HOURS OF LABOUR
IN INDUSTRY

FRANCE

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General Preface

In conformity with a resolution of the Governing Body adopted during its 12th Session in April 1922, the Director of the International Labour Office submitted to the Fourth Session of the International Labour Conference, October 1922, a report (1) on the situation with regard to the ratification of the Draft Convention adopted by the First Session of the International Labour Conference at Washington in 1919, limiting the hours of work in industrial undertakings to 8 in the day and 48 in the week. This report comprised a summary survey of existing and proposed regulations on the hours of labour, a broad comparison of these with the terms of the Convention, and an account of the state of ratification and the difficulties connected therewith which have been experienced.

As such a general report could only summarise very briefly the large mass of information on the subject of the hours of labour which the Office has collected, it was considered advisable to supplement it by more complete information.

On the basis of information in its possession the Office compiled a preliminary draft, which was submitted to the Government of each country under consideration for amendment and additions if such were found necessary. The corrections and suggestions have been incorporated in the text. It is hoped, therefore, that the series will present as accurate an account of the existing position in all countries as it is possible to obtain.

The Office regards these studies as more or less tentative and provisional. The work of ascertaining the exact position regarding hours of labour will be continued, and the Office will be glad to receive criticisms and suggestions for the improvement of these monographs.

The monographs on the more important industrial countries are issued separately; others are grouped under one cover.
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The purpose of this report is to show the present situation with regard to the limitation of hours of work in French industries. It is necessarily of a provisional character. The question has not been definitely or completely settled and its evolution will necessitate modifications and additions to the report from time to time. But the following remarks will, it is hoped, give as accurate a picture as possible of French legislation on the subject at the date of writing, and of the extent to which the principle of the 8-hour day has been applied.

The first part of this report includes a brief summary of the existing legislative and regulative system with regard to hours of labour in France: the Act of 1919 and the main lines of the principal administrative decrees issued under its provisions. It also refers to certain collective agreements concluded in those industries or branches of industry in respect of which no administrative decrees have been issued, with a view to applying the principle of the 8-hour day.

The second part deals with the application of these regulations and contains an analysis of the situation which prevails in the chief industries as a result of the public administrative regulations which have been applied to them.

It has not been found possible to present statistics showing the number of workers to whom the provisions of the Eight-Hour Day Act apply in the various industries; but it will be seen that this principle is applied in France in the great majority of cases. At the same time, the principle of the Act is threatened by certain practices and certain methods. The extent to which this is so will be indicated by the brief summary of the facts which is all that is attempted here.

The third part shows the bills in preparation for amending the Act or the regulations, or for suspending their application, from which it will appear that public and parliamentary opinion considers that the principle of the 8-hour day is being applied and that it imposes certain burdens on the country.
Existing Regulations

I. LEGISLATION

Industry and Commerce

The 8-hour day was established in France by the Act of 23 April 1919.

The principle of this Act had formed a subject of discussion in the Commission on international labour treaties set up in 1917 and completed in 1919 by the addition of representatives of employers' and workers' organisations.

This Commission reached agreement on proposals which were taken up by the Government and introduced in the form of a Bill into the Chamber of Deputies on 8 April 1919. A report on the Bill was made by Mr. Justin Godart on behalf of the Labour Commission and it was unanimously passed by the Chamber on 17 April 1919. It was also unanimously passed without amendment by the Senate on 23 April after it had been reported upon by Mr. P. Strauss (1).

The terms of the Act of 23 April 1919 are short and clear. As is shown by its account of the motives which actuated it the Commission on international labour treaties had “to choose between two systems of legislation.”

“In the first system the Act was requested not only to lay down the principle of the regulations to be applied but also to define the details of the method by which they were to be carried out. The Commission considered that this system was lacking in flexibility and could not take sufficiently into account the difficulties of application which vary with different industries.

“The Commission consequently favoured a second system of greater elasticity which had already been successfully applied by the Act of 11 June 1917 concerning the introduction of the “English week”, i.e. a Saturday half-holiday, in the clothing industry. This system consists in embodying in the Act the principles of the regulations to be applied, while leaving it to public administrative regulations, after consultation with the

(1) See text of Act in the Appendix (p. 51).
employers' and workers' organisations concerned, to define under what conditions it shall be applied to various industrial categories and in different parts of the country."

The above quotation gives the sense of the new Act, which contains a further clause requiring that "the reduction of hours of work shall in no case be considered as a ground for the reduction of wages".

In order, therefore, to have a clear idea of the application in France of the 8-hour day it is necessary to refer to the provisions of public administrative regulations.

All industrial and commercial establishments are included in the Act, but only those Decrees made in regard to industry will be considered here (1).

Mines

A special Act of 24 June 1919 applies to mines; but according to a ruling of the Minister of Labour (cf. circulars of 27 May 1919 and 16 February 1920) manual and non-manual workers employed above ground come under the regulations of the general Act of 23 April 1919, so that the special Act only applies to underground workers. For them, the 8 working hours are to be calculated "for each place of work and for each class of worker, from the official hour of entrance of the first workman into the mine to the official hour of arrival of the last workman at the surface".

In the case of continuous work, conditions of employment are to be fixed by public administrative regulations, the limit of 48 hours in the week being maintained, provided that the number of workers affected shall not exceed 5 per cent. of the whole staff.

Mercantile Marine

The Act of 2 August 1919 stipulates that "in mercantile marine undertakings of whatever character, whether public or private, even if they partake of the character of educational or charitable undertakings, the duration of actual work of the staff of either sex and of any age employed on board shall not exceed either 8 hours per day or 48 hours per week, or equivalent limits calculated for a period other than the week."

Public administrative regulations lay down the limits and conditions under which the provisions of the Act shall be applied to the different categories of vessels and crew, on lines similar to those of the Act of 23 April 1919.

(1) In regard to commerce, Decrees have been issued for hotels, restaurants, cafés and other establishments for the sale of foodstuffs, in the Paris district (2 August 1920); for hairdressers' shops and saloons, and workshops for the manufacture of artificial hair (26 August 1920 and 30 October 1921); wholesale commercial establishments (17 May 1921), and chemists' shops (17 August 1921).
2. Regulations in Application of the Act

At the time that the Act of 23 April 1919 was being drafted and passed a number of national agreements between the employers’ and workers’ organisations were concluded:

- National agreements in the metal trades, 17 April and 24 May 1919;
- National agreement in the building trades, 19 May 1919;
- Inter-federal agreement in the hide and leather trades, 5 May 1919;
- National agreement in the printing and book trades, 11 June 1919;
- National inter-union agreement in the oil trades, 16 June 1919.

These national agreements, chiefly that concerning the metal industries, as well as numerous district agreements, served as a basis for the drafting of public administrative regulations made in application of the Act of 23 April 1919. It is provided in the Act itself that administrative regulations should take these agreements into consideration. In the absence of national agreements the Ministry of Labour has called meetings of mixed committees, where delegates of the employers’ and workers’ organisations concerned have been asked to decide the lines on which the Act should be applied to their particular industries. Fifteen committees have met in this way and whenever the parties have reached an agreement the terms of their agreement have been sanctioned by administrative regulations. When disagreement on certain points existed the Ministry laid proposals for compromise before the Conseil d’Etat, taking into account as far as possible the views of the parties.

The provisions usually found in Decrees and common to almost all Regulations may be summarised as follows:

Distribution of Hours of Work

*Time table.* The administrative regulations generally allow the employer a choice between two methods of distribution of the hours of work:

(a) limitation of working hours to 8 in each working day of the week;

(b) unequal distribution of the 48 hours over the whole week in such a way as to allow of a Saturday afternoon rest, but with a maximum working day of 9 hours.

Provision is made, however, in certain regulations for a distribution of the hours of work over a fortnight with a maximum working day of 9 hours, and with one whole day of rest or with
two Saturdays afternoons (printing trades: photo-process workers; electric power in the Paris district: wiremen and cable layers, etc.), or over three weeks with a maximum working day of 10 hours (flour milling: technical workers).

A Ministerial Order may temporarily authorise a different distribution of the 48 working hours embodying more than 9 working hours on certain days for a definite district or locality on the request of the employers' or workers' organisations in the occupation and after consultation with all the organisations concerned. The daily hours may not, however, exceed 10. A half day's rest on another week day may be substituted for the Saturday afternoon rest, but these arrangements can only be made by public administrative regulations.

The majority of the regulations provide that where work is organised in successive shifts the work of each shift must be continuous except for the intervals allowed for meals.

Uniform system of work. A uniform system of distributing hours of work may be adopted for all the establishments in any occupation in the locality or in the district on the request of the trade associations concerned.

Supervision of hours of work. In each establishment or part of an establishment workers and employees may only be employed in accordance with the time-table showing the distribution of hours of work for each day or week as the case may be. This time-table shows the time at which each period of work begins and ends, and beyond which no worker or employee may be employed.

Where work is organised in shifts a list of the names of the workers in each shift must be shown, either on a table posted up or by a special register kept up to date to which access may be had by the factory inspection service.

Making up Lost Time

The administrative regulations allow the head of an establishment to make up for time lost owing to accident or force majeure (accidents to plant, failure of power, shortage of materials, wilful damage), or on account of a public holiday, a local holiday or other local event, or when there has been a general stoppage of work on another day than that fixed for the weekly rest.

Special arrangements for making up lost time are provided in certain branches of the textile trades and in the construction and repair of agricultural machines, on account of slack seasons, in building and public works in the devastated areas, and in engineering and ship building shops and yards owing to bad weather.

Any employer who wishes to avail himself of these facilities for making up lost time must forward a request for a permit to
the departmental inspector of labour indicating the nature, cause, and date of the general stoppage of work; the number of hours lost, the temporary modifications of the time-table by which he proposes to make up the lost time and the number of persons affected thereby. A Circular issued by the Ministry of Labour on 31 January 1920 gives certain explanations regarding the making up of time lost on account of public holidays, local holidays or other local events.

Until further orders the departmental inspector of labour may authorise the making up of time lost owing to duly recognised holidays without requiring a special authorisation every year. This system can obviously only apply to the case of public holidays, local holidays, or other local events which can be foreseen.

It should be pointed out that the regulations require 'consultation', and that in consequence the opinion of the organisations of employers and workers does not bind the departmental inspector. But it need hardly be pointed out that the inspectorate should endeavour to effect an agreement between the two parties, so that the enforcement of the authorisation may not arouse opposition which might hamper it.

The question has been raised whether hours worked to make up for time lost should be regarded as overtime and paid accordingly. It should be pointed out that, under the regulations in force, only time worked to deal with exceptional pressure of work should be regarded as overtime. If both parties to the question, however, are agreed that hours worked to make up for lost time shall be paid as overtime, the inspector cannot object, but it is not his duty to sanction the agreement, and he cannot make the granting of the authorisation conditional on its observance.

A Circular dated 23 November 1920 prescribes the formalities to be observed by the employer in order to obtain permission to make up lost time.

Exceptions Authorised

A circular issued by the Ministry of Labour on 27 May 1919 and dealing with the several applications of the Act gives the following details regarding the conditions in which the exceptions admitted in the Act can be authorised.

The Act provides for two kinds of exceptions, permanent and temporary.

Permanent exceptions allow the employer permanently to exceed the maximum working hours laid down in the Act. They apply only to preparatory and accessory work when it has of necessity to be carried out outside the normal working hours of the establishment and to certain grades of workers whose work is essentially intermittent. The Decree of 28 March 1920 gives examples of preparatory and accessory work for which permanent exceptions may be allowed.

Examples of intermittent work as referred to by the Act were quoted in the course of the drafting of the Act, such as the work of level crossing keepers and station staff on little-used railway lines and of workers in small village shops, etc.

