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THE GOVERNMENT OF THE PHILIPPINE ISLANDS  
DEPARTMENT OF COMMERCE AND COMMUNICATIONS  
BUREAU OF LABOR  
MANILA

# LABOR

BULLETIN OF THE BUREAU OF LABOR

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## REPORT OF THE DIRECTOR OF LABOR TO HIS EXCELLENCY THE GOVERNOR-GENERAL OF THE PHILIPPINE ISLANDS

(WITH AN APPENDIX)

HONOLULU, T. H.,  
October 31, 1925

The present report is respectfully submitted to the Hon. Leonard Wood, Governor-General of the Philippines, by the Director of Labor, of the inspection made by himself of the labor and living conditions of the Filipino workers in the Territory of Hawaii.

For a better comprehension this report is divided in eight parts, as follows:

- I. *Object of the trip to the Territory of Hawaii.*
- II. *Plan of inspection.*
- III. *Labor and living conditions of the worker.*
- IV. *Complaints received.*
- V. *The Labor Commissioner, Mr. C. Ligot, and the labor leaders.*
- VI. *Commentaries.*
- VII. *Approval of this report by both parties affected.*
- VIII. *Recapitulation.*

### I

#### OBJECT OF THE TRIP TO THE TERRITORY OF HAWAII

The trip of the undersigned to the Territory of Hawaii, which is duly authorized

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by the Honorable Governor-General, has for its principal object the personal knowledge of the labor conditions of the Filipinos in said Territory, by reason that by Act No. 2486 of the Philippine Legislature, the Director of Labor, with respect to said workers, complies with the following duties:

(a) To issue, upon approval of the Department of Commerce and Communications, the license to the recruiter of workers, which, in this case is the Hawaiian Sugar Planters' Association, and to charge the corresponding fee; and

(b) To inspect the contracts signed by the emigrant workers, entered into with the recruiting company mentioned.

For the accomplishment of this object the undersigned set out from the Philippines on the steamer *President Cleveland* on the 9th day of September, and arrived in Honolulu on the first day of the present month.

### II

#### PLAN OF INSPECTION

After realizing certain things necessary to bring about my object I proceeded to inspect the sugar plantations in the four

principal islands of the Territory of Hawaii, which are: Oahu, Hawaii, Kauai, and Maui, adopting a plan that consists in:

(1) Conferences with the managers in their respective offices;

(2) Conferences or casual interviews with the Filipino laborers, and some that are not, on the road;

(3) Casual conferences in the field and in the very place where the laborers are working;

(4) Visits, without previous notice, to the workers and their families in their own houses, as well as to the stores where they buy their foods;

(5) Public meeting with the workers of a certain plantation, when circumstances permitted; and

(6) Receiving voluntary visits from the workers and their families in my residence, and hearing their petitions or complaints; visiting their dwelling houses and the places where they work or hope to find work in the cities.

By means of this plan I have become acquainted—although I would not say so very completely, but yes, certain and truly—with the living and labor conditions of the Filipino laborers in the sugar plantations visited by me in the four islands mentioned. They are as follows:

(1) I have had occasion to personally know the managers and to speak to them concerning certain aspects of the work of the Filipino workers; to see some data, which they preserve in their offices, for my information and guidance, and to ask them certain questions concerning the difficulties they have, if any, with respect to the work of the Filipino laborers.

(2) I have been personally able to estimate, without previous notice or preparation, the personal aspect of the Filipino workers, which generally reflect their condition and their psychological state, and this I have done by stopping my auto when I found on the road a Filipino worker or a group of them, asking some questions, after making myself known to them, and explaining the object of my voyage, emphasizing those that referred to the treatment they received from their superiors, and upon the conditions of their respective work.

(3) I have seen in the same way the state of the Filipino worker in the field where he works, or in some other place in the discharge of his obligations, having been able to estimate not only the class of work that he accomplishes and the conditions, but also the means by which he resorts to bring them about, such as the implements of labor, the tools, etc., and, above all, his state of mind in that interesting moment when a man complies with his duty to himself and to society. I could estimate the class and the quantity of food with which the worker nourished himself in order to restore the forces he has lost in his work, which he carries with him in the field.

(4) I have been able to apprise myself of the life of the worker and of his family at home; I could estimate certain details in this respect, and verify if the dwelling houses are not suitable, and what value they have in themselves, taking into account that the worker is conceded the right to have a free house, which consequently is credited as an effective value that he receives, besides his salary, as payment for the strength he expends in favor of the plantations.

(5) To give an opportunity to the workers to know publicly the object of my trip to this Territory, to the end that they may be able to express publicly and freely whatever they wish concerning the conditions of their work on the plantations. Also these public meetings have served me to compare the information that I might receive from the managers and that from the workers with whom I have been able to confer, now on the road, now in the field, or within the factories. I have been able to inform the workers attending the meetings some important points for them, and to advise them what they ought to do for their own welfare, and so get, by means of mutual coöperation between themselves and the plantations, a result from their efforts more satisfactory and beneficial for both. I have finally the opportunity to know and to verify the coöperation of the managers in the celebration of these meetings; and

(6) I could acquaint myself, without any action on my part, of the situation, the life, the complaints, and the petitions of

the Filipino workers who did not work on the plantations, either because they did not belong to the same, had voluntarily left them, or did not wish to return to them after the last strike, or were not reinstated in the plantations or in other class of occupation through one cause or another, informing me of their desires, the work they have or have not, and the approximate number of those affected in each case.

CITIES AND PLANTATIONS VISITED, AND  
NUMBER OF FILIPINO WORKERS

The cities have been visited by me in the four large islands of the Territory of Hawaii, namely, The Island of Hawaii, the Island of Maui, the Island of Kauai, and the Island of Oahu.

The exact number of Filipino workers that reside in each one of these cities could not be obtained, but an approximate calculation gives the following result: Hilo, Hawaii, 400; Wailuku, Maui, 150; Lihue, Kauai, 100; and Honolulu, Oahu, 5,000.

The number of plantations attached to the Hawaiian Sugar Planters' Association is 44, of which 33 plantations have been inspected.

The number of Filipino workers of the 44 plantations is 24,992 and the number of those that work in the 33 plantations is 20,825, having an average of 87 per cent of workers in the plantations inspected. The number of Filipino workers corresponding to each one is as follows:

ISLAND OF HAWAII	
Hilo Sugar Co.....	320
Olaa Sugar Co.....	1,237
Waiaken Mill Co.....	548
Onomea Sugar Co.....	665
Pepeekeo Sugar Co.....	306
Honomu Sugar Co.....	155
Hakalau Plantation Co.....	309
Laupahoehoe Sugar Co.....	420
Kaiwiki Sugar.....	350
Hamakua Mill.....	509
Paauhau Sugar Plantation Co.....	432
Honokaa Sugar Co.....	419
Hawaiian Agricultural Co.....	790
Hutchinson Sugar Co.....	450
	6,910

ISLAND OF MAUI	
Maui Agricultural Co.....	1,160
Hawaiian Commercial and Sugar Co.....	1,678
Wailuku Sugar Co.....	591
Olowalu Co.....	127
Pioneer Mill Co.....	1,007
	4,563

ISLAND OF KAUAI	
Kekaha Sugar Co.....	673
Waimea Sugar Mill Co.....	65
McBryde Sugar Co.....	591
Hawaiian Sugar Co.....	1,009
Koloa Sugar Co.....	783
Grove Farm Plantation.....	262
Lihue Plantation Co.....	1,157
Makee Sugar Co.....	699
	5,239

ISLAND OF OAHU	
Ewa Plantation Co.....	1,090
Waimanalo Sugar Co.....	420
Waialua Agricultural Co.....	1,037
Oahu Sugar Co.....	1,566
	4,113
Grand total .....	20,825

The plantations not inspected through lack of time are:

HAWAII	
Pacific Sugar Company.....	381
Niulii Plantation Company.....	122
Halawa Plantation Company.....	141
Kohala Sugar Company.....	347
Union Mill Company.....	219
Hawi Mill Company.....	335
	1,545

MAUI	
Kaeleku Plantation .....	312
KAUAI	
Kiiauea Sugar Company.....	337
OAHU	
Kahuku Plantation Company.....	546
Waianae Company .....	193
Honolulu Plantation Company.....	1,058
Koolau Plantation Company.....	96
Laie Company .....	80
	1,973
Grand total .....	4,167

### III

#### LABOR AND LIVING CONDITIONS OF THE WORKER IN THE CITIES

##### (a) Labor conditions.

The labor and living conditions of the Filipino worker in the cities generally are almost analogous to the conditions existing in the cities of the same nation.

The work to which the Filipino laborers are engaged in the factories and other occupations in the cities can be divided approximately as follows:

Pineapple canneries .....	600
Stevedores .....	300
Fertilizer factory .....	25
House boys .....	200
Barbers .....	25
Bootblacks .....	35
Musicians .....	60
Hospital boys .....	100
Hotel boys .....	200
Yard boys .....	200
Drivers (automobiles) .....	500
Navy Yard (laborers) dismissed.....	305
Telephone and street workers.....	400
Pineapple fields .....	4,000
Rice fields .....	500
Fishermen barred.....	1,000
Coffee plantations .....	900
Unknown (soldiers).....	4,999
	14,350

A large number of the workers enumerated above are not working steadily, that is, every day. Stevedores, for instance, work only occasionally when boats are coming in or going out. Some earn enough for their occasional labors to keep them well clothed and well fed. Many automobile drivers listed above own their own machines and are engaged in rent service, that is, hiring their machines for occasional trips. Workers in pineapple canneries are employed steadily for about five months of the year. After that time only a few workers are employed each week, because there is but little work to do. A great many of the other workers in the table above do not work permanently, but prefer to take occasional jobs as they can secure them.

#### (b) *Living conditions.*

The conditions of life of the Filipino living in the cities, excepting those who have permanent work may be said to be difficult and miserable because of their irregular periods of employment. They find hardly enough to sustain themselves and I can affirm that a great number of them lack the necessities of life. Often they live by securing shelter and aid from their compatriots who are at work and earning their living. These people then become a veritable charge on those who do work and shelter them. It is hard to say why this condition exists, because the sugar plantation companies will give work to any of

these laborers who desire to go to plantations and will give them a chance to earn wages every day of the year. However, attractions of the city seem to be the cause, which lead so many of this class of Filipinos to this irregular life.

The dwelling houses of those who live in community can not be said to be not comfortable. They rent houses from \$13 to \$20 a month, capable of accommodating from four to eight persons.

The cost of articles of primary necessity in the City of Honolulu, compared with the cost of those in the City of Manila, seems to be relatively cheaper.

Considering that the salaries of the workers are paid in dollars, the cost of the articles the worker needs is lower in Honolulu than in Manila, as will be proved hereinafter.

#### IN THE PLANTATIONS

##### (a) *Labor conditions.*

The work that the Filipino laborers perform in the plantations varies as follows:

*By the day or per diem.*—Day work is such as cleaning gardens, sweeping floors of the factory and mill, gathering rubbish in the field and some kinds of cultivation work and other things. This kind of work is given more to the new arrivals and convalescents than to any other group of laborers. Day work is also given for a short time to many other laborers who are just completing one short or long-term contract and are waiting to begin another, or during off-season time when the mill is not grinding. Day work is given them to keep them busy for a time.

For day work the daily pay is \$1, which does not include the bonus of 10 per cent that each worker receives during the month (turnout bonus), and in addition to the turnout bonus workers may receive a profit-sharing bonus on the price of sugar, which at 5-cent sugar is 5 per cent. The profit-sharing bonus increases as the price of sugar increases, so that if the price of sugar is 6 cents the day laborer would receive \$1 per day, plus his turnout bonus of 10 per cent, plus profit-sharing bonus of 15 per cent. At 7 cents the profit-sharing bonus would be 25 per cent, and so on.

*For short contracts.*—These contracts include the removal of earth, irrigating, plowing, fertilizing, weeding, cutting cane and

loading it in the wagons, and laying portable tracks. The payments for these contracts are different as follows:—

(1) *Cutting cane.*—This work is done by the ton. Workers are paid by the group, and each group works under a contractor, but the payment is made by the bookkeeper or plantation paymaster to each worker, dividing equally the sum earned by the whole group among the laborers. Sometimes record is kept of the work done by each man individually by keeping account of lines or tons cut. In this case payment is not made by the group, but to each individual according to the weight of cane cut by him.

The rate of payment of the workers in cutting cane, in one way or another, is from \$2.25 to \$2.50 a day, excluding the bonus.

(2) *Loading cane.*—This work consists in loading the cane in the cars. The payment is from 25 cents to 28 cents per ton. For this class of work the laborer receives \$2.38, and sometimes more, for a day of ten hours labor, excluding the bonus.

In order to appreciate properly the results obtained in the application of this contract, I requested a certain manager of a plantation to furnish me with a copy of the final settlement of accounts taken at random from the files, and immediately he handed me the following:

(Short Contract)

**HILO SUGAR COMPANY, AUGUST 31, 1925**

FONSECA CONTRACT

	Hours	Amount	Daily wages	Bonus, 10 per cent	Profit sharing bonus
Weighing cane.....78/81..	7,600	\$96.52	\$1.27	\$0.10	\$1.37
Do.....45..	3,400	43.18	1.27	.10	1.37
Do.....O/S..	7,400	93.98	1.27	.10	1.37
Do.....77..	500	6.35	1.27	.10	1.37
Fluming cane.....78/81..	4,300	58.05	1.35	.11	1.46
Do.....78/81..	500	6.35	1.27	.10	1.37
Do.....78/81..	1,550	23.87	1.54	.12	1.66
Do.....45..	700	9.45	1.35	.11	1.46
Do.....45..	200	2.54	1.27	.10	1.37
Do.....O/S..	2,850	38.48	1.25	.11	1.46
Do.....O/S..	300	4.62	1.54	.12	1.66
Do.....77..	500	6.75	1.35	.11	1.46
Do.....77..	200	3.08	1.54	.12	1.66
Authority 181.....	400	5.08	1.27	.10	1.37
Repairs flumes.....	500	6.35	1.27	.10	1.37
Cutting seed.....	100	1.27	1.27	.10	1.37
Selecting seed cane.....	200	2.54	1.27	.10	1.37
Repairs of roads and bridge fence.....	800	10.16	1.27	.10	1.37
Repairing of roads, pipe lines, and ditches.....	500	6.35	1.27	.10	1.37
Applying fertilizers 55.....	200	2.54	1.27	.10	1.37
Cutting cane.....78/81..	21,300	468.91	2.20	.18	2.38
Do.....45..	11,900	111.05	.93	.07	1.00
Loading cane.....45..	2,050	21.18	1.03	.08	1.11
Do.....78/81..	2,900	66.74	2.30	.19	2.49
Do.....	70,850	1,095.39	1.54	.12	1.66
Bonus paid to 43 men.....		134.55			
Total.....		1,229.94			

**HILO SUGAR COMPANY**  
(Sgd.) ALEX. FRASER, Manager

*For long time cultivation contracts.*—In some cases plantations make contracts with groups of laborers to take complete charge of cultivating fields and carry the work on until completion. Plantations advance laborers for their sustenance \$1 a day for each day worked, plus bonus. When the cane is harvested the laborer receives the difference between the amount earned under the contract and the advances of \$1 per

day. Under these cultivation contracts, Filipino laborers earned from \$2 to \$4 per day, averaging about \$2.40.

For more clearness and a better understanding of what in practice is called "long contract," a copy of a final settlement, taken also at random as the other from among a great number of settlements kept in the files of the plantation, is inserted herein.

(Long Contract)

## HILO SUGAR COMPANY, JULY 15th, 1925

FINAL SETTLEMENT ON ALFRED FONSECA CULTIVATION CONTRACT: WAINAKU  
SECTION—FIELD NOS. 38-44—201.8 ACRES

CROP 1925

By 13,805.972 tons cane at 95 cents per ton.....		\$13,115.67
Less advances as follows:		
To not stripping 118.17 acres at 7 dollars.....	\$827.16	
Plantation men and mules.....	3,322.94	
Cash advances.....	4,606.74	8,756.84
Balance due.....		<u>4,358.83</u>

Received payment:

(Signed.) M. A. FONSECA

Average earnings of contractor per man per day, \$1.99.

Approved:

(Signed.) ALEX. FRASER

## WORK IN THE MILLS

In this work is included all the operations in the mills, by means of contracts by workers composed of from 23 to 33 in each group. They take charge of the centrifugals, load sugar in the sacks, and carry them in the warehouse. This is named a "drying contract." Generally each worker received by this contract a salary

of from \$2.20 to \$3.27 a day, the period of work covering from December of one year to August of the next year. After this these workers perform clean up in the mill.

For information, I have attempted to compare wages paid in Hawaii with those paid in the Philippines, and to show the difference. The sums mentioned are in dollars, United States currency.

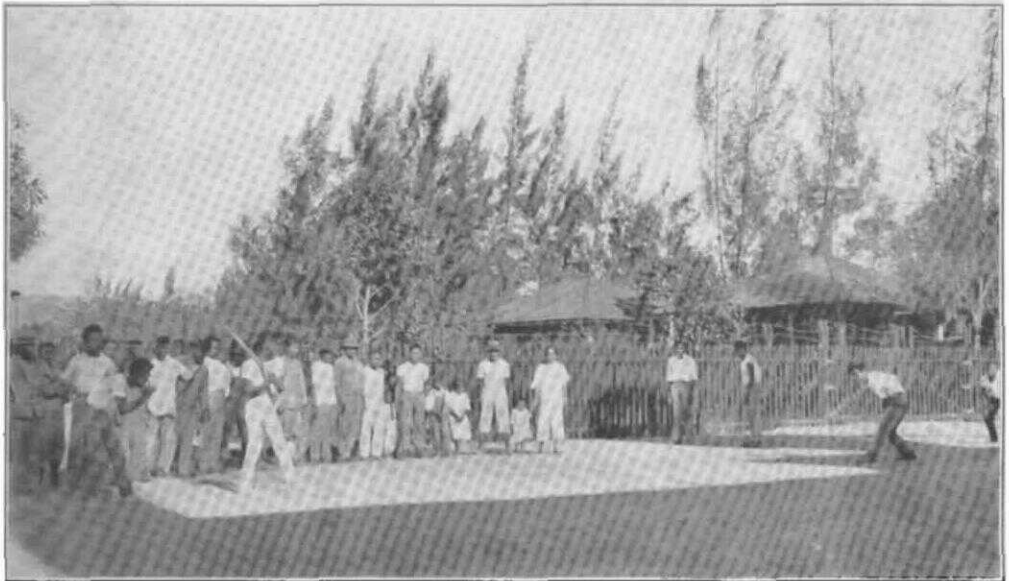
## Comparison of daily wages in the mills and fields

Nature of work	Hawaii		Philippine Islands	Difference
	Daily pay	Including, 10 per cent bonus		
Cane carrier:				(Note A)
Unloading machines—season.....	\$1.90	\$2.09	\$0.50	\$1.59
Other men.....	1.63	1.79	.50	1.29
Unloading machines—off-season.....	1.75	1.93	.50	1.43
Other men.....	1.50	1.65	.50	1.15
Fireroom:				
Firemen.....	1.60	1.76	.65	1.11
Trashmen.....	1.39	1.53	(?)	
Water tenders.....	2.63	2.89	(?)	
Boiling house samplers.....	2.08	2.29	.50	1.79
Juice heaters and scales.....	1.75	1.93	.65	1.28
Settling tanks.....	1.50	1.65	.60	1.05
Evaporators.....	1.90	2.09	.50	1.59
Lime kiln.....	1.75	1.93	.50	1.43
Filter presses, lunas.....	1.39	1.53	.50	1.03
Filter presses, others.....	2.38	2.62	(?)	
Vacuum pans.....	1.39	1.53	.50	1.08
Crystallizers, mixers, sweepers.....	1.80	1.98	(?)	
Engine and pump tenders.....	1.66	1.83	.60	1.23
Centrifugal No. 2.....	1.70	1.87	.50	1.33
Centrifugal No. 1—during season.....	2.50	2.75	.75	2.00
Sewing machine.....	1.25	1.38	.60	.78
Loading sugar—off-season.....	1.50	1.65	.60	1.05
Milling department:				
Engine tenders.....	2.03	2.23	.60	1.63
Oilers.....	1.64	1.80	.60	1.20
Cane feeders.....	1.50	1.65	.60	1.05
Mill tenders.....	1.38	1.52	.60	.92
Mill repair gangs.....	1.84	2.08	.60	1.43
Carpenter shop:				
Car repairing gang.....	2.42	2.66	.625	2.035
Painters.....	1.73	1.90	(?)	
Carpenters.....	2.47	2.72	(?)	
Electricians—Helpers, etc.....	2.43	2.67	1.125	1.545
Machine shop—Helpers, etc.....	2.63	2.89	(?)	
Loading cane—(27 cents per ton in Hawaii) average daily.....	2.63	2.89	.50	2.13
Cutting cane—(21 cents per ton in Hawaii) average daily.....	2.25	2.46	.50	1.96
Donkey engine.....			.50	



