

Regulations concerning :	1920	1921
Hours of work	290	179
Hygiene and safety	15	10
Factory rules and registers	43	48
Employment of women	8	4
Employment of young persons	18	8
Miscellaneous	9	2
Total	383	251

The reports for the Aarau and Zurich districts point out that the above figures are undoubtedly less than the actual number of contraventions of the provisions of the Act, as in many cases offenders are merely warned (pp. 113, 179). Reference is also made to the desirability of securing greater uniformity as between the cantons in regard to fines imposed. A case in point is cited where one employer was fined 400 francs (later reduced to 200 francs) for failure to observe the 48-hour week, while another in the same canton was fined only 5 francs for a similar offence (pp. 113, 236).

WELFARE WORK

A chapter in each report is devoted to welfare institutions of various kinds set up by employers for the benefit of their workers (provision of housing accommodation, canteens, old age and invalidity funds, provision of free medical advice, appointment of welfare workers, provision of libraries, etc.) (pp. 47-48, 111, 175, 226-228).

Reference is also made to holidays with pay, a practice which is stated to be much more general than formerly. The reports for three of the four districts observe that in spite of the industrial depression the practice appears to be firmly established (pp. 110, 177, 227). Reference is also made to the valuable work done by the Swiss People's Welfare Association (*Schweizer Verband "Volksdienst"*) in promoting the establishment of welfare institutions in industrial establishments (pp. 111, 174, 227).

Factory Inspection in Norway in 1922¹

The Norwegian industrial inspection report for 1922 has been abbreviated on account of the cost of printing (pp. 2656). The customary reprints of the summary reports from local industrial and mining inspectors are omitted, the general report contains very few extracts from the detailed local returns, and the chapter on applications for relaxations of the provisions concerning hours of work is reduced to a mere catalogue of cases. There is no subject index to the report, but the

¹ NORWAY. CHEFINSPEKTØREN FOR FABBRIKKTILSYNET : *Arsberetninger fra Arbeidsradet og Fabbrikktilsynet 1922*. Christiania, Christiansen, 1923. 78 pp., illus.

table of contents is given in Norwegian and French, and the main points of the general report are stated very briefly in French (pp. 5-6).

To the inspection report proper is prefixed the report of the Labour Council (pp. 7-15), which examines and approves draft rules of employment and advises on the interpretation of legal provisions relating to labour. During 1922 the Council passed 191 sets of rules of employment (pp. 62-63) and dealt with fifty other cases, most of which were raised under the Workers' Protection Act¹, concerning the application of various provisions to undertakings of different kinds.

STAFF

As in 1921, factory inspection was carried on by nine men inspectors, one in each district, with two assistants in the two busiest districts, together with a woman inspector and three assistants, under a chief inspector with two secretaries and a technical adviser. In addition to these, a boiler inspector with ten local assistants supervised boilers and other vessels under pressure. A fire risks inspector supervised measures for fire prevention in factories as well as in other establishments, and the mining inspectors were responsible for the administration of the relevant parts of the Workers' Protection Act in Mines (pp. 16-18). In addition, local inspection committees existed in 629 out of the 711 communes in the country, as compared with 615 in 1921 (p. 19), and 619 of them sent in reports on their activities (p. 27). A medical practitioner was included in 457 of the committees. A woman and a workman must also be appointed to each committee; but the woman factory inspector notes, as in 1921, that the women members are too often absolutely ignored by the convener, though able and willing to attend meetings and help in inspection. The working members are also hindered in their activities by the loss of earnings consequent upon committee work (p. 69.)

STATISTICS

The visits of inspection paid during the year amounted to 4,706, as compared with 4,957 in 1921. There were 9,501 undertakings under supervision, employing 157,141 persons, as against 8,964 undertakings employing 146,885 persons in the previous year (pp. 21-23). The 615 local inspection authorities which sent in reports effected 11,319 inspections (9,845 in 1921) (p. 27). No statistics are given of the persons employed in the establishments visited, but the total number of workers liable to supervision is analysed by sexes and ages and by industries (pp. 30-35). It includes 65 children under 14 (only 19 were employed in 1921). The woman inspector states that parents are now applying increasingly often for permits for the employment

¹ Act of 18 Sept. 1915 (*Bulletin of the International Labour Office (Basle)*, Vol. X, 1915, p. 323); amended by the Act of 11 July 1919 (*Legislative Series*, 1919, No. 1).

of their children, in order to supplement the family income (p. 68). The numbers of young persons of 14-18 years of age and of women over 18 in employment also increased, from 11,106 to 11,431 and from 26,429 to 29,398 respectively. There was practically no unemployment among women by the end of 1922 (p. 75). All the children were employed in the food trades; the women and young persons were employed chiefly in the food, clothing, textile, and printing trades. Over half the establishments under supervision employed less than 5 persons, and only 3 per cent. had over 100 employees.