Temporary exceptions are allowed in order to deal with national emergencies, accidents or threatened accidents and exceptional pressure of work. The last of these phrases is taken from the legislation on the weekly rest day (Labour Code, Part II, § 47). It covers rushes of work with which industry and commerce have to deal at certain times of the year and at certain seasons.
A comparison of the public administrative regulations issued to date suggests the following classification of exceptions, showing in each case the amount by which normal working hours may be exceeded.

**Permanent exceptions.** Permanent exceptions may be divided into two chief categories. Some of these appear in the majority of administrative regulations, while others are based on the special nature or technical requirements of certain trades. In general, permanent exceptions may be divided into the following four classes:

(a) Exceptions for preparatory and accessory work, including cleaning and oiling, essential for the day to day work of the establishment. Work is generally extended by 1½ to 2½ hours according to trade.

(b) Exceptions for work involved by the necessity of coordinating the work of two successive shifts. Extension of 1 to 2 hours according to trade, sometimes of 4 hours in the unforeseen absence of a substitute pending the arrival of another substitute.

(c) Exceptions for work which in given circumstances requires the presence of specially skilled workers for more than the normal 8 hours. Extension of 1 to 2 hours according to trade.

(d) Exceptions for work broken by long rest periods. Extension of 1 to 4 hours.

**Temporary exceptions.** The public administrative regulations allow an extension of hours: (a) in case of accident, (b) in the interests of national safety or defence, and (c) in order to deal with exceptional pressure of work. Temporary exceptions must not exceed the following limits:

(a) Urgent work which must be carried out immediately in order to prevent impending accidents, for salvage purposes, or to repair injuries to stocks, plant or buildings of the establishment (metal trades) or to vessels which have to sail within 48 hours. All the regulations allow an unlimited extension of hours on any one day chosen by the employer and on subsequent days an extension of not more than 2 hours beyond the limits fixed for the majority of the workers in the undertaking (1).

(b) Work carried out in the interest of national safety and defence or for the public service under an order from the Government certifying the necessity for the extension. All the regulations specify that the limit is in each case to be fixed by agreement between the Ministry of Labour and the Ministry which orders the work.

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(1) In the milling industry, in case of accidents to the grinding machinery, the working hours of technical workers may be extended by 2 hours.
(c) Urgent work with which the undertaking has to deal. The amount of overtime authorised for this kind of work generally ranges from 60 to 150 hours a year. The regulations for the building trades include no such exception, but time lost on account of inclemency in the weather is in certain conditions allowed to be made up in the course of the year. The regulations for the flour milling trade allow 260 hours’ overtime in cases of pressure of work. It will be noted that this extension greatly exceeds those allowed to manufacturers in other trades in similar circumstances, but it should be remembered that the milling trade is of a seasonal character, which explains its special treatment.

The head of any undertaking who desires to avail himself of the facilities for temporary exceptions is required to forward in advance to the departmental inspector of labour a dated declaration specifying the nature of and the reason for the exception, the number of workers (children, women and men) whose period of work is to be extended, the working hours and rest periods arranged for these workers and the time covered by the exception reckoned in days and hours.

The head of the undertaking must also keep up to date a schedule on which are recorded the dates on which the exceptions are made use of and the period covered by such exceptions, in accordance with the notices sent to the inspector of labour.

General Summary of Public Administrative Regulations

The following table, drawn up from information supplied by the Financial Report of the Ministry of Labour for 1921 (Ch. 20, No. 1540) and brought up to date on 30 September 1922, shows what is the present condition of the system of regulation enforced by public administrative regulations.

It appears from the table that a certain number of trades and professions have not formed the object of public administrative regulations. The most important are the building trade (except in the devastated regions), banking, chemical products, pottery, and retail trade.

In the course of the Congress held on 3 June 1922, the French Federation of catholic workers adopted a resolution requesting:

(1) That the public administrative regulations then under examination by the Council of State for applying the provisions of the Act of 23 April 1919 to retail trade in towns of more of 100,000 inhabitants and to banks, insurance companies and private companies should be promptly issued.

(2) That public administrative regulations applying the provisions of the Act to other classes of employees should be prepared and issued as soon as possible.
A. Industry

<table>
<thead>
<tr>
<th>Classes of industry</th>
<th>Industries with administrative regulations applicable to the whole of France</th>
<th>Industries to which administrative regulations apply partially</th>
<th>Industries for which administrative regulations are in preparation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Metals.</td>
<td>Metal industries (except locksmiths, blacksmiths and wheelwrights employing less than five persons). (1)</td>
<td>—</td>
<td>Jewellery, watchmaking and bronze</td>
</tr>
<tr>
<td>Wood industry.</td>
<td>—</td>
<td>Furniture undertakings employing more than five persons.</td>
<td>Woodworking and similar trades.</td>
</tr>
<tr>
<td>Hides and leather.</td>
<td>Hides and leather.</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Paper-making and printing trade.</td>
<td>Printing, binding, etc.</td>
<td>—</td>
<td>Paper, cardboard, and card box manufacture, etc.</td>
</tr>
<tr>
<td>Textiles.</td>
<td>Textiles.</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Food trades.</td>
<td>Milling.</td>
<td>—</td>
<td>Breweries.</td>
</tr>
<tr>
<td>Lime and pottery.</td>
<td>—</td>
<td>—</td>
<td>Pottery.</td>
</tr>
<tr>
<td>Building trades.</td>
<td>—</td>
<td>Building in devastated regions.</td>
<td>Building trades (whole of France).</td>
</tr>
<tr>
<td>Water, gas, and electricity.</td>
<td>—</td>
<td>Production and distribution of electric power in Paris district.</td>
<td>Water works; production and distribution of electric power (Paris district excepted).</td>
</tr>
<tr>
<td>Chemical products.</td>
<td>—</td>
<td>—</td>
<td>Chemical products and gas works.</td>
</tr>
</tbody>
</table>

(1) Administrative regulation for the metal trades, 9 August 1920.
### B. Transport

<table>
<thead>
<tr>
<th>Classes of Industry</th>
<th>Industries with administrative regulations applicable to the whole of France</th>
<th>Industries to which administrative regulations apply partially</th>
<th>Industries for which administrative regulations are in preparation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transport.</td>
<td>Loading and unloading in harbours and docks. River navigation. Railways: repair staff(^1), staff other than engine drivers, firemen and guards(^2).</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

\(^1\) Administrative regulation for the metal trades, 9 August 1920.  
\(^2\) There are two Ministerial Decrees of 8 November 1919 fixing the methods of applying the 8-hour day to engine drivers, firemen and guards.

### C. Commerce

<table>
<thead>
<tr>
<th>Commercial categories</th>
<th>Commercial undertakings with administrative regulations applicable to the whole of France</th>
<th>Commercial undertakings to which administrative regulations apply partially</th>
<th>Commercial undertakings for which administrative regulations are in preparation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commerce.</td>
<td>Wholesale and semi-wholesale trade.</td>
<td>Retail chemists, laboratories, etc. (Districts of over 5,000 inhabitants).</td>
<td>Retail trade (towns of over 100,000 inhab.); retail food shops (towns of over 25,000 inhabitants).</td>
</tr>
<tr>
<td>Hotels.</td>
<td></td>
<td>Hotels, restaurants and cafés (more than four persons employed) (Paris district).</td>
<td>Hotels, restaurants, cafés, in towns of over 25,000 inh.; establishments employing less than four persons (Paris district).</td>
</tr>
<tr>
<td>Charitable institutions (hospitals, etc.)</td>
<td>-</td>
<td>-</td>
<td>Public and private charitable institutions.</td>
</tr>
<tr>
<td>Hairdressing.</td>
<td>Hairdressing saloons, wigmaking.</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Banking, etc.</td>
<td>-</td>
<td>-</td>
<td>Banks, insurance companies, private companies.</td>
</tr>
</tbody>
</table>
3. COLLECTIVE AGREEMENTS

The application of the Act of 23 April 1919 is dependent for each industry on the publication of the relevant regulations. It follows that while awaiting publication of the Decree the industry concerned, according to the terms of the Act, remains under the system of hours of work resulting from legislation in force prior to the passing of the Act. All industries are not yet provided with public administrative regulations; but it should not be concluded from this that the 8-hour day is not in force in those industries, since in addition to public administrative regulations there exist a number of local, district and even national collective agreements. Some rather incomplete figures collected by the Ministry of Labour are as follows:

1919: 557 collective agreements were concluded, of which 331 mentioned the 8-hour day or the 48-hour week.

1920: 340 collective agreements were concluded, of which 113 mentioned the 8-hour day or 48-hour week.

The distribution of these agreements, according to industry was as follows:

<table>
<thead>
<tr>
<th>Industry</th>
<th>1919</th>
<th>1920</th>
</tr>
</thead>
<tbody>
<tr>
<td>Textile and clothing</td>
<td>110</td>
<td>71</td>
</tr>
<tr>
<td>Building</td>
<td>68</td>
<td>24</td>
</tr>
<tr>
<td>Food and drink</td>
<td>61</td>
<td>33</td>
</tr>
<tr>
<td>Metals</td>
<td>61</td>
<td>30</td>
</tr>
<tr>
<td>Wood</td>
<td>60</td>
<td>31</td>
</tr>
<tr>
<td>Transport and docks</td>
<td>39</td>
<td>24</td>
</tr>
<tr>
<td>Paper and printing</td>
<td>31</td>
<td>22</td>
</tr>
<tr>
<td>Mines and quarries</td>
<td>31</td>
<td>39</td>
</tr>
<tr>
<td>Hides and leather</td>
<td>27</td>
<td>17</td>
</tr>
<tr>
<td>Chemical products</td>
<td>26</td>
<td>16</td>
</tr>
<tr>
<td>Commerce</td>
<td>19</td>
<td>3</td>
</tr>
<tr>
<td>Stone, earth and glass</td>
<td>18</td>
<td>14</td>
</tr>
<tr>
<td>Agriculture</td>
<td>6</td>
<td>16</td>
</tr>
</tbody>
</table>

It should be pointed out that the penalties provided by the Labour Code for infringements of the provisions of the Act cannot be applied in the case of failure to observe the clauses of collective labour agreements. In such cases the factory inspection services cannot intervene. In accordance with the Act of 25 March 1919 disputes fall within the jurisdiction of the Conseil des prud'hommes.

With regard to making up hours of work lost from a general stoppage of work on a day other than the weekly rest day for public holidays, local holidays or other local events, the Bulletin of the Ministry of Labour (1, 2 and 3 March 1922) shows that a considerable number of agreements have been concluded by the undertakings concerned and their staffs. They have been approved...
by the labour inspectors and thus replace the authorisation for making up time lost which the inspectors have to grant to the persons concerned.

The number of agreements reported up to date to the Directorate of Labour is as follows:

<table>
<thead>
<tr>
<th>1921</th>
<th>1922</th>
</tr>
</thead>
<tbody>
<tr>
<td>Textiles and clothing</td>
<td>Metal trades</td>
</tr>
<tr>
<td>11</td>
<td>15</td>
</tr>
<tr>
<td>Metal trades</td>
<td>Food products</td>
</tr>
<tr>
<td>8</td>
<td>5</td>
</tr>
<tr>
<td>Food products</td>
<td>Textiles and clothing</td>
</tr>
<tr>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Furniture</td>
<td>Furniture</td>
</tr>
<tr>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Printing</td>
<td>Leather and hides</td>
</tr>
<tr>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Chemical products</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>Total</td>
</tr>
<tr>
<td>26</td>
<td>27</td>
</tr>
</tbody>
</table>
Application of Regulations

Metal Trades

The first national agreement for the general introduction of the 8-hour day in any industry was the agreement between the Union of Metallurgical and Mining Industries, Engineering, Electrical and Metal Construction on the one hand, and the French Metal Workers' Federation on the other, on 17 April 1919, supplemented by the agreement of 24 May 1919 (1). The agreement laid down the principle of the 8-hour day. The representatives of the Metal Workers' Federation declared therein that:

The workers' organisations fully recognise that the workers should adapt themselves to the development of machine production and efficient methods of work in order that production may rapidly regain the equilibrium which is essential to the general welfare.