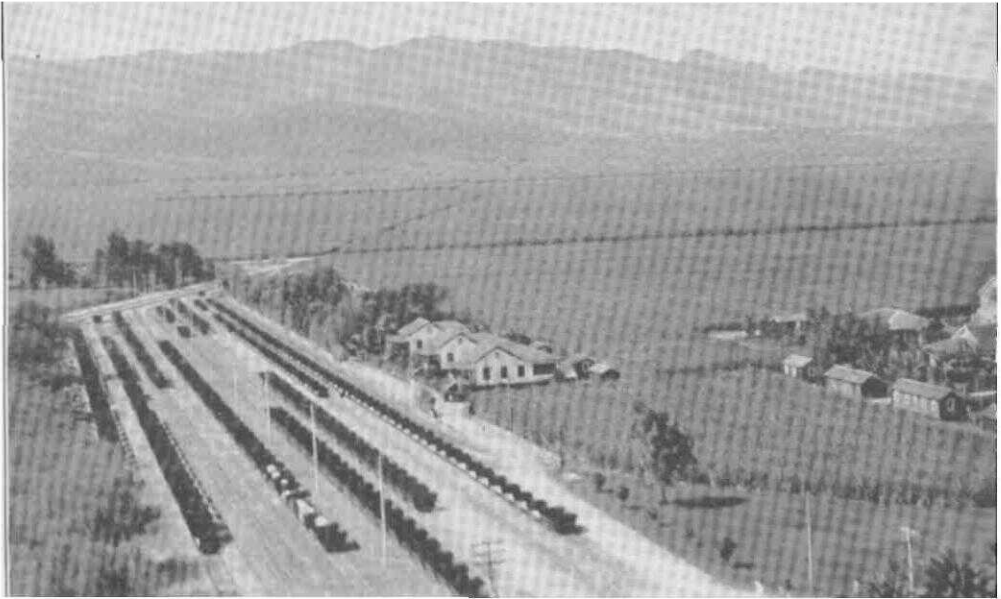
A group of Filipino laborers with their families at the Immigration Station of the Hawaiian Sugar Planters' Association in Honolulu, ready to return to the Philippines

Un grupo de obreros filipinos con sus familias en la estación de inmigración de la *Hawaiian Sugar Planters' Association* en Honolulu, en expectativa de embarque para Filipinas



A group of Filipinos who have recently arrived from the Philippines, playing indoor baseball in the yard of the Immigration Station in Honolulu

Un grupo de filipinos recién llegados de Filipinas jugando al *indoor baseball* en el patio de la estación de inmigración en Honolulu



The Ewa Plantation, Oahu, as seen from the top of the plantation mill  
La plantación de Ewa, Oahu, visto desde la cúpula del molino de la misma plantación



Director Cruz, Commissioner Ligot and the Director of Welfare, Mr. Nelson, inspecting the dwelling-houses of the Filipinos on the plantation of Ewa, Oahu

El Director Cruz, el Comisionado Ligot y el Director de Bienestar Mr. Nelson, inspeccionando las viviendas de los filipinos en la plantación de Ewa, Oahu



**NOTE A.**—The Filipino laborers in Hawaii buy their food supplies and necessities in dollars. As a dollar in Hawaii will not buy as much as ₱2 will in the Philippines because of the difference in price, I have attempted to arrive at a fair index figure by taking unit prices of such food articles as rice, canned salmon, canned sardines, dried shrimps, mongo (or bundo) beans, fresh meat, dried fish, onions, vermicelli, laundry soap, kerosene, sugar, and coffee. The total unit prices of these articles in Manila would be \$7.64½, United States currency, while in Hawaii the same articles would cost \$10.96½. From this can be deduced the fact that the purchasing power of an American dollar in Hawaii is only about 75 per cent of its purchasing power in Manila, so that for wage comparisons between the Philippines and Hawaii we should compute the dollar as worth only ₱1.50. This would mean, for instance, that while the difference shown in the daily wage for cane carrier unloading was \$1.59 more in Hawaii than in the Philippines per day, really the \$1.59 should be reduced by about 25 per cent and that actually the Hawaiian wage then would exceed the Philippine wage per day by only \$1.14. Nevertheless, under any method of figuring it will be seen that the wages in Hawaiian sugar factories are much higher than in the Philippines.

**NOTE B.**—In the Philippines cutting and loading cane is usually paid for to the contractor, not to the laborers; and the contractor pays the workmen ₱2.50 per week with rice and ₱0.10 per day for food. In the foregoing tables ₱1 per day is used as average wage.

It must be remembered also that in Hawaii food costs are lessened in many cases by laborers having a home garden in which they raise some of their own vegetables. Also they have no house rent to pay and they have free fuel furnished them.

It must also be remembered that in Hawaii the laborer's job is worth more to him than in the Philippines because in Hawaii he can work every day of the year, whereas in the Philippines he works only a part of the year and sometimes only a part of each month.

*Various laborers.*—Besides those mentioned, they also give various Filipinos certain work in the mills and on the planta-

tions; namely, steam plow work, chauffeurs, railroad right-of-way men, railroad brakemen, irrigators, field cultivation work, such as hoeing, weeding, stripping, topping cane; pilers of cane for mechanical loaders, portable track men, fertilizer men, warehouse men, mule men, policemen, camp bosses, cooks, store men, office clerks, interpreters and helpers in hospitals, lunas, timekeepers and field overseers.

The officials on the plantations who directly attend to and direct the workers are:

The field boss, whose duty is to assign work to the groups of laborers, or to each one of these.

The luna or overseer, who is charged with the direction of the work of each group, and to take note of the absentees.

The paymaster, who directly makes payment to the workers of their salaries and other concepts, and to collect from them their debts to the plantation store and for electricity consumed by them.

The camp boss visits the houses of the workers daily in order to see if all the laborers have gone to work; and if there are some that are ill, to take them to the hospital; but in case they are well he tells them to go to work.

#### LIVING CONDITIONS

The living conditions of the worker who labors on the plantation are as follows:

#### THE SALARY HE RECEIVES

The average salary that the workers receive in their different work on the plantations and in the mills as above specified, compared with that received in the Philippines, is as follows:

On the plantations of Hawaii	In the Philippines
From \$1.00 to \$1.50 daily.	₱2.50 weekly.
2.38 2.68 daily.	.10 daily for food with sufficient rice.
2.25 2.50 daily.	Total: ₱4 weekly.
2.39 4.00 daily.	

Besides this salary the worker on the plantation receives a bonus of 10 per cent on the total of the salary that he receives (turnout bonus), and 5 per cent of the profit-sharing bonus (always when the worker may have worked 23 days during the month), when the price of sugar reaches 5 cents a pound. This profit-sharing bonus increases beyond 5 per cent with each advance in price of sugar, so that at 6 cents sugar there is 15 per cent profit-sharing

bonus, at 7 cents sugar, 25 per cent bonus, etc. The days in which the worker may be ill are credited to his favor the same as if he had been able to be at work to have a right to these bonuses.

It must be put on record that the payments in the different classes of work specified are different in each island, as verified by the undersigned.

#### ESTIMATED COST OF LIVING

For a single person per day:

Rice .....	\$0.17
Food .....	0.20
Cigarettes .....	0.05
Incidentals .....	0.06
Total per day .....	\$0.48
	30
Total per month.....	\$14.40
Washing per month.....	2.00
Soap .....	0.10
Clothing, shoes, etc.....	1.50
Grand total .....	\$18.00

*For a family.*—The expenditure of \$18 per month for a single man should be increased 50 per cent when he has a wife, and 15 per cent added for each child, which results as follows:

The worker with his wife and 50 per cent increase, which equal \$9, added to the \$18 totals \$27.

A family with one child, and 15 per cent increase in expenses, equalling \$2.70, added to \$27, gives a total of \$29.70, and so forth.

This does not include expenditures for moving pictures and other recreations, which may be about \$2 per month, giving a total of \$31.70. Nor is included in this the sum of \$5 per year for a "cedula"—a personal tax of some kind. Women workers pay personal tax as men do.

#### FREE CONVENIENCES GRANTED BY THE PLANTATIONS TO THE WORKERS

A house (valued from \$900 to 1,000), with modern hygienic and sanitary conveniences, including kitchen, bath, wash-house, odorless toilets with running water, wood and other fuels for cooking of their food, and water. The great majority of the houses are lighted with electricity at the cost of the occupant.

Medicine and hospital services.

Free schools for minors.

Clubs with their recreations, such as billiards and other honest games on tables, and sometimes moving pictures.

Fields for sports, including equipment for playing baseball, volleyball, basketball, etc.

Once a month many of the plantations admit the entrance of an orchestra and dancers, in order that the workers may amuse themselves for a night.

The hygiene and sanitation of the camps of the workers is in charge of a special corps of welfare workers on some of the plantations, and of nurses and charity workers on the others. The Filipino ministers of distinct Christian churches cooperate in these works.

In the great majority of the plantations the workers can get from the plantation stores meat and fresh milk, as well as the articles that they need for their maintenance, dress, etc., at cost price, except articles of luxury, because the stores of the plantation function *not on business basis but as a help to the workers*. There exist on the plantations private stores, and the worker is free to buy whatever he needs in any of these stores, even in disregard of the plantation stores, because the pay of the laborer for his work is made monthly and always in legal tender.

For the security of the worker who wishes to save money, there exist in the majority of the plantations branches of the banks established in Honolulu that give interest of 4½ per cent on fixed deposits. It has been verified that in the various banks established in the Territory the Filipino workers, since 1924, have deposited as savings the sum of \$800,000.

In the plantations where these branches do not exist, the managers receive the sums which the workers wish to deposit in the banks, to deposit them therein in the names of the workers.

The spiritual needs of the worker are satisfied by means of the churches of different creeds that are found in the plantation camps and in neighboring places.

#### LEGAL PROTECTION FOR THE WORKER

The workers in the Territory, without distinction, are cared for by means of protective laws in force. Excerpts of some of these, are:

#### IMMIGRATION, LABOR AND STATISTICS

(Revised Laws of Hawaii, 1925, Vol. 1.)

SEC. 787. There is established within and for the Territory of Hawaii a Department of Immigration.

Labor and Statistics, which shall be in charge of a Board of Immigration, Labor and Statistics. The Board (section 788) shall be composed of five members, who shall be appointed by the Governor in the manner prescribed in section 80 of the Organic Act, for terms of five years. The Board (section 790) shall make full inquiry, examination and investigation into the condition, welfare and industrial opportunities of all immigrants and settlers arriving or being within the Territory. It may also collect information with respect to the need and demand for labor by the several agricultural, industrial and other productive activities throughout the Territory; gather information with respect to the supply of labor afforded by such immigrants and settlers as shall from time to time arrive or be within the Territory; ascertain the occupations for which such persons may be best adapted and bring about intercommunication between them and those requiring labor; investigate the treatment accorded them; cooperate with public and philanthropic agencies designed to aid in the distribution and employment of labor, and devise and carry out such other suitable methods as will tend to prevent or relieve unemployment.

SEC. 791. The Board may from time to time set aside and expend such sum or sums of money from its appropriation, as it may deem best for the temporary relief of indigent, suffering and helpless persons.

SEC. 792. The Board may make all contracts and do all acts necessary or proper for securing low rate of fare to immigrants, for paying their passage money and otherwise facilitating their transportation, and for their reception and temporary accommodation.

SEC. 2019. Emigrant agent must obtain a license from the treasurer of each county or city and county. No license shall be issued without the following: (1) A sworn statement of the person or persons employing him, the place, and inducements to be given laborers he may recruit; (2) a bond in the penal sum of \$25,000 to the treasurer of the Territory; (3) payment of an annual license fee of \$500.

SEC. 2021. Every emigrant agent shall give a bond of \$100 to each and every laborer recruited by him conditioned for the faithful performance of any contract or promise made with or given to any laborer so recruited.

SEC. 2022. Agents cannot recruit minors without the written consent of the parents or guardians.

SEC. 2023. No emigrant agent shall be allowed to induce, entice or persuade servants or laborers to serve his employer for specific length of time or to leave the service of the employer.

SEC. 2026. Any person who shall engage in business as an emigrant agent, without first obtaining a license, or who violates any provision of sections 2018-2026 shall be guilty of a misdemeanor, and upon conviction shall forfeit his license, if he has one, and shall be punished by a fine not exceeding \$1,000 or by imprisonment for not more than one year, or by both such fine and imprisonment.

SEC. 2027. Employment agencies must pay annual license fee of \$25.

SEC. 4496. For inducing servants or laborers to leave employment, is imposed a fine of not more than \$500 or imprisonment for not more than six months, or by both punishments.

SEC. 4497. Newly arrived immigrants are protected from being misled by false and mischievous representations of emigrant agents. Punishment: Forfeiture of license and subject to a fine of not more than \$1,000 or imprisonment of not more than six months, or both.

SEC. 4360. Interference with the right to work, or picketing, is unlawful, and punished with the penalty of fine not more than \$1,000 or imprisonment for not more than one year, or both.

SEC. 4488. All labor on Sunday is forbidden, except work of necessity or mercy.

SEC. 3581. Without written consent of the laborer or employee, or by action at court, no deduction shall be made against any wage due and payable to any laborer. Punishment: Fine not less than \$50 and not more than \$100.

SEC. 178. The daily wage of a laborer on public work shall not be less than \$2.25.

The Workmen's Compensation Law is covered with sections 3604-3667, chapter 209 of the Revised Laws of Hawaii, 1925.

SEC. 4490. Children under the age of sixteen years cannot be employed to work more than eight hours in one day of 24 hours, or more than 48 hours in any one week. Punishment: Fine not less than \$25 nor more than \$100, or imprisonment not exceeding thirty days, or by both.

#### IV

#### COMPLAINTS RECEIVED

##### FROM THE FILIPINO WORKERS IN THE CITIES

The complaints of the workers in the cities, especially those who live in Honolulu, are as follows:

(1) That many of them have been discharged from work without any explanation or notice.

(I believe that the fact that the city workers are employed on temporary jobs and necessarily as work ceases they are discharged gave rise to these complaints.)

(2) That by reason of the enforcement of the measure which makes it necessary to be a citizen of the United States before being eligible to be employed on public works and other occupations of the territorial government, Filipinos employed on public works, and other work of a like nature, as well as those who were employed in the City of Honolulu as musicians of the Government band, have been discharged in the middle of the past month without previous notice.

(These complaints also arose from employment in the city. Legal difficulties surrounding citizenship of Filipinos are responsible.)

(3) That the Filipinos employed in the Navy Yard of Oahu, a total of 306, have

been discharged from service at the end of September last through not being citizens of the United States, without taking into account their long years of efficient service.

(Again this complaint refers to the legal situation as to which recommendations are hereinbelow made.)

In visiting plantations, talking with laborers and at public meetings, various complaints were heard.

#### FROM WORKERS ON THE PLANTATIONS

The complaints of the workers, which are of a general character in all the plantations visited, as well as those I interviewed personally in my residence, are as follows:

That the salary of one dollar (\$1) which the worker receives, who has a family living with him on the plantation, is not sufficient, especially if he has many children. And if he has a family in the Philippines, the sum that he can send to them for their maintenance is equally insufficient. (See comment on this point hereinbelow.)

The isolated complaints of some of the workers belonging to one or other of the plantations, manifested to me, may be summarized as follows:

(1) That notwithstanding they have worked for a long time, more than is necessary, on one or on various plantations, they are not able to return to the Philippines.

(2) That their houses are not in such good condition as some of the other workers, and they are not allowed, in some instances, to fence them, although other tenants of similar houses are allowed.

(3) That the payment of the work for "long-term contract," for which the worker gains more than a dollar a day, is made tardily, some three or four months after the cane is handed over, and that the workers have no suitable means by which to compare the exactitude of the quantity of cane, as well as the expenditures incurred by the plantation, when the plantation employs supplementary or additional workers, expenditures which they credit to the contract, deducting from the total sum whatever is owing.

(4) That certain sections of the "long-term contract" ought to be amended so that the rights of the worker may be duly respected and that the fruit of his labor may not be lost by incidental questions that

have nothing to do with the work already performed by the worker by means of said "long-term contract." It happens some times that after the worker has fulfilled his obligations in the contract he loses all his right to collect what is due him owing to faults committed thereafter and which have nothing to do with the work already done according to the previous contract.

(The plantation managers and the Hawaiian Sugar Planters' Association deny that any forfeitures of contract rights are ever imposed as penalty on laborers after completion of work on cultivated field, and no evidence supporting this charge has been presented to me.)

(5) That the laborer has to work too many days during a month to have a right to the bonus; and that the amount of the bonus should be increased.

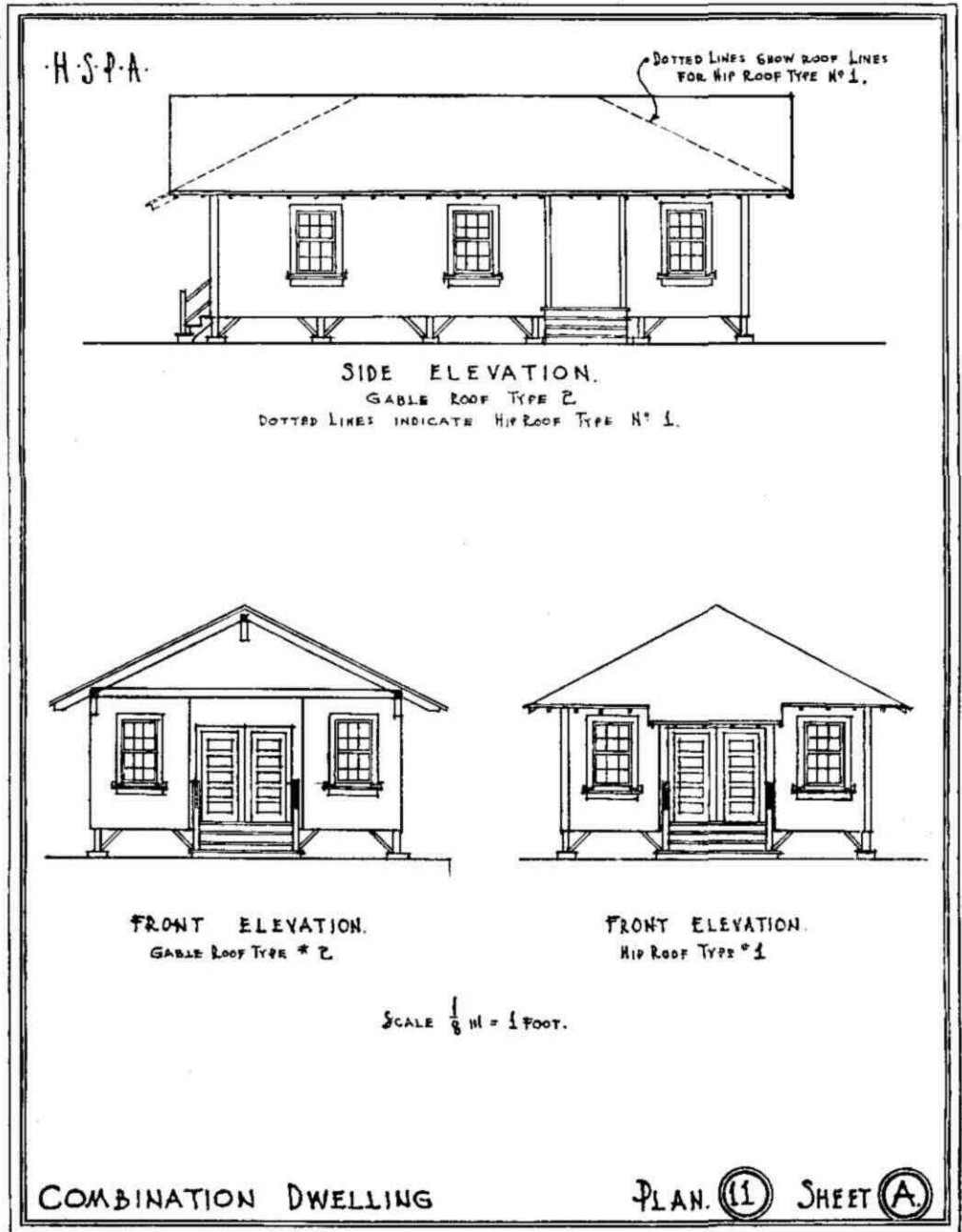
(6) That on certain occasions two contractors, a Japanese and a Filipino, who have done similar work, under equal circumstances and on adjoining lands, on the payment for the work, did not receive an equal quantity, the effect being that the Filipino contractor and those who worked with him received less for their work than the Japanese contractor and his companions did.

