

# REPORTS AND ENQUIRIES

## Annual Holidays with Pay for Miners Employed in Coal Mines

For some time past the International Labour Office has been studying the question of annual holidays with pay; that is, the right granted to the worker to discontinue his work entirely for a given number of days each year while still receiving his wages.

The studies made by the Office<sup>1</sup> show that for a long time annual holidays with pay were the exclusive privilege of officials, and that they were later granted to commercial and office employees. It is only since the end of the war, and in certain countries, that workers also have received annual holidays with pay.

For miners, even more than for other workers, a holiday seems particularly necessary, on account of the arduous conditions of their work. For this reason in Czechoslovakia the statutory system of annual holidays with pay was instituted for miners several years before it was extended to all workers.

Since, however, annual holidays with pay are not the general practice in all countries, the international organisations of miners were obliged to consider the question of securing them for their members. It was in pursuance of this policy that the Committee of the International Miners' Federation, in the resolution adopted at Brussels on 28 April 1925—which is the origin of all the studies made by the International Labour Office on conditions of work in coal mines—requested that an international investigation should be carried out in the chief coal-producing countries into hours of work, annual holidays, and wages.

In accordance with this request, which falls within the scope of the resolution concerning conditions of work in coal mines adopted by the Assembly of the League of Nations in 1929, the Office has

---

<sup>1</sup> Cf. *International Labour Review*, Vol. XI, No. 1, Jan. 1925, pp. 60-82 : "Legislation on Annual Holidays for Workers" ; Vol. XIV, No. 6, Dec. 1926, pp. 803-832 : "Annual Holidays for Workers and Collective Agreements".

recently been making a study of annual holidays with pay for miners in 1927, in the countries already covered by the enquiries into wages and hours of work in 1925 and 1927. For this purpose it seemed desirable to consult the Governments concerned on the two chief aspects of this question, namely: (1) the nature of the regulations concerning holidays with pay, and (2) the actual position as shown by statistics.

The enquiry covered the following countries: Belgium, Czechoslovakia, France, Germany, Great Britain, the Netherlands, Poland, the Saar, Canada, the United States, the Union of South Africa, India, and Japan.<sup>1</sup> It dealt with all workers employed in coal mines in 1927<sup>2</sup>, whether on underground work or at the surface.

According to the replies received, miners do not receive holidays with pay in Belgium, France, Canada or India.

There is a system of annual holidays with pay in the other countries. In Great Britain<sup>3</sup> and the Union of South Africa (Natal and

<sup>1</sup> At the moment of preparing this report, no replies had been received from the United States and Japan. The available information seems to show, however, that holidays with pay are not granted to miners in these countries.

<sup>2</sup> Since 1927 there have been no changes in the regulations on holidays with pay for miners, except in the Netherlands, where in August 1929 section 20 of the collective agreement of 17 October 1921 concerning holidays with pay was modified for the years 1929 and 1930.

These new provisions make considerable improvements on the system formerly in force, in particular with reference to the conditions under which holidays are granted, and their length.

The right to a holiday is acquired after one year of continuous service in any coal mine in the Netherlands; length of service is calculated according to the time worked in all coal mines in the Netherlands, and not in one single mine. When, however, a worker changes from one mine to another, he may not apply for a holiday until he has worked uninterruptedly for three months with his new employer.

The length of the holiday is fixed at 3 days after one year's service, and increased by one day for each extra year's service up to a maximum of 10 days. After 15 years' service the maximum is raised to 12 days.

Finally, there is a new provision that if work is interrupted in an undertaking on one or more working days, e.g. on Saturday, the worker may request that this day should be considered as a holiday entitling to pay.

<sup>3</sup> The report of the Royal Commission on the Coal Industry (1925) makes the following reference to the question of paid holidays:

"Although during recent years there has been a progressive reduction in the rate of avoidable absenteeism, we consider that a serious effort should be made to reduce it further. Such an effort would be stimulated by the profit-sharing arrangements which are recommended in another chapter of this report. It would be stimulated more directly and perhaps more effectively if the mining industry could rank itself with others in which regular annual holidays with pay have become the custom."

After certain reservations as to the financial burden which would be involved by granting holidays with pay, the report adds:

"The cost would be largely recouped through the better organisation of production made possible by the decreased absenteeism that may be expected to follow. Holidays with pay would of course be conditional, in each individual case, upon reasonable regularity of attendance during the preceding period. It is better that absences should be organised into a regular system with pay, than continued in an irregular fashion without pay. Holidays could be arranged for the season of the year when production was least active."

the Transvaal), however, only certain categories of miners are entitled to the holiday, while in Czechoslovakia, Germany, the Netherlands, Poland, and the Saar the leave system applies to all miners.

## REGULATIONS ON ANNUAL HOLIDAYS WITH PAY FOR MINERS

The study of the regulations on holidays with pay will deal with the following points : nature of the regulations ; sphere of application ; conditions entitling the worker to a holiday ; the extent of the worker's rights (length of holiday and remuneration) ; the arrangement of the holiday ; guarantees.

### NATURE OF THE REGULATIONS

Annual holidays with pay for miners may be instituted either by general legislation covering all workers and consequently including miners, or by special legislation applying only to workers employed in mines, or by clauses in national or district collective agreements, or by decisions taken by the management of an undertaking.

In Czechoslovakia<sup>1</sup> and in Poland<sup>2</sup>, annual holidays with pay are guaranteed by legislative provisions covering all workers in the latter country, but only miners in the former. In the Polish Upper Silesian coalfield, where the German-Polish Agreement of 15 May 1922 maintains the German provisions in the field of labour legislation for a period of fifteen years, holidays with pay are governed by special regulations of the nature of a collective agreement.

In other countries, annual holidays with pay are granted to miners by collective agreements ; by national agreements in the Netherlands<sup>3</sup> and Natal<sup>4</sup>, and regional or district agreements in

---

<sup>1</sup> Act of 1 July 1921 (No. 262 of the Collection of Laws and Orders) concerning the introduction of paid annual leave for workers engaged in the mining of reserved minerals (INTERNATIONAL LABOUR OFFICE : *Legislative Series*, 1921, I, Cz. 3). (These reserved minerals are natural deposits placed at the disposal of the public authorities in virtue of the law on mining royalties, which applies to all kinds of coal and lignite.)

<sup>2</sup> Act of 16 May 1922, concerning the annual leave of persons employed in industry and commerce (*Legislative Series*, 1922, Pol. 2), and Decree of the Minister of Labour and Social Welfare of 11 June 1923, concerning the administration of that Act (*Legislative Series*, 1923, Pol. 2), as amended by the Decree of 26 July 1929.

<sup>3</sup> National agreement of 17 October 1921, section 20.

<sup>4</sup> Collective agreement drawn up by the Natal Collieries Conciliation Board.

Germany<sup>1</sup>, Great Britain<sup>2</sup>, Polish Upper Silesia<sup>3</sup>, and the Saar<sup>4</sup>.

In countries where holidays are instituted by legislation, there may also be collective agreements, containing provisions on holidays with pay. In this case the conditions granted by the collective agreements must be at least as favourable as the legislation. In Czechoslovakia, for example, collective agreements dealing with holidays with pay refer to the legal provisions, or reproduce them.<sup>5</sup>

In the Transvaal the system of holidays was brought into force in 1920 by the Collieries Committee of the Transvaal Chamber of Mines on its own initiative.

