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THE PLACE OF NIGHT WORK IN INDUSTRY

FOR the purpose of the investigation, night work is defined as operations conducted by a separate group of employees whose hours of work commence after the day force has terminated its work period. It does not therefore include overtime work, because in this case the same group of employees work the regularly scheduled hours and continue at their post for an additional, usually indefinite, period of time. Night work, on the other hand, is done by laborers who are hired specifically for such work or are transferred to this force from day work and whose hours of work are generally fixed in accordance with a predetermined schedule. Where night work occurs, it may be found in plants which operate continuously for a part of or throughout the year, or where the operation is non-continuous, with a break between the shifts. The greatest number of night workers are engaged in industries which are continuously operative.

The continuous industries may be broadly defined as those which are run during the entire 24 hours, because the process, the heavy overhead, the expense of starting and stopping operations, or the public service require it. Production may be absolutely continuous or it may be so for five or six days with a pause at the week-end. In the report, entitled "The Twelve-Hour Shift in Industry," of the Committee on Work-Periods in Continuous Industry of the Federated American Engineering Societies, about forty leading continuous industries are listed as follows:

1. *Heat Process Industries*—Iron and steel, copper, zinc, lead, nickel, aluminum, flint glass, bottles, window-glass, plate glass, portland cement, lime, brick, pottery.¹
2. *Chemical Industries*—Heavy chemicals, fertilizers, explosives, dyes, industrial alcohol, wood distillation,

¹ Only 2% or 3% of employees are shift workers.