Under the agreement, the period of actual work was to be 8 hours per day reckoned from the signal to begin work in each shop or yard up to the signal to stop work. If, however, it was recognised as necessary by the employers' and workers' organisations, hours might be arranged in one of the following ways:

(a) 48 hours per week, with a daily maximum of 9 hours and a Saturday afternoon rest.

(b) 96 hours per fortnight, with a daily maximum of 9 hours, and one complete working day's rest.

(c) 2,500 hours per year, with a daily maximum of 10 hours, for seasonal industries and those involving work in the open air.

In addition, the working week was extended to 56 hours for specially skilled workers in continuous processes in factories belonging to the classes of workers enumerated in the Decree of 31 August 1910. The same exception was made for the staff of central stations (power, lighting, water, gas, compressed air) on which the industries covered by the agreement were dependent.

The arrangements made for the permanent extension of working hours were as follows:

(*) These agreements were denounced by the Union of Metallurgical and Mining Industries on 17 June 1922 (see below, p. 48).
(1) Work of persons specially employed in connection with ovens, furnaces, stoves, drying-rooms, or boilers other than those used for generating power for the machinery, in the preparation of pickling liquor, heating of tubs and vats; provided that the said work is of a purely preparatory or accessory nature, and does not constitute an integral part of the regular work of the establishment. Work of enginemen, electricians and firemen employed in connection with the power supply, lighting, heating and lifting apparatus;

2 hours beyond the limit of the general work of the establishment. 2 ½ hours on each day following a day on which there has been a general stoppage of work.

(2) In foundries (second smelting) provided that the work is of a purely preparatory or accessory nature, as indicated in the foregoing paragraph:

(a) Stripping casts on the evening of the day on which they were run or on the next morning, when this work is absolutely necessary in order to release the materials required for the resumption of casting or to ensure the success of a casting;

1 hour beyond the limit of the general working of the undertaking.

(b) Re-melting of metal for casting on the same day, when technical conditions have rendered impossible the performance of this operation on the preceding day;

1 hour beyond the limit of the general working of the undertaking.

(3) Work of persons employed either regularly or by way of exception during interruptions of production in the upkeep and cleaning of machines, furnaces, tools and all other apparatus, which cannot be stopped independently during the general working of the establishment owing to the connection between operations;

1 hour beyond the limit of the general working of the establishment, provided that the said persons may be required to work for 12 hours on days when work is usually stopped in the undertaking and on the preceding day.

(4) Work of a foreman or of a specially skilled worker whose presence is indispensable to the carrying on of operations in a workshop or to the working of a shift, in the unforeseen absence of his substitute, pending the arrival of another substitute;

4 hours beyond the limit of the general work of the undertaking.

(5) Work of a foreman or a specially skilled worker whose presence is indispensable for the co-ordination of the work of two successive shifts;

1 hour beyond the limit of the general work of the undertaking.

(6) Work of persons engaged specially either in attending to furnaces or in connection with the transport and traction services, or in any other work, if the said work or services must be carried on continuously for more than one week;

Indefinite extension on one day in order to facilitate the alternation of shifts, provided that the said alternation shall not take place at intervals of less than one week.
(7) Work of persons employed specially in heavy metallurgical operations (smelting, forging, rolling of metals, and operations connected therewith), or in other operations which for technical reasons cannot be stopped at will, when they have not been completed within the period fixed by regulation, on account of their nature or of exceptional circumstances;

(8) Work of foundry workers who are specially engaged in lighting melting furnaces on the days for running castings;

(9) Work of supervisors and foremen in preparation for the general work of the undertaking;

(10) Work of supervisors, foremen and workers employed specially in investigating, testing and introducing new patterns and in receiving all apparatus;

(11) Workers whose time on duty is broken by long rest periods, such as pointsmen, caretakers, workers on the railways of the undertaking, motor drivers, aerodrome employees, carters, workers in the catering and hygiene services, the fire brigade and all persons whose attendance during 24 hours is necessary for the working of the undertaking;

(12) Timekeepers, office boys and messengers and similar workers.

A temporary extension of working hours may be allowed in the following cases:

(1) Urgent work which must be carried out immediately to prevent impending accidents, for salvage purposes, or to repair injuries to stocks, plant or buildings of the undertaking, or to vessels sailing within 48 hours;

(2) Work carried out in the interests of national safety or defence or for the public service, under an order from the Government certifying the necessity for such extension;

(3) Exceptional work with which the undertaking has to deal.

2 hours beyond the limit of the general work of the establishment; by way of exception, in the case of heavy metallurgy, 6 hours on each day preceding a day on which work is stopped.

2 hours beyond the limit of the general work of the undertaking.

2 hours beyond the limit of the general work of the undertaking.

2 hours beyond the limit of the general work of the establishment.

4 hours beyond the limit of the general work of the establishment.

2 hours beyond the limit of the general work of the establishment.

Unlimited extension on any one day chosen by the employer; on other days, 2 hours beyond the limits fixed for the majority of the workers in the undertaking.

The limit to be fixed in each case by agreement between the Minister of Labour and the Minister who has ordered the work.

When notice is given to the Factory Inspector, a maximum of 100 hours per year.

As an exception in order to facilitate the application of the Eight-Hour Act, 100 hours for the unexpired part of 1919.
The agreement which has just been examined in detail is of importance owing to the fact that it served as a basis for the drafting of the public administrative regulations of 9 August 1920 on the 8-hour day in the engineering and metal trades. It also served as a model for public administrative regulations in other industries. The regulations for the engineering and metal trades do not modify the agreement of 24 May 1919 to any great extent. The first section of the regulations states in detail all the metallurgical and metal-working trades to which it applies. It excludes forging and lock-making establishments employing less than five workers.

Hours are now arranged solely on a daily or weekly basis. The administrative regulations abandon the principle of distribution by the fortnight or the year, or at least only permit it on the issue of a Ministerial Order at the request of employers' or workers' organisations and after consultation with all the organisations concerned. In any case, the working day may not exceed 10 hours.

The agreement of 24 May 1919 made no provision for making up time lost. The regulations of 9 August 1920 are less rigid on this point, as they afford employers in the metal trades the same facilities for making up lost time as were generally to be granted in the various administrative regulations. Special provisions prescribe that when bad weather produces unemployment in shipbuilding and mechanical engineering works and yards, the making up of time so lost may be sanctioned by the departmental inspector of labour after consultation with the organisations concerned. In addition, the making up of time lost in consequence of slack seasons in the manufacture and repair of agricultural machinery may be authorised by the departmental inspector up to a maximum of 100 hours a year after consultation with the organisations of employers and workers concerned.

The permanent extensions of working hours allowed by the administrative regulations are practically the same as those mentioned in the agreement. They differ only in the following points:

(a) The daily additional hours of specially skilled workers employed in connection with ovens, furnaces, etc., are reduced from 2 hours to 1½ hours normally, and from 2½ hours to 2 hours on the day following any day on which there has been a general stoppage of work. Workers employed on acetylene apparatus in autogenous welding have their daily period of work extended by one hour. The daily maximum of hours of attendance for workers whose time on duty is broken by long rest periods, as, for example, time-keepers, office boys and messengers, etc., is fixed at 12 hours.

(b) The temporary extensions of hours authorised for exceptional work (unusual pressure of work) are maintained at the annual maximum of 100 hours, but the Minister of Labour is empowered to increase this by 50 hours when the work is being carried on in the national interest. This latter figure was increased to 100 hours for the years 1920 and 1921 and has been increased to the same figure for the year 1922, but the daily duration of work may in no case exceed 10 hours.
On 8 December 1920, a special Decree was issued for the application of the 8-hour day to cart and coach building establishments of all kinds, placing these establishments on the same footing as those covered by the regulations for the metallurgical and metal-working trades.

**Wood-working Trades**

In the wood-working trades, doubtless as a result of the absence of any national federation of employers or workers including all those engaged in these trades, there was no general national agreement concluded on the passing of the Eight-Hour Act, as in the engineering and metal trades. The only agreements concluded were regional or local.

The *Bulletin* of the Ministry of Labour gives from time to time a list of such collective agreements notified to the Ministry. Those which included provisions respecting the 8-hour day or 48-hour week are given below:

*Sawmilling and machine wood-working:* Paris, 28 April 1919; Honfleur, 1 June 1919; Langon, 16 October 1919.

*Constructional wood-work:* Paris, 12 June 1919; Béziers, 10 June 1919; Thiers, 22 April 1920; St-Etienne, 12 May 1920.

*Carpentry and joinery:* Paris, 28 May 1919; Annonay, 16 May 1919; Toulouse, 22 May 1919; Mazamet, 30 May 1919; Roubaix-Tourcoing, 12 March 1920; St-Etienne, 22 April 1920; Thiers, 22 April 1920.

*Wooden ware:* Marc-en-Baroeul, 19 June 1919; Poitiers, 20 October 1919.

*Cooperage:* Marseilles, 2 April 1919; Cette, 22 April 1919; Troyes, 10 June 1919; Lille, 30 April 1920.

*Furniture:* Algeria, 30 August 1919; Troyes, August 1919; Montbéliard, 10 January 1920; St-Etienne, 26 January 1920; Havre, 14 March 1920; Halluin, 22 March 1920; Pont-de-Beauvoisin, 18 March 1920; Champigneulles, 9 May 1920; Lifol-le-Grand, 2 April 1922, etc.

*Cabinet making:* Paris, 24 May 1919; Clermont-Ferrand, 10 July 1919; Le Mans, 26 July 1919; Pau, 26 July 1919; Bordeaux, 29 October 1919 and 1 April 1920; Toulouse, April 1920.


*Fancy goods and toys:* Meru, 12 February 1920.

*Miscellaneous wooden goods:* Paris, 3 May 1919; Mazamet, 30 May 1919; Oyonnax, 2 June 1919; Ezy, 12 July 1919; St-Claude, 8 August 1919; Paris, 1 and 7 January 1920; Meru, 22 January and 1 August 1920; Lyons, 15 November 1920.

*Turnery:* Roubaix-Tourcoing, 2 February 1920.

*Wood and metal trades:* Angers, 22 May 1919.

This analysis shows that the chief agreements in the wood-working trades were concluded for the Paris district.
The three Paris agreements in constructional woodwork, cabinet making and wood inlaying provide for a 48-hour week. The first 2 hours' overtime are paid at an increase of 50 per cent. and further overtime at an increase of 100 per cent. These agreements came into force in the beginning of June 1919.

The only public administrative regulations for the woodworking trades deal with furniture manufacture. They were issued on 19 March 1921 and cover the following trades:

- Furnishing, upholstery, decorating, bedding.
- Manufacture and repair of furniture of all kinds.
- Cabinet making and joinery shops.
- Manufacture of musical instruments.
- Manufacture of picture frames, wood inlaying.
- Wood carving.
- Wood painting, varnishing, decorating, gilding and silvering.
- Manufacture, bevelling and silvering of mirrors.

The regulations do not affect establishments employing less than five workers which do not use motive power in places with less than 5,000 inhabitants. Later regulations are to determine different methods of application for such establishments.

The duration of work may be either 8 hours per day throughout the week, or 9 hours per day with a Saturday afternoon holiday. Work in shifts is allowed, but without overlapping of the shifts.

Certain permanent exceptions allow a 12-hour day; in particular, for work in connection with power, lighting, heating, drying rooms, and hoisting machinery (1 ½ hours); for foremen or other skilled workers required to ensure continuity between the work of successive shifts (1 ½ hours); for men required in preparatory work (2 hours). A maximum of 120 hours overtime per year is allowed in order to deal with urgent work.

Draft administrative regulations are at present under consideration for the application of the 8-hour day to the wood-working and allied trades.