### SPHERE OF APPLICATION

The legislation in Czechoslovakia and Poland covers all mines, and therefore includes coal mines. The provisions contained in collective agreements that have been used in this study apply to coal mines.

With reference to the scope as regards the staff covered, all the systems, except those in Great Britain, Natal<sup>6</sup>, and the Transvaal<sup>7</sup>, apply to all workers employed.<sup>8</sup> Salaried employees alone are ex-

---

<sup>1</sup> Ruhr, collective agreement of 18 March 1927; Upper Silesia, collective agreement of 20 July 1923; Lower Silesia, collective agreement of 1 October 1927; Aachen, collective agreement of 1 November 1922; Saxony, collective agreement of 1 August 1921, referring to the provisions of the agreement made by the Federal Joint Industrial Board (Mines Section) (*Reichsarbeitsgemeinschaft für den Bergbau*).

Since these agreements are practically all identical, the agreement for the Ruhr district will be taken as typical; it is the most representative, since in 1927 this coalfield produced 77 per cent. of the total German output of coal. Where necessary, differences between this agreement and the others will be noted.

<sup>2</sup> Cf. table II below (p. 228) showing the mining areas in which the collective agreements contain special provisions on annual holidays with pay.

<sup>3</sup> Collective agreement of 31 January 1920 (revised in 1925), in which the part referring to holidays with pay was settled by an agreement of 7 March 1921.

<sup>4</sup> Collective agreement of 9 April 1929, consolidating all the regulations in force since 1925.

<sup>5</sup> This is the case for the collective agreements of 20 November 1923 for the district of Pilsen, of 7 November 1923 for the Ostrava-Karvin coalfield, of 15 September 1923 for the Kladno coalfield, of 7 June 1922 for the State mines and iron-works of Slovakia, and of 15 March 1928 for the Handlová district.

<sup>6</sup> In 1927 the regulations applied to approximately 700 wage earners.

<sup>7</sup> In June 1929 the number of workers covered by the regulations on holidays was 762 (268 employed underground and 494 at the surface).

<sup>8</sup> Table III (p. 239) shows the number of workers employed in coal mines in countries where the regulations apply to all workers. The collective agreement for the Ruhr district, which has been taken as typical of the German agreements, applied in 1927 to 406,233 workers, including those employed in ancillary establishments (coke and briquette factories and electricity supply stations), as well as young persons (5,318) and women (237). The agreement for Polish Upper Silesia applied in 1927 to 78,279 workers, including women and children.

cluded in the Netherlands. The collective agreements in Germany and Polish Upper Silesia state that their provisions apply only to workers over 15 or 17 years of age, according to the coalfield concerned. Matters are similar in the Saar, where the age limit is fixed at 18 years.

In Great Britain the clauses of collective agreements concerning holidays with pay apply only to certain categories of workers, such as coal-mining deputies, overmen, shot-lighters, etc.<sup>1</sup>, but never to miners in the strict sense of the term.

In South Africa (Natal and the Transvaal) annual holidays with pay are granted only to the European staff employed in coal mines. These Europeans, however, are not miners in the strict sense. They are supervisors, or direct hewing and timbering operations, and it is only in isolated cases that they actually take part in these operations. The native workers who may be compared with European miners are not entitled to holidays with pay.<sup>2</sup> In Natal the regulations do not apply to officials. In the Transvaal there are two systems, one applying to officials<sup>3</sup>, and the other to workers other than officials.

#### CONDITIONS ENTITLING THE WORKER TO A HOLIDAY

The granting of a holiday is always subject to certain conditions, the commonest of which is the necessity for a certain minimum period of service in the undertaking where the person concerned is employed. As a general rule, this service must be continuous, but certain absences on good grounds, such as sickness, accident, military service, exercise of the suffrage, etc., are not considered as interrupting this continuity. In some cases measures are taken to safeguard the right to a holiday when a worker moves from one undertaking to another, provided that the transfer takes place within a given period, and sometimes that there is a specified period of service with the last employer. There are special provisions dealing with the date from which the period of service is to be counted.

---

<sup>1</sup> Cf. table II (p. 228).

<sup>2</sup> In August 1929 the total number of workers (including administrative staff, technical staff, and office employees) employed in the coal mines of South Africa was 36,516, of whom 1,714 were Europeans.

<sup>3</sup> The following are included under the term "officials" :

(a) Underground officials: underground managers, mine captains, assistant mine captains, shift bosses, chief surveyors, head section surveyors, underground engineers, chief underground electricians, foremen pumpmen in charge of a mine or section, foremen timbermen in charge of a mine or section, assistant surveyors, underground supervisors of natives.

(b) Surface officials: business managers, mine secretaries, resident engineers, compound managers, sectional compound managers, hospital superintendents and assistants.

*Minimum Length of Service*

In all European countries the minimum length of service carrying with it the right to a holiday is one year. This period is reduced to three months in the German Lower Silesian coalfield for disabled ex-Service men with at least 30 per cent. of disablement. In Natal, the right to a holiday is acquired after twelve months' continuous service in the same colliery. In the Transvaal, in the case of officials, the right to a holiday is acquired after twelve months' service counting for leave with the last employer, or when the period of service with the last employer and the period shown on a valid holiday qualification voucher<sup>1</sup> together amount to twelve months. For other workers, the right to a holiday is acquired when the number of shifts (excluding Saturdays and overtime) worked with the last employer or marked on a valid holiday qualification voucher amount to a total of 312.<sup>2</sup>

In Germany and in Polish Upper Silesia the worker must have at least six months' service with his last employer; in the Transvaal this period is three months. In addition, in Germany and Polish Upper Silesia, the period of service before the worker has attained the age of 16 years is not taken into account; in the Saar there is a similar rule, with the age fixed at 17 years.

*Continuity of Service*

As a general rule the period of service mentioned above has to be continuous. The periods of inactivity not counted as interrupting this continuity are: military service (in all the European countries); the exercise of civic rights (in the Netherlands and the Saar); sickness or accident (in Czechoslovakia, the Netherlands, Poland, the Saar, and Natal, and in the Transvaal up to a maximum period of three months).

In the German coalfield of Lower Silesia, when a worker is discharged on account of a stoppage of work, and is re-engaged within six months in a colliery belonging to the Association, his service is considered as having been continuous. In this coalfield also, a period of convalescence prescribed by a doctor after an accident is not counted as an interruption of work; in this case the period of interruption of work in the mine is calculated by the management in agreement with the works council.

In Poland, if the contract of employment is terminated, either by the employer or by the worker, but is renewed within three months, the worker does not lose the rights acquired before the renewal in respect of the duration of annual leave and the taking of leave in each calendar year; the time spent in the undertaking before the

---

<sup>1</sup> See below, p. 225.

<sup>2</sup> See below, note (1) on p. 236.

contract of employment was interrupted is included in the period of employment on which the right to leave is based.

In the Saar, when work has been interrupted by an absence of more than three weeks, the right to a holiday acquired before the interruption again holds good after a new period of three months' continuous service.

