has been well carried out. This situation probably is due to the fact that previous to the passage of the general act, collective agreements and special acts which contained vacation provisions already existed, and through these means, a considerable portion of industry became accustomed to workers' vacations.

Denmark

General Development.—In April, 1919, the Federation of Trade Unions presented a demand for paid vacations to the Danish Employers' Association. The proposed vacation was to be not less than 6 working days and 2 Sundays, providing that the worker in question had been employed for six months during the period from May 1 to April 30 by a member of the Danish Employers' Association. The proposal was not accepted.

The executive committee of the Federation of Trade Unions was instructed to examine the development of paid

¹ *Ceska Slovo*, March 18, 1926.

vacations among its members. The result of this investigation showed that about 20 per cent of the members of the Federation were entitled to vacations on full pay, by the terms of collective agreements.¹

About one-half of the union members had a 6-day vacation; one-third had from 12 to 15 days; 8.7 per cent, 4 to 5 days; 7.6 per cent, 3 days; 1.1 per cent, 9 to 11 days; and .4 per cent, less than 3 days. A total of 39 unions had entered into vacation agreements with employer associations, while 19 unions had no such arrangements.

All state and municipal employees were reported to have received vacations, the majority being granted 14 days. Workers on the private railways received from 10 to 14 days according to length of service. Vacations were found most frequently in the food, printing, chimney sweeping, and tobacco manufacturing trades, while as far as could be learned no vacations were given to metal, iron, paper, boot and shoe, and agricultural workers.

A consular report from Copenhagen, dated October 20, 1925, states that under the terms of the new agreement concluded between the Danish Mutual Dairy Association's organization (owners) and the two dairy workers' associations, 8 days' summer vacation is granted to workers who are in the dairy's employ in May, while 1 free day per month is given during winter.²

Unfortunately, no additional information is available regarding the subsequent granting of annual vacations with pay through collective agreements, but it is commonly agreed that the establishment of paid holidays since 1920, has closely followed the trend in certain other European countries, such as Switzerland and the Netherlands. Legislation is confined to acts covering certain classes of state officials above the wage-earning group and to domestic servants.

¹ *Tillæg til Beretning om De samvirkende Fagforbunds Virksomhet*, April 1, 1918; March 31, 1919, Copenhagen, 1919.

² Reprinted in *Monthly Labor Review*, Washington, February, 1926, Vol. XXII, No. 2, page 109.

Legislation.—

STATE OFFICIALS.—According to an act of September 12, 1919, all state officials employed for more than six months before the beginning of a "holiday year" are entitled to suitable annual vacation with pay. If it is not possible for a state official to take his holiday in a given year, he may obtain compensation by an extended holiday during the following year, or, if that is not possible, by suitable cash remuneration on the approval of the competent minister.

DOMESTIC SERVANTS.—The Master and Servant Act of May 6, 1921 (Sec. 20), grants servants under 18 years of age 3 days of leave after six months' service and 6 days' leave after one year's service. The provisions of this law may also apply to servants 18 years of age or over, on their entry into service, unless the parties make an agreement to the contrary. The act may also apply if the servants have been engaged for six months, although they may not have served the full term of employment. Unless the servant desires otherwise, the vacation must be a single, unbroken period. In case of a dispute as to the date of leave, the master decides the question, unless otherwise agreed upon.

If the servant has been defrauded of his vacation, he may terminate his contract without notice, and demand compensation equal to the money wage due for the term of service, and in addition, an allowance for board, for the same period, up to a maximum of eight weeks (Sec. 27). (See Table 17, page 234.)

GENERAL LEGISLATION.—It is reported on reliable authority that general legislation regarding workers' holidays is now under contemplation.

Finland

General Development.—In 1913, an investigation of workers' vacations in Finland was made by G. R. Snellman for the International Association of Labor Legislation. This

study showed that in 1912, out of 48,022 workers in different branches of industry, 62 per cent had no vacations; 21 per cent received vacations based on varying periods of service with the same employer; 15.8 per cent were given vacations during annual repair periods; while 1.2 per cent worked shorter hours instead of having a vacation.

Since the World War, however, various legislative acts have been passed which practically establish universal vacations. These acts include the general act of June 1, 1922; the act of October 24, 1919, amended on May 29, 1922, covering commercial, clerical, and warehouse employees; and the act of December 29, 1922, granting paid vacations to governmental employees. The enforcement of the general act has raised important questions of legality, and the decisions of the various courts have been thoroughly inconsistent.

Legislation.—

GENERAL ACT.—The Finnish Act of June 1, 1922 (Sec. 14), grants all persons engaged in commerce, except those engaged on work covered by an order from a public service, 4 days' vacation after six continuous months' employment, and at least 7 days' vacation after one year. The vacation must be a single, unbroken period. Boarding employees are entitled to the price of board elsewhere during vacation, such allowances being calculated at current prices. The law allows the employee to work during his vacation and provides that:

If a worker voluntarily works overtime or works during his leave, the employer shall pay a reasonable supplementary wage.

Seemingly, this provision contradicts another portion of the law which forbids any contract to restrict the workers' rights to holidays. (See Table 16, page 232.)

COMMERCIAL ASSISTANTS' ACT.—A Finnish act of October 24, 1919, as amended on May 29, 1922 (Sec. 9), grants holidays to all employees in shops, commercial establishments,

and offices, and to warehousemen. (See Table 17, page 234.) An employee with six months' service, engaged prior to September 8, receives one week's continuous vacation between May 15 and September 15. The vacation is extended for longer periods of service as follows:

Length of Service	Length of Vacation
1 year	15 days
5 years	3 weeks
10 years	1 month

GOVERNMENTAL EMPLOYEES.—On December 29, 1922, an act was passed granting governmental employees of one year's service a month's vacation between June 1 and October 1, and 6 weeks' vacation after 15 years' service. Presumably, this act applies to few, if any, manual workers.

ENFORCEMENT.—The methods of enforcing the two laws granting vacations, one for commercial employees, and the other for all employees on contracts of work (or the general act) differ greatly. Prosecution, in the case of delinquencies under the law concerning commercial employees, is pursued by the courts. The law, in this instance, is framed for the protection of a determined group of workers whose working conditions are now under the control of labor inspectors. This law is generally applied and is comparatively easily enforced.

The enforcement of the general act, which is part of civil or private law, is not under the control of labor inspectors, or that of any other special authority, except of the Chancellor of Justice (Attorney General) who is responsible for the enforcement of all laws. The initiative for prosecution in the case of delinquencies is left entirely to the workers themselves. The workers have made complaints to labor inspectors, filed claims with the Chancellor of Justice, and started actions before the courts. This situation was commented on by the Inspector General in his annual report for 1924:¹

¹ Annual Report Published by the Ministry of Social Welfare in Finland, Series B, VII, The Inspection of Labor in 1923, pages 27-28.

The question of annual vacations, to which, in accordance with article 14 of the law of 1922, all workers who have been employed by the same employer for six or twelve consecutive months, are entitled, has been the cause of dissatisfaction on the part of employers and workers. The text of the article in question not being very clear, the law may be avoided in several ways and has frequently led to litigations. A large number of direct complaints has been filed by the workers with the labor inspectors concerning the refusals of employers to grant the annual vacation, and equally numerous are the questions of the interpretation of article 14, addressed to the Labor Inspection Bureau. The interpretation is, however, the more difficult inasmuch as the decisions of the several courts of first instance are very much at variance with each other. In order to avoid similar conflicts between employers and workers, it will be necessary, in the opinion of the labor inspectors, to clarify article 14, and above all, to determine the period of time during which the vacations should be granted. The Inspector of the Viborg district has, in this regard, suggested the following: The vacations should be granted during the period from April 15 to October 15. The worker who, before the first day of October, will have been employed by the same employer for at least a year, will have the right to 7 days of paid vacation, and the worker employed, under the same conditions, for six months, will have the right to 4 days of paid vacation. If the worker entitled to vacation leaves the employer or is dismissed by him previous to having taken his vacation, such worker will have the right to a full indemnity.

In 1922 and 1923, the Ministry of Social Welfare approved and confirmed the regulations of the law relating to the terms of service conditional to the granting of annual vacations. The General Federation of Syndicates, in November, 1923, filed a complaint with the Chancellor of Justice against the Ministry, claiming that these regulations were contrary to the vacation law. On June 15, 1924, the Chancellor decreed:

1. That the period after which the workers will have acquired the right to annual vacations cannot be figured from January 1 or July 1, but should be computed from

- the date on which the worker has effectively entered the service of the employer;
2. That in each case, the employer has the right to fix freely the date of vacation and consequently is not bound to grant the vacation immediately after the twelve or six months of service.

In September, 1924, the Ministry of Social Welfare sent out a circular demanding the amendment of the above regulations in conformity with the decision of the Chancellor. In addition, certain employers appealed to the High Administrative Court against the decision of the Ministry. Up to the present time, according to available data, the question has not been decided.²

Many hundreds of cases, relating to the interpretation of these regulations, have been instituted by the workers in the lower courts, and numerous cases have come before the three courts of appeal. The decisions have differed; one court has declared in favor of the workers, and two courts in favor of the employers.

Although the decree of the courts of appeal are final in actions of this nature, the Court of Cassation (Supreme Court) in 1925 decided to consider a question relative to these regulations in order to set a precedent. The question involved was whether a worker employed for six months with the same employer, but leaving before the date fixed for the summer vacation, had the right to an indemnity equal to the 4 days provided by law. In this case, the lower court and Court of Appeal had decided that the employer involved should pay the indemnity. On March 4, 1925, the Court of Cassation rendered its decision as follows:³

1. Whereas the plaintiff (the worker) had been in the service of his employer for a period longer than six months, the

² *Suomen Ammattijarjestö*, 1924, No. 1, pages 13-14; No. 6, page 100; *Industri-tidningen*, 1925, No. 7, pages 7-8.

³ *Industri-tidningen*, 1924, No. 14, pages 185-186; 1925, No. 7, pages 93-94; *Suomen Socialidemokratit*, April 6, 1925.

Court recognizes in principle his right to the annual vacation; but

2. Whereas the employer must have the right to fix the date of the annual vacation as convenient to him, and, whereas, in this case, the plaintiff has left his service before the date fixed by the employer, the Court voids the judgment of the first instance and also that of the Court of Appeal.

PROPOSED AMENDMENTS.—The enforcement of the present law, therefore, has been quite inconsistent, and, in addition, many controversial points are not covered at all by the law. Among these is the lack of guarantee that the vacation occur in summer, an important question in Finland and thoroughly covered in the law relative to commercial employees. Consequently two proposed amendments have been submitted to Parliament.

One group of Social-Democrats proposed that the term of service conferring the right to vacations be fulfilled before August 15, the vacation being granted the following year between May 15 and September 15. The term of vacations was proposed as follows:

Length of Service	Length of Vacation
6 months	7 days
1 year	14 days
5 years	21 days
10 years	1 month

Another group of representatives from the extreme left, headed by Mr. Huttunen, president of the General Federation of Syndicates, proposed a summer vacation as follows:

Length of Service	Length of Vacation
3 months	4 days
6 months	7 days
1 year	14 days

Although amendments were equally desired by the employers, no bill was introduced in 1924.⁴

⁴ *Industritidningen*, 1924, No. 13, pages 169-170.

France

General Development.—In contrast to the practically universal growth in the number of annual paid vacations for industrial workers in the northeastern and central nations of Europe, the vacation movement in France is comparatively unimportant. Relatively few individual concerns grant vacations. Vacation provisions in collective agreements are the exception rather than the rule. In 1923, according to the *Bulletin du Ministère du Travail*, only 4 out of 144 collective agreements contained vacation provisions. In 1925 the French Minister of Labor published the results of a survey among industrial and commercial establishments granting paid vacations for workers. The report showed that 628 companies employing 38,466 workers gave vacations; 61 of the companies employed over 100 workers; 9, over 500 workers; and 8, over 1,000 workers. In 414 of the companies vacations were established by collective agreements. The length of service requirements varied from three months to fifteen years.

The number of vacation days granted varied, although in 107 companies vacations of equal duration were given to all workers. Generally, the duration of vacations increased after periods of from two to six years. In some cases plants shut down during the vacation period. A few firms gave their workers a special bonus in addition to paying their wages.¹

Following the custom in many other European countries, commercial assistants and non-manual workers in shops and stores as a rule receive vacations extending from a week to a fortnight. It is not uncommon for small retail shops to close down altogether for a shutdown period of from two to four weeks in the summer, during which the shopkeeper and the sales force, often members of his family, enjoy their vacations. Department stores in Paris are reported to grant a paid vacation of 8 days to employees after one year's service.

¹ *Bulletin du Ministère du Travail et de l'Hygiène*, Nos. 10-12, October-December, 1925.

Trade unions have carried on considerable agitation for paid annual vacations. At the convention of the Federation of Metal Workers of France, held in Paris in October, 1923, the Metal Syndicate of Bordeaux introduced a motion asking that a campaign for paid vacations be included in the general program of the Federation. It was pointed out that only a small proportion of industrial workers enjoyed paid vacations although they must be considered as a right and need of all workers, and not only of public employees and a few other selected groups. The vacation law of Poland was cited as an example. The convention then adopted a resolution approving all paid vacations as a matter of principle, leaving the local syndicates to elaborate the details.

The class feeling of the workers in regard to paid vacations was graphically depicted in an unsigned article in the official organ of the Federated Metal Workers which said in part: ²

What power or what demon is responsible for this division of workers into two different classes, having different rights, one enjoying certain advantages and vouchsafed the means of restoring the mind and the body; the other left out of consideration, however, as an inferior class, although the duties it performs are far from being of inferior importance from a utilitarian point of view?

This is the lot of the wage-earners in private industry; an ironworker of this latter class contributes out of his own pocket to secure paid vacations to the workers employed by public authorities; but as for him, the only leisure which he knows of are the periodical seasons of unemployment with the daily search of work and the agonizing preoccupation of how to keep the wolf from the door.

On what he eats, on what he drinks, on what he smokes, on what he purchases, on what he uses for his daily needs, on his entire consumption, on all his actions, on his very salary, the State and the provincial and municipal administrations levy at each moment and on each day of the year a

² *L'Union des Métaux*, Organe de la Fédération des Métaux et Similiares de France, Paris, July-August, 1923, "Les Vacances Payées," page 1.

tax, a portion of which serves to secure paid vacations to other workers. As to him, he does not appear to belong to the same class. He works for an employer or for a corporation, and while the law is sufficiently strong to compel him to pay direct or indirect taxes, it is powerless to compel the employers to have their employees enjoy the advantage of an annual vacation which is recognized to be useful, beneficent and reasonable in the case of officials, in the case of personnel of public utility companies, in the case of all kinds of workers and in the case of all industries which are placed directly under the control of public authorities. . . .

One is led to the conclusion that private industry in its turn cannot hope to enjoy a regular annual paid rest unless the matter is taken in hand, and unless a firm will is evidenced of securing this advantage which is considered necessary for the proper safeguard of the moral and physical health of the workmen. . . .

On August 4, 1924, the Congress of the Federation of Printers voted to incorporate the following in the text of the 8-hour law: ³

All persons occupied in private industry after one year's work in the same establishment may receive 8 days' vacation, and after three years' work, 15 days.

In the fall of 1924, there was considerable agitation for a vacation law for miners, similar to those existing in Austria, Germany and Czechoslovakia. Again in 1925, the trade union campaign for paid vacations was taken up vigorously. At the 1925 Congress of the General Confederation of Labor there were about 1,000 delegates representing 1,799 trade unions. A vacation resolution was adopted as follows:

In order to be really effective, holidays with pay granted to the workers should not be less than 21 days per year. This Congress would not be opposed to this reform being achieved in stages, provided that from the first the minimum is 12 days per year.

³ Bulletin Officiel de l'Union Syndicale et Fédération des Syndicats des Maitres Imprimeurs de France, December, 1924, pages 352-353.

In no case should the conditions obtaining in certain industries and administrations be altered for the worse as the result of any act on annual holidays with pay.

Various causes are said to underlie the present vacation situation in France:

1. The country has devoted its entire energies in recent years to the restoration of a devastated country rather than to the adoption of such social legislation as annual paid holidays.

2. The relative proportion of agricultural and industrial workers is about 60 to 40, and therefore the interests of the country are still rural rather than industrial. Agricultural workers have neither the time nor the money to get away from their farms for vacations. Furthermore, the majority of French farmers are small landed proprietors who own the land which they till. In other words, the agricultural worker is an owner and a worker combined, and as such is not interested in the adoption of any compulsory vacation legislation for either agricultural or industrial laborers.

3. The comparatively recent adoption of the legal 8-hour day has increased the total amount of leisure time considerably. The argument, therefore, for a further increase of rest and recreation for the worker generally falls on unsympathetic ears.

4. In many sections of France, local fête and church holidays are observed, and because of this fact, many employers are absolutely opposed to any further extension of leisure time either with or without pay. One typical factory in Lille, visited in the course of this investigation, shut down for 16 holidays during the course of the year, and other examples could be cited of similar practice.

5. It is said by the opponents of the vacation movement that the majority of workers, even if granted vacations, would not have enough money to get away to outside resorts, or if they did, they could not be accommodated.

A prominent furniture manufacturer at Roubaix, when interviewed, was opposed to annual vacations for the above-mentioned reasons, and said that he favored a week-end vacation during the summer months, with Monday as an off day. In this way, the workman would get rest with his family. This idea of a "Cognac" Monday was not shared by other employers in discussing this angle of the vacation question.

A Company Vacation Plan.—In 1913, a large chemical company granted manual day workers 6 days' vacation with double pay, and shift workers, 7 days of vacation after 3 years' of service. After 25 years' service, the company grants an additional week with double pay and an allowance fixed at 500 francs. In October, 1924, the company extended another week of additional vacation at double pay to workers of 30, 35, and 40 years' service.

The total number of workers in each plant of this company, and the total number and percentage of people receiving vacations in 1925 follow:

Total Number of Workers	Workers Receiving Vacations	
	Number	Percentage
Plant No. 1—3,667.....	1,561	43
Plant No. 2— 670.....	494	74
Plant No. 3—1,187.....	831	70
Plant No. 4—1,496.....	663 {157 2 yrs.} 506 3 yrs.}	44
Plant No. 5— 405.....	257	63
Plant No. 6— 589.....	308	52
Total—8,014.....	4,114	51

Development through Collective Agreements.—Vacation provisions have been adopted in a few agreements in the weaving and clothing industries. The collective agreement of April 5, 1923, in the ladies' garment industry in Paris grants permanently employed operators working in the factory, 8 days' vacation after one year of service, and 15 days after two years.

Clerks receive 8 to 15 days. The *Établissements Lumière* at Lyons grants 12 paid vacation days to workers.

According to regulations for the personnel of privately operated railroads, standard vacations of 15 days are granted to commissioned subordinate employees with more than one year of service or 12 days in the case of employees not working on Sundays or holidays. Higher employees may receive from 15 to 24 days according to rank. The right is given to accumulate rest days and vacations for a period of from 18 to 30 days.

Besides these instances, there are few, if any, paid vacations granted to workers by collective agreements. A representative of the Metallurgical and Mining Industrial Union (Employers), who has made a thorough study of the subject, sums up the situation as follows:

Except in a few cases, there are no paid vacations for workmen, either in the metallurgical or other industries. Clerks generally receive vacations from 8 to 15 days conditioned on employment. . . . This difference between the treatment of workmen and the treatment of clerks is based on a difference in the kind of work performed and on the circumstances, and the salaries of clerks are frequently lower than the wages of the workmen. All manufacturers are agreed that in view of the 8-hour day law the granting of a paid vacation to workmen would be inconsistent with the keeping up of the output.

Legislation.—The Civil Service Law of 1853 grants half a month's vacation to governmental employees. Presumably this act covers all postal, telegraph, state railroad workers, etc. This provision is customarily waived for bureau chiefs and higher officials, who are usually accorded a full month.

The ex-Minister of Labor, Monsieur Durafour, in July, 1925, submitted a vacation bill ⁴ to the Bureau of the Chamber of Deputies, explaining his reasons as follows: ⁵

⁴ Bill No. 1943, Chamber of Deputies, 13th House, Extraordinary Session, 1925.
⁵ *Le Peuple*, Paris, July 16, 1925.

France, the country of generous initiatives, must not permit herself to be outranked in the economic world. . . . I emphatically proclaim my firm resolution to effect this reform in complete accord with the operators and employers. . . . To effect a reform, it does not suffice to found it on a logical basis, invincible to attack, but the realities must be considered. To introduce obligatory vacations without first obtaining the consent of the workers and employers would be to risk exciting such opposition at the Chamber and the Senate that the reform would never be passed. Now,—and I wish to emphasize this—what I—what the Government desires, is that French workers may enjoy, beginning with 1925, a well-earned vacation. . . . Human solidarity would be an empty word, were it not interpreted by a constant effort to improve the lot of the workers.

The statement accompanying the bill is in part :

If the vacation movement in this direction is not yet beyond its initial stages in France, it is nevertheless rapidly developing. This is one of the reasons for the introduction of the Bill, since legislation is not bound to wait until such time as holidays for workers become general. Manual workers must no longer be in a position of inferiority as compared with salaried employees. Moreover, the question is a national one. The reserves of French labour were terribly used up by the war. Labour must now be carefully managed so that its numerical inadequacy may be balanced by greater output. Increased output will only be obtained by improving the material and moral conditions of the workers.

Under the text of the bill, every wage-earner on June 1 of each year, after six months' continuous work in the same establishment, is entitled to a continuous vacation of 8 working days, and after two years, to at least 15 working days. The bill covers all wage-earners with labor agreements. Persons working in unhealthy and dangerous industries or under 18 years of age, receive longer vacations, after the same term of service, of 6, 12 and 22 days, respectively. Day-workers are paid on the basis of average day wages including any subsidiary remuneration in kind. Hourly workers, or employees

on a monthly basis, receive pay on the basis of average daily wages earned during the month preceding the vacation.

If an employer cancels the contract of service before the worker has taken his annual holiday, said cancellation not having been brought about by grave misconduct on the part of the worker, the worker has the right to a holiday proportionate to his length of service. If, however, the contract is cancelled by the worker, or on account of misconduct on the part of the worker, the worker loses his right to a holiday.

The vacation season is fixed by agreement between the worker and the employer, with due regard to the conditions of business. The wage-earners themselves arrange vacations by rotation according to seniority and family circumstances.

Time lost on account of sickness, maternity, or other involuntary absence, is not counted as part of the annual vacation.

Employers are forbidden to substitute additional compensation for vacations or to cause wage-earners to work during vacation. The penalties for infringement are provided in Book II of the Labor Code, Secs. 158, et seq.⁶

The official statement accompanying the bill was taken up immediately by organized labor to show that the present government was officially sympathizing with their efforts for vacation legislation. Representatives of the employers, on the other hand, have not taken the campaign for vacation legislation very seriously.

In 1926 the Labor Committee of the Chamber of Deputies presented its report on the vacation bill. The report emphasized that paid vacations are not merely a question of safeguarding individual interests of the workers but of protecting the interest of the entire community "which cannot, so soon after an exhausting war, recover its strength except by careful handling of its labor power which, being now reduced, must be progressively improved." The report goes on to point out

⁶ Bill No. 1943, Chamber of Deputies, 13th House, Extraordinary Session, 1925; Industrial and Labour Information, International Labour Office, Geneva, March 1, 1926, Vol. XVII, Nos. 8-9, pages 262-263.

that holidays will increase the output inasmuch as "workers must carry on their work not only in compulsion but in full liberty and happiness." The report states that experience with compulsory holidays in foreign countries has resulted in great social reforms.

The Chamber of Commerce of Limoges recommended the rejection of the bill on the grounds that :⁷

This measure, which is inspired by the laudable desire of improving the lot of the workers, cannot be contemplated in a country which has not yet reconstructed its devastated areas;

and that, apart from the effects which it would have on the work of factories and the harmful consequences which it would entail to the principle that wages should correspond to work done, its most immediate consequences would be a further decrease in production and an increase in the cost of living.

On the whole, it would seem quite likely that during the next few years paid vacations would become established through collective agreements rather than through legislation.

Germany

General Development.—Previous to the outbreak of the war, vacations were established by the owners of a few individual concerns, principally of the "family" type, who desired to promote tradition and stability as much as possible. Vacations were granted as a special favor or kindness on the part of the employer, and in no case did the worker have a legal claim based on an agreement or government regulation.

Generally speaking, vacations for workers have been introduced into Germany only since the Revolution. In 1919, a struggle over wage agreements took place between the employers and the unions, and in the negotiations the trade unions laid great emphasis on the granting of paid vacations. Almost from the first, success attended these efforts, so that by the

⁷ *Le Journal des Chambres de Commerce*, 10 May, 1926.

end of 1922, over 800,000 firms, employing 13,000,000 workers, had paid vacations under the terms of collective agreements. Eighty per cent of all the agreements in Germany in 1922 contained vacation provisions affecting 90 per cent of the plants and 92 per cent of the wage-earners covered. Provisions for salaried workers were more liberal than those affecting wage-earners.

The ground thus gained was not entirely held during the inflation period, and changes in vacation regulations were made at the close of 1923 and the beginning of 1924. Restrictions limited the increase of the length of vacations with longer years of service, and, in some cases, the vacation periods were reduced. Most of these changes, however, were made in the agreements which previously had been especially favorable to the workers.

During the period 1923-1925, there was a pronounced tendency to lengthen daily working hours. In the Ruhr, the average concern was working about 9 hours per day in the summer of 1925. The extension of the legal working day did not fundamentally affect the granting of vacations with pay, however. It is true, as already noted, that some reductions were made in the length of vacations, but few, if any, vacation provisions in collective agreements were eliminated altogether. Both capital and labor had come to regard the institution of workers' vacations as a sound economic and social principle. Management felt that production and morale were increased by the granting of paid vacations, and labor requested the continuance of these holidays as a fundamental right of the working class. In general, executives viewed the principle of paid annual holidays in somewhat the same fashion as progressive employers in the United States.

By 1925, annual vacations with pay were quite universal in industrial Germany, and seemingly well enforced. At the present time, there is no legislation which gives wage-earners, working on a day- or piece-work basis, a vacation either with

or without pay, and, as a matter of fact, the widespread adoption of annual vacations with pay through collective agreements has seemingly precluded the necessity for such legislation.

The Social-Democratic Party in Germany, however, was recently reported to have included an annual paid vacation among legislative and administrative reforms demanded by the party under the head of labor legislation.¹

Vacation Provisions in Collective Agreements.—As already stated, the increase in the number of collective agreements with provisions for paid vacations has been very rapid since the war. In connection with a study on production made by the International Labour Office in 1921, the German government wrote as follows:²

If, until the end of the year 1918, decisions concerning vacations were to be found only in a small number of collective agreements made in Germany, hardly a single one of these contracts is now being drafted (providing it has some importance) without mentioning, with more or less detail, the granting of annual vacation to the workers.

Almost everywhere vacations are authorized under one condition; that is, that the worker in question has been employed for a determined minimum of time, in the majority of cases, at least six months, and without interruption in the same enterprise by the same employer.

According to a report issued by a syndicate of metallurgical workers in 1919, 573 collective agreements, involving 1,251,000 workers, provided for paid annual holidays. Of all workers enjoying such vacations, 87.5 per cent received vacations of from 1 to 3 days; 12.2 per cent, vacations of from 3 to 6 days; and only .3 per cent from 7 to 12 days.

In *Reichsarbeitsblatt*, 1924, Supplement 31, the government analyzed the growth of vacations as established through

¹ *Industrial and Labour Information*, International Labour Office, Geneva, Vol. XV, No. 12, September 21, 1925, page 505.

² *Inquiry into Production, 1922-1923*, International Labour Office, Geneva, 1924, page 603.

collective agreements, during 1920, 1921, and 1922, and said in summary :

Further progress was made in 1922 with the regulation of holidays by collective agreement. Before the war, such agreements very seldom contained provisions for holidays but now the agreements without any regulations on holidays are the exception. Of all the agreements in force at the end of 1922, 8,620 covering 804,541 undertakings and 13,224,647 workers contained regulations on holidays. The corresponding figures for 1921 were 8,357 agreements, 525,157 undertakings, and 11,171,153 persons.

At the close of 1922, practically all agreements stipulated the minimum and maximum length of vacations, and of these, more than one-half allowed a minimum up to 3 days' duration; 38 per cent, from 3 to 6 days; and only 7.5 per cent over 6 days. Maximum provisions up to 6 days were found in 32 per cent of the plans; 42 per cent had maximum provisions running from 6 to 12 days; 20 per cent, from 12 to 18 days; and only 6 per cent were over 18 days. In most cases, the percentage of plants and wage-earners covered by the various grades of minimum and maximum provisions closely followed the percentages of the plans. The maximum provisions for women, however, were not as liberal as those covering the entire wage-earning group.

A sharp contrast in the liberality of vacations is brought out by a comparison of agreements covering the whole group and those including the salaried group only. Over 54 per cent of all plans provided for a minimum duration up to 3 days, as compared with only 1.7 per cent for the salaried group; while there were more than twice as many salaried plans with a minimum duration of from 3 to 6 days and three times as many with a duration of over 6 days. Similar differences are brought out by comparing maximum provisions for the two groups; the maximum vacation period up to 6 days was provided for in almost 32 per cent of all plans, but in only 2

per cent of those for the salaried group; the period from 12 to 18 days in 20 per cent of all plans and 64 per cent of the salaried group, while plans granting more than 18 days were 6 per cent of the total number of agreements, and 22 per cent of the salaried group. (See Table 7, page 221.)

An analysis of the more important district and national agreements in effect in Germany in 1925 shows wide diversity in type of vacations. (See Table 8, page 222.) All of the agreements are of the "graded" variety, granting longer vacations after longer periods of service. The minimum period of service is generally one year with a minimum vacation of 3 days. Outside of governmental employees, the maximum vacation is set at 12 days. Especially notable are the regulations covering the mining industry which grant vacations ranging in length from 3 to 12 days after service of from one year to twenty years.

An analysis of some of the individual collective agreements is interesting. In the building trades, negotiations have been carried on between employer associations and syndicals of building workers. A worker who has been employed at least 40 weeks in the building trades has the right to 3 days of paid vacation. The period of vacation may be extended to 6 days, but the employee receives wages for only the first 3 days. The vacation season is between July 15 and November 15. As in many other industries, one of the most difficult questions is involved when the worker uses his vacation season for employment in another undertaking. The employer, in this case, has the right to discharge an employee immediately and may refuse to pay wages for the holiday. Such questions are frequently taken up through works councils, or district trade and union groups.

A collective agreement is in force in Hesse among workers in forestry projects, granting them the right to paid vacations after a period amounting to at least 200 consecutive days of work.

In the button industry, a special arbitration commission has determined vacations on the following basis:

Length of Service	Length of Vacation
$\frac{1}{2}$ year	3 days
$1\frac{1}{2}$ years	4 days
$2\frac{1}{2}$ years	5 days
$3\frac{1}{2}$ years	6 days
5 years	7 days
6 years	8 days
8 years	9 days

An agreement granting vacations to workmen of various classes in the iron and metal industry of Düsseldorf and vicinity has been renewed yearly since 1919. The agreement renewed on January 18, 1924, is as follows:

Length of Service	Length of Vacation
Apprentices under 18 years of age and after 2 years of service.....	3 vacation days
Employees over 18 years of age and	
during 2nd year of service.....	3 working days
during 3rd year of service.....	4 working days
during 4th year of service.....	5 working days
during 5th year of service.....	6 working days
during 6th year of service.....	7 working days
during 7th year of service.....	8 working days
during 8-12 years of service.....	9 working days
during 13-16 years of service.....	10 working days
during 17-20 years of service.....	11 working days
over 20 years of service.....	12 working days

In a few cases, vacations exceeding 6 days are not taken. The workman may return to work after 6 days, and thus receive his usual earnings in addition to his vacation pay. No compensation is paid in case the vacation is not taken. Intra-mural and interplant transfers made in the same industry do not affect the vacation rights of the employee. War and industrial invalids receive an extra day's vacation. Generally speaking, Sunday is not counted as a vacation day, unless an agreement has been reached to that effect. Vacation periods are set by employers.

The service period is computed from the first day of employment. Unjustified and unexcused absences are counted against the service period. In case of strikes occurring with-

out the consent of the district delegates of the contracting labor unions, the right to the next following vacation is forfeited.

Advance payment previous to vacations may be made. Outside work during the vacation is forbidden, and infringement of this regulation causes the worker to lose his vacation pay and the right to the next year's vacation. In case an employee gives notice of resignation, he has no right or claim to any vacation from the time he gives such notice until the termination of his employment. In case of notice of discharge, he maintains his rights until the time of dismissal.

An employer who is a party to this agreement writes regarding the effect of the holiday provision as follows:

No laws regulate the observance of these agreements, but they are nevertheless carried out. The general opinion among German industrialists, as to the benefit derived from giving vacations, seems to be that it is advantageous to both parties. The workers, for instance, have every interest in turning out more work, as the earnings of the month before vacation time sets their pay for their vacation period. The fact that length of service affects the vacation is an inducement to workers to stay with one employer, thereby reducing labor turnover and the expense entailed in the training of new men. The movement in Germany to procure vacations for the workmen has been fostered by the united unions of Germany and has come about as the direct result of negotiations carried on between them and the employers' associations, and political parties have had no part in the negotiations.

Great Britain

Historical Development.—From the Middle Ages up to the middle of the nineteenth century, saints' days were observed as holidays in English villages, and this practice may be said to have originated the famous "wakes" in Lancashire and elsewhere. The *Manchester Guardian*, in an editorial, November 22, 1921, graphically reviewed the rise and fall of holidays:

Thanks to the ecclesiastical system, village England has enjoyed a gorgeous succession of opportunities for taking a

day off. Any major saint's day would do, and there are a good many major saints' days in the calendar. The festival of the saint to whom the village church was dedicated was good enough for 3 or 4 days of jollification, and from that particular opportunity arises the various Lancashire "wakes."

In certain private quarters, some good remnants of this system survived until well on' into the Nineteenth Century. Up till 1834, the Bank of England still closed its doors on some 33 scheduled saints' days and anniversaries—in addition, of course, to Sundays—and some of the Governmental offices followed its splendid example.

Then, at one blow, the system collapsed to 4 holidays in the year, including Christmas Day and Good Friday. Inevitably, the factory and industrial worker has fared worse and his lean years began earlier; and there was no official relief until 1871 when Sir John Lubbock extracted a sort of deferred interest on the filched holidays in the shape of 4 statutory Bank holidays. The return was not overgenerous by comparison with all that had been lost in the process of turning England into an industrial community. If we follow the precedent as set in 1910 and present ourselves every now and then with an extra bank holiday in Christmas week, historically considered, we are still some distance from overdoing it. Our primrose path is still a path and not the highroad of our ancestors.

The Lancashire "wakes," though they are not paid vacations, are an essential element in the vacation situation in England. During certain designated weeks, the mills in textile towns in Lancashire, Yorkshire, Cheshire and other districts shut down completely, and the entire population emigrates to resorts, leaving on Friday night or Saturday morning and returning a week from the following Monday. Wages are not paid during the "wake" weeks, but workers receive vacation money which they have deposited in savings clubs during the year. The estimate of savings in the average household runs about £10 although it may run much higher in the homes of young and childless married couples. Large sums are thus accumulated. At the end of July, 1925, according to a special

article in *The New York Sun*, dated October 16,² 1925, £926,717 (\$4,633,585) had been saved in fourteen large Lancashire towns, a sum double that saved in 1913, and £176,000 more than in 1924. In the face of depression, irregular work and other economic difficulties, the worker spent more for these holiday excursions in 1925 than in any year since the cotton boom in 1920.

The development of paid annual vacations has been indirectly connected with the origin and increase in the number of unpaid holidays and "wakes." Ten years ago, the granting of paid vacations to wage-earners in England, Scotland, Wales, and Ireland was unusual. As in Germany a few "family" firms, imbued with a spirit of kindness for their workers and with a sense of personal pride, had adopted paid vacations for long-service employees as far back as the early 'Eighties, but such examples were outstanding exceptions. The Factory Act of 1901 provided 6 statutory holidays without pay annually to women and young persons under 18 years of age, and although men over 18 years of age were not mentioned in the act, they generally receive similar leaves. Such holidays, scattered throughout the year, are not to be confused with an annual vacation affording consecutive days of rest and recreation in the summer months.

In the opening years of the new century, vacation provisions began to appear in a few collective agreements in important industries, such as the railway service, public utilities, and newspaper printing. The majority of wage-earners in these groups received from 3 to 12 days.¹ However, with these exceptions, annual vacations with pay for wage-earners had not been widely considered up to the outbreak of the Great War.

During the war and the years immediately following, there was a widespread increase in the number of paid annual vacations both in individual firms and through collective agree-

² *Ministry of Labour Gazette*, August, 1920, pages 421-422.

ments. A growing appreciation of the value of workers' vacations was shown in resolutions adopted by governmental and trade union bodies. The Committee on Adult Education appointed by the Ministry of Reconstruction made the following recommendations relative to vacations in its Interim Report issued in March, 1918 (Sec. 13) :

While we are primarily concerned with the effect of the inadequate provision of holidays upon opportunities for education, we regard the matter as one of general importance and of much wider application. We believe that if a reasonable holiday without stoppage of pay were provided it would have a beneficial effect upon the national life. Not only would those who had definite intellectual interests be able in much larger numbers than at present to pursue them at Summer Schools, Vacation Courses, etc., but others would be provided with increased opportunities for travel and the pursuit of those things which make for enlargement of the mind, while the gain to the public health would certainly be considerable. It may be that the question of holidays will, in the future, be the subject-matter of agreements between employers and employed, but in any case we think it important that the present custom among salaried workers with regard to payment during holidays should be extended to wage-earners and incorporated in the Factory Acts and similar laws. We are fully aware of the great practical difficulties to be overcome in providing a universal annual holiday, but they do not appear to us to be greater than those which have already been overcome by factory legislation.

The case of the agricultural labourer is worthy of special consideration. Not only is the agricultural labourer at present without an annual holiday—in which respect he is no worse off than many town workers—but he does not even enjoy the weekly half-holiday. With the exception of special groups of workers, such as those engaged in transport work, continuous processes, etc., the weekly half-holiday is universal in the manufacturing and distributive trades. The annual week's holiday is as necessary to the agricultural labourer as to the town worker. It is equally important in our view that the weekly half-holiday should be extended by law to workers engaged in agriculture, and that rural work-

ers who are engaged regularly on Sunday work should be given a week-day off in compensation.

The Trade Union Congress passed the following resolution unanimously in 1919:

That this Congress affirms that the time has arrived for employers to make provision for and pay to all work people their wages at the recognized time rates of the district for at least 10 working days' holiday each year, in addition to Bank Holidays.

The *Ministry of Labour Gazette*, in August, 1920, said: ²

Apart from the general increase in rates of wages and reductions in weekly working hours, perhaps the most noteworthy feature of the improvement in the conditions of employment of workpeople in the United Kingdom, which has taken place since the Armistice, has been the widespread extension of the principle of payment of wages for holidays.

The Ministry of Labour has made three separate studies, relative to the number of collective agreements containing vacation provisions.³ These studies are summarized below:

Year	Total Number of General Agreements	Total Number of District Agreements	Total Number of Agreements
1920.....	20	38	58
1922.....	20	93	113
1925.....	25	103	128

In 1920, over 2,000,000 wage-earners were estimated to be affected by agreements providing for paid vacations, while in 1925 the estimate was reduced to 1,500,000 workers. A representative of the Ministry of Labour who has been in charge of these studies stated that although there was a growth of collective agreements between 1920 and 1925, the total number of workers affected had declined, due to the depressed condition of British industry.

² *Ministry of Labour Gazette*, London, August, 1920, pages 421-422.

³ *Ibid.*, December, 1922, pages 474-475; March, 1925, pages 76, 77.