**Hide and Leather Trades**

The various administrative regulations for the hide and leather trades cover practically the whole industry. The hide and leather dressing trades were among those in which a national agreement was concluded on the passing of the Act of 23 April 1919. They were also among the first in which this Act was put into force. The administrative regulations applying the principle of the 8-hour day to these trades were dated 30 August 1919. They applied to all undertakings or parts thereof where the following trades connected with the dressing of hides and skins are carried on: salting of hides, tanning, tawing, currying, leather varnishing, fur dressing and all operations and processes directly connected with these trades. Working hours may be distributed over the week so as to provide for a Saturday afternoon holiday. Working hours may be permanently extended for necessary work in
preserving perishable materials partly worked or under technical or chemical treatment when it has been impossible to complete the work within the regulation hours.

In case of exceptional pressure of work any undertaking is allowed to extend working hours by 90 hours in the year on not more than 90 days, always provided that the working day does not exceed 10 hours.

The administrative regulations of 27 August 1920 for the manufacture of leather gloves lay down the same provisions as those made for the hide and leather dressing trades.

In the boot and shoe industry a great many local agreements were signed on the passage of the Act (Lyons, 29 April 1920; Paris, 14 May 1919; Dijon, 22 May 1919; Nancy, 24 May 1919; Rouen, 26 May 1919; Ligny-en-Barrois, 5 June 1919; Tours, 28 June 1919; Limoges, 7 July 1919).

Administrative regulations for wholesale boot and shoe manufacture appeared on 19 November 1919. Hours are to be distributed so as to allow the Saturday afternoon rest in all establishments. A permanent extension of hours is allowed for mechanics and stokers employed on lighting or heating (1 1/2 hours); for workshop salaried employees, factory foremen, odd-job men and delivery men (2 hours); overtime for rushes of work is allowed up to a maximum of 60 hours per year on not more than 60 days.

The undertakings in the Department of the Seine adopted a uniform arrangement of working hours in the week, which was approved by the administrative regulations of 4 July 1920. This arrangement provides for a working day of 8 hours 40 minutes from Monday to Friday inclusive and of 4 hours 40 minutes on Saturday morning.

The regulations of 19 November 1919 were supplemented on 30 December 1920 by special administrative regulations for the manufacture of goloshes, bathing shoes (espadrilles), and felt slippers, in undertakings employing more than five workers and situated in places with more than 10,000 inhabitants. Hours may be arranged on a daily or weekly basis, and overtime for urgent work may (in 1921) as an exception amount to 120 hours in the year. In 1922, it is limited to 100 hours.

On 30 December 1920 a Decree was issued regulating conditions of labour in saddlery and harness making, the manufacture of machinery belting and all kinds of leather goods (fancy leather goods, sheaths, hunting, travelling and sports equipment). This Decree contained practically the same provisions as those contained in the administrative regulations for wholesale boot and shoe manufacture, but the annual maximum of overtime for exceptional pressure of work was fixed at 120 hours.

A special Decree is to be issued determining conditions of labour in undertakings employing less than five workers and situated in places with less than 10,000 inhabitants.
Chemical and Rubber Trades

No administrative regulations have yet been issued for these trades. The following table gives the collective agreements including clauses regarding the 8-hour day or 48-hour week notified to the Ministry of Labour during 1919, 1920 and 1921.

<table>
<thead>
<tr>
<th>Trade or Industry</th>
<th>Localities where collective agreements prescribe an 8-hour day</th>
<th>Localities where collective agreements prescribe a 48-hour week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acids, alkalis, salts</td>
<td>—</td>
<td>Paris (28 July 1919).</td>
</tr>
<tr>
<td>Mineral oil.</td>
<td>—</td>
<td>The whole country (national agreement, 16 June 1919). Rouen (20 June 1919).</td>
</tr>
<tr>
<td>Celluloid.</td>
<td>La Rivière-St.-Sauveur (16 June 1919). Paris district (20 June 1919).</td>
<td>—</td>
</tr>
</tbody>
</table>

The only national agreement is, therefore, that in the mineral oil industry, which provides for an 8-hour day and 48-hours week. Special provisions are made, according to circumstances and the duties required, for foremen and shift foremen, distillers, night watchmen and delivery men. Overtime is limited to 100 hours per year and must be paid at an increase of 65 per cent. on the ordinary rates.

Under the agreement for the Paris district in the acid, paint and varnish, soap, celluloid and other trades, signed on 28 June 1919, working hours may be either 8 per day, 48 per week, or an
equivalent amount based on a period other than a week, such as, for example, 96 hours per fortnight. Permanent exceptions are allowed for workers specially employed on the management of machinery whose work is preparatory or accessory, as also for night-watchmen, motor drivers and carmen. The temporary exceptions are similar to those generally allowed in administrative regulations. Overtime to deal with rushes of work is limited to 100 hours per year, and must be paid at an increase of 50 per cent. on ordinary time rates.

The agreement signed on 25 June 1919 for rubber works in the Department of the Seine contained the following provisions on hours of work:

The management of each undertaking may in agreement with the staff choose one of the following methods of application:

(a) 8 hours per day on every working day.
(b) 48 hours per week with a Saturday afternoon rest and a daily maximum of 9 hours.

The amount of overtime worked during the year must not exceed 100 hours. This overtime is to be paid at an increase of 50 per cent. on the time wage strictly so-called, excluding the cost of living bonus.

Printing and Paper Trades

Printing. The master printers and working printers of France were among the first to sign an agreement on the working of the 8-hour day. This agreement was confirmed some months later by public administrative regulations for this industry. The undertakings covered by the regulations are those carrying on the following processes:

- Letterpress printing;
- Lithographic printing;
- Copper or steel plate printing;
- Photo-typography;
- Wood engraving for printing;
- Print colouring;
- Binding and stitching.

Working hours, which are fixed at 8 per day or 48 per week, may be arranged on a fortnightly basis with a daily maximum of 9 hours, and a full day’s rest in addition to the weekly rest in photo-typography works. Permanent extensions of hours by 2 hours per day and 12 hours per week are permitted for mechanics and stokers employed on the supply of light, power and heat; also for salaried employees in workshops, foremen, preparers, odd-job men, delivery men, drivers, and cleaners of machinery or material.

Employers are allowed to extend hours by 120 hours per year on not more than 120 days, with a daily maximum of 2 hours, in order to deal with urgent work. Overtime worked on Saturday afternoon in order to make up time lost through local holidays is not counted in these 120 hours.

Paper. In the Paris district the employers’ association and the trade union in the paper making industry adopted a 48-hour week
as from 30 May 1919. On 14 June 1919 the association of cardboard manufacturers and the cardboard makers' trade union also adopted the 8-hour day and the Saturday afternoon rest.

Administrative regulations for paper manufacture are now in course of preparation, as well as for cardboard manufacture.

**Textile Industry**

Since May 1919 a large number of agreements on hours of labour in textile trades have been concluded, especially in the north of France, which is the chief centre of the textile industry. The most important are as follows:

**Textiles**: Roanne and Thizy, 15 May 1919; Roubaix, Tourcoing and Lannoy (wool and cotton), 6 June 1919; Romilly, 10 June 1919; Rouen, 22 June 1919; Elbeuf, 28 June 1919; Hazebrouck, 28 July 1919; Vosges, 10 September 1919; Lille (linen), 18 November 1919.

**Cloth finishing**: Roanne, 5 May 1919.

**Knitting and fancy hosiery**: Paris, 21 May and 15 July 1919.

**Silk throwing**: Saint-Privat, 24 May 1919.

**Silk weaving**: Lyons, 6 June 1919.

**Dyeing and finishing**: Lyons, 12 June 1919; Calais, 25 June and 4 July 1919.

**Elastic web manufacture**: Romilly, 10 June 1919.

**Cotton**: Lillebonne, 25 June 1919; Rouen, 11 July 1919; Fiers, 12 July 1919; Lille, 18 July 1919.

**Silk winding and throwing**: Lyons, 12 July 1919.

The important agreement of Roubaix, Tourcoing and Lannoy, signed on 6 June 1919, prescribed a 48-hour week, arranged as follows: 8 hours on Monday, 9 hours on Tuesday, Wednesday, Thursday and Friday and 4 hours on Saturday morning.

The administrative regulations adopted on 12 December 1919 covered all textile trades. Working hours may be either 8 per day or 48 per week, so arranged as to leave Saturday afternoon free. This rest may in some cases be changed to correspond with the local market day. In the dyeing, finishing, bleaching and printing trades (piece goods, spun goods and yarn), the 48 hours' work may be distributed over the first five days of the week, with a maximum of 10 hours per day.

If work is interrupted for not more than a week, the time lost may be made up within 60 days at most from the resumption of work. In the dyeing, finishing, bleaching and printing trades (piece goods, spun goods and yarn) and in the sorting process in combing, in the districts of Roubaix, Tourcoing and Lannoy, as well as in the cotton trades of the Vosges, time lost in slack seasons may be made up, up to a maximum of 100 hours in the year. This authorisation may be provisionally extended to other trades and other districts by Ministerial Orders, after agreement between the organisations of employers and workers concerned. It was extended by a Ministerial Order of 21 April 1922 to the dyeing,
finishing, bleaching and printing trades (piece goods, spun goods and yarn) in the town of Cambrai, and by another Order of 26 June 1922 to the dyeing, finishing and bleaching trades in the town of Calais.

The permanent extension of working hours for preparatory and accessory work varies according to the class of work from 15 minutes to 2 or 4 hours in the day. Overtime on account of exceptional pressure of work is allowed up to 150 hours in the year, worked on not more than 150 days; daily hours of work may in no case exceed 10 (1).

**Clothing Trades**

The administrative regulations issued for the clothing trades as a whole are based on a number of district and local agreements. On 10 May 1919 the employers’ associations and trade unions in the clothing trades of the Paris district accepted “the enforcement of the 48-hour working week in occupations covered by their organisations.” The following enumeration shows that agreements were not limited to this area.

**Ready-made clothing:** Paris, 10-19 May 1919; Nice, 12 May 1919; Paris (dress-making), 17 May 1919; Paris (tailors), 17 May 1919; Nimes, 17 May 1919; Marseilles, 20 May 1919; Paris, 21 May 1919; Lyons (Military tailoring), 22 May 1919; Lyons, 1 June 1919; Paris, 3 June 1919; Paris, 5 June 1919; Lyons, 5 June 1919; Lyons, 10 July 1919; Grenoble, 5 June 1919; Paris, 6 June 1919; Rouen, 7 June 1919; Lille, 7 June 1919; Troyes, 9 June 1919; Chaumont, 10 June 1919; Rouen, 12 June 1919; Rouen, 16 June 1919; Beziers, 16 June 1919; Rouen, 26 and 29 June 1919; Dijon, 30 June 1919; Rouen, 4 July 1919; Amiens, 7 July 1919; Lille, 21 July 1919; Chaumont, 23 July 1919; Cherbourg, 3 August 1919; Carcassone, 9 August 1919.

**Shirtmaking:** Paris, 24 and 26 May, 5 June and 11 July 1919.

**Flannel:** Paris, 24 May 1919.

**Corsets:** Paris, 26 May and 11 July 1919.

**Laundry (new goods):** Paris, 29 May 1919.

**Underclothing:** Paris, 30 May 1919.

**Feathers:** Paris, 20 June 1919.

**Embroidery:** Paris, 21 June 1919.

**Furs:** Paris, 28 June 1919.

**Artificial flowers:** Paris, 9 July 1919.

**Elastic web manufacture:** Paris, 19 July 1919.

The administrative regulations for the clothing trades contain provisions similar to those issued for other trades, but in certain districts, e.g. Grenoble, Ministerial Orders have allowed the substitution of Monday morning for Saturday afternoon as the half-day of rest. They authorise extensions of hours varying according to the type of industry, to meet exceptional pressure of work. These extensions are as follows:

(1) E. g. the collective agreement in the Sedan textile industry referred to below (p. 40).
(a) For the clothing trades as a whole, a maximum of 120 hours per year, half of which may be worked on a maximum of 15 Saturdays in the year and the other half on 60 days other than Saturdays.