(7) That two Filipino workers who performed equal work did not receive equal compensation.

(8) That some workers of other nationalities, occupied in similar work to that done by the Filipinos, nevertheless received more pay than they did.

(9) That certain laborers incapacitated to work through one cause or another, are not returned to the Philippines by the Hawaiian Sugar Planters' Association by reason of the fact that their physical incapacity was not caused by their work on the plantation.

(10) That some workers who have been able to comply with the terms of the contract, and thereby acquired a right to a return free passage to the Philippines, were refused to have the passage by reason of the fact that they do not belong to the plantations when they solicited their free passage, or because they may have been contracted before 1915, although after this date they worked more than the 720 days during three consecutive years required for them to have a right to a free passage.





(11) That some workers who joined in the past *strike*, and afterwards were reinstated in the plantations, and have already complied with the terms of the contract to have a right to a free passage to the Philippines, were not granted this right, notwithstanding the fact that they have requested their respective managers.

(12) That many of the workers who took part in the past strike are not now admitted to the plantations from where they came, and if through absolute necessity they are required, they give the heaviest work for which the smallest salaries are given; and to those workers whose work in long contracts at the time of declaring themselves on strike, had already been terminated, the plantation refused to pay the fruit of their labors; and their employers refused to recommend them to have the right to a free passage back to the Philippines, although at the time of declaring themselves on strike they had done work much greater than what is demanded to have a right to a free passage.

(13) That when certain complaints or petitions presented to their superiors are denied, they often did not state the cause or reason for such denial.

(14) That owing to the lack of women, life is nothing agreeable in the camps, and the questions arising and the crimes that happen and are committed by the Filipinos, are largely owing to this physiological necessity of the worker, not being satisfied.

(15) The Labor Commissioner does not inspect the majority of the plantations more than once a year, and if not without some difficulty the workers send to him to Honolulu their written complaints in order that he may intervene in their solution, they may receive the answer after some time, and with enough backwardness.

(These complaints herein enumerated were merely voiced to me in talking with laborers. No evidence was offered in support thereof and no evidence could be gathered during the visits to plantations that might tend to prove that these complaints were either justified or unfounded.)

#### FROM THE MANAGERS OR PLANTERS

In talking with many managers whom I visited on the different Islands the general sentiment expressed by them was that the Filipino laborers were very satisfactory

and were working well. They, however, expressed some difficulties in dealing with them as follows:

(1) That some Filipino workers are accustomed to pass from one plantation to another, causing certain delays and upsetting in the work, and the consequent alteration of the record of the worker, which many times is in prejudice of the worker himself when he desires to obtain a free-return passage to the Philippines.

(2) That some Filipinos, to profit from the good sense of their compatriots on the plantation, solicit from the latter contributions in hard cash without justified motives.

(3) That some Filipinos, who do not belong to the plantations, are regularly the cause of the agitations in the same, which destroy the peace and harmony reigning between all, employers and workers.

(4) That in view of the small stability of Filipino workers on the plantations, they encounter difficulty in finding Filipinos sufficiently able in the work of each plantation to discharge positions of some responsibility as, for example, those of camp boss, lunas or overseers, or contract boss, etc.

(5) Many Filipinos, above all those that have no family, put little care in the tidiness and the cleanliness of their respective homes, careless in some cases in arranging the little imperfections of their dwellings, a thing that the workers of other nationalities do. However, managers expressed themselves as believing these difficulties were being overcome and Filipino workers were improving in these respects.

#### V

#### THE LABOR COMMISSIONER, MR. C. LIGOT, AND THE LABOR LEADERS

Through mediation of the undersigned, the labor leaders who head the "High Wage Movement," and the Labor Commissioner, Mr. C. Ligot, after mutual explanations agreed to compromise the controversies which surged between them. Accordingly, on the 19th of the present month, after a conference had in the residence of the undersigned, which lasted for about six hours the said labor leaders, with the acquiescence of the said Labor Commissioner, signed, in the presence of the undersigned, a document written in Tagalog, containing agreed understanding had between them. It may be stated that there now exists a

coöperation between the signers of said document and Commissioner Ligot. The document states:

This Document is executed this day, October 19, 1925, at 6 p. m., the assembly being at the invitation of Mr. Hermenegildo Cruz, Director of the Bureau of Labor of the Philippine Islands, in room 154 of the Alexander Young Hotel, Honolulu, Territory of Hawaii, there being present Directors of the "High Wage Movement," who after thorough and careful discussion have agreed upon the following:

That in order that the Filipinos in Hawaii be united and to the end that the living conditions and social standards of the Filipinos in Hawaii be advanced both of those upon plantations and those who are working elsewhere, and in order that there may be a common effort to present to the public but one standard of Filipino people and their Government, and in order that correct understanding may be given of the actions of the Filipino people and their aspirations, the undersigned, therefore, unanimously resolve to form a common union in furtherance of these purposes and agree that:

All complaints or requests directed by the Filipino Community to the public or to employers in the Territory shall first be submitted to the Honorable Commissioner of Labor, Mr. Cayetano Ligot and the undersigned will be guided by the commissioner and any actions on the results of such conference will be left to the Commissioner to carry on with the help of the undersigned; this shall be true whether the requests or complaints be directed to the Government of the Territory of Hawaii, the Hawaiian Sugar Planters' Association or to the Government of the Philippine Islands;

It is further resolved that all proceedings shall be done in a peaceful and orderly manner and in full accordance with the law.

In witness of our agreement to all that is stated above our signatures are affixed hereto.

PATRICIO BELEN, *President.*  
 PEDRO T. VICTORIA, *Vice-President.*  
 FAUSTO CARALDE, *Secretary.*  
 MATEO IGNACIO, *Assistant Secretary.*  
 BERNABE TIBAYAN, *Auditor.*  
 EPIFANJO TAGK, *Treasurer.*  
 ROBERTO RAMOS, *Delegate.*  
 ESEQUIEL CASTAÑEDA, *Delegate.*  
 BERNAL JAVIER, *Delegate.*  
 NARCISO MARIANO, *Delegate.*  
 SATURNINO GARINO, *Delegate.*  
 FUSEBIO ALALRA, *Delegate.*  
 FRANCISCO OSEAS, *Delegate.*

Approved:

CAYETANO C. LIGOT  
*Commissioner of Labor*

Certified to:

HERMENEGILDO CRUZ  
*Director, Bureau of Labor*

## VI

### COMMENTARIES

In considering the situation of the Filipino workers in the Territory of Hawaii, we must divide them in two groups, namely:

(A) Those that live and work in the cities of the four big Islands, and especially those that are in Honolulu; and

(B) Those that live and work on the plantations.

(A) The Filipinos who reside in Honolulu that, by approximate calculation, will not be less than 5,000 including the women and the children, proceed almost all from the plantations, and voluntarily, or by one or another cause, abandon their work on them. They are those who form the legion of persons that on leaving the work of the field run the adventure in said city, preferring the agitated life to the calm and healthful one, although hard, of the field. As there is not sufficient work for all, and those who have permanent or stable employment are very few, an impression is naturally created, which usually reflects itself in their own opinion and that of other persons, and whose echo reaches the Philippines, that the life of the worker in the Territory of Hawaii is difficult and miserable, to which estimation are mingled all the Filipinos, without excluding the 24,992 Filipinos who live and work peacefully and profitably on the plantations. Such erroneous valuation accentuates itself more if one takes into account the fact that the Filipinos residing in Honolulu, in their great majority, were originally contracted for by the Hawaiian Sugar Planters' Association.

This bad fortune and the miserable life of many of the Filipinos is accentuated more and more by reason of the strike initiated in April of 1924, by which reason many have left their work on the plantations and refuse to return to work on the same. According to information given to me, the sugar plantations have continuously advised all these men that they will be taken back at work if they so desire. But the requisite of American citizenship for one to be able to work in the occupations of the Government of the Territory, as well as in the U. S. Navy Yard, aggravates the situation.

The Labor Commissioner, Mr. Ligot, and the undersigned, took the necessary steps for the return to the Navy Yard of the 306 discharged Filipinos, otherwise their return to their country in the military transports and the consequent payment of the bonus to those discharged at the rate



of 2½ per cent on their salary, to which they are entitled. We have had an interview with Admiral McDonald of said station; we have directed various telegrams to the Honorable Governor-General of the Philippines, and to the Honorable Pedro Guevara, Resident Commissioner at Washington, D. C. on this matter. No replies have so far been received.

The reason of the unexpected discharge of the Filipinos in the Navy Yard is the provision contained in section 105 of the Organic Act of Hawaii, approved on the 9th of July, 1921, which holds that those who are not citizens of the United States shall not be employed on works of the Government, in accordance with the decision of the Supreme Court of the United States in the case of *Hidemitsu Toyota vs. U. S.*, July 19, 1919 (40 Stat. 542). The order was issued by the Navy Department of the United States.

The Filipinos of the Territory of Hawaii are confused by the fact that they have applied such order only to the Filipinos who work in the Navy Yard of Honolulu, while those Filipinos working in the Naval Stations of the United States and of the Philippines have been exempted as proven by the fact that they continue rendering their services to the same.

"We, the Filipinos," the discharged say, "are allies of the United States. On more than one occasion we have demonstrated our loyalty to the American flag, and we believe sincerely we ought not to be excluded from the work of the Naval Station in Honolulu. If it is painful to lose the work, it is painful still to suffer this prejudicial distinction."

The Filipinos discharged or excluded from the work of the Government say that they ought to merit some consideration, because in previous years they had rendered their labor to the Government.

Such considerations and facts, in the judgment of the undersigned, deserve consideration, not only by the authorities of the Territory but also by the planters. Although the Filipino worker has not migrated to this Territory to work outside of the plantations, the fact that some of them left such plantations to seek their sustenance in the cities, where they believed they would be better, and find satisfaction, gives credit to the immigration, and proves the liberal-

ity with which the workers are treated by the plantations, and thus gives a lie to the news published in the Philippines that the Filipino worker in Hawaii is forced to the works in the field against his will. The problem of the unemployment of many of the Filipinos who reside in Honolulu, which affects the community, will be solved to a great extent as soon as they are readmitted to Government works and to the U. S. Navy Yard. It will finally be seen that the liberality of the planters is not hindered with the impediment of finding work in the Government and the U. S. Navy Yard.

(B) According to the latest official statistics, the Filipino laborers who work in the 44 plantations attached to the Hawaiian Sugar Planters' Association number 24,992 without including the members of their families, which will number, according to the nearest estimate, about 5,200. It may be stated that, excepting those who do not work through illness, or for other causes, the workers living in the camps of the plantations have permanent work, because those who do not wish to work will not be permitted to remain there without some justifiable reason.

In my inspection of the 33 plantations the general complaint which I received concerning the insufficiency of salary of \$1 per day paid to the married worker, was discussed with the managers, who, as well as the Secretary of the Hawaiian Sugar Planters' Association, have expressed themselves as desirous to help the married workers. Indeed, every opportunity was given these people to obtain jobs which pay higher wages. My attention was called to the fact that this point was considered by the Hawaiian Sugar Planters' Association and by the managers when Commissioner Ligot presented the situation to them in November, 1924. After the investigation that was then made, and from the other investigation previously brought about, it was found, I was assured, that very few Filipinos with families ever received so low a pay as \$1 and that if a man is worthy he need never receive so low a pay, because it is the policy of the association and the plantations to give him an opportunity to earn more by working on contracts and in the better paying jobs. By referring back to the table of wages herein included

it can readily be seen that this opportunity is material.

According to statistical data, by the end of 1924 there immigrated to this Territory 4,700 workers with families, and since then until this date there came about 1,500 also with families, making a total of 6,200. Those who returned to the Philippines numbered 1,000; it may therefore be estimated that there exist on the plantations some 5,200 workers with families. Consequently, the claims for insufficiency of salary could really affect only that portion of this number of workers who labor on the plantations, who are not now enjoying positions paying more than \$1 per day—a very small number indeed.

Concerning the complaints—they are numerous—relative to free-return passage to the Philippines, it is observed in practice that most of the times the fault is with the worker himself if he fails to obtain said passage. The Hawaiian Sugar Planters' Association only demand that the laborer works no less than 720 days to obtain the right to a free passage, excepting those incapacitated for work, to whom it is conceded without any requirement. However, those contracted before 1915, even they may have been able to cover the 720 days of work demanded, the aforementioned recruiting company will not grant them free-return passage if at the time of the request they are not working on the plantations.

The return to the Philippines of the emigrants is in itself important. When in 1915 Act No. 2486 relative to recruiting of laborers to work outside of those Islands, was discussed in the Philippine Assembly, the opposition to the bill was withdrawn only when the insertion was made of the absolute necessity of the condition that the emigrant laborers would be granted a free-return passage to the Philippines by the recruiting company after they had completed three years of labor. The undersigned was with those who favored the free emigration of the Filipino worker for the reason that he is citizen of a country administered under democratic principles, but the opposers of the bill were able to meet that argument in view of the consideration that an exodus of Filipino laborers with-

out hope of return constitutes for the Philippines a true drain, now that it does not count with abundant labor. They allege that for each worker that permanently leaves the country loses a producer and consumer at the same time.

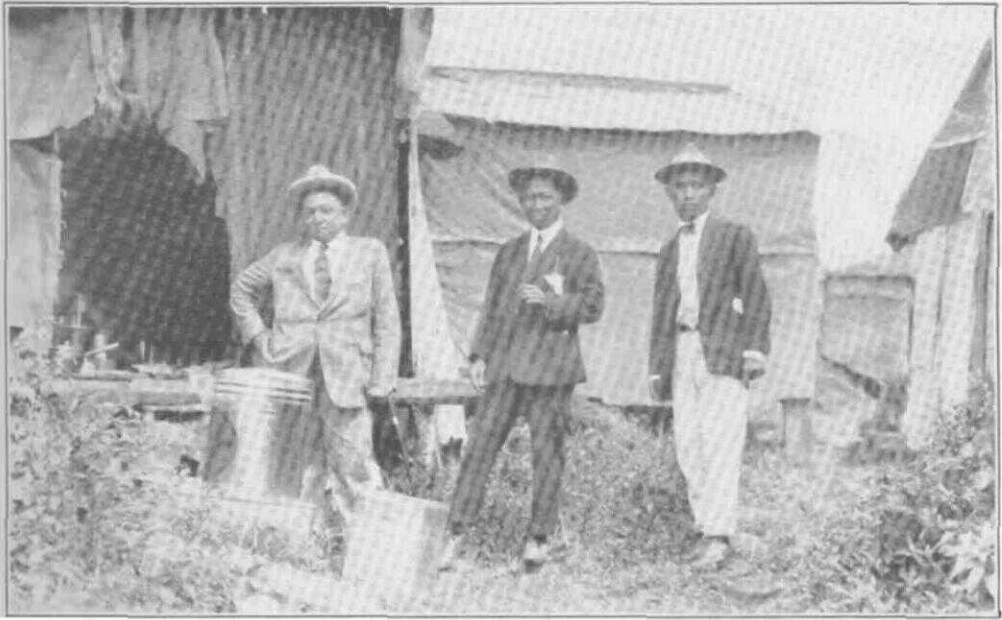
For this reason, I believed it convenient to see the records of the Hawaiian Sugar Planters' Association with respect to the matter. The Secretary, who kindly gave me access to them, showed me the data relative to the number of contracted laborers returned by the company to the Philippines at its expense. The association has established four classes for the concession of free-return passage to the Philippines, namely:

The first class consists of the laborers who are sick or disabled, or are old or infirm, and who desire to go back to their native land. The second class consists of laborers who have completed their contract on the plantations and are entitled to go back. The third class is laborers who have no contract right to return, but whose long and faithful service on plantations entitles them to consideration for meritorious conduct. The fourth class is men who paid their own expenses, either because they have broken their contract with the Hawaiian Sugar Planters' Association, or because they have not fulfilled their own contract but still desire to return.

During the year ending September 30th, 1925, the following numbers of Filipinos were returned to the Philippines under these four classes.

Sexes	I	II	III	IV
Men.....	188	1,025	15	75
Women.....	50	104	12	127
Children.....	72	116	25	72
Total.....	310	1,245	52	274

The undersigned found that the Hawaiian Sugar Planters' Association had put into effect a complete system of keeping track of Filipino records and of the men. This is a card-index system which is kept in the office of the Hawaiian Sugar Planters' Association, and on each plantation.