*Measures to Safeguard the Worker's Right to a Holiday  
on Changing from one Undertaking to Another*

A certain number of systems of regulations contain special provisions for safeguarding the worker's right to a holiday on changing from one undertaking to another. Thus, in various German coal-fields and in Polish Upper Silesia the uninterrupted service for one year that entitles the worker to a holiday may be in one or several mines belonging to any member of the Employers' Federation that is party to the contract, with the reservation already mentioned, that the worker must have at least six months' continuous service with his last employer. In Poland the legislation stipulates that when a worker goes from the service of one mining undertaking to that of another, this does not constitute an interruption of the period of service on which the right to annual leave is based, provided that the interval between leaving and resuming work does not exceed 14 days for work in the same mining district and 21 days for work in another mining district. The Administrative Decree under this Act states that if a worker engaged in mining leaves a mining undertaking after having himself terminated his contract of employment, or if it is terminated for reasons entitling the employer to terminate the contract without previous notice, before the date fixed in the leave list for the beginning of his holiday, and if he concludes a contract of employment with another mining undertaking, he shall be entitled to an annual holiday in the latter undertaking subject to the conditions mentioned above. This rule applies whenever a worker changes his workplace. In Czechoslovakia, if a worker leaves one mining undertaking for another this is not counted as an interruption in his service provided that not more than 14 days elapse between the dates when he ceases and resumes work if he is still employed in the same district, or not more than 21 days if his new employment is in another district.<sup>1</sup> In the Transvaal, holiday qualification vouchers stating the number of days of service or shifts of service qualifying for leave, and the number of days' leave corresponding to this service, are issued to the workers when they leave a mine under the conditions stated in the regulations. These vouchers are valid for two years from the date of the last day of work or the last shift mentioned on them, and may be used in all coal mines in the Transvaal and in all the gold mines of the Witwatersrand affiliated to the Transvaal Chamber of Mines.

---

<sup>1</sup> The Act concerning paid annual leave for miners enumerates and defines the mining districts.

*Initial Date for Calculating the Period of Service  
Entitling the Worker to a Holiday*

The date from which the period of service giving the worker the right to a holiday is reckoned varies in different countries, and even in different coalfields in the same country.

In Germany the year of service begins on 1 January in Upper Silesia and Lower Silesia, and on 1 April in the Ruhr and Aachen coalfields. In the Netherlands the worker is entitled to a holiday after one year's service reckoned from 1 January; only complete calendar years are taken into account, but the year of entry into service is considered as a full year if the worker was engaged before 1 July. In Poland the date taken as the beginning of the period of employment giving a right to annual leave is the day on which the worker begins work, or else the date fixed in his contract for beginning work, if through the employer's fault he is unable to begin work on that date. In the Saar the year for purposes of annual leave begins on 1 July. In Natal and the Transvaal the periods of service begin on the day on which the person concerned was engaged or the day on which he was entitled to his last holiday.

Certain provisions will be mentioned later which do not actually concern the conditions entitling the worker to a holiday but deal rather with conditions to be fulfilled before the worker can take the holiday to which he has acquired the right.

THE EXTENT OF THE WORKER'S RIGHTS

The worker who has satisfied the specified conditions is entitled to a holiday of a certain duration, generally proportional to his length of service. During the holiday the worker concerned receives wages, the amount of which is generally fixed by special provisions; these provisions often at the same time deal with the payment of the special allowances he would have obtained if he had continued to work, the payment for Sundays and holidays falling within his period of leave, and the date on which the wages will be paid.

*Length of the Holiday*

Tables I and II show for each country, and if necessary for each category of workers, the length of the holiday granted, with the scale for different periods of service if such exists. Table I includes the countries where the system of holidays applies to all miners; table II includes the countries where only certain categories of miners receive holidays with pay.



TABLE I. LENGTH OF ANNUAL HOLIDAY WITH PAY  
FOR MINERS IN COUNTRIES WHERE THE SYSTEM  
OF HOLIDAYS APPLIES TO ALL MINERS

| Country and category of workers  | Length of service         | Length of holiday |
|----------------------------------|---------------------------|-------------------|
| Czechoslovakia                   | 1-5 years                 | 5 days            |
|                                  | 5-10 "                    | 7 "               |
|                                  | 10-15 "                   | 10 "              |
|                                  | Over 15 "                 | 12 "              |
| Germany :                        |                           |                   |
| All workers                      | After 1 year              | 3 "               |
|                                  | " 2 years                 | 4 "               |
|                                  | " 3 "                     | 5 "               |
|                                  | " 4 "                     | 6 "               |
|                                  | " 5 "                     | 7 "               |
|                                  | " 6 "                     | 8 "               |
|                                  | " 7 "                     | 9 "               |
| Underground workers <sup>1</sup> | " 10 "                    | 10 "              |
|                                  | " 15 "                    | 11 "              |
|                                  | " 20 "                    | 12 "              |
| Ruhr Coalfield :                 |                           |                   |
| Young persons of 15-16 years     | " 1 year                  | 3 "               |
| Netherlands                      | " 1 "                     | 2 "               |
|                                  | " 2 years                 | 3 "               |
|                                  | " 3 "                     | 4 "               |
|                                  | " 4 "                     | 5 "               |
|                                  | " 5 "                     | 6 "               |
|                                  | " 6 "                     | 7 "               |
|                                  | " 7 "                     | 8 "               |
| Poland :                         |                           |                   |
| All workers                      | " 1 year                  | 8 "               |
|                                  | " 3 years                 | 15 "              |
| Young persons under 18 years     | " 1 year                  | 14 "              |
| Overmen                          | " 6 months                | 2 weeks           |
|                                  | " 1 year                  | 1 month           |
| Polish Upper Silesia             | Same system as in Germany |                   |
| Saar                             | After 1 year              | 3 days            |
|                                  | " 2 years                 | 4 "               |
|                                  | " 3 "                     | 5 "               |
|                                  | " 4 "                     | 6 "               |

<sup>1</sup> In order to have the benefit of the special system for underground workers, it is necessary to have worked for at least one year underground ; the special system is applied to any worker who has worked underground for 20 years even if he is no longer employed underground.

TABLE II. LENGTH OF ANNUAL HOLIDAY WITH PAY  
FOR MINERS IN COUNTRIES WHERE THE SYSTEM OF  
HOLIDAYS APPLIES ONLY TO CERTAIN CATEGORIES  
OF WORKERS IN MINES

| Country and category of workers                        | Length of service<br>entitling to a holiday | Length of holiday                        |
|--|---|--|
| Great Britain <sup>1</sup> :                           |   |  |
| Coal-mining deputies:                                  |   |  |
| Derby (excluding S. Derby),<br>Notts.                  | —   | 8 days                                   |
| East Kent  | —   | 7 „                                      |
| Cannock Chase, Cheshire,<br>Lancashire, Leicestershire | —   | 1 week                                   |
| South Yorkshire  | —   | 6 days                                   |
| Firemen:   |   |  |
| Monmouthshire, S. Wales                                | —   | 12 days                                  |
| Cannock Chase, Leicestershire,<br>N. Wales, Somerset   | —   | 1 week                                   |
| Shot lighters:   |   |  |
| Leicestershire, N. Wales                               | —   | 1 week                                   |
| Overmen:   |   |  |
| Cannock Chase  | —   | 10 days                                  |
| Bristol  | 12 months                                   | 2 „                                      |
| Examiners:   |   |  |
| Leicestershire, Somerset                               | —   | 1 week                                   |
| Bristol  | —   | 2 days                                   |
| Bailiffs:  |   |  |
| Somerset   | —   | 1 week                                   |
| Clerks, foremen, and weighers:                         |   |  |
| Cheshire, Lancashire                                   | —   | 14 days                                  |
| Coal-mining under-managers:                            |   |  |
| Cannock Chase  | 12 months                                   | 14 days                                  |
| South Africa:  |   |  |
| Natal  | 12 months                                   | 12 days                                  |
| Transvaal:   |   |  |
| Officials working underground                          | 12 „  | 3 weeks to 1 month<br>according to class |
| Officials working at the surface                       | 12 „  | 2 to 4 weeks<br>according to class       |
| Other workers  | 312 shifts                                  | 12 days                                  |

<sup>1</sup> These data are taken from an article on annual holidays with pay published in the *Ministry of Labour Gazette*, March 1925.