(b) For wholesale millinery, 80 hours per year, to be worked on a maximum of 20 Saturdays, and permission to abolish the Saturday afternoon rest when, owing to another holiday, the working week consists of less than 48 hours' actual work.

(c) For the feather and artificial flower, foliage and fruit trades, 140 hours per year, 80 of which may be worked on not more than 20 Saturdays, and 60 on 60 days other than Saturday.

(d) For the manufacture of fur goods, 200 hours per year, 80 of which may be worked on not more than 20 Saturdays, and 120 on 120 days other than Saturday.

(f) For feather dyeing, 250 hours per year, worked on not more than 250 days.

In no case may the working day exceed 10 hours.

Special administrative regulations are to be issued for the application of the 8-hour day to the bleaching, dyeing and cleaning trades.

Food Trades

The only trade under this heading at present officially regulated is that of flour milling. The working week consists of 48 hours, but for technical workers hours may be distributed over a period of three consecutive weeks, making a total of 144 hours in 18 days, with a daily maximum of 10 hours. The Decree of 31 December 1920 defines as technical workers foremen, roller men, bolters, and, in mills grinding more than 100 quintals of grain per day, cleaners.

In water-mills where stoppages occur on account of low water or floods, the 48 hours of effective work may be divided among five days in the week with a daily maximum of 10 hours. In the same establishments the departmental factory inspector, after consultation with the organisations concerned, may decide the number of hours lost which may be made up during the year.

Overtime to deal with rushes of work is allowed up to a maximum of 260 hours per year worked on 260 days, with a daily maximum of 2 hours.

Administrative regulations for the brewery trades are at present under consideration.

The Bulletin of the Ministry of Labour gives the following particulars of collective agreements concluded in 1919, 1920 and 1921, which instituted the 8-hour day or 48-hour week in food and drink trades not yet subject to administrative regulations:

Distillers: Roubaix, 5 July 1920.

Beverages (lemonade, wine, beer, etc.): Saumur, 28 May 1919; Beziers, 12 June 1919; Bordeaux, August 1919; Lille, 30 August 1919; Nancy, 28 September 1919; Lille, 29 September and 18 October 1919, 12 and 17 April 1920.
Bakeries, Confectioners, Pastrycooks, and Biscuit Factories:
Lille (48-60 hours), 6 May 1919; Dijon, 15 June 1919; Paris, 16 June 1919; Lyons, 3 July 1919; Dijon, 10 July 1919; Bordeaux, 18 July 1919; Toulouse, 22 July 1919; Tarbes, 26 July 1919; Paris, 30 July 1919; Tours, 31 July 1919; Rennes, 20 November 1919; Lyons, 1 March 1920; Toulouse, 15 March 1920; Nancy, June 1920; Bordeaux, 6 May 1920.

Jam Factories: Oran, 31 March 1919; Douarnenez, 11 February 1921.

Miscellaneous food trades: St-Etienne, 4 August 1919.

Building Trades

On 19 May 1919, a national agreement was concluded between the employers' association and the trade union for building and public works. The preamble to this agreement contains a declaration by the workers' representatives that a reduction in hours will entail no reduction in output.

The working day is limited to 8 hours. If, for reasons peculiar to the season or the district, different methods have to be adopted, this can only be done by agreement between the employers' and workers' organisations within the limits of the Act. The exceptions admitted are those laid down in the Act.

On 5 August 1920 special public administrative regulations for the devastated areas were issued.

Clause 2 of this Decree provides, as did the agreement of May 1919, that hours may not exceed 8 per working day. At the request of the employers' and workers' organisations concerned, however, Ministerial Orders may authorise an unequal distribution over the week of the 48 hours' work. The regulations also give a definite ruling on the question of making up time lost through a general stoppage of work owing to accidents, force majeure, general holidays, local holidays, or other local events. Time so lost must be made up within the week, or, if this is impossible, within the fortnight, without exceeding the daily average of 8 hours. When it is impossible to make up all time lost through bad weather in this way, the departmental inspector must, in agreement with the employers' and workers' organisations concerned, determine in April of each year the method by which this time is to be made up at the rate of 1 hour per day, always provided that the total hours worked do not exceed 10 per day.

The general position at present with regard to this question of making up lost time may here be summarised.

According to the report presented by the French Building Employers' Federation to the International Building Conference held at Brussels in October 1921, a number of agreements have been concluded in Paris between representatives of the employers and workers of several trades. Many of these agreements prescribe a 48-hour week with a Saturday afternoon holiday, providing, that is to say, for the making up on the other days of the week of time
lost on Saturday afternoon. In general, however, an 8-hour day is fixed, without provision for making up lost time.

In provincial towns the Act has generally been applied, as in Paris, by collective agreements. Local and district agreements have followed the main lines of the national agreements, although varying very greatly between themselves. Almost invariably the agreements fix a rigid 8-hour day with no provision for making up lost time.

In small towns and in the country application of the 8-hour day by agreement is less general. In some districts, as for example the East and North-East, it is estimated that only 50 per cent. of the various trades are covered by agreement.

The question of making up lost time is particularly important in the building trades. The employers wish to make up time lost owing to bad weather and base their demand on the seasonal character of the industry. The workers' organisations, on the other hand, regard the system of making up lost time as subversive of the principle of the 8-hour day and generally refuse to make the arrangements provided for in the national agreement.

The Decree for the devastated areas, as has already been noted, allows the making up of lost time, a special system being set up for time lost on account of bad weather. This system involved rather long and complicated procedure; the heads of undertakings in the devastated areas accordingly preferred whenever possible to adopt a compensatory system which fixed hours of labour at so many during the winter months and so many during the summer. This system was later officially recognised by the Ministerial Circular of 15 November 1920.

The following are examples of the agreements on which this system was based.

The Amiens agreement fixed hours at 8 per day for four winter months and 9 per day for eight summer months.

The Douai agreement adopted the same system, and in addition 100 hours overtime to be distributed over 100 working days.

The Roubaix agreements (11 and 24 May 1922) fixed hours at 8 per day for six and a half winter months and 9 per day for five and a half summer months (15 May to 31 October).

The Lille agreement fixed hours at 8 per day for four winter months and 9 per day for eight summer months.

The Rheims agreement fixed hours at 8 per day during six winter months and 9 per day during six summer months.

The Douai agreement admits an annual total of 2,396 working hours, but this does not satisfy the employers, who think that the annual maximum should be 2,500 hours (52 weeks of 48 hours).

In 1921 the Ministry of Labour proposed to the employers' and workers' organisations the extension to the whole country of the provisions of the Decree for the devastated areas. Negotiations were opened, but were broken off, as a result of the decision of the Congress of workers in the building trades and public works held at Dijon in May 1921.
Administrative regulations dated 30 August 1920 lay down the conditions under which the Eight-Hour Act is to be applied to undertakings for the generation and distribution of electrical power in the Paris district. They refer to the agreement concluded for the Department of the Seine on 4 June 1919 by the employers' association of generators and distributers of electrical power on one hand and the trade union on the other.

For wiremen and cable layers, the distribution of hours of work over two weeks is authorised; for men working in successive shifts the distribution may be made over a period of four consecutive weeks, in order to allow of the alternation or rotation of shifts.

Overtime amounting to 100 hours is authorised in case of exceptional pressure of work.

Regulations are in course of preparation for undertakings for the generation and distribution of electric power other than those mentioned above, and also for water works.

**Transport Industry**

**Railways.** On the passing of the Act of 23 April 1919, the 8-hour day was introduced on the railways in all departments to which it could immediately be applied under the circular of the Minister of Public Works, dated 8 June 1919. A joint committee comprising representatives of the staff and of the railway companies was appointed by a Ministerial Order of 24 April 1919 to determine the method of application of the new arrangement of hours on the chief railway systems. The Committee sat from the beginning of May until August 1919. In the Building and Permanent Way Departments the limitation of hours presented no difficulties.

The decisions of the Committee were notified to those concerned in the form of "conclusions". These conclusions, 43 in number, were issued on the following dates: 6, 7, 8, 10, 12, 20, 22, 27 and 31 May; 7, 11, 12, 17, 21, 23, 24, 27 and 28 June; 3, 5, 10, 17, 22, 26 and 29 July; and 24 November 1919. They were signed by the Chairman of the Committee, a delegate of the companies and a delegate of the railway staff.

The new regulations could not be put into force for train staff (locomotive drivers, stokers and guards) before 1 November 1919. Ministerial Orders on the subject were issued on 8 November 1919, pending the issue of public administrative regulations to determine the methods of applying the Act to each occupation.

Workshop staff is covered by the administrative regulations of 9 August 1920 on the 8-hour day in the metallurgical and metal working trades.

With regard to employees on the principal railway systems other than locomotive drivers, stokers and guards, draft regulations gave rise to a further consultation of the employers' and workers' organisations concerned, on account of certain anomalies arising from the application of the "conclusions" of the Joint

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(2) *Bulletin* of the Ministry of Labour, August-September-October 1920, pp. 131-135.
Commission, as provided in Book II, § 7, of the Labour Code. The Ministry of Public Works then produced a text which was submitted, on the request of the Conseil d'État, to the Conseil supérieur of the railways. The latter body, sitting on 14 June 1922, passed a resolution in favour of new regulations. The Ministry of Public Works, after further observations on the part of the employers' and workers' organisations, drew up a final text of draft regulations and submitted it to the Conseil d'État, which body gave its approval on 10 August, with some reservations intended to define more clearly certain provisions.

On 14 September 1922 the President of the Republic issued a Decree embodying public administrative regulations for the application of the Act of 23 April 1919 to railway employees generally, other than locomotive drivers, stokers and guards (1). In the report which preceded the Decree it is stated that the guiding principle in its drafting was to improve the output on the French railways as far as was compatible with the Eight-Hour Act. The report points out that there is no departure from the spirit of that Act in making a distinction between the hours of actual work, on the one hand, and the hours on duty on the other, a distinction which has been made by a certain number of regulations concerning the application of the Act of 23 April 1919. It lays down, furthermore, that the new regulations shall, so far as the Act permits, distribute the total hours of work over the whole year and shall specify permanent and temporary exceptions as explicitly as possible.

The Decree states that the duration of actual work may not exceed 2,504 hours in an ordinary year and 2,512 hours in a leap year (§ 2).

The hours on duty of workers may not in general exceed a maximum of 10 in the day. For certain workers who perform special work entailing a variable timetable, the daily maximum of 10 hours is replaced by a monthly maximum equal to as many times 10 hours as there are actual days on duty in the month, with the reservation that the maximum daily hours of duty fixed in the following sections must be observed (§ 3).

The hours on duty of workers whose work is of an intermittent character may not exceed (§ 4):

(a) 12 hours a day on duty for messengers, office boys, ambulance men, watchmen, men employed in the distributive services, on payments, engagements and repayments, workers whose main activities depend upon the requirements of trains at stations, booking clerks in places infrequently used, telegraphists and telephonists, officials of fifth and sixth class and smaller stations and halts, electricians employed at generating and distributing stations, men in charge of the sluices of hydraulic installations, examiners and greasers at places with little traffic, men in charge of generators, travelling-cranes, turn-tables, etc. Other similar occupations may be added to this list by the Minister of Public Works.

(1) Journal officiel, 15 September 1922.
(b) 12 hours a day on duty for signallers and pointsmen where during the daily period on duty the average number of trains passing hourly is less than four on a monthly average.

(c) A number of hours in the month equal to as many times 12 hours as there are actual days on duty in the month for workers engaged in special services entailing a variable timetable, such as travelling grades on passenger trains, workers in charge of pumping and other stationary engines, and foremen of reserve shifts.

(d) 15 hours a day on duty for level-crossing keepers who are able to leave their gates or boxes and return to the keeper’s house and for workers living on the spot who for at least 6 hours a day are occupied exclusively on crossings.