Growing rapidly through 1920, the movement has developed comparatively slowly since that time. Although vacation provisions have been continued in many collective agreements or have been formulated for the first time, they have been offset by discontinuance in other agreements. Continuous unemployment since 1920 in some of the most important basic industries, such as coal mining and shipbuilding, unquestionably has overshadowed any consideration of vacations. Steady work and income have been deemed far more important than leisure time. Trade unions have devoted their energies to the preservation of more basic industrial conditions, such as wages and hours, rather than to vacation demands. Management, on the other hand, occupied with questions of taxation, trade, and legislation, has had little time to study the social or economic value of paid vacations for wage-earners. Thus, until trade conditions change and general prosperity ensues, a widespread development of vacations may not be expected in Great Britain.

The estimate of the Ministry of Labour, stating that 1,500,000 wage-earners were covered in 1925 by vacation provisions in collective agreements, did not include wage-earners employed in individual firms which are not parties to collective agreements arranged by employers' associations and trade unions. There are approximately 500,000 wage-earners in this group, making a total of about 2,000,000 wage-earners affected by vacation provisions. There are about 12,000,000 wage-earners in Great Britain, exclusive of agricultural workers, domestic servants, clerical employees, executives, professional workers, and other groups in the salaried class. Using this figure as a base, the 2,000,000 wage-earners who receive paid vacations represent between 16 per cent and 17 per cent of the total wage-earning population.

Vacations as Established in Individual Companies.—The length of service requirement and the duration of vacations in

typical plans in English companies are outlined in Table 2, page 210. Further details of company plans are given below:

A large cocoa concern, employing 6,000 workers, has an annual shutdown period of one week during the summer months. The national agreement in this industry (which the company signs, although only 75 per cent of the employees in the company are union members), allows 3 days' paid vacation to employees of six months' service, and 6 days to employees with twelve months' service. However, the company grants more liberal vacations on the following basis:

Period of Service	Vacation with Pay
Less than 3 months	None
3 months and under 6 months	$\frac{1}{2}$ week
6 months and under 9 months	$\frac{3}{4}$ week
9 months and over	1 week

As it is impossible to close down all the departments of the entire plant during the shutdown, a skeleton organization remains at work during this period.

In accordance with the national agreement, day-workers receive their regular standard wages as payment for vacations, while piece- and bonus workers receive the minimum time rates for their age. From 1919, when the week's vacation was first introduced, up to 1925, piece-workers were granted vacation pay on the basis of the average wages during the three months preceding the vacation period, but in 1925, due to depressed trade conditions, this arrangement was discontinued, and wages are now paid on the basis of the national agreement.

Employees leaving between one annual vacation and the next, unless dismissed for misconduct or incompetence or leaving without giving proper notice, are paid on the following basis:

Amount of Time Employed Since Last Vacation	Vacation Payment
Less than 3 months	None
3 months and under 6 months...	$\frac{1}{2}$ week's wages
6 months and under 9 months...	$\frac{3}{4}$ week's wages
9 months and over	1 week's wages

It will be noted that after nine months' service, the length of the vacation does not vary with the length of service. The general manager of the company writes regarding this feature:

It is felt that the right basis for variation is the value of the service rendered, or the strain which it involves, and not the number of years for which it is continued.

In 1884, *a large chemical company* offered a week's vacation with pay to each man who had not had more than 10 days or shifts of unexcused absence during the preceding twelve months. The management felt that the failure to keep good time, especially on the part of the shiftmen, was not due so much to unwillingness as to inability, and that they were physically unable to work 84 hours per week for 52 weeks in the year.

Along with the introduction of paid vacations, the hours of labor have been steadily reduced. In 1889, the daily hours were reduced from 12 to 8 hours for shiftmen; in 1895, the weekly schedule of day men was reduced from 55.5 to 48 hours for tradesmen and 49.25 hours for laborers; in January, 1919, the weekly hours for day men were reduced to 47, with the same pay as for 48 hours.

In 1902, the company decided to give two weeks' pay for the vacation week, commenting on this move as follows:

It was always desired that a man should go away from home for his holiday, in order to get a thorough change. Yet it appeared that in very few cases did he do so, and enquiries elicited the statement that he could not afford to go away and take the family, and that if he went away alone, he left very little money for housekeeping.

In 1909, in order to encourage enlistment in the territorial force, the company granted a fortnight's leave of absence to all who were required to attend the annual camp. Employees who had earned their vacation received the two weeks' wages the first week, and ten shillings pay on the second week. In

1920, further concessions brought the payments for the second week up to the level of ordinary wages. Employees not entitled to vacations had their army emoluments for both weeks increased by the payment of the difference between their total and the weekly wage.

Vacations proportionate to qualifying service are given to workers entering the employ of the company between April 1 and October 1. Shiftmen take vacations between May 22 and September 18, while individual vacation periods are drawn by lot under the supervision of members of the works committee.

In the first year in which paid holidays were granted, 1884, 42 per cent of the men qualified. In the succeeding years there have been several reductions in the time lost qualifications, yet with each reduction the percentage of men earning the holiday has steadily increased. (See Table 15, page 231.)

Lever Brothers, Ltd., soap manufacturers, grant a week's vacation with pay, between May and September, to all wage-earners who join a company holiday club. A worker becomes a member of the holiday club by signing a blank form instructing the company to deduct a certain sum from each week's wages. The company repays the sum on the pay day previous to the vacation, together with interest at the rate of 1d. on every 4s. deposited. The general purpose of the club is to stimulate regular saving toward vacations, and to arrange for the scheduling of the individual vacations.

One of the most unique vacation schemes is the *pecially endowed holiday fund of Mather & Platt, Ltd., Manchester*. On March 1, 1910, Sir William Mather addressed a letter to his son, the present chairman of the company, from which the following extract is taken :

It has occurred to me that the annual holiday might be more thoroughly enjoyed as a means of healthy recreation out of town, if a fund existed, the income of which could be distributed amongst the workpeople at both Salford and Park

Works to help them to meet the expenses, in so far as the income of the fund would permit.

I have therefore decided to create such a fund, and have placed £10,000 in the form of ordinary shares of Mather & Platt, Limited, in a trust, of which you and two co-trustees will have control. The dividend on these 10,000 shares will be distributed by the trustees according to the terms of a Trust Deed.

The fund will be called the "Ernest Mather Workpeople's Holiday Fund," in memory of your elder brother who met his untimely death shortly after becoming one of the original Directors of the present company.

I hope that by the aid of the fund it will be easier for wife and family to share in a husband's recreation during the summer holiday.

In 1920, the fund was increased by 7,500 more shares, so that in August, 1924, over £2,942 was distributed among 1,302 workers of the company toward their holiday expenses. The total distribution during 1910-1924 was £24,108 (\$120,540).

The company is shut down one week each summer, and if the financial position of the company justifies it, a full week's pay is given each worker, in addition to the distribution of vacation money under the Ernest Mather Holiday Fund. Under its provisions, every man over 21 years of age who has continuously served three years prior to March 1 and every woman over 18 years of age who has been two continuous years in the service of the company is eligible. Payments are not made, however, to employees who have more than 2 days of unexcused absence in the eight months preceding March 1, or more than 1 day's unexcused absence from March 1 to the holiday period.

In August, 1924, a very large percentage of the employees qualified for the fund, the distribution being on the following basis:

Male employees with 6 months' service....	30 shillings
Male employees with 2 years' service....	40 shillings
Male employees with 10 years' service....	50 shillings
Female employees with 6 months' service....	30 shillings
Female employees with 10 years' service....	40 shillings

Vacations as Regulated in Collective Agreements.—

GENERAL DISCUSSION.—Reference already has been made (page 151) to the investigations conducted by the Ministry of Labour relative to vacation provisions in collective agreements. In 1925 the following were added to the 1922 list of general agreements:

- Drug and fine chemical manufacture
- Lead manufacture
- Press telegraphists
- Seagoing wireless telegraphists
- Shiftworkers at railway companies, electricity generating stations and substations (except London)
- Railway clearing-house number taking staff
- Railway police staff
- Wool and noil merchants' warehousemen (Yorkshire and Lancashire.)

The following agreements in the 1922 list were dropped from the 1925 list: Cooperative societies' laundries, paper box making, pen making.

In 1925, 21 general agreements provided for a standard vacation to all employees with a given length of service; three agreements were of the graded type, granting varying periods of vacations with varying lengths of service; while one agreement was of a joint contributory nature, with a varying service requirement. Of the agreements that designated the length of service, 4 granted a week's vacation after six months of service, and 8 after a year's service. Two agreements of the graded type granted 3 days' vacation after six months' service, and 6 days after twelve months' service.

The length of vacations, irrespective of the length of service, varied from 3 to 21 days, 6 days or one week being the most common.

The outstanding industries which have adopted annual paid vacations are the boot and shoe, cocoa and chocolate, chemical, envelope, flour milling, gas, lead, match, paper bag, paint and printing industries, the railways, and tramway undertakings. It will be noted that there are no general agreements covering annual vacations in the coal mining, textile or shipbuilding

trades, three of the most important basic industries in Great Britain. Trade depression and consequent unemployment have been more widespread during recent years, in these three industries which have not adopted paid vacations, than in other equally important basic industries which have accepted paid vacations through collective agreements. (See Table 9, page 225, and Table 10, page 226.)

Hourly workers generally receive vacation pay on the basis of the full weekly wages, and, in some cases, piece-workers also. In Glasgow certain newspaper printing firms calculate vacation pay on the basis of average earnings of all piece-workers and not on the basis of individual workers so as to avoid discrimination against those workers whose earnings have been reduced on account of sickness.

Other methods of calculating vacation pay for piece-workers are widely divergent, as shown by the following examples:

Trade	Period of Average Earnings Taken as a Basis of Vacation Pay
Compositors—London	Average yearly income less overtime, as shown on income tax returns of previous year
Paper bag making	6 months
Printing trades (in provinces only)	6 months
Paint, color and varnish	1 month
Cement	3 months
Chalk quarrying on the Thames and Medway	3 months
Lead smelting	6 weeks
Match manufacturing	Average hours in year prior to vacation

Many collective agreements specify that the vacation season shall be in the summer months and shall consist of a certain number of consecutive days. The agreement in the London military musical instrument trade allows the employer to close his works for a week on two months' notice or to allow individual workers vacations at different periods. The necessity of additional summer service causes 75 per cent of the London omnibus workers to take vacations between October and March.

Regular attendance, or reporting the day after the vacation season, is made the basis of paid vacations in many agreements. A number of agreements grant vacation pay proportionate to service to employees who leave a firm previous to the vacation season. Thus, an employee in the London paper bag making, printing and copper plate engraving trades, who leaves after six months' service, without a vacation, receives 1 day's pay for each two months' service. Newspaper printers in London who leave their employment prior to March 31 receive one-twelfth of two weeks' wages for each month's service since the previous October.

Certain trade groups have gone on record with recommendations for paid vacations. The trade boards for the brush and broom trade and for the dressmaking and women's light clothing trade have recommended one week's paid vacation after a year's service. The Wholesale Clothing Manufacturers' Federation has passed resolutions in favor of a week's vacation, but has left the decision as to the working out of the details to various districts and individual employers. The Employers' Association of the Tin-Box Making Trade recommended 4 days' vacation after six months' service; 5 days after nine months; and 6 days after twelve months. The Joint Industrial Council of the Cooperage Industry has recommended to the employers a week's vacation after twelve months' service.

HEAVY CHEMICAL MANUFACTURE.—In 1918, the first provision granting a paid vacation of one week after twelve months' continuous service, was inserted in the agreement of the Chemical Trade Joint Industrial Council. This agreement, covering some 26,000 workers, included only the manufacturers of heavy chemicals outside of London. From 1919 through 1922, vacations were granted only to shiftmen who had not more than 10 days' of unexcused absence and to day men who had not more than 7 days' of unexcused absence. For the last three years, 1923-1925, inclusive, the amount of

unexcused absence has been reduced to 7 days for shiftmen and 6 days for day men. The statistics covering vacations during 1924 and 1925 follow:

	1924	1925
Total number of employees covered by agreement.....	23,610	26,387
Total number of employees eligible for vacation (with 1 year's service)	20,260	22,049
Total number of eligible employees who qualified for vacation	18,538	19,470
Percentage of eligible employees who qualified for vacation	91.43	88.30
Percentage of shiftmen who qualified for vacation.....	84.28	71.64
Percentage of day men who qualified for vacation	90.81	90.64

The effect of increasing the attendance requirements for vacations has been most salutary. In 1919, when the attendance requirements were lower, only about 45 per cent of the employees earned vacations, as contrasted with 88 per cent in 1925. In addition, in 1925, one-third of the shiftmen and almost one-half of the day men had no days of unexcused absence. Still more stringent eligibility requirements are contemplated.

The 1925 agreement of the Chemical Trade Joint Industrial Council granted vacation wages to time-workers on the basis of straight time, exclusive of overtime, and to piece-workers on the basis of average earnings during the six weeks immediately preceding the vacation week. Vacations were to occur at a time suitable to the employer, generally during the summer months. Vacation pay was withheld until the first succeeding pay day following the vacation period. The basis of eligibility was continuous service from April 1 through March 31. Workers entering service later than April 1, and before October 1, received a vacation proportionate to length of service, providing they had not lost more than the proportionate amount of time. Workers discharged through no fault of their own were given either a vacation or wages proportionate to service rendered. Employees who were laid off for less than two months received regular vacations, providing they were otherwise qualified. Employees who left voluntarily or

who were discharged through misconduct were not entitled to vacations or wages in lieu of a vacation.

COCOA AND CHOCOLATE, SUGAR CONFECTIONERY AND JAM INDUSTRIES.—The Cocoa and Chocolate Agreement, dated April 12, 1923, and still effective between the Interim Industrial Reconstruction Committee of the Cocoa, Chocolate, Sugar Confectionery and Jam Industries and the National Federation of General Workers, the National Union of Distributive and Allied Workers, and the Women's Section of the National Union of General Workers allows a 3-day vacation after six months' continuous service and a 6-day vacation after one year. Saturday, although only a half-day of work, is counted as a full day of vacation. Payment is made on the basis of day rates. In England and Wales, 6 bank holidays, including Christmas and Good Friday, and, in Scotland, a corresponding number of days each year, are paid for, conditional upon satisfactory service. All such holidays count towards the completion of the 47- or 44-hour week, respectively.

A CHAIN MANUFACTURING COMPANY.—In a large chain factory, employing about 2,000, an agreement has been made through the Amalgamated Engineering Union Association of Engineering and Shipbuilding Draughtsmen, and National Union of General Workers, by which every hourly employee of one or more year's service receives full wages during the annual summer shutdown of one week. After six years' continuous service, 8 statutory holidays are also paid for, including 2 days at Christmas, 1 at New Year's, and 2½ each at Easter and Whitsuntide.

A DRESSMAKING CONCERN.—In an agreement made between a large dressmaking concern in London, employing 2,500 workers, and the Shop Assistants' Union, 1 day's paid vacation is granted for each month of service worked during the previous year, up to a maximum of 12 days' or two weeks' vacation. Employees are also allowed a leave of absence for a third week without pay. Vacations are taken between June

15 and September 15. Full pay is also given for 5 bank holidays.

CONTRIBUTORY VACATION PLANS.—A few collective agreements provide for contributions to the vacation wage fund by the workers. The most outstanding plan is the one adopted yearly since 1919, through the National Joint Industrial Council for the *boot and shoe trade*, which provides for equal contributions from manufacturers and operatives. Contributions are paid into a special account at a bank, controlled by a special committee, composed equally of representatives of employers and operatives. The amounts for 1925-1926 are 1s. 2d. per week from both employer and operatives, in the case of adult men; 8d. for women (over 20 years of age) and youths (18-21 years of age); and 4d. for girls (16-20 years) and boys (16-18 years). Withdrawals are made for the following amounts after the dates shown if the factory is closed for the usual holidays (3 days at Easter and Whitsun, and one week at Christmas and in August) :

Holiday	Men	Youths and Women	Boys and Girls
Friday, December 25, 1925.....	40/-	20/-	10/-
Monday, April 5, 1926.....	16/-	12/-	6/-
Monday, May 24, 1926.....	16/-	12/-	6/-
Monday, August 2, 1926.....	40/-	20/-	10/-
Leaving the following credit balances:			
December, 1925.....	4/4	5/4	2/8
Easter, 1926.....	21/-	12/-	6/-
Whitsun, 1926.....	19/-	8/-	4/-
August, 1926.....	....	....	....

Withdrawals, therefore, are made only on the above dates and cannot exceed the amount standing to an operative's credit. Operatives leaving between holidays may have credit amounts transferred to the next employer. Payments are generally made on the first pay day after the holiday.

The present scheme is now in the seventh year of operation, and its continuance points to mutual satisfaction on the

part of both capital and labor. As boot and shoe manufacturing is one of the more stable industries in England, there is little reason to believe that the joint contributory scheme of holidays has had any apparent effect on labor turnover.

Legislation.—There is no vacation legislation in Great Britain outside of civil service regulations. However, in the spring of 1925, an annual vacation bill was introduced into the House of Commons, but was not passed.⁴ It would have granted a vacation of 8 consecutive days once in each year to every person in the same employment for a year or more in England, Scotland, Wales, and Southern Ireland.

Full pay was to be given unless the employed person took paid work during the vacation period. Whether the employed was paid on a piece or time basis, the wages were to be calculated according to the regulations, in council, and disputes were to be settled by the registrar of the county court (or in Scotland by the sheriff clerk) without appeal. The bill was to supersede all written and oral agreements. A special provision made it penal for an employer to attempt to evade the provisions of the bill by dismissing or suspending an employed person, the penal liability being in addition to any civil liability.

Under the civil service regulations, annual leaves are granted to employees of the *Central Telegraph and Post Office*. Although these 90,000 workers are on a salaried basis, many are performing work of the general wage-earning class.

Rank of Employee	Period of Annual Leave
Postmasters and Sub-Postmasters holding a Civil Service Certificate:	
Salaries of more than £300 a year	27 working days
Salaries not exceeding £300 a year	21 working days
Salaried Sub-Postmasters without a Civil Service Certificate, who actually perform a scheduled official duty of at least 8 hours daily	18 working days

⁴ Bill 151, House of Commons, Printed April 1, 1925.

Rank of Employee	Period of Annual Leave
Male Supervising Officers (not including holders of supervising allowances):	
Scales of pay rising above £300 a year..	27 working days
Scales of pay not rising above £300 a year (Except Assistant Head Postmen, London)	21 working days
Female Supervising Officers (not Allowance holders):	
Scales of pay rising to as much as £150 a year	27 working days
Scales of pay not rising to as much as £150 a year	21 working days
Sorters, Telegraphists (men and women), Counter Clerks and Telegraphists (men and women), Sorting Clerks and Telegraphists (men and women), Telephonists	14 working days during first five years of established service
	21 working days afterwards
Assistant Head Postmen (London)	14 working days
Postmen (Established)	14 working days
Porters (Established)	14 working days
Night Telephonists and Call Office Attendants:	
Established	14 working days
Unestablished	12 working days
Boy Messengers, Girl Probationers	12 working days
Part-time Assistants regularly employed for an average of not less than 3 hours a day at Head Offices, Branch Offices, or Salaried Sub-Offices	12 working days
Permanent Unestablished Officers blocking places for Established Telegraphists, Sorting Clerks and Telegraphists and Telephonists	12 working days during the first five years' service and then 18 working days
Other full-time Unestablished Officers	12 working days
Telegraph and Telephone Learners	12 working days
Assistant Postmen	12 working days (Two weeks)
Other directly paid part-time officers regularly employed for an average of not less than 3 hours a day	12 working days

In general, temporary employees, who have not qualified for permanent service, receive 1 day's vacation per month of service. Thus, after a year's service, an employee receives 12 working days or two weeks' vacation. Vacations are given as far as possible in the summer months. In the larger offices, however, divided vacations are frequently necessary, the greater part of the vacation being taken between March and

October, and the remainder, during the four winter months. Vacations are allotted to various staffs, either by order of seniority or by a regular system of rotation. When public holidays occur during vacations, an equal number of additional days are granted. Employees on vacation are not permitted to come to the offices at any time during the leave.

Italy

General Development.—As in many other countries, industrial workers in Italy had not obtained the privilege of paid vacations previous to the war. In 1919, a national agreement in the chemical industry provided for a vacation of 6 days with full pay after one year's service. The development during the past six years through many similar national agreements has been rapid. Although statistics showing the total number of wage-earners affected by annual vacations are not available, the data indicate that a very large part of Italian industry is now covered by such agreements.

Outside of collective agreements, however, only a few individual firms have adopted vacation plans. The only legislation relative to vacations is an act of February 9, 1919, affecting certain classes of private employees.

Vacations as Established in Collective Agreements.—In 1919, the first national agreement containing a provision for a paid annual vacation was gained by the Federation of Chemical Workers (*Federazione Italiana Operai Chimici*). A 6-day vacation was granted after one year's service. In December, 1920, through the Milan national agreement, the Metal Workers' Federation obtained a similar provision. Today, practically all the principal industries, except the boot and shoe and building trades, have annual vacations, generally 6 days after one year's service. (See Table 11, page 228.) In addition to these agreements, there are many regional agreements granting 6 days' paid vacation after one year's service. A

magazine published by an employers' association reports vacations of this type in local agreements affecting the cap and hat and printing trades in Lombardy; die and silk ribbon factories in Milan; and paper industries in Lombardy, Venetia, and Emilia.¹

Technical questions relative to vacations have been the center of recent adjustments in Italian industry. At the end of July, 1924, the Italian Federation of Metal Workers transmitted to the Metal Working, Shipbuilding and Kindred Industries Consortium a memorandum asking for a wholesale revision of labor conditions, particularly with reference to various questions which had led to recent disputes. Among other points raised was the granting of 1 day's vacation for each two months' work, even in the case of dismissed workers. The Consortium rejected the memorandum of the Metal Workers.

Several national agreements make the basis of vacation pay regular wages plus the cost of living bonus, or 2 per cent of the total yearly wages. In principle, the worker is not supposed to refuse his vacation, but in practice, especially among the electricians, he may be allowed to renounce his vacation on account of the emergencies of the service. The compensation for such work equals a 50 per cent increase in wages for the first 4 hours and 100 per cent increase thereafter.²

Many of the agreements state that the vacation be composed of consecutive days and be taken in the summer months. Management, however, has the right to change the date of vacation in case of necessity, or to break the vacation up into two separate periods. Workers who are laid off through no fault of their own or who quit voluntarily receive vacations as if the first year of service had been completed. Regular service is counted during periods in which time is lost through accident, sickness, vacations, and military service.

¹ *Schweizerische Arbeitgeber Zeitung*, Zurich, June 2, 1923.

² *Revue de Politique Economique*, March, 1922.

Legislation.—Except for the legislative decree of February 9, 1919, effecting private employees, there is no vacation legislation in Italy, at the present time. In some quarters, it is said there is no need for legislation, since the vacation provisions of the collective agreements are faithfully executed. In fact, the establishment of vacations through collective agreements may possibly be regarded as being more effective than the possible enforcement of a national vacation law.

The attitude of Italian employers toward international agreement regarding vacations and legislation is shown by the following dispatch from Rome, published in *L'Information Politique*, May 8, 1925:

The employers' delegation at the International Conference of Labor, although entirely in favor of the principle of paid vacations for workers, already applied in almost all the collective agreements in Italy on the basis of 6 days per year, will oppose the principle that may be sanctioned by international agreement and that which asks that the governments make legislative disposition.

The legislative decree of February 9, 1919, covering contracts for private employment applies to anyone performing remunerative work, other than manual labor, for a society or an individual who is the head of an undertaking. It does not apply to salaried employees who have a contract for a definite period unless this has been concluded in order to evade the law. In other words, this act applies to a small group of salaried workers, who, technically speaking, are not in the wage-earning class.

There is no minimum period of service entitling the workers to vacations. The vacation ranges from 10 to 20 days, according to length of service. An unusual feature of this act is that when the employer terminates the contract, the employee loses his vacation wages, but if the employer has broken the contract, he must pay vacation wages. (See Table 17, page 234.)

Latvia

Latvia has followed the trend of development in the nearby countries of Finland, Poland, and Russia by passing a general vacation act. An act of March 24, 1922 (Sec. 18), grants a fortnight's vacation after six months' service to all workers, exclusive of agricultural laborers. Piece-workers are paid on the basis of average earnings during the two months preceding the annual vacation. If a worker is discharged without cause after three months' service, but before he has taken his vacation, he may receive vacation pay proportionate to his wages and length of service. (See Table 16, page 232.)

Luxemburg

Private employees are the only group given vacations by legislative act at present. A general act was introduced in 1925, however.

Private employees in Luxemburg, under an act relating to contract of service dated October 31, 1919 (Sec. 10), are granted 10 days' vacation with full pay after from three to five years' service, and 20 days' vacation after five years' service. The act applies to all persons appointed to a permanent post or permanently engaged, either on full or part time, in return for remuneration in money, or for any other form of payment, who do work mainly of an intellectual nature for a person other than the state, a commune, or any other public institution, or institution performing public services.

Absence from work on account of civic duties is not taken into account in calculating vacations. The vacation may be taken in one period or two approximately equal periods. The act renders null and void any clauses in contracts less favorable to employees than are the provisions of the act. (See Table 17, page 234.)

In the latter part of 1925 a national vacation bill was introduced before the Luxemburg Chamber of Deputies. After

the first reading of the bill, the Luxemburg Chamber of Deputies voted to adopt the measure which allows the following paid vacations :

Length of Service	Length of Vacation
After 1 year	4 days
After 5 years	5 days
After 10 years	7 days
After 20 years	12 days

Domestic servants are excluded from the benefits of the act as well as those workers engaged in undertakings which employ less than 20 people.¹

The Chamber of Commerce, in a memorandum dated October 8, 1925, stated that there has not been sufficient consideration of the economic effects of such a measure; that the moment was particularly inopportune for its introduction in view of the economic crisis; that the country would be placed in an unfavorable position from the point of view of foreign competition; and finally, that since the 8-hour day was strictly enforced, there could be no question of wage-earners being overworked.

The Chamber of Labor, on the other hand, objected on the grounds that the clause requiring continuous service with the same employer was unfair and could not be applied among miners and building and unskilled workers whose length of service in the same enterprise depended upon chance. The right to a vacation was not regarded as a reward for long service but as a social necessity to all workers.

The Congress of Christian Trade Unions on February 21, 1926, adopted a memorandum for presentation to Parliament which enumerated several liberal amendments to the bill.

Mexico

Annual paid vacations for workers have not been adopted in Mexico except for a limited group of salaried municipal

¹ *L'Echo de l'Industrie*, June 5, 1926.

workers. In a few cases, municipalities make agreements with their employees, by which about 30 religious and state holidays are granted per year. The principal holiday seasons occur at Christmas from about December 23 to January 2, and at Easter from the Wednesday prior to Easter until the day after Easter. The remaining holidays are scattered throughout the year.

There is only one known example of a vacation plan provided for in a collective agreement. This provision allows one laborer from each department of the company one month's vacation with pay annually. The seniority rights of the employee are retained.

The Netherlands

General Development.—The vacation movement in the Netherlands has been quite similar to that in England. Previous to the war, annual paid vacations had been granted only by a few family concerns and in a few outstanding collective agreements, such as that in the typographical industry. The development during the war and immediate post-war period was rapid through individual and collective agreements, and regulations applying to municipal and governmental workers.

The government of the Netherlands, responding to an inquiry on production made by the International Labour Office in 1921, stated that before the war, with the exception of the principal public holidays (Easter Monday, Ascension, Pentecost, Second Day of Christmas), no holidays were given to workers, and that "so to say, there was no question of vacations." The letter then continued:

This situation has changed completely. In a large number of industries, the collective agreement regulates the vacations, during which the worker draws his whole wages, which, at times, are increased by a vacation allowance.

By 1923, when 54 per cent of the employees covered by collective agreements, amounting to about 130,000 workers,

were affected by annual paid vacations in collective agreements, unsatisfactory trade conditions, somewhat similar to those existing in England, retarded any increase in the number of vacation plans. Depression in recent years has been widespread in the shipbuilding, engineering, building, and diamond trades. In the summer of 1925, it was said that there were as many unemployed in Holland, in relation to the population, as there were in Great Britain. There is no vacation legislation for industrial workers, although there are special regulations covering governmental employees.

The Netherlands Socialist Party and the Netherlands General Federation of Labor held a special conference at The Hague, September 21, 1925, for the purpose of determining the attitude of the Socialist and the Trade Union groups toward the governmental policies. With reference to vacations, the congress petitioned the government and parliament to

. . . introduce legislation as steadily as possible for a week's holiday per annum with pay. . . . The congress appeals also to all manual and intellectual workers in the Netherlands to support the working classes by endeavoring to persuade the masses to become members of the socialist trade union movement in order that the workers may be in a position to take both industrial and parliamentary action to secure the 48-hour week, and a week's holiday per annum with pay in all industries.

Vacations in Individual Companies.—Among the 10,000 workers in the diamond industry, the question of annual paid vacations has become increasingly important in recent years. The diamond trade was prosperous in 1919 and 1920, and at the beginning of 1920 it was informally agreed between the employers and the unions that a vacation fund equal to 2 per cent of the annual payroll should be established by the employers, and should be used to pay for one week's vacation after one year's service. During 1920, trade conditions became very bad, and as a result only about 60 per cent of the men

actually received vacations. The depression also continued through 1921 and 1922, and it was said at one time that only 600 out of the 10,000 workers in the industry were employed. Consequently, the question of annual paid vacations was dropped.

In the past three years, the condition of the diamond industry has become more normal, however, and the subject of vacations has been revived. During 1925, vacations were granted by individual employers, not through collective agreements, on the basis of 3 days on full wages and 6 days, or one week, on half wages after a year's service. It was estimated that about 60 per cent of the workers in the industry were affected by these arrangements.

In August, 1925, a proposition was discussed by the employers and the unions, by which the employers were to pay 3 per cent of the annual payroll into a reserve fund for the payment of wages during annual vacations, on the basis of one week's vacation after one year's service. One of the more prominent diamond manufacturers said that this proposition would probably be accepted by the employers, as they desired uniform conditions in their highly competitive industry. Furthermore, there is a growing realization that a week's complete rest is desirable for diamond workers, inasmuch as the eye-strain in diamond cutting and polishing is very great.

Vacation Provisions in Collective Agreements.—Workers' vacations, established through provisions in collective agreements, have become widespread in Holland since the war. In 1923, 506 agreements, out of a total of 660, contained vacation provisions. These covered 129,154 workers, 54 per cent of the total number of workers covered by collective agreements, as compared with 49 per cent for 1921, and 45 per cent for 1919.

There was considerable variation in the duration of the vacations in 1923, running from 3 days in some industries

(cigar, textile, chemical, pottery, etc.) to 18 days on the railroads, with a general average of one week after a qualified length of service. In the metallurgical industry, 3 days were granted on half pay; in the cabinet-making industry, 4 days; and in the glassware, confectionery, and baking industries, 6 days. Most of the agreements stipulated that the vacations must be taken during the summer months.

An interesting example of a vacation provision is found in an important collective agreement in the typographical industry, which dates from 1913.¹ Under the terms of the present agreement, which runs from January, 1925, to March, 1927, every employee who has been in the continuous service of the same employer for one year up to the first Saturday in May is granted 6 days' vacation with pay. If the employee has not had full qualifying service by the first Saturday in May, he receives $\frac{1}{2}$ day's vacation for each 30 days of employment. If an employee who has been laid off on account of trade depression returns to work within six weeks, and remains at work until the first Saturday in May, he receives a vacation based on the time he was employed both before and after the layoff. As a result of prolonged illness, during the service period on which the vacation is calculated, one or more days may be deducted from the total vacation period.

The vacation season is between May 1 and October 1. The exact dates of vacations are decided by the employer after consultation with the employees, if possible, two weeks previous to the vacation season. Three days of the vacation must be taken consecutively.

If an employee is discharged (with certain exceptions) he receives $\frac{1}{2}$ day's vacation or $\frac{1}{2}$ day's wages for each month of employment since the preceding first Saturday in May. However, an employee may not take days which are still due him during the period in which he has announced his intention

¹ *Collectieve Arbeids-Overeenkomst in de Typografie in Nederland, 1925-1927, Art. 30, Secs. 1-14, pages 47-49.*

of leaving the company. With the exception of termination of employment, vacations may, in no case, be replaced by the payment of extra wages, nor can any work for pay be performed during the vacation season. Vacations not claimed before the first Saturday in October become null and void.

In consequence of the obligation not to carry on work on church holidays, employers are not bound to grant more holidays than are allowed under the terms of the collective agreement.

In an interview, the Secretary of the Typographical Union stated that the granting of vacations had become part of the regular industrial relations policy of the typographical industry. Vacations had proven exceptionally beneficial for the physical recreation of the workers, but, due to the provisions of the collective agreement, which granted holidays proportionate to months of service, they had not had any special effect upon labor turnover.

MUNICIPAL WORKERS.—The regulations applying to communal workers are more liberal than those found in industrial agreements. The communal workers of Amsterdam have 9 days; Rotterdam, 8; The Hague, 12; Etrecht, 6; and Groningen, 14 days. In Zaandam, they obtain an allotment of about half a month's salary.

Legislation.—There are no laws in the Netherlands covering annual paid vacations for wage-earners, but *governmental employees*, under the regulations adopted by the Council of Ministers on January 1, 1923, are granted annual leaves as follows:

Employees with an annual salary of 3,500 guilders or less will be granted a leave of 12 working days while those with a salary of more than 3,500 guilders, up to and including 5,500 guilders, or with more than 5,500 guilders, will be allowed vacations of 18 and 24 working days, respectively. Employees who drew a salary of more than 2,300 guilders up to and including 3,500 guilders on January 1, 1923, and for

whom a more favorable vacation arrangement had been in force, will be permitted to take 15 working days. It will be possible to transfer the remainder of the annual leave to the next year, however, with the understanding that during one calendar year not more leave can be taken than one and one-half times the regular annual leave.

Norway

General Development.—Provisions for annual vacations with pay in Norway began to be adopted in a few collective agreements in important industries as far back as 1911. By 1915, the vacation movement included municipal workers in the principal cities. During the war, industrial organization advanced rapidly through the Norwegian Employers' Federation and the National Federation of Trade Unions. The latter organization constantly presented demands for annual paid vacations, and under the pressure of war conditions, gained such privileges in the more important agreements.

In recent years, the vacation movement has been held back in some measure by trade conditions, but agreements made previous to 1920-1921 have generally been renewed from year to year. In some cases, however, trade depression resulted in cutting down the length of vacation from 12 to 8 days. An unusual development in vacations has been the creation of vacation allowances, based on the number of hours of employment per year. The settlement of disagreements over vacations has been undertaken by the State Conciliation Commission, and the whole movement has been influenced by governmental supervision, although no legislation has yet been adopted, beyond the 1918 act covering public officials.

Vacation Regulations in Collective Agreements.—In the spring of 1919, the wage scale agreements between the Norwegian Employers' Federation and the National Federation of Trade Unions were revised, and the vacation period increased to 6 days. The Annual Report of the National Federation

of Trade Unions for 1919 showed the growth of the vacation movement from 1911 as follows:

Year	Number of Workmen	Number of Members	Number of Vacation Days per Year	
			Total	Per Workman
1911	1,350	819	7,264	5.38
1912	2,340	1,800	14,303	6.11
1913	4,339	4,167	31,088	7.16
1914	2,120	1,663	14,818	6.99
1915	1,764	1,473	11,289	6.40
1916	33,938	25,901	147,418	4.34
1917	43,518	32,127	210,348	4.83
1918	36,578	27,230	224,889	6.15
1919	115,090	95,767	805,822	7.00

As far back as 1915, the National Federation of Trade Unions reported to the Department of Social Affairs that almost all the workers in the baking, confectionery, bookbinding, printing and chemigraphic industries received at least 5 or 7 days' vacation with full pay, and some concerns granted vacations of two and three weeks. Municipal workers in Oslo, Bergen, Trondhjem, Stavanger, and Sarpsborg had 9 days' vacation with full pay, while street car employees in the first three cities in the above list and Drammen had from 7 to 14 days' vacation.¹ In the electro-chemical concerns, furnacemen and a number of other shiftmen received from 3 to 9 days' vacation. With these exceptions, vacations with pay had not become common.

However, during the last ten years, vacation regulations have been very generally included in collective agreements in many industries. Owing to uncertain economic conditions during the past few years, no collective agreements have been concluded for a duration of more than one year. Arbitration in 1920 in the iron and steel industry granted the workmen's demands for two consecutive weeks of vacation with full pay for every worker employed over twelve weeks. The period for

¹ Utkast til Lov om Arberdevein med Motiver, Departementet for Sociale Saker, Oslo, 1922, pages 174-175 ff.

vacations was to be from May 15 to October 15. Piece-workers received time wages plus 25 per cent as vacation allowance, although only 10 per cent additional was allowed workers in the electrical machinery industry. Payment for vacations was to be made on the day previous to the vacation season. Discharged employees were entitled to a proportionate vacation, but employees leaving the service voluntarily did not receive vacations, in spite of the union claim that if the employee lost his right to a vacation by resigning his position, his freedom of movement would be too greatly limited. The uninterrupted period of employment, as determined by the 1919 decision of the State Conciliation Commission, was not broken by temporary stoppage due to conditions of work, or to lockouts or strikes decided or approved by the Norwegian Employees' Federation or by the Federation of Trade Unions.

In 1922, arbitration awards shortened the length of vacations in the iron and steel industry from 12 to 8 days, while in the electro-chemical, wood and paper, and shoe industries vacations of 14 days were also reduced to 8 days.

In the mining and textile industries, 8-day paid vacations were allowed; in the printing trades, two weeks were given after three months' service; and in the stone-cutting industry, 6 days after six months.²

In 1923, there was a complete disagreement between employers and employees in the iron industry regarding the length of service requirement. The State Conciliation Officer found it was quite useless to try to bring about a permanent settlement or gain an agreement based on the provisions in force. He then submitted a proposal basing the vacation allowances on the number of hours which the employee had worked during the year, no matter whether for one or more employers.³

² Meddelelseblad, 1924, Nos. 5 and 8, published by the Norwegian Federation of Trade Unions.

³ Norges Offisielle Statistikk, VII, 145, Megling og voldgift, Tariffavtaler og arbeidskonflikter, 1923, Oslo, 1924, Section I, pages 5-9.

This proposal, however, was not approved by the contracting parties. The 1923 agreement finally granted every worker who was employed at the time of the agreement 8 consecutive working days of summer vacation before September 15. Vacation wages were based on individual hourly, daily, or weekly pay for the period of the vacation.

The 1923 agreement was accepted as temporary, and efforts were begun at once to conclude a more satisfactory agreement for 1924. In accordance with the suggestions already proposed by the State Conciliation Officer, an agreement was reached establishing provisions for 1924. After four consecutive weeks of employment, a worker was credited with a vacation allowance which was estimated at 3 per cent of the worker's regular hourly wage, multiplied by the number of hours of employment. Vacation allowances were calculated on January 1, and the amounts were credited to the workman in a bank. If a workman quit after giving legal notice, his allowance was calculated up to the time of leaving. Fourteen days before the vacation, the company paid the amount of vacation allowances due from the date of the last settlement to May 15. Both employers and employees agreed that "the vacation is to be given and used as a vacation."

The amount of the vacation allowance for 1924 was not changed essentially from the 1923 provisions. Almost all the laborers received from 8 to 12 days' vacation on full pay.

Annual vacation provisions in 1924 were contained in 261 agreements, affecting 91,491 workers. (See Table 12, page 229.) Practically every trade union agreement (98.5 per cent) contained annual holiday regulations affecting almost every trade union member. Over 90 per cent of the agreements, covering 97 per cent of the workers, included paid vacations of from 8 to 12 days. Thus, by 1924, vacation regulations in collective agreements were practically universal in Norway, although in some industries the duration of vacations had been reduced due to general trade depression.

Legislation.—There is no legislation relative to vacations for factory workers in Norway. Recent acts, one of September 18, 1915, and the supplementary law of July 11, 1919, dealing with the protection of workmen in industry contained no mention of paid annual holidays.