It will be seen from these tables that in those European countries where all workers receive holidays the length of the holiday always increases with the length of service, and that the scale of increase, as well as the length of leave corresponding to each period of service, varies in the different systems. The minimum length of holiday is 2 days in the Netherlands and the maximum 15 days in Poland (one month for overmen). The maximum is reached after 3 years' service in Poland and after 15 years in Czechoslovakia. The length of the leave is the same for all workers in Czechoslovakia, the Netherlands, the Saar, Natal, and the Transvaal (for workers other than officials). Elsewhere the system varies according to the category of the workers and sometimes according to their age.

In Lower Silesia longer holidays may be granted to workers who are at the moment employed at the surface but have previously worked underground for 10, 15, or 20 years.

In the Netherlands, in addition to the regulation holiday, the manager of the mine may grant short holidays with pay to his workers in exceptional circumstances, such as the confinement of the miner's wife, the death and funeral of a member of the miner's family living with him or of one of his relatives of any degree in the direct line and as far as the second degree in the collateral line, and for exercising the suffrage in the municipality in which the mine is situated. In Natal and the Transvaal the manager may, at his discretion, grant or extend leave without pay. In Natal also a worker who is required in the interests of the colliery to work 365 consecutive days (not shifts) is entitled to two days' extra leave on full pay.

Sundays and public holidays falling within the period of the annual holiday may or may not be counted in it. In Germany, Polish Upper Silesia, the Saar, and the Transvaal, it is expressly stated that the holidays must consist of working days (*Arbeitsstage*). In Great Britain, except in the case of clerks, foremen, and weighers in Cheshire and Lancashire, public holidays are not counted in the annual holiday. In Poland the standard periods of 8, 15, and 14 days of holiday represent so many consecutive days; Sundays and public holidays are therefore reckoned in the number; furthermore, a decision of the Supreme Court has prescribed that the workers must receive their normal wages for Sundays and holidays falling within their period of leave. In Czechoslovakia, too, these days are counted as part of the holiday and wages are paid for them. In Natal the period of absence on leave must include the greatest possible number of weekends; in the Transvaal the holidays of workers other than officials must be fixed in such a way that the period of absence includes not only 12 working days but also 3 Saturday afternoons and 3 Sundays, thus extending the actual length of the holiday by this amount. In these two Provinces Christmas Day and Good Friday are also considered holidays with pay, but in Natal if one of these days falls within the leave period an extra day's wage is given, but no extra holiday.

*Remuneration**Method of Fixing the Remuneration.*

In Czechoslovakia the worker receives the wage corresponding to each day's leave, and, in addition, all the customary bonuses. For contract workers the wage so paid is equivalent to their ascertained average earnings, and for all other workers it is equal to the wage fixed for the class to which each belongs. Premiums for output are not paid during the holiday.

In Germany, Polish Upper Silesia, and the Saar, the worker, whether paid by time rates or piece rates, receives during his holiday the whole of the wages (including the family allowance) that he would have earned if he had continued to work at the same occupation in the mining undertaking. In the German coalfield of Lower Silesia, holidays are considered as working days for the purpose of advances on wages, free coal, family allowances, and allowances from relief funds.

In the Netherlands, during the holiday period, underground workers paid by piece rates receive the average wage fixed by the collective agreement concerning wages; other workers receive their ordinary wage.

In Poland a worker on leave receives his ordinary pay during the whole period. If he is paid by the hour or by the day, the ordinary pay due to him during his annual leave is equal to the ordinary daily earnings that would have been due to him if he had worked during that period, with due regard to any changes in his rate of wages during the leave period. If the worker is employed for less than six days a week in the undertaking, the payment per day's leave may be reduced below the ordinary daily wage in the proportion by which the number of weekly working days falls below six on an average taken for the three months preceding the annual leave. If the worker is paid on contract rates, premium rates (not combined with a daily wage), or piece rates, the remuneration for the leave period is calculated on the basis of the worker's average earnings during the three months immediately preceding his holiday. In this case, in order to ascertain the average wage due for each day's leave, his earnings are calculated on the basis of the amount of work done by him during the past three months according to the price list in force during his leave, and the sum thus obtained is divided by the number of working days in these three months. If the remuneration under the premium system consists of a daily wage and a premium paid only when the output exceeds a prescribed minimum, the basis of calculation for the daily wage is applied jointly with the basis of calculation prescribed for the contract wage, i.e. the remuneration must correspond to the ordinary daily earnings during the leave period, increased by the average premium bonus calculated on the basis of the three months preceding the annual leave.

In Natal the worker is entitled during his holiday to his full wage at ordinary rates for each day, a day being taken as equivalent to a shift.

In the Transvaal officials receive pay at the rate of their regular salary at the date on which the leave becomes due. Other workers receive their full wage up to a maximum of 22s. per shift.<sup>1</sup>

It will be seen that in Czechoslovakia, Germany, Polish Upper Silesia, and the Saar, most of the allowances granted during periods of employment are taken as forming part of the wage.

The question of remuneration for Sundays and public holidays falling within the leave period has already been considered along with the question of whether or not these days are counted as forming part of the annual leave.

#### *Date of Payment of the Remuneration.*

The collective agreements in Germany and Polish Upper Silesia and the regulations for the Transvaal contain no provisions on the date of payment of the holiday pay. In Czechoslovakia the remuneration for the holiday is paid to the worker on the first ordinary pay-day after he resumes work. In the Netherlands, the remuneration for holidays may not be paid in advance. In Poland the remuneration for annual leave must be paid in arrear unless some other mode of payment is prescribed in the contract between the employer and the worker. In the Saar, payment for the holiday is made on the first pay-day following the holiday. In Natal, the manager of the mine may at his discretion pay the whole or part of the leave pay in advance.

### THE ARRANGEMENT OF THE HOLIDAY

It is quite natural for the management of the undertaking to object to any disturbance of its working on account of the absence of workers on leave. The worker, on the other hand, may prefer to take his leave at some particular date rather than another. A number of questions may thus arise, which are explicitly dealt with by most systems of regulations.

---

<sup>1</sup> The wage is fixed as follows:

*Workers receiving only a daily wage.* In respect of leave obtained under qualification vouchers, the rate of pay in respect of leave represented by each voucher shall be the amount being earned per shift (excluding overtime) at the date of the last shift worked in the service of the employer issuing such voucher. The rate of pay in respect of leave provided by the existing employer shall be the amount being earned per shift (excluding overtime) at the date the worker becomes qualified for leave.