Time on duty is considered as the interval between the actual beginning and cessation of the duties assigned to the worker. The following are not included in time on duty: the total duration of breaks (coupures), time allowed for snacks (casse-croûte), time required for changing and washing, time required to reach the actual work places and return therefrom, time required for handing over duties by one worker to another relieving him at the same post. Certain provisions are also made for men employed away from home, men employed on the maintenance of the permanent way, men employed in taking care of a consignment en route, men on night duty at level crossings, and workers acting as substitutes (§ 5).

Either equivalent time off duty or special pay shall be given in return for any overtime beyond the limits of the daily or monthly duty fixed in §§ 3 and 4 which may result from the application of § 5, paragraph (b), nos. (1) and (3). If time off duty is given, it must be granted at latest in the month following that in which the overtime was worked (§ 6).

When the day’s duty includes two or three rest periods or breaks (coupures), the longest of these must be not less than one hour and a half, and the other or each of the two others must be at least an hour. The number of such breaks must not exceed three in the same day (§§ 6 and 7).

The total working day is constituted by the hours of actual work or the period on duty as the case may be, together with the total length of the breaks. This total working day may not exceed 15 hours for workers provided with a dwelling free of charge on the spot (in certain cases, however, 14 hours), and 14 hours for other workers (§ 8).

The number of days on duty included between two successive periodical rest days may not exceed 14 (§ 9).

When work is organised in shifts, the working lists may not provide for more than 10 consecutive night turns (§ 10).

Permanent exceptions are allowed for preparatory and accessory work and overtime may be permitted to the extent of 450 hours for exceptional pressure of work. The overtime worked must not, however, extend the hours of work beyond the daily maxima fixed above by more than 2 hours or the monthly maxima by more than a number of hours equal to as many times 2 hours
as there are actual days on duty in the month. The total length of the working day may not exceed 15 hours (§§ 13 to 18).

The provisions of the present Decree shall come into force one month after it shall have been published in the *Journal officiel* (i.e. on 15 October 1922).

**Tramways and Road Transport.** The *Bulletin* of the Ministry of Labour gives the following details of collective agreements introducing the 8-hour day in tramways and road transport during 1919, 1920, 1921 and 1922:

**Tramways:**
- Toulouse, 4 August and 4 October 1919; Vienne, 11 September 1919; Lille, 13 March 1920; Besançon, 5 May 1920; Troyes, 25 July 1922; Malzéville, 25 April 1922; Metropolitan Railway, Paris, May-June 1919.

**Road Transport:**
- Carmen: Cette, 13 May 1919; Paris, 6 June 1919; Béziers, 19 June 1919; Lille, 8 July 1919; Nice, 20 September 1920.
- Drivers: Marseilles, 3 May 1919; Roubaix, 8 April 1920.
- Motor Drivers: Marseilles, 8 September 1919.

A number of collective agreements were also concluded for dockers and other port and harbour workers: Havre, 12 March 1919; Bordeaux, 13 March 1919; Nice, 8 May 1919; Honfleur, 2 June 1919; St. Malo, 10 June 1919; Cherbourg, 30 June 1919; Nantes, 4 July 1919; Cette, 12 July 1919; Roubaix, 20 August 1919; Rouen, 27 October 1919; Dunkirk, October 1919; Paris, 7 May 1920.

Public administrative regulations issued on 29 April 1921 fixed the hours of labour for dockers in sea and river ports open to ocean-going vessels and in shops, yards, stores, depots and offices of marine warehouses and wharves. When workers are engaged by the week or month, time lost through lack of work during the week or the month may be made up during either the same or the following week or month. In any case hours of work may not exceed 10 per day.

As regards permanent extensions of hours, those of delivery men, carmen, and motor drivers are to be determined for each port by the departmental inspector of labour and the port authority, after consultation with the organisations concerned, and in conformity with the agreements they have concluded. In any case the extension must not exceed a maximum of 4 hours beyond the normal hours of the shift. Temporary extensions of hours on account of urgent work not exceeding a maximum of 2 hours per day are authorised in the following cases:

(a) When the exception is necessary and sufficient to finish unloading a vessel;

(b) When a vessel would be liable to demurrage if the hours of labour were limited to the normal period, and if the exception is sufficient to prevent this;
(c) When a vessel is already on demurrage;
(d) When the vessel is to be put into dry dock;
(e) When the extension of hours is necessary to catch the tide;
(f) When the removal of certain goods is essential in order to allow work to begin at the normal time on the following day.

In addition, overtime in other cases than those noted above may be authorised by the port authority, when it appears, after consultation with those concerned, that the general interest requires it.

Mercantile Marine. On 24 February 1920 public administrative regulations were issued for the application of the Act of 2 August 1919 and were subsequently supplemented by an Instruction of 5 March 1920, which made it lawful for shipping undertakings owning vessels engaged in the overseas or coasting trade or pilotage, for fishing, pleasure or transport, to employ all persons engaged by them in any capacity, whether as deck hands, in the engine room, or in the cabin on board any vessel engaged in maritime navigation, in accordance with one of the following systems:

(a) limitation of actual work to 8 hours on every working day of the week;
(b) unequal distribution of the actual working hours on a basis of 48 hours per week, not including the weekly rest day;
(c) unequal distribution of the actual working hours over a period of one month on the basis of an average working day of 8 hours.

The period of actual work is that during which the members of the crew are, in accordance with orders, at the disposal of the captain outside their own quarters, the period of rest being the time during which they are entitled to remain in their quarters.

All members of the crew must when at sea, and in accordance with the requirements of the service, of which the captain is the sole judge, carry out any work ordered, whatever may be the period of its duration.

Permanent exceptions are authorised (a) on steam vessels under mechanical propulsion, and on lighters not furnished with means of propulsion which remain at sea for more than 24 hours, 60 hours' overtime per month; (b) on sailing vessels, 100 hours' overtime per month; (c) on lighters not furnished with means of propulsion which remain at sea for not more than 24 hours, and on ferry boats, 24 hours' overtime per week.

Overtime worked on the weekly rest day is not included in these exceptional hours.

The period of actual work per day resulting from these provisions must not exceed 12 hours, except in the cases mentioned below, where it may be prolonged: (a) without limitation in cases of salvage, fog, grounding, fire or other event affecting the safety of the ship, of which the captain is the sole judge; (b) in cases where any sick or injured man who has been put ashore in the course of the voyage cannot be immediately replaced by the engagement of another seaman; (c) in cases of sickness, exemption from service, or other event causing a shortage of hands at sea.
A new Order of 5 September 1922 (1) has the effect of modifying the provisions of the Order of 24 February 1920, and of restoring the system of regulation of maritime work and manning existing under the legislation of 1907, the main provisions of which were that the deck hands had to perform 12 hours' service at sea (two-watch system) and 10 hours' service in port and that the engine room hands had to perform 8 or 12 hours' service at sea according to the trade in which the vessel is engaged (three or two-watch system) and 8 hours in port. There was no regulation for the cabin staff. The law did not fix any minimum number of hands to be employed on board.

In the report preceding this Order it is pointed out that the French Parliament only passed the Act of 2 August 1919 in the expectation of seeing the 8-hour rule embodied shortly in the legislative systems of other maritime countries (particularly England and the Scandinavian countries).

The Order of 5 September only introduces a temporary regulation until an international convention is entered into between France and the great maritime nations relating to the regulation of work at sea in the mercantile marine (§1).

It is provides that for a period of 12 hours per day deck and cabin hands shall, in accordance with orders, be at the disposal of the captain outside their own quarters (§2).

The service of the deck hands is to be organised in two watches at least, and the work of cabin hands is to be organised in such a manner as to secure to every such person 8 hours' uninterrupted rest in addition to 3 hours for meals and toilet (§3).

On all classes of ships deck hands not on watch duty must assist the watch to the extent which the captain may consider desirable on entering or leaving ports, harbours and rivers, for the purposes of getting under way or mooring. Such work is always considered actual work (§7).

On tugs the period of duty for deck hands is not to exceed 72 hours per week; any uninterrupted rest of 4 hours will be deducted from the period of duty (§8).

**Agreements Regulating the Distribution of Supplementary Hours over the Whole Year**

Since the beginning of 1922 a certain number of labour inspectors have co-operated in drawing up collective agreements regulating the distribution of supplementary hours over the whole year. These agreements were concluded chiefly in the textile and metal industries. Thus, for instance, the labour inspector for Lyons obtained the signature of agreements with the union of Lyons silk manufacturers, the federation of metallurgical employers' unions of the Loire district, the cloth manufacturers of Vienne, the trades chamber of hat makers of Chazelles-sur-Lyon, the employers' trades chamber of weavers of La Croix-Rousse, the federation of

(1) *Journal officiel*, 15 Sept. 1922.
master dyers and finishers at Lyons, the union of trimming manufacturers at Lyons, the union of silk manufacturers for the district of Dunières (Loire), the braid and lace manufacturers of St. Chamond, and the Berliet works at Lyons. Other examples are the agreement between the board of the federation of employers' unions in the Sedan textile industry and the workers' delegates of the principle undertakings in this industry, and that between the delegates of the employers' group in the ironmongery industry of Solre-le-Chateau (Nord) and the workers' delegates of this industry.

These agreements nearly all contain similar provisions. The agreement concluded with the union of Lyons silk manufacturers, the terms of which are as follows, will serve as an example:

1. The 48 hours of effective work in the week are distributed so as to allow of a Saturday afternoon holiday.

2. A 49th hour may be utilised in the cleaning of tools, machinery and other productive appliances, as provided in § 5, paragraph 3, of the Decree of 12 December 1919 (1).

3. In view of the advantages resulting from a uniform organisation of work, as much for the manufacturer as for the workers, it is agreed that supplementary hours shall be distributed over the total number of working days in the year by an increase, as far as possible uniform, of the hours of work in each week.

4. The hours for exceptions are calculated in the following manner:

(a) Accidental stoppage of any kind, 20 hours in the year (§ 3 of the Decree);
(b) Stoppages on account of public holidays, local holidays, or other local events, 80 hours (§ 3 of the Decree);
(c) Exceptions on account of pressure of work, 150 hours (§ 5, paragraph 3 of the Decree).

Total: 250 hours.

These 250 hours are to be distributed over the year with a maximum of 5 hours in the week and so as to ensure a rest on Saturday afternoon, as laid down in clause (1) above.

In no case, however, may the daily hours of work exceed 10.

5. The legal working week consisting of 48 hours of effective work and the 5 hours weekly for exceptions, i.e. a total of 53 hours, shall be distributed as the manufacturer may desire in accordance with a time-table posted up in each factory.

The trades chamber of mechanical weaving in the Lyons district adds the following explanations to the text of the agreement.

(a) The signatories to this agreement shall in no case obtain authority to perform more than 53 hours' effective work in the week or 54 hours with the hour allotted to cleaning.

With regard to the working staff, each signatory is required to take such steps as he may consider necessary to ensure the acceptance by the staff of the agreement in question. No legal penalties can be imposed for non-acceptance of the agreement, this being entirely a question of internal discipline in each undertaking.

The workers' unions have been protesting in recent months against the conclusion of these agreements. The textile federation, at its congress of 13 August 1922, passed the following resolution:

The Congress decides:

1. That it is opposed to making up time lost on public or local holidays, as the practice lends itself to abuse on the part of employers.
2. That it is also opposed to temporary exemptions, as experience has shown that employers make improper use of them and that they often result in unemployment; in any case they should only be allowed on account of urgent necessity and then in accordance with the resolution adopted by the Congress of Rouen which states: "Temporary exemptions shall only be allowed on condition that overtime is paid at double ordinary rates, or that wages lost through unemployment shall be paid up to the number of hours overtime worked."