In 1915, however, two members of the Storting (Parliament), J. Bergersen and L. Enge, proposed that Parliament should request the Cabinet to investigate the vacation question and submit bills for the regulation of working days and holidays so that the greatest number of wage-earners should be assured at least one week's consecutive vacation with full pay.⁴ The proposal declared in part:

It is almost impossible to exaggerate the importance of at least one week's summer vacation for the greatest possible number of workers, manual as well as intellectual, men as well as women. What is apparently lost in working time will doubtless be regained many times over in the form of better health and a better family life, with a resulting increase in the well-being of society.

The proposal, after being submitted to the Cabinet and the Department of Social Affairs, was turned over to the Labor Commission which was then working on the revision of the law for the protection of workers. The majority of the Commission proposed that a works council should have final authority to determine the question of vacations in case no agreement could be reached directly between the owners and employees concerned. The minority proposed that works councils should give advice only relative "to the time for a possible joint vacation." The proposal of the Commission was not adopted by Parliament.

CIVIL SERVANTS.—An act of February 15, 1918, covering public officials, provides that full-time permanent officials who have been employed for not less than one year are entitled to vacations of not less than 14 consecutive days per annum

⁴ *Sociale Meddelelser*, 1920, Oslo, No. 6, page 574, *Arbeiderferie*, an article by F. Jebe, then chief of Section of Social Affairs.

with full pay. If competent authorities consider that special circumstances make this impossible, the vacation may be given during the following year. The act defines as public officials all persons employed by the state or a commune and paid out of public funds, but not persons temporarily in such employment or on probation, nor officials and men and women teachers in the elementary or secondary schools.

The law includes among others, railway, post, telegraph, and central administrative employees.⁵

Poland

Legislation.—As in Russia, Finland, Latvia and Austria, annual vacations have been adopted in Poland through legislative action, largely as a result of an aggressive campaign carried on by the workers.

The General Act of May 16, 1922, grants an annual leave to all persons working under a contract of employment in industry, mining or commerce; in an office; an undertaking for communications or transport; a hospital; a philanthropic or public welfare institution; or any other establishment whether owned by private persons, a state or local authority, even if not carried on for purposes of gain, providing that it employs any of the classes of workers enumerated.

The act does not cover persons in seasonal occupations who work less than ten months in the year, nor handcraft undertakings employing four persons or less, and thus does not apply to workers in agriculture, forestry, horticulture, fisheries or allied trades. The act was amended on June 11, 1923, by a decree issued by the Minister of Labor and Social Welfare in agreement with the Minister of Industry and Commerce.

The act grants manual workers a vacation of 8 days after one year's continuous service (young persons under 18 years of age and apprentices receive 14 days) and 15 days after three years' continuous service. It makes special provision for in-

⁵ Act of February 15, 1918, Sec. 5.

tellectual workers, i.e., managers, supervisors, engineers, foremen, clerical employees, trained salesmen, druggists, chemists, cashiers, factors, commercial travelers, buyers, artists, musicians, cutters, printers, sculptors and medical staff employees. Such persons engaged under contract receive a fortnight's continuous vacation after six months' service and a month's continuous leave after a year's service.

A change in the ownership of an establishment does not alter the vacation rights of the workers. Absence from work on account of sickness, accident or military service does not count against the worker's period of service. Furthermore, if a contract is terminated by either the employer or worker, and reconcluded within three months, there is deemed to be no interruption of work depriving the worker of his right to a vacation.

Vacations must be continuous for young persons and intellectual workers, but no special regulation is made for other groups of workers.

Disputes between employers and manual workers on the question of vacations are settled by a body designated for that purpose. In individual plants, the arrangement of vacations is made by local works councils or by unions, when recognized by the employers. An interesting clause (Decree of June 11, 1923, Sec. 20) relating to the administration of annual leaves contains the following provision:

The days unlawfully lost by the employee shall not be deducted from his annual leave without his consent.

In case of disagreement, the labor inspector renders a decision. In any company, at least one-half of the staff must be given vacations between May 1 and September 30 unless the Minister of Labor decides on a different percentage.

Unless otherwise prescribed, the payment of wages is made after vacations. Hourly and daily workers receive ordinary daily wage rates, while contract, or piece-workers, receive

wages based on their average earnings during the three months immediately preceding vacations. The total earnings divided by the total number of days worked and an average daily wage is thus established. In similar fashion, vacation wages are calculated for those workers whose income is based on a percentage of the business, such as barbers and waiters.

On December 23, 1923, the Supreme Court of Poland upheld the Minister of Labor in ruling that the days of vacation included only working days.

Apprentices receive as a vacation allowance a sum not less than that for which they are insured against sickness.

If the contract is terminated by the employer, the worker does not lose his vacation rights, but receives either the entire vacation or a proportionate part thereof. Vacation rights are forfeited only when there is proof that the employee has worked for wages in another concern during his vacation or when the employee has given notice himself, or is dismissed for a grave offense. (See Table 16, page 232.)

Infringements of the vacation law are punishable by a fine not exceeding 50,000 marks or imprisonment for not more than one month.

Enforcement.—The enforcement of vacation legislation in Poland has been a difficult problem. The aggressive tactics of the workers have been met by considerable opposition from the employers.

The report of the Secretary of Labor and Social Assistance of Poland for 1923 contained the following passages relative to vacation legislation:

There have been quite a large number of instances of the non-observance of the new law of May 16, 1923, in regard to vacations during the year, which have been reported to the inspectors entrusted with the execution of the law. . . .

The law has not as yet been fully enforced owing to the belated date of the regulations governing the enforcement. There are numerous omissions noticeable in the same, which

the said regulations could not remedy. Owing to all of these circumstances, inspectors entrusted with the execution of the law relating to vacations found themselves more than once in a difficult position. . . .

The obligation to grant these paid vacations pursuant to the law has disgruntled employers no less than the 8-hour day.

Roumania

There is no information regarding vacations with pay in Roumania except that included in a letter from the Roumanian government, in answer to an inquiry on production sent out by the International Labour Office in 1921. This letter reads as follows:

The Roumanian workmen's law in force at the present time does not deal with the number and duration of vacations. This question has always been regulated by agreement of the parties (employers and employees). After the war, the workers have not in any way obtained any noticeable or general improvement in this regard.

Nevertheless, according to a proposed law on contract of work recommended by governmental officers, apprentices will benefit from an annual vacation of 30 days during absence from professional schools, which they are obliged to attend.

Professor N. Ghiulea of the University of Cluj, in a report published in the magazine printed by the Roumanian Social Institute (*Arhiva Pentru Stiinta si Reforma Sociala*, No. 34, 1924), makes the following statement concerning vacations in Old Roumania:

Many agreements contain provisions on paid holidays. Thus, the agreement concluded on July 30, 1922, for the printing and allied trades of Bucharest gives one week's paid holiday per annum between May 1 and October 1.

The report further states that in the Old Kingdom, workers are less organized and collective agreements are not so common as in Transylvania and Bukovina.

Soviet Russia

General Development.—Annual vacations for all workers in Soviet Russia are granted under the provisions of the Labor Code of 1922, an order of August 14, 1923, providing regulations for annual leave. The Soviet vacation law is more liberal than any act or collective agreement elsewhere, inasmuch as every worker is supposed to receive one month's paid vacation per year. A peculiar feature of the law is that extra wages may be substituted in lieu of vacations for workers, providing governmental assent has been secured. In other words, the social and economic benefits commonly supposed to accrue from vacations may be set aside, and the vacation allowance becomes simply another form of extra wage payments.

The statistics show that in 1923-1924 an average of about 13 paid vacation days was actually taken by the Soviet wage-earner. The great majority of vacations were in the summer season when many industrial workers returned to their home villages to assist in harvesting.

Litigation over the enforcement of the law has been extensive, and it is interesting to note that 65 per cent of the decisions in general disputes in 1923 were in favor of the companies and less than 25 per cent in favor of the workers. Important modifications of the law now pending involve the service data upon which vacations are calculated; the period of service previous to vacations; vacation compensation to discharged workers; and the curtailment of special vacations granted to workers engaged in unhealthful undertakings. Considerable divergence of opinion has arisen, as to these proposed changes, among the Labor Commissariat, the Central Council of Professional Syndicates, and the Legislative Commission.

Collective Agreements.—A recent report reviews vacation provisions in certain collective agreements.¹ Twenty-eight

¹ International Labour Office, 1924, *Studies and Reports, Series B (Economic Conditions) No. 14, "Industrial Life in Soviet Russia," 1917-1923, Appendix III, Collective Agreements, page 90.*

collective agreements out of forty-one left the question to the Labor Code; eleven allowed the same provisions as contained in the Labor Code; while two granted one month's vacation after eleven months' service. Compensation for vacations which are not taken was fixed by twenty-one agreements in accordance with the Labor Code (the Code provides that the compensation must be equal to the average earnings of the worker for a period equal to the amount of leave not taken); two agreements allowed twice the legal compensation, while eighteen contained no clause relating to compensation of this kind.

Legislation.—

PROVISIONS OF THE GENERAL ACT.—The Labor Code of November 15, 1922, and the decree of the Commissariat of Labor, dated August 14, 1923, grant all workers in state, private, or cooperative enterprises paid vacations of two weeks after five and one-half months of uninterrupted employment, whether or not they are employed in the same industrial establishment. Young persons under 18 years of age receive a month's vacation, and workers in especially dangerous or noxious undertakings are granted a leave period of two weeks or more in addition to the regular leave. Workers who have been employed for less than five and one-half months in concerns where there are both injurious and non-injurious types of work, or who have been transferred from dangerous work to normal employment, are entitled to an additional vacation equal to one twenty-fourth of the time spent in dangerous work.

The right to vacations continues as long as the worker preserves his position and wages, although he may have been prevented from working on account of sickness, arrest, political or social obligations. Annual vacations not taken or compensated by money may accumulate from one year to another, providing they do not exceed the leave due after two years of service.

The five and one-half months' service period is computed from one of three dates as follows:

1. On the day the worker starts his employment for the first time in an establishment;
2. On the day the worker resumes work after an annual vacation;
3. On January 1, in the case of a worker who has not taken his annual vacation (irrespective of whether he has received legal compensation or not), or when the worker is employed in a second concern after taking his vacation in a previous establishment before leaving.

The vacation season may occur at any time during the year, although the vacations of young persons must be granted as far as possible between May 1 and October 1. Mariners and seamen receive vacations during the winter mooring of boats. In general, vacations must be used in full, together with supplementary vacations, and may be taken in separate periods only with the permission of the management.

Young people and those engaged in particularly hazardous work are not allowed to forego their vacations for pay, but in the case of other industrial groups, an enterprise with the permission of the Parity Commission or Syndicate may withdraw the vacation privilege. Under such conditions, full compensation must be paid for the vacations thus withheld.

Compensation for vacations not taken is paid along with regular wages in the month of December. Piece-workers are paid on the basis of average earnings preceding the vacation. Workers who are discharged, and who have not had annual vacations, receive vacation pay proportionate to the service period. (See Table 16, page 232.)

Administration of the time, procedure, and order for leave is fixed by the local Assessment and Disputes Committee, or, in default thereof, by the management of the undertaking and employee representatives.

APPLICATION OF THE LAW.—The Central Bureau of Labor Statistics has published data making it possible to survey, in a general manner, the application of the annual vacation law in all Soviet industries.

The fiscal year, in Russia, begins the first of October. During the fiscal years 1920-1924, the average number of paid vacation days, without including sickness days, was as follows: ²

Year	Average Number of Vacation Days per Worker
1920-1921	12.3
1921-1922	10.3
1922-1923	12.3
1923-1924	12.9

The average monthly number of vacation days per worker, during 1923-1924, is given below:

1923-1924	Average Number of Vacation Days per Worker
October .....	.5
November .....	.4
December .....	.4
January .....	.2
February .....	.2
March .....	.2
April .....	.3
May .....	.8
June	1.2
July	5.6
August	2.3
September .....	.8
Total	12.9

Thus, more than 70 per cent of the vacations occurred during the summer months. The companies have tried, as far as possible, to grant the greatest number of annual vacations during a certain segregated period, even if they have to suspend production. The workers prefer the summer months because many of them want to return to their home villages to help with the harvest. Previous to the enactment of the present

² The Labor Herald (*Viestnik Truda*), organ of the Central Council of Professional Syndicates, May, 1925.

labor law, it was said to be almost impossible to keep a factory in operation during certain months in the year, owing to the exodus of the workmen who did their plowing in the spring and their harvesting in the summer months. Unquestionably, the law, in this respect, has been of large benefit to the workmen, since they have been paid for the time taken to return to their villages and have still retained their regular factory jobs.

ENFORCEMENT.—Under the laws of Soviet Russia, practically all industry is nationalized. Private enterprise in Russia is confined to retailing establishments and a small number of concessionaires who, for example, may be engaged in such industries as forestry and the lumber and export business. It is said, however, that the government usually has half an interest even in these enterprises.

Non-observance of the law subjects the private offender to a penalty and grants the workman a supplementary wage of 2 per cent per day for each day's delay in payment of vacation money. However, it is reliably reported that the law has not been so strictly applied in cases where the offender was a governmental institution, and, as a rule, no government office or factory which does not pay its men on time has been penalized. It is understood that it has been quite a regular occurrence for a government factory to miss such payments for a period as long as two or three months.

According to the Syndicate Press, on the other hand, the provisions of the Labor Code have been well enforced. This statement is based on statistics of litigations and disputes regarding non-recognition of the right to vacations. The last available data for the year 1923 showed that 15 general disputes, including entire industries and involving 137,513 workers, occurred over the question of the duration of the annual vacation.³ Decisions in these disputes were settled in favor of the workers in 24.1 per cent of the cases, while 65 per cent were in favor of the companies, and 10.9 per cent were

³ "Troud v. U. S. S. R." Collection of Statistics, Moscow, 1924.

compromised. In addition, there were 148 local disputes involving 44,736 workers.

The frequency of misunderstandings relative to annual vacations is shown by the following table which gives the percentage of complaints in proportion to the total number of complaints filed with labor inspectors.⁴

Periods	Monthly Average of All Complaints Filed with One Labor Inspector	Monthly Average of Complaints Filed with One Labor Inspector Concerning Annual Vacations	Percentage
1922 III tri-term	50.4	4.4	8.7
IV tri-term	48.0	3.5	7.3
1923 I tri-term	52.5	3.0	5.7
II tri-term	61.6	3.9	6.3
IV tri-term	57.7	3.9	6.8
1924 I tri-term	61.5	3.5	5.7
II tri-term	55.9	3.4	6.1

PROPOSED MODIFICATIONS.—A report in the early part of 1925, regarding the amendment of the law, stated:⁵

In order to get better economic results, increased output and strict timekeeping in industrial concerns, it has been decided by the competent authorities of the Soviet Government to revise and tighten up the general body of regulations and working rules now in force. *First, there is to be a reduction in the number of paid holidays.*

In 1925 the Labor Code, adopted November 15, 1922, was in the process of being amended to meet the needs of the present situation. This work has not yet been terminated, and, at the present time, it is not possible to foretell what modifications will actually take place. The proposed Code, however, fixes the term of the annual vacation at half a month, instead of two weeks, and the vacation in unhealthy industries, at one month, instead of four weeks.

⁴ Labor Statistics (*Statistical Trouda*), published by the Central Bureau of Labor Statistics, Nos. 2, 6, and 8, 1923; and No. 6 (15), 1924.

⁵ *Justice*, January 22, 1925.

In connection with the special vacations granted to workers in undertakings that are dangerous to health, a recent article analyzes the situation as follows: ⁶

The supplementary holidays of two weeks per annum granted in undertakings which are dangerous to health are to be revised. The Labor Commissariat is of the opinion that the main necessity is to determine to what extent such holidays are necessitated by occupational diseases, and to take the necessary measures to stamp out such diseases as far as possible, and thus to make the supplementary holidays unnecessary. Until this is done, the special holidays will have to be maintained, but in place of their being fixed at a fortnight per annum for all undertakings where the work is dangerous to health, it will have to be determined whether in certain cases a shorter holiday would not suffice.

Three important questions are now before various commissions working on this subject: ⁷

1. Should the service period, on which the annual vacation is based, start from a fixed date or from the time when the worker enters the employment? In other words, should this service period begin at a certain time for all workers or be fixed for the individual workers?

2. Should vacations be granted after five and one-half or eleven months of work?

3. What compensation should be paid to discharged workers?

Considerable divergence exists between the propositions of the Labor Commissariat and those of the Central Council of Professional Syndicates. The Commissariat proposes October 1, the beginning of the fiscal year, as the date on which service may count toward annual vacations. The Council of Syndicates believes that January 1 is the better date.

The Legislative Commission, in charge of the revision of

⁶ Industrial and Labour Information, International Labour Office, Geneva, Vol. XVI, No. II, December 14, 1925, page 6.

⁷ Labor Questions (Organ of the Labor Commissariat), Nos. 5 and 6, May-June, 1925.

the Labor Code, has determined not to fix any uniform date, but to establish the right to vacations for each worker separately. This decision is not final, however, and is still to be approved by the Soviet government.

As to the duration of the period before vacations, the Commissariat proposes eleven months, while the Council of Syndicates and the Legislative Commission believe in maintaining the present period of five and one-half months.

In regard to the right of discharged wage-earners to vacations, opinions are also divided. The Labor Commissariat proposes that only workers who have a service record of six consecutive months have the right to compensation in the case of discharge. Said compensation is to be proportionate to the time of service. If the worker is transferred, a new service period of eleven months must elapse before he is again eligible for vacation. Service, therefore, would not accumulate from employer to employer in the case of transfer, as it does at present.

The Central Council of Syndicates agrees to the last provision, but believes that compensation should be paid to every discharged worker for the unused annual vacation, in proportion to the time served, beginning January 1 of the year in which the discharge has taken place. The Legislative Commission is resolved that workers who have acquired the right to annual vacations should receive full compensation if discharged. If the worker has not yet acquired full vacation rights, he may either obtain compensation proportionate to service or obtain a new position in which his former service will count toward the vacation.

All of these propositions, however, are subject to the approval of the Soviet government and cannot be considered as final.

Spain

Available information regarding vacations for workers is confined to the vacation provisions of the Spanish Seamen's

Act of October 9, 1919 (Sec. 23), amended by the Decree of May 31, 1922 (Sec. 4). Officers and other members of a ship's company, who have served on board one or more ships belonging to the same company during twelve consecutive months, are entitled to one month's vacation with full pay, exclusive of the time necessary for going to and returning from the place of leave, provided that the said time does not exceed one week. Travel expense to and from the place where the vacation is taken is charged to the ship-owner. In general, the vacation consists of consecutive days; at least it cannot be taken in more than three separate periods. The time of vacation is left to the convenience of the ship-owner. (See Table 17, page 234.)

Sweden

General Development.—Paid vacations have become quite universal in Sweden through the adoption of vacation provisions in collective agreements. In 1923, over 165,000 workmen, or 77 per cent of all workers covered by collective agreements, received paid vacations. In addition, many employers outside the Federation of Swedish Employers also granted paid vacations.

The increasing number of collective agreements providing for vacations with pay has been due to the aggressive campaign of the trade unions for annual vacations carried on through the periods of labor shortage and prosperity in the latter part of the war and immediate post-war years. It is understood on reliable authority that in 1924 and 1925, there were fewer new vacation regulations adopted, due chiefly to trade depression.

Proposed legislation granting annual paid holidays to wage-earners has been defeated in the Swedish Parliament in recent years.

Vacations as Established through Collective Agreements.—In most of the principal industries in Sweden, workmen now

receive a minimum of 4 days' vacation annually as a result of agreements between the labor unions and the Federation of Swedish Employers (Arbetsgiwareforeningen). In practice, the collective agreement is considered as applying not only to workers who are members of the trade union concluding the agreement, but also to unorganized workers coming within the scope of the agreement.

The Swedish Department of Social Affairs publishes an annual report on collective agreements.¹ A considerable number of the agreements are analyzed with respect to vacation provisions. (See Table 13, page 230.) The data include only the number of collective agreements concluded within each year. As some of these agreements may run for more than one year, the grand total of all agreements containing leave provisions each year was not ascertainable. Thus, comparing the total number of agreements in 1923 with 1922, one would believe that the number of agreements had decreased. As a matter of fact, the comparison shows only that the number of *new* agreements containing these provisions in 1923 was less than in 1922. Six hundred and seventy-one new agreements in 1923 affecting 165,609 wage-earners contained vacation provisions, and 228 agreements covering 47,828 workers did not. Vacations were granted in the most important industries such as saw milling, wood pulp, paper, textiles, boot and shoe, marble, and match manufacturing. Most of the agreements not containing vacation provisions were found in seasonal industries such as the building trades.²

Over one-half of all the provisions allowed a vacation period of less than one week, while over 80 per cent did not exceed 7 days. There was a slight gain in more liberal provisions in 1922 and 1923 as compared with 1921. In 1923, less than 2 per cent of the workers received more than 15 days. These wage-earners were composed principally of municipal

¹ Reports of the Swedish Department of Social Affairs, 1921, 1922, and 1923. Also *Ministry of Labour Gazette*, London, May, 1923, page 163, and September, 1924, page 321.

² *Monthly Labor Review*, Washington, Vol. XIX, No. 6, December, 1924, page 96.

employees, Norrland miners, and the higher grade staff of the mercantile marine.

Legislation.—In 1917, the Swedish Riksdag (Parliament), prompted by various motions which had been introduced, investigated the question of workers' vacations. The matter was turned over to the Committee on Working Hours, which undertook a statistical study of consecutive vacations of at least 3 days with either partial or full pay. The inquiry showed that, except in purely seasonal trades, the principle of workers' vacations had been widely applied. Over 130,000 workers or 16 per cent of the total number in the country received vacations of the type described. Vacations varied from 3 to 14 days; the average length of vacation was 6.6 days; while 54.6 per cent of the workmen enjoyed a 6-day vacation.

On May 30, 1921, the Swedish government in reply to an inquiry by the International Labour Office said:

There is at this time very little chance to attempt anything at all in the direction of obtaining a law bearing on the question.

In 1923, however, a vacation bill was approved by a majority of the members of the parliamentary committee, who believed that for practical reasons the legal provisions covering workers' vacations should conform closely to the legal provisions covering hours of work. The proposed law was to apply to all establishments employing more than four workmen; to establishments with fewer employees, if located in towns of more than 1,500 population; and to special undertakings, such as the construction of houses, roads, waterworks, in which ordinarily more than four workmen are employed. The following occupations, however, were to be exempt: work carried on in the employee's home or by members of the employee's family; irregular work; state undertakings; health and sick-nursing work; work on board ship, already covered by

an act relating to working hours on Swedish vessels and in fishing; forestry; agriculture not carried on as an independent undertaking; traffic staff of railways; clerks in shops; attendants in hairdressing and bath establishments; and work in hotels, restaurants, and cafés, classified as waiting on the public.

The Labor Council was to settle disputes arising under the proposed law. A consecutive vacation of 8 days, between May 15 and September 16, was to be granted to every worker who had been uninterruptedly employed by the same employer since the preceding September 16, and engaged for not less than one month on work covered by the proposed law. Wages proportionate to the amount of vacation due were to be paid to discharged workers and to men transferred to industries outside the provisions of the proposed act. Public holidays occurring in the vacation period were not to be counted as days of vacation. Vacation allowances were to be paid after the vacation season. Employers who patently neglected to carry out the provisions of the proposed act might be fined 10 to 1,000 kroner. The act was to extend through December 31, 1923.

The minority of the parliamentary committee questioned whether workmen's vacations should be fixed by law, and stated that since industry had not been able to adapt itself to the law of October 17, 1919, relating to working hours, they could see no reason for further reducing the hours of work by compulsory vacations. The hours' law, according to the minority, had already reduced the necessity of workmen's vacations, and in certain industries, the light nature of the work and seasonal interruptions made the adoption of vacations impractical.

The proposed bill was dropped after meeting with great opposition. It is understood, however, that a legislative proposal more or less similar to the bill of 1923 has recently been placed before the Swedish Parliament.

Switzerland

General Development.—Even before the war, workers' vacations were fairly common in Switzerland. As far back as 1910 vacations were granted by 949 companies, composing 12 per cent of the total number of establishments, and employing 26,196 workers or 8 per cent of the total number of factory employees. Over 47 per cent of the workers received vacations of from 4 to 6 days. In addition, it was estimated that 123,000 workers in commerce, transport, and general administration were also given paid vacations, as well as 7,000 apprentices. Thus about 150,000 wage-earners were affected by vacation provisions at this comparatively early date. The Factory Inspector's Report for 1916-1917 shows that the adoption of vacation regulations was becoming more and more the custom, and in 1920-1921, to quote from a government report, "the practice has become general to grant paid vacations." After 1921, however, there was a reaction due to business depression, and not until the last two years has the vacation movement begun to advance again.

Today, typical vacation provisions are found in national collective agreements covering butchers, printers, lithographers and brewers, marble and building trade workers. Vacation legislation includes certain classes of state and municipal employees, and also includes special industrial groups in three cantons.

In 1926 a resolution was introduced in the National Council of Switzerland requesting the Federal Council to prepare a report and make proposals with regard to the question of adopting national vacation legislation for wage-earners.¹

Vacation Provisions in Individual Companies.—In 1920-1921, the Factory Inspector's Report stated that about one-quarter of the factories were giving paid vacations. The number of factories which shut down for an annual vacation

¹ *Journal de Genève*, April 24, 1926.

of one week had increased in comparison with former years. The labor department itself had established the practice during the course of the two-year period in 88 factories employing 9,510 workers, covering 12 different industries, the majority being in the cotton industry.

Vacations were given on the basis of length of service, about one-half of the companies granting vacations after one or two years of service. Six factories were reported which did not grant vacations until the eleventh year. The most common vacations were from 4 to 6 days in length. In one group of 31,885 workers, a total of 214,893 days of vacation was granted, an average of about 7 days per worker. On an estimate of 7 francs per day per person, over 1,500,000 francs were paid in vacation wages in the above group. In a few cases, firms gave vacation allowances in addition to full wages.

The report further said: ²

The introduction of a shorter working day has generally not set back the system of paid vacations granted to workers. The plants which had limited their activities by reason of the industrial crisis and lack of work have suspended vacations during this period of crisis. In principle, however, this institution which follows modern evolution has rather developed and the working class has become so well used and attached to it that it frequently believes itself to have a legal right to paid vacations. In certain factories which were not yet granting paid vacations, the workers have claimed them, and in one case which has come to our knowledge, they were successful in their claim, following a strike. . . .

A large factory in the metal industry has acquired a former clubhouse on the border of the Lake of Four Cantons, which they have converted into a vacation colony for the workers needing rest, who can stay there during the summer and who are obtaining assistance from the firm for this purpose. On the other hand, a concern in the clothing industry has installed in a mountain lodge, a vacation colony where groups of workers of this medium-size enterprise are received

² Factory Inspector's Report, 1920-1921, pages 166-167, 227-228.

gratis for 10 days. A large concern in the textile industry has established a fund, the interest of which must be used for paying vacation sojourns for workers' children.

Vacation Regulations in Collective Agreements.—Vacations in typical agreements are of the graded variety, granting longer vacations after longer service periods. In the butchers' and printers' agreements, outside work during the vacation period is prohibited. The printing agreement prohibits the substitution of pay for the vacation. In the lithographers' agreement, an employee must work two years before September 30 to be eligible for vacation, while in the printing agreement, he must be employed previous to March 31.^a (See Table 14, page 230.)

Legislation.—There is no general law in Switzerland regulating vacations for employees in commerce, administration, or industrial undertakings.

GOVERNMENTAL EMPLOYEES.—Under an act of March 6, 1920 (Art. 10), the majority of the personnel engaged in railway, steamship, postal, telegraph and telephone undertakings, or similar industries in connection with transportation and communication licensed by the state, are granted annual vacations.

The schedule of these provisions is as follows:

Service Requirement	Length of Vacation
During first 7 years	7 days
8-15 yrs., or from year in which employee becomes 28 yrs. of age	14 days
16-50 yrs., or from year in which employee becomes 35 yrs. of age	21 days
After the 50th birthday	28 days

Total employment is reckoned in determining the length of the leave. Sundays and holidays are included on a 7-day

^a "The Swiss law provides that terms of employment may be fixed by agreement between employers or employers' associations, and workers or trade unions. In order to become valid such a collective agreement must be in writing. If the parties have not agreed upon the duration of the agreement it may, after a year, be terminated upon six months' notice by either party. Employment contracts entered into by employers or workers who are bound by the terms of a trade agreement, are not valid in so far as they conflict with the terms of the latter."

vacation. In addition to the above vacations, every worker receives a total of 56 holidays in a year, of which 20 must be Sundays or legal holidays.

Other classes of federal employees are not uniformly treated. The federal law of *April 1, 1913*, fixes the maximum vacations for higher officials and employees of the federal administrative services, including the central and regional bureaux of the postal, telegraph, and telephone systems, as follows :

	Length of Vacation
Divisional chiefs receiving Class I salaries	3 weeks
Divisional chiefs receiving Class I salaries, with the consent of the department head	4 weeks
Other officials receiving Class I, II, or IV salaries.....	3 weeks
Officials in Class VI, VII, unclassified officials and employees....	2 weeks
Officials in Class VI, VII, unclassified officials and employees who have served over 10 years and those over 35 years of age.....	3 weeks

On *July 11, 1922*, an act was passed which provides vacations for wage-earners in the military administration and on the railways, telephone and telegraph, postal and transportation undertakings who were not covered by acts of April 1, 1913, and of March 6, 1920. All wage-earners receive 8 legal paid holidays as a basis, and, in addition, may obtain other days according to length of service :

Length of Service	Additional Working Days
2- 4 years	3
5-10 years	5½
11-16 years (or 35 years of age).....	8½
17-25 years (or 45 years of age).....	11
After 26 years (or 50 years of age)	14

In the case of certain kinds of workers who are unemployed for more than 60 days in a calendar year, the difference between the period of unemployment and the vacation season is deducted from the vacation rights as noted above.

Holidays, Sundays, and Saturday afternoons which come within the vacation season are not counted as part of the vacation period.

Vacation rights start in the calendar year in which a certain age is reached or when a certain length of service has been accomplished.

The decisions arising under this act were made retroactive to January 1, 1922, and other laws issued previously, contrary to these decisions, were cancelled.

Railway shop employees coming under the Factory Law have received vacations since January 1, 1921, as follows:

Length of Service	Length of Vacation
1-9 years	6 days
10-15 years (or after 30th birthday)....	9 days
16-20 years (or after 35th birthday)....	12 days
21-25 years (or after 40th birthday)....	15 days
After 25 yrs. (or after 45th birthday)...	18 days

MUNICIPAL WORKERS.—The first vacation provisions covering municipal workers were established in the general service regulations for the public employees of the canton of *Basle Town*, which granted 3 days' vacation to those employed less than five years; 6 days for service of from five to ten years, and 9 days for service over ten years. An act of February 23, 1908, adopted in *Berne* accorded *women* employed in the same undertaking for more than one year, 6 consecutive days of vacation; after two years, 8 days; after three years, 10 days, and after five years, 12 days. No reduction is made in their pay unless they undertake other work for pay during the vacation.

INDUSTRIAL WORKERS.—An act of December 29, 1922 (Sec. 9), grants *wage-earners* in *bakeries* and *confectioners' establishments* in *Ticino* 10 days' vacation by agreement after one year's service. The vacation may be reduced by one-half if the period of service is less than one year. A violation of the law is punishable by a fine of not more than 200 francs, which may be doubled for a subsequent offense (Sec. 11). *Servant girls* in *Zurich* and *Winterthur*, under an act of November 28, 1922 (Sec. 4), are granted a fortnight's vacation

after one year's employment. If the vacation is used for rest, board wages are paid by agreement at the rate of three francs per day. (See Table 17, page 234.)

Union of South Africa

General Situation.—Paid vacations were not granted in South Africa before the war except in governmental services and on the railroads, according to a letter written by the government to the International Labour Office on July 1, 1921. During the war and since that time, however, a system of annual vacations has been widely established through collective agreements. Two weeks' vacation with pay is generally granted after twelve months' service, as in the mining, building and printing industries, and among mechanics and electricians. In addition, throughout all industry, certain paid holidays, such as Christmas and Good Friday, are granted during the year. In the Transvaal, fête days generally include the first of May and December 16, "Dingaandag," while in other parts of the Union, these fête days have been replaced by others of more or less local character.

The factory law requires three paid holidays for factory workers during the year, Christmas Day, Good Friday and Ascension Day. In addition, each local fête day is supposed to be observed.

In Cape Town, a collective agreement in the mechanical construction industry provides a 6 days' vacation in addition to the three legal public holidays.

At the third meeting of the National Industrial Council of the building industry held at Pretoria in April, 1926, an annual holiday period of 14 days was adopted during which all work is to be stopped except essential services.¹

Legislation.—Regulations relative to hours of work in stores applied in the Transvaal and Orange Free State provide

¹ *The Star*, April 12, 1926, Johannesburg.

a vacation of 12 days after twelve months' service for all 6-day workers, and 14 days for 7-day workers.

An act of September 5, 1924 (Sec. 19), covering shops and restaurants in Orange Free State, grants an annual vacation of 12 consecutive working days, or, in the case of restaurants or similar shops open on Sundays, 14 consecutive working days for each year of continuous service. By mutual agreement, the vacation may be taken in a consecutive period after two years' continuous service. The time of vacation is fixed by the employer with regard to business conditions. If the vacation has not been granted at an earlier date, it may be taken within one month of the termination of any year's service. Vacations are granted only where employment has continued under the same employer, the latter term being applied to legal representative, heir, legatee or trustee of the original employer. (See Table 17, page 234.)

Yugoslavia (Serbo-Croat-Slovene Kingdom)

General Development.—In 1921, the Factory Inspector's Report showed that the principle of paid annual vacations was being more widely accepted, due "chiefly to the high-mindedness of certain employers rather than to the power of the workers." Employees in municipal service and state monopolies received paid vacations after one year's service, with longer holidays for longer periods of service. The typographical workers throughout the country received vacations of from 4 to 14 days, by collective agreement, while a number of individual firms granted vacations voluntarily to their employees. At the end of 1923, a national agreement was signed granting paid annual vacations to miners.

The first record of vacation legislation appeared in the Act for the Protection of Workers, dated February 28, 1922, which granted an annual vacation to factory workers equal in length to the number of Sundays they worked.

Thus, the principle of vacations has been gradually applied

among the industrial workers of this nation. The majority of wage-earners in the country, however, are agricultural laborers, and, as yet, no record is available concerning vacations covering this group, either through legislation or agreement.

Vacation Regulations in Individual Firms and Collective Agreements.—The 1921 Factory Inspector's Report recorded the adoption of annual paid vacations in the following cities and industries:

Location	Industrial Group	Length of Service	Length of Paid Vacation
Belgrade	Printing company	1 year	15 days
Tchatchak .....	.....	Demands of workers partially met by employers	
Sarajevo	Printing trades, municipal employees, state tobacco works	.....	.....
Nation	Typographical workers	1 year 1-3 years 3-5 years Over 5 years	4 days 6 days 10 days 14 days
Nation	Municipal workers	1 year 5 years 10 years	14 days 3 weeks 4 weeks
Nation	State monopoly workers	1 year 5 years	8 days 14 days

The Labor Inspector's Report for 1922 said:

A small number of enterprises grant their workers who have qualified, a paid annual vacation, but this is only the case in certain large printing enterprises, sugar refineries, tobacco factories and wood-working enterprises.

More frequently, the vacations are not paid.

Various local inspectors, in 1922, in various parts of the nation reported information regarding vacations as follows: At *Belgrade*, a larger group of companies than in past years

granted workers vacations with pay up to 30 days per year. Unpaid vacations were also granted in a large number of companies. At *Nich*, paid vacations were not granted, and at *Novi Sad*, vacations were given to only the oldest and most permanent workers. At *Osijek*, vacations were granted in the graphic industry and in one sugar refinery. At *Zagreb*, municipal workers, theater personnel, and wage-earners in important industries benefited from vacations in a restricted way. At *Sarajevo*, permanent city employees and workers in monopolies and in the graphic industries received vacations, while brewery workers acquired the right during the course of the year.

In 1923, the Labor Inspector's Report stated that there was no change at Belgrade during the course of the year, but the desire for compulsory paid vacations was being felt more and more among industrial workers.

On December 29, 1923, according to the *Glas Sloboda* of November 8, 1923, a national collective agreement covering miners was signed, granting 7 days' vacation after one year's service and 14 days' or more after two years' service.

TABLES

TABLE 1. SUMMARY OF THE DEVELOPMENT OF ANNUAL PAID VACATIONS FOR WAGE-EARNERS

Country	Vacations As Granted in Individual Companies	Vacations As Regulated in Collective Agreements	Vacations as Required Through General and Special Legislation	General Remarks
Australia		In important industries, 3 to 21 days by agreement or by decision of Federal Tribunal of Conciliation.	None.	Governmental influence through arbitration outstanding feature of vacation movement.
Austria			General Act (1919) and Special Acts covering agricultural and forestry workers, domestic servants, private employees, caretakers, and actors.	Vacation laws predominate. Enforcement has been difficult due to interpretation of regulations and depressed economic conditions.
Belgium	Clothing, soap, and laundry companies. Commissioned personnel on North Belgian Railway.	Wholesale fur, bookbinding, printing, ladies' garment (Antwerp) industries, cooperative associations, and municipal employees. In industries generally 1 wk. or 8 days, in municipalities 1 wk. with less than 1 yr.'s service, 2 wks. with over 1 yr.	None.	A combination of causes has served to block widespread adoption of vacations in recent years. Trade union agitation for legislation strong at present time.
Brazil			An act sanctioned in Dec., 1925, grants a vacation of 15 days to employees in commercial, banking, industrial firms.	
Bulgaria			None.	Leave only granted under special circumstances. Primarily an agricultural nation.
Canada	A few individual plants have granted vacations similar to those in the United States	Certain municipalities and private companies have granted vacations under the terms of collective agreements.	None except under Civil Servant Act which allows 18 days' leave after 1 yr.	
Chile			Non-manual workers receive 15 days annually.	
Czechoslovakia	A few firms exceed the provisions of the General Act.	One-third of all workers in the most important industries are covered by provisions in agreements; in some cases these agreements surpass the regulations under the General Act. Vacations range from 3 to 21 days.	General Act (1925) covers all workers not otherwise included by legislation. Special Acts include Miners Act (1921) and old Austrian Act (1910) on commercial employees. About 2,000,000 persons covered.	
Denmark		About 20% of the members of the Federation of Trade Unions receive a paid holiday, generally consisting of 6 days after 1 yr. Food, printing, and tobacco industries represented. State and municipal employees generally receive 14 days.	Master and Servant Act (1921) gives domestic servants 3 days after 6 mos. and 6 days after 1 yr.	Conservative development; conditions similar to those in Switzerland and in the Netherlands.
Finland	In pre-war days, less than 25% of the workers received paid vacations. Changed since passage of legislation.		General Act (1922) grants 4 days after 6 mos., 7 days after 1 yr. Commercial Assistants' Act (1919) grants vacations from 1 wk. to 1 mo. Governmental Employees Act (1922), from 1 mo. to 6 wks.	Legislative acts govern industrial conditions and are regarded as beneficial to owner and worker. Enforcement has been difficult, owing to varying legal discussion relative to General Act.