*Workers receiving other than a daily wage only.* In respect of leave obtained under qualification vouchers, the rate of pay in respect of leave represented by each voucher shall be the average earnings per shift during the three months immediately preceding the date of the last shift worked in the service of the employer issuing such voucher. The rate of pay in respect of leave provided by the existing employer shall be the average earnings per shift during the three months immediately preceding the date the worker becomes qualified for leave.

The first point to decide is whether the holiday must be taken in one unbroken period or whether it may be divided up. In view of the purpose of the holiday, which is to restore the worker's strength by a prolonged rest, it seems preferable that it should be continuous. For purely personal reasons, however, the worker may prefer to break up his holiday and take it at certain periods when it is particularly useful or pleasant for him to be on leave. With regard to the management, the method of organising shifts may give it a preference for one solution or the other.

Another question is the accumulation of leave over several years. If this is permitted there must be special regulations fixing the maximum number of days that may be carried over and the number of years during which they may be accumulated.

Special attention must be given to fixing the date of the holiday. In the mining industry it is clearly impossible to consider closing the undertaking during the holiday period. Such a step would not only decrease the number of working days and consequently increase overhead expenses per working day, but it would also be difficult to carry out in practice, because in general all the workers are not entitled to the same number of days' leave. The natural solution appears to be that the holidays should be so distributed that the ordinary workers and any extra workers recruited for the occasion should always be sufficient to ensure the normal working of the mine. Account must also be taken as far as possible of the workers' preferences with regard to the date of their leave, and sometimes also of regulations prescribing that the whole or part of the holiday must be taken during the fine season. The general method of arriving at a satisfactory solution is for the management and representatives of the workers to draw up leave lists showing either the exact date or at least the month when each worker is to take his holiday.

### *Continuity of the Holiday*

The regulations in Czechoslovakia, Germany, and Polish Upper Silesia do not state whether the holiday must be taken all at once or may be divided up. In Poland the Act prescribes that the holiday of workers under 18 years of age and of overmen must be continuous; the Decree concerning the administration of the Act states that the standard periods of 8, 15, and 14 days' leave fixed by the Act are to mean series of consecutive calendar days. In the Saar the holiday is in principle taken all at once, but it may be divided up.

In Natal and the Transvaal (workers other than officials), holidays must be taken in one unbroken period; in the Transvaal officials may divide up their leave in order to accumulate some of it.

### *Accumulation of Leave*

The accumulation of leave is not dealt with by the regulations in Czechoslovakia, Germany, and Polish Upper Silesia. In the Netherlands, the Saar, Natal, and the Transvaal (workers other than officials),

holidays for different years cannot be accumulated. In Poland, as the result of an agreement between the parties concerned, the right to a holiday may be carried over for one year. In the Transvaal officials may accumulate their leave up to the maximum allowed by each colliery, the regulations for this "long leave" being a matter solely for the colliery concerned.

### *Fixing the Date of the Holiday*

The regulations in Czechoslovakia, Germany, and Poland contain provisions concerning the period of the year at which the leave is to be taken, so as to allow the workers to have their holiday during the best season of the year. In Czechoslovakia leave has to be granted as far as possible between 1 May and 31 October. In Germany the holidays should, if possible, be granted from April to October inclusive, so far as the requirements of the undertaking permit. In Poland at least 50 per cent. of the leave must be granted between 1 May and 30 September; where necessary the Ministry of Labour and Social Welfare may fix a different percentage for particular branches of production or particular undertakings, if the nature of the industry so requires.

The following regulations are observed for fixing the exact date of the holiday. In Czechoslovakia the allocation of annual leave is determined by the management in consultation with the works council, with due regard to the undisturbed continuance of operations and the situation of the undertaking. As a rule leave is not granted simultaneously to more than 10 per cent. of the workers. In Germany and in Polish Upper Silesia the distribution of holidays within the shifts is made in March, in agreement with the legal representatives of the workers in the undertaking, and a leave list is drawn up for the ensuing year. The exact dates of the holidays are fixed by the management. In order to facilitate the granting of leave to all the workers, each of them is obliged to take the place of a worker on leave even if he belongs to a different shift. In the Netherlands leave is granted, as far as work permits, on the days chosen by the worker. In Poland the workers may make arrangements among themselves concerning the order in which leave is to be taken. Lists of the persons entitled to leave in each month must be drawn up by representatives of the workers in consultation with the management.<sup>1</sup> In case of

---

<sup>1</sup> Any permanent body representing the workers, which is recognised by them and by the management of the undertaking, may, by consent of both parties, also act as the authorised representatives for drawing up the leave lists. In default of such body, or if it is not recognised by one of the parties as authorised, and if the workers have failed to make any other arrangement with the employer, then the workers elect their delegates in the following proportions: in an undertaking employing not more than 10 workers, 1 representative; in an undertaking employing 11 to 50 workers, 2 representatives; in an undertaking employing 51 to 100 workers, 3 representatives; in an undertaking employing 101 to 500 workers the number of representatives is increased by one for every 100 or part of 100. For any greater number the number of representatives is increased by one for every 500 or part of 500.

failure to agree, the labour inspector has to decide. Alterations may be made in the order of leave periods on the lists of persons entitled to annual leave which are already drawn up and approved, provided that such alterations are agreed upon by the worker in question and by the management of the undertaking. If a worker is unable to take the leave assigned to him, owing to sickness, the holiday may, at the request of the worker accompanied by a medical certificate, be postponed till one of the next three months. In the Saar the order of leave periods is decided by the divisional engineer in consultation with the workers' committee, taking into account the needs of the undertaking. In Natal the application for leave must be made to the manager through the head of the department concerned, and the date of the leave is fixed by the company. In the Transvaal the worker must notify the manager through the head of the department concerned at least three weeks before the date on which he will become qualified for leave, and, subject to the exigencies of the company's service, leave has to be granted and taken as soon as mutually convenient, but not later than four months after such date.

### GUARANTEES

The somewhat detailed provisions studied above concerning the arrangement of the holiday offer some guarantees regarding the granting of the holiday. It is natural, however, that there should be further provisions aiming more especially at ensuring that the leave granted serves its proper purpose, and at protecting the worker and the employer against improper or defective application of the regulations. Thus, except in very special circumstances, it is desirable that the employer should not be authorised to replace the holiday by some kind of compensation, either in money or otherwise. If the undertaking is paying the worker during his leave it is on the understanding that he really takes advantage of his holiday to rest. Obviously there can be no question of insisting on absolute rest, since there are many odd jobs that may be a recreation and a pleasure to the worker; what the undertaking demands is that during his leave the worker should not do paid work for another employer. It can easily be understood that if a worker fails to observe this provision the undertaking will refuse to pay the wages due for his leave. The length of the holiday may be reduced as a punishment for any offence committed by the worker, such as unjustified absence; a heavier penalty may be the complete suppression of the right to a holiday. This right may also be lost without compensation being due if the worker does not take or does not apply for his holiday at the proper time. When the contract is terminated by the worker or the employer, this may also in certain cases involve the loss of the right to a holiday. Certain systems of regulations go so far as to provide penal sanctions for contraventions of their provisions.