The newspaper *L'Atelier* expressed the opinion, on 19 August 1922, that the Act of 23 April 1919 only permitted overtime in exceptional cases and that consequently the terms of the above agreements were contrary to the provisions of the Act.
Proposals for Revision

I. Amendment of Acts

Industry and Commerce

Since November 1921 several proposals have been submitted to Parliament for the amendment of the Act of 23 April 1919 on hours of work in industry and commerce. Two tendencies appear to be reflected in these proposals:

1. An increase in the number of exceptions, the principle of the 8-hour day being maintained;

2. Entire or temporary suspension of the various Acts.

The Minister of Labour in the last Government, Mr. Daniel Vincent, announced in the Chamber on 9 January 1922 that "suggestions for improvement in the operation of the Act had resulted in certain cases in the abolition of the exceptions themselves. This shows," he added, "how necessary it is, before amending an Act, to have a thorough knowledge of its provisions and its operation (1)."

(1) In November 1921 Mr. Courtier, Deputy, raised indirectly the question of increasing hours of work by asking the Minister "what steps he intended to take to satisfy national requirements, which were calling loudly for an increase in production and a reduction in the cost of living."

This request was closely followed by the Bill of Mr. Messier (10 November 1921), § 3 of which proposed that "The Superior Labour Council, after consultation with Chambers of Commerce, Advisory Chambers of Arts and Manufactures, and workers' and employers' trade organisations, shall fix the list of trades to which the Act of 23 April 1919 shall be applied without any restriction, and the list of those for which special methods of application or exceptions may be granted." The Bill left to the Minister of Labour the duty of fixing these special conditions of application, after hearing the opinion of the Joint Commissions presided over in each Department by the Prefect.

(1) Journal officiel, 10 Dec. 1921.
The same tendency towards the revision of the Act and the extension of exceptions is found in the resolution of Messrs. Perreau and Pradier (23 December 1921) and that of Mr. Marcellot (12 January 1922).

The first of these requested the Government to permit in industry and commerce all necessary exceptions to the Act of 23 April 1919.

The second requested the Government:

(a) To take steps to modify the public administrative regulations made in execution of the Act of 23 April 1919, as it is empowered by the Act to do, and to authorise, in application of paragraph 5 of § 1, a certain amount of overtime, when called for by national requirements, in industries and districts where such requirements exist, the authorisation required being given for a definite period of time after consultation with the organisations concerned;

(b) To introduce into all public administrative regulations a clause permitting the exceptions fixed by these regulations to be extended by Ministerial Order in the case of minor or local modifications.

(2) Two other proposals called for the suspension of the Act.

(a) The Bill introduced by Mr. Isaac, supported by several of his colleagues (22 December 1921), was designed to permit that “the head of any undertaking who shall make a written request by registered letter to the Divisional Factory Inspector shall be authorised, after an acknowledgment of receipt which must reach him within a week, to suspend in his workshops, yards or offices the application of the Act of 23 April 1919 on hours of work.” A subsequent Act was to fix, after enquiry, the legal hours of work in industry and commerce, taking into account the different kinds of work and the resultant physical fatigue. It was also to take into account foreign legislation, and the extent to which it was really applied. According to the conclusions of the enquiry, it might prescribe one or more stages, of a length to be determined, for its coming into force.

(b) On 17 February the Marquis de Dion introduced a Bill to “suspend for a period of five years the application of the Act of 23 April 1919.” This suspension would not apply to women or children. On the expiration of the period, the Act would be gradually reintroduced, if the economic and financial state of the country allowed.

As against the various requests for revision or for the extension of the exceptions authorised by the Act of 23 April 1919, the resolution of Mr. Justin Godart, Deputy for the Rhone (17 February 1922), requested the Government “to give widespread publicity to the text of the Act of 23 April 1919, and to the regulations resulting from it, in order to put an end to the attacks made upon it and upon the 8-hour day, which were a menace to social peace.”

A series of interpellations on the policy of the Government with regard to the 8-hour day have been made. Some are directed against the inflexibility of the present Act, such as the interpellation of Mr. Josse on the steps which the Government intended to
take for raising the economic status of the country through labour, steps which might require the introduction of exceptions to the Eight-Hour Act, and that of Mr. René Lafarge on the social policy of the Government. Others endeavoured to avoid any interference with the Act, such as the interpellation of Mr. Georges Lévy on the systematic non-compliance with the 8-hour day and the lack of vigilance of the Government in this respect; the interpellation of Mr. Lebas on the steps which the Government intended to take in order that hours of work should not exceed 8 in the day or 48 in the week; the interpellation of Mr. Adrien Pressemane on the attitude which the Minister of Labour proposed to adopt towards the campaign against the application of the 8-hour day in commerce and industry; and the interpellation of Mr. Jules Uhry on the steps which the Minister of labour proposed to take for the strict enforcement of the 8-hour day.

These various interpellations were down for hearing on 24 March 1922, and would have led to an important debate on the maintenance or revision of the Act of 23 April 1919. The Chamber of Deputies, however, on account of the amount of public business, was forced to postpone consideration of the question for the moment.

The Minister of Labour, Mr. Peyronnet, was heard by the Labour Commission of the Chamber, whose opinion had to be given on these various Bills and proposals. After giving an account of the state of the question in law and in fact and of the enquiry which he had just undertaken with the Prefects, the labour inspectors, and abroad, the Minister stated his conclusions, which may be summarised as follows:

The revision of the Eight-Hour Act is not called for. The Act is sufficiently elastic to be adapted to the requirements of production when account is taken of the needs of various industries and districts. The Decrees which have been issued, which concern rather more than half the workers and employees, were made after prolonged consultation with the employers' and workers' organisations, or more frequently after agreement between these organisations.

With two exceptions, the Decrees already made have not given rise to requests for revision. Furthermore, the Minister of Labour is always ready to consider requests for revision which may be justified by new circumstances. The existing regulations take account, as do those in preparation, of industrial and national necessities in the determination of exceptions.

In conclusion, the principle is one which was unanimously endorsed by Parliament, to which workers and employees are profoundly attached, and which must therefore be left untouched.

Two sittings of the Chamber (30 June and 7 July 1922) were occupied in discussing the proposals for the revision of the Act. Further discussion was deferred until the next session.

Some indication may be given of the attitude of several important economic and political groups in France towards the Act of 23 April 1919.

(a) The opinion of manufacturers would seem to be expressed by the following resolution passed by the General Confederation of French Production on 20 December 1921:
Whereas, at the time when the Eight-Hour Act was passed, it was maintained that this measure would not place France at a disadvantage, since the principle had already been or would shortly be applied in various countries, and that, in addition, it would entail no decrease in production and would consequently have no perceptible effect on cost of production;

Whereas the International Labour Conference held at Washington in November 1919 adopted a Draft Convention concerning hours of labour, which none of the chief industrial States have yet ratified; and whereas certain States, such as Switzerland, have declared that they would not ratify it and the British Government has stated that it could not submit this Draft Convention to Parliament unless important modifications were made in it;

Whereas in those countries where the 8-hour day is actually enforced, the principal industries enjoy the benefit of important modifications in practice; in Germany particularly, work is carried on for 10 hours per day and sometimes more and in Great Britain and in the United States the principle of the 8-hour day is chiefly used to determine the basis of normal wages and does not prevent the working of overtime in return for extra pay; so that France as a result of the strict enforcement of the provisions of the Act of 23 April 1919 is placed at a disadvantage in comparison with other countries which are competitors in the international markets;

Whereas, further, in all industries or kinds of work where the proper working of some portion of the undertaking or of the machinery entails a certain number of hours on duty, the 8-hour day necessarily results in an increase of staff amounting to from 30 to 50 per cent., thus withdrawing a large number of hands from agricultural work and from the work of restoring the devastated regions, with a consequent increase in working costs, while in other undertakings a decrease of production roughly proportional to the decrease of hours of labour has been noted;

Whereas the 8-hour day has increased the cost of production of all articles, either directly by increasing the cost of labour, or indirectly by increasing the cost of transport, which adds heavily to the cost of raw material and manufactured or semi-manufactured articles;

Whereas the Eight-Hour Act is therefore one of the chief causes of the continued high price of goods, which leads to high cost of living and reduced consumption at home and prevents development of the French export trade, so hindering the recovery of the exchange;

Whereas Parliament, if it desires French manufacturers to withstand competition, must amend the present situation as early as possible;

The General Confederation of French Production therefore resolves:

That an Act should be passed temporarily suspending the provisions of the Eight-Hour Act, and the public administrative regulations issued under it, until the economic situation has become normal again, and that at the conclusion of a period determined by Parliament, a fresh examination should be made of the conditions under which hours of labour can be reduced.

This resolution shows that French manufacturers are concerned: (1) because France, as a result of a strict enforcement of the provisions of the Act, is placed in an unfavourable situation as regards competing countries; (2) because the direct or indirect consequence of the 8-hour day has been an increase in the cost of production of all commodities.

The resolutions passed by the General Federation of Commerce and Industry (Union des Chambres Syndicales de France, March 1922) and by the Assembly of the Presidents of Chambers of Commerce, 24 May 1922, express the same points of view.

(b) The Radical and Radical-Socialist Group of the Chamber passed the following resolutions last March:
The Radical and Radical-Socialist Group, in view of the campaign carried on against social legislation and particularly against the Act applying the 8-hour day to commerce and industry;

Considering that this Act, the opponents of which are ignorant of its real provisions, is often wrongly applied and contains stipulations and exemptions allowing it to be applied to all necessities of productive work;

Declares that it is opposed to any rejection, suspension, or modification of the Act, which if its provisions were applied properly and in the right spirit, would enable labour to contribute its full share to the work of national reconstruction.

The same spirit animates the resolution proposed by Mr. Justin Godart.

(c) The attitude of the Christian and Catholic-Social Unions is as follows.

The French Federation of Christian Workers issued a manifesto in March 1922 in which it urgently demanded that the Act of 23 April 1919 should be maintained and that its provisions, both in the letter and in the spirit, should be promptly enforced. The manifesto expressed the opinion:

That the actual situation of the French nation, after all the losses which it has suffered in the course of the war, makes it all the more necessary that the moral, intellectual, and hygienic results to be derived from a reasonable reduction in the hours of labour should be obtained;

That this limitation, on the basis of the 8-hour day, is, moreover, enforced in the majority of industrial countries;

That the Act expressly provides that the maximum duration of work shall be reckoned in different trades on a basis of an 8-hour day or a 48-hour week, or shall be fixed for periods other than the week, that is, consequently, for a whole year in the case of seasonal industries;

That it allows the possibility of instituting a uniform national system for each trade, or, on the contrary, of making local agreements;

That periods of delay in enforcing its provisions are provided for, as well as numerous permanent, temporary or emergency exemptions;

That the public administrative regulations, in virtue of which the provisions of the Act will be applied progressively to the various trades, must conform to the provisions of the existing collective agreements in each trade and can only be issued after previous consultation with the employers’ and workers’ organisations concerned;

That an examination of the preparatory work of the Act shows that the possible decrease in production was to be compensated by better technical organisation and by improvements in equipment;

That workers and employees, whose duty it is to do their best, cannot be made responsible for the delay which has taken place in making the necessary adaptations and adjustments, or for the failure to make the best use of the time during which they are on duty.

The Catholic-Social Research Union also expressed the opinion that the text of the Act of 23 April 1919 was sufficiently flexible to be adapted to the needs of the situation and that there was no necessity to amend it:

If the necessity to increase the hours of work in certain branches of industry has been sufficiently demonstrated, it is the duty of the public authorities, acting in the interests of national necessity, as authorised by the Act, to revise the public administrative regulations by inserting a clause authorising the necessary number of hours of overtime in a given industry, district, and period of time.
(d) The General Confederation of Labour decided in May 1922 to organise a great national petition in favour of maintaining unchanged the provisions of the Act of 23 April 1919. The text of this petition stated:

We regard the 8-hour day as a right which we have won and as a definite conquest of social progress. The proletariat cannot consent to this conquest of the workers, the fruit of 20 years’ effort, being abolished.