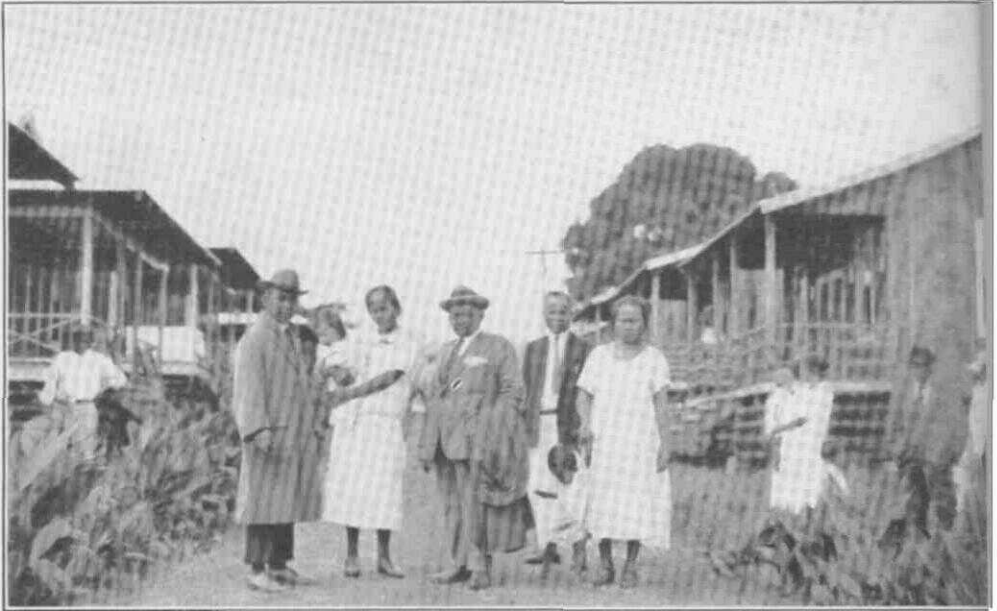


At the Filipino strikers' camp near Hilo Bay, Hawaii  
En el campamento de los huelguistas filipinos cerca de la bahía de Hilo, Hawaii

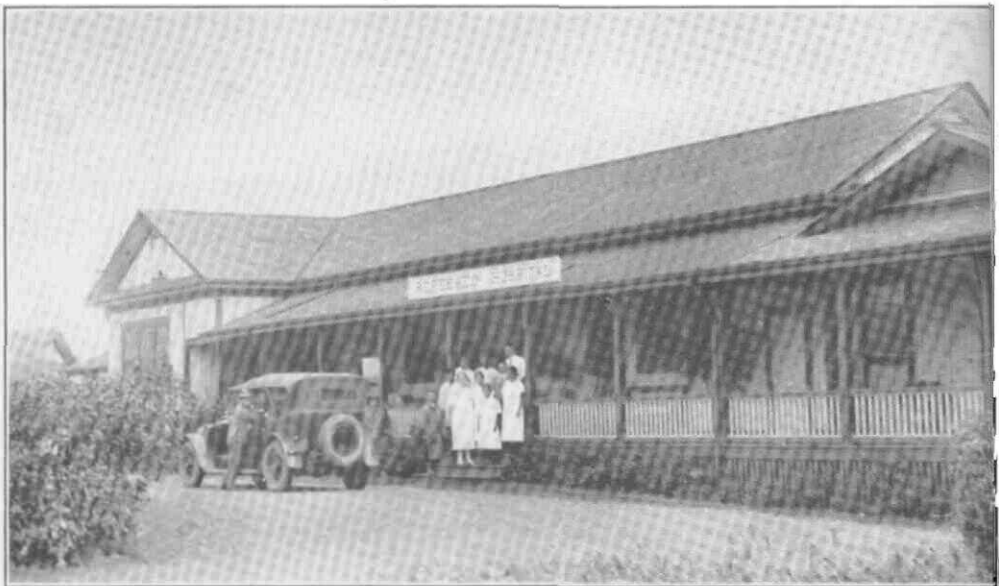


Reception in honor of Director Cruz and Commissioner Ligot given by the Filipino Woman's Club of Papaikou, Onomea Sugar Company

Recepción al director Sr. Cruz y al comisionado Sr. Ligot por el club de mujeres filipinas de Papaikou en la Onomea Sugar Company



Interviews with Filipino laborers at their respective homes in Papaikou  
Conferenciando con los obreros filipinos en sus propias casas en Papaikou



A view of the Pepekeo Hospital after the interview between Director Cruz and Commissioner Ligot and the hospital personnel

Vista del Hospital de Pepekeo después de la entrevista que el director Sr. Cruz y el comisionado Sr. Ligot celebraron con el personal del hospital

Respecting the other complaints presented, the Hawaiian Sugar Planters' Association and the managers had advised me that the policy established by them is to hear with pleasure all the complaints of their laborers and to remedy them. For this reason, an understanding was agreed between said managers, Commissioner Ligot, and the undersigned in order that such complaints may be considered as soon as possible, or as quickly as they are formed or presented by the complainants, whether verbally or in writing. Any important claims and of a general character will be presented by the Commissioner of Labor before the next Convention of the Hawaiian Sugar Planters' Association which will take place the middle of the coming month.

In studying the labor conditions in this Territory, the first thing that calls the attention is the complete liberty that the Filipino laborer enjoys, notwithstanding that he has signed a contract of work in the Philippines. The laborers that arrive in this port are conducted to the Immigration Station of the company composed of various cement buildings, equipped with all the sanitary and hygienic conveniences wherein the workers are housed until they are conducted to the plantations at which they have to work. Once in these plantations and after having worked some days, some weeks, or months, the laborers can leave the work and change from one plantation to another or leave the work forever in the same, as there are many who leave the plantations, in pursuit of adventure in the cities, especially in Honolulu. There is no law in the Territory of Hawaii obliging the laborer in the performance of the contract entered into by him with the employer.

On the plantations there are no disciplinary rules detrimental or prejudicial to the worker, but only strict regulation necessary to obtain mutual coöperation between the workers and the plantations, to obtain a constant and greater production. Accordingly, they require the laborer to go to work if he is well, or to the hospital, if he is sick. If he has no desire to work they oblige him to leave the camp, except when he has justifiable reasons for them to to-

lerate him; but the stay of the worker could not be longer than 15 consecutive days. There are no penalties, fines, or punishments for the faults that the worker may commit in the discharge of his work, nor even for those who work daily, other than the necessary admonition on the part of the luna or overseer, and in some cases by the managers. I have been informed that hard and insulting words are never employed, because their use is prohibited absolutely on the plantations. When the fault is serious, the heaviest punishment is the discharge from the plantation where he works; but the laborer has the option of working on other plantations, as there is no black-listing of the laborers who commit faults on the plantations. If the laborer fears that he may be identified on the plantation where he is going to work, he has the recourse of changing his name to be admitted there; and as the necessity for work on many of the plantations is almost regular, he obtains admission with ease. The great majority of the plantations seldom admit those who come from prisons, much more so if crimes they committed are serious.

The hours of work are strictly observed, except for the works called "Uka Pau" which is analogous to "a destajo" in the Philippines, and the so-called "paquiao." In one house of workers on a certain plantation on the Island of Maui I found a worker sleeping at about 1.30 p. m. They awoke him on my arrival; I asked him if he had work to do, and he answered me that he had in the field, but that he finished it at 12.30, and for that reason he retired to his house to sleep.

This quasi-liberty in the work, may be affirmed to come from the system implanted in these plantations. The work of "long contract" and "short contract" which are in force in 95 per cent of the cases in these plantations and in the mills, by their nature do not require rigorous disciplinary regulations as does the work paid on time basis. This system induces the worker, for his own benefit, to render the greatest amount of effort of which he is capable, through the incentive of a greater return that will accrue to him from his work according to

the greater quantity of effort that he may employ.

I would not reflect the truth if I would state that the thousands of laborers who work in the plantations are all satisfied and contented. Neither can it be affirmed that the system followed therein is of the most perfect. The human mind has not been able to date to find a means that would completely satisfy all the tastes and necessities of men; and as regards the relations of labor and capital, we have to admit that the problems and the disagreement between both become more complicated in proportion to the numerical or quantitative importance of one or the other. But it cannot be denied that in these plantations the spirit generally in sway among the workers and their employers is one of mutual harmony and tolerance. I am informed that this spirit has been observed only some years back, because prior thereto the workers were treated with a certain strictness and hardness.

In my personal interviews with the laborers in their houses, in the fields where they work, on the road and in the factories, and above all in the public meetings, I have made special efforts to find out if they have any complaint in regard to the treatment dispensed to them by the overseers, camp bosses, or by their managers. I have not received a single complaint in this respect. To my questions directed to them they answered unanimously that on this point they are satisfied; and the leaders themselves of the past strike have confirmed it.

From the first day of my inspection I put special attention to the behavior of all the persons who exercise some control with the workers, such as the overseers or lunas, camp bosses, contract bosses and managers, and of all those whom I have been able to see and to exchange some words with, I have noted that the spirit of harmony is in sway in these plantations. A notable fact I have observed in the 33 plantations visited is that I have not seen any manager, camp boss, overseer or luna or contract boss carry in his belt a revolver, or have in his hand a cane or whip, something that might distinguish him from the workers as is usual in other parts. They are only distinguished from the workers in their dress and by the leggings which they wear.

On the other hand, I have not been able to see any worker without shoes and having his shirt outside his pants; some of them also wear leggings to protect the padded stockings from the weeds, but not from the bites of serpents and other poisonous animals, because it appears that fortunately in these islands death-dealing reptiles do not exist.

Inquiring as to the reason for the cordial spirit of peace and mutual tolerance reigning in all parts, they informed me that this is due to the sentiment of religiousness and of confraternization, reflected in the preaching of, and encouraged by, the different sects and the distinct fraternal and charitable societies scattered in almost all the corners of the Islands of Hawaii.

The religiousness of the inhabitants of this Territory is highly notable. On Sundays and legal holidays an absolute silence is noted, as they prohibit all work except that which is very necessary for everyday life and for the community. They also prohibit during the mornings of the legal holidays, under a penalty, the playing of music, any games for recreation, as well as all the dances, except athletic games.

It may be stated that the living conditions of the Filipino worker in the plantation are higher than in the Philippines and in some other countries where sugar canes are harvested. The cost of living of the worker, at a glance, appears to be higher here in Hawaii than in the Philippines by reason of the fact that the articles necessary for the sustenance of the worker are bought at prices of no less than five cents of the dollar; after an examination, however, of the prices of the articles that I have selected directly from the stores run by the plantations and in those owned by private individuals, I have come to the following conclusion: If the standard of life of the Filipino worker in this Territory followed in the Philippines, the cost of living here is lower than in the latter.

The following is a comparative statement of some articles that the worker consumes here, compared with the prices of those that were for sale in the market of Manila during the period of the 15th of July to 14th of August of this year:

Articles	Prices	
	Hawaii	Philippines
CEREALS AND GRAINS		
Chinese rice, 100 lb. sack.....	\$8.50	P8.50
Mongo, 1 liter.....	.10	.14
MEAT		
Beef, without bone, kilo.....	.75	1.20
Beef, with bone, kilo.....	.63	.84
Pork, without bone, kilo.....	1.00	.93
Pork, with bone, kilo.....	.75	.75
FISH AND OTHER SEA PRODUCTS		
Bangus:		
First class.....	.50	.65
Second class.....	.40	.43
Third class.....	.20	.26
Dalag:		
First class.....	.30	.81
Second class.....	.20	.60
Third class.....	.10	.31
Candole:		
First class.....	.30	.40
Second class.....	.20	.25
Third class..... (10)	.10	.20
Bia:		
First class.....	.15	.19
Second class.....	.10	.11
Hito:		
First class.....	.15	.18
Second class.....	.10	.10
Sapsap:		
First class..... (10)	.40	.55
Second class..... (100)	.60	.81
Shrimps:		
First class..... (10)	.50	.59
Second class..... (10)	.20	.25
Crabs:		
First class..... (1)	.10	.22
Second class..... (10)	.30	.46
Smoked fish..... (10)	.08	.13
SWEET		
Sugar, 1 kilo.....	.15	.28
VEGETABLES		
Eggplants..... (5)	.05	.08
Amargoso..... (5)	.05	.20
Onions, Bombay..... (5)	.05	.05
Potatoes, kilo.....	.10	.17
Sweet potatoes..... (10)	.10	.17
Tomatoes..... (5)	.05	.10
Ginger..... (5)	.05	.07
Garlic..... (5)	.05	.05
Radish (bunch) atado.....	.05	.05
Gabe..... (10)	.15	.20
Cabbage, kilo.....	.30	.63
FRUITS		
Bananas, latundan..... (10)	.08	.10
Bananas, saba..... (10)	.10	.10
Papaya, ripe..... (1)	.10	.11
Papaya, green..... (1)	.02	.03
Coconut..... (1)	.05	.05
Native lemons..... (10)	.05	.08
MISCELLANEOUS		
Eggs, chinese..... (1)	.05	.04
Vinegar, pure (bottle beer)..... (1)	.12	.03
White salt, liter.....	.05	.04
Condensed milk, can.....	.19	.37
Sardines, small can.....	.08	.08
Sardines, large can.....	.20	.21
Lard, kilo.....	.62	.73

NOTE.—The United States gold cent has been taken as equivalent to one centavo Conant in prices of articles of food. It must be understood that the above prices have been taken from the Aala Market, city and

county of Honolulu. I observed in my inspection that similar foodstuffs are much cheaper in the plantations. Rare are the houses in the plantations without yards for raising chickens and planting vegetables. Plantation laborers are free to catch fishes from the river ditches or water reservoirs where *dalag*, *hito*, *ar-aro*, and *bagset* abound.

*Necessary garments of a laborer for field work*

Articles	Prices	
	Hawaii	Philippines
One coat.....	\$1.10	P1.50
One pants.....	1.75	2.50
One pair shoes, Japanese.....	1.00	.....
One hat.....	.75	.50

The above articles and prices have been taken from one plantation store in the Island of Kauai.

The peculiar conditions of this Territory may be said to be favorable for work, and consequently for the worker. There is no period of intense heat or intense cold, although in the Island of Hawaii the cold is agreeable, and almost equal to that in Baguio. Typhoons, floods, and earthquakes are unknown here. Nor are there meteorologic phenomena that cause victims. Nor do they know the ailments common in plantations of other places, such as malaria, typhoid, intestinal troubles, etc.

The records of the hospitals visited by me register in general cases of beri-beri due to the white rice which the laborer eats; chest infections and a few cases of tuberculosis, by reason of certain carelessness in the medical examination of the laborers in the Philippines, according to the doctor who informed me.

However, the plantations are fully aware of the fact that sickness of the laborers is expensive to them, as it affects the entire production of the plantations, and therefore they have been making great efforts to the fullest extent to combat and avoid illness.

It costs the Hawaiian Sugar Planters' Association nearly \$200 for every Filipino laborer brought here from the recruiting point to this port. If the laborer does not enjoy good health or if he is sick, the company will naturally lose his productive

value, and the economic value is based on this point of the precautions against sickness, in the form of comfortable, well ventilated houses, not too closely spaced, with small gardens, most of which are situated on high ground, with the most perfect system of sanitation and hygiene that I have seen in all the plantations visited by me. They have already adopted in some of these plantations a modern plan designed for these houses, consisting of a sanitary system of drainage whereby canals with continually flowing water are especially constructed to flush the fecal matter and discharges of the privies, wash houses, and baths. This system used on some plantations can be favorably compared with any sanitary system used in cities, because the continuous flow of water will not permit the stagnation of filthy matter. I have noted that special attention is given to providing the laborers with plenty of water which is the fundamental factor of good hygiene and sanitation.

I do not have at hand any information that may prove, or show the loss to plantations in the Territory of Hawaii if they neglect the health of the laborer, a factor in their business. But, according to the report of the "Committee on Health, Sanitation and Housing" presented at the second annual convention held in the Philippines by the Philippine Sugar Association in October, 1924, the sugar plantations of those islands, sustain through preventable diseases a loss of ₱100 in round figures every year for each laborer that they employ owing to the lack of good houses, sanitation, and hygiene. In the supposition that the said plantations employ a number of laborers equal to the number employed by the Hawaiian plantations, that is, 24,992, the total loss for the year would be ₱2,449,200.

It would be unjust not to acknowledge that the planters of this Territory, in making a great effort to give their laborers (as they are now giving) comfortable houses with systems of hygiene and sanitation, are doing it from humanitarian motives. I believe that these sentiments have much to do in this respect, especially when the temperament and character of these people are to be considered. Yet it cannot be denied that such humanitarian proceedings mean dividends.

The public welfare work, which is established on all the plantations, as has been shown, completes the said plan of hygienic measures bringing about the relative contentment of the laborers although this contentment is offset in part by the lack of women on the plantations. This problem is worthy of consideration as a solution by the Hawaiian Sugar Planters Association in view of its importance to the life, health, well-being and morality of the laborer and of the surroundings of the camps.

Economically, many Filipino laborers particularly those who receive wages of more than \$1.70 a day, save money and send it to their families in the Philippines. It cannot be said that all, or the majority of the laborers save money, but it can be said that the habit of saving is sufficiently rooted in many of the plantation laborers, some of whom having left their jobs to engage in small business, such as stores, tailor shops, garages, and others. Some laborers have their own autos for personal use. On one plantation I have noticed many autos in the Filipino camp, and according to information, the Filipinos in that camp have 80 automobiles, mostly Fords having been obtained on easy payments. I am told they do not always complete the payments on these autos and the agencies recently are taking them back, with loss to the holder.

The habit of saving can be said to be strongly rooted in the Ilocanos who constitute 75 per cent on all plantations. All from that region to whom I have been able to talk save money. One of them, with whom I held a casual conversation on the hill where he was plowing with a mule, said that during the eleven months he has been here he has sent \$240 to his family in the Philippines. This case can be considered unusual as to time and the amount saved, but ordinarily the Ilocanos have small savings.

On the other hand, the Filipinos from the other provinces such as Visayans, Pampangans, and Tagalogs, with some exceptions, do not know how to save. On the average they are of restless spirits, fond of good living and ambitious, looking for adventure, either to better their condition, or for the pleasure of changing jobs. I suppose that 90 per cent of those in Ho-





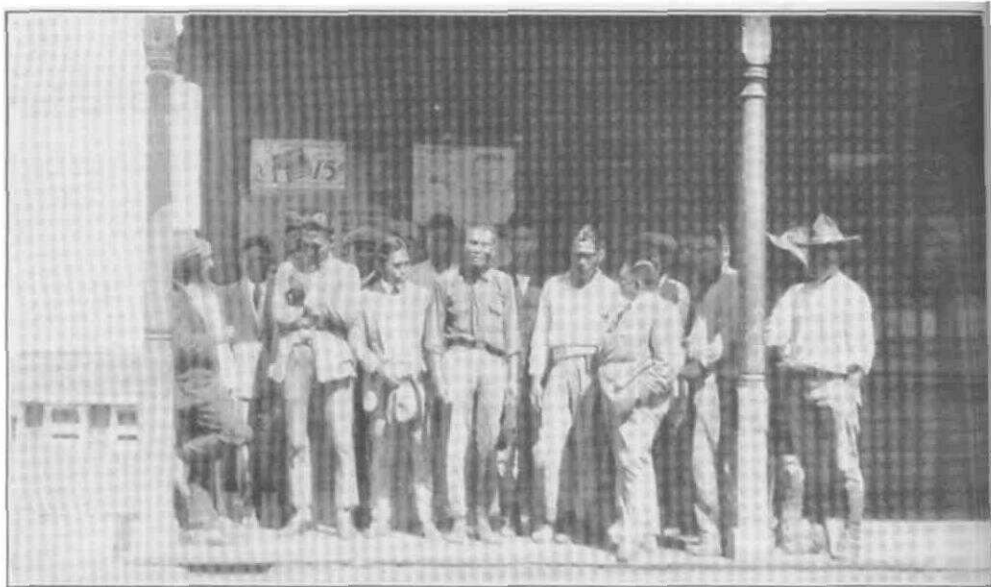
Talking on the road-side with a group of Filipino laborers at Honomu Plantation, Hawaii

Conferenciando a la vera del camino con un grupo de obreros filipinos en la plantación de Honomu, Hawaii



An interview with a group of Filipinos in charge of the cultivation of canes in the Pepeekeo Plantation Hawaii

Conferenciando en pleno campo una brigada de filipinos entregados al cultivo de la caña en la Pepeekeo Plantación, Hawaii



A mid-day interview in front of the Hakalau plantation store 1, Hawaii, where laborers buy the things which they need daily at cost price

Una conferencia al mediodía llevada a cabo frente al almacén de la plantación de Hakalau, Hawaii, de donde surten los obreros de sus necesidades al precio de costo



An interview with Filipino women, wives of laborers working in the Paauhau Plantation  
Conferenciando con mujeres filipinas esposas de obreros que trabajan en la plantación de Paauhau

nolulu with or without work, temporarily or periodically, are Visayans or from other provinces, but they are not Ilocanos.

As to the protest presented against the Commissioner of Labor, Mr. Ligot, he admitted the truth thereof. But he claims that his infrequent inspections should not be attributed to lack of willingness on his part, but to the lack of funds to defray the travelling expenses to be incurred. As regards the delay in answering or settling the questions which the laborers referred to him in writing, he claims that as he has no assistants nor agents, he was obliged to do everything personally, and as there are so many whom to attend to in the 44 plantations, and various cases which require transactions with managers or with the Hawaiian Sugar Planters' Association—hence the delays, followed by the protests. I could personally prove the truth of such claims and above all those which refer to the traveling expenses, in view of the inspection trips that I made to the four important islands of this Territory. I personally paid my expenses and not through a third person.

A collection of photographs, taken on my inspection trip, is added to this report as evidence of the important facts referred to. Plans of the houses of the Filipino laborers are also included. These houses are exactly like those of the laborers of other nationalities.

#### ENDORSEMENT OF THIS REPORT BY BOTH OF THE INTERESTED PARTIES

To avoid partiality the undersigned believed it advisable to inform the interested parties of the contents of this report and discuss with them. Accordingly various meetings were held with them at which, after discussion and unification, some points have been changed and others further developed. After the examination made by the said interested parties this report has received their approval as will be seen below.