TABLE 1 (Continued)

Country	Vacations As Granted in Individual Companies	Vacations As Regulated in Collective Agreements	Vacations as Required Through General and Special Legislation	General Remarks
France	A few large and old established firms. A government survey made in 1925 reported 214 companies giving vacations, most of which were small.	In 1925 a government survey reported vacations by collective agreement in 414 companies. Commercial employees generally receive 1 wk. or 15 days. Railroad and post office employees generally receive 12 to 15 days.	None covering industrial workers. Law of 1853 grants half a month's vacation to governmental employees.	
Germany	Practically all Germany is organized through collective agreements and firms have generally adopted vacations through such agreements.	About 13,000,000 workers or 92% of the workers covered by collective agreements receive annual vacations, generally ranging from 3 to 6 days after 1 yr. Practically all agreements grant longer vacations with increasing years of service.	None.	Vacations are now practically universal in Germany through collective agreements which are strictly observed. In recent years, vacations have been retained although regulations as to 8-hr. day have been suspended. Generally regarded as a sound economic principle.
Great Britain	"Family" firms have maintained paid vacations for many years; certain other firms exceed the provisions of local or national agreements. About 500,000 workers are estimated to be covered in individual companies outside of collective agreements. Vacation clubs and special funds have been created in some firms.	25 national and district agreements, covering 1,500,000 workers in 1925, contain vacation provisions generally granting 6 days after 6 mos. or 1 yr. Cocoa, chemical, envelope, flour milling, gas, lead, match, paper bag, paint, printing industries, and railways and tramways are the important groups covered. About 90,000 employees in the Central Telegraph and Post Office receive up to 27 days.	None. Legislation introduced in Apr., 1925, in the House of Commons was dropped.	About 17% of the total wage-earning population receive paid vacations. The vacation movement has been practically unchanged since 1920 due to economic depression. Unemployment continues to overshadow the question of the giving of additional leisure time in the form of vacations.
Iceland			Act of July 30, 1909, grants annual paid vacations to commercial apprentices.	
Italy	A few firms have adopted vacations individually aside from collective agreements.	Practically all national agreements now grant 6 days after 1 yr., thus covering a very large share of Italian industry. The only important industries not covered are boot and shoe and building trades.	Private Employees Act (1919) grants 10 to 20 days' vacation according to length of service. No other legislation contemplated immediately.	The widespread adoption of paid vacations has occurred since 1919. The provisions are well observed and are generally regarded as being highly beneficial, economically and socially.
Latvia			General Act (1922) covers all workers except agricultural laborers and grants 3 wks. after 6 mos' service.	Legislation is similar to that adopted in Soviet Russia, Finland, and Poland.
Luxemburg			Private Employees Act (1919) grants 10 days after 3-5 yrs.; 20 days after 5 yrs.	
Mexico		One company is reported to have an agreement with a union allowing 1 laborer from each dept. vacation of 1 mo. annually.	None.	Salaried municipal workers generally receive about 30 state and religious holidays annually.
The Netherlands	Certain firms, principally in the diamond and printing trades, have granted paid vacations for many years.	About 54% of workers covered by collective agreements (1923), numbering 130,000, receive vacations from 3 to 18 days after	None except for governmental employees on salary.	Vacation movement in recent years has been checked by trade depression. Marked trade union agitation for vacations in

	tions in the pre-war period. Such arrangements have been generally superseded by agreements.	as 1911. About 90% of collective agreements (1923), covering 97% of the workers under such agreements, grant vacations of from 8 to 12 days.	after 1 yr. includes railway, post, telegraph, and administrative employees. Legislative proposals have been repeatedly defeated in recent years.	provisions adopted in post-war period (1918-1921) have generally been renewed in recent years of depression. Movement distinguished by adoption of vacation allowances based on employment under government supervision.
Poland			General Act (1922) grants 8 days after 1 yr. and 15 days after 3 yrs. to manual workers.	Legislation follows that of Soviet Russia, Finland, Latvia. Enforcement difficult due to interpretation of regulations.
Roumania		Generally regulated by agreements granting 1 wk. after 1 yr.	None.	
Soviet Russia	Private industry does not exist. The vacation law covers all workers.	Most collective agreements follow the provisions of the Labor Code.	Labor Code (1922) grants 2 wks. after 5.5 mos. to all workers and additional vacations to workers in dangerous and unhealthy trades, and to young persons.	Most extreme law. Vacation may be compensated for in lieu of time off. In 1923, 13 days were taken by average worker. Extensive litigation over law. In 1924, 65% of decisions were in favor of companies, 24% of workers, 11% compromised.
Spain			Act of October 9, 1919, grants seamen with 12 mos. service 1 mo.'s leave, with travel expense to and from place of vacation.	
Sweden	Many employers outside of the Federation of Swedish Employers now grant paid vacations.	Over 165,000 workers or 77% of all the workers covered by collective agreements (1923), receive vacations, generally not more than 7 days in duration. All of the principal industries are covered.	None. Proposed legislation has been defeated in recent years.	Paid vacations are now granted in all of the important industries. A slight recession in the movement occurred in 1924 and 1925 due to trade depression.
Switzerland	Began to be adopted as far back as 1910 in individual companies. By 1921 about one-quarter of the factories were giving paid vacations.	Generally adopted by agreement. Vacations range from 4 to 6 days.	Governmental employees are covered by acts of 1920, 1921, and 1922, while 3 Special acts cover certain industrial groups in 3 different cantons.	The introduction of a shorter working day has not retarded the vacation movement which had developed generally by agreement.
Union of So. Africa		In mining, building industries, printing and among mechanics and electricians 2 wks. is generally granted after 12 mos.	None except district regulations covering store and restaurant employees, granting 12 days after 12 mos.	Adoption through agreement has grown rapidly since the conclusion of the war.
United States	Rarely adopted before 1914. During recent years, company plans have been more widely adopted and old plans in several important companies have been liberalized. A special survey shows that at least 199 companies, operating 294 plants and employing over 500,000, have plans.	Available data indicate that comparatively few collective agreements contain vacation provisions. The number of wage-earners thus covered is not known.	No legislation covering wage-earners in private industry. Civil service vacation regulations are estimated to cover a large majority of public servants (2,000,000).	The vacation movement in the United States, as compared to the situation in Europe, is relatively undeveloped.
Yugoslavia (Serbo-Croat-Slovene Kingdom)	Individual typographical, sugar, tobacco, and wood-working firms have adopted vacations.	In mining and printing industries and among municipal and state monopoly workers vacations have generally been adopted. Vacations range from 4 to 15 days after 1 yr.	None.	Industrial workers are generally covered by agreement but no provision has been made for agricultural workers who form the bulk of the wage-earning group in the nation.

Sources: Compiled from most recent available individual plans, agreements, laws, and from personal investigation of conditions in the leading European countries in the summer of 1925.

TABLE 2. ANNUAL PAID VACATIONS FOR WORKERS AS GRANTED BY INDIVIDUAL COMPANIES IN COUNTRIES OUTSIDE OF THE UNITED STATES, 1925

Country	Name of Company	Location	Business	Length of Service in Yrs.	Length of Vacation
Belgium	La Grande Blanchisserie.....	Forest	Laundry	1	6 days
	La Savonnerie Chaumont.....	Liège	Soap	2	6 days
	La Savonnerie Cristal.....	Liège	Soap	4	6 days
Canada	Swift and Company.....	Toronto	Meat packing	4 (men) 3 (women)	1 wk.
France	Solvay et Cie.....	Dombasle	Chemicals	3 (day-men) 3 (shift-men) 25 30 and over	6 days on double pay 7 days on double pay 3 wks. 3 wks.
Great Britain	Bluebird Laundry.....	London	Laundry	1	1 wk. and an extra day for each additional year of continuous service up to 3 wks.
	Brunner, Mond & Co., Ltd.....	Winnington	Chemicals	1	1 wk. on double pay
	City Bakers, Ltd.....	Glasgow	Bakery	1-1	2 days-1 wk. ^a
	Wm. Crawford & Sons, Ltd.....	Liverpool	Biscuits	Service between previous Oct. 1 and Apr. 30	1 wk. with 3 days' pay
	Wm. Hancock & Co., Ltd.....	Cardiff	Brewery	1 ½-1 Over 1	1 wk. 3 days 1 wk.
	Jacobson, Welch & Co., Ltd.....	Hyde, Cheshire	Printing	Up to 10 Over 10	1 wk. and 6 legal holidays 10 days and 6 legal holidays
	Arthur H. Lee & Sons, Ltd.....	Birkenhead	Tapestry	Since previous Oct. 1	11 days ^b
	Lever Brothers, Ltd.....	Port Sunlight	Soap	1 wk. ^c	1 wk.
	Mather & Platt, Ltd.....	Manchester	Machinery	3 (men) 2 (women)	1 wk. 1 wk.
	Maynards, Ltd.....	London	Confectionery	½ 1	½ wk. 1 wk.
	S. Ortweiler Company.....	London	Leather goods	6 wks.	1 wk.
	Reeves & Sons, Ltd.....	London	Artists' materials	{ After Jan. 1 and before Apr. 1 Before Jan. 1	1 wk. 2 wks.
	E. S. and A. Robinson, Ltd.....	Bristol	Stationers	Under 30 Over 30	1 wk. 2 wks.
	Rowntree's.....	York	Cones	½-½ ½-½ Over ½	½ wk. ½ wk. 1 wk.
	Royley, Ltd.....	Manchester	Engineering	{ Since previous Dec. (packers and sorters) Since previous Dec. (general workers)	7 days ^d 10 days
Swan Laundry.....	London	Laundry		1 wk. ^e	
The Netherlands	Firma T. J. Asscher.....	Amsterdam	Diamond cutting and polishing	1	3 days (full pay) or 6 days (half pay)

^a Male workers with a perfect attendance during the year receive 3 extra days, those with 1 day's absence receive 1 extra

^b Women employees are not paid for legal holidays but receive double pay during the summer vacation

^c A certain portion of the profit-sharing plan in this company is not made as payment for workers who are not paid on holidays

TABLE 3. SUMMARY OF PROVISIONS FOR ANNUAL PAID VACATIONS IN NATIONAL COLLECTIVE AGREEMENTS OR IN THE MAJORITY OF LOCAL AND DISTRICT AGREEMENTS IN LEADING INDUSTRIES IN COUNTRIES OUTSIDE OF THE UNITED STATES.

Country	Bakeries		Boots and Shoes		Breweries		Brick, Clay and Stone		Building Construction	
	(Y)	(V)	(Y)	(V)	(Y)	(V)	(Y)	(V)	(Y)	(V)
Australia.....						7		6		
Belgium.....										
Canada.....										
Czechoslovakia.....				6	1-10	3-10				7 holidays and other public holidays
Denmark.....										
France.....			½	7			1	3-9		
Germany.....										
Great Britain: National Agreements				12						
District Agreements	½-1	3-12			½-1	3-6				
Italy: National Agreements										
District Agreements	1-3	2-15							1	6
Mexico.....										
Netherlands.....										
Norway.....							1	8	1	12
Roumania.....										
Switzerland.....					1-5	6-12			3-6	3-6
Union of South Africa.....									1	12
Yugoslavia.....										
	Lumber		Metals		Mining		Municipalities		Paper	
	(Y)	(V)	(Y)	(V)	(Y)	(V)	(Y)	(V)	(Y)	(V)
Australia.....	1	6				6				
Belgium.....							½	6		
Canada.....							1	12		
							1	6		
							2	12		
Czechoslovakia.....	½	1	1	8	Legislation				1-12	3-15
	1	2								
	3	4								
	5	6								
Denmark.....								14		
France.....										
Germany.....	½-5	3-7	1-10	3-8	1-20	3-12	1-20	4-17*	1-10	3-9
Great Britain: National Agreements									1	6
District Agreements										
Italy: National Agreements									1	6
District Agreements	1	3	1	6	1	6				
Mexico.....										
Netherlands.....							1	30 relig. holidays 6-14		
Norway.....	1	8 ^b	1	8	1	8	1	12	1	8
Roumania.....										
Switzerland.....										
Union of South Africa.....			1	12 ^c	1	12				
Yugoslavia.....					1	7	1-10	14-18		
					2	14				

(Y) Number of years of service required.
(V) Length of vacation in days.
* Municipal employees, Berlin.

^b Woodcarving materials.
^c Mechanics only.

SOURCE: Most recent available collective agreements and governmental documents.

TABLE :

Country	Chemicals		Clothing		Confectionery		Flour Mills		Food	
	(Y)	(V)	(Y)	(V)	(Y)	(V)	(Y)	(V)	(Y)	(V)
Australia.....										
Belgium.....			½	6 8						
Canada.....										
Czechoslovakia.....	1 3 6 10	3 6 10 14	1-5	3-7 ^a			1 3 5	5 7 14		
Denmark.....										
France.....			1 2	8/ 15						
Germany.....	1-10	4-12							1	3-9
Great Britain: National Agreements	1	6			½-1	3-6	½	6		
District Agreements			½-1	6-12 ^b						
Italy: National Agreements	1-½	6	1	6						
District Agreements										
Mexico.....										
Netherlands.....	1	3								
Norway.....	1	8							1	12
Roumania.....										
Switzerland.....										
Union of South Africa.....										
Yugoslavia.....										
	Printing		Railways		Rubber		Shipbuilding		Slaughtering and Meat Packing	
	(Y)	(V)	(Y)	(V)	(Y)	(V)	(Y)	(V)	(Y)	(V)
Australia.....	All holidays		Spec. cases		6					
Belgium.....										
Canada.....										
Czechoslovakia.....	17 holidays									
Denmark.....				10-14			1-15	3-12		
France.....			1	15						
Germany.....	½-5	3-10-12 ^a	Same as transp.							
Great Britain: National Agreements	1	6	1	6						
District Agreements										
Italy: National Agreements	1	6								
District Agreements										
Mexico.....										
Netherlands.....	1	6		Up to 18						
Norway.....	1	12 ^a			1	8				
Roumania.....	1	6 ^a								
Switzerland.....	1-3	3-6							2-5	6 12
Union of South Africa.....	1	12								
Yugoslavia.....		4-14								

(Y) Number of years of service required.
(V) Length of vacation in days.
^a Tailoring.

^b Hollow glass industry.
^c Ladies' garment industry, Paris.
^d Plate glass industry.

Continued

Furniture		Gas		Glass		Leather Tanning		Liquors	
(Y)	(V)	(Y)	(V)	(Y)	(V)	(Y)	(V)	(Y)	(V)
									6
5 10	4 7			2 5 8 10	2 ^a 4 8 10	½	6		
				1-4	3-6 ^a				
		½ 1	3 6						
				1	6				
						1	8		
Steel Works		Sugar Refining		Textiles		Tobacco		Transportation	
(Y)	(V)	(Y)	(V)	(Y)	(V)	(Y)	(V)	(Y)	(V)
		1-5 15 Over 15	8 14 21	¼	4				
				1-5	3-6			4 8 Over 8	4 6 10
		1	6	1	6				
				1	3	1	3		
				1	8			1	6-12

^a Retail and wholesale ladies' dressmaking, London.
^b Manufolding only.
^c Polygraphic industry.

^a Printing and allied trades, Bucharest.
^b Butchers.

TABLE 3A. NUMBER OF COLLECTIVE AGREEMENTS PROVIDING FOR VACATIONS WITH PAY

Country	Date	Total Collective Agreements		Collective Agreements Containing Vacation Clauses	
		Number	Occupations Covered	Number	Per Cent of Total Agreements
Germany ^a	1 Jan. 1925	7,099	All occupations	6,151	86.6
Sweden ^b	1924	2,214	All industries	1,630	73.6
Netherlands ^c	1 June 1925	743	All occupations	564	76.0
Czechoslovakia ^d	1919	1,071	All industries except mining	508	47.0
Norway ^e	1925	464	All industries	454	97.8
Great Britain ^f	1925	.....	All industries	130	.....
Roumania ^g	1925	261	All industries	67	21.8

^a REICHSARBEITSMINISTERIUM: *Die Tarifverträge im Deutschen Reichs am 1. Januar 1925.*

^b *Kollektivavtal i Sverige vid årsskiftet 1924-1925* (Collective agreements in Sweden in 1924-1925). Sveriges Officiella Statistik.

^c CENTRAAL BUREAU VOOR DE STATISTIEK: *Overzicht van den omvang en den voornaamsten inhoud der collectieve arbeidsovereenkomsten op 1 Juni 1925* (Survey of the scope and contents of collective labour agreements on 1 June 1925).

^d DUNDR, V. and HAMEL, A.: *Kolektivna smerny pracovni* (Collective agreements). Publications of the Social Institute, No. 9, Prague, 1924. For subsequent years the statistics give only the number of collective agreements concluded during the year and not the number of those in force.

^e *Møttingsinstitusjonens virksomhet, Tarifavtaler og Arbeidskonflikter 1925* (Collective agreements and labour disputes in 1925). Norges Offisielle Statistikk, VIII.2.

^f *Ministry of Labour Gazette*, March 1925: "Payment of Wages for Holidays." In addition to the national and local collective agreements there are agreements for the staffs of individual undertakings.

^g MINISTERUL MUNCII, COOPERATIVII SI ASIGURARILOR SOCIALE: *Conventiile colective de Munca din 1924* (Collective agreements in industry in 1924).

SOURCE: *International Labour Review*, December, 1926, page 306.

TABLE 3B. NUMBER AND PERCENTAGE OF WORKERS COVERED BY COLLECTIVE AGREEMENTS CONTAINING PROVISIONS FOR VACATIONS WITH PAY

Country	Date	Workers entitled to vacations under collective agreements	Workers covered by collective agreements	Workers in col. (3) per cent of workers in col. (4)	Total workers in industry	Workers in col. (3) per cent of workers in col. (6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Norway.....	1925	119,300 ^a	121,100 ^a	98.5	327,000 ^a	.....
Germany.....	1 Jan. 1925	8,140,700 ^b	8,501,400 ^b	94.6	9,839,400 ^b	82.7
Sweden.....	1924	317,600 ^c	405,000 ^d	78.4	632,000 ^e	.....
			(industry and commerce)			
Roumania.....	1925	44,200 ^f	90,500 ^f	48.7	140,100 ^f	31.5
Netherlands.....	1 June 1925	101,060 ^g	245,400 ^g	41.2	1,289,750 ^g	7.8
Denmark.....	1919	50,000 (approx.)	.....	20% of members of Confederations ^h	252,000 ⁱ	.....
Great Britain.....	1925	1,500,000 ^j	.....	.....	12,000,000 ^k	13.0
France.....	1925	38,466 ^l	.....	.....	5,098,000 ^m	0.8

^a *Møglingsinstitutionens virksomhet. Tarifastatler og Arbeidskonflikter* 1925.

^b Industry, arts and crafts, and transport. Census of 1 December 1920.

^c Figures calculated from data in *Die Tarifverträge im Deutschen Reichs am 1. Januar 1925*. Only the number of workers has been taken into account, not including those employed in transport undertakings, so as to allow of comparison between this number and that of the workers employed in industry as given by the official estimate for 1920 published in *Wirtschaft und Statistik*, 1921, p. 46. The latter figure refers to industry and mining, transport undertakings being excluded.

^d *Kollektivavtal i Sverige vid arskiftet 1924-1925*. Sveriges Officiella Statistik.

^e *Koch-Social-Handbok* 1925. Census of 1920.

^f *Conventiile colective de Munca din 1924*.

^g MINISTERUL INDUSTRIEI SI COMERTULUI: *Buletinul industriei*, 1921.

^h *Oversicht van den omvang en den voornaamsten inhoud der collectieve arbeidsovereenkomsten op 1 juni 1925*.

ⁱ Statistical Year Book of the Netherlands, 1924-1925.

^j *Beretning om de Samsvirkende Fagforbunds Virksomhet, 1 april 1919-31 marts 1920* (Report of the work of the General Confederation of Trade Unions, 1 April 1919 to 31 March 1920). According to the information available on Denmark, practically all workers in industry appear to be organised; consequently the 20 per cent given in the table applies without much change to the number of workers employed in industry. The percentage results from an enquiry undertaken by the Confederation in 1919 into the extent to which workers were entitled to annual holidays with pay in that year. Cf. *Tillæg til Beretning om de Samsvirkende Fagforbunds Virksomhet* (Appendix to the report of the work of the General Confederation of Trade Unions, 1 April 1918 to 31 March 1919).

^k *Statistik Aarbog* 1925. Census of 1921.

^l *Ministry of Labour Gazette*, March 1925: "Payment of Wages for Holidays."

^m Number of persons employed in industry and mining in Great Britain, according to the 1921 census.

ⁿ *Bulletin du ministère du Travail et de l'Hygiène*, Oct.-Nov.-Dec. 1925: "Enquête du ministère du Travail sur les établissements industriels et commerciaux accordant des congés payés à leurs ouvriers." It should be noted that 15,192 of the workers receiving holidays were employed in the three departments of Alsace and Lorraine. These figures are subject to modification.

^o *Bulletin de la Statistique générale de la France*, July 1926. Census of 1921.

SOURCE: *International Labour Review*, December, 1926, page 308.

TABLE 4. VACATIONS AS ESTABLISHED IN COLLECTIVE AGREEMENTS, INDIVIDUAL COMPANIES, COOPERATIVE ASSOCIATIONS, AND MUNICIPALITIES IN BELGIUM

Industrial Group	Date	Length of Service	Length of Vacation	No. of Paid Holidays in Addition to Vacation	Vacation Season
AGREEMENTS OR COMPANIES:					
Clothing industry:					
Wholesale fur manufacturing—national agreement....	Aug. 17, 1923	6 mos. prior to May 15	38 hrs. (1 wk.)	10	Apr. 1—May 31
Clothing agreement in Messrs. Hirsch & Company....	July 6, 1923	1 yr.	45 hrs. (8 days)	8	Jan. 1—June 30
Ladies' garment trade (Antwerp).....	1921	.....	8 days	Legal holidays	.....
Hotel industry (country districts).....	.....	.....	7-10 days	.....	.....
Bookbinding industry—national agreement.....	.....	.....	8-15 days	All holidays	.....
University of Labor (Charleroi).....	.....	.....	.....	.....	.....
Tilbury, Generaux, Weissenbruch and Nels Companies (Brussels).....	.....	.....	3-8 days	.....	.....
Cooperative Printing Company, "Lucifer".....	.....	Over 1 yr.	3 days	.....	.....
.....	.....	Over 2 yrs.	4 days	.....	.....
.....	.....	Over 5 yrs.	6 days	.....	.....
Printers—daily newspapers.....	.....	.....	10-15 days	.....	.....
Miscellaneous companies:					
The Grand Laundry (Forest).....	May 1, 1923	1 yr.	6 days	.....	.....
Soap-making industry (Chaumont).....	1921	2 yrs.	6 days	.....	.....
Crystal Soap Company (Liège).....	1922	4 yrs.	6 days	.....	.....
Spinning and weaving mills (Vooruit).....	.....	.....	1 wk. on double pay	.....	.....
State Railways:					
Commissioned workmen (engineers, etc.).....	.....	.....	4 days	.....	.....
Other workmen.....	.....	.....	Only in 22 special cases where granted	.....	.....
North Belgian Railways.....	Oct. 10, 1920	.....	15 days	.....	.....
Department of National Finance.....	.....	2 yrs.	5 days	.....	.....
.....	.....	And up to 9 yrs. and over	Increasing 1 day for each year serv. up to 12 days	Vacation includes paid holidays on July 21, Nov. 11, Apr. 8 (½ day), and Nov. 15 (¼ day)	.....
Brewery workers (Malmedy).....	Apr. 15, 1923	Seniority is not involved	5 days or 48 hrs.	.....	.....

TABLE 4 (Continued)

Industrial Group	Date	Length of Service	Length of Vacation	No. of Paid Holidays in Addition to Vacation	Vacation Season
COOPERATIVE ASSOCIATIONS:					
La Maison du Peuple de Brussels:					
Workers.....			6 days		
Cooperative Union (Liège).....		6 mos. 1 yr.	4 days 8 days		
Progres de Jolimont.....			4 days		
Vooruit de Gand (special groupe).....			3 days	Certain holidays	
MUNICIPALITIES:					
Brussels.....		6 mos. 1 yr.	6 days 12 days	4 regular holidays and 7 other holidays if on week days	
Schaerbeek.....		Less than 1 yr. More than 1 yr.	8 days 15 days		
Molenbeek Saint Jean.....		Less than 1 yr. More than 1 yr.	1 day for each month's service 2 wks.		
Gand.....		More than 1 yr.	12 days		
Antwerp.....			12-24 days, depending on annual salary		
Liège.....			6 days		
Verviers.....			2 wks.		
Beraing.....		More than 1 yr.	8 days		
Huy.....		More than 1 yr.	6 days	8	
Charleroi.....			12 days		

SOURCE: Compiled from the text of Les "Cahiers" de la Commission Syndicale de Belgique, October, 1923.

TABLE 5. VACATIONS AS REGULATED BY COLLECTIVE AGREEMENTS IN CANADA, 1920-1927

Union or Employee Group Covered	Location	Employers' Group	Date of Agreement	Length of Service	Length of Vacation
City and civic employees.....	Edmonton	City of Edmonton	1924	1-2 yrs.	1 wk.
Hourly.....			1924	Over 2 yrs.	2 wks.
Monthly.....			1924	1 yr.	2 wks.
Employees in city treasurer's office.....	Medicine Hat	City of Medicine Hat	Jan. 1, 1924-Dec. 31, 1925	1 yr.	14 days
Sanitary department.....	Medicine Hat	City of Medicine Hat	Jan. 1, 1924-Dec. 31, 1925	1 yr.	2 wks.
Federation of civic employees.....	Calgary	City of Calgary	1924	1 yr.	2 wks.
Electrical department and pumping plant.....	Saskatoon	City of Saskatoon	1924	1 yr.	1 wk.
				2 yrs.	2 wks.
International Brotherhood of Electrical Workers (employees receiving no pay for overtime and 7-day employees)...	Moose Jaw	City of Moose Jaw	Aug. 1, 1924	12 mos.	14 days
Firefighters.....	Saskatoon	City administration	Provision of employment	1 yr.	21 days
Firefighters.....	Toronto	City administration	Provision of employment	1 yr.	15 days
Firefighters.....	Moose Jaw	City administration	Provision of employment	1 yr.	14 days
Firefighters.....	Hull	City administration	Provision of employment	1 yr.	15 days
Firefighters.....	Ft. William	City administration	Provision of employment	1 yr.	14 days
Firefighters.....	Edmonton	City administration	Provision of employment	1 yr.	14 days
Firefighters.....	Lethbridge	City administration	Provision of employment	1 yr.	16 days
Firefighters.....	Calgary	City administration	Provision of employment	1 yr.	14 days
Firefighters.....	N. Westminister	City administration	Provision of employment	1 yr.	7 days
Firefighters.....	Victoria	City administration	Provision of employment	1 yr.	14 days
Firefighters.....	S. Vancouver	City administration	Provision of employment	1 yr.	14 days
Firefighters.....	Point Grey	City administration	Provision of employment	1 yr.	14 days
Firefighters.....	Vancouver	City administration	Provision of employment	1 yr.	14 days
Firefighters.....	London, Ont.	City administration	Provision of employment	1 yr.	14 days
Firefighters.....	Ottawa	City administration	Provision of employment	1 yr.	14 days
Maintenance-of-way employees.....		General in Canada	1923	1 yr.	3 wks.
Street and electric railway employees.....	Vancouver	British Columbia Electric Railway Co.	Sept. 1, 1924-Sept. 1, 1927	1 yr.	2 wks.
Street and electric railway employees.....	Victoria	British Columbia Electric Railway Co.	Sept. 1, 1924-Sept. 1, 1927	1 yr.	2 wks.
Street and electric railway employees.....	New Westminister	British Columbia Electric Railway Co.	Sept. 1, 1924-Sept. 1, 1927	1 yr.	2 wks.
Street and electric railway employees.....	Halifax	Nova Scotia Tramways & Power Co.	Aug. 1, 1925-Aug. 1, 1926	.....	1 wk.
Street and electric railway employees.....	Edmonton	City of Edmonton	Effective Dec. 31, 1925, and year to year	1 yr.	2 wks.
Street and electric railway employees.....	Calgary	Calgary Street Railway Co.	Jan. 1, 1926-Jan. 1, 1927	1 yr.	2 wks.
Street and electric railway employees.....	Regina	City of Regina	Indefinite period	2 yrs.	2 wks.
Street and electric railway employees.....	Saskatoon	Municipal St. Railway Co.	Indefinite period	1 yr.	1 wk.
				3 yrs.	2 wks.
Street and electric railway employees.....	Windsor	Essex Hydro-Electric Ry.	July 1, 1925-July 1, 1926	1 yr.	2 wks.

TABLE 5 (Continued)

Union or Employee Group Covered	Location	Employers' Group	Date of Agreement	Length of Service	Length of Vacation
Teamsters and chauffeurs (1 local union).....	Vancouver	Employers	.....	52 wks. cont.	2 wks.
Telegraphers, railroad.....	.....	Canadian Nat'l R. R. East	Effective Dec. 1, 1920	.....	3 wks., train dispatchers 2 wks., other telegraphers
Telegraphers, railroad.....	.....	Canadian Nat'l R. R. West	Effective Dec. 9, 1922	1 yr.	18 days, train dispatchers 12 days, other telegraphers
Telegraphers, railroad.....	.....	Canadian Pacific R. R.	Effective Aug. 1, 1922	4 yrs.	12 days
Telegraphers, railroad.....	Quebec	Quebec Railway, Light & Power Co.	Effective Oct. 1, 1921	.....	3 wks., train dispatchers 8 days, other telegraphers
Telegraphers, railroad.....	.....	Grand Trunk Canadian Lines	Effective May 1, 1920	4 yrs.	2 wks.
Telegraphers, railroad.....	.....	Temiskaming & Northern Ontario R. R.	Effective Dec. 1, 1923	4 yrs.	2 wks.
Telegraphers, railroad.....	.....	Toronto, Hamilton & Buffalo R. R.	Effective Sept. 16, 1922	3 yrs.	2 wks.
Telegraphers, railroad.....	.....	Duluth, Winnipeg & Pacific R. R.	Effective Jan. 1, 1923	2 yrs.	2 wks.
Telephone operators.....	Port Arthur	Port Arthur Public Utilities Commission	Jan. 1, 1924-Dec. 31, 1925	1 yr.	2 wks., 1 extra holiday for each year's service after 1 yr.
International Order of Telephone Operators.....	Manitoba	Manitoba Telephone System	May 1, 1924-Apr. 30, 1925	Over 3 mos. but less than 1 yr. prior to May 1 1 yr.	1 day for each mo. 2 wks.
Typographical Union, International.....	London, Ontario	London Free Press	.....	.....	1 wk.
Typographical Union, International.....	London, Ontario	London Advertiser	.....	.....	1 wk.
Typographical Union, International.....	Moose Jaw	Moose Jaw Times	.....	4 yrs.	1 wk. and holidays

SOURCE: Deputy Minister of Labour, Dominion of Canada; American Federation of Labor, Washington, D. C.

TABLE 6. VACATIONS AS REGULATED BY COLLECTIVE AGREEMENTS IN CZECHOSLOVAKIA, 1922-1923

Industry	Service Requirement	Length of Leave	Industry	Service Requirement	Length of Leave
Metal trades.....	1 yr.	6 days (under 21 yrs. of age) 8 days (over 21 yrs. of age)	Alcohol.....	1 yr. 3 yrs. 6 yrs. 9 yrs.	3 days 6 days 9 days 12 days
Chemicals.....	1 yr. 3 yrs. 6 yrs. 10 yrs.	3 days 6 days 10 days 14 days	Breweries.....	1 yr. 3 yrs. 6 yrs. 10 yrs.	3 days 5 days 7 days 10 days
Match factories.....	1 yr. 3 yrs. 7 yrs.	3 days 6 days 8 days	Flour mills.....	1 yr. 3 yrs. 5 yrs.	5 days 7 days 14 days
Textiles.....	3 mos.	4 days	Tanneries.....	6 mos.	6 days
Clothing:			Boots and shoes.....	6 mos.	1 wk.
Tailoring.....	1 yr.	3 days with 1 day extra for each year up to 7 days	Paper.....	1 yr. 3 yrs. 6 yrs. 7 yrs. 8 yrs. 9 yrs. 10 yrs. 12 yrs.	2 days 4 days 6 days 8 days 9 days 10 days 15 days
Underwear.....		6 holidays	Printing trades.....		17 holidays
Hats.....		3 holidays	Hollow glass (continuous process).....	2 yrs. 3 yrs. 5 yrs. 10 yrs.	2 days 4 days 8 days 10 days
Sawmills (South Bohemia).....	6 mos. 1 yr. 3 yrs. 5 yrs. 8 yrs.	1 day 3 days 4 days 6 days 4 days	Plate glass (continuous process).....	2 yrs. 3 yrs. 5 yrs. 10 yrs.	2 days 4 days 6 days 10 days
Furniture (important agreements).....	10 yrs.	7 days	China.....	3 yrs. 5 yrs. 8 yrs. 10 yrs. Over 1 yr.	3 days 6 days 10 days 12 days 6 days
Carpentry (3 important agreements).....	1 yr. 3 yrs. 5 yrs.	3 days 3 days 5 days			
Building.....		7 holidays and other public holidays			
Sugar.....	1-5 yrs. 15 yrs. Over 15 yrs.	3 days 14 days 21 days			

Sources: International Labour Office, Studies and Reports, Series D, Wages and Hours No. 12, Czechoslovak Republic. Hours of Labour in Industry, 1924.

TABLE 7. VACATIONS AS REGULATED BY COLLECTIVE AGREEMENTS IN GERMANY,
As of December 31, 1920, 1921, and 1922

Groups Covered	1920		1921		1922	
	All Agreements	Salaried Agreements	All Agreements	Salaried Agreements	All Agreements	Salaried Agreements
Per cent of all agreements with vacation provisions	65.7	84.4	72.6	88.9	80.1	89.9
Per cent of plants covered by collective agreements with vacation plans	77.5	86.2	75.3	90.8	90.4	97.5
Per cent of wage-earners covered by collective agreements with vacation plans	82.5	85.4	86.7	92.6	92.7	93.3
Per cent of women covered by collective agreements with vacation plans	85.9	90.6	88.9	93.7	93.4	95.5
Per cent of collective agreements having vacations which state minimum provisions:						
Per cent collective agreements	97.6	96.3	98.0	97.6	98.5	97.5
Per cent plants	98.9	95.9	99.6	99.9	99.7	99.9
Per cent wage-earners	98.5	97.4	98.8	99.5	99.2	99.5
Per cent women	97.1	93.2	98.6	99.7	98.9	99.7
Minimum duration up to 3 days:						
Per cent collective agreements	54.7	1.8	53.7	2.0	54.5	1.7
Per cent plants	47.1	.5	44.3	.6	54.3	.9
Per cent wage-earners	51.4	.7	50.4	1.5	53.8	.7
Per cent women	52.4	.5	47.0	3.5	49.5	.6
Minimum duration from 3 to 6 days:						
Per cent collective agreements	37.9	77.4	39.0	78.1	38.0	76.2
Per cent plants	39.8	74.8	43.3	76.3	37.7	82.6
Per cent wage-earners	40.2	66.2	41.5	71.6	38.6	72.9
Per cent women	30.7	39.9	40.3	73.0	40.1	74.3
Minimum duration over 6 days:						
Per cent collective agreements	7.4	20.8	7.3	19.9	7.5	22.1
Per cent plants	13.1	24.7	12.4	23.1	8.0	16.5
Per cent wage-earners	8.4	33.1	8.1	26.9	7.6	26.4
Per cent women	16.9	59.6	12.7	23.5	10.4	25.1
Per cent of collective agreements having vacations which state maximum provisions:						
Per cent collective agreements	94.0	95.4	96.9	97.6	97.5	97.3
Per cent plants	94.4	95.3	96.8	99.8	99.2	99.5
Per cent wage-earners	97.3	97.1	98.5	99.5	99.2	99.3
Per cent women	95.9	93.2	98.5	99.7	98.8	99.5
Maximum duration up to 6 days:						
Per cent collective agreements	31.1	.3	29.8	.6	31.9	2.1
Per cent plants	28.1		26.3	.3	41.3	4.6
Per cent wage-earners	27.1		26.5	.4	29.1	1.1
Per cent women	38.2	.2	39.8	.1	40.7	.1
Maximum duration from 6 to 12 days:						
Per cent collective agreements	42.4	14.6	43.4	13.0	42.0	11.8
Per cent plants	38.4	5.7	36.8	4.7	31.1	3.1
Per cent wage-earners	43.2	4.8	45.2	4.2	44.2	3.5
Per cent women	43.4	1.9	36.5	3.2	35.3	2.4
Maximum duration from 12 to 18 days:						
Per cent collective agreements	21.2	65.6	21.1	65.9	20.1	64.1
Per cent plants	22.5	48.2	25.8	58.2	20.9	65.4
Per cent wage-earners	20.4	44.1	12.6	49.9	13.3	53.0
Per cent women	8.4	23.8	12.0	46.6	13.9	48.4
Duration over 18 days:						
Per cent collective agreements	5.3	19.5	5.7	20.5	6.0	22.0
Per cent plants	11.0	46.1	11.1	36.8	6.7	26.9
Per cent wage-earners	9.3	51.1	15.7	45.5	13.4	42.4
Per cent women	10.0	74.1	11.7	50.1	10.1	49.1

Sources: Reichsarbeitsblatt, May 16, 1924, pages 242-243.

TABLE 8. VACATIONS AS REGULATED BY IMPORTANT COLLECTIVE AGREEMENTS IN GERMANY, 1925

Industry	Union or Trade District	Industrial Group	Service Requirement (Yrs.)	Length of Vacat (Drs)	
Mining.....	Mining Syndicate Essen-Ruhr District and Upper Silesian Mineral Coal Mines.....	Miners above and underground	1	3	
			2	4	
			3	5	
			4	6	
			5	7	
			6	8	
	Central German Lignite Mines and Potash Mining.....	Miners above and underground	7	9	
			10	10	
			15	11	
			20	12	
			Miners above and underground	1	3
				2	4
3	5				
4	6				
Underground (only).....	7	9			
	10	10			
	15	11			
	20	12			
	Iron and Metals....	Northwestern Group: Dusseldorf.....		2	3
				Up to 20	11
Silesia Metal Industry: Breslau.....			1	4	
			Up to 5 and over	8	
Berlin.....			2	4	
			3	5	
			Over 3- 6	6	
			Over 6-10	7	
Thuringia.....			Over 10	8	
			1	4-4	
Chemnitz, Dresden, Zwickau.....				6	
			1	3-4	
Shipyards.....	Hanover.....		1	6	
			Up to 15	12	
	Aix-la-Chapelle.....		1 and 2	3	
			Over 11	9	
	Central Baden.....		2	5	
			3	6	
			6	8	
			8	10	
	Hesse, Hesse-Nassau.....		1	3	
			2	5	
			3	6	
			6	8	
Bavaria.....	Metal industry in large cities.	8	10		
		1	3		
		2	4		
		5	6		
		7	8		
		9	7		
Lumber.....	Silesia, Mecklenburg, Berlin, Thuringia, Rhein-Westfalia, Hesse, Hesse-Nassau, Bavaria, Bremen, Oldenburg, Hanover.....		11	8	
			12	9	
			14	11	
			15	12	
			3½	3	
			1½	4	
2½	5				
3½	6				
6	7				
Free State of Saxony.....			¾	4	
			Increasing yearly to	7	

* Special regulations, but not stipulated in the wage agreement.

TABLE 8 (Continued)

Industry	Union or Trade District	Industrial Group	Service Requirement (Yrs.)	Length of Vacation (Days)		
Stone and Hardware Products.....	National scale.....	Cement ware, boiler foundation industry.....	1	3		
			Increasing up to	9		
Chemicals.....	National scale.....		1 and 2	4		
			3	5		
			4	6		
			5	7		
			6	8		
			7	9		
			8	10		
Manifolding.....	National scale.....	German printers.....	$\frac{1}{2}$	3		
			$\frac{3}{4}$	5		
			Increasing each year 1 day to maximum of in cities of 25,000 and to in cities of over 25,000	10		
				13		
Government Employees.....		Governmental officers (administration).....	1	6		
			5	9		
			8	11		
			10	14		
			15 or 40 yrs. of age	18		
			Over 15	20		
		National Postal and Telegraph Department.....	1	4		
			2	6		
			5	9		
			8	11		
			10	14		
		15 or 40 yrs. of age	18			
			Over 15	20		
Berlin.....	Municipal employees ^b	1	4			
		3	1 wk.			
		5	10			
		10	2 wks.			
		20	17			
Paper.....		Paper, cardboard, cellulose and wood pulp industry...	1	3		
			2	4		
			3	5		
			4	6		
			6	7		
			8	8		
			10	9		
			National scale.....	Bookbinding industry.....	1	3
					Up to 10	9
		Textiles.....	Free State of Saxony.....		6	
	6					
	6					
Southern Bavaria, Northern Bavaria, Baden.....		1	3			
		Up to 5	6			
Clothing.....	National scale.....	Shoe industry.....	$\frac{1}{4}$	7		
Foodstuffs and Beverages.....	National scale.....	Beet sugar factories.....	1	3		
			Up to 10	9		

^b Laborers over 45 yrs. at any stage receive 3 days more. This clause also covers laborers working in front of open fires in gas works, even if they are not 45 yrs. of age.