*Substitution of Compensation for Leave*

In Czechoslovakia, the Netherlands, Natal, and the Transvaal (workers other than officials), the employer may not grant compensation in lieu of leave. This is also true in Poland, where the regulations provide that the contract of employment shall not contain any stipulation depriving the worker in advance of his annual leave or otherwise restricting his legal right to annual leave. In Germany and in Polish Upper Silesia the length of the holiday may be limited by agreement between the employers and the workers in case of urgent necessity (in view of the situation in the coal industry, for example). In this case special compensation must be added to the wages to replace the holidays lost. In the Saar, miners giving up work on account of invalidity, and the family of a miner who has had a fatal accident or dies while an active member of a shift, are entitled to compensation for any leave that the worker had not yet taken. If a worker on leaving a mine had been unemployed before his departure on account of a certified illness, he is paid the difference between his wages and the sickness benefit for each day's leave. In the Transvaal, if an official loses his employment by reason of incapacitation as the result of an accident arising out of or in the course of his work, he must, on the termination of his employment, be paid in cash an amount equivalent to the value of that proportion of his next ensuing annual leave *pro rata* to his service with his existing employer qualifying for such leave, together with the value of his valid holiday qualification voucher, if any.

*Prohibition of Paid Work during the Holiday*

All the regulations except those of the Netherlands state that a worker on leave may not do paid work on pain of losing his right to wages for the holiday. In Germany and in Polish Upper Silesia the wages already paid are deducted from the first pay after the holiday and are paid into the workers' welfare fund. In these countries, and also in the Saar, a worker is deprived of his right to a holiday the following year if the offence is repeated. In Natal a worker who has been granted leave may not work on any mine during such period and any worker departing from this rule is considered as having broken the continuity of his service. The manager retains the record of service or other certificates of each worker during absence on leave. In the Transvaal also a worker (other than an official) on leave may not work on any mine during his leave; an official may be granted permission, in very exceptional circumstances, to work on a colliery or underground in some other mine. In the Netherlands, although the worker is not under any definite obligations while on leave, it is clearly understood that his leave is for purposes of recreation and that he must not do paid work for another employer during this period.

*Reduction of the Holiday*

Most of the systems of regulations provide for a reduction of the holiday as a penalty for workers who do not scrupulously carry out their duties.<sup>1</sup>

In Czechoslovakia, shifts lost otherwise than on legally justifiable grounds, during the year in which the leave is granted but before the beginning of the leave, are deducted from the period of leave for the year in question; shifts so lost after the leave has been taken are deducted from the leave period of the next year or years without compensation. For this purpose the undertakings must keep exact records of lost shifts, showing their number and the existence or lack of sufficient excuse for such absence. The works council, in collaboration with the management, decides each month which of the lost shifts are to be deducted from the leave period, and a list of these shifts is posted up every month at the pithead. An appeal may be lodged with the mining arbitration court against this decision. In an undertaking where there is no works council, the list of lost shifts is drawn up by the owner and the workers in agreement. In case of dispute the final decision rests with the district mining authority, or, in territories formerly belonging to Hungary, with the mines commission or, in default of a separate mines commission, with the Mines Office. In Germany, Polish Upper Silesia, and the Saar unauthorised and unjustified absences are deducted from the leave period without any compensation. Any dispute that may arise is settled by the management of the undertaking in collaboration with the legal representatives of the workers. In the Netherlands, if a worker has voluntarily absented himself more than twice during the year preceding his holiday, this holiday is reduced by one day for each extra day's absence.

In Poland, on the contrary, if a worker unlawfully absents himself from work, the employer may not withhold the worker's annual leave unless the contract of employment is terminated on account of the absence. The days unlawfully lost by the worker may not be deducted from his annual leave without his consent.

*Loss of the Right to a Holiday*

As has been seen above, the right to a holiday for the following year may be suppressed in Germany, Polish Upper Silesia, and the Saar when the regulation prohibiting the worker from doing paid work while on leave has twice been broken.

In these countries, and also in Czechoslovakia, Poland, and Natal a worker who does not ask for his holiday cannot claim any compensation.

---

<sup>1</sup> In the Transvaal any worker who absents himself from work without adequate reason to the satisfaction of the management loses for each shift in respect of such absence ten shifts of his service qualifying him for leave.

The right to a holiday may also be lost in consequence of the termination of the contract of employment in certain conditions. In the German coalfield of Lower Silesia a worker who terminates his contract of employment loses his right to a holiday. This is also so in Poland if the worker himself terminates his contract or if it is terminated for reasons entitling the employer to terminate it without previous notice. An interruption of work entailed by compulsory or voluntary military service lasting for more than three months and entailing the termination of the contract of employment also deprives the worker of his right to annual leave. In Czechoslovakia, on the contrary, a worker who has given notice is entitled to such part of his paid leave as is due before the expiry of the notice. In Natal a worker who resigns or is discharged is not entitled to any remuneration for leave not taken. A worker may, however, decide to take his holiday at the termination of his employment; in this case (unless he has been discharged for flagrant breach of duty), he receives holiday pay from the date of the termination of his employment for the period during which he does not work on any mine, but not for longer than the period of leave prescribed in the regulations for the service of such worker.

If the contract of employment is terminated by the employer, the worker generally retains his right to a holiday. In Czechoslovakia a worker dismissed with due notice is entitled to such part of his paid leave as is due before the expiry of the notice. In the German coalfield of Lower Silesia a worker who is dismissed is entitled, before leaving the undertaking, to leave in proportion to the months of service actually worked. The month of his departure does not count, and leave of less than one day is not granted; in case of dismissal without notice the right to a holiday is lost. In Poland, if the contract of employment of a worker who has already acquired the right to annual leave is terminated by the employer before the worker has been granted annual leave, the employer must pay his remuneration for the period of annual leave. As has been seen above, however, the right to a holiday is lost if the contract is terminated for reasons entitling the employer to do so without previous notice. In Natal, if a worker is dismissed after six months' service for no fault of his own, he receives six days' holiday pay, and an extra day's pay for each further month of service. This right, however, is lost if he is dismissed for some flagrant breach of duty.

### *Penalties*

In countries where the regulations on annual leave are contained in collective agreements, any infringement of the provisions of these agreements is punishable under ordinary law. In Poland any person contravening the provisions of the Act concerning annual leave is liable to a fine not exceeding 100 zloty or imprisonment for not more than one month. No penalties are provided in the Czechoslovak legislation. In the Transvaal the leave system has no penalties applic-

able to the employer, in this case the Collieries Committee of the Transvaal Chamber of Mines, since the regulations were brought into operation by this body, on its own initiative, and it is at liberty to modify them or withdraw them if it wishes; the workers may be dismissed if they abuse the leave privilege.

### THE ACTUAL SITUATION

Thanks to the vigilance of the factory inspectors and the trade associations concerned, the regulations are applied, and as a rule reflect the actual situation. Data as to the number of workers falling within the scope of these regulations will therefore give an approximate idea of the scale on which leave is granted. It may, indeed, safely be assumed that the number of workers employed in a colliery represents the number of workers receiving holidays with pay. If in addition the total number of working days lost on account of holidays with pay is known, and if we assume that all the workers have had a holiday, then an elementary calculation will give the average number of days' leave per worker.

These two fundamental sets of figures, the number of workers employed and the total number of days' leave, have been provided by Czechoslovakia, Germany, the Netherlands, Poland, and the Saar. They have been compiled separately (except in the Netherlands) for underground workers and surface workers; in Czechoslovakia, Germany, and Poland a distinction has even been made between different categories of workers, especially among underground workers.