#### VIII RÉSUMÉ

The most important facts contained in this report, may be summarized as follows:

(1) In the Territory of Hawaii there are now 39,342 Filipinos, more or less, including women and children, and of this number 5,650 are in the towns, 8,700 are

engaged in other work, or on plantations not attached to the Hawaiian Sugar Planters' Association. The remaining 24,992 work and live on the plantations connected with the said Association.

(2) Of the said 39,342 Filipinos, about 24,992 have permanent work on the plantations of the Hawaiian Sugar Planters' Association whose wages are not less than \$1 a day, while the remaining receive wages that run between \$1 and \$1.50, \$2.38 and \$2.63, \$2.25 and \$2.50, and \$2.39 and \$4 per day, according to the class of work they do in the fields, the factories or the offices.

(3) In relation to the Filipino laborers, there are labor problems in the Territory which ordinarily are apt to occur in other countries, although the laborers here have more advantages in the way of living and health—some natural, others artificial—than in other countries.

(4) Among the said problems, the most important are:

(a) To keep the Filipino laborers from leaving plantation work, but this must be done without any sacrifice of their liberty.

(b) To remedy, at least in part, the lack of women for the laborers.

(c) The return with free passages to the Philippines of those laborers, with their families, who were contracted for before the year 1915, when Act No. 2486 was passed by the Philippine Legislature, placing the obligation on the recruiting company to grant free-return passage to the laborer after completion of his contract, or after he shall have worked 720 days or more, counting from the year 1915. The said free passage for men arriving prior to 1915 was not furnished by the Hawaiian Sugar Planters' Association as the Act did not apply on the plantations of the said company when these laborers were brought to Hawaii. These laborers are not given free-return passages by the Hawaiian Sugar Planters' Association on the ground that they do not work for the plantations belonging to the Association at the time they apply for same. Of course, some of these laborers arriving prior to 1915 are sent back for meritorious service as heretofore explained.

(d) The readmission of those laborers who have been discharged from the Navy Yard and by the Public Works Department for not being citizens of the United States

and if necessary, the law should be amended as not to exclude Filipinos from said work.

(5) The plantation laborers, with families, who receive daily wages of not more than \$1 throughout the year, find it difficult to get along, and should be assisted in some way.

(6) The laborers who are in the cities, especially in Honolulu, have great difficulty in making a living and have no steady work; but those who work on the plantations have sanitary and comfortable homes, regular employment, more than sufficient wages to live on, a high standard of living, relatively speaking; good working conditions and better treatment from their employers, and opportunities for a future for those who really devote themselves to the field work and cultivate the habit of saving and thrift.

Respectfully submitted,

(Sgd.) HERMENEGILDO CRUZ  
*Director, Bureau of Labor*

We hereby, freely and spontaneously record: that after having learned and studied the contents of this report, we agree with it, and in proof of which, we sign, in our own handwriting, the original, and for copies of this document, in the city of Honolulu, T. H., the 5th of November, 1925.

"HIGH WAGE MOVEMENT":

(Sgd.) PEDRO T. VICTORIA  
*Acting President*  
E. CASTAÑEDA  
*For Vice-President*  
FAUSTO CARALDE  
*Secretary*  
EPIFANIO TAOK  
*Treasurer*  
BERNABE TIBAYAN  
*Auditor*  
MATEO IGNACIO  
*Assistant Secretary*  
BERNAL B. JAVIER  
*Delegate*  
NARCISO V. MARIANO  
*Delegate*

(Sgd.) CAYETANO LIGOT  
*Labor Commissioner*

HAWAIIAN SUGAR PLANTERS' ASSOCIATION  
OFFICE OF SECRETARY TREASURER  
HONOLULU, HAWAII

November 4, 1925

Hon. HERMENEGILDO CRUZ,  
Director of the Bureau of Labor, P. I.,  
Young Hotel, Honolulu, T. H.

Dear Mr. CRUZ:

I have read with great interest your report of October 31st addressed to Governor General Wood and outlining the results of your visit to Hawaii.

I am impressed with the keenness of your observation of the conditions existing here in Hawaii and likewise by the intelligent and capable analysis of the situation found.

The impartiality, fairness and honesty of your report are evident at once to any one who reads it and who is at all familiar with circumstances here.

I feel that you are to be commended upon the vast amount of work you have performed in the relatively short time you have been here and upon the excellent report you have rendered covering the situation.

I believe that your report fully and accurately covers the situation here.

I thank you very much for giving me a copy of it and I am sure that it will materially aid the Governor-General and other officials of your Government in the Philippines in their correct understanding of the favorable opportunities offered in Hawaii to Filipino laborers and of the success they are making here.

Respectfully,

(Sgd.) J. K. BUTLER  
*Secretary, Hawaiian Sugar  
Planters' Association*

## APPENDIX

### PROCEDURE IN RECRUITING LABORERS FOR FOREIGN COUNTRIES

The recruiting of Filipino laborers to work outside the Philippine Islands, may be stated to be regulated by Act No. 2486 as amended by Act No. 3148.

The full text of said Act as it is amended, is as follows:

AN ACT FIXING A TAX UPON EVERY PERSON OR ENTITY ENGAGED IN RECRUITING OR CONTRACTING LABORERS IN THE PHILIPPINES, AND AMENDING SUBSECTION (a) OF SECTION FIFTY-THREE OF ACT NUMBERED TWENTY-THREE HUNDRED AND THIRTY-NINE.

*By authority of the United States, be it enacted by the Philippine Legislature, that:*

SECTION 1. Every person or entity who, directly or indirectly, shall engage in the Philippine Islands in contracting, enlisting, recruiting, or shipment of laborers, shall pay annually, as a tax, to the provincial treasurer of each one of the provinces where laborers are contracted or recruited, and if in Manila, to the Collector of Internal Revenue, the sum of five hundred pesos, which fund shall be subject to the conditions expressed in the following sections: *Provided*, That when such contracting, enlistment, recruiting, or shipment of laborers is made in representation of a corporation or person, said tax shall be paid by the same and not by each one of its agents or employees: *Provided, further*, That nothing contained in this Act shall be interpreted or construed in such manner as to permit any contract or recruiting of individuals of non-Christian tribes for the purpose of exhibiting same in the Philippines or in any other foreign country, which is hereby declared prohibited and unlawful: *And provided finally*, That nothing contained in this Act shall be applied to persons who contract individuals for other personal service or to make up the crew of a vessel.

SEC. 2. Any company or entity engaged in the industry mentioned in the next preceding section shall be obliged to furnish free passage upon the return to these Islands of the laborer or laborers contracted, so soon as the time stipulated in the contract made with him shall have expired in case they shall have complied with the terms and conditions of the contract on their part to be kept and performed, or in case they shall have later become unfit for work on account of physical incapacity.

SEC. 3. Any person or entity referred to by this Act shall annually provide himself, before engaging in the industry referred to by this law, with a license issued by the Director of the Bureau of Labor and approved by the Secretary of Commerce and Police, in which shall be expressed the name of the province or names of the provinces where he is to exercise such industry. For the issuance of said license the Director of the Bureau of Labor shall collect the sum of six thousand pesos annually which shall be covered into the Insular Treasury.

SEC. 4. (As amended by Act 3148.) The Governor-General, with the advice and consent of the Philippine Senate, shall appoint a commissioner for service in the Territory of Hawaii, whose duty it shall be to receive and hear the complaints made by Filipino laborers, to arrange the differences between the latter and their employers, to see to the compliance of the contracts made with said laborers, and to look after their interests in general, making every six months a report of the condition thereof to the Governor-General. Said commissioner shall receive an annual compensation of eight thousand pesos.

SEC. 5. All of the contracts made with laborers shall be supervised by the Director of Labor, whose duty it shall be to permit no contracting of minors under fifteen years, and minors of eighteen years without the written consent of their parents or guardians.

SEC. 6. Any violation of this Act shall be punished by a fine of not to exceed two thousand pesos or by imprisonment for not more than two years, or by both fine and imprisonment in the discretion of the court.

SEC. 7. Subsection (a) of section fifty-three of Act Numbered Twenty-three hundred and thirty-nine is hereby amended to read as follows:

"(a) Customhouse brokers, eighty pesos."

SEC. 8. This Act shall take effect thirty days from the date of its passage.

Enacted, February 5, 1915.

### RECRUITING COMPANY OF LABORERS FOR THE TERRITORY OF HAWAII

A company established in the Territory of Hawaii, known as Hawaiian Sugar Planters' Association, which is composed of 44 sugar plantations in the different islands of the Territory of Hawaii and of 130 individual members, and the object of which is for the maintenance, promotion,

improvement, and protection of the sugar industry of Hawaii and the development of agriculture in general, has an agency in these Islands which operates exclusively for the recruitment of laborers.

Milling companies or central or individuals who are directly interested in sugar plantations and mills may become members. Companies or persons engaged in other agricultural pursuits may also be admitted as members with the approval of the Trustees of the Association.

The election of members of the Board of Trustees of not less than seven nor more than nine persons takes place annually. Any member of the Association residing in the Territory of Hawaii may be elected as Trustee. The Trustees are authorized by the By-Laws of the Association to elect honorary members, who pay no fees and are not eligibles for any position, but shall have the privilege to vote.

Each individual member pays an annual fee of TWENTY-FIVE DOLLARS (\$25) at the beginning of every year.

From among the Trustees, officials of the Association are to be elected, to wit:

- One (1) President,
- One (1) Vice-President,
- One (1) Auditor, and
- One (1) Assistant Secretary-Treasurer.

The Secretary and the Treasurer, who are also of the directing authority of the Association, shall be appointed by the same Trustees, but they need not be from among them.

The Trustees are not obliged to attend the meeting personally but they may appoint delegates or representatives authorized to give opinion and to vote.

Under Article VII of the By-Laws of the Association, the latter has established a recruiting agency in the Philippines, with its central office in the City of Manila and subagencies in different places of the Islands.

The recruiting agency of the Philippines, in compliance with Act No. 2486 of the Philippine Legislature, pays annually to the Insular Treasury the sum of SIX THOUSAND PESOS (₱6,000) and FIVE HUNDRED PESOS (₱500) in every province where laborers are recruited in accordance with law.

The Hawaiian Sugar Planters' Association in the Philippines is authorized to recruit laborers under the license issued in its favor, in the following provinces: Manila, Cebu, Bohol, Oriental Negros (including Siquijor), Ilocos Norte, Ilocos Sur, Abra and La Union, Pangasinan and Tarlac, but during the year just ended 1925, the recruiting was confined in the provinces of Manila, Cebu, Bohol, Ilocos Norte, Ilocos Sur, and Abra, respectively where subagencies are established.

The rapidly increasing number of Filipino laborers recruited by the Hawaiian Sugar Planters' Association and sent to the sugar plantations in Hawaii is due principally to the activities of its agents who faithfully discharge their duties for which they are well paid by the Association, besides the good conditions and advantages that the Association gives to every recruited laborer, several of which are specified hereinbelow:

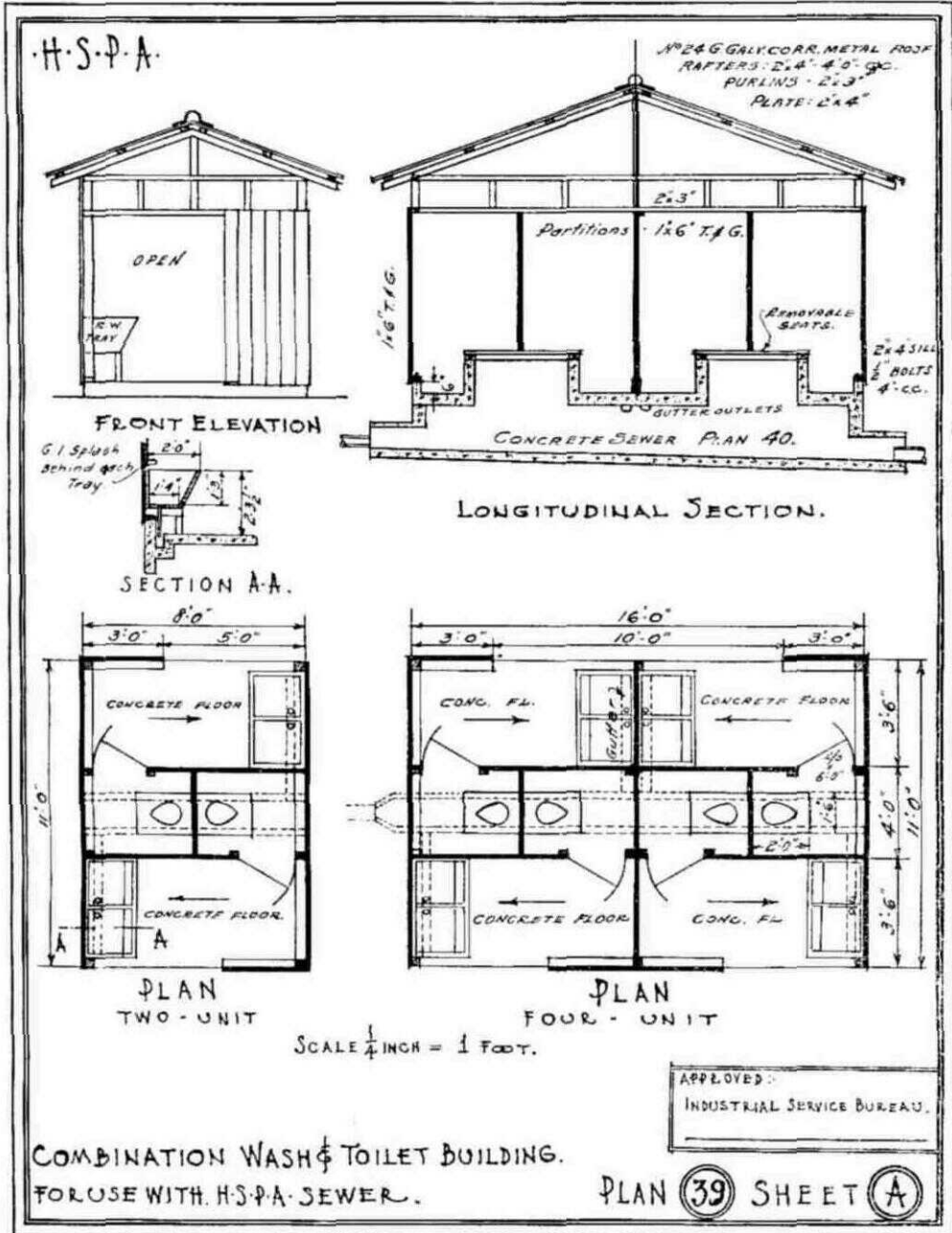
#### CONCESSIONS OF THE COMPANY TO EMIGRANT LABORERS

Before the laborer is accepted, he shall be submitted to a rigid physical examination by the doctors of the recruiting company. Once he is admitted he shall be given the following:

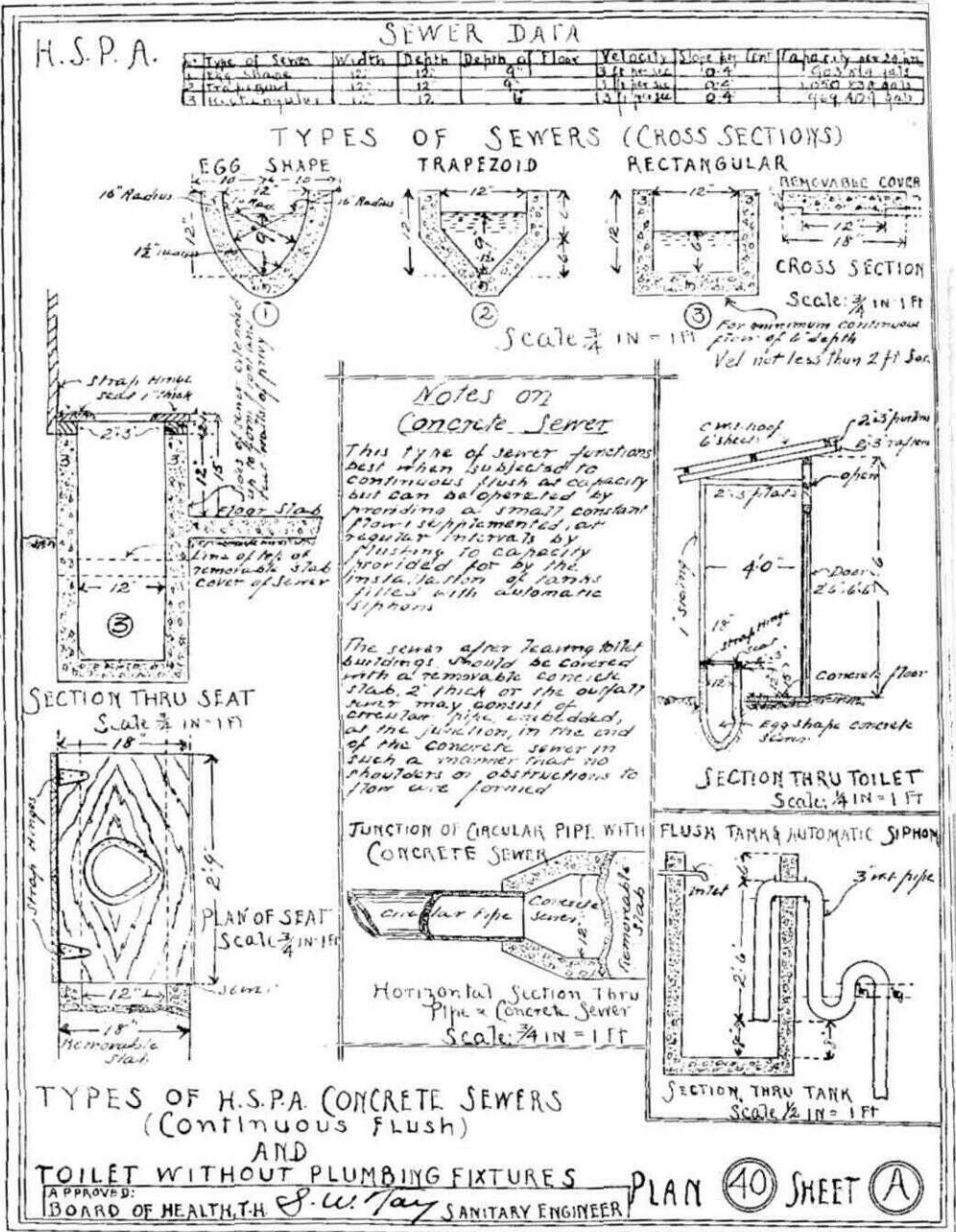
1. Free transportation from his house to Manila;
2. Free board and lodging during his stay in Manila;
3. Free transportation from Manila to Honolulu and to the plantation where he may be assigned;
4. Bonus of ₱10 to every unmarried laborer and ₱20 to a married laborer who goes with his family;
5. Clothing given free for the trip;
6. Free house, water, and fuel during his stay in the plantation and while the contract is in force; and
7. Free transportation given to the laborer on his return to the Philippines if he has worked 720 days during three consecutive years.