TABLE 8 (Continued)

Industry	Union or Trade District	Industrial Group	Service Requirement (Yrs.)	Length of Vacations (Days)
Glass and Ceramics	National scale.....	Plate glass industry.....	1 Increasing each year 1 day to maximum of	3 6
		Fine ceramic industry.....	1/2 Increasing each year 1 day to maximum of	3 3 10 12 15
	National scale.....	State and private railroads, etc.....	4 8 Over 8	4 5 10
			Elbe, Oder, Märkische group.....	River navigation waterways	1 2 3 4	4 5 7 8

Source: Compiled by the Union of German Employers Associations, Inc. (Vereinigung der Deutschen Arbeitgeber-Verbände E. V.) Berlin, Sept. 3, 1925.

TABLE 9. VACATIONS AS REGULATED BY GENERAL COLLECTIVE AGREEMENTS IN GREAT BRITAIN, MARCH, 1925

Industries or Occupations	Mos. of Service Required	Length of Vacation	Industries or Occupations	Mos. of Service Required	Length of Vacation
Boot and shoe manufacture.....	^a	^a	Press telegraphists.....		2 wks.
Cement manufacture.....	12 ^b	1 wk.	Printing ink manufacture.....	6	1 wk.
Chemical manufacture (heavy) (except London).....	12 ^b	1 wk.	Printing, bookbinding, etc. (except newspapers, London and Glasgow).....	12	1 wk.
Cocoa and chocolate, sugar confectionery and fruit preserving trades.....	6	3 days	Process engraving.....	12 ^c	9 days
	12	6 days	Railway clearing-house number taking staff:		
Drug and fine chemical manufacture.....	12 ^c	6 days	Number takers and working foremen.....	^d	6 days
Envelope and stationery manufacture.....	12	1 wk.	Supervisory foremen.....	^d	12 days
Flour milling.....	6	1 wk.	Railway police staff:		
Gas undertakings.....	6 ^d	3 days	Uniform constables.....	^d	6 days
	12	1 wk.	Uniform sergeants, detectives and detective sergeants.....	^d	9 days
Lead manufacture.....	6	1 wk.	Seagoing wireless telegraphists.....		2 wks.
	12	1 wk.	Shiftworkers at railway companies' electricity generating stations and substations (except London).....	12 ^d	7 days
Local authorities—non-trading services (certain districts).....	^e	12 days ^f	Traffic grades and certain other classes employed by railway companies.....	12 ^d	1 wk.
Match manufacture.....	6	1 wk.	Tramway undertakings.....	12 ^d	8 days
Mental asylums (indoor staff).....	^d	21 days	Wool and mill merchants' warehousemen (Yorkshire and Lancashire).....		14 days ^f
Paint, color and varnish manufacture.....	6	3 days			
	9	5 days			
	12	1 wk.			
Paper bag making.....	6	1 wk.			

^a Joint contributory plan by employers and operatives. Vacation includes 1 wk. in August and at Christmas, and 3 days at Eastern and Whitsun.

^b No payment to employees not working on public holidays. In all other agreements, public holidays are paid for.

^c Vacations are prorated to workers of less than qualified service.

^d In such agreements, either the whole or a proportion of the employees are required to work on public holidays. In some cases, work on such holidays is paid for at ordinary rates and in others, at higher rates.

^e The period of qualifying service is left to the recommendation of local joint industrial councils. In a few cases, somewhat different arrangements have been made by the district joint

industrial councils, as for example, in London an agreement granted 1 day's holiday (apart from public holidays) for every 2 mos.' service up to 6 days, and an additional day for every year of service over 2 yrs. up to a maximum of 12 consecutive days.

^f Public holidays are included in calculating the vacation period.

SOURCE: Ministry of Labour Gazette, London, March, 1925, page 76.

TABLE 10. VACATIONS AS REGULATED BY DISTRICT COLLECTIVE AGREEMENTS IN GREAT BRITAIN, MARCH, 1925

Industries or Occupations	Mos. of Service Required	Length of Vacation	Industries or Occupations	Mos. of Service Required	Length of Vacation
MINING AND QUARRYING:			FOOD AND DRINK TRADES:—Continued		
Coal mining deputies (South Yorkshire).....		6 days ^a	Baking (Northumberland and Durham).....	12	1 wk. ^a
Coal mining deputies (Lancashire and Cheshire).....	12	1 wk. ^a	Baking (Bolton).....		7 days ^a
Coal mining deputies (Notts and Derby, except S. Derby).....		8 days	Baking (Preston).....		9 days ^a
Coal mining deputies (East Kent).....		7 days	Baking (Rochdale, Heywood and Bury).....	6	3 days
Coal mining deputies and firemen (Cannock Chase).....		1 wk. ^a		12	1 wk.
Coal mining deputies, examiners, firemen, and shotfirers (Leicestershire).....		1 wk.	Baking (Bathgate).....	12	6 days ^b
Coal mining firemen (S. Wales and Monmouthshire).....		12 days	Baking (Brechin and Clydebank).....	6	10 days ^b
Coal mining firemen and shotlighters (N. Wales).....		1 wk.	Baking (Dumfries and Maxwelltown).....		6 days
Coal mining overmen (Cannock Chase).....	12	10 days	Baking (Dundee and Hamilton).....		10 days ^b
Coal mining overmen and examiners (Bristol).....		48 hrs.	Baking (Edinburgh and Leith).....	6	8 days ^b
Coal mining undermanagers (Cannock Chase).....	12	14 days	Baking (Perth).....	12	3 days
Coal mining clerks, foremen and weighers (Lancashire and Cheshire).....		14 days ^b	Baking (Cooperative Societies in Yorkshire).....	6	9 days ^b
Coal mining bailiffs, examiners and firemen (Somerset).....		1 wk. ^a	Baking (Cooperative Societies in Wiahaw and District).....		6 days
Deputies employed by Ganister firms (Deespear).....		6 days ^a			12 days
Chalk quarry workers (Thames and Medway).....	12	1 wk.	TRANSPORT TRADES:		
METAL TRADES:			Road transport workers (London, Swansea, and Scotland)....	12	1 wk.
Military musical instrument making (London).....	12	1 wk.	Road transport workers (E. Lancashire).....		6 days
Typefoundry (London).....		6 days	Omnibus workers (London).....	6	8 days ^a
Watchmakers and jewellers (Aberdeen).....		6 days	Tug boat crews (Bristol).....	12	1 wk.
TEXTILE AND CLOTHING TRADES:			Shiftworkers at railway companies' electricity generating stations and substations (London).....	12	14 days ^d
Textile making-up and packing (Manchester).....		12½ days	PUBLIC UTILITY SERVICES:		
Boot and shoe warehouses (Leicester).....	6	6 days	Local authorities—non-trading services (Monmouthshire).....	12	6 days
Retail dressmaking—female workers (London).....	12	12 days	Local authorities—non-trading services (Glamorgan-shire).....	6	3 days
Wholesale dressmaking and women's light clothing manufacture (London).....	6	1 wk.		8	4 days
Retail bespoke tailoring—male time-workers (London).....	12	2 wks.		10	5 days
	12	6 days		12	1 wk.
	6	1 wk.	WATERWORKS UNDERTAKINGS:		
FOOD AND DRINK TRADES:			N. Counties.....	12	6 days
Brewing (Burton).....	12	6 days	Yorks and Midlands.....	12	12 days ^b
Brewing (Northumberland, Durham and Yorkshire).....	12	1 wk.	Home Counties.....		12 days ^b
Brewing and beer bottling (London).....	6	3 days	S. Midlands.....		14 days ^b
	12	6 days	S. Wales and Monmouthshire.....	6	3 days
Carters employed by ale and porter bottlers (Liverpool).....	12	1 wk.		8	4 days
Workers employed in seed crushing and oil milling (Liverpool).....	12	1 wk.		10	5 days
				12	6 days

		Shift- Workers (Days)	Day- Workers (Days)	OTHER TRADES:—Continued	
ELECTRICITY SUPPLY UNDERTAKINGS:				Wholesale grocers assistants (Lancashire and Cheshire).....	1 wk.
London.....	12	14	7	Produce warehouses (Newcastle).....	8 days
N. E. Coast.....	12	14	7	Cork workers (London).....	2 days
Yorkshire.....	12	14	12 ^b	.....	4 days
N. W. Area.....	12	14	7	Transport workers engaged in newspaper distribution (Glasgow)	6 days
W. Midlands.....	12	14	6 to 12	.....	3 days
E. Midlands.....	12	14	12 ^b	Tanning and currying (Lancashire, Cheshire, Bristol and the	13
E. Coast.....	12	14	12	West of England).....	12
Home Counties.....	12	14	7	Cinema operators (Sheffield).....	1 wk.
S. Coast.....	6	7	3	Cinema operators (West Riding of Yorkshire).....	1 wk. ^d
West of England.....	18	14	7	Cinema operators (Coventry).....	12
Devon and Cornwall.....	12	14	7	Cinema operators (Glasgow).....	10 days ^d
S. Wales and Monmouthshire.....	12	14	14 ^b	Other cinema workers (London).....	1 wk. ^d
Scotland.....	12	14	7	Musicians at places of entertainment (Blackpool).....	1 wk. ^d
OTHER TRADES:				Butchers (Derby, Swansea and certain districts in Lancashire)	1 wk.
Chemical workers (London).....	6	3 days		Butchers (Sheffield).....	3 days
Coopers (Burton and Nottingham).....	12	1 wk.		.....	6 days
Workpeople employed in newspaper printing offices (London)	6	2 wks.		Butchers (Wellingborough).....	6 days
Workpeople employed in newspaper printing offices (Glasgow)	6	12 days ^b		Butchers employed by coöperative societies (Bolton and	3 days
Funeral workers (London and Liverpool).....	12	1 wk.		Manchester).....	6 days
Cemetery workers (London).....	12	6 days		.....	1 wk.
Umbrella and sunshade making (London, Manchester, and				Butchers employed by coöperative societies (N. E. Lancashire).	
Glasgow).....	12	5 days		Employees of coöperative societies:	
Retail drapery shops (certain large firms in London):				London.....	12
Transport workers.....	12	1 wk.		.....	6 days
Packers, porters, clerks and assistants.....	6	6 days		N. Counties ^e	24
Wholesale textile warehouses (London).....	12	12 days		.....	9 days
Wholesale clothing, millinery, etc., warehouses (Manchester)...	6	1 wk.		N. W. Area.....	12 days
Warehousemen (Liverpool).....	6	2 wks.		.....	6 days
Export packing (London).....	12	3 days		Gloucester, Hereford and Bristol.....	3 days
		6 days		.....	6 days
		1 wk.		S. Wales and Monmouthshire.....	24
				.....	6
				Dowlaís, Treharris, Merthyr and Troedyrhiw.....	6
				Border Counties.....	12/
				Certain other districts in Scotland.....	12/
					12 days/

^a No payment to employees not working on public holidays. In all other agreements, public holidays are paid for.

^b Public holidays are included in calculating the vacation period.

^c In this agreement, the men work 50 hrs. per week but are paid for 48 only, the extra 2 hrs. accruing toward vacations.

^d In such agreements either the whole or a proportion of the employees are required to work on public holidays. In some cases, work on such holidays is paid for at ordinary rates and in others, at higher rates.

^e Productive workers are allowed 6 days' vacation after 6 mos.' service.

^f Vacations are prorated to workers of less than qualified service.

SOURCE: Ministry of Labour Gazette, London, March, 1925, pages 76-77.

TABLE 11. VACATIONS AS REGULATED BY NATIONAL AND LOCAL COLLECTIVE AGREEMENTS IN ITALY, 1920-1924

Industry	Date of Agreement	Service Requirement	Length of Paid Vacation	Basis of Vacation Pay
NATIONAL AGREEMENTS				
Chemical.....	Nov. 20, 1920	16 mos.	6 days	Regular salary and cost of living bonus
Clothing.....		1 yr.	6 days	Regular salary and cost of living bonus
Cotton.....	Feb., 1921	1 yr.	6 days	2% of total yearly wages
Electrical.....	1923	1 yr.	8 days	
		15 yrs.	12 days	
Fur and skin.....		1 yr.	6 days	
Glass (White Glass Federation).....	Nov., 1922	1 yr.	6 days	
Jute.....	July 7, 1923	1 yr.	6 days	Regular salary and cost of living bonus
Mechanical and metallurgical.....	Sept., 1920	1 yr.	6 days	
Mining.....	July, 1923	1 yr.	6 days	Regular salary and cost of living bonus after 300 days of work
Printing and paper.....		1 yr.	6 days	
Silk.....	Sept., 1923	1 yr.	6 days	2% of total yearly wages
Sugar.....	1920-21	1 yr.	6 days	
Transport (majority of companies).....		1 yr.	6 days	
Wood.....		1 yr.	3 days	
Wool.....	Feb., 1923	1 yr.	6 days	80% of average daily wages during preceding 3 months
LOCAL AGREEMENTS				
Building:				
Cement workers (Bergamo).....	Aug., 1924	1 yr.	6 days	
Cement workers (Florence).....	July, 1924	1 yr.	6 days	
Food:				
Millers and pastry cooks in certain provinces.....			4-7 days	
Milan.....		1 yr.	10 days	
		2 yrs.	15 days	
Rome—mill and pastry workers.....		1 yr.	6 days	
Trieste—bakers.....		1 yr.	1 wk.	
Turin (one contract).....		2 mos.	2 days	
		3 mos.	3 days	
		4 mos.	4 days	
		5 mos.	5 days	
		6 mos.	6 days	
Glass:				
Turin.....		1 yr.	6 days	
Printing:				
Bologna—daily newspaper workers.....			9 days	
Wool:				
Biella.....	Sept., 1924	1 yr.	6 days	2% of annual salary

Sources: Data on file in the International Labour Office, Geneva.

TABLE 12. VACATIONS AS REGULATED BY COLLECTIVE AGREEMENTS IN NORWAY
CLASSIFIED BY THE LENGTH OF VACATIONS, NUMBER OF AGREEMENTS, AND NUMBER OF WORKMEN, 1923

Industrial Groups	Less than 6 days		6 days (1 wk.)		8 days		1-2 wks.		12 days (2 wks.)		More than 2 wks.		No Vacations		Total	
	Agreements	Workmen	Agreements	Workmen	Agreements	Workmen	Agreements	Workmen	Agreements	Workmen	Agreements	Workmen	Agreements	Workmen	Agreements	Workmen
Stone and soils.....	2	182	2	770	8	1,728			6	1,447					18	4,127
Ores, minerals.....					2	2,787									2	2,787
Metal manufacture.....					3	230			3	914					6	1,144
Machinery, apparatus, vehicles of transportation, etc.					12	11,937	1	25							13	11,962
Chemical industry.....					6	1,593	1	32	3	2,493					10	4,118
Fuel: oils, heat, light and power							1	14	4	162					5	176
Textile industry.....					6	4,947									6	4,947
Paper, leather, rubber.....					13	12,301			3	993					16	13,294
Wood carving materials.....					19	5,609			4	178					23	5,787
Food industry.....			1	5	7	1,043	2	27	39	6,780			1	20	50	7,875
Clothing: cleansing.....			2	25	7	2,265			14	2,598					23	4,878
Polygraphic industry.....									3	1,907					3	1,907
Building construction.....			4	145	1	35			11	5,712					16	5,892
State undertakings.....							1	29	4	8,462					5	8,491
Municipal enterprises.....			1	36	3	100	4	115	30*	5,002*	3	250			39	5,503
Navigation.....					3	4,824			5	1,210					8	6,034
Transport.....			3	191	4	638			3	802	3	103	3	680	16	2,414
Miscellaneous.....	1	140							1	15					2	155
Total.....	3	322	13	1,172	92	50,027	9	217	134	38,700	6	353	4	700	261	91,491
% of agreements.....	1.1		5.0		35.2		3.8		51.3		2.3		1.5		100	
% of workmen.....		0.3		1.3		54.7		0.2		42.3		0.4		0.8		100

* Workmen who work in shifts in Kristiania and Bergen, 18 days.

Source: Norges Offisielle Statistikk, VII, 145, Megling og voldgift, Tariffavtaler og arbeidskonflikter, 1923, Kristiania, 1924, page 18.

**TABLE 13. VACATIONS AS REGULATED BY COLLECTIVE AGREEMENTS IN SWEDEN
1921, 1922, and 1923**

Length of Vacation	No. of Agreements with Vacation Provisions Concluded within the Yr.						No. of Wage-Earners Affected by Vacation Provisions in Collective Agreements Concluded within the Yr.					
	1921	%	1922	%	1923	%	1921	%	1922	%	1923	%
Less than 1wk.....	343	55.3	444	44.5	344	51.3	100,450	68.3	123,887	57.4	120,180	72.
1 wk.....	177	28.5	402	40.4	208	31.0	27,871	19.0	48,520	22.5	20,932	12.
7-11 days.....	77	12.4	111	11.2	90	13.4	9,275	6.3	29,183	13.5	21,308	12.
15 days or more.....	24	3.8	39	3.9	29	4.3	9,347	6.4	14,143	6.6	3,189	1.9
Total.....	621	100.0	996	100.0	671	100.0	146,943	100.0	215,733	100.0	165,609	100.0

SOURCE: Compiled from reports of the Swedish Department of Social Affairs, 1921, 1922, 1923.

**TABLE 14. VACATIONS AS REGULATED BY TYPICAL COLLECTIVE AGREEMENT
IN SWITZERLAND, 1925**

Industrial Group	Service Requirement	Length of Vacation	Vacation Season
Butchers.....	2-5 yrs. 5 yrs.	1 wk. 2 wks.	.....
Brewery workers.....	1 yr. 3 yrs. 5 yrs.	6 days 9 days 12 days	Sept. 1-May 31
Lithographers.....	2 yrs. 5 yrs. 8 yrs.	6 days 9 days 12 days	May 1-Oct. 15
Marble, building, and wood workers.....	3 yrs. 4 yrs. 5 yrs. 6 yrs.	3 days 4 days 5 days 6 days	After June 1
Printers.....	1 yr. 3 yrs.	3 days 6 days	.....

SOURCE: Department of Labor, Berna.

TABLE 15. PERCENTAGE OF MEN WHO QUALIFIED FOR VACATIONS OUT OF THE TOTAL NUMBER EMPLOYED FOR A FULL YEAR IN A LARGE CHEMICAL COMPANY IN ENGLAND.

Yr.	Plant 1	Plant 2	Plant 3	Plant 4	Plant 5	Plant 6	Time-Lost Basis for Vacations (Days)	
							Day-Men	Shift-Men
1892	72.5						10	5
1893	83.9			66.8			10	5
1894	95.2			85.1			10 ^a	5
1895	91.7			73.3			10	5
1896	96.7		87.0	90.1			7 ^{1/2}	5
1897	92.9		88.8	75.8				
1898	94.9		88.3	83.5				
1899	93.5		97.9	100.0				
1900	87.9	63.0	96.6	94.8	69.5			3 ^b
1901	91.3	70.5	98.5	99.6	74.4			3 ^b
1902	94.3	77.7	98.0	99.2	92.4			3 ^b
1903	95.7	86.2	98.6	98.9	88.1			2 ^b
1904	97.1	97.2	95.5	99.6	81.4			2 ^b
1905	98.6	93.6	99.1	99.3	89.8			2
1906	97.7	92.4	98.7	100.0	89.9			2
1907	97.5	80.0	99.6	99.7	93.5			2
1908	98.4	95.5	98.9	100.0	96.9			2
1909	95.6	96.1	100.0	100.0	96.3			2
1910	97.8	98.9	100.0	100.0	97.7			2
1911	98.0	93.7	99.5	100.0	94.6			2
1912	97.5	93.38	100.0	100.0	93.2			2
1913	95.8	93.2	98.8	98.8	92.0			2
1914	96.7	95.1	99.2	99.4	95.2			2 ^d
1915	92.0	78.6	96.3	98.2	85.1			2 ^d
1916	87.5	54.0	96.2	96.8	94.1			2 ^d
1917	86.66	58.65	98.48	95.22	97.79			2 ^d
1918	88.78	80.60	97.56	96.73	77.77	81.25		2 ^e
1919	92.83	93.32	98.41	97.77	94.80	79.48		2 ^e
1920	95.62	95.97	98.13	98.35	96.00	91.66		2
1921	98.98	99.15	100.00	99.66	98.75	92.68		2
1922	99.59	99.10	99.09	99.66	93.90	100.00		2

NOTE: Shift-men put on 8-hr. shifts, 1839.

^a Day-men put on 8-hr. day, 1895.

^b The time-lost basis at Plant 2 was 6 days for 1900 and 1901, 4 days for 1902 and 1903, and 3 days for 1904.

^c Pay for extra wk. of vacation given, 1902.

^d War years. Large number of new men and women.

^e Day-men's week reduced to 47 hrs., Jan., 1919.

TABLE 16. ANNUAL PAID VACATIONS FOR WORKERS AS REQUIRED BY GENERAL

Country	Date of Act	Industrial Group Covered	Length of Service Required	Vacation	
				Length	Continuity
Austria	July 30, 1919	All workers under the jurisdiction of the Industrial Code; all workers in state undertakings not covered by the Code; employees of State Monopoly Department; workers on railways, steamships, and in public amusements and mining; and commercial apprentices.	1 yr. 5 yrs.	1 wk. 2 wks.	Uninterrupted. Establishments with 5 workers or less may grant vacation in 2 installments.
		Young persons under 18 yrs.	1 yr.	2 wks.	
Czechoslovakia	May 1, 1925	All wage-earners in permanent employment. Does not apply to groups already covered by special legislation such as state employees or miners, or to seasonal workers, day laborers in agriculture and forestry or domestic workers.	1 yr. 10 yrs. 15 yrs.	6 days 7 days 8 days	As a rule continuously, but agreement may be taken in 2 parts.
		Apprentices.	6 mos.	8 days	
Finland	June 1, 1922	All wage-earners except those engaged on work covered by an order from a public service.	6 mos. 1 yr.	4 working days 7 working days	Single, unbroken period.
Latvia	Mar. 24, 1922	All workers except agricultural and domestic workers, persons employed on board vessels, in hospitals and law courts; teachers; policemen; prison workers, executives and transport workers who are neither workshop employees nor manual wage-earners.	6 mos.	15 days	.....
Poland	May 16, 1922 amended June 11, 1923	All persons under contract in industry, mining, or commerce, in an office, telegraph, post, or transport companies, or philanthropic or welfare institutions, whether privately or publicly administered. Employees in seasonal undertakings who work less than 10 mos. or handicraft undertakings with 4 persons or less are excluded. Thus, the Act does not include agricultural, horticultural, forestry, fishery, or allied trades workers.	1 yr. 3 yrs.	8 days 15 days	Consecutive.
		Young persons under 18 yrs. and apprentices in certain kinds of factories.	1 yr.	14 days	
		Intellectual workers.	6 mos. 1 yr.	2 wks. 1 mo.	
Soviet Russia	Nov. 9, 1922 amended Aug. 14, 1923	All wage-earners and salaried employees in every branch of employment in the state, or public or private undertaking or institution.	5½ mos.	2 wks.	May be divided by agreement.
		Young persons under 18 yrs.	5½ mos.	1 mo.	
		Workers in unhealthy and dangerous undertakings.	5½ mos.	4 wks.	

Source: Text of Acts.

LEGISLATIVE ACTS IN COUNTRIES OUTSIDE OF THE UNITED STATES, 1925

Season	Vacation Pay			Loss of Vacation Rights
	Piece-Workers' Rate	Additional Allowances	Time of Payment	
Conditioned by the industry involved.	12 wks.' average wages	Boarding workers receive daily sick pay in advance if vacation is taken elsewhere.	.....	If the worker is discharged after 10 mos.' service or beginning of new year of service, he receives proportionate holiday; otherwise loses vacation.
Apr. 1-Sept. 30 except in seasonal industries.	4 wks.' average wages.	Proportionate overtime (or undertime) during the whole year is added or deducted in calculating vacation wages.	May be payable in advance.	If a worker is legally discharged or if he works elsewhere in vacation. Days of unexcused absence are deducted from vacation.
.....	.....	Similar to Austrian Act. Allowances are calculated at current rates.	.....	A worker is allowed to work overtime or elsewhere during vacation at a reasonable supplementary wage, yet contracts restricting such work are null and void.
.....	2 mos.' average wages.	.....	.....	If discharged without cause after 3 mos.' service and before the vacation, the worker may receive vacation proportionate to wages and service.
At least 50% of employees must receive vacations between May 1 and Sept. 30.	3 mos.' average wages.	.....	After vacation unless otherwise agreed upon.	When employer has proof that employee has worked elsewhere during vacation. Days unlawfully lost cannot be deducted from vacation without the worker's consent.
At any time so that normal work is not disturbed. Generally occurs in June, July and August.	Current wages at time of vacation	.....	Must be paid prior to vacation.	Dismissed employees receive compensation proportionate to unused leave.

TABLE 17. ANNUAL PAID VACATIONS FOR WORKERS AS REQUIRED BY SPECI

Country	Date of Act	Industrial Group Covered	Length of Service Required	Length
Austria	July 13, 1922	Actors (under contract).....	1 yr. or contract of 1 yr. 2 yrs. 3 yrs. Over 3 yrs.	4 wks. 4 wks. and 2 d. 4 wks. and 4 d. Increased up to maximum
		Agricultural workers: Lower Austria.....	Over 1 yr.	8 days
			Upper Austria.....	1 yr. 4 yrs. 7 yrs.	1 wk. 2 wks. 3 wks.
	June 1, 1921	Carinthia.....	1 mo.	1 day
	Dec. 13, 1922	Caretakers.....	1 yr. 5 yrs.	1 wk. 3 wks.
		Domestic servants.....	1 yr. 2 yrs. 5 yrs.	1 wk. 2 wks. 3 wks.
	Mar. 10, 1921		Domestic workers (higher grades) in Upper Austria and Carinthia	1 yr. 2 yrs.	2 wks. 4 wks.
	June 1, 1921/ May 11, 1921	Private employees.....		6 mos. 5 yrs. 10 yrs. 25 yrs.	15 days 3 wks. 4 wks. 5 wks.
	Sept. 26, 1923	Estate employees (salaried).....	10 yrs.	4 wks.
			25 yrs.	5 wks.
Czechoslovakia	Jan. 16, 1910	Commercial assistants (Former Austrian Act).....	"	"
	July 1, 1921	Miners.....	1 yr. 5 yrs. 10 yrs. 15 yrs.	8 days 7 days 10 days 12 days
Denmark	May 6, 1921	Domestic servants.....	6 mos. 1 yr.	3 working da 6 working da
Finland	Oct. 24, 1919	Commercial assistants.....	6 mos.	1 wk.
	Amended May 29, 1922		1 yr. 5 yrs. 10 yrs.	15 days 2 wks. 1 mo.
Iceland	July 30, 1909	Commercial apprentices.....	"	"
Italy	Feb. 9, 1919	Private employees.....	According to length of service	10-20 days
Luxemburg	Oct. 31, 1919	Private employees.....	3-5 yrs.	10 days
			Over 5 yrs.	20 days
Spain	Oct. 9, 1919	Seamen.....	12 mos.	1 mo. plus time travel to from place leave up to maximum of 1
Switzerland	Nov. 28, 1922	Servant girls (Zurich and Winterthur).....	1 yr.	15 days
	Dec. 29, 1922	Bakers (Ticino).....	Less than 1 yr. Over 1 yr.	8 days 10 days
Union of South Africa	Sept. 5, 1924	Restaurant and shop assistants....	12 mos.	13 days

* Detailed data not available.

NOTE: The above analysis does not include other legislative acts relating to civil servants or governmental and municipal workers or cumulative vacations in lieu of Sunday rest.

SOURCE: Text of acts.

LEGISLATIVE ACTS IN COUNTRIES OUTSIDE OF THE UNITED STATES, 1925

Vacation		Vacation Pay		Loss of Vacation Rights
Continuity	Season	Additional Allowances	Time of Payment	
Consecutive	May 1-Sept. 30 if possible. Fixed by employer.			Accident and sickness do not count against actor in determination of vacation.
May be taken in 2 periods same if vacation is over 2 wks.	Slack season Fixed by agreement			
			May be paid fortnightly in advance	Discharged employees with some exceptions are entitled to vacation pay.
Consecutive except in establishments of less than 3 persons	Fixed by agreement		During vacation	Notice by employee or discharge. Sickness or accident occurring in vacation does not count as vacation.
"	May 1-Oct. 31	"	After vacation	If miner works elsewhere during vacation. Discharged miners receive proportionate compensation for vacations.
Consecutive unless worker otherwise desires	Fixed by employer in case of disagreement			
Consecutive	May 15-Sept. 15. At other times by agreement			
"	"	"	"	"
In 1 or 2 periods				If an employer or employee terminates the contract.
Consecutive or in 2 equal periods				Absence on account of civic duties does not count against vacation rights.
Consecutive as a rule; at least in not more than 3 parts	At time most convenient to ship-owner	Travel expense to and from place of vacation		
		If vacation is used for recuperation, a board allowance of 3 francs per day		
Consecutive	Fixed by employer			

TABLE 18. VACATIONS WITH PAY FOR WAGE-EARNERS

GRA

Product or Business	No. of Plants	Yr. Adopted	Service Requirement	Length of Vacation	Vacation Season	Vacation Wages			
						Rate of Pay	Basis	Time of Payment	Hol P
Food and Kindred Products: General Food Products	1	1921	1 cont. yr. 2 cont. yrs. 3-5 cont. yrs. Over 5 cont. yrs.	3 days 6 days 9 days 12 days	May 1- Oct. 1	Full	Straight time	Prior	No
Textiles and Their Products: Textile Mill Products	1	1916	3 mos.—proportionate increase up to 1 yr. 1 yr.	¼ wk. 1 wk.	July 1- Oct. 1	Full	Straight time	Christmas season	No
Clothing	1	1920	25 yrs. 35 yrs.	1 wk. 2 wks.	June 1- Sept. 1	Full	Flat rates according to length of service	Prior	No
Iron and Steel and Their Products, Not Including Machinery	1	1924	5 yrs. with one vacation day added for every year up to and including 10 yrs.	1 wk. 2 wks.	May 1- Dec. 1	Full	Straight time	After	No
	1	1922	6 mos. 1 yr.	1 wk. 2 wks.	May-Oct.	Full	Straight time	Prior	No
	1	1920	1 yr. 3 yrs. 5 yrs.	¼ wk. 1 wk. 2 wks.	Summer	Full	Straight time	Prior	No
	1	1919	7 yrs. 8 yrs. 9 yrs. 10 yrs.	7 days 8 days 9 days 10 days	At option of wage-earner	Full	Straight time	After	No
	1	1924	5-10 yrs. 10 yrs. and over	¼ wk. 1 wk.	May-Sept.	Full	Straight time	Regular pay day or prior if requested	No
Lumber and Allied Products	1	1920	3 mos., increasing up to 1 yr.	1¼ days up to 1 wk.	June 1- Sept. 15	Full	Straight time	After	No
	1	1922	10 yrs. 20 yrs.	1 wk. 2 wks.	At option of wage-earner	Full	Straight time P. W. earnings 4 wks.	Prior	No
Rubber Products	1	1913	5 yrs. 10 yrs.	1 wk. 2 wks.	Year	Full	Straight time	Prior	No

THE UNITED STATES GIVEN DURING REGULAR OPERATION
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No. of Wage-Earners	Wage-Earners Receiving Vacations		% of Vacation Wages in Relation to Total Annual Payroll	OPINION OF PLAN	
	No.	%		Expressed by Management	Expressed by Wage-Earners
554	337	61	2.56	We have noticed no great change in the rate of production or in the lowering of turnover which we could attribute directly to our vacation plan. However, we believe the general morale of our employees has improved greatly and that the general plan is well worth while.	All of our employees seem to be very enthusiastic about the plan but have expressed their feeling that our company is doing something for them that a good many other concerns do not do.
600	480	80	1.54*	We feel that the plan has worked out well with us; that we have less labor turnover, and very good morale in the factory. Some of our overseers could see no benefit from the plan, and we discontinued it for one year. The next year all of the overseers asked us to go back on the plan again.	Some of our employees write us each year, and indirectly through trades people and others, we hear many favorable comments from our employees.
725	65	9	0.1	Due to long service requirement, the vacation plan has little effect upon our labor situation.	.....
600	240	40	.....	We consider the plan excellent in relation to production, turnover, and morale.	Employees are very much enthused over the idea. It has done more to prove our real human consideration of our employees than almost any other of our industrial relations endeavors.
25	25	100	3.5	Good results.	Very satisfactory.
158	142*	90	2.0*	Thoroughly good business proposition.	Very much appreciated.
916	183	20	0.7	Very beneficial.	Seems to be greatly sought after and seemingly highly appreciated.
450	142	32	0.5	It is a good and worth while influence.	Employees seem to appreciate and look forward to it.
900	900	100	.....	.....	None.
550	90	16	0.002	Prevents excessive labor turnover.	All very well pleased.
10,125	3,949	39	1.18	Because we happen to be the only plant in our community which grants factory workers vacations with pay, we believe the effect on the general morale of our men to be much better than it might be otherwise. There is no doubt in our minds that we are receiving value received, this fact being attested to by the fact that in spite of a period of strenuous retrenchment, our vacation plan with minor changes is still in effect.	Through our Industrial Assembly, a group of 60 men elected by our employees, the sentiment is often expressed that they desire to do nothing that would in any way tend to destroy or lessen the privileges granted under our vacation plan.

* Estimated.

Source: Company Records.

TABLE
GRAI

Product or Business	No. of Plants	Yr. Adopted	Service Requirement	Length of Vacation	Vacation Season	Vacation Wages			
						Rate of Pay	Basis	Time of Payment	Holiday Pay
Rubber Products— <i>Continued</i>	1	1923	3-5 yrs. Over 5 yrs.	1 wk. 2 wks.	June 1- Jan. 1	Full Full	Straight time	Prior, but week's pay prior to vacation is withheld until wage- earner re- turns to work	No
Paper and Printing: Paper and Pulp	1	1919	3 yrs. 4 yrs. 5-10 yrs. Over 10 yrs.	$\frac{1}{4}$ wk. $\frac{1}{2}$ wk. 1 wk. 2 wks.	May 1- Nov. 1	Full	Straight time P. W. rate 4 wks. earn- ings	After	No
	1	1924	1 cont. yr. 2 cont. yrs. 3 cont. yrs. 4 cont. yrs. 5 cont. yrs. 6 cont. yrs.	2 days 4 days 6 days 8 days 10 days 12 days	Apr.-Oct.	Full	Straight time	$\frac{1}{2}$ prior $\frac{1}{2}$ after	Legal holidays
	1	1925	3 cont. yrs. (pro- vided not ab- sent 8 wks.) 10 cont. yrs. (provided not absent 26 wks.)	1 wk. 2 wks.	June 1- Oct. 1	Full	Straight time	Prior	No
Paper Exclusively	1	1913 (old plan) 1924 (new plan)	$\frac{1}{2}$ yr. men with less than 22 hra. absence	$\frac{1}{2}$ wk.	June July Aug.	Full	Straight time	Prior	No
			$\frac{1}{2}$ yr. women with less than 40 hra. ab- sence	$\frac{1}{2}$ wk.					
			1 yr. men with less than 44 hra. absence	1 wk.					
			1 yr. women with less than 80 hra. ab- sence	1 wk.					
		1 yr. men with less than 22 hra. absence	$1\frac{1}{2}$ wks.						
		1 yr. women with less than 40 hra. ab- sence	$1\frac{1}{2}$ wks.						
		1 yr. women with no time lost	2 wks.						
	1	1916 1918 (re- vised)	10-15 yrs. Over 15 yrs.	1 wk. 2 wks.	Year	Full	Straight time P. W. rate 6 wks. earn- ings	Prior	After 1 yr. servi
	1	1908	3 yrs. 5 yrs.	1 wk. 2 wks.	May 1- Oct. 1	Full	Straight time	Prior	No

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No. of Wage-Earners	Wage-Earners Receiving Vacations		% of Vacation Wages in Relation to Total Annual Payroll	OPINION OF PLAN	
	No.	%		Expressed by Management	Expressed by Wage-Earners
319	170	7	0.002	Thoroughly believe vacation plan will assist in reducing turnover and improving morale. No tangible evidence of effect upon production except in so far as the reduced turnover and improved morale would affect production.	Employees seem to be very appreciative of the plan although definite expressions concerning it have been few.
1,080	591	55	1.45	Our experience has been very satisfactory, and although the return is hard to measure, we feel that it has helped to increase production, lessen turnover, and strengthen the general morale. It helps to make the employees realize the company is interested in them beyond the mere fact of the pay envelope.	We have had numerous comments from our employees and we know the vacation privilege is appreciated.
351	337	96	2.0	Our production has maintained practically the same rate during the vacation season by reason of the employment of additional help when same is essential. There are very few instances where the absence on account of vacation does not require the substitution of workers. The labor turnover has doubtless been improved and the general morale strengthened by our vacation plan.	Good.
636	238	37	1.0	Good as far as we have gone.	Very favorable.
230 129 101 (men men) (men)	193 (120 men) (73 women)	84 (83) (73)	1.2	Our reason for adding the vacation plan to men (1924) in addition to the plan we had for women was merely that we felt it was important for every one to have a certain amount of change and rest during the year, and that the time had come when this should be done in fairness and justice to these employees.	.....
3,300	622 226 (10-15 yrs.) 398 (over 15 yrs.)	19	1.0	Our vacation has a good effect upon the employees in that it tends to increase production and good-will, reduce labor turnover, and improve the general morale.	Our employees are in favor of our vacation plan, although some question has been raised as to the length of service required for vacation with pay.
425	162	38	1.8	We believe it is good business. We have no agreements in connection therewith, but believe the expense of the vacation plan is more than compensated by the results obtained.	.....