It must, however, be noted that Czechoslovakia, Germany, Poland, and the Saar have given the average number of workers employed in mines during 1927, whereas the figures for the Netherlands show the number of workers employed on 1 January 1928. Further, most of these statistics do not state whether the workers in ancillary undertakings (coke and briquette factories, etc.) are included in the number of surface workers or not.

With these reservations as to comparability, the data have been arranged in the following table, together with the average number of days' leave that each worker would have had if all the workers employed had actually had a holiday.

It is obvious that this average number of days' leave per worker is only an approximation; it is impossible to determine it accurately without knowing the total number of workers who actually had a holiday. Further, since the length of the holiday is generally proportional to the length of service of the worker, it would be valuable to know the number of workers in different groups who, according to the regulations, are entitled to holidays of different length, and the number of working days spent on holidays for each of these groups. But at present the statistics on holidays with pay do not give this information, which could only be obtained by a special enquiry.

It has seemed useful to add as an appendix some statistics provided by Czechoslovakia, Germany, and Poland, which contain details as to the various categories of workers, and, for Poland, the monthly distribution of holidays with pay. For Germany and Poland these data are compiled separately for the different coalfields.

TABLE III. STATISTICS OF HOLIDAYS WITH PAY FOR MINERS  
IN 1927

| Country and category of workers  | Average number of workers employed | Number of days' annual leave with pay | Average number of days' leave per worker <sup>1</sup> |
|----------------------------------|------------------------------------|---------------------------------------|---|
| Germany :                        |                                    |                                       |   |
| Underground workers <sup>2</sup> | 398,769                            | 3,220,654                             | 8.1   |
| Surface workers <sup>2</sup>     | 107,104                            | 769,947                               | 7.2   |
| All workers <sup>3</sup>         | 537,242                            | 4,193,807                             | 7.8   |
| Netherlands :                    |                                    |                                       |   |
| All workers                      | 34,464                             | 164,699                               | 4.8   |
| Poland :                         |                                    |                                       |   |
| Underground workers              | 77,273                             | 684,330                               | 8.8   |
| Surface workers                  | 37,475                             | 329,705                               | 8.8   |
| All workers                      | 114,748                            | 1,014,035                             | 8.8   |
| Saar :                           |                                    |                                       |   |
| Underground workers              | 53,837                             | 278,775                               | 5.2   |
| Surface workers                  | 17,763                             | 83,900                                | 4.8   |
| All workers                      | 71,600                             | 362,675                               | 5.1   |
| Czechoslovakia :                 |                                    |                                       |   |
| Underground workers              | 45,399                             | 265,480                               | 5.8   |
| Surface workers                  | 12,872                             | 81,465                                | 6.7   |
| All workers                      | 58,271                             | 346,945                               | 6.0   |
| Total                            | 816,325                            | 6,082,161                             | 7.4   |

<sup>1</sup> This average number of days' leave is calculated on the assumption that all the workers employed actually had a holiday.

<sup>2</sup> Not including Saxony, and not including women and young persons.

<sup>3</sup> Including Saxony, and including women and young persons in the other coalfields.

To sum up, it is found that in five of the thirteen countries covered by the enquiry all the miners employed in collieries are entitled to annual holidays with pay, and that in two others certain categories of miners have the same right. It should also be noted that in the Netherlands the regulations concerning holidays have been amended since 1927 and become more favourable for the workers; this is an indication of the steadily growing tendency to develop the system of holidays with pay.

The statistical data collected show that in 1927 there were 816,325 workers (assuming that all actually had their holiday) who received a total of 6,082,161 days of holidays with pay, making an average.

of almost  $7\frac{1}{2}$  days per worker. As the total number of workers employed in coal mines in the European countries covered by the enquiry was 2,255,768 in 1927<sup>1</sup>, it will be seen that about 36 per cent. of the miners covered by this enquiry were entitled to annual holidays with pay.

## APPENDIX

### STATISTICS OF ANNUAL HOLIDAYS WITH PAY FOR MINERS IN 1927, IN CZECHOSLOVAKIA, GERMANY, AND POLAND

#### Germany

##### A. Prussian Coalfields<sup>1</sup>

| Group of workers and coalfield                           | Average number of workers in 1927 | Number of shifts lost in 1927 on account of holidays with pay |
|--|-----------------------------------|---|
| <b>Hewers :</b>  |                                   |   |
| Upper Silesia  | 8,812                             | 69,507  |
| Lower Silesia  | 11,103                            | 110,155   |
| Dortmund   | 175,282                           | 1,652,215   |
| Lower Rhine, left bank                                   | 7,015                             | 67,977  |
| Aachen   | 9,842                             | 63,843  |
| <b>Other underground workers :</b>                       |                                   |   |
| Upper Silesia  | 31,756                            | 156,780   |
| Lower Silesia  | 9,931                             | 64,633  |
| Dortmund   | 131,468                           | 965,256   |
| Lower Rhine, left bank                                   | 5,814                             | 40,738  |
| Aachen   | 7,746                             | 29,550  |
| <b>Surface workers :</b>                                 |                                   |   |
| Upper Silesia  | 11,116                            | 76,864  |
| Lower Silesia  | 7,331                             | 53,856  |
| Dortmund   | 79,810                            | 581,962   |
| Lower Rhine, left bank                                   | 3,774                             | 26,279  |
| Aachen   | 5,073                             | 30,986  |
| <b>All workers (including women and young persons) :</b> |                                   |   |
| Upper Silesia  | 53,000                            | 309,320   |
| Lower Silesia  | 29,032                            | 231,110   |
| Dortmund   | 391,772                           | 3,203,938   |
| Lower Rhine, left bank                                   | 16,964                            | 135,441   |
| Aachen   | 22,944                            | 124,472   |

<sup>1</sup> *Zeitschrift für das Berg-, Hütten- und Salinenwesen*, 1928, 2. Statistische Lieferung.

<sup>1</sup> For Czechoslovakia, Germany, the Netherlands, Poland, and the Saar, the figures used in the present enquiry have been taken for this estimate : for Belgium, France, and Great Britain the figures are taken from the enquiry into wages.

*B. Free State of Saxony*<sup>1</sup>

|   |         |
|---|---------|
| Average number of workers in 1927                             | 23,530  |
| Number of shifts lost in 1927 on account of holidays with pay | 189,526 |

<sup>1</sup> *Beilage zum Reichsarbeitsblatt*, 1928, No. 16.**Czechoslovakia**<sup>1</sup>

| Category of workers   | Average number of workers in 1927 | Number of working days (shifts) lost in 1927 on account of statutory holidays with pay |
|-----------------------|-----------------------------------|--|
| Underground workers : |                                   |  |
| Hewers                | 18,831                            | 139,065  |
| Haulers               | 19,944                            | 77,741   |
| Other adult workers   | 5,996                             | 47,659   |
| Young persons         | 628                               | 1,015  |
| Total                 | 45,399                            | 265,480  |
| Surface workers :     |                                   |  |
| Skilled workers       | 5,251                             | 37,780   |
| Other adult workers   | 6,261                             | 37,983   |
| Young persons         | 158                               | 224  |
| Women                 | 1,202                             | 5,478  |
| Total                 | 12,872                            | 81,465   |
| Grand total           | 58,271                            | 346,945  |

<sup>1</sup> *Rapports de l'Office statistique de la République tchécoslovaque*, IXth Year (1928), Nos. 55-57.