The expenses that the Hawaiian Sugar Planters' Association incurs in granting the concessions above-mentioned for the transportation of laborers recruited by its agents stationed at such different points of the Archipelago where the Association is authorized to recruit, are the following:

- (a) *Outfits for laborers.*
- (b) *Transportation expenses.*
- (c) *Commission to recruiting agents.*



Lavaderos y retretes para usarse en combinación con el sistema de desagüe



Sistema de desagües continuos utilizado en las barriadas de obreros filipinos



(a) Outfits given freely to emigrant laborers by the Association

The outfits given freely by the Hawaiian Sugar Planters' Association to laborers emigrating to Hawaii, are the following:

Men's outfit	Price paid	
	Summer	Winter
1 Suit.....	P12.40	P12.40
1 Pair drawers.....	1.87	3.30
3 Pairs socks.....	1.38	1.38
1 Undershirt.....	1.87	3.30
1 Cap.....	.62½	.62½
1 Pair canvas shoes.....	1.30	.....
1 Tennis shoes.....	.....	3.20
1 Blanket.....	3.67	6.00
1 Towel.....	.46	.46
1 Washbasin.....	.32½	.32
1 Plate.....	.40	.40½
1 Spoon.....	.12	.12½
1 Cup.....	.12	.12
1 Cake soap.....	.17	.17
1 Mat and 1 pillow.....	1.00	1.00
1 Package cigarettes.....	1.55	1.55

Women's outfit	Price paid	
	Summer	Winter
1 Camisa.....	P1.50	P1.50
1 Skirt.....	1.70	1.70
1 Undershirt.....	1.87	1.87
1 Pair drawers.....	1.87	3.30
1 Underskirt.....	2.25	2.25
1 Kimono.....	1.50	1.50
1 Pair slipper.....	1.60	.....
1 Pair tennis shoes.....	.....	3.20
3 Pairs hose.....	1.95	1.95
1 Shawl.....	1.50	1.50
1 Blanket.....	3.67	6.00
1 Towel.....	.46	.46
1 Washbasin.....	.32½	.32½
1 Plate.....	.40	.40½
1 Spoon.....	.12½	.12½
1 Cup.....	.12	.12
1 Mat and 1 pillow.....	1.00	1.00
1 Package cigars.....	1.55	1.55

Children's outfit (From 2 years up)	Price paid	
	Summer	Winter
1 Blanket.....	P3.67	P6.00
1 Plate.....	.40½	.40½
1 Spoon.....	.12½	.12½
1 Cup.....	.12	.12
1 Mat and 1 pillow.....	1.00	1.00
3 Pairs hose.....	.69	.69
2 Shirts (flan).....	3.20	3.20
1 Pair trousers.....	2.00	2.00
1 Pair drawers.....	.60	.60
1 Long shirts.....	3.75	3.75
2 Underwears (flan).....	3.00	3.00
2 Undershirts.....	1.20	1.20
1 Pair tennis shoes.....	1.65	1.65

Infants' outfit (Minors below 2 years)	Price paid	
	Summer	Winter
1 Blanket.....	P3.67	P6.00
1 Mat and 1 pillow.....	1.00	1.00
3 Pairs hose.....	.69	.69
3 Short shirts.....	3.00	3.00
1 Pair drawers.....	.60	.60
2 Undershirts.....	1.20	1.20
2 Underwears.....	3.00	3.00
1 Pair tennis shoes.....	1.65	1.65

(b) Transportation charges

From Vigan to Bauang.....	P6.00
From Vigan to Laoag.....	2.50
From Bauang to Manila.....	6.35
From Bohol to Cebu.....	2.00
From Cebu to Manila.....	15.05
From Manila to Honolulu.....	120.00
Internal-revenue stamp.....	2.50
Children of 2 years or more, but less than 7 years.....(half fare)	.....

(c) Commission to recruiting agents

The recruiting agents of the Hawaiian Sugar Planters' Association do not receive any salary, but they receive a tempting commission, as follows:

For every unmarried laborer:	
From both Ilocos.....	P7.00
From Pangasinan.....	7.00
From Cebu.....	7.00
From Manila.....	5.00
For every laborer with his family:	
From any of the points above mentioned.	P20.00

LABOR OFFICE IN HONOLULU

In the central office of the Hawaiian Sugar Planters' Association in Honolulu, a Labor Office is established, with a Statistical Division. This office takes charge of the recruiting and keeps all the data relative to the recruited laborers; receives and decides the conflicts or matters affecting recruitment, and in short, performs all that which makes more effective the work of the Filipino laborer. All the clerks and typists, are under the supervision of the Secretary of the Hawaiian Sugar Planters' Association.

CONTRACT THAT THE EMIGRANT SUBSCRIBES TO IN THE PHILIPPINES

The contract which a Filipino emigrant executes in the Philippines with the Hawaiian Sugar Planters' Association before his departure is as follows:

No. ....

LABOR AGREEMENT

This agreement, made at..... Philippine Islands, this.....day of.....A. D. 192.... Between the Hawaiian Sugar Planters' Association of the Territory of Hawaii, by its duly authorized representative as party of the first part and..... of.....Philippine Islands, aged.....as party of the second part.

WITNESSES:

That the Hawaiian Sugar Planters' Association, party of the first part, will well and truly furnish,

or cause to be furnished, and pay or cause to be paid, to the party of the second part and to his family when specifically mentioned as follows:

*First.* Free transportation and subsistence for said party of the second part and to his family from the port of departure in the Philippine Islands to the port of Honolulu, Territory of Hawaii.

*Second.* Free transportation and subsistence for said party of the second part and his family from Honolulu to such Sugar Plantation of the Hawaiian Sugar Planters' Association in the Territory of Hawaii as shall furnish employment to said party of the second part and his family.

*Third.* Employment at the agreed wages stated in paragraph fourth for a period of not less than three years from arrival on the plantation.

*Fourth.* Wages at the rate of \$20 (equal to ₱40) per month payable in the currency of the United States of America, for actual labor performed per month of twenty-six days; it being understood that a day's labor consists of, and shall consist of, ten hours actual, faithful, efficient work in the field, or twelve hours actual, faithful, efficient work in the Sugar Factory, the hours not being continuous, but allowing the necessary time for taking food and rest between suitable periods of labor and that such work shall be performed by day or by night in field or sugar factory as the proper conduct of the sugar plantation may make necessary.

*Fifth.* Furnish free of charge for himself or family, as follows: A suitable house or dwelling, fuel and water for household purposes, medicines at office of plantation, and medical attendance at the laborer's home or at the hospital according to circumstances.

*Sixth.* Free transportation for said party of the second part from Honolulu to Manila and the point from which recruited at the expiration of three year's service upon a plantation or plantations of the Hawaiian Sugar Planters' Association, it being mutually agreed that at least one year's continuous service on a plantation shall be required to count as part of the three years' service; *Provided*, that said laborer during said period of service shall have kept and performed all the agreements herein mentioned by him to be kept and performed.

*Seventh.* Free transportation from Honolulu to Manila and the point from which recruited should said laborer, while in the performance of the Labor Agreement, through sickness or disease, become permanently incapacitated for work upon a sugar plantation. Said transportation to be furnished only after examination and upon the certificate of a qualified and competent physician, and subject to the right of the party of the first part to have an examination made of the physical condition of said laborer by its own physician; *Provided, however*, that in case of disagreement between both parties such disagreement may be referred to the chief officer of the United States Public Health Service, stationed in Honolulu, whose decision shall be final.

*Eighth.* This agreement doth further witness that said party of the second part accepts the provisions named above in the paragraphs designated as First, Second, Third, Fourth, Fifth, Sixth and Seventh and agrees to proceed to the Territory of Hawaii as provided, there to labor faithfully on a sugar plantation

or plantations of the Hawaiian Sugar Planters' Association for a term of three years, performing lawful and proper labor assigned him to do and work during the night and rest during the day if called upon so to do, work on all days except Sundays and legal holidays, and to work upon any day when emergency occurs or necessity is imperative and during the three years above mentioned he will perform an average of not less than 20 days work per month on a plantation or plantations of the Hawaiian Sugar Planters' Association.

*Ninth.* It is mutually understood and agreed by both parties hereto that if overtime is worked it shall receive proportional additional compensation, and full time is not worked proper proportional deductions shall be made from the specified rates of wages; and also, that should said party of the second part leave the plantations of the party of the first part before the expiration of the period mentioned in paragraph third, unless he returns within three months to a plantation of the Hawaiian Sugar Planters' Association, or should he fail to keep and perform any of the agreements mentioned in paragraph eighth on his part to be kept and performed, said party of the first part shall thereupon be released from its agreements and obligations mentioned in paragraph third, fourth, fifth and sixth.

*Tenth.* It is further mutually understood and agreed that should the wife and children of said party of the second part labor upon the plantation they shall be paid wages at the following rate:

Women.—\$14 (equal to ₱28) per month of 26 days, hours of labor and conditions to be same as mentioned in paragraph fourth.

Children—wages according to the amount of work they may perform.

Signed and witnessed this...day of...A. D., 192...

HAWAIIAN SUGAR PLANTERS' ASSOCIATION  
By authorized representative.

By .....  
(Party of the first part)

.....  
(Party of the second part)

Party of the first part:  
Witness:

.....  
Party of the second part:  
Witness:

### CONTRACT THAT THE FILIPINO LABORER SUBSCRIBES WITH THE PLANTATIONS

The agreement which a Filipino laborer subscribes with the plantations in the Territory of Hawaii, under which 90 per cent

of the works are realized therein, is as follows:

WAILUKU SUGAR COMPANY

(Long Term Contract)

Crop.....Contract.....No.....Field.....No.....

THIS AGREEMENT, made....., 192...., between WAILUKU SUGAR COMPANY CORPORATION, as "Employer," and the several individuals whose signatures are and shall from time to time hereafter be hereunto subscribed, as Contractor, jointly and severally (except as otherwise specially stated), as "Contractors,"

WITNESSETH: That the parties hereto, each in consideration of all of the terms, provisions and conditions herein expressed to be kept and performed on the part of the others, do hereby mutually covenant and agree as follows:

SECTION 1. *Land and crop.*—The employer will set apart for cultivation by the contractors under the terms hereof, until the Contractors shall have completed all of the work required of them in section 2 hereof on the crop of sugar cane intended to be harvested therefrom in the year 192...., that portion of the employers' field No....., at....., Island of Maui, described as follows:

The employer has already done work on said crop on said land on account of which it is mutually agreed that the employer will be credited for ..... men days as labor furnished by the employer under section 8.

The possession or use of Employers' land or houses by any Contractor under any provisions of this contract shall be incidental to employment only, and shall not constitute a tenancy.

SEC. 2. *Cultivation.*—The contractors will diligently and properly cultivate and care for the said crop of sugar cane from.....until it shall be harvested, which work shall include cultivating; weeding; irrigating the cane without waste of water; keeping the cane, roads, railroads and ditches in said area or bounding the same free from all vegetable matter and obstructions; and stripping the said cane along the sides of all roads and railroads for a distance of fifteen feet, and along both sides of all main ditches and watercourse for a space of five feet; and any other work incidental thereto, according to the practice of the Employer, all to be done under its supervision and to its satisfaction.

SEC. 3. *Payment for cane.*—Within ninety days after all of the cane ground on said land shall have been harvested and ground at its mill, the Employer will pay to the Contractors, for the complete and faithful performance of their services as aforesaid, at the rate of ..... dollars (\$.....) for each 2,000 pounds of sound and clean cane suitable for milling, and free from tops, trash, soil and dirt. Weight of cane to be ascertained by weighing all cars at the mill and making the necessary deductions for trash, dirt, etc., following the usual plantation practice.

Said payment for cane shall be subject to the increases or decreases provided for in sections 7 and 8, and less all advances made under section 6, and less any other amounts which may then be owing to the Employer by the Contractors or any of them.

SEC. 4. *General plantation labor.*—Whenever in the opinion of the Employer the labor of the Contractors shall not be required for the work under section 2, the Contractors will, whenever requested by the Employer, either during or after the termination of the work under section 2, and until payment shall be made under section 3, perform any other work as laborers for the employer on its plantation, under its direction, for which separate labor they will be paid the prevailing rate of wages for the character of the work performed (including bonus during any period when a bonus system shall be maintained by the Employer, subject to the terms and conditions of such system) in addition to payments which may be due them for work under section 2.

SEC. 5. *Bonus.*—During any period when a bonus system shall be maintained by the Employer, each individual Contractor shall also receive a bonus when he shall qualify therefor under the terms and conditions of such bonus system, provided that the bonus for the time worked under section 2 hereof shall be on a basis of wages per month of twenty-six days for men at the rate of.....dollars (\$.....), and for women at the rate of.....dollars (\$.....), said rates, however, being subject to increase or decrease as provided in section 7 hereof. Any bonus paid the Contractors under the sections shall be deemed a separate and additional remuneration and shall not be treated as an advance or reduce the amount of payment to be made to the Contractors under section 3 hereof.

SEC. 6. *Advances.*—The Employer will make advances each month to each Contractor on account and in part payment of the moneys to become payable under section 3, at the rate per month of twenty-six days of ..... dollars (\$.....) for men, and.....dollars (\$.....) for women, for the time each shall have worked under section 2; said rates, however, being subject to increase or decrease as provided by section 7.

SEC. 7. *Increase or decrease in rates.*—The rate of payment per ton of cane under section 3, the monthly rates on which bonus is based under section 5, and the rate of advances under section 6, shall be subject to increase or decrease from time to time in the same proportion and during the corresponding period as the base rate of pay for unskilled labor as announced by the Employer shall be increased or decreased from the base rate now prevailing; *Provided, however,* That in the final settlement any such changes of rate per ton of cane shall apply only to such proportion of the total tons of cane harvested as the number of men days time performed during the period each such change rate was effective shall bear to the total men days time performed by the Contractors under section 2, and by the Employer under section 8.

For the purposes of this contract, the term "men days time" shall mean the number of days labor performed by adult males—each day to consist of the number of hours work the Employer customarily requires of adult males to constitute a day for work of like character, plus the result arrived at by

converting into "men days time" the labor, if any, performed by women and / or minors by dividing the amount paid such women and / or minors by the then prevailing daily rate paid adult males for work of like character and under similar conditions.

SEC. 8. *Labor furnished by employer.*—Whenever in the judgment of the Employer the Contractors shall fail or be unable for any reason to do all of the work required under section 2 as above contemplated, the Employer shall have the right to employ extra labor as may seem necessary to carry on or complete or assist in completing said work, and in such case the moneys which would have become payable to the Contractors if they have performed all of said works shall be reduced in the same proportion as the men days time so done by the Employer shall bear to the combined men days time performed by the Contractors and Employer.

The moneys which would have become payable to the Contractors herein above referred to, shall be determined by multiplying the tons of cane by the rate or rates of payment as is provided for in section 3, and adding to the product so obtained any amount credited on account of seed cane, as is provided for in section 13.

SEC. 9. *Unavoidable casualty.*—Neither party shall be responsible to the other for any loss or damage to the crop of said land through storm, flood, drought, or shortage of water; and the Employer shall not be liable to the Contractors for any loss or damage resulting from its inability to harvest or transport the cane, or its supplies, or operates its plantation or factory, whether because of fire, storm, flood, strike, disturbance or shortage of labor, or any delay, casualty or other cause beyond its control.

SEC. 10. *Perquisites.*—While the Contractors shall continue in the faithful performance of this contract on their part, the Employer will furnish to them without charge lodging sufficient for their use, fuel, and water for domestic use, and all necessary medical services; upon condition that the Contractors shall be subject to the rules and regulations of the Employer's plantation for the time being, and that the houses and other property committed to their care shall not be abused or used for any purpose except as herein contemplated.

SEC. 11. *Right of cancellation.*—If at any time during the continuance of this contract any of the Contractors shall fail to diligently and continuously, when necessary, and in good husband-like and workman-like manner, and to the satisfaction of the Employer, cultivate and care for said cane under section 2, or when not so engaged shall refuse to work for the Employer under section 4 when required so to do, or shall otherwise violate or fail to observe or perform any of the terms or provisions of this contract on their part, or if any Contractor or Contractors shall wilfully damage or destroy any cane or other property of the Employer or interfere with the operation of its plantation, its factory, or with its employees, the Employer may at its option cancel and terminate this contract in respect to such Contractor or Contractors at fault as aforesaid, and thereupon all rights of such Contractors at fault hereunder shall absolutely cease and be forfeited to the Employer (except that there shall be no obligation on the part of any of them to account to the

Employer for any advances or bonus theretofore paid to them).

SEC. 12. *Labor hired by Contractors.*—Subject to the approval of the Employer the Contractors shall have the right to hire other laborers, at their own expense, to perform any of the work set forth in section 2 hercof, and such work performed by said other laborers will be accounted for and considered as work performed by the Contractors,—advances under section 6 being made and men days time credited accordingly. It is understood, however, that such work performed by said other laborers will not be included as work performed by any individual Contractor in qualifying said Contractor for any bonus.

SEC. 13. *Seed cane.*—The Employer shall have the right to cut and take seed from the cane on said land, and for all top seed cut after the crop is mature, it will pay the Contractors at the same rate as for the cane harvested, and for all body seed cut before the cane has reached maturity it will pay at a rate one-third higher than for harvested cane. Payment will be made hereunder when settlement is made under section 3.

SEC. 14. *Shortage of water.*—In case of any shortage of water, the Contractors' field shall be supplied with only its fair proportion of all water available for all of the Employer's fields which have substantially the same immediate source of supply, according to the best judgment of the Employer's manager or field representative.

SEC. 15. *Death or disability of any contractor.*—In case of the death, disability or illness of any Contractor, the Employer may either substitute or agree to the remaining Contractors substituting a man to take his place, or failing any such substitution, the remaining Contractors shall perform and complete all the work required to be done under section 2 on his part.

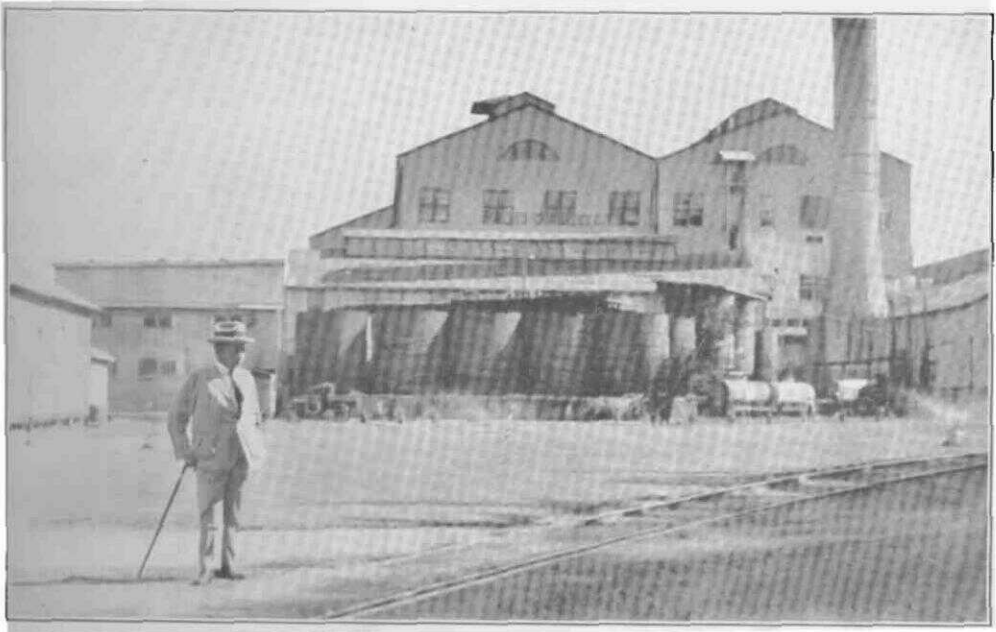
SEC. 16. *Contractors' representatives.*—The Contractors do hereby jointly and severally appoint the undersigned ..... as the General Agent of all of them to represent them in all matters connected with this contract, and to whom the Employer may give any and all notices, directions, and instructions intended for the Contractors or any of them, and to or with whom the Employer may make advances and settlements for all Contractors (including the state of deceased Contractor), all as effectually as though done with each Contractor individually; provided that the Employer may at its option at any time or times make settlement or deal with any one or more of the Contractors (or the state of any deceased Contractor) individually for their respective shares. In the event that the Contractors' General Agent above named shall die or be absent or for any other reason be unable to act, then the Contractors do hereby jointly and severally appoint the undersigned ..... as their alternate General Agent in his place and stead, with the same powers and under the same terms and conditions.