At the Congress held on 3 July it was stated that this petition had already received a million signatures.

**Mines**

A Bill to complete the Durafour Act of 24 June 1919 on hours of work in mines was introduced by Mr. Basly, supported by a certain number of other members. The sole clause of this Bill proposes to add the following words to the Labour Code (Book II, Part IV, chapter I, § 159):

Any workman subject to § 9 of the Labour Code who commits a breach of §§ 9 to 11 of the Labour Code shall be liable to a fine.

This proposal would render workers who exceed the regular hours of work liable to a fine as well as their employers.

An amendment was moved by Mr. Ajam to increase the effective hours of underground work in mines from 6 ¾ hours to 7 hours and to allow the same exceptions for these undertakings as for other industries.

Another amendment with a similar object was moved by Mr. Engerand, Deputy for Calvados.

The Mines Commission, which met for the discussion of these various amendments, gave a hearing to the Minister of Public Works, Mr. Le Trocquer, and the Minister of Labour, Mr. Peyronnet, who stated that if Mr. Basly maintained his Bill they would be obliged to adopt the point of view of Messrs. Ajam and Engerand, and to propose on their own account a thorough revision of the Durafour Act with a view to the extension of exceptions.

After some discussion, Mr. Basly announced the withdrawal of his proposal. The amendments of Messrs. Ajam and Engerand thus fell to the ground.

In June 1922 Mr. Fernand Engerand introduced his amendment once more in the shape of a Bill. The sole clause of this Bill provided that temporary exemptions should be granted in order to deal with accidents, or to meet urgent cases of necessity, of a national or economic character.

His report states “in order to enable us to compete with English coal, the cost of production of French coal must be reduced by 20 francs. Such a decrease cannot be obtained by reducing wages, because the cost of living has increased in the mining districts, and, further, because the labour market is affected by the exorbitant wages paid in the devastated regions. The only solution
to the problem therefore consists in a temporary increase of the hours of labour in mines."

The Christian Federation of Miners sent a letter to the Minister of Labour in which it is pointed out that the hours of labour in the principal mining countries are as least as short as in France, if not shorter, and that "for miners, whose daily labour is of a very arduous and dangerous character, 8 hours of work daily is the extreme limit which it is humane to impose ".

The congress of the Federation of Underground Workers also passed a resolution, on 9 September, stating that if either branch of the Legislature opposed the Act of 24 June 1919 by voting fresh provisions amending the fundamental principles of the existing Act, such a measure would lead to an immediate and general cessation of work in the mines.

2. Amendment of Public Administrative Regulations

The Act of 23 April 1919 provides that public administrative regulations can be revised at the request of one or more employers' or workers' organisations, whether national or regional, after previous consultation with these organisations.

At the present moment three requests for revision have been addressed to the Ministry of Labour; two deal with the metal industry, one with the wholesale boot and shoe trade.

The request for revision made by the Union of Metallurgical and Mining Industries dates from May 1922 (1). The proposed revision would entail the following modifications:

(a) The actual length of work would not exceed 2,500 hours per annum in each workshop or yard or part of a workshop or yard, whereas the present regulations provide for a 48-hour week. The length of the actual working day should not exceed 10 hours. The result of these changes would be to grant the manufacturers a more flexible system which could be adapted to all the requirements of production and would put an end to the present uncertainty of which they complain.

(b) § 5 dealing with permanent exemptions will be altered so as to make a distinction according to whether the exemptions requested apply to actual work or to the number of hours on duty, and as regards the latter it would take into account both those cases where the periods of rest cannot be accurately estimated and allowed for, and it has therefore been necessary to provide for an extension of time on duty corresponding roughly to the average total of rest periods, and also those cases where the periods of rest are dependent on the technical conditions under which the work is carried on, and where, although these periods

(1) Journal officiel, 19 May 1922.
cannot always be fixed in advance by timetable, they can nevertheless be easily and accurately estimated and allowed for.

(c) 150 hours of overtime for pressure of work would be placed at the disposal of manufacturers, instead of the 100 hours at present provided for pressure of work and the extra 50 hours authorised by the Minister for work of national importance.

When making this request for revision, the Federation of Metallurgical and Mining Industries, in a letter of 17 June 1922, denounced the agreements of 17 April, 24 May and 21 June 1919.

The attitude adopted by the Metal Workers' Federation and the Christian Federation of Metal Workers towards this request for revision was that the alterations proposed by the Federation of Metallurgical and Mining Industries would prevent any control of hours of labour and would consequently result in a return to the 10 or 12-hour day. The attitude of the former federation is shown by an article by its secretary, Mr. Merrheim, which appeared in *L'Information ouvrière et sociale* of 1 June 1922, while that of the latter was expressed at the congress held on 3 June 1922. The Christian federation also put forward a request for a revision of the Decree of 9 August 1920. In this request, which appeared in the *Journal officiel* of 28 June 1922, the federation proposed:

(a) The deletion of the paragraph according to the provisions of which time lost on account of public holidays, local holidays, or other local events must be made up;

(b) The institution of a maximum 10-hour working day instead of a 12-hour day for certain classes of workers designated in the Decree, because for workers living far from their work, and in consequence unable to go home for their dinner, the 12-hour day entails their spending 15 hours a day away from their homes:

(c) The fixing of the increase for overtime at 30 per cent. of the ordinary rates.

The Ministry of Labour has also received from the Federation of French Boot and Shoe Manufacturers a request for revision of the Decree of 19 November 1919 concerning the 8-hour day in the wholesale boot and shoe industry. This request would enable employers:

To work one hour's overtime per day, or 303 hours per year, at the option of the employer and on mere notification to the Labour Inspector. These hours of overtime must not be confused with the 60 hours of overtime provided for by the Decree of 19 November 1919, in cases of exceptional pressure of work, and must also allow the 80 hours lost on holidays to be made up.

The petitioners ask that this freedom shall be granted to them for a period of seven years.

The workers of both sexes in the leather and hide industry at their General Assembly of 2 September 1922 expressed the following opinion with regard to this request on the part of the employers:
Being of opinion that the total of 443 hours of overtime demanded by the employers would entail the necessity for the workers of abandoning an important claim without any corresponding advantage other than an increase of fatigue, the Assembly protests in strong terms against the employers' request, which, if accepted by the public authorities, would be refused by the organised workers of both sexes.

The absence of recent statistical data on this subject unfortunately makes it impossible to indicate at all accurately how many trades or workers are affected by the regulations, and how many remain outside them. Nevertheless, it would seem to result from what has been said that the principle of the 8-hour day contained in the Act is respected in the great majority of undertakings to which the provisions of the Act apply. Under a flexible system of exemptions, this principle is enforced not only by public administrative regulations and collective agreements, but also by local custom.
ACT OF 23 April 1919 ON THE EIGHT-HOUR DAY

The Senate and the Chamber of Deputies have passed and The President of the French Republic promulgates the following Act:

1. Chapter II (Hours of Labour) of Part I of Book II of the Labour Code is amended as follows:

Chapter II. Hours of Labour.

6. The effective working time of workers or employees of either sex and of any age shall not exceed 8 hours per day or 48 hours per week, or an equivalent limitation based upon a period of time other than the week, in industrial and commercial establishments or in business premises of any kind connected with them, whatever their nature, whether public or private, secular or religious, even where they serve the purposes of trade instruction or are of a philanthropic nature.

7. Public administrative regulations shall determine for any given trade, industry, commercial employment, or class of occupation, for the whole of France or for a single district, the time limits and conditions under which the preceding section shall be applied.

These regulations shall be drawn up, either on official initiative or upon the demand of one or more national or district organisations of employers and workpeople concerned. In either case the employers' or workers' organisations concerned must be consulted, and they must give their opinion within a month. Revisions of the regulations shall be carried out in the same manner.

These regulations must take into consideration agreements concluded between national and district organisations of employers and workers concerned, where such agreements exist.

They must be revised when the time limits and conditions laid down therein are contrary to the provisions of international agreements on the subject.

8. The public administrative regulations provided for in the preceding section shall determine in particular:

(1) The distribution of the hours of labour in the week of 48 hours so as to allow for a rest on Saturday afternoon or any other equivalent rest.

(*) Journal officiel, 25 April 1919.
"(2) The distribution of the hours of labour over a period of time other than the week.

"(3) The time limits within which the hours of labour at present in operation in the trade, industry, commercial employment or class of occupation under consideration shall be brought into line in one or more stages with the limitation provided for in § 6.

"(4) The permanent exemptions that it will be necessary to grant for preparatory or complementary operations which must of necessity be carried out during periods which fall outside the limit prescribed for the general work of the establishment, or for certain groups of workers whose work is essentially of an intermittent nature.

"(5) The temporary exemptions it will be necessary to grant in order to allow undertakings to meet special increases of work, or national emergencies, or accidents which have happened or are imminent.

"(6) The measures for supervising hours of labour and rest and the hours of effective labour, as well as the procedure by which the granting and utilisation of exemptions shall be governed.

"(7) The district to which they are applicable."

2. In no case shall the reduction of the hours of labour serve as a determining reason for a reduction in wages.

All stipulations to the contrary shall be null and void.

3. The provisions of Chapter II now in force shall be repealed in each district and in each trade, industry, commercial employment or class of occupation, from the date on which the public administrative regulations applicable to the said trade, industry, commercial employment or class of occupation take effect in that district.

4. The present Act shall apply also to Algeria and to the Colonies.

The present Act considered and adopted by the Senate and by the Chamber of Deputies, shall be executed as the law of the State.

Done at Paris, this 23rd day of April 1919.

By the President of the Republic: R. POINCARÉ.

The Minister of Labour and Social Welfare: COLLIARD.
ACT OF 24 JUNE 1919 ON HOURS OF WORK IN MINES (1)

1. §§ 9-13 (being the second part of Chapter 2) of the Second Book of the Code of Labour shall be repealed, and the following provisions inserted in place thereof:

"9. The working day of persons employed in coal (fuel) mines of all types, and of persons employed in mines of all other kinds, pits, and quarries, and in making trial borings, shall not exceed eight hours either for underground or for surface workers.

"10. In the case of underground workers, this period shall be calculated, for each shift and for every class of workers, from the time when, according to the regulations, the first descending workers enter the shaft to the time when, according to the regulations, the last ascending workers arrive at the surface.

"For mines entered by means of adits, the said period shall be calculated from the arrival at the entrance of the adit to the time of return to the same point.

"11. The provisions of the foregoing sections shall not affect agreements, or customs equivalent to agreements, by which in certain undertakings a shorter period than that established by the foregoing sections has been fixed as the normal working day.

"12. The conditions of employment on work which must be carried on continuously shall be fixed by administrative regulations, provided that the period of attendance of each worker (calculated according to the provisions of § 10) shall not exceed forty-eight hours weekly, and that the number of workers affected by such regulation shall not exceed 5 per cent. of the total number of persons employed in each undertaking.

"13. By way of exception from the provisions of the foregoing sections, the working day may be extended to more than eight hours in case of war or other special necessity external to the undertaking.

"Such exceptions shall be granted by the Minister responsible for mines, on his own authority."

2. The following paragraph shall be added after the second paragraph of § 155 of the Second Book of the Code of Labour:

"Working days on which miners' delegates are engaged in supervising the carrying out of §§ 9-13 shall not be included in the maximum prescribed in paragraph 1."

The last paragraph of the same section shall be amended to read as follows:

"Extra visits made by a miners' delegate, either accompanying mining engineers or controllers of mines, or in consequence of accidents, or to supervise the carrying out of §§ 9-13, shall be paid for extra, and at the same rate, provided that the monthly allowance for visits shall in no case exceed the wages due for thirty working days."

3. In no case shall the wages of any class of workers under this Act be less than the wages paid in the same circumstances at the date of promulgation of the Act. The same rule shall apply to bonuses.