CONTRAVENTIONS

Orders for the remedying of defects were issued in 6,714 cases by the national inspectors and in 4,894 cases by the local committees, as against 7,580 and 3,888 in 1921 (pp. 24, 25, 27). The reduction in the number of orders issued by the national inspectorate is attributed partly to the decline in the number of inspections and partly to the unwillingness of inspectors to impose requirements in excess of the economic ability of establishments (p. 21). The local committees report that the trade depression renders their work harder, since workers are afraid (or, in connection with overtime, unwilling) to assist in the detection of contraventions of the law (p. 27). Prosecutions were requested in 68 cases, including 30 for failure to give notice of the opening of the undertaking and for similar offences, 14 in connection with rules of employment, and 14 in connection with hours of work. Fines were imposed in 18 cases, 5 cases were dismissed with a caution, and the remaining 45 cases were either cancelled in view of the employer's compliance with the law before the case was tried, or still unsettled at the end of the year (pp. 64-66.)

It was found that in the larger undertakings the legal provisions relating to hours of work were well observed on the whole; contraventions occurred more frequently in small undertakings, often being committed with the consent of the workers (p. 54). The woman inspector found that dairies were particularly apt to break the law in respect of the maximum daily hours of work, and that there was a general tendency in industrial establishments towards a limitation of the day's breaks to quarter of an hour for breakfast and half an hour for dinner (p. 72). Applications for relaxations of the law were made in 387 cases, compared with 254 in 1921; of these 123 were refused (including those of 53 brickworks for permission to work a 54-hour week). Bakeries were authorised in 202 cases to work on the night of 23 December, in view of the fact that Christmas Eve was a Sunday (pp. 56-59). Permission was requested for night work much more frequently than for overtime; but it was known that some undertakings worked unauthorised overtime (p. 54). Timetables were approved for 41 establishments working continuously, 19 of them being electricity works (p. 55).

SAFETY

The undertakings covered by the Workers' Protection Act notified 2,937 accidents in 1922, compared with 2,589 in 1921; and those covered

only by the hours of work provisions of the Act notified 692 accidents as against 424 in the previous year. The fatal accidents numbered 38 in all. Non-mechanical causes were responsible for 2,050 accidents in the first group of undertakings and 603 in the second (pp. 43, 50-52). Woodworking and metal working machines caused a large proportion of the accidents due to machine tools, many of these machines not being properly guarded (p. 44). The guarding of presses was also found to be in need of special attention (p. 71). Cases of blood-poisoning due to cuts and scratches were frequent, and in one instance a wound caused by a rusty nail occasioned the death of a foreman.

HYGIENE AND WELFARE

Diseases due to employment were noted in 30 cases. Out of these 26 were cases of disorders of the respiratory organs observed in a concrete works where similar troubles had been noticed in previous years. Ventilators and exhausts were installed, and no further cases appeared (p. 53). Several district inspectors found the older and smaller establishments untidy and unclean in many cases, their disorder being a source of danger to the workers (p. 43).

The problem of supplying adequate light without glare occupied much of the attention of the Chief Inspector, who drafted lighting regulations (p. 38). As regards accommodation for workers, the woman inspector emphasises the necessity for placing a regular employee in charge of the factory bathrooms. Good results have been achieved by this method, but the absence of superintendence and provision for regular cleaning leads to the deterioration of the accommodation and its disuse by the workers (p. 74). One of the men inspectors notes that some good messrooms have been provided in his district, but that their use, never great, declines steadily as the reduction of the noon break to half an hour becomes general. With so little time to spare, the workers prefer to eat where they work (p. 43).

WORKS COUNCILS

The number of works councils has increased since 1921, in spite of the disappearance of many councils owing to the closing down of their undertakings. In 1922 there were 140 councils, representing 33,041 workers, compared with 130 councils covering 31,136 persons in 1921. The councils are said to have done some useful work in maintaining good relations between employers and workers, but their merely advisory position is felt by some of their members to be a serious defect (pp. 63-64).