SEC. 17. *Agreement nonassignable.*—This contract is a personal one with the said Contractors, and neither this contract nor any interest therein nor any moneys due or payable hereunder shall be sold, assigned, transferred, sublet or hypothecated by the Contractors



Congratulating an Ilocano laborer who practices thrift and who was able to send to the Philippines \$240 which he saved during nine months' stay in Hawaii

Felicitando a un obrero Ilocano que tiene arraigado en sí el espíritu de ahorro y que logró enviar a Filipinas un ahorro de \$240 con sólo nueve meses de estancia en Hawaii



A rear view of the mill of the Hawaiian Commercial and Sugar Company in Puunene, Maui  
Vista posterior del molino de la Hawaiian Commercial and Sugar Company en Puunene, Maui



Director Cruz and Commissioner Ligot in company with Director Gomez Paschoal, looking at the filters of the plantation of the Hawaiian Commercial and Sugar Company in Puunene, Maui

El Director Cruz y el Comisionado Ligot en compañía del Director Sr. Gómez Paschoal, viendo los filtros de la plantación de la "Hawaiian Commercial Sugar Company" en Puunene, Maui



An interview with laborers working on the plantation railway in Puunene, Maui

Conferenciando con los obreros que trabajan en la vía férrea de la plantación, en Puunene, Maui

or any of them, without the prior written consent of the Employer, and any and all attempts otherwise made shall be void as against the Employer.

IN WITNESS WHEREOF, the said parties have signed this instrument in duplicate the day and year—

WAILUKU SUGAR COMPANY

By its Manager: .....

Contractor's Representative

(Contractor)

(Contractor)

(Contractor)

(Contractor)

(Contractor)

(Contractor)

(Contractor)

(Contractor)

(Contractor)

(Contractor)

OFFICE OF THE LABOR COMMISSIONER IN HONOLULU

In pursuance of section 4 of Act No. 2486, as amended by Act No. 3148, the Governor-General, with the consent of the Philippine Senate, has appointed a Labor Commissioner to render his services in the Territory of Hawaii. At present, he has his office in Honolulu, with the following main activities:

1. To receive and hear complaints made by the Filipino laborers;
2. To settle the differences between the Filipino laborers and their employers;
3. To see to the compliance of the contracts made by the plantations with the Filipino laborers and to look after the interests of the latter in general;
4. To secure employments for the Filipino laborers who are in the Territory and to intervene in the payment of their salaries due or other matters affecting them;

5. To hear the complaints of the laborers under the provisions of section 2 of Act No. 2486 relative to the concession of a free passage to the laborer after he has complied with the terms or conditions of the contract, or in case the laborer should become incapacitated for work as a consequence of physical incapacity;

6. To take action on certain matters within the jurisdiction of the Labor Commissioner in the Territory of Hawaii, whether through the Office of the Governor-General, or through the intervention of the Bureau of Labor, or directly with the interested persons;

7. To inspect the plantations so as to receive and hear the petitions of the laborers; and

8. To send a semiannual report to the Governor-General relative to the conditions of the Filipino laborers in that Territory.

ACTIVITIES OF THE BUREAU OF LABOR RELATIVE TO EMIGRANT LABORERS

The Bureau of Labor does not intervene directly or indirectly in the recruiting of laborers for Hawaii. However, through its Section of Emigrant Laborers to Foreign Countries, it performs the following activities:

1. To inspect contracts signed by the emigrant laborers who are recruited and contracted by the Hawaiian Sugar Planters' Association; to examine whether they understand the provisions of such contracts; the duration of their stay in Hawaii in accordance with the contract; the amount of wages they are to receive every month; whether they voluntarily go to that Territory and whether they are ready to comply with the terms set forth in said contracts so as to entitle them to the privileges specified therein. At the same time, their cedulas taxes are inspected, and those who have none or whose cedulas are of the past years are required by the Director to purchase new cedulas, suspending them temporarily until they have secured the same;

2. To stamp the contracts of the laborers emigrating to Hawaii as soon as they are received by this Office;

3. To make a list of the said contracts;

4. To file such contracts and to note thereon the respective destinations in Hawaii of the emigrant laborers;

5. To note on the back of each contract its number, the name of the laborer, town and province where the contract was executed, the date of his departure and then his destination in Hawaii;

6. To make a monthly report, by town and province, of the total number of laborers who have returned from Hawaii;

7. To make a monthly report, by town and province, of the total number of laborers emigrating to Hawaii;

8. To make a quarterly report, by town and province, of the total number of emigrant laborers.

copies of which are sent to the Secretary of Commerce and Communications, to the provincial governors, and to the agencies of the Bureau of Labor;

9. To make a quarterly report, by town and province, of the total number of laborers who have returned from Hawaii, copies of which are sent to the Secretary of Commerce and Communications, to the provincial governors, and to the agencies of the Bureau of Labor;

10. To note down in their respective contracts, the death of those laborers who have died in Hawaii;

11. To note down the return of the same;

12. To maintain correspondence with the Hawaiian Sugar Planters' Association;

13. To attend to the complaints of Filipino laborers in Hawaii and to answer all the communications addressed to the Bureau of Labor;

14. To request the Hawaiian Sugar Planters' Association in Honolulu, by correspondence with the Labor Commissioner, to grant a free passage to those who desire to return to the Philippines and who are entitled by law to such right;

15. To locate the whereabouts of the relatives of a laborer who died in Hawaii so as to inform them of the death, thereafter taking the necessary steps with the Hawaiian Sugar Planters' Association for the sending to the Philippines of his personal belongings including his money, which will be turned over to those who, by means of documents and personal guaranties, can prove to the satisfaction of the Bureau of Labor that they are entitled thereto;

16. To make a semiannual and an annual report of the number of laborers of different nationalities who have entered the Philippines; and

17. To perform all such work incidental to the activities mentioned above.

#### FILIPINO LABORERS WHO EMIGRATED TO HAWAII

According to the records of the Bureau of Labor, the number of laborers who emi-

grated to the Territory of Hawaii from the year 1909 up to date (1925), is as follows:

Year	Males	Females	Children	Total
1909 to 1914.....	18,630			18,630
1915.....	1,777	180	193	2,150
1916.....	1,877	157	180	2,214
1917.....	2,191	178	229	2,598
1918.....	2,030	284	447	2,761
1919.....	3,181	319	297	3,797
1920.....	3,042	225	187	3,454
1921.....	5,748	628	438	6,814
1922.....	7,291	530	362	8,183
1923.....	4,516	1,800	945	7,261
1924.....	8,171	1,116	582	9,868
1925.....	6,099	256	166	6,511
Grand total.....	64,553	5,673	4,016	74,424

#### FILIPINO LABORERS WHO HAVE RETURNED FROM HAWAII

As per records of the said Office, the number of laborers who have returned from Hawaii, during the same period from 1909 up to 1925, is as follows:

Year	Males	Females	Children	Total
1909 to 1914.....	159			159
1915.....	260	40	47	347
1916.....	342	64	59	465
1917.....	568	72	93	733
1918.....	645	65	131	841
1919.....	677	104	167	948
1920.....	1,093	75	113	1,281
1921.....	1,953	249	503	2,705
1922.....	1,309	81	203	1,593
1923.....	1,226	112	158	1,496
1924.....	1,730	204	261	2,195
1925.....	2,255	267	316	2,838
Grand total.....	12,217	1,333	2,051	15,601



## NOTES

The Bureau of Labor has made first-hand investigation of one thousand Filipino emigrants to Hawaii and of five hundred emigrants returning to these Islands in 1925. The investigation gave the following results:

### A. EMIGRANT LABORERS TO HAWAII

1. Of the 1,000 laborers investigated, 996 are males and 4 females.

2. Of these, 673 or 67 per cent are married but have left their families behind, while 327 or 33 per cent are single.

3. Nine hundred sixty-five or 96 per cent were induced to go to Hawaii for higher wages paid and thus improve their financial condition, and 35 or 4 per cent were called by their relatives already in Hawaii.

4. Six hundred fifty-one or 65 per cent have as their plans to save what they could earn and 349 or 35 per cent, to fulfill only the terms of the contract, etc.

5. Three hundred twenty-eight or 33 per cent have paid their transportation from their hometowns to recruiting stations of the Hawaiian Sugar Planters' Association, while the transportation of 672 or 67 per cent was defrayed by the Association.

6. Of the 1,000 emigrants, 843 or 84 per cent are Ilocanos and 157 or 16 per cent are Visayans including those from other parts of the Islands.

7. Of these 1,000 emigrants investigated, 871 or 87 per cent are farm laborers, while the remainder (129) or 13 per cent are of various occupations.

8. Another interesting fact disclosed in the investigation is the relative verility of these emigrants. Of the 1,000, 961 or 96 per cent are between the ages of 21 and 35 years, thus revealing that they are in the prime of life. Of the remaining 39, 11 are under 20 years of age and 28, with the exception of 1, are between 36 and 40 years of age.

9. Two hundred eighty members of families, consisting of brothers, sisters, and children, excluding the 4 females of the 1,000 laborers investigated, went with these emigrants, while those that were left in their hometowns are 1,963, of which 617 are wives; 433, parents; 1,201, children; and 102, brothers.

10. Four hundred seventy-six or 48 per cent owned real properties to the value of ₱148,303 or an average of ₱312, and 534 or 52 per cent do not own any property at all. Of those owning properties only 9 sold all or part of such properties to the value of ₱5,770.

11. All indicated their intention to return to the Philippines after the contract.

12. Of the 1,000 emigrants, 16 read the English language; 8, the Spanish; 15, the Tagalog; 41, the Visayan; and 375, the Ilocano. Sixty-five write the English language; 8, the Spanish; 14, the Tagalog; 39, the Visayan; and 337, the Ilocano. English is spoken by 63; Spanish, by 9; Tagalog, by 31; Visayan, by 152; and the Ilocano, by 843. The following have attended the primary schools: 10 in the first grade; 17 in the second grade; 22 in the third; and 11 in the fourth, or a total of 60. Eleven have attended the intermediate school, 9 of whom were in the fifth grade and 2 in the sixth. Four have had higher instructions, 3 of whom in the first year, and 1 in the second year, high school.

### B. LABORERS RETURNING FROM HAWAII

The investigation made of 500 returning laborers to the Philippines gives the following results:

1. This covers only laborers who were returning to the Ilocos region; namely, Ilocos Norte, 305 or 61 per cent; Ilocos Sur, 101 or 20 per cent; Pangasinan, 55 or 11 per cent; La Union, 22 or 4 per cent; Abra

and Cagayan, 9 and 8, respectively, or 3 per cent.

2. Of the 500 laborers, 346 or 69 per cent are married and 154 or 31 per cent single; 312 or 62 per cent worked in Hawaii from 3 years or over, while the remainder, that is, 188 or 38 per cent work only up to two years.

3. As to savings, 394 or 79 per cent brought with them a total of ₱194,419 or an average of ₱433 for each laborer. The rest, that is, 106 or 21 per cent have no savings. Moreover, the investigation shows that of the 500 laborers, 447 or 89 per cent were able to send from Hawaii to their respective families a total of ₱328,216 or an average of ₱734 for each laborer. Only 53 or 11 per cent were not able to send anything.

4. One hundred eighty-seven or 37 per cent received from ₱1.51 to ₱2.50 a day; 143 or 28 per cent from ₱2.50 to ₱4; 144 or 29 per cent received from ₱45 or over a month. Only 20 or 4 per cent received ₱4.01 or over a day; 2 from ₱.80 to ₱1.50 a day, and 4 from ₱20 to less than ₱35 a month.

5. These laborers were engaged in 26 different occupations.

6. They returned with 161 members of families, of which 106 males and 55 females, and those left in Hawaii number 157 (147 males and 10 females).

#### C. IMPORTANCE OF THE SUGAR INDUSTRY AND THE FILIPINO LABOR IN HAWAII

According to reliable informations, the number of Filipino laborers working as of July, 1925, for the Hawaiian Sugar Planters' Association, compared with others of distinct nationalities, in the four big islands of Hawaii, is as follows:

Island	Total employed	Filipinos
Hawaii.....	18,789	8,472
Maui.....	11,566	4,883
Oahu.....	13,339	6,145
Kauai.....	10,608	5,585
Grand total.....	54,302	25,085

As will be observed, almost half of the number of laborers and employees in the plantations are Filipinos. Information

from dependable sources reveals that seventy per centum (70%) of the laborers working in the fields in the said Territory are Filipinos; it may thus be concluded that the work of the Filipino laborer is essential in the plantations.

The immigration of the Filipino laborers into Hawaii started in the year 1906, at the time when the emigration of the other races to those Islands was at its height. The latter begun in the year 1852, when Chinese laborers were brought from Canton and Mongolia; together with laborers from Korea, Japan, the mainland of the United States, Porto Rico, Madeira, the Azores Islands, Portugal, Spain, Italy, Poland, Austria, Germany, Norway, Russia, Siberia, and Micronesia.

The immigration of these laborers at present has practically ceased and the Hawaiian Sugar Planters' Association recruits for its plantations Filipino laborers only, showing thereby the success accomplished in the intelligent, efficient, and systematic works of the recruiting agency of the said Association in the Philippines. The publicity of the advantages obtained by the Filipino laborers in their works in sugar plantations in Hawaii has reached an extent that at present many Filipino laborers defray their own transportation expenses in emigrating to Hawaii when they are refused by the recruiting company, either by reason of their poor health after medical examination conducted by the physician of the company, or the excess of the number of laborers recruited for a given shipment.

In view of the foregoing facts, it is safe to assert that the recruiting company can very well now send laborers to Hawaii without making great efforts to that end, but only to defray the transportation expenses from the port of departure to that Territory.

The importance of the sugar industry in the Territory of Hawaii is evident as the gain from this industry is approximately \$75,000,000 per annum, of which about \$10,000,000 are paid annually as dividends to the 15,000 odd shareholders of the Hawaiian Sugar Planters' Association, the vast bulk of whom are residents of the Territory, and the remaining \$65,000,000 represents the amounts paid the plantation

employees, skilled and unskilled, the amounts paid the local concerns for materials required, and the amounts paid steamships and railroad companies for transportation, etc.

The total amount of the taxes paid to the Territory runs between nine and ten million dollars annually. Of this amount, the sugar plantations alone, excluding all corporations and individuals directly dependent upon the sugar industry, have paid approximately \$3,500,000.

As has been stated, all the plantation managers are satisfied with the work of the Filipino laborers. It may be stated further that the coöperation of the Filipino laborers with the plantations of Hawaii is of the utmost importance, for being 70 per cent of the employed in the plantations, the Filipino labor in this industry may be stated to be vital, contributing to a large extent to the economic life of that Territory, hence, an element actually indispensable in its development and progress.

# INFORME

AL

## HONORABLE LEONARD WOOD

GOBERNADOR GENERAL DE FILIPINAS

(CON UN APÉNDICE)

(Por conducto del Departamento de Comercio y Comunicaciones)

Tal como ha sido redactado en castellano por el Director del Trabajo, con las enmiendas, adiciones y correcciones hechas por los representantes de las partes afectadas, obreros y plantadores de caña dulce del Territorio de Hawaii.

(Publicado con autorización del Gobernador General)

### INFORME AL HON. LEONARD WOOD, GOBERNADOR GENERAL DE FILIPINAS

HONOLULU, T. H.,  
Octubre 13, 1925

El presente informe se somete respetuosamente al Hon. Leonard Wood, Gobernador General de Filipinas, por el Director del Trabajo, con motivo de la inspección hecha por el mismo de las condiciones del trabajo y de la vida del obrero filipino en el Territorio de Hawaii.

Para su mayor comprensión, el presente informe se divide en ocho partes, a saber:

- I. *Objeto del viaje al Territorio de Hawaii.*
- II. *Plan de inspección.*
- III. *Condiciones del trabajo y de la vida del obrero.*
- IV. *Quejas recibidas.*
- V. *El Comisionado del Trabajo, Sr. C. Ligot, y los "leaders" obreros.*
- VI. *Comentarios.*
- VII. *Aprobación de este informe por ambas partes afectadas.*
- VIII. *Resumen.*

#### I

#### OBJETO DEL VIAJE AL TERRITORIO DE HAWAII

El viaje del que suscribe al Territorio de Hawaii, que está debidamente autorizado por el Honorable Gobernador General, tiene por principal objeto conocer personalmente las condiciones del trabajo de los obreros filipinos en dicho Territorio en vista de que,

por ministerio de la Ley No. 2486 de la Legislatura Filipina, el Director del Trabajo cumple, en relación con dichos obreros, los siguientes deberes:

(a) Expedir, mediante la aprobación del Departamento de Comercio y Comunicaciones, la licencia a la entidad reclutadora de obreros que en este caso es la *Hawaiian Sugar Planters' Association*, y cobrar los derechos correspondientes; y

(b) Inspeccionar los contratos firmados por los obreros emigrantes al exterior celebrados con la compañía reclutadora mencionada.

Para el cumplimiento de tal propósito, el que suscribe salió de Filipinas en el vapor *President Cleveland*, el 9 de septiembre y llegó a Honolulu el día 1 del presente mes.

#### II

#### PLAN DE INSPECCIÓN

Después de realizar ciertas actuaciones que eran necesarias para llevar a cabo mi propósito, procedí a inspeccionar las plantaciones de azúcar en las cuatro islas principales del territorio de Hawaii, que son: Oahu, Hawaii, Kauai y Maui, adoptando un plan que consistía en:

- (1) Conferenciar con los administradores en sus respectivas oficinas;
- (2) Celebrar entrevistas o conferencias casuales con los obreros filipinos y algunos que no lo son en el camino;
- (3) Tener entrevistas también casuales

en el campo y en el lugar mismo donde trabajan los obreros;

(4) Visitar, sin previo aviso, a los obreros y sus familias en sus mismas casas, así como las tiendas donde se proveen de alimentos;

(5) Celebrar mitin público con los obreros de una determinada plantación, cuando las circunstancias lo permiten; y

(6) Recibir las visitas voluntarias de los obreros y de las familias de éstos en mi habitación y oír sus peticiones o quejas; visitar sus viviendas y los sitios donde trabajan o esperan encontrar trabajo en las ciudades.

Mediante este plan he conseguido imponerme, aunque podría decirse no muy completamente, pero sí, de un modo cierto y verdadero, de las condiciones de vida y del trabajo de los obreros filipinos en las plantaciones de azúcar situadas en las cuatro islas mencionadas visitadas por mí, como se verá por lo que expongo a continuación:

(1) Tuve ocasión de conocer personalmente a los administradores y hablarles acerca de ciertos aspectos del trabajo de los obreros filipinos; así como de ver algunos datos obrantes en su oficina que eran necesarios para mi guía e información, y dirigirles ciertas preguntas acerca de las dificultades que tienen—si es que en realidad las tienen—respecto al trabajo de los obreros filipinos.

(2) Pude apreciar personalmente, sin previo aviso ni preparación, el aspecto personal de los obreros filipinos que, generalmente, refleja su condición y su estado psicológico, y esto lo conseguí haciendo parar el automóvil en que iba cuando tropezaba en el camino con un obrero filipino o con un grupo de ellos, dirigiéndoles, después de darme a conocer y explicarles el objeto de mi viaje, algunas preguntas, haciendo hincapié en las que se refieren al trato que reciben de sus superiores y a las condiciones de sus respectivos trabajos.

(3) He apreciado del mismo modo el estado del obrero filipino en el campo donde trabaja o en otros lugares donde cumple sus obligaciones, habiendo podido hacerme cargo, no sólo de la clase de trabajo que realiza y sus condiciones, sino también de los medios de que se vale para realizarlos, tales como los aperos de labranza, herra-

mientas, etc., y, sobre todo, conocer su estado de ánimo en ese momento interesante en que el hombre cumple con un deber para consigo mismo y para con la sociedad. Pude apreciar la clase y la cantidad de alimento con que se nutre el obrero para reponerse de sus fuerzas perdidas en el trabajo, y la que él se lleva consigo al campo.

(4) He conseguido enterarme de la vida del obrero y de su familia en el hogar; apreciar ciertos pormenores a este respecto, y comprobar si son o no adecuadas las viviendas y qué valor pueden tener las mismas, teniendo en cuenta que al obrero, según convenio estipulado, se le concede el derecho de tener casa gratuita, la cual, consiguientemente, se acredita como un valor efectivo que el obrero recibe, además del salario, como pago del esfuerzo que realiza en pro de las plantaciones.

