

an experienced adult woman in the state of Oregon would divide her expenditures as follows:

Food \$4.54, rent \$1.74, clothing \$3.02, sundries 2.32; a total of \$11.61.

While for a woman in mercantile occupations, where better clothing is supposed to be required, the division is as follows:

Food \$4.33, rent \$1.66, clothing \$2.89, sundries \$2.22; a total of \$11.10.

THE WAR PERIOD.

After the United States entered the war there came to the Commission at various times, expressions of opinion that standards should be lowered, especially as to hours. Early in this period the Commission adopted the policy that as far as possible the rulings should be adjusted to the unusual demands of industry. In pursuance of this policy, whenever an emergency presented itself, the Commission allowed the overtime requested, insofar as the rulings permitted the latitude. It required, however, a rather close examination of requests for overtime, as it was frequently found that "war work" could be an excuse urged for private business.

By far the greater pressure came from retail merchants in the city of Portland, for a modification of the prohibition against the employment of women after 6 p. m. and a formal request for a conference was made on October 8, 1918, by the Anti-Blue-Law League on behalf of the retail cigar and drug stores, so that women could be employed as clerks after 6 p. m. to fill the vacancies created, (or in danger of being created) by the draft of September.

Under the law, the Commission could not set aside any ruling without submitting it to a conference, and a war emergency conference was called, with the following appointed as members:

For the public: Bishop W. T. Sumner, Miss I. V. Jontz, A. L. Veazie.

For the employers: A. J. Bale, H. D. Kilham, R. M. Plummer.

For the employes: Mrs. Eva Patterson, Mrs. Ina Hatchell, Miss Mae Norton.

Bishop W. T. Sumner was appointed chairman.

The following questions were placed before the conference for consideration:

Question 1. From what occupations shall women be excluded?

Question 2. What regulation shall be established as to lifting of weights?

Question 3. Shall night work be permitted—if so, within what limits?

In a report of a meeting of state labor officials called by the War Labor Policies Board in Washington, D. C., September 30-October 1, recommendations were set forth excluding women as indicated in the following paragraph:

"It was the unanimous opinion of the conference that the employment of women in hazardous occupations and the employment for which women are not physically fitted, such as sawmills, planing mills, wooden box factories, sash and door factories, iron foundries, brass foundries, machine shops, shipyards, etc., was not justified at this time. It was shown that thousands of men are still employed in the manufacture of clothing, clerking in stores, doing office work, and as private chauffeurs—all of which is essentially work that can be performed by women."

This recommendation was given wide publicity by the conference, and petitions were received from the women employes of almost every box

(wooden) factory in the state protesting against any ruling prohibiting their employment. A petition was also presented by one firm in North Portland asking for a modification of the 8:30 p. m. restriction on night work in factories. This was later withdrawn.

While the hearings were in progress, the armistice was declared, rendering any claim as to emergency valueless.

Owing to the absence of the chairman for a considerable period, the conference adjourned until January 1, 1919.

SOME OF THE EFFECTS OF WAR INDUSTRY

The Commission found itself called upon to face many problems through the unusual demands made by industry for the employment of women during the war period. Women, as elevator operators, mail carriers, on delivery wagons, in shipyards, in brass foundries, in railroad yards, as freight truckers, scrap iron sorters, as section hands, engine wipers and hostlers, presented new problems for which precedent furnished no guides. The women themselves gladly accepted the new responsibilities, many through patriotic motives, but all for the larger field offered for better pay and regular hours. Very few employers offered the women the same wages paid to men for the same tasks. Railroad companies are the exception to this rule.

Many of the women had worked in hotels, in laundries, domestic service, as clerks, teachers and nurses. None expressed a desire to return to her former employment, preferring the outdoor work, the better pay, shorter hours and steadier employment.

The employers, on the other hand stated without exception that the women were as capable as men, could in time become as skillful in the more complex tasks, were steadier, quicker and more dependable workers. A number declared they would not discharge the women after the close of the war upon the return of the soldiers, believing that women had made a new place in industry for themselves.

NIGHT WORK

Upon this subject there seems to be little room for argument. Night work has been found to have an ill effect upon men—it would certainly have the same effect upon women. The danger as far as women are concerned, is the double toll placed upon the average woman. She has her family duties during the day and takes the night work for the sake of the wage. She gets little proper rest during the day and the result of broken health is advantageous neither to the family life or the industry.

What basis then can be established as to the three problems—as to night work, as to forbidden employments, as to the lifting of unusual weights? There seems to be but one against which no argument can be advanced—any occupation, any process of occupation which may interfere with motherhood, either through lowered vitality, due to conditions of employment, such as inhaling of fumes, through broken rest periods, through continued strain, through over strained muscles, due to heavy lifting or too frequent lifting, should be forbidden to the mothers and future mothers.

The recent experiences have opened up a new field for the scientist in modern industry and it is only through facts brought out by scientific studies that any proper basis may be reached. But as woman is the