TABLE
GRA

Product or Business	No. of Plants	Yr. Adopted	Service Requirement	Length of Vacation	Vacation Season	Vacation Wages			
						Rate of Pay	Basis	Time of Payment	Hol P
Printing and Publishing	1	1922	After 1 yr. 1 day's vacation for each month of service; sickness days are withdrawn from this accumulated vacation	1 day up to 12 days maximum	Year	Full	Straight time	Prior	No
	1	1915	6 mos. 1 yr.	1 wk. 2 wks.	May 1-Oct. 1	Full	Straight time	After	.....
	1	1921	Production division: night-men and day-women after 6 mos. service receive 1 day's vacation, increasing by length of service up to 2 wks.	1 day up to 2 wks.	Summer	Full	Straight time	Prior	Reg hol
	1	1896	1 yr. 5 yrs.	1 wk. 2 wks.	Year	Full	Straight time	Prior	No
	1	1923	13 yrs. 25 yrs.	1 wk. 2 wks.	At convenience of Company	Full	Straight time	Prior	No
	1	1920	1 yr. with an additional day's vacation for each year of service up to 2 wks.	1 wk. 2 wks.	May 1-Aug. 1	Full	Straight time	At option of wage-earner	No
	1		Permanent wage-earners whose service is prior to Dec. 1 2 yrs. and over	1 wk. 2 wks.					
	1	1923	1-5 yrs. Over 5 yrs.	2 wks. (or 1 wk. with full pay)	April 1-Nov. 1	50% 60%	Straight time	Prior	No
Chemicals and Allied Products: General Chemical	1	1876	1 yr. 5 yrs.	1 wk. 2 wks.	May-Sept.	Full	Straight time	After	Leg hol
	1	1924	3-4 yrs. 4-5 yrs. Over 5 yrs.	1 wk. 1½ wks. 2 wks.	Year	Full	Straight time	After	No
	1	1923	Other than monthly wage-earners — less than 1 yr. ½ day for each month of service 1 yr. 3 yrs.	Half-day up to 1 wk. 1 wk. 1 wk. additional	June 1-Oct. 1	Full	Straight time	Prior	No

(Continued)

PLANS

No. of Wage-Earners	Wage-Earners Receiving Vacations		% of Vacation Wages in Relation to Total Annual Payroll	OPINION OF PLAN	
	No.	%		Expressed by Management	Expressed by Wage-Earners
50j	43	86	4.0	Very satisfactory.	All much pleased with plan as worked out.
.....	.....	.....	0.39*	Good.	Favorable.
2,200	1,000	45	1.0-1.5	No definite statement. Hesitant to express opinion that plan was a direct and vital factor in reducing turnover.	Unquestionably aids plant morale as shown by appreciation of employees.
300	300	100	3.0-3.5	Worth while. Company looks upon this as a form of profit-sharing and we believe the employees are grateful and loyal and our turnover is reduced thereby.	So accustomed to it; no expression.
1,000	200	20	0.007	No definite knowledge.	None.
87	87	100	3.0	We believe that the plan is a good one, and that it results in maintaining stability in the personnel. We are practically the only institution in town giving vacations for union help and that is one big advantage that our people feel they have in working for this institution.	The plan seems to meet with the approval of our employees. After the strike, the employees who returned lost their standing in relation to vacation privileges, and this seemed to mean more to them than the loss of standing in life insurance.
180	144	80	2.0	Fine results.	Many expressions of appreciation.
800	644	81	2.14	Beneficial.	.....
1,500	284	19	0.36	As far as is noticeable, there has been a stimulating effect on production. On general morale, there has been a noticeable and enthusiastic reception of the plan from all sources.	It is undoubtedly appreciated as showing that the management is interested in the welfare of the workers and recognizes them as human beings in giving opportunities for recreation in this way.
147	.....	.....	3.0	We believe by granting vacations with pay, our plant efficiency and general morale are increased and our labor turnover thereby reduced.	We feel that the plan is highly appreciated by the employees and if the plan should be stopped the morale would be lessened to quite some extent.

* Estimated.

TABLE 1
GRADE

Product or Business	No. of Plants	Yr. Adopted	Service Requirement	Length of Vacation	Vacation Season	Vacation Wages			
						Rate of Pay	Basis	Time of Payment	Holiday Pay
Chemicals and Allied Products: General Chemicals —Continued	25	1920	5-13 yrs.	1 day up to 1 wk.	Year	Full	Straight time P. W. rate 4 wks.' earnings	Prior	No
			3-5 yrs. 5-7 yrs. Over 7 yrs.	1 wk. 1½ wks. 2 wks.					
Paints and Varnishes	1	1923	3 yrs. 5 yrs.	1 wk. 2 wks.	Convenient to both management and men	Full	Straight time	After	No
			6 mos. 1 yr.	1 wk. 2 wks.					
Petroleum Refining	6	1923 1925 (revised)	1 yr. with 6 mos. cont. service immediately preceding vacation	1 wk.	Summer	Full	Straight time	Prior	No
			1 yr.	1 wk.					
			5 yrs.	2 wks.					
			1 yr. non-hourly wage-earners 2 yrs. shift-men wage-earners 3 yrs. other wage-earners	2 wks. 2 wks. 2 wks.					
			1 yr. (6 mos. cont. service immediately preceding vacation period) 10 yrs. (cont. service)	1 wk. 2 wks.					
			1 yr. (cont. on May 1) 5 yrs. (cont. on May 1)	1 wk. 2 wks.					
Metals and Metal Products Other Than Iron and Steel	1	1920	1 yr.	2½ days	June 1-Sept. 1	Full	Straight time	Prior	No
			2 yrs.	4½ days					
			3 yrs.	5½ days					
			4 yrs.	6 days					
			5 yrs.	7 days					
			6 yrs.	8 days					
			7 yrs.	9 days					
			8 yrs.	10 days					
			9 yrs.	11 days					

(Continued)

PLANS

No. of Wage-Earners	Wage-Earners Receiving Vacations		% of Vacation Wages in Relation to Total Annual Payroll	OPINION OF PLAN	
	No.	%		Expressed by Management	Expressed by Wage-Earners
9,299	3,008	32	0.5	Unquestionably vacations for our hourly workers have influenced turnover and absenteeism, and increased general efficiency and morale.	A survey taken 3 yrs. ago showed that vacations were tremendously appreciated by the men, and regarded as one of the most important things done by the company for them.
400	304	51	1.75	Lessens labor turnover and improves morale. With us, at least, the loss in production is not proportionate with the amount of vacation time, as we find a marked tendency on the part of employees to put forth somewhat more than usual efforts, when an associate is on vacation, in order to make the vacation plan a permanent success.	That of great satisfaction and pleasure. Something worth while to look forward to.
25	.....	.....	2.5	Does not add anything.	Not much.
14,560	12,376	85	2.1		
3,500	2,660	76	2.22*	A marked step forward and one which is appreciated fully by our men. Relief from monotony makes for efficiency.	General appreciation as expressed by men to foremen and superintendents.
				Heartily in favor of plan and would not think of abandonment.	.....
2,028	1,614	80	1.76		
3,447	1,551	45	1.1	Unquestionably vacations have been a factor with other industrial relations provisions in strengthening morale and increasing good-will.	Has been appreciated by the men but more recently requests have been made for a still more liberal plan.
640	475	74	3.5	Plan improves production by decreasing turnover, and, due to the control, the vacation has also improved the general morale.	The vacation plan is universally appreciated by the employees.

* Estimated.

TABLE
GRAD.

Product or Business	No. of Plants	Yr. Adopted	Service Requirement	Length of Vacation	Vacation Season	Vacation Wages			
						Rate of Pay	Basis	Time of Payment	Holiday Pay
Metals and Metal Products Other Than Iron and Steel—Continued	1	1924	5 yrs. 10 yrs.	1 wk. 2 wks.	June 1— Oct. 1	Full	Straight time P. W. rate 5 moa.' earnings	½ prior and ½ after	No
	1	1920	1 yr. 2 yrs. 3 yrs. 4 yrs. 5 yrs.	5 days 6 days 7 days 8 days 9 days	June 1— Oct. 1	Full	Straight time	Prior	No
Machinery, Not Including Transportation Equipment: Machinery, General	1	1919	1 yr. 2 yrs. 3 yrs. 4 yrs.	3 days 1 wk. 10 days 2 wks.	July 15— Oct. 1	Full	Straight time	After	No
	1	1918	3 cont. yrs. 8 cont. yrs.	6 days 2 wks.	May 1— Sept. 1	Full	Straight time	After	No
	1	1917	5 yrs. 10 yrs.	1 wk. 2 wks.	May 1— Oct. 1	Full	Straight time	Prior	No
	1	1925	5 yrs. 6 yrs. 7 yrs. 8 yrs. 9 yrs. 10 yrs. 11 yrs.	5 days 6 days 7 days 8 days 9 days 10 days 11 days	Year	Full	Last 12 wks.' earnings including premiums	Prior	No
	1	1920	3 yrs. 25 yrs.	1 wk. 2 wks.	Summer	Full	Straight time	Prior	No
	1	1925	13 cont. moa. 14 cont. moa. 15 cont. moa. 16 cont. moa. 17 cont. moa. 18 cont. moa. 19 cont. moa. 20 cont. moa. 21 cont. moa. 22 cont. moa. 23 cont. moa. 24 cont. moa.	1 day 2 days 3 days 4 days 5 days 5½ days 6 days 7 days 8 days 9 days 10 days 11 days	Aug. 1— Jan. 1	Full	Straight time	½ prior ½ after	Holiday out of vacation season
	1	1914 1920 (revised)	10 yrs. 21 yrs.	1 wk. 2 wks.	May 1— Nov. 1	Full	3 moa.' earnings 6 moa.' earnings	After	No
	1	1922	1 yr. 2 yrs. 3 yrs. 4-10 yrs. Over 10 yrs.	1 day 2 days 4 days 1 wk. 2 wks.	Year	Full	Straight time	At option of wage-earner	No

(Continued)

PLANS

No. of Wage-Earners	Wage-Earners Receiving Vacations		% of Vacation Wages in Relation to Total Annual Payroll	OPINION OF PLAN	
	No.	%		Expressed by Management	Expressed by Wage-Earners
800	168	21	0.83	Too recently established to express an opinion.	We have had expressions of gratification from employees participating in the vacation scheme but have had several expressions of dissatisfaction from employees who have temporarily disqualified themselves for participation through defections.
75	75	100	3.0	Of material value.	Very favorable comment.
105	95	90	2.76	We believe money expended in connection with vacation plan is well spent and in the long run helps general morale and tends to cut down labor turnover.	Employees have not often expressed their opinion of the value of vacation plan although we believe it is generally appreciated.
1,100	550	50	2.0	Very well pleased with results as the effect is very good on our men.	Consensus of opinion is very satisfactory.
450	239	53	0.011	We lose nothing in production and make a satisfactory record in labor turnover, thus bringing about a general morale that is all that could be expected.	Very appreciative and look forward to the time when their vacation will arrive, and those that are not eligible annually speak of getting closer and closer to the time when they may get a vacation.
652	300	46	1.3	We have carefully considered the cost and result of the vacation plan as it affected every phase of our company both from cost and quality of product, ease or difficulty of production, turnover, absence, tardiness, health of workers and general morale and loyalty. It is exceedingly difficult to prove or disprove any of these items by figures, but the management are unanimous in their opinion that the vacation plan is worth its cost.	The employees throughout the factory were greatly pleased with the plan and expressed their appreciation both in person and by letter. They were greatly surprised at the feature allowing them premium earnings during vacation. The statement was frequently made: "This is the first vacation I ever had in my life and I sure do appreciate it."
2,000	1,000	50	0.5	We regard the vacation plan not as a bonus or reward but as a straight business proposition. We would not have it unless we felt it improved efficiency and reduced turnover.	There is no question that the vacation plan is most thoroughly appreciated as much as anything we do for the men. The interest continues from year to year.
100	45	45	2.0	After 1 yr.'s experience, we are not in a position to say what permanent effect the plan has on production, labor turnover or morale. Innovations of this kind always have a desirable effect at first but it takes several years of experience to determine their real value. We believe after making due allowances for "the new broom" it is not only worth while to the worker but to ourselves.	When the announcement was made and after the vacation period the expressions from employees were most enthusiastic and so varied that we are not quoting any of them. They were all expressions of good-will, even from those who were not yet entitled to a vacation, with the exception of one man who was entitled to only 3 days.
1,600	320	20	0.8	Favorable to production and general morale and lessens labor turnover.	Very favorable.
600	403	67	1.36		

TABLE :
GRAD)

Product or Business	No. of Plants	Yr. Adopted	Service Requirement	Length of Vacation	Vacation Season	Vacation Wages			
						Rate of Pay	Basis	Time of Payment	Holiday Pay
Machinery, Electrical	1	1919	1 cont. yr.	1 day	May 25- Nov. 20	Full	Straight time	Prior	No
			2 cont. yrs.	2 days					
			3 cont. yrs.	3 days					
			4 cont. yrs.	4 days					
			5 cont. yrs.	5 days					
			6 cont. yrs.	6 days					
7 cont. yrs.	7 days								
8 cont. yrs.	8 days								
9 cont. yrs.	9 days								
10-20 cont. yrs.	10 days								
Over 20 cont. yr.	2 wks.								
	1	1915 (10-yr. plan) 1919 (25-yr. plan)	10 yrs.	1 wk.	May 1- Nov. 1	Full	Straight time P. W. rate 6 wks. earnings	Prior	No
			25 yrs.	2 wks.					
	1	1906	1 yr.	6 days	Sept. 1- May 1	Full	Straight time	If 1 wk. after If 2 wks. or more 1/2 prior and 1/2 after	Regular holidays
			2 yrs.	2 wks.					
			10 yrs. 20 yrs.	3 wks. 1 month					
	2	1921 1926 (revised)	2 yrs.	1 wk.	Year	Full	Total year's earnings divided by total actual hours, multiplied by standard number of hours	Prior	No
			5 yrs.	2 wks.					
	1	1917 1920 (revised)	10 yrs. 20 yrs.	1 wk. 2 wks.	Year	Full	Average hourly earnings for previous 3 mos.	After	No
Musical Instruments and Phonographs	1	1922	20 yrs. 25 yrs.	1 wk. 2 wks.	At convenience of management and men	Full	Straight time	Regular pay day	No
Public Utilities, Exclusive of Transportation Companies	1	1921	6 mos. (firemen) 1 yr. (firemen)	1 wk. 2 wks.	Summer	Full	Straight time	Prior	No
			6	1920	6 mos. wage- earners 1 yr. wage- earners	6 days 12 days	At option of wage- earner	Full	Straight time	Prior	Legal holidays

(Continued)

PLANS

No. of Wage-Earners	Wage-Earners Receiving Vacations		% of Vacation Wages in Relation to Total Annual Payroll	OPINION OF PLAN	
	No.	%		Expressed by Management	Expressed by Wage-Earners
839	690	82	1.4	Production is normal. Vacations have a tendency to lower the turnover, and have a decidedly beneficial effect on morale.	Expressions of approval have been general and we believe the good-will which we enjoy as a result of this policy compensates us for its cost.
19,000	6,080	32	.....	We believe it contributes materially to production, general morale, and the reduction of labor turnover.	Expressions of appreciation.
140	140	100	4.0	Our paid vacation plan plus profit-sharing system, as well as the privilege of allowing employees to purchase stock in the company, we have every reason to believe gives us the exceptional low labor turnover which we have, and also increases the personal interest as well as responsibility of all our employees to the interest of our general organization.	While we have had no formal speeches or presentations of loving cups, we have every reason to believe that they appreciate it, particularly in the shop, as they feel the fair play and democratic feature of the plan of allowing shop employees to participate on the same basis as office employees. No doubt without paid vacations, probably less than 20% would take vacations if they had to be taken at their own expense, and in that way it gives everybody a change of activity whether they go to the country, on trips, or do that necessary painting job around the house.
42,000	21,700	52	2.0	Has proven so satisfactory for longer service employees that the company recently liberalized the plan. Unquestionably the plan affects turnover and morale, although we have no definite data on the subject.	.....
12,600	2,241	18	0.5	We believe it has value in keeping up morale and affects labor turnover favorably. Vacations are distributed throughout the calendar year so that production is not seriously interfered with.	We have expressions of appreciation from employees enjoying these vacation periods indicating their value.
150	38	25	1.0	We think this a very fine plan as it steadies the men, makes them more loyal, shows that they are appreciated, and the older men in years of service are naturally men of influence among the workers.	We never had any objection from the men but have always had words of commendation and almost invariably they thank us at the end of their vacation period.
12	12	100	.....	Very beneficial to company in that labor turnover has been reduced considerably since adoption. Men are rather hesitant to change positions for fear of losing this advantage as other industrial plants do not give vacations. A fireman possessing ability and a thorough knowledge of the steaming equipment at our plant is a valuable employee in that the resultant efficiency of the man is directly reflected in the economy of operation.	.....
500	500*	100*	2.75*	We believe that this vacation plan is appreciated by the employees and probably has a good effect on the general morale; aside from that, we would introduce it as almost a requirement of modern industrial social welfare.	No definite expression from employees regarding the plan is obtainable, but if such an expression were possible, it would vary from enthusiastic approval to acceptance as a matter of course.

* Estimated.

TABLE
GRAI

Product or Business	No. of Plants	Yr. Adopted	Service Requirement	Length of Vacation	Vacation Season	Vacation Wages			
						Rate of Pay	Basis	Time of Payment	Holiday Pay
Public Utilities Exclusive of Transportation Companies—Continued	1	1911	Less than 1 yr. Over 1 yr.	1 day for each mo.'s service 2 wks.	June 1—Nov. 1	Full	Straight time	Prior	Legal holiday
	1	1923	5 yr., hourly workers only; 1 extra day's vacation for each year of service in excess of 14 yrs., limit of vacation, 16 days	1 wk. (Extra) 16 days; whole limit 23 days	May 1—Sept. 1	Full	Straight time	At option of wage-earner	No
	1	1915	Hourly and daily wage-earners receive 2 days' vacation for each year of service up to a maximum of 2 wks. Weekly and monthly wage-earners of less than 1 yr. service receive 1 day's vacation for each month of service, and at the end of the first yr., receive 2 wks. vacation	2 days 2 wks. 1 day 2 wks.	June 1—Oct. 1	Full	Straight time	Prior	10 ho days
	1	1923	4 cont. yrs. 10 cont. yrs.	1 wk. 2 wks.	Arranged by management	Full	Straight time	Prior	No
	1	Original date unknown. Revised 1924	1 yr. 2 yrs.	1 wk. 2 wks.	May 1—Nov. 1	Full	Straight time	Prior	Legal holiday
	1	1920	2 yrs., mechanical workers 5 yrs., mechanical workers Traffic switchboard operators hired between July 10—Dec. 31 of previous year 1-2 yrs., traffic switchboard operators Over 2 yrs., traffic switchboard operators	1 wk. 2 wks. 1 wk. 2 wks. 3 wks.	May-Sept. Year Year Year	Full Full Full $\frac{1}{2}$ pay Full	Straight time	Prior	10 holi if woi paid straight time base
	1	1919*	$\frac{1}{2}$ yr.; 1 extra day's vacation for each month of service up to 2 wks. after a year's service	1 wk. 2 wks.	Summer	Full	Straight time	Prior	.....

(Continued)

PLANS

No. of Wage-Earners	Wage-Earners Receiving Vacations		% of Vacation Wages in Relation to Total Annual Payroll	OPINION OF PLAN	
	No.	%		Expressed by Management	Expressed by Wage-Earners
1,687	483	28	0.5	Satisfactory.	Favorable.
2,800	700	25	1.8	Very good.	They are well satisfied.
800	300	100	2.0-2.5	After nine years' experience, we are well satisfied with the results of the plan in regard to production, labor turnover and general morale.	We have had few expressions of opinion from employees concerning the value of the plan, but their appreciation is clearly shown in their attitude toward it, and in the cooperative spirit with which those who are not on vacations care for the work of those who are.
4,670	1,520	33	.....	.....	.....
2,800	2,380	85	3.0	.....	.....
45,500	35,100	77	1.7	While it is impossible to quote statistics to prove our contention that our vacation policy is beneficial to both the industry and the personnel, we have no hesitancy in stating that our experience fully justifies such a policy.	While we do not solicit expressions, we do hear many individuals state that they have been benefited on vacations, and greatly appreciate the company's policy.
1,500	750*	50*	.....	Unquestionably has aided in reducing turnover and in promoting loyalty and efficiency.	.....

* Estimated.

TABLE
GRAI

Product or Business	No. of Plants	Yr. Adopted	Service Requirement	Length of Vacation	Vacation Season	Vacation Wages			
						Rate of Pay	Basis	Time of Payment	Holiday Pay
Public Utilities Exclusive of Transportation Companies—Continued	1	1919 1924 (revised)	5 yrs. wage-earners; 1 extra day's vacation after 14 yrs. service	1 wk.	Year	Full	Straight time	Prior	No
	1	1888	5 yrs., hourly wage-earners 10 yrs., hourly wage-earners	1 wk. 2 wks.	At option of wage-earner	Full	Straight time	Prior	7 holidays
	1		5 yrs. 10 yrs.	1 wk. 2 wks.	May 1–Nov. 1	Full	Straight time	Prior	Legal days
	1	1916	10 yrs. total service 1 yr. 2 yrs.	2 wks. 1 wk. 2 wks.	Year	Full	Straight time	Prior	No
Miscellaneous	1	1912	Women wage-earners, after 13 wks. without the loss of 1 hr. per wk., receive days of vacation equal to the number of months of service up to 1 wk.	3 days 1 wk.	Summer	Full	Previous 3 mos. earnings without overtime	Prior	No
	1	1920	6 mos. 1 yr.	½ wk. 1 wk.	June 1–Sept. 1	Full Full	Straight time	Prior	No
	1	1911	1 yr. 2–5 yrs. 2–5 yrs.	1 wk. 2 wks. 1 wk.	Summer	Full Half pay Full	Straight time	Prior	No
	1	1921	10 yrs. 20 yrs.	1 wk. 2 wks.	Summer	Full	Average weekly earnings based on entire year's pay	After	No

(continued)

ANS

No. of Wage-Earners	Wage-Earners Receiving Vacations		% of Vacation Wages in Relation to Total Annual Payroll	OPINION OF PLAN	
	No.	%		Expressed by Management	Expressed by Wage-Earners
1,000	800	40	.....	In general, our vacation plan seems to work both to the advantage of the company and the employee.	Satisfactory to all concerned; a benefit that employees appreciate.
1,566			.....	The effect on general morale is, of necessity, good in a business in continuous operation. We would not think of discontinuing vacations.	Vacations are such an old thing in this company that we have no record of individual expressions. We presume that most employees think of them in a matter-of-fact way.
1,500			1.0		
1,500			.....	Our view is that the annual vacation has a recuperative effect on the force. This distinct hygienic value cannot be precisely measured but it is none the less real.	
1,403	1,480	30	.....	The management of the plant concerned feels that the operation of the plan has been successful and that it has improved attendance records.	
1,800	1,440	80	2.0	Our experience has been very satisfactory in regard to production, labor turnover, and general morale. Our production per man has greatly increased the last few years but this is not entirely due to the vacation.	We have had very favorable comment from our employees concerning the plan.
500	350	70	1.0-1.5	We do not regard the plan as a cost but as an investment. Production, efficiency, and morale are all strengthened.	Shown by increased loyalty to firm, and fact most girls take the extra week off without pay.
135	13	10	0.51	Very successful.	Very grateful.

TABLE
UNGE

Product or Business	No. of Plants	Yr. Adopted	Service Requirement	Length of Vacation	Vacation Season	Vacation Wages			
						Rate of Pay	Basis	Time of Payment	H
Food and Kindred Products: General Food Products	1	1924	1 yr.	10 days	Apr. 1- Oct. 1	Full	Straight time	Prior	No
	1	1925	5 cont. yrs.	1 wk.	June-Sept.	Full	Straight time prior to June		No
Confectionery	1	1909	1 yr.	1 wk.	Summer	Full	Straight time	Prior	No
	1	1917	1 yr.	1 wk.	June 15- July 15	Full	Straight time P. W. rate 4 wks. earnings	Prior	Re- ht
	1	1905 (est.)	1 yr.	2 wks.	Summer	Full	Straight time	Prior	No
Meat Packing	1	1923	3 yrs. (women) 5 yrs. (men)	1 wk.	Year	Full	Straight time P. W. rate 6 wks. earnings	Prior	No
	1	1923	1 yr. without unexcused absence	1 wk.	Year	Full	Straight time P. W. rate 4 wks. earnings	At option of wage-earner	No
	12	1923	3 yrs. (women) 5 yrs. (men)	1 wk.	Apr. 1- Oct. 1	Full	Straight time	May draw in advance	No
Textiles and Their Products: Textile Mill Products	1	1916	1 yr. provided wage-earner has not more than 57 unexcused hrs. of absence	1 wk.	Optional, but usually from June 1 to Nov. 1	Full	Straight time P. W. rate 6 mos.	At option of wage-earner	No
	1	1921	1 yr. with less than 10 days' unexcused absence	1 wk.	June 1- Sept. 1	Full	Straight time	Prior	No
	1	1920	1 yr.	1 wk.	Year	Full	Straight time	After	No
	1	1924	12 cont. mos.	1 wk.	Decided by foremen	Full	Straight time P. W. rate, average earnings 5 wks. preceding vacation	On regular pay day	No

(continued)
ANS

No. of Wage-Earners	Wage-Earners Receiving Vacations		% of Vacation Wages in Relation to Total Annual Payroll	OPINION OF PLAN	
	No.	%		Expressed by Management	Expressed by Wage-Earners
3,000	4,800	80	0.029	Consensus of opinion in our management is that our vacation plan has had a good influence in regard to production, labor turnover, and general morale. These three have resulted in considerable improvement over periods prior to installation of vacations, and, while it is difficult to measure, we believe a goodly portion of the improvement is due to vacations.	Expressions from our employees concerning the value of vacations have been laudatory on the whole.
564	94	17	0.34	Only given 1 yr.; it seems to be a good start.	General appreciation.
350	175	50	1.0	Formerly paid for holidays, but abandoned this procedure to adopt vacation plan which has been highly successful.	One of the most appreciated things that could possibly be done for our employees.
830*	625*	75*	1.75*	Generally satisfied.	Appear satisfied. The first year or two, the employees were tremendously enthusiastic. Now they seem to accept the vacation plan as a matter of course.
200	160*	80*	1.75*	Very successful.	
7,500	1,500	20	0.043	Deeper interest by employees in their work which would naturally increase production and bring down turnover.	Through our Conference Board our employee members have expressed themselves that the vacation plan is a good thing and appreciated by all employees, believing it has a tendency to hold employees on the job.
1,800	378	21	0.44	There is no doubt in our minds but what the vacation plays quite a part in increasing production efficiency and decreasing labor turnover.	We hear many favorable comments on the vacation plan which leave no doubt in our minds as to how it is appreciated.
0,000	3,500	11	0.18	.....	The employees generally showed their appreciation of the vacation privileges and the results last year were, on the whole, so satisfactory that we felt fully justified in continuing this year.
1,658	696	42	0.9	Of value, but hard to determine.	Greatly appreciated and every effort made to earn vacation.
375	188	50	1.1	Worth the cost.	Satisfactory.
.....	.....	.....	.....	The plan has been most appreciated and successful.	.....
700	595	85	1.33	We do not feel that our vacation plan retards production. In fact, many of our employees work considerably harder during the vacation period in order to make the vacation possible for their fellow employees. We are convinced that labor turnover is considerably lessened and the general morale of the plant is greatly raised. Without doubt it is one of the finest things that any factory can do to gain the confidence of the employees and to build up a greater morale throughout the plant.	The employees realize how difficult a matter it was to arrange these vacations, and they appreciate very much the point of view of the company in reaching a favorable solution. Many fine expressions came from our employees regarding the vacation with pay plan. The general consensus of opinion can be summed up in such a statement as this: "The working man is beginning to be recognized as a human being and one who appreciates a vacation with his family just as much as the man who wears the white collar in the office."

* Estimated.

TABLE
UNGR

Product or Business	No. of Plants	Yr. Adopted	Service Requirement	Length of Vacation	Vacation Season	Vacation Wages			
						Rate of Pay	Basis	Time of Payment	Hol. P.
Textiles and Their Products: Textile Mill Products—Continued	1	1922	1 yr.	1 wk. 44 hrs.	June 1— Sept. 16	Full	Straight time P. W. average first 4 mos. of yr.	Prior	No
	1	1916	2 yrs.	1 wk.	May-Sept.	Full	Straight time P. W. rate 4 wk's earnings	After	50% wot
Clothing	1	1920	25 yrs.	1 wk.	Summer	Full	Straight time	Prior	No
	9	1922	10 cont. yrs.	1 wk.	June 15— Oct. 1	Full	Straight time P. W. rate, 1 mos. earnings	.....	No
Iron and Steel and Their Products, not including Machinery	1	1923	15 yrs.	2 wks.	June 1— Oct. 1	Full	P. W. rate, previous 4 mos. earnings	Prior	No
	1	1924	25 yrs.	1 wk.	May 1— Nov. 1	Full	Straight time	At option of wage-earner	No
Lumber and Allied Products	1	1922	1 yr.	1 wk.	June July Aug.	Full	Straight time P. W. rate 3 mos. earnings	Prior	No
Leather and Its Manufactures	1	1917	All workers in profit-sharing plan during preceding year are eligible for vacations	1 wk.	Year	Full	Straight time P. W. rate 13 wk's earnings	After	No
Rubber Products	1	1922	15 yrs.	1 wk.	July-Aug.	Full	Straight time	Prior	7 ho after yrs.
Paper and Printing: Paper and Pulp	5	1923	15 yrs. broken or unbroken service	1 wk.	In June, July, Aug. and Sept. about 90% of the men take vacations	Full	Straight time	At option of wage-earner	No
Paper Products Exclusively	1	1924	10 yrs.	1 wk.	June 1— Oct. 1	Full	Straight time	At option of wage-earner	No
	1	1919	1 yr.	1 wk.	May-Sept.	Full	Straight time	Prior	3 ho
	1	1920	5 yrs.	1 wk.	July-Aug.	Full	Average earnings whole factory; generally about \$16	Prior	No

Continued)

LANS

No. of Wage-Earners	Wage-Earners Receiving Vacations		% of Vacation Wages in Relation to Total Annual Payroll	OPINION OF PLAN	
	No.	%		Expressed by Management	Expressed by Wage-Earners
180	.....	.....	2.0*	Think it has good effect but can give nothing definite.	Believe that it is greatly appreciated by our employees.
731	351	48	1.4	Is helpful in keeping down labor turnover. Vacation time makes our employees happy and willing workers.	One of thankfulness and gratitude.
3,600	288	8	0.5*	Plan is all right but company is now considering liberalising plan to extend to other employees.	Appreciated.
5 000	250	5	0.096*	The vacation plan has not been in force long enough to determine definitely the merits of the plan or the general influence it may have.	.....
400	60	15	1.0	Better from all angles.	.....
650	7	1	0.0063	Favorable.	Feel it is beneficial.
10	10	100	1.75	Good.	Have all thanked us.
12,000	9,600	80	1.5	We feel it a success and only under abnormal conditions do we feel it advisable to eliminate it.	.....
43	2	4	1.5	The summer season is slow and allows us a much needed rest after the run of night work required for the past years.	Appreciated and brings results.
2,087	234	11	0.16	The plan has had no noticeable effect on production, the production remaining normal during the vacation period. It is probable the vacation plan has some slight effect in stabilising labor turnover. The effect on general morale is marked.	A few letters of appreciation have been received from hourly rated workers on vacations.
1,240	186	15	1.2	Our real basis for giving a plant vacation was the fact that we felt the plant workers were just as much entitled to a rest as most of the salaried workers. Our plant operates, and has for several years, very steadily, and we felt that these men and women were entitled to a vacation without loss of pay	The response and thanks from our employees has been very whole-hearted in their appreciation of the plan.
1,550	1,450	94	0.018	Good]	Very well pleased
150	30	20	1.0	The most satisfactory thing we do for our employees. Increases loyalty and efficiency, and we are glad we maintained it during the depression period	The girls surely appreciate the vacation plan as shown by their increased morale when returning to work.

* Estimated.

TABLE
UNGRAD

Product or Business	No. of Plants	Yr. Adopted	Service Requirement	Length of Vacation	Vacation Season	Vacation Wages			
						Rate of Pay	Basis	Time of Payment	Holid Pay
Printing and Publishing	1	1924	25 yrs.	1 wk.	Summer	Full	Straight time P. W. rate 2 mos.' earnings	Prior	No
	1	1914	6 mos.	1 wk.	Summer	Full	Straight time	Prior	.....
	1	1907	5 yrs.	2 wks.	Preferably in the fall months	Full	Straight time	Prior	To a old w earns
Chemicals and Allied Products: General Chemicals	1	1894	9 mos.	1 wk.	June 1-Sept. 1	Full	Straight time	Prior	0
Paints and Varnishes	1	1910	1 yr.	1 wk.	Summer	Full	Straight time	Prior	No
	1	.....	1 yr.	1 wk.	May-Sept.	Full	Straight time	Prior	Legal holid
	1	1906	1 yr.	1 wk.	July	Full	Current rate	Prior	Legal holid
	1	1911	5 cont. yrs.	1 wk.	June 15-Aug. 15	Full	Straight time	After	No
Petroleum	1	1916	1 yr. monthly wage-earners and some day-men	12 working days	Year	Full	Straight time	Regular pay day	No
	1	1924	10 yrs.	2 wks.	Year	Full	Straight time	After	No
	1	1923	2 yrs. monthly and day-men	1 wk.	May 1-Oct. 1	Full	Straight time	Generally after but can be optional	No
	4	1915	1 yr.	2 wks.	.....	Full	Straight time	After	Month wage-earns only
	6	1920	20 yrs.	2 wks.	Summer	Full	Straight time	Prior	No
	1	1923	6 mos.	1 wk.	Summer	Full	Straight time	Prior	No
Soap	1	1913	5 yrs.	1 wk.	June 1-Sept. 1	Full	Straight time	After	No
	1	1908	1 yr.	1 wk.	Summer	Full	Straight time	Prior	4
Metals and Metal Products other than Iron and Steel	1	1916	1 yr.	2 wks.	July-Sept.	Full	Straight time	Prior	Yes
	1	1923	5 yrs.	1 wk.	June 1-Sept. 1	Full	Straight time	Prior	No

(Continued)

LANS

No. of Wage-Earners	Wage-Earners Receiving Vacations		% of Vacation in Relation to Total Annual Payroll	OPINION OF PLAN	
	No.	%		Expressed by Management	Expressed by Wage-Earners
730	73	10	1.0	We believe it will not reduce production, but may increase it; will tend to reduce turnover, and have a profound effect on general morale. The plan is not only to gain these objects but also seeks the end of simple justice.	Received with great enthusiasm, not only by those benefiting, but also those who believe they will benefit under further extension of the plan. A few employees have even written appreciative letters to the firm.
400	360*	90*	1.75*	We regard the vacation plan as a straight business proposition which is thoroughly worth while. The short service requirement is a direct influence in cutting down turnover and in increasing morale.	Thoroughly appreciated.
650	20	3	.....	Applies to too small a group to have any effect.	None.
214	214	100	2.0	While we do not think it has much influence on labor turnover, we do think it excellent in other respects.	This granting of vacations has been in effect so long that it is taken for granted.
52	26	50	1.25	Good.	Favorable.
216	216	100	2.0*	Good.	None.
350	350	100	2.0	Favorably.	Favorable. Our conditions are more favorable for such a plan than many; some couldn't do it.
1,735	347	20	0.5	Not an important factor.	Is appreciated by the men.
800	80	10	0.4*	There is no question that vacations have proved themselves worth while in increasing production, reducing labor turnover, and improving the morale of our employees.	The chief comment we get is in the form of complaints from day wage employees, who are not granted vacations, that they should receive them the same as other employees.
2,500	300	12	.....	Good.	Good.
2,500	500	20	0.5*	Probably helps but employees seem to think it is due them.	Favorable. Urges that all other employees with sufficient service records be allowed similar vacations and company is not averse to the idea.
20,000	13,400	67	2.5*	The vacation plan seems to be regarded as mutually satisfactory to both the employees and the management.	.....
9,118	301	3	0.15	Valuable in maintaining a better morale among long service men and in turn among whole force.	At time of adoption, a memorandum of appreciation was forwarded to Board of Directors by employee representatives.
3,782	3,517	93	.....	.....	.....
2,450	1,225	50	1.5	Creates good-will and loyalty, lower labor turnover, and favorable morale.	.....
600	450	75	1.25	The plan has been so long in effect that it has become a regular part of our business procedure. The plan has been very effective in promoting loyalty and general efficiency.	The plan is much appreciated due to the increased morale of the employees.
200	14	7	0.269*	Good.	None.
300	38	13	0.003	Encourages the employees to stay with us. They apparently look forward to the vacation when they have earned the vacation.	.....

* Estimated.

TABLE
UNGRAD

Product or Business	No. of Plants	Yr. Adopted	Service Requirement	Length of Vacation	Vacation Season	Vacation Wages			
						Rate of Pay	Basis	Time of Payment	Holid Pay
Metals and Metal Products other than Iron and Steel—Continued	1	1924	6 yrs.	3 days	July	Full	Straight time day workers prior 10 wks.; flat hourly rate for P. W.	Prior	No
	1	1920	48 wks. of perfect attendance and punctuality in year preceding vacation	1 wk.	June 1—Dec. 1	Full	Straight time	Prior	No
	1	1923	2 yrs.	1 wk.	Summer	Full	Straight time	After	No
	1	1910	1 yr.	1 wk.	July 1—Sept. 1	Full	Straight time	Prior	Legal holiday
	1	1920	25 cont. yrs.	2 wks.	At convenience of management and wage-earner	Full	Straight time; P. W. earnings on 4 or 6 wks. basis	After	No
	1	1920	5 cont. yrs.	1 wk.	Summer	Full	Straight time	At option of wage-earner	No
	1	1911	20 yrs.	1 wk.	At option of wage-earner	Full	Straight time P. W. rate 8 mos. earnings	Prior	No
	1	1918	5 yrs.	1 wk.	June 1—Sept. 1	Full	Straight time P. W. rate 12 wks. earnings	Prior	No
Machinery, not including Transportation Equipment; Machinery, General	4	1914	5 yrs. or more	1 wk.	.....	Full	Straight time	At option of wage-earner	No
	1	1922	7 cont. yrs.	1 wk.	June 1—Sept. 1	Full	Straight time	Prior	No
	1	1925	10 cont. yrs.	2 wks.	Determined by management	Full	Straight time	Prior	No
	1	1905	10 yrs. of consecutive or total service	1 wk. (52½ hrs.)	June July Aug.	Full	Straight time	After	No

(Continued)

PLANS

No. of Wage-Earners	Wage-Earners Receiving Vacations		% of Vacation Wages in Relation to Total Annual Payroll	OPINION OF PLAN	
	No.	%		Expressed by Management	Expressed by Wage-Earners
310	124	40	1.0	No less in production for the year; reduces turnover; best thing for morale.	Wonderful reaction.
700	455	65	1.0	Our experience shows that production for the year is increased; that labor turnover is reduced, and a good general morale is maintained by means of vacations.	Each year at the end of the vacation season the employees either through a representative or individually convey to the management an expression of their appreciation.
35	26	75	1.5*	Has proven satisfactory and helpful.	Much appreciated.
12	12	100	1.92	No benefit past few years.	None.
4,600	138	3	0.14	In the matter of production, turnover, etc., our experience through the last few years has been progressively more and more gratifying. A great many causes are contributory to this. Rather than associate it directly with a particular policy like this vacation plan, we are inclined to associate it with the broader question of the company's general plan of progressive and fair development in all its relations, technical as well as industrial.	The general opinion of employees appeared to be appreciative, of course, although we have found one or two interesting instances where the individuals did not care for the privilege and were hesitant in using it. No matter how appreciative they may be of an opportunity like this, they would be hesitant to accept it if they did not feel that it was fundamentally right and a matter to which, since the company could afford it, they were morally entitled.
60	9	15	0.5	Probably helps a little.	They appreciate it—as an expression of our mutual good feeling.
.....				Our opinion is that the vacation system is worth while, but we have no data to prove it.	.....
1,000	332	33	0.0053	Has been most effective and has been a direct influence on labor turnover and efficiency.	.....
4,580	911	20	1.5	All schemes of this sort are along the right line. We cannot see why a shop man should not be entitled to some vacation with pay, and our next move will be to reduce the length of service necessary before he is entitled to a vacation.	.....
500	50	10	0.19*	It does not hinder production; does not affect labor turnover, and we find it generally helpful to the morale of the plant.	From what we can gather from hearsay about the plant, the employees who are benefited by this vacation plan speak very highly of it. Very favorable.
477	62	13	0.5	Our vacation plan is intended as a reward for service. We believe it is helpful to the morale and has a good effect in reducing labor turnover.	We have had many complimentary remarks regarding our vacation plan from workmen not yet entitled to a vacation as well as from men who have been with us for the 10-yr. period.
242	49	20	0.5	An incentive to improve conditions in which both employer and employee profit.	Expressions of appreciation; something to look forward to; recreation along lines uppermost in the minds of employees.

* Estimated.