# Poland

A. Number of Shifts lost in 1927 on account of Holidays with Pay, by Months

| Month        | Whole country                  |                           |                                  | Polish Upper Silesian Coalfield |                           |                                  | Dombrowa Coalfield             |                           |                                  | Cracow Coalfield               |                           |                                  |
|--------------|--------------------------------|---------------------------|----------------------------------|---------------------------------|---------------------------|----------------------------------|--------------------------------|---------------------------|----------------------------------|--------------------------------|---------------------------|----------------------------------|
|              | Number of normal shifts (days) | Average number of workers | Number of shifts (days) of leave | Number of normal shifts (days)  | Average number of workers | Number of shifts (days) of leave | Number of normal shifts (days) | Average number of workers | Number of shifts (days) of leave | Number of normal shifts (days) | Average number of workers | Number of shifts (days) of leave |
| January      | 24                             | 129,561                   | 29,915                           | 24                              | 87,332                    | 13,498                           | 24                             | 31,935                    | 12,204                           | 24                             | 10,294                    | 4,213                            |
| February     | 23                             | 127,626                   | 55,485                           | 23                              | 87,131                    | 32,197                           | 23                             | 30,476                    | 15,124                           | 23                             | 10,019                    | 8,164                            |
| March        | 27                             | 119,741                   | 77,225                           | 27                              | 83,086                    | 44,978                           | 27                             | 27,842                    | 26,380                           | 27                             | 8,813                     | 5,867                            |
| 1st quarter  | 74                             | 125,376                   | 162,625                          | 74                              | 85,720                    | 90,673                           | 74                             | 29,988                    | 53,708                           | 74                             | 9,668                     | 18,244                           |
| April        | 25                             | 110,353                   | 86,660                           | 25                              | 76,303                    | 47,564                           | 25                             | 26,195                    | 32,702                           | 25                             | 7,855                     | 6,394                            |
| May          | 24                             | 110,147                   | 103,064                          | 24                              | 74,878                    | 60,211                           | 24                             | 27,215                    | 38,537                           | 24                             | 8,054                     | 9,316                            |
| June         | 23                             | 109,313                   | 106,304                          | 23                              | 73,634                    | 62,260                           | 23                             | 27,499                    | 32,283                           | 23                             | 8,180                     | 11,761                           |
| 2nd quarter  | 72                             | 109,953                   | 296,028                          | 72                              | 74,976                    | 170,035                          | 72                             | 26,952                    | 98,522                           | 72                             | 8,025                     | 27,471                           |
| July         | 26                             | 109,757                   | 111,841                          | 26                              | 74,668                    | 67,867                           | 26                             | 26,939                    | 32,855                           | 26                             | 8,150                     | 11,119                           |
| August       | 26                             | 110,761                   | 110,995                          | 26                              | 75,149                    | 66,148                           | 26                             | 27,430                    | 34,434                           | 26                             | 8,182                     | 10,413                           |
| September    | 26                             | 109,589                   | 111,824                          | 26                              | 74,400                    | 67,885                           | 26                             | 26,961                    | 33,941                           | 26                             | 8,228                     | 9,998                            |
| 3rd quarter  | 78                             | 110,036                   | 334,660                          | 78                              | 74,739                    | 201,900                          | 78                             | 27,110                    | 101,230                          | 78                             | 8,187                     | 31,530                           |
| October      | 26                             | 112,524                   | 91,743                           | 26                              | 77,033                    | 55,110                           | 26                             | 27,269                    | 30,095                           | 26                             | 8,222                     | 6,538                            |
| November     | 25                             | 114,414                   | 61,293                           | 25                              | 78,070                    | 34,685                           | 25                             | 27,937                    | 22,413                           | 25                             | 8,407                     | 4,195                            |
| December     | 25                             | 114,462                   | 67,686                           | 25                              | 78,322                    | 40,001                           | 25                             | 27,830                    | 23,428                           | 24                             | 8,310                     | 4,257                            |
| 4th quarter  | 76                             | 113,783                   | 220,722                          | 76                              | 77,798                    | 129,796                          | 76                             | 27,673                    | 75,936                           | 76                             | 8,312                     | 14,990                           |
| 1927 : Total | 300                            | 114,748                   | 1,014,035                        | 300                             | 78,279                    | 592,404                          | 300                            | 27,924                    | 329,396                          | 300                            | 8,545                     | 92,235                           |



*B. Number of Shifts lost in 1927 on account of Holidays with Pay, by Categories*

| Category of workers                     | Whole country             |                                  | Polish Upper Silesian Coalfield |                                  | Dombrowa Coalfield        |                                  | Cracow Coalfield          |                                  |
|---|---------------------------|----------------------------------|---------------------------------|----------------------------------|---------------------------|----------------------------------|---------------------------|----------------------------------|
|   | Average number of workers | Number of shifts (days) of leave | Average number of workers       | Number of shifts (days) of leave | Average number of workers | Number of shifts (days) of leave | Average number of workers | Number of shifts (days) of leave |
| <b>Underground :</b>                    |                           |                                  |                                 |                                  |                           |                                  |                           |                                  |
| Miners                                  | 19,535                    | 226,570                          | 13,955                          | 147,586                          | 3,738                     | 53,481                           | 1,842                     | 25,503                           |
| Skilled workers                         | 13,343                    | 123,236                          | 11,144                          | 99,562                           | 1,770                     | 19,266                           | 429                       | 4,408                            |
| Helpers and other workers               | 44,251                    | 334,356                          | 30,048                          | 178,778                          | 10,893                    | 122,729                          | 3,320                     | 32,849                           |
| Total (adults)                          | 77,129                    | 684,162                          | 55,147                          | 425,926                          | 16,391                    | 195,476                          | 5,591                     | 62,760                           |
| Boys aged 16-18 years                   | 144                       | 168                              | 81                              | 91                               | 50                        | 71                               | 13                        | 6                                |
| Total (underground workers)             | 77,273                    | 684,330                          | 55,228                          | 426,017                          | 16,441                    | 195,547                          | 5,604                     | 62,766                           |
| <b>Surface :</b>                        |                           |                                  |                                 |                                  |                           |                                  |                           |                                  |
| Skilled workers                         | 12,417                    | 122,381                          | 7,728                           | 66,094                           | 3,470                     | 44,118                           | 1,219                     | 12,669                           |
| Skilled helpers and other workers       | 20,505                    | 171,561                          | 12,867                          | 86,303                           | 6,293                     | 71,696                           | 1,345                     | 13,562                           |
| Total (adult males)                     | 32,922                    | 294,442                          | 20,595                          | 152,397                          | 9,763                     | 115,814                          | 2,564                     | 26,231                           |
| Boys aged 16-18 years                   | 328                       | 1,018                            | 125                             | 84                               | 148                       | 716                              | 55                        | 218                              |
| Women                                   | 4,225                     | 34,245                           | 2,331                           | 13,906                           | 1,572                     | 17,319                           | 322                       | 3,020                            |
| Total (surface workers)                 | 37,475                    | 329,705                          | 23,051                          | 166,387                          | 11,483                    | 133,849                          | 2,941                     | 29,469                           |
| Total (underground and surface workers) | 114,748                   | 1,014,035                        | 78,279                          | 592,404                          | 27,924                    | 329,396                          | 8,545                     | 92,235                           |