TABLE 1
UNGRADE

Product or Business	No. of Plants	Ys. Adopted	Service Requirement	Length of Vacation	Vacation Season	Vacation Wages			
						Rate of Pay	Basis	Time of Payment	Holiday Pay
Machinery, Electrical	1	1925	20 cont. yrs.	2 wks.	Apr. and Sept.	Full	Straight time	Prior	No
	1	1920	2 yrs. under absentee regulations	1 wk.	June 15-Sept. 1	Full	P. W. rate average earnings during Apr.	Prior	No
Transportation Equipment: Automobiles	1	1919	2 yrs.	1 wk.	June 1-Oct. 1	Full	Straight time	Prior	No
Transportation: Motor Bus	1	1923	1 yr.	1 wk.	Year	Full	Straight time	Prior	No
Street Railway	1	1925	200 days of service of 9 hours each in year preceding vacation	12 days	Year	Full	Straight time	After	No
	1	1918	1 cont. yr.	12 days	Immediately following 1 yr.'s service	Full	Straight time	After	No
	1	1918	1 yr.	10 days	Year	Full	Straight time	After	No
	1	1918	1 yr.	12 working days	Year	Full	Straight time	After	No
	2	1918	1 yr.	2 wks.	Year	Full	Straight time	Prior	No
Public Utilities other than Transportation Companies	1	1899	1 yr.	2 wks.	May 1-Nov. 1	Full	Straight time	As required	Legal holiday
	1	1911	5 yrs.	2 wks.	May 1-Nov. 1	Full	Straight time	After	Legal holiday
	1	1912	1 yr.	1 wk.	May 1-Oct. 1	Full	Straight time	At option of wage-earner	Regular holiday
Miscellaneous	1	1923	8 mos.' cont. service since preceding Oct. 1	1 wk.	June 1-Sept. 15	Full	Straight time	Prior	Regular holiday

(Continued)

PLANS

No. of Wage-Earners	Wage-Earners Receiving Vacations		% of Vacation Wages in Relation to Total Annual Payroll	OPINION OF PLAN	
	No.	%		Expressed by Management	Expressed by Wage-Earners
800	8	1	1.0	We are of the opinion that the vacation award to hourly rated employees is justified, for the reason that the general morale will be improved, and with that improvement would come better production, and no doubt should have influence and help in reduced labor turnover on such individuals who have approached the vacation period.	The expressions from our employees are extremely favorable to the vacation plan. However, the impression will naturally be improved as we decrease the length of service requirement for vacations.
1,200	480	40	0.7	Very successful.	Very much pleased and anticipate it.
17,800	6,688	38	1.5	Of all our cooperative plans, we consider the granting of a vacation with pay as one of the most effective in reducing labor turnover, improving morale, and increasing the productivity of our employees.	Many expressions from our employees indicate that they cherish their vacation privileges as much as any other feature of our cooperative plans.
1,400	1,050	75	1.44*	One of the best things we could possibly do for our men. Proved most successful first year.	The men like the plan more than anything we do for them.
537	537	100	2.78	Satisfactory so far.	Generally the expressions have been favorable, although a limited number of employees have indicated they would prefer an equivalent raise in rate of pay.
100	100	100	3.7	Our labor turnover is very small and general morale good. Vacation plan is undoubtedly responsible to some extent.	Expressions of appreciation are often made to the company by employees or members of their families.
50	40	80	2.49*	All right.	Satisfied.
6,500	5,200	80	2.9	Has good results.	Well pleased.
213	192	90	3.0	Allowing the men vacations reduces labor turnover and generally raises the morale.	.....
50	50	100	3.84*	The only proper and humane plan.	Our employees take it as a matter of course and no doubt appreciate it.
1,100	440	40	0.16	Production good; general morale good.	Taken very much as a matter of course.
220	100	45	0.88*	Production not affected, small labor turnover; morale, very good.	All appreciative.
90	80	89	2.0*	There is no doubt that our vacation plan has resulted in more general happiness for the individual factory worker, but that it has brought us a greater return, either in production, labor turnover, or an improvement in general morale, has not yet been demonstrated.	In 1923, the first time the general vacation plan was extended to factory employees, the general reaction throughout the factory was one of grateful appreciation. Last year, 1924, vacations were accepted in a matter of fact manner, a rather human trait.

* Estimated.

TABLE 19. VACATIONS WITH PAY FOR WAGE-EARNERS IN THE GRAD

Product or Business	No. of Plants	Yr. Adopted	Service Requirement	Length of Vacation	Length of Shutdown	Vacation Season	Rate of Pay	Vacati	
								Basis	Time of Paymen
Food and Kindred Products: General Food Products	1	1923	1 day up to 1 yr.	1 wk. 3 wks.	3 wks.	June-July	Full	Straight time	At opt of wa career
	1	1919	Less than 1 yr. 1 yr.	¼ wk. 1 wk.	1 wk. 1 wk.	Summer	Full	Straight time	Prior
	1	1922	1 yr. and less than 2 yrs. 2 yrs. and less than 3 yrs. 3 yrs. and less than 4 yrs. 4 yrs. and less than 5 yrs. 5 yrs. and less than 6 yrs. Over 6 yrs.	¼ of 1 wk. ¾ of 1 wk. 1 wk. 1½ wks. 1¾ wks. 2 wks.	2 wks.	Aug.	Full	Straight time	Prior
Textiles and Their Products: Textile Mill Products	1	1919	Perfect attendance Apr. 1-Nov 1; 1 day's absence deducts 10% of vacation money; 7 days' absence results in no vacation pay	1 wk.	1 wk.	Aug.	Full	Piece-work rate 6 moa.' earnings	After (Dec.)
Clothing	1	1921	After 1 yr. vacation equals ¼ day for each mo. of service up to 1 wk.; after 2 yrs., ½ day additional for each mo.'s service up to 2 wks.	½ day up to 1 wk. 1 wk. 2 wks.	1 wk.	May 15-Sept. 15	½ pay Full	Average pay during entire yr.	After
	2	1921	1 yr. prior to Jan. 1 5 yrs. prior to Jan. 1	1 wk. 2 wks.	2 wks. 2 wks.	July	Full	Straight time	Prior
	1	1916	For each wk. of perfect attendance after 6 wks. of perfect attendance (3 full working days constitute a wk. for this purpose), the wage-earner is credited with an hr.'s pay	Up to 1 wk.	10 days	10 days previous to Labor Day or July 4	Full	Straight time Piece-workers base rate	Prior
	1	1918	Every 2 moa.' service equals 1 day's vacation up to 1 yr.'s service	1 day up to 1 wk.	1 wk.	July	Full	Straight time Piece-work rate 3 moa.' earnings	Prior

UNITED STATES GIVEN DURING SHUTDOWN PERIODS

ANS

Type of Shutdown	No. of Wage-Earners	Wage-Earners Receiving Vacations		% of Vacation Wages in Relation to Total Annual Payroll	OPINION OF PLAN	
		No.	%		Expressed by Management	Expressed by Wage-Earners
except labor pay, high times in ab period	125	119	95	5.5	Splendid.	The workers are satisfied because if they were not they would change the plan, having the power to do so.
	100	90	90	2.0	The results obtained from this plan have been very satisfactory and effective and we find better and more regular attendance during the summer months.	.....
	60	45	75	1.5	We are more than pleased with the results so far. While it is extremely difficult to figure the money value of the return to the company of such a benefit, we do not feel in the long run it represents the expense it would on paper.	Nothing that the company has done in the way of providing benefits for our employees has been more universally appreciated than our vacation plan.
	1,800	1,080	60	1.07	There is some difference of opinion in regard to the plan. Some foremen think vacation plan only interests those who would be regular in attendance, while other foremen think it stimulates regularity.	Employees in general in favor of the plan. Those who are indifferent about regularity have little to say, while regular employees are glad to receive week's pay.
holidays	425	383	90	2.13	We believe it has been a big factor in increasing our production and reducing our labor turnover and has had a general effect on morale.	We have had many expressions of appreciation from our help.
	350					.....
	1,697	1,441	85	1.45	We feel that everyone is entitled to vacation and that it is for the good of our employees and the organization as a whole that each employee take a vacation once a year.	Our employees have become accustomed to our vacation plan and they look forward to it as the time when they can plan for a real outing.
	820	820	100	1.6	We regard our plan as being best suited to our purposes both in regard to production, labor turnover, and general morale.	All comments from our employees regarding our vacation plan are most favorable as it gives each one a definite time on which to figure for a vacation.

Source: Company Records.

TABLE
GR

Product or Business	No. of Plants	Yr. Adopted	Service Requirement	Length of Vacation	Length of Shutdown	Vacation Season	Rate of Pay	V.	
								Basis	Th Pay
Lumber and Allied Products	1	1924	6 mos. 1 yr.	½ wk. 1 wk.	1 wk. 1 wk.	July	Full	Piece-work rates previous 6 mos.	Aft
	1	1918	6 cont. mos. 1 cont. yr.	1 wk. 1 wk.	2 wks.	July	Full	Straight time	Pric
Paper and Printing: Paper and Pulp	1	1919	3 yrs. 4 yrs. 5 yrs. 6-9 yrs.	3 days 4 days 5 days 6 days	1 wk. 1 wk. 1 wk. 1 wk.	May 1- Nov. 1	Full	Straight time	Pric
	3	1920	10 yrs. or more 1 yr.'s service equals 1 day's vacation, increasing to maximum of 2 wks. for 10 yrs.' service	1 day up to 2 wks.	1 wk.	July	Full	Straight time	No
Paper Exclusively	1	1922	1 yr. 2 yrs. 3 yrs. 4 yrs. 5 yrs. 6 yrs.	2 days 4 days 6 days 8 days 10 days 12 days	2 wks.	July-Aug.	Full	Straight time	½ p ½ a
Printing and Publishing	1	1925	1 day's vacation for each month of service up to 1 yr.	1 day up to 2 wks.	2 wks. 2 wks.	Aug.	Full	Straight time	½ p ½ a
	1	1920	1 mo.'s service between Sept. 1-July 1 equals ½ day's vacation 1 yr.	½ day 4½ days 1 wk.	2 wks.	Aug.	Full	Straight time	Pric
Chemical and Allied Products: General Chemicals	1	1922	6 mos.-1 yr. Over 1 yr.	1 wk. 2 wks.	2 wks. 2 wks.	July	Full	Straight time	Pric
	1	1918	6 mos. 1 yr.	1 wk. 2 wks.	2 wks.	Aug.	Full	Straight time Piece-work rate 1 mo.'s earnings	½ p ½ a
	1	1925	6 mos.-1 yr. Over 1 yr.	2 wks. 2 wks.	2 wks. 2 wks.	July-Aug.	50% 60%	Straight time	Pric
Metals and Metal Products	1	1921	3 yrs. 10 yrs.	1 wk. 2 wks.	2 wks. 2 wks.	July 1- July 15	Full	Straight time Piece-work rate average earnings 1 mo.	Pric

* Estimated.

(continued)

ANS

ages	No. of Wage-Earners	Wage-Earners Receiving Vacations		% of Vacation Wages in Relation to Total Annual Payroll	OPINION OF PLAN	
		No.	%		Expressed by Management	Expressed by Wage-Earners
Holiday Pay	600	570	95	2.0	Very good in regard to production, labor turnover, and general morale. Great morale builder. It gives the employees a standing in the country not enjoyed by other factory workers. It pays.	Almost without exception are very enthusiastic about it.
	1,000	800	80	3.6		
	550	248	45	1.08	One of best industrial relations assets.	
	1,770	1,558	88	1.1	We consider that our vacation plan as part of our industrial relations program has a beneficial effect on production, labor turnover, and general morale.	Our employees have repeatedly at banquets and conferences and in personal talks expressed appreciation of our vacation plan.
	200	140	70	1.6	Our uniform vacation made it possible to keep production and sales up to a higher average level than ever before; reduced waste effort, and resulted in an equitable form of cooperation between employer and employee expressed in terms every worker can understand.	Makes the result of continuous service appreciated. Appreciation shown in lower labor turnover and general morale.
	125	125	100	0.033	We inaugurated a vacation plan for our employees last year, for the first time, and we believe that it was money well spent. We shall certainly continue the practice.	Our vacation plan is very much appreciated. Favorable comments were received from a great many.
holidays	181	173	95	3.0	Apparently the ideal way to take care of vacation needs, furnishing an excellent opportunity to overhaul machinery and prevent the usual confusion of having one employee do another employee's work.	We have heard and firmly believe employees like this method of handling the vacation. We try to provide sufficient work for new and deserving employees upon whom this shutdown would inflict hardship.
regular holidays	250	221	88	3.34	Beneficial in many ways, reducing turnover, increasing morale and efficiency.	General spirit in both factory and office bespeaks satisfaction and appreciation.
total holidays	80	80	100	2.0-3.0*	Works well.	Workers like it. Recently asked if they preferred to have vacation spread over 50 other wks. with no vacation pay, unanimous in favor of present plan.
	30	28	93	4.0	Practically all of our employees are skilled laborers and for a long period our production has been satisfactory, labor turnover almost negligible and general morale good. The vacation is just another thing to help retain this desirable state of affairs.	We had many expressions of appreciation concerning the vacation plan from our employees and we hope to continue it in operation in the future.
	775	349	45	1.0	Prior to 1925, vacation season commenced in June and lasted until Sept. 15 during which time production was quite crippled. During 1925, all vacations occurred in shutdown period and records show that only 3 out of 700 employees failed to return to work.	Previous to 1925, the minimum service requirement for 1 wk. vacation was 5 yrs. In 1925, it was reduced to 3 yrs. and because of the increased percentage of participants this was one of the determining factors in deciding on the limited July period and the expressions we have had from our employees have been decidedly favorable.

TABLE
GRU

Product or Business	No. of Plants	Yr. Adopted	Service Requirement	Length of Vacation	Length of Shutdown	Vacation Season	Rate of Pay	V ₂	
								Basis	Tip Pay
Metals and Metal Products— Continued	1	1923	5 cont. yrs. 10 cont. yrs.	1 wk. 2 wks.	1 wk. 1 wk.	April-Oct.	Full	Straight time Piece-work average earnings 4 wks. but 1 prior to vacation	Pric
	1	1915	6 mos. 1 yr.	2 wks. 2 wks.	2 wks. 2 wks.	Aug.	\$12-\$18 2 wks. \$24-\$36 2 wks.	Stipulated amounts	Pric
	1	1913 1920 (revised)	For every year of service up to 5 yrs. a 2 days' vacation is granted. In the sixth yr., 1 extra day's vacation and 1 holiday are granted. For each additional year above the sixth and through 9½ yrs., full pay for 2 regular holidays	2 days 2 wks.	2 wks.	Aug.	Full	Straight time	Pric
	1	1922	1 yr. 2 yrs. 3 yrs. or more	1½ days 3 days 1 wk.	1 wk. 1 wk. 1 wk.	July-Aug.	Full	Straight time	Pric
	1	1922	1 mo. and each additional mo. ½ day's vacation up to 1 yr.	½ day including ½ day up to 1 wk.	1 wk. 1 wk. 1 wk.	Aug.	Full	Straight time	Pric
	1	1921	10-15 yrs. Over 15 yrs.	1 wk. 2 wks.	2 wks. 2 wks.	Aug.	Full	Straight time	Pric
	1	1910	Each mo. up to 12 mos.	4 hrs. 48 hrs.	2 wks.	July	Full	Straight time	Aft
	1	1926	1 yr. 2 yrs. 3 yrs. 4 yrs. 5 yrs. 6 yrs.	1 day 2 days 3 days 4 days 5 days 6 days	2 wks.	Summer	Full	Straight time	At of ent
	1	1920	5 yrs. 10 yrs.	1 wk. 2 wks.	2 wks. 2 wks.	July	Full	Straight time	Aft
	1	1920	1-2 yrs. Over 2 yrs.	¾ wk. 1 wk.	1 wk.	July	Full	Straight time	Aft

Continued)

NS

Type of Shutdown	No. of Wage-Earners	Wage-Earners Receiving Vacations		% of Vacation Wages in Relation to Total Annual Payroll	OPINION OF PLAN	
		No.	%		Expressed by Management	Expressed by Wage-Earners
Holiday Pay	1,450	725	50	1.1	We thoroughly believe that our vacation plan reduces labor turnover, and raises the general morale of the factory organization, all of which is reflected in increased efficiency of production.	We are convinced that our employees keenly appreciate the vacation plan.
	64	64	100	2.0	Very helpful.	None.
Shutdowns which are indicated	256	205	80	2.18	Has some effect on the continuance of low labor turnover and increases the general welfare of our employees. Our production during the shutdown month was greater in proportion to the number of days worked than any previous month.	No definite expressions are recalled as coming from our employees, but it is the opinion of the writer that they are of great value and appreciated by our employees.
	250	225	90	1.0	We feel that the plan is favorable in all respects in our factory.	From all we can learn, our employees seem to be well pleased with our plan.
	400	400	100	2.0	We feel our vacation plan is one of the reasons for our low turnover. Together with our insurance scheme we have generally reduced labor turnover and improved morale.	We cannot recall any of our employees having expressed themselves directly to us concerning the value of our vacation plan. We feel they appreciate all we do for them.
	135	27	20	.....	.....	Favorable.
	225	225	100	1.5	We feel that our vacation plan is a good one for an industry such as ours catering to a limited clientele. As to labor turnover and general morale, we feel also that the results have been satisfactory. We always lose a few men after vacation but these defections are confined almost entirely to men who have worked for us only a few months.	
234	197	88	154*	A splendid step in view of the willingness of the employees to work on a 50-50 basis with the company in the development of a vacation program.	The employees were 100% unanimous to start a vacation program on a cooperative basis. The plan was their suggestion. Some have expressed themselves as its being "the greatest thing that has happened."	
2,300	650	28	0.085	Vacation improves general health of the worker and insures better attendance and production. Has a tendency to reduce labor turnover and improve general morale.	We have had many expressions of appreciation from the employees concerning the plan.	
400	300	75	1.66	Helps general morale and increases production.	Is looked forward to; many expressions of appreciation.	

Estimated.

TABLE
GR

Product or Business	No. of Plants	Yr. Adopted	Service Requirement	Length of Vacation	Length of Shutdown	Vacation Season	Rate of Pay	V.	
								Basis	Tu Pa
Machinery, not including Transportation Equipment: Machinery, General	1	1913	10-15 yrs. 15-20 yrs. 20-25 yrs. 25-30 yrs. 30 yrs. or more	3 days 5 days 7 days 9 days 12 days	1 wk. 1 wk. 1 wk. 1 wk. 1 wk.	July	Full	Straight time Piece-work rates previous 3 mos.	Pri
	1	1922	2 yrs. 5 yrs.	1 wk. 3 wks.	3 wks.	May 1- Nov. 1	Full	Straight time	Pr w w u t u
	1	1926	2 mos. 4 mos. 6 mos. 8 mos. 10 mos. 12 mos.	1 day 2 days 3 days 4 days 5 days 6 days	1 wk. 1 wk. 1 wk. 1 wk. 1 wk.	Aug.	Full	Current rate	P
	1	1917	1 mo. up to 12 mos.	1 day 6 days	2 wks.	3 wks. prior to Labor Day	Full	Piece-work rate previous 6 wks.	Aft w
	1	1918	Straight time wage-earners with perfect attendance hired prior to Jan. 1 receive 3 days' vacation with 1/2 day added for each month since Jan. 1 Straight time wage-earners hired prior to Jan. 1 Women—1 yr.'s service not on straight time Other wage-earners 10 yrs.' continuous service Other wage-earners 20 yrs.' non-continuous service Other wage-earners 20 yrs.' continuous service	3 days up 1 wk. 1 wk. 1 wk. 1 wk. 2 wks.	2 wks.	July-Aug.	Full	Straight time	1 w ac to ce m t l w p ot ad
	1	1917	Service between Jan. 1-Mar. 31; service prior to Jan. 1	1/2 wk. 1 wk.	1 wk.	July-Aug.	Full Full	Straight time	Pri

(continued)

ANS

Industries	No. of Wage-Earners	Wage-Earners Receiving Vacations		% of Vacation Wages in Relation to Total Annual Payroll	OPINION OF PLAN	
		No.	%		Expressed by Management	Expressed by Wage-Earners
Christmas Day Pay	215	35	16	1.0	We do not feel that our present vacation plan has had any effect on our labor turnover as a man must be in our employ for 10 yrs. before he receives a vacation. We believe, however, that the general morale of our employees is very much raised as a result of receiving a vacation with pay.	We know from what we have heard from our men, that they thoroughly appreciate receiving a vacation with pay although the full value of it is hard to estimate.
Nightly	300	144 82 (1 wk.) 82 (2 wks.)	48	1.0	We don't believe that the high morale maintained in our plant and the low percentage of turnover is due to the vacation plan, but is unquestionably one of the factors that enters into it.	We have had many expressions both verbal and written from employees who received vacations with pay of the pleasure and good they derived from their vacations. In a number of instances, employees told us that this was the first vacation with pay they had ever had.
	2,200	2,100*	95	1.9	The granting of vacation with pay in 1926 is not to be considered as a precedent for future years.	It is being tried as an experiment with the feeling that, as expressed by many of the employees, they will be benefited and will be more efficient for having this rest.
	960	883	92	1.9	Generally well regarded.	We get no expressions partly because it is now an old institution, but we set the scheme forward as one of the advantages of taking employment with us and we have every reason to believe from deductions that the plan is well liked and appreciated almost unanimously.
Nightly	5,000	650 (10-yr. and 20 yr. men)	13 (10-yr. and 20 yr. men)	1.0	Few employees can do their best work without a periodical rest. The company benefits in the way of production in receiving the employees' renewed energy upon their return from vacation. We believe the expense incurred by vacation is offset by far by the effect the vacation has on the morale of the organization.	Our present vacation plan is looked upon very favorably by our employees.
	208	198	95	2.4	We believe it is beneficial as it reduces labor turnover, encourages a desirable class of workers to apply for employment, improves their health and adds to general morale. Production is probably reduced in proportion to the actual working time lost.	General approval but arrangement is now accepted as a matter of course.

* Estimated.

TABLE
GR

Product or Business	No. of Plants	Yr. Adopted	Service Requirement	Length of Vacation	Length of Shutdown	Vacation Season	Rate of Pay	Basis	V Ti Pa
Machinery, Electrical	1	1921	1 yr. 2-3 yrs. Over 3 yrs.	1 wk. 1½ wk. 2 wks.	2 wks.	Aug.	Full Full Full	Straight time	Pri
Musical Instrument and Phonographs	1	1923	One day's vacation for each month of service up to 1 yr. 1 yr.	1 day up to 2 wks.	2 wks.	July-Aug.	Full	Straight time	Pri
Transportation Equipment: Automobiles	1	1919	5 yrs. 10 yrs.	1 wk. 2 wks.	2 wks.	Aug.	Full	Straight time	Pri
Miscellaneous	1	1915	At work prior to Aug. 1 receive full rate; at work prior to Jan. 1 receive ½ rate	1 wk.	1 wk.	July	Contributory	Straight time	Pri
	1	1920	3-5 yrs. 5-10 yrs. 10-15 yrs. Over 15 yrs.	3 days 1 wk. 10 days 2 wks.	2 wks.	July	Full Full Full Full	Straight time Piece-work rate 4 mos. earnings	Pri
	1	1923	If hired between Jan. 5 and Mar. 30 and remaining until inventory at Christmas; service from Jan. 5 to inventory	1 wk.	1 wk.	Christmas	Half pay Full	Wages up to Sept. 26 are divided by total hours and then multiplied by standard weekly hours	Pri

UNGR

Food and Kindred Products Confectionery	1	1921	1 yr.	1 wk.	1 mo.	July	Full	Straight time	Pri
Iron and Steel and Their Products	1	1923	3 mos.	6 days not including 2 paid holidays	8 days	Christmas season	Full	Straight time	On pa
Textiles and Their Products: Textile Mill Products	1	1918	3 mos. dating from May 1 of current year	1 wk.	1 wk.	Aug.	Full	Straight time	Pri
	1	1917	1 yr.	10 days	10 days	Aug.	Full	Straight time	Aft
	1	1918	Men with less than 100 hrs. and women with less than 250 hrs. unexcused absence during year	1 wk.	1 wk.	.....	Full	Straight time	Pri

• Estimated.

PLANS

Wages	No. of Wage-Earners	Wage-Earners Receiving Vacations		% of Vacation Wages in Relation to Total Annual Payroll	OPINION OF PLAN	
		No.	%		Expressed by Management	Expressed by Wage-Earners
to	169	149	88	2.5	This is the most satisfactory plan we have ever undertaken. It causes a minimum of confusion in our office work and in the routine of production.	In general, the plan seems to be very popular with all who work here. We have never heard anything but approval since the origin of the plan.
to	7,500	7,500	100	3.0	We do not believe that the vacation plan affects our production to any great extent as a large number of employees took some time off during the summer anyway.	From what we have learned, we believe our employees appreciate our vacation plan and look forward to it.
to	4,500	1,125	25	0.7-0.1	It is difficult to give any specific facts concerning the value of our vacation plan. However, a vacation with pay is generally accepted as being one of the most worth while ideas in industrial welfare work.	.....
to	376	282	75	0.9	More than 90% of the men who subscribed a year ago kept up their payments and received the company's contribution this summer.	What our employees think of the plan is shown in the high percentage of participation in the plan.
to	479	305	63	2.0	Labor turnover does not change but vacations help the morale. By having all vacations together we lose production but we get them over with and we know where we stand.	Those who get the 2 wks. think it is a fine scheme. Those who get nothing don't like it.
to	1,000	830	83	0.013	Beneficial.	Very favorable.

PLANS

No	400	300	75	1.5*	Efficient way of handling vacation problem. Takes care of employees with longer service.	Appreciated by those affected.
Christmas New Year's	1,400	1,400	100	2.0	Good.	Very desirable.
No	650	650	100	2.0	A mighty fine investment in good morale but best of all a production increase is always noted.	They appreciate the week's rest and come back with renewed loyalty and renewed strength.
Legal holidays	144	69	48	1.25	Lessens labor turnover, builds up morale and helps us to keep our old employees.	We are much in favor of our plan as it gives employees a vacation who could not otherwise have one.
No	475	380	80	1.54*	The plan is simple; it is productive; and our people like it.	.....

TABLE
UNGRAI

Product or Business	No. of Plants	Yr. Adopted	Service Requirement	Length of Vacation	Length of Shutdown	Vacation Season	Rate of Pay	Vaca	
								Basis	Time Paym
Textiles and Their Products: Textile Mill Products—Continued	2	1915	1 yr. based on less than 48 hrs. of unexcused absence; over 144 hrs. of unexcused absence eliminates vacation privileges	1 wk.	1 wk.	July	Full	Straight time	Prior
	1	1916	1 yr. (on basis 50 wks. attendance reports)	1 wk.	1 wk.	Aug.	.....	.....	Prior
	1	1920	20 yrs.	1 wk.	1 wk.	July	Not over \$25 weekly	Straight time Piece-work rates 6 wks. prior to vacation	After
Clothing	2	1921	Piece-workers, 3 mos.	1 wk.	2 wks.	June-Sept.	Full	Straight time Piece-work rate 6 wks. earnings	Prior
Lumber and Allied Products	1	1923	1 yr.	2 wks.	2 wks.	Last half of Dec.	Full	Straight time	After
	1	1919	1 yr. without deduction for unexcused absence	1 wk.	1 wk.	July	Full	Straight time	After
Chemicals and Allied Products: General Chemicals	1	1909	1 yr. (girls, men)	1 wk. 2 wks.	2 wks.	May 1— Oct. 1	Full	Straight time	After
Metals and Metal Products	1	1919	1 yr.	1 wk.	1 wk.	July-Aug.	Full	Straight time	Prior
	1	1914	3 yrs. with less than 30 hrs. unexcused absence during the preceding year	1 wk.	1 wk.	Aug.	Full	Straight time	Prior
	1	1914	1 yr.	1 wk.	1 wk.	July	Full	Straight time Piece-work 3 mos. average	At or of 1 earn

* Estimated.

(Continued)

PLANS

Wages Holiday Pay	No. of Wage- Earners	Wage-Earners Receiving Vacations		% of Vacations in Relation to Total Annual Payroll	OPINION OF PLAN	
		No.	%		Expressed by Management	Expressed by Wage-Earners
No	648	339	52	0.96	We feel that our vacation plan tends to cut down our labor turnover and to make our production steady on account of the desire of the employees to make their attendance just as perfect as possible. This would naturally benefit the general morale of our employees.	Our employees seem to like our vacation plan very much.
No	800	800	100	.....	A mutual benefit to company and employee.	Answers a real need to the worker and a sincere appreciation for the vacation. Favorable.
No	1,250	23	2	.....	.....	Seem satisfied.
No	300	240	80	2.0	We find that giving a vacation to piece-workers has enabled us to secure help even in the most difficult time and that this liberal vacation plan in addition to bonus earned by our employees has produced better quality work, better spirit of friendliness and better cooperation on the part of all.	We think our vacation plan has been greatly appreciated by our employees and is shown by the fact that we received word from them telling us how much they enjoyed vacations.
No	275	248	90	2.5	We think that the vacation plan is a very good thing for production, labor turnover, and general morale.	The expressions we have heard have been very favorable and we think that as a whole the employees appreciate this practice greatly.
No	375	300	80	1.5	The vacation plan has provided a very real incentive which has prevented considerable turnover and a great deal of delinquency. It has reduced our total absenteeism from about 10% to less than 4%.	Our employees are very enthusiastic over this plan and would not dispense with it in some form at all willingly.
No	85	85	100	2.0	We consider the plan a desirable one.	Considering the eagerness with which they anticipate this vacation, we believe the vacations are appreciated.
No	400	360 ^a	90	1.8 ^a	The combination of a summer inventory and vacation period is most satisfactory.	.....
No	200	100	50	0.5	We are of the opinion that it does assist in production, lower turnover, and affects general morale for the better.	The majority of the employees have expressed themselves as appreciating the vacation.
No	1,400	1,260	90	2.0	A most excellent thing and thoroughly appreciated.	The vacation plan is appreciated because it gives the men without financial worry a chance to get the most from their week's vacation and to do the things they could not afford to do except for this week's pay.

TABLE 1
UNGRADUATED

Product or Business	No. of Plants	Yr. Adopted	Service Requirement	Length of Vacation	Length of Shutdown	Vacation Season	Rate of Pay	Vacation	
								Basis	Time of Payment
Machinery, Electrical	1	1915	1 mo. previous to vacation and 1 mo. after vacation	1 wk.	2 wks.	Aug.	Full	Straight time	After 1 mo.
	1	1921	10 yrs.	1 wk.	1 wk.	Summer	Full	Piece-work 1 mo.'s earnings	Prior
	1	1919	Hourly wage-earners 1 yr.	1 wk.	2 wks.	July-Aug.	Full	Straight time	After
Transportation Equipment: Automobiles	1	1919	Regular wage-earners on payroll June 1 and remaining on payroll until first regular pay day after vacation period	1 wk.	1 wk.	July	Full	Rate includes overtime earnings	After

*Estimated.

(Continued)

PLANS

Wages	No. of Wage-Earners	Wage-Earners Receiving Vacations		% of Vacation Wages in Relation to Total Annual Payroll	OPINION OF PLAN	
		No.	%		Expressed by Management	Expressed by Wage-Earners
No	300	287	96	2.2	We think very well of our vacation plan, and, although it affects us somewhat in loss of production, our general morale is benefited.	It is now to a point where employees are looking forward to this vacation period and would feel very disappointed if it were stopped.
No	335	65	20	0.5	.....	.....
No	2,100	1,360	60	1.14	Has proven successful for 5 yrs. Avoids confusion and increases efficiency and morale.	Much appreciated by longer service employees.
Christmas	1,054	1,054*	100	2.0	We are thoroughly convinced it is very beneficial.	The first year or two that this plan was in effect, we received letters of appreciation from individuals and departments as a whole. Lately, we have not received any letters but have received unsolicited favorable comments.

TABLE 20. GEOGRAPHICAL DISTRIBUTION OF PLANTS IN THE UNITED STATES HAVING VACATION PLANS

	Continuous Operation		Shutdown		Total		Continuous Operation		Shutdown		Total
	Un-graded	Graded	Un-graded	Graded			Un-graded	Graded	Un-graded	Graded	
California.....	9	5			14	New York.....	19	32	3	7	61
Colorado.....	1				1	Ohio.....	3	9	1	5	18
Connecticut.....	3		1	1	6	Oklahoma.....		1			1
District of Columbia.....		1			1	Oregon.....			1		1
Georgia.....			1		1	Pennsylvania.....	9	10	2	6	27
Illinois.....	12	10	2	3	27	Rhode Island.....		2	1		3
Indiana.....	5	6	1	1	13	South Carolina.....		2			2
Iowa.....	1	1	3		5	Tennessee.....				1	1
Louisiana.....	1	2			3	Texas.....	2	3			5
Maine.....		1			1	Virginia.....		5			5
Maryland.....		3		1	4	West Virginia.....		4			4
Massachusetts.....	12	9		6	27	Wisconsin.....	6			3	9
Michigan.....		3		4	7	Wyoming.....	4	1			5
Minnesota.....	2		1	2	5	All States.....		1			1
Missouri.....	4	2			6	Canada.....		3		3	6
Montana.....					1						
Nebraska.....	1				1	Total.....	103	126	21	44	294

TABLE 21. NUMBER OF PLANTS IN THE UNITED STATES WITH VACATION PLANS CLASSIFIED BY INDUSTRY AND TYPE OF PLAN

Industrial Classification	Type of Plan				Total
	Continuous Operation		Shutdown		
	Ungraded	Graded	Ungraded	Graded	
Food and kindred products:	19	1	1	3	24
General food products.....	2	1		3	6
Confectionery.....	3		1		4
Meat packing.....	14				14
Textiles and their products:	7	2	9	6	24
Textile mill products.....	5	1	7	1	14
Clothing.....	2	1	2	5	10
Iron and steel and their products, not including machinery.....	11	5	1		17
Lumber and allied products.....	1	2	2	2	7
Leather and its manufactures.....	1				1
Rubber products.....	1	2			3
Paper and printing:	11	14		6	31
Paper and pulp.....	5	3		4	12
Paper, exclusively.....	3	3		1	7
Printing and publishing.....	3	8		1	12
Chemicals and allied products:	21	60	1	3	85
General chemicals.....	1	28	1	3	33
Paint and varnishes.....	4	2			6
Petroleum.....	14	30			44
Soap.....	2				2
Metals and metal products other than iron and steel.....	10	3	3	12	28
Machinery, not including transportation equipment:	9	14	3	7	33
Machinery, general.....	7	8		6	21
Machinery, electrical.....	2	6	3	1	12
Musical instruments and phonographs.....		1		1	2
Transportation equipment: Automobiles.....	1		1	1	3
Transportation:	7				7
Motor bus.....	1				1
Street railway.....	6				6
Public utilities.....	3	18			21
Miscellaneous.....	1	4		3	8
Total.....	103	126	21	44	294

TABLE 22. NUMBER OF WAGE-EARNERS IN PLANTS GRANTING VACATIONS CLASSIFIED AS TO INDUSTRY AND TYPE OF PLAN WITH TOTAL NUMBER OF WAGE-EARNERS IN THE UNITED STATES AND PERCENTAGE UNDER VACATION PLANS.

Industrial Classification	No. of Wage-Earners Type of Plan				Total	Total No. of Wage-Earners in the United States	Per Cent of Total Wage-Earners under Vacation Plans
	Continuous Operation		Shutdown				
	Ungraded	Graded	Ungraded	Graded			
Food and kindred products.....	47,244	554	400	285	48,483	682,137	7.1
Textiles and their products.....	7,244	1,325	4,267	4,592	17,428	1,719,434	1.0
Iron and steel and their products, not including machinery.....	6,050	2,149	1,400	.....	9,599	892,660	1.1
Leather and its remanufactures.....	12,000	.....	.....	.....	12,000	344,545	3.5
Lumber and allied products.....	10	1,450	650	1,600	3,710	931,748	.4
Rubber products.....	53	12,444	.....	.....	12,497	137,868	9.1
Paper and printing.....	6,757	9,839	.....	2,845	19,241	526,795	3.7
Chemicals and allied products.....	44,317	35,706	85	511	80,619	384,493	20.9
Metals and metal products other than iron and steel.....	7,217	1,515	2,000	6,509	17,241	296,911	5.8
Machinery, not including transpor- tation equipment.....	7,799	81,186	2,725	9,052	100,762	907,707	11.1
Musical instruments.....	.....	150	.....	7,500	7,650	58,329	13.1
Transportation equipment.....	17,600	.....	1,054	4,500	23,154	606,328	3.8
Miscellaneous.....	90	9,837	.....	1,855	11,782	1,289,201	10.9
Total all manufacturing industries.	156,381	156,155	12,581	39,049	364,166	8,778,156	4.15

TABLE 23. DATE OF ADOPTION OF COMPANY VACATION PLANS IN THE UNITED STATES

Year	Type of Plan				Total
	Continuous Operation		Shutdown		
	Ungraded	Graded	Ungraded	Graded	
1876.....	.....	1	.....	.....	1
1883.....	.....	1	.....	.....	1
1894.....	1	.....	.....	.....	1
1896.....	.....	1	.....	.....	1
1899.....	1	.....	.....	.....	2
1905.....	2	.....	.....	.....	2
1906.....	1	1	.....	.....	2
1907.....	1	.....	.....	.....	1
1908.....	1	2	.....	.....	3
1909.....	1	.....	1	.....	2
1910.....	2	.....	.....	1	3
1911.....	3	2	.....	.....	5
1912.....	1	1	.....	.....	2
1913.....	1	2	.....	2	5
1914.....	2	1	.....	.....	3
1915.....	1	3	2	.....	6
1916.....	4	3	1	1	9
1917.....	2	2	1	2	7
1918.....	5	1	2	4	12
1919.....	2	6	4	4	16
1920.....	8	12	1	5	26
1921.....	1	6	3	7	18
1922.....	5	5	1	3	14
1923.....	11	10	1	1	23
1924.....	7	5	.....	.....	12
1925.....	4	3	.....	2	7
1926.....	.....	.....	.....	.....	.....
Data not available.....	1	3	.....	.....	4
Total.....	68	71	19	41	199

TABLE 24. VACATION SEASON IN COMPANY VACATION PLANS IN THE UNITED STATES

Period	Type of Plan				Total
	Continuous Operation		Shutdown		
	Ungraded	Graded	Ungraded	Graded	
Entire year.....	12	13			25
Summer.....	11	11			22
Fall.....	1		1	2	4
July.....	3		6	13	20
Aug.....			5	12	17
Apr. and Sept.....	1				1
Apr. —Oct.....		1		1	2
Apr. 1—Oct. 1.....	2				2
Apr. 1—Nov. 1.....		1			1
May 1—Aug. 1.....		1			1
May 1—Sept. 1.....		2			2
May 1—Oct. 1.....	3	4	1		8
May 1—Nov. 1.....	3	6		2	11
May 1—Dec. 1.....		1			1
May 25—Nov. 20.....		1			1
May —Sept.....	3	3			6
May —Oct.....		1			1
May 15—Sept. 15.....				1	1
June 1—Sept. 1.....	5	4			12
June 1—Sept. 15.....	2	1			3
June 1—Oct. 1.....	5	5			10
June 1—Nov. 1.....	1	1			2
June 1—Dec. 1.....	1				1
June 1—Jan. 1.....		1			1
June —July.....				1	1
June —Sept.....			1		1
June 15—July 15.....	1				1
June 15—Aug. 15.....	1				1
June 15—Sept. 1.....	1				1
June 15—Sept. 15.....		1			1
June 15—Oct. 1.....	1				1
July 1—July 15.....				1	1
July 1—Sept. 1.....	1				1
July 1—Oct. 1.....		1			1
July 15—Oct. 1.....		1			1
July —Aug.....	2		2	6	10
July —Sept.....	1				1
Aug. 1—Jan. 1.....		1			1
Sept. 1—May 1.....		1			1
Christmas and New Year's.....			1	1	2
Last half of December.....			1		1
10 days previous to Labor Day or July 4.....				1	1
2 wks. previous to Labor Day.....				1	1
Determined by management.....	1	2			3
Determined by foremen.....	1				1
At convenience of management and employees.....	1	2			3
At convenience of employees.....	1	4			5
Data not available.....	1	1	1		3
Total.....	68	71	19	41	199

TABLE 25. PERCENTAGE OF VACATION WAGES PAID IN RELATION TO THE TOTAL ANNUAL PAYROLL UNDER COMPANY VACATION PLANS IN THE UNITED STATES

Percentage Cost	No. of Plans				Total	Percentage Cost	No. of Plans				Total
	Continuous Operation		Shutdown				Continuous Operation		Shutdown		
	Un-graded	Graded	Un-graded	Graded			Un-graded	Graded	Un-graded	Graded	
.002		2			2	1.36					1
.003	1				1	1.40	1	1			2
.005	1				1	1.44	1				1
.006	1				1	1.45		1			1
.007		1			1	1.50			1		2
.011		1			1	1.54	6		2	2	10
.018				1	1	1.60		1		1	3
.018					1	1.66				1	2
.029	1				1	1.70		1			1
.033				1	1	1.75	4	1			5
.043	1				1	1.76		1			1
.085				1	1	1.80		2	1		3
.096	1				1	1.90				2	2
Less than .1		1			1						
.14	1				1	1.92	1				1
.15	1				1	2.0	5	7	6	5	23
.16	2				2	2.0-2.5		1			1
.18	1				1	2.10		1			1
.19	1				1	2.13				1	1
.269	1				1	2.14		1			1
.34	1				1	2.18				1	1
.36		1			1	2.20			1		1
.40	1				1	2.22		1			1
.44	1				1	2.40	1			1	2
Less than .5	2				2	2.50	1	1	1	1	4
.5	4	5	2		11	2.56		1			1
.51		1			1	2.0-3.0				1	1
.70	1	1			2	2.75		1			1
.70-1.0				1	1	2.76		1			1
.80		1			1	2.78					1
.83		1			1	2.9	1				1
.88					1	Less than 3.0		1			1
.9	1			1	2	3.0	1	4		2	7
Less than 1.0			1		1	3.0-3.5		1			1
1.0	3			1	4	3.34				1	1
1.0	4	4		4	12	3.5		2			2
1.0-1.5		2			2	3.6				1	1
1.07				1	1	3.7	1				1
1.08				1	1	3.84	1				1
1.10	1	1		2	4	4.00		2		1	3
1.14			1		1	Approx. Data not available				1	1
1.18	1	1			2		5	12	2	2	21
1.20			1		3						
1.25	2		1		3						
1.30		1			1	Total.....	68	71	19	41	199
1.33	1				1	Median %....	1.0	1.7	1.9	1.6	1.5

TABLE 26. ANALYSIS OF THE NUMBER OF WORKERS RECEIVING VACATION AND VACATION WAGES IN SELECTED COMPANIES WITH VACATION PLANS IN THE UNITED STATES.

A BRUSH MANUFACTURING COMPANY (MASSACHUSETTS)				
Service Requirement	Length of Vacation	1921	1922	1923
3 yrs.-5 yrs.	3 days	93	84	77
5 yrs.-10 yrs.	1 wk.	74	95	115
10 yrs.-15 yrs.	10 days	13	30	24
Over 15 yrs.	2 wks.	92	83	90
Total		272	292	306
Percentage of vacation wages in relation to total annual payroll.....		1.7	1.7	1.6

A PAPER COMPANY (PENNSYLVANIA)							
Service	Vacation	No. of Workers Receiving Vacations					
		1919	1920	1921	1922	1923	1924
3 yrs.	3 days	64	88	138	126	159	58
4 yrs.	4 days	46	50	82	105	108	130
5-10 yrs.	1 wk.	145	145	155	185	218	272
Over 10 yrs.	2 wks.	69	94	84	96	120	131
Total workers		324	377	459	512	605	591
Total wks.		246	410	447	510	609	650
Total days		2,074	2,463	2,680	3,060	3,657	3,898
Percentage of vacation wages in relation to total amount of payroll.....		.87	.92	1.18	1.17	1.45	.....

AN AUTOMOBILE COMPANY (INDIANA)			
Year	Average No. of Workers	Vacation Wages and Salaries	Average Cost per Worker
1919	9,842	\$65,442	\$6.66
1920	11,995	131,110	10.93
1921	10,632	146,822	13.81
1922	14,229	189,894	13.35
1923	17,097	234,819	13.73

Product	Year		No. of Years in Operation	Service Requirement	Length of Vacation	% of Vacation Wages in Re- lation to Total Annual Payroll	Opinion of the Plan by Management and Reason for Abandonment
	Adopted	Discontinued					
Metal Products	1920	1921	1	.....	1 wk. to all wage- earners	.....	The vacation was adopted when the company was operating under unusual conditions and the company thought it desirable in order to retain the employees and to secure their cooperation in the work. Conditions have been changed very materially since that date and business for the next 2 or 3 yrs. did not justify a continuation of the plan—and the situation has not yet changed where we feel that it would be desirable to renew the practice. Abandoned because company was bought by a corporation operating other plants, none of which granted vacations. . . . Vacations were practically a war measure, and we would undoubtedly have continued them had we remained a separate corporation. Our experience was that it cut down the turnover, and was looked forward to by most of the employees, although we had a few men who were very desirous of working through their vacations in the hopes of receiving double pay. This, of course, was not permitted. We gave up the plan because it didn't do us the slightest bit of good.
	1918	1922	4	50 wks.	1 wk.	.....
	1919	1925	6	3 mos. up to 1 yr.	Every week equals 1 hr. paid vaca- tion up to 50 hrs. 1 wk.	1.34	
	1920	1921	1	1 yr.	.....	.....
Machinery	1920	1922	2	1 mo. increasing each month up to 1 yr.	½ day up to 6 days	.....	Vacations were paid out of the funds of a mutual benefit society to which the company gave sufficient funds to prevent liabilities. The entire industrial relations program was abandoned, including vacations, because the directors of the company were of the opinion that the utmost benefits were not being obtained from the expenditure of money that was involved. We found it necessary to discontinue the plan because of the depression; since that time our operations have not warranted us in reinstating it. We believe that the vacation plan was worth its cost in improving the morale and it is probable that we will return to it with improved conditions. In the years in which it was used, the demand for labor exceeded the supply and it was perhaps of considerable benefit to us in securing help and retaining an ample force. It was made to reduce frequent absences of employees from work.
	1919	1921	2	6 mos. 1 yr.	3 days 1 wk.	1.36	
Textiles	1920	1921	1	.....	.....	.....	We do feel that sometime we would like to re-establish such a plan, but the cost has seemed to us prohibitive under present conditions. The 2 yrs. the plan was in effect were years when labor was scarce and unstable, and so our experience over so short a period as this would not reflect the true value of a vacation plan.
	1919	1921	2	1 yr.	1 wk.	.....
Clothing	1913	1924	11	1 yr.	1 wk. (shutdown 2 wks.) increasing 1 day each month up to 2 wks.	3.0*	It was found that the industry could no longer stand the expense as conditions . . . had begun to grow worse from year to year with the result that we were reluctantly obliged to curtail many of the privileges our employees had formerly enjoyed. The vacation plan helped general morale and reduced labor turnover.
Printing and publishing	1915	.....	.....	.....	1 wk.	.....	It worked, then . . . The excessive union scale of wages was the determining factor in the change.
Paper Products	1920	1921	1	.....	.....	3.0*	Too costly.
Rubber	1920	1921	1	6 mos.	1 wk. (shutdown)	2.0	The effect of vacation was stabilization rather than reduction of absenteeism or turnover. The vacation resulted in a gain of 1 day's production over a corresponding period in 1919 preceding the shutdown and 3 days' gain in production in the 8 wks. after the shutdown over the 8 wks. before the shutdown. . . . There was a marked improvement in the attitude of the employees caused by the vacation program. . . . We hoped that once established we could continue the policy of paid vacations for hourly workers, but the depression of 1921 hit us hard and we were forced to abandon the plan as part of a wage reduction.

* Estimated.

TABLE 28. VACATION REGULATIONS IN TYPICAL UNION AGREEMENTS IN THE UNITED STATES
(Agreements covering the yrs. 1924-1927)

Unions Covered	Local No.	Location	Employers' Group	Date of Agreement	Length of Service	Length of Vacation
Bakery workers	59	Duluth, Minn.	Employers	May 1, 1925-Apr. 30, 1926	1 yr.	1 wk.
Blacksmiths	4	Chicago	City of Chicago	Verbal		2 wks.
Blacksmiths	400	Canal Zone	Government Canal Zone	Verbal		2 wks.
Electrical workers (monthly)	125	Portland, Ore.	Portland Electric Power Co.	Apr. 30, 1925-Apr. 29, 1926	1 yr.	15 consecutive days
Electrical workers (monthly salaries without overtime pay)	309	Belleville, Ill.	Southern Division Illinois Power and Light Corp.	Mar. 11, 1924	1 yr.	1 wk.
	383	Collinsville, Ill.			2 yrs.	2 wks.
	638	Gillespie, Ill.				
	702	Centralia, Ill.				
	703	Duquoin, Ill.				
		Mt. Vernon, Ill.				
Electrical workers	694	New Castle, Pa.	Pennsylvania Electric Co. and Pennsylvania-Ohio Power and Light Co.	July 1, 1925-June 30, 1926	1 yr.	10 days
Electrical workers (telephone operators)	78A	Bloomington, Ill.	Kinloch-Bloomington Tel. Co.	Sept. 1, 1925-Mar. 1, 1927	6 mos. 1 yr. 2 yrs.	3 days 1 wk. 2 wks.
Engineers, steam and operating	11	Syracuse, N. Y.	Employers	Apr. 1, 1924-Mar. 31, 1925		1 wk.
Engineers, steam and operating	352	Lowell	City of Lowell			2 wks.
Engineers, steam and operating	399	Chicago, Ill.	Union Dairy Company	Dec. 1, 1924	1 yr.	2 wks.
Engineers, steam and operating		Chicago, Ill.	Brewers Protective Ass'n of Chicago			2 wks.
Engineers, steam and operating		Chicago, Ill.	Mechanics Laundry and Supply Company			2 wks.
Engineers, steam and operating (municipal engineers)		New York, N. Y.	City of New York			
Engineers, steam and operating (pumping station engineers)		Chicago, Ill.	City of Chicago			
Engineers, steam and operating (school engineers)		Pittsburgh, Pa.	City of Pittsburgh			
Engineers, steam and operating (school engineers)		New York, N. Y.	City of New York			
Engineers, steam and operating (school engineers)		Chicago, Ill.	City of Chicago			Time not given
Firefighters	1	Pittsburgh, Pa.	City administration	Provision of employment	1 yr.	14 days
Firefighters	2	Chicago, Ill.	City administration	Provision of employment	1 yr.	15 days
Firefighters	3	Pueblo, Colo.	City administration	Provision of employment	1 yr.	14 days
Firefighters	4	Des Moines, Ia.	City administration	Provision of employment	1 yr.	15 days
Firefighters	6	Trinidad, Colo.	City administration	Provision of employment	1 yr.	14 days
Firefighters	7	Sioux City, Ia.	City administration	Provision of employment	1 yr.	14 days
Firefighters	10	McKeesport, Pa.	City administration	Provision of employment	1 yr.	14 days
Firefighters	11	Cedar Rapids, Ia.	City administration	Provision of employment	1 yr.	10 days
Firefighters	12	Wheeling, W. Va.	City administration	Provision of employment	1 yr.	15 days
Firefighters	15	Council Bluffs, Ia.	City administration	Provision of employment	1 yr.	10 days
Firefighters	21	St. Paul, Minn.	City administration	Provision of employment	1 yr.	15 days
Firefighters	28	Schenectady, N. Y.	City administration	Provision of employment	1 yr.	15 days
Firefighters	30	Seattle, Wash.	City administration	Provision of employment	1 yr.	14 days

Firefighters	30	ft. Smith, Ark.	City administration	Provision of employment	1 yr.	10 days
Firefighters	34	Little Rock, Ark.	City administration	Provision of employment	1 yr.	10 days
Firefighters	37	Springfield, Ill.	City administration	Provision of employment	1 yr.	15 days
Firefighters	42	Kansas City, Mo.	City administration	Provision of employment	1 yr.	15 days
Firefighters	43	Portland, Oreg.	City administration	Provision of employment	1 yr.	15 days
Firefighters	44	Joliet, Ill.	City administration	Provision of employment	1 yr.	15 days
Firefighters	51	El Paso, Tex.	City administration	Provision of employment	1 yr.	15 days
Firefighters	52	Meridian, Miss.	City administration	Provision of employment	1 yr.	15 days
Firefighters	53	Belleville, Ill.	City administration	Provision of employment	1 yr.	7 days
Firefighters	55	Oakland, Calif.	City administration	Provision of employment	1 yr.	15 days
Firefighters	59	Joplin, Mo.	City administration	Provision of employment	1 yr.	14 days
Firefighters	60	Scranton, Pa.	City administration	Provision of employment	1 yr.	15 days
Firefighters	61	Charleston, S. C.	City administration	Provision of employment	1 yr.	14 days
Firefighters	64	Kansas City, Kans.	City administration	Provision of employment	1 yr.	14 days
Firefighters	66	Waterloo, Ia.	City administration	Provision of employment	1 yr.	15 days
Firefighters	67	Columbus, Ohio	City administration	Provision of employment	1 yr.	15 days
Firefighters	71	Newark, N. J.	City administration	Provision of employment	1 yr.	15 days
Firefighters	73	St. Louis, Mo.	City administration	Provision of employment	1 yr.	14 days
Firefighters	74	Superior, Wis.	City administration	Provision of employment	1 yr.	11 days
Firefighters	76	Chattanooga, Tenn.	City administration	Provision of employment	1 yr.	14 days
Firefighters	81	Balt Lake City, Utah	City administration	Provision of employment	1 yr.	15 days
Firefighters	82	Minneapolis, Minn.	City administration	Provision of employment	1 yr.	15 days
Firefighters	88	Zanesville, Ohio	City administration	Provision of employment	1 yr.	14 days
Firefighters	92	Toledo, Ohio	City administration	Provision of employment	1 yr.	10 days
Firefighters	93	Cleveland, Ohio	City administration	Provision of employment	1 yr.	14 days
Firefighters	94	New York, N. Y.	City administration	Provision of employment	1 yr.	18 days
Firefighters	96	Butte, Mont.	City administration	Provision of employment	1 yr.	14 days
Firefighters	101	Duluth, Minn.	City administration	Provision of employment	1 yr.	14 days
Firefighters	104	Wilkes-Barre, Pa.	City administration	Provision of employment	1 yr.	15 days
Firefighters	105	Lynn, Mass.	City administration	Provision of employment	1 yr.	14 days
Firefighters	106	Bellingham, Wash.	City administration	Provision of employment	1 yr.	15 days
Firefighters	111	McAlester, Okla.	City administration	Provision of employment	1 yr.	14 days
Firefighters	114	Butler, Pa.	City administration	Provision of employment	1 yr.	14 days
Firefighters	117	Birmingham, Ala.	City administration	Provision of employment	1 yr.	12 days
Firefighters	124	Ft. Wayne, Ind.	City administration	Provision of employment	1 yr.	15 days
Firefighters	126	Oswego, N. Y.	City administration	Provision of employment	1 yr.	15 days
Firefighters	134	Atlanta, Ga.	City administration	Provision of employment	1 yr.	20 days
Firefighters	135	Wichita, Kans.	City administration	Provision of employment	1 yr.	12 days
Firefighters	136	Dayton, Ohio	City administration	Provision of employment	1 yr.	10 days
Firefighters	141	Green Bay, Wis.	City administration	Provision of employment	1 yr.	15 days
Firefighters	144	Brockton, Mass.	City administration	Provision of employment	1 yr.	14 days
Firefighters	160	New Castle, Pa.	City administration	Provision of employment	1 yr.	14 days
Firefighters	178	Tulsa, Okla.	City administration	Provision of employment	1 yr.	14 days
Firefighters	177	Springfield, Ohio	City administration	Provision of employment	1 yr.	15 days
Firefighters	194	Seapulse, Okla.	City administration	Provision of employment	1 yr.	15 days
Firefighters	215	Milwaukee, Wis.	City administration	Provision of employment	1 yr.	14 days
Firefighters	228	Stuebenville, Ohio	City administration	Provision of employment	1 yr.	15 days
Firefighters	230	San Jose, Calif.	City administration	Provision of employment	1 yr.	14 days
Firefighters	240	Middletown, Ohio	City administration	Provision of employment	1 yr.	14 days
Firefighters	243	Enid, Okla.	City administration	Provision of employment	1 yr.	14 days
Firefighters	249	Canton, Ohio	City administration	Provision of employment	1 yr.	14 days
Firefighters	251	Massillon, Ohio	City administration	Provision of employment	1 yr.	14 days
Firefighters	252	Piqua, Ohio	City administration	Provision of employment	1 yr.	10 days
Firefighters	253	Granite City, Ill.	City administration	Provision of employment	1 yr.	10 days

TABLE 28 (Continued)

Unions Covered	Local No.	Location	Employers' Group	Date of Agreement	Length of Service	Length of Vacation
Firefighters	254	Alliance, Ohio	City administration	Provision of employment	1 yr.	14 days
Firefighters	257	Appleton, Wis.	City administration	Provision of employment	1 yr.	15 days
Firefighters	282	Kankakee, Ill.	City administration	Provision of employment	1 yr.	14 days
Meat cutters and butcher workmen	254	New Rochelle, N. Y. White Plains, N. Y.	Employers in Westchester County Employers in Westchester County	Nov. 1, 1924-Oct. 31, 1926		1 wk. 1 wk.
Meat cutters and butcher workmen	482	Herrin, Ill.	Employers	Nov. 1, 1925-Oct. 31, 1926	1 yr.	1 wk.
Meat cutters and butcher workmen	489	Yonkers, N. Y.	Employers in Westchester County	Nov. 1, 1924-Oct. 31, 1926		1 wk.
Meat cutters and butcher workmen	631	Mt. Vernon, N. Y.	Employers in Westchester County	Nov. 1, 1924-Oct. 31, 1926		1 wk.
Street and electric railway employees .....	.....	Milford, Mass.	Milford, Attleboro & Woonsocket Street Ry.	Renewed to Oct. 31, 1927		1 wk. or more
Street and electric railway employees .....	.....	Attleboro, Mass.	Interstate Consolidated Street Railway Co.	Renewed to Oct. 31, 1927		1 wk. or more
Street and electric railway employees .....	.....	Woonsocket, R. I.	Attleboro Branch R. R. Co.	Renewed to Oct. 31, 1927		1 wk. or more
Street and electric railway employees	22	Worcester, Mass.	Worcester & Springfield Street Railway Co.	June 1, 1925-Oct. 31, 1927		1 wk. or more
Street and electric railway employees	26	Detroit, Mich.	City of Detroit	June 1, 1925-June 1, 1926	6 mos.	7 days
Street and electric railway employees	228	Joliet, Ill.*	Chicago & Joliet Electric Railway Co.	Jan. 1, 1925-Dec. 31, 1926		1 wk.
Street and electric railway employees (interurban signal maintainers)	282	Rochester, N. Y.	New York State Railway Lines	June 1, 1922	1 yr.	1 wk.
Street and electric railway employees	448	Springfield, Mass.	Worcester & Springfield Street Railway Co.	June 1, 1925-Oct. 31, 1927		Wk. or more
Street and electric railway employees	495	Helena, Mont.	Helena Light & Traction Co.	Effective to Nov. 1, 1927		10 days
Street and electric railway employees	540	Trenton, N. J. ^b	Trenton & Mercer County Traction Company	Apr. 1, 1926-Mar. 31, 1927		10 days
Street and electric railway employees	587	Seattle, Wash. ^c	City of Seattle	Aug. 1, 1925-Aug. 1, 1926	1 yr.	15 days
Street and electric railway employees	589	Boston, Mass.	Boston Elevated Ry. Co.	July 1, 1925-July 1, 1926		2 wks.
Street and electric railway employees	599	Muscataine, Ia. ^d	Clinton-Davenport & Muscatine Ry.	June 1, 1922-June 1, 1927		
Street (Manchester St. Power Station)	618	Providence, R. I.	United Electric Railways Co.	July 1, 1925		1 wk.
Street and electric railway employees	664	Great Falls, Mont.	Montana Power Co.	Aug. 15, 1925-Aug. 15, 1926	1 yr.	10 days
Street and electric railway employees	714	Portland, Me.	Cumberland County Power & Light Company	May 1, 1925-Apr. 30, 1926		1 wk. or more
Tailors	34	Scranton, Pa.		Apr. 1, 1925	1 yr.	1 wk.
Tailors	258	Wilkes-Barre, Pa.		Mar. 15, 1925-Mar. 14, 1926		1 wk.
Teamsters and chauffeurs (ice-cream drivers)	111	Washington, D. C.	Employers	June 1, 1923 (still effective)	6 mos.	8 days
Teamsters and chauffeurs	645	New York City	Wascott Express Company	Sept. 16, 1925-Sept. 16, 1928	1 yr.	15 days
Teamsters and chauffeurs (milk wagon drivers)	753	Chicago, Ill.	Employers	May 1, 1924-May 1, 1927	52 wks. continuous	6 days
Teamsters and chauffeurs (dairy employees)	754	Chicago, Ill.	Employers	May 1, 1924-May 1, 1927	1 yr.	2 wks.
Teamsters and chauffeurs (5 other locals) .....	.....	Chicago, Ill.	Employers	May 1, 1924-May 1, 1927	52 wks. continuous	2 wks.
Teamsters and chauffeurs (2 local unions) .....	.....	St. Louis, Mo.	Employers		52 wks. continuous	2 wks.
Teamsters and chauffeurs (1 local union) .....	.....	Gary, Ind.	Employers		52 wks. continuous	2 wks.
Teamsters and chauffeurs (1 local union) .....	.....	Hammond, Ind.	Employers		52 wks. continuous	2 wks.
Teamsters and chauffeurs (1 local union) .....	.....	Boston, Mass.	Employers		52 wks. continuous	2 wks.
Teamsters and chauffeurs (1 local union) .....	.....	Cincinnati, Ohio	Employers		52 wks. continuous	2 wks.
Teamsters and chauffeurs (1 local union) .....	.....	Philadelphia, Pa.	Employers		52 wks. continuous	2 wks.
Teamsters and chauffeurs (1 local union) .....	.....	Cleveland, Ohio	Employers		52 wks. continuous	2 wks.
Telegraphers, railroad	78	Kansas City, Mo.	Kansas City Terminal	Effective Aug. 1, 1924	1 yr.	10 days
Telegraphers, railroad .....	.....	.....	Columbia & Greenville Railroad	Effective Jan. 1, 1924	1 yr.	15 days

Typographical Union, International.....		New York, N. Y.	New York Daily News	1 yr.	2 wks.
Typographical Union, International.....		New York, N. Y.	New York Evening Post		2 wks.
Typographical Union, International.....	13	Boston, Mass.	Boston Herald-Traveler		3 days
Typographical Union, International.....	16	Chicago, Ill.	Chicago Tribune	According to length of service	1 and 2 wks.
Typographical Union, International.....	19	Elmira, N. Y.	Elmira Star Gazette		2 wks.
Typographical Union, International.....		Elmira, N. Y.	Elmira Advertiser		1 wk.
Typographical Union, International.....	21	San Francisco, Calif.	San Francisco Daily Herald	6 mos.	2 wks.
Typographical Union, International.....				1 yr.	1 wk.
Typographical Union, International.....		San Francisco Calif.	San Francisco Crocker Union	5 yrs.	2 wks.
Typographical Union, International.....	23	Milwaukee Wis.	Milwaukee Journal	According to length of service	1 and 2 wks.
Typographical Union, International.....	42	Minneapolis, Minn.	Minneapolis Daily Star		1 wk.
Typographical Union, International.....	63	Toledo, Ohio	Toledo Blade		1 wk.
Typographical Union, International.....		Toledo, Ohio	Toledo News Bee		1 wk.
Typographical Union, International.....		Toledo, Ohio	Toledo Times		1 wk.
Typographical Union, International.....	72	Lansing, Mich.	Lansing State Journal		1 wk.
Typographical Union, International.....	80	Kansas City, Mo.	Kansas City Journal Post		Time not given
Typographical Union, International.....	83	New York, N. Y.	Jewish Daily Forward		13 days
Typographical Union, International.....		New York, N. Y.	Morning Journal		13 days
Typographical Union, International.....		New York, N. Y.	Day and Daily News		13 days
Typographical Union, International.....	100	Norwich, Conn.	Norwich Bulletin		1 wk.
Typographical Union, International.....	101	Washington, D. C.	Washington Times		1 wk.
Typographical Union, International.....		Washington, D. C.	Washington Herald		1 wk.
Typographical Union, International.....		Washington, D. C. ^a	Washington Post		1 wk.
Typographical Union, International.....		Washington, D. C. ^b	Washington Star	1 yr.	1 wk.
Typographical Union, International.....	103	Newark, N. J.	Newark Star Eagle	5 yrs.	2 wks.
Typographical Union, International.....		Newark, N. J.	Newark Evening News		1 wk.
Typographical Union, International.....	127	Hartford Conn. ^c	Hartford Times		2 wks.
Typographical Union, International.....	136	Duluth, Minn.	Duluth Herald		1 wk.
Typographical Union, International.....	159	New London, Conn. ^d	The Day	1 yr.	1 wk.
Typographical Union, International.....	174	Los Angeles, Calif.	Los Angeles Daily News	6 mos.	1 wk.
Typographical Union, International.....	216	Springfield, Mass. ^e	Springfield Republican Daily News	1 yr.	2 wks.
Typographical Union, International.....		Springfield, Mass. ^f	Springfield Union		3 days
Typographical Union, International.....	283	Oklahoma City, Okla.	Oklahoma News		3 days
Typographical Union, International.....	296	Lima, Ohio	Lima Star		1 wk.
Typographical Union, International.....		Lima, Ohio	Lima News		Time not given
Typographical Union, International.....	308	Billings, Mont. ^g	Billings Gazette		1 wk.
Typographical Union, International.....	481	Iola, Kans.	Iola Register	1 yr.	1 wk.
Typographical Union, International.....	571	Chickasha, Okla.	Chickasha Express		2 wks.
Typographical Union, International.....		Chickasha, Okla.	Chickasha Star	1 yr.	1 wk.
Typographical Union, International.....	658	Perth Amboy, N. J. ^h	Perth Amboy Evening News		1 wk.
Typographical Union, International.....	817	New York, N. Y. ⁱ	New York Atlantis		1 wk.
Typographical Union, International.....		New York, N. Y. ^j	New York Enosis Publ. Co.		1 wk.
Typographical Union, International.....	903	Chicago, Ill.	Chicago Jewish Newspapers		2 wks.

^a Employees receive 1 day off every 2 wks. with pay.
^b Vacation to be taken in two 5-day periods and no vacations granted during Fair Week.
^c Fifteen days' vacation with 13 days' pay given.
^d Persons desiring vacation of not more than 30 days are al-

lowed same when sufficient extra men are available.
 Applicants for vacation file their application through the organization of which the applicant is a member.
^e Extra wk.'s pay at Christmas.
^f 2 wks.' extra pay at Christmas.

^g Pay for all holidays and for time lost caused by illness.
^h Pay for all holidays.
ⁱ Providing men take 3 days without pay.
^j Exists by practice.
^k Pay for sickness up to 3 wks.

Source: American Federation of Labor, Washington, D. C.; United States, Department of Labor, Bureau of Labor Statistics, Washington, D. C.

TABLE 29. TOTAL AND AVERAGE AMOUNT OF ANNUAL LEAVE TAKEN BY EMPLOYEES IN THE VARIOUS BUREAUS OF THE DEPARTMENT OF COMMERCE, THE DISTRICT OF COLUMBIA, CLASSIFIED ACCORDING TO SEX, 1922, 1923, 1924

Bureau	Number of Employees						Total		
	Male			Female			1922	1923	1924
	1922	1923	1924	1922	1923	1924			
Office of the Secretary.....	95	60	63	64	34	41	159	94	111
Bureau of the Census.....	287	278	295	420	408	433	707	696	736
Bureau of Foreign and Domestic Commerce.....	151	183	242	125	151	203	276	334	449
Bureau of Standards.....	624	603	561	93	83	81	717	696	642
Bureau of Fisheries.....	38	34	34	37	23	20	66	64	64
Bureau of Lighthouses.....	23	20	24	9	6	11	32	26	35
Coast and Geodetic Survey.....	173	164	154	30	31	22	203	195	176
Bureau of Navigation.....	17	14	17	16	14	20	33	28	37
Steamboat Inspection Service.....	5	5	5	6	6	8	11	11	14
Total.....	1,413	1,361	1,395	790	745	839	2,203	2,106	2,227
Number of Days of Annual Leave									
Office of the Secretary.....	2,606	1,538	1,664	1,837	944	1,188	4,433	2,482	2,871
Bureau of the Census.....	8,269	8,007	8,230	12,593	12,180	12,830	20,863	20,187	21,111
Bureau of Foreign and Domestic Commerce.....	3,910	4,540	6,357	3,658	4,334	5,066	7,566	8,874	12,337
Bureau of Standards.....	16,951	16,472	15,549	2,757	2,413	2,331	19,708	18,888	17,861
Bureau of Fisheries.....	1,003	869	869	796	653	687	1,798	1,552	1,441
Bureau of Lighthouses.....	659	590	713	269	180	230	928	770	1,019
Coast and Geodetic Survey.....	4,841	4,626	4,404	884	630	659	5,725	5,256	5,069
Bureau of Navigation.....	410	376	441	459	408	543	869	784	1,019
Steamboat Inspection Service.....	142	136	141	179	180	234	321	316	371
Total.....	38,790	37,154	38,468	23,432	21,922	24,708	62,212	59,106	63,111
Average Number of Days of Annual Leave									
Office of the Secretary.....	27.43	25.63	26.41	28.70	27.76	28.98	27.94	26.40	27.4
Bureau of the Census.....	28.81	28.80	28.34	29.98	29.85	29.63	29.51	29.43	29.0
Bureau of Foreign and Domestic Commerce.....	25.89	24.81	26.27	29.26	28.70	29.59	27.42	26.57	27.6
Bureau of Standards.....	27.17	27.32	27.71	29.65	29.07	28.78	27.49	27.53	27.8
Bureau of Fisheries.....	26.37	25.56	25.56	29.48	29.68	29.35	27.66	27.18	26.9
Bureau of Lighthouses.....	28.65	29.50	29.71	29.80	30.00	30.00	29.00	29.62	29.9
Coast and Geodetic Survey.....	27.98	28.21	28.60	29.47	30.00	29.98	28.20	28.41	28.7
Bureau of Navigation.....	24.12	26.86	25.94	28.69	29.14	29.15	26.33	28.00	27.6
Steamboat Inspection Service.....	28.40	27.30	28.20	29.83	30.00	29.25	29.18	28.73	28.8
Total Average.....	27.45	27.30	27.58	29.66	29.42	29.45	28.24	28.06	28.2

NOTE: Maximum individual leave allowed—30 days. In the count of the leave, all periods of 1/2 day or over were counted as a whole day; periods of less than 1/2 day were omitted.

SOURCE: Annual Reports of the Chief of the Appointment Division to the Secretary of Commerce for the Fiscal Year ending June 30, 1923, June 30, 1924, and June 30, 1925.

TABLE 30. AVERAGE NUMBER OF DAYS OF LEAVE AND PERCENTAGE OF EMPLOYEES TAKING FULL ALLOWANCE OF ANNUAL LEAVE, U. S. DEPARTMENT OF AGRICULTURE, 1921, 1922, 1923, 1924.

Employees Location	Average Number of Days of Leave					Employees Location	Percentage of Employees Taking Full Allowance of Annual Leave				
	1921	1922	1923	1924	4-Yr. Av'ge		1921	1922	1923	1924	4-Yr. Av'
Men, Washington....	25.08	25.36	25.49	25.73	25.41	Men, Washington....	42	42	45	44	43
Women, Washington....	28.82	28.80	28.86	28.98	28.86	Women, Washington....	69	70	70	71	70
Total, Washington....	26.50	26.63	26.80	27.00	26.73	Total, Washington....	62	63	64	64	63
Men, Outside of Washington....	11.53	11.25	11.82	12.04	11.66	Men, Outside of Washington....	42	46	48	48	46
Women, Outside of Washington....	13.35	12.87	13.37	12.26	12.96	Women, Outside of Washington....	62	61	63	64	62
Total, Outside of Washington....	11.68	11.40	11.97	12.06	11.78	Total, Outside of Washington....	43	47	50	50	47

NOTE: Maximum annual leave allowed in Washington—30 days; outside of Washington—15 days.

SOURCE: Director of Personnel and Business Administration, Department of Agriculture, Washington.

TABLE 31. AMOUNT OF ANNUAL VACATION WITH PAY TAKEN BY VARIOUS GROUPS OF EMPLOYEES IN THE CLASSIFIED SERVICE OF THE STATE OF MARYLAND, 1925

Departments	¼ Day Each Mo.	6 Days at Christmas and 2¼ Mos. without Pay in Summer	1 Wk. on Half Pay	1 Wk.	10 Days	10 Days at Christmas and 6 Wks. without Pay in Summer	2 Wks.	15 Days	3 Wks.	1 Mo.	1 Mo. and 1 Wk. at Christmas	Total
Clerical service.....		2					323	2	79	76	1	483
Domestic service (including cooks, waiters, pantry- men, and housekeepers).....		12	70	72			71			3		228
Engineering service (including draftsmen, en- gineering aids, sanitary and hydrographical engineers).....					1		49		12			62
Farm, garden and forest service (including farm hands, fish culturists, cane breeders, and nur- serymen).....	22				5		75					102
Scientific service (including laboratory assistants, assistant foresters, seed testers, and geologists).							23		16	3		42
Library Service.....							5		5	1	1	12
Medical Service (including bacteriologists, physi- cians, and superintendents of state hospitals).							20		38	13		71
Nursing and Attending Service (including hospi- tal attendants and practical trained, and public health nurses).....							310		22	65		397
Law Enforcement Service (including game ward- ens, inspectors, and forest wardens).....					59		36		11	1		107
Public Welfare Service (including guards, social service workers, parole officers, and industrial accident investigators).....							126		16	9		151
Institutional Teaching Service.....						8				14		22
Skilled and Semi-Skilled Labor Service (including cleaners, watchmen, road inspectors, laborers, and others).....	27	3		19	74		276					399
Total.....	49	17	70	91	139	8	1314	2	199	185	2	2076

Source: Bureau of Public Personnel Administration, Washington, D. C.

ORGANIZATIONS CONSULTED

ORGANIZATIONS CONSULTED

I. LIST OF ORGANIZATIONS COOPERATING IN THE COMPILATION OF DATA FOR THE UNITED STATES

Alexander Hamilton Institute	New York, N. Y.
American Electric Railway Association	New York, N. Y.
American Federation of Labor	Washington, D. C.
American Management Association	New York, N. Y.
American Railroad Association	New York, N. Y.
Associated Industries of Massachusetts	Boston, Mass.
Bureau of Information for Southeastern Railways	Washington, D. C.
Bureau of Public Personnel Administration	Washington, D. C.
Bureau of Railway Economics	Washington, D. C.
Bureau of Women in Industry, State of New York, Department of Labor	New York, N. Y.
Chamber of Commerce of the Borough of Queens	New York, N. Y.
Chamber of Commerce of the State of New Jersey	Newark, N. J.
Chamber of Commerce of the United States	Washington, D. C.
Cleveland Chamber of Commerce	Cleveland, Ohio
Consumers' League of Eastern Pennsylvania	Philadelphia, Pa.
Employers' Association of North Jersey	Newark, N. J.
Employers' Association of Rhode Island	Providence, R. I.
Industrial Association of San Francisco	San Francisco, Calif.
Illinois Manufacturers' Association	Chicago, Ill.
International Garment Manufacturers' Association	New York, N. Y.
Library of Congress	Washington, D. C.
Manufacturers' Club of Minneapolis	Minneapolis, Minn.
Manufacturers' Research Association	Boston, Mass.
Merchants' Association	New York, N. Y.
Metropolitan Life Insurance Company Policy Holders' Service Bureau	New York, N. Y.
Municipal Research Library	New York, N. Y.
National Association of Manufacturers	New York, N. Y.
National Automobile Association	New York, N. Y.
National Industrial Conference Board	New York, N. Y.
National Industrial Federation of Clothing Mfrs. ..	Chicago, Ill.
Princeton University, Industrial Relations Section ..	Princeton, N. J.
Public Library	New York, N. Y.
Rhode Island Textile Association	Providence, R. I.
Russell Sage Foundation	New York, N. Y.
Taylor Society	New York, N. Y.
United States Bureau of Labor Statistics	Washington, D. C.
United States Railway Labor Board	Washington, D. C.
University of Michigan, School of Business Administration	Ann Arbor, Mich.
University of Oregon, School of Business Administration	Eugene, Ore.
University of Pennsylvania, Wharton School of Finance and Commerce	Philadelphia, Pa.

II. LIST OF ORGANIZATIONS CONSULTED IN THE COMPILATION OF DATA FOR COUNTRIES OUTSIDE OF THE UNITED STATES

American Chamber of Commerce	Paris, France
Confédération Générale du Production	Paris, France
Confédération Générale du Travail	Paris, France
International Chamber of Commerce	Paris, France
Union des Industries Métallurgues et Mineaux ...	Paris, France
Bureau du Ministère de l'Industrie et du Travail .	Brussels, Belgium
Commission Syndicale de Belgique	Brussels, Belgium
International Labour Office	Geneva, Switzerland
League of Nations	Geneva, Switzerland
Bundesministerium für Soziale Verwaltung	Vienna, Austria
Hauptverbandes der Industrie	Vienna, Austria
Ministry of Labour	Vienna, Austria
Central Industrial Union of Employers	Prague, Czechoslovakia
Institute for Technical Management of Industry .	Prague, Czechoslovakia
Ministry of Foreign Affairs	Prague, Czechoslovakia
Ministry of Social Welfare	Prague, Czechoslovakia
Agent General for Reparation Payments	Berlin, Germany
Reichsverband der Deutschen Industrie	Berlin, Germany
Alg. Ned Diamontbewerkerbond	Amsterdam, Holland
Alg. Ned Typografeverbond	Amsterdam, Holland
American Chamber of Commerce	London, England
Boot and Shoe Operatives' Union	London, England
Central Telegraph Office	London, England
Copartnership Association	London, England
Industrial Fatigue Research Board	London, England
Industrial Welfare Society	London, England
Institute of Welfare Workers	London, England
The Labour Party	London, England
Ministry of Labour	London, England
National Confederation of Employers' Organiza- tions	London, England
National Institute of Industrial Psychology	London, England
University of Manchester	Manchester, England

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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
AUSTRIA:			
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
BULGARIA:			
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
CZECHOSLOVAKIA:			
1921	No. 3	Paid Annual Leave for Workers Engaged in the Mining of Reserved Minerals	July 1, 1921
DENMARK:			
1921	No. 4	Master and Servant Act, Ch. I, Secs. 20, 27, and 28	May 6, 1921
FINLAND:			
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
ITALY:			
1919	No. 3	Legislative Decree Relative to Contracts of Private Employment, Sec. 9	Feb. 9, 1919

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LATVIA:			
1922	No. 1	Act Respecting Hours of Work, Sec. 18	Mar. 24, 1922
LUXEMBURG:			
1920	No. 2	Act Respecting Contract of Service of Private Employees, Sec. 10	Oct. 31, 1919
POLAND:			
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
SOVIET RUSSIA:			
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
SPAIN:			
1920	No. 2	Regulations for Work on Board Cargo and Passenger Ships, Sec. 23	Oct. 9, 1919
SWITZERLAND:			
1922	No. 3	Resolution Respecting a Standard Contract for Servant Girls (Zurich and Winterthur), Sec. 4	Nov. 28, 1922
1922	No. 4	Legislative Decree to Regulate Work in Bakeries and Confectioners' Establishments (Ticino), Sec. 9	Dec. 29, 1922
UNION OF SOUTH AFRICA (Orange Free State):			
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