(5) Dar oportunidad a los obreros para conocer públicamente el objeto de mi viaje a este Territorio a fin de que pudieran expresar pública y libremente sus deseos acerca de las condiciones de su trabajo en las plantaciones. También me han servido estos mitines públicos para comprobar las informaciones que recibiera del administrador y de los obreros con quienes había logrado conferenciar, ya en el camino, ya en el campo o dentro de las fábricas. Tuve oportunidad de informar a los obreros reunidos acerca de algunos puntos importantes para ellos y aconsejarles lo que deben hacer para su propio bien y así conseguir, mediante la debida cooperación entre ellos y sus patronos, un resultado más satisfactorio y beneficioso para ambos. Tuve, por último, oportunidad de conocer y comprobar la cooperación de los administradores en la celebración de estos mitines; y

(6) Logré enterarme, sin que mediase ninguna acción por mi parte, de la situación, la vida, las quejas y las peticiones de los obreros filipinos que no trabajan en las plantaciones, bien porque no pertenecen a ellas o porque las han dejado voluntariamente, bien por no querer volver a las mismas después de la pasada huelga, bien por no haber sido readmitidos en las plantaciones o en otra clase de ocupación por una u otra causa, imponiéndome de sus deseos, de los trabajos que tienen o de que carecen, y el número aproximado de ellos afectados en cada caso.

CIUDADES Y PLANTACIONES VISITADAS Y  
NÚMERO DE OBREROS FILIPINOS

He visitado las ciudades de las cuatro grandes islas del Territorio de Hawaii, a saber: Isla de Hawaii, Islas de Maui, Islas de Kauai e Isla de Oahu.

No se ha podido obtener el número exacto de obreros filipinos que residen en cada una de estas ciudades; pero se ha hecho un cálculo aproximado con el resultado siguiente: Hilo, Hawaii, 400; Wailuku, Maui, 150; Lihue, Kauai, 100; y Honolulu, Oahu, 5,000.

El número de plantaciones adheridas a la "Hawaiian Sugar Planters' Association" asciende a 44, de las cuales 33 han sido inspeccionadas.

El número de obreros filipinos de las 44 plantaciones es de 24,992 y el número de los que trabajan en las 33 anteriormente citadas es 20,825, habiendo un promedio de 87 por ciento de obreros en las plantaciones inspeccionadas. El número de obreros filipinos correspondiente a cada una es como sigue:

ISLA DE HAWAII	
Hilo Sugar Co.....	320
Olaa Sugar Company.....	1,237
Waiakea Mill Company.....	548
Onomea Sugar Company.....	665
Pepeekeo Sugar Company.....	306
Honomu Sugar Company.....	155
Hakalu Plantation Company.....	309
Laupahoehoe Sugar Company.....	420
Kaiwiki Sugar Company.....	350
Hamakua Mill Company.....	509
Pauuhau Sugar Plantation Company.....	482
Honokaa Sugar Company.....	419
Hawaiian Agricultural Company, Ltd.....	790
Hutchinson Plant Co.....	450
	<hr/>
	8,470

ISLA DE MAUI	
Maui Agricultural Company.....	1,160
Hawaiian Commercial & Sugar Co.....	1,678
Wailuku Sugar Company.....	591
Olowalo Company.....	127
Pioneer Mill Company.....	1,007
	<hr/>
	4,563

ISLA DE KAUI	
Kekaha Sugar Company.....	673
Waimea Sugar Mill Company.....	65
McBryde Sugar Company.....	591
Hawaiian Sugar Company.....	1,009
Koloa Sugar Company.....	783
Grove Farm Plantation.....	262
Lihue Plantation Company.....	1,157
Makee Sugar Company.....	699
	<hr/>
	5,239

## ISLA DE OAHU

Ewa Plantation Company.....	1,090
Waimanalo Sugar Company.....	420
Waiialua Agricultural Company.....	1,037
Oahu Sugar Company.....	1,566
	<hr/>
	4,113
	<hr/>
Gran total.....	20,825

Las plantaciones no inspeccionadas por falta de tiempo material, son:

HAWAII	
Pacific Sugar Company.....	381
Niuli Plantation Company.....	122
Halawa Plantation Company.....	141
Kohala Sugar Company.....	347
Union Mill Company.....	219
Hawi Mill Company.....	335
	<hr/>
	1,545

MAUI	
Kaeleku Plantation.....	312

KAUAI	
Kilauea Sugar Company.....	337

OAHU	
Kahuku Plantation Company.....	546
Waianae Company.....	193
Honolulu Plantation Company.....	1,058
Koolau Plantation Company.....	96
Laie Company.....	80
	<hr/>
	1,937
	<hr/>
Gran total.....	4,167

## III

## CONDICIONES DEL TRABAJO Y DE LA VIDA DEL OBRERO

## EN LAS CIUDADES

## (a) Condiciones del trabajo.

Las condiciones del trabajo y de la vida del obrero filipino en las ciudades generalmente son casi análogas a las condiciones existentes en las ciudades de los demás pueblos.

Los trabajos a que se dedican los obreros filipinos en las fábricas y otras ocupaciones en las ciudades y el número de los mismos en cada una de ellas, pueden dividirse aproximadamente, del modo siguiente:

Conservas de piña.....	600
Estivadores.....	300
Fábricas de abonos.....	25
House boys.....	200
Barberos.....	25
Limpiabotas.....	35
Músicos.....	60
Hospital boys.....	100
Hotel boys.....	200
Yard boys.....	200
Choferes (automóviles).....	500
Navy Yard (despedidos).....	306
Obras públicas (despedidos).....	400

Pineapple field.....	4,000
Rice field.....	500
Pescadores (impedidos).....	1,000
Cafetales.....	900
Desconocidos (soldados).....	4,999
Total.....	14,350

La gran mayoría de los obreros arriba enumerados no cuenta con trabajo permanente, esto es, diario; por ejemplo, los estivadores trabajan solamente de vez en cuando si hay vapores que llegan o salen. En esta clase de trabajo algunos ganan lo suficiente para pasar el día y tener la ropa indispensable. Muchos de los chofers que se enumeran arriba tienen sus automóviles propios y se dedican a tomar pasajeros, esto es, dan en alquiler sus autos para viajes ocasionales. Los trabajadores en las fábricas de conserva de piña están empleados continuamente por espacio de cinco meses durante el año. Después de esta temporada solamente pocos trabajan durante la semana, puesto que ya hay poco trabajo. La mayor parte de los otros trabajadores que aparecen en la relación consignada arriba no trabaja permanentemente, prefiriendo realizar trabajos ocasionales, cuando los encuentran.

(b) *Condiciones de vida.*

Las condiciones de vida de los filipinos en las ciudades, exceptuando aquellos que tienen trabajos permanentes, puede decirse que son difíciles y miserables porque consiguen empleos irregularmente. Apenas encuentran lo suficiente para mantenerse, y puedo afirmar que un gran número de ellos carece de lo absolutamente necesario para vivir. Estos, por tal motivo, constituyen una verdadera carga para aquellos que trabajan y los amparan. Es difícil, pues, averiguar el por qué de estas condiciones, puesto que las compañías azucareras generalmente dan trabajo a cualquiera de estos obreros que deseen emplearse en las plantaciones donde tienen oportunidad de ganar jornales regulares durante todo el año. Sin embargo, parece que los atractivos de la ciudad son la causa de que muchos filipinos de esta clase lleven una vida irregular y poco deseable.

Sus viviendas, por lo mismo que viven en comunidad, puede decirse que no son cómodas. Alquilan habitaciones de \$13 a \$20 al mes, capaces de albergar a 4 u 8 personas.

El costo de los artículos de primera necesidad en la Ciudad de Honolulu, compa-

rado con el costo de los de la Ciudad de Manila, viene a ser más barato relativamente.

Considerando que el salario del obrero se paga en dólares, el costo de los artículos que necesita el obrero es más bajo en Honolulu que en Manila, como se comprobará más adelante.

EN LAS PLANTACIONES

(a) *Condiciones del trabajo.*

Los trabajos que los obreros filipinos realizan en las plantaciones son varios, a saber:

*Por día.*—Los trabajos por día son: la limpieza de jardines, barrer los suelos de las fábricas y molinos, recoger basuras en los campos, realizar algunos trabajos de cultivo, y otros análogos. Estos trabajos se encomiendan a los obreros novatos o a aquellos que están en estado convaleciente después de haber sufrido alguna enfermedad, más bien que a otros grupos de obreros. También se da este trabajo a los obreros que acaban de terminar un contrato, ya corto o ya largo, y están en espera de celebrar otro, o durante la temporada en que cesan los trabajos de corte de cañas y de molienda. Se les da esta clase de trabajo para que tengan en qué ocuparse durante dicha temporada de espera.

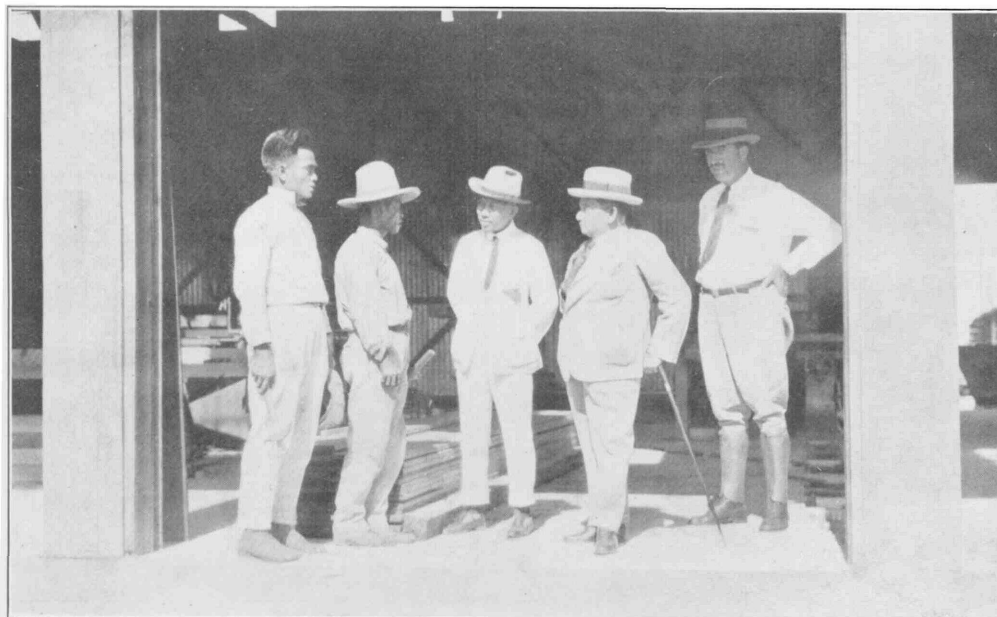
El jornal diario es de un dólar (\$1) sin incluir el bono de 10 por ciento (10%) de lo que percibe cada obrero durante el mes (turnout bonus); y además de este bono, los trabajadores pueden recibir otro como participación (profit-sharing bonus) sobre el precio del azúcar, lo cual es un 5 por ciento sobre el precio de 5 céntimos o más del azúcar. Este último bono toma incremento en cuanto aumenta el precio del azúcar, de tal manera que si el precio del azúcar es de 6 céntimos, el obrero recibirá un dólar diario además del "turnout bonus" de 10 por ciento y su "profit-sharing bonus" de cinco por ciento. Si el azúcar es de 7 céntimos, la participación aumentaría hasta en un 25 por ciento, y así sucesivamente.

*Contratos cortos.*—Comprende este contrato los trabajos de remover la tierra, regar, arar, fertilizar, cortar yerbas, cortar cañas, y cargarlas en los vagones, y, a veces, la colocación de vías férreas en las plantaciones. Los pagos por esta clase de contratos son diferentes, a saber:

(1) *Corte de cañas.*—Se hace este trabajo por tonelada. Se paga a los obreros por



Inspecting the laborers' village of Puunene, Maui  
Inspeccionando la barriada obrera de Puunene, Maui



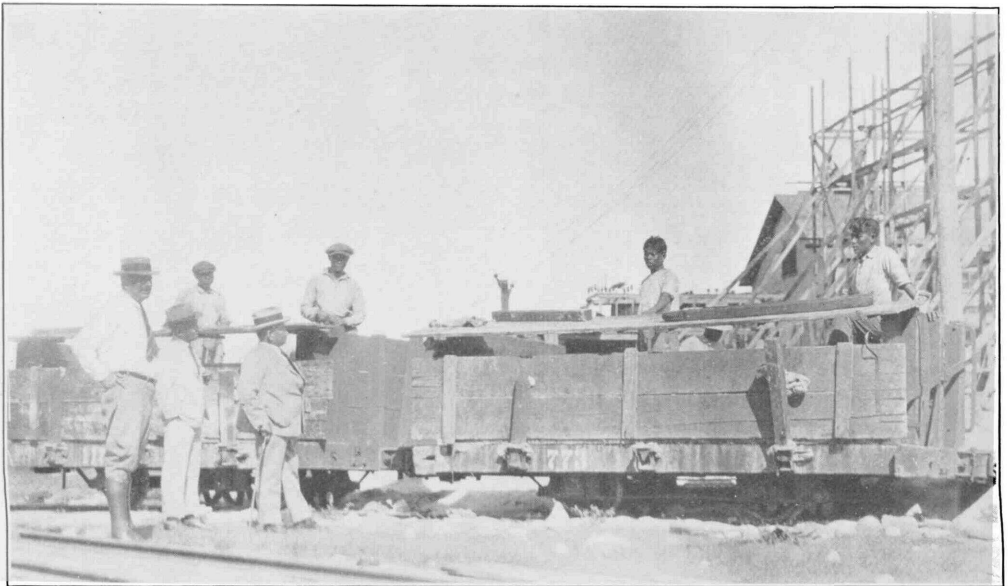
Talking with two Filipino carpenters at the carpentry shop of the plantation in Puunene, Maui  
Conferenciando con dos carpinteros filipinos en el taller de carpintería de la plantación, en Puunene, Maui





A plantation laborer of the Wailuku Sugar Company in Maui, explaining to Director Cruz why he was found sleeping in his house while others were still working

Un obrero de la plantación "Wailuku Sugar Company," en Maui, explicando al Director Sr. Cruz por qué se encontraba en su casa durmiendo, mientras otros estaban aún trabajando



Talking with Filipino laborers engaged in railway construction in Puunene, Maui

Conferenciando con los obreros filipinos ocupados en trabajos ferroviarios de la plantación, en Puunene, Maui

grupo, y cada grupo trabaja bajo un contratista, pero los jornales se pagan directamente a cada obrero por el contador o el cajero de la plantación, dividiendo entre los obreros en igual cantidad lo que el grupo haya podido ganar. Algunas veces se lleva un registro individual del trabajo de cada obrero, anotando los surcos o toneladas de caña que éste haya podido cortar. En este caso, no se hace el pago por grupo

sino individualmente, según sea el peso de la caña que cada obrero haya podido cortar.

El término medio de pago en los trabajos de cortar caña en una u otra forma, es de \$2.25 a \$2.50 al día, sin incluir los bonos.

Para poder apreciar debidamente los resultados que se obtienen al ponerse en práctica este contrato, rogué a cierto *manager* de una plantación me facilitase copia de un ajuste final de cuentas tomado al azar del archivo, facilitándome inmediatamente la siguiente:

(Short Contract)						
HILO SUGAR COMPANY, AGOSTO 31, 1925						
CONTRATO DE FONSECA						
	Horas	Importe	Jornal diario	Bono, 10 por ciento	Participación de beneficios	
Por pesar cañas.....	78/81..	7.600	\$96.52	\$1.27	\$0.10	\$1.37
Id .....	.45..	3,400	43.18	1.27	.10	1.37
Id .....	O/S..	7,400	93.98	1.27	.10	1.37
Id .....	.77..	500	6.35	1.27	.10	1.37
Conducción de cañas.....	78/81..	4,300	58.05	1.35	.11	1.46
Id .....	78/81..	500	6.35	1.27	.10	1.37
Id .....	78/81..	1,550	23.87	1.54	.12	1.66
Id .....	.45..	700	9.45	1.35	.11	1.46
Id .....	.45..	200	2.54	1.27	.10	1.37
Id .....	O/S..	2,850	38.48	1.25	.11	1.46
Id .....	300..	300	4.62	1.54	.12	1.66
Id .....	O/S..	500	6.75	1.35	.11	1.46
Id .....	.77..	200	3.08	1.54	.12	1.66
Autorización 181.....	.....	400	5.08	1.27	.10	1.37
Reparación de conductos.....	.....	500	6.35	1.27	.10	1.37
Corte de semillas.....	.....	100	1.27	1.27	.10	1.37
Selección de semillas.....	.....	200	2.54	1.27	.10	1.37
Reparación de caminos y cercos de puentes.....	.....	800	10.16	1.27	.10	1.37
Reparación de acueductos y canales.....	.....	500	6.35	1.27	.10	1.37
Aplicación de fertilizantes 55.....	.....	200	2.54	1.27	.10	1.37
Corte de cañas.....	78/81..	21,300	468.91	2.20	.18	2.38
Id .....	.45..	11,900	111.05	.93	.07	1.00
Carga de cañas.....	.45..	2,050	21.18	1.03	.08	1.11
Id .....	78/81..	2,900	66.74	2.30	.19	2.49
Id .....	.....	70,850	1,095.39	1.54	.12	1.66
Bonos pagados a 43 hombres.....	.....	.....	134.55	.....	.....	.....
Total.....	.....	.....	1,229.94	.....	.....	.....

HILO SUGAR COMPANY  
(Fdo.) ALEX. FRASER, *Manager*

(2) *Carga de cañas*.—Este trabajo consiste en cargar cañas en los vagones. El jornal oscila entre 25 y 28 céntimos por cada tonelada. Con esta clase de trabajo el obrero percibe \$2.38 al día y algunas veces más, empleando 10 horas de trabajo, excluyendo el bono.

*Contratos largos de cultivo*.—En algunos casos las plantaciones celebran contratos con grupos de obreros que se encargan de cultivar los campos y de llevar a cabo los trabajos hasta su terminación. Las plantaciones dan a los obreros para su manutención anticipos de un dólar, más el bono

por cada día en que haya trabajado. Después de la cosecha de la caña el obrero recibe la diferencia de la cantidad ganada por virtud del contrato y la de los anticipos de un dólar al día. En estos contratos de cultivo los obreros filipinos ganan de dos a cuatro dólares al día con un promedio de \$2.40.

Para mayor claridad y comprensión de lo que es en la práctica el llamado "long contract" se inserta a continuación la copia de una liquidación final cogida también, como el anterior, al azar, de entre un gran número de liquidaciones que se conservan en los archivos de la plantación.

(Long Contract)

## HILO SUGAR COMPANY, JULIO 15, 1925

AJUSTE FINAL DEL CONTRATO DE CULTIVO DE ALFREDO FONSECA, SECCIÓN DE WAINAKU—CAMPOS NOS. 38-44—201.8 ACRES

## COSECHA DE 1925

Por 13,805.972 toneladas de caña a 95 céntimos la tonelada.....		\$13,115.67	
Descontando los anticipos que siguen:			
Por no limpiar 118.17 acres a 7 dólares.....	\$827.16		
Hombres y mulas de la plantación.....	3,322.94		
Anticipos al contado.....	4,606.74	8,756.84	
Saldo a favor.....			4,358.83

Recibí:

(Fdo.) M. A. FONSECA

Promedio del jornal diario del contratista para cada hombre, \$1.99.

Aprobado:

(Fdo.) ALEX. FRASER

## TRABAJOS EN LAS CENTRALES

Compréndense en estos trabajos todas las operaciones en las centrales, haciéndose mediante contratos por grupos de obreros compuestos de 23 a 33 individuos cada uno, los cuales se encargan de las centrifugas, de envasar el azúcar en sacos y llevarlos a

las bodegas. Este contrato se denomina "drying contract." Generalmente, cada obrero percibe mediante este contrato un salario de \$2.20 hasta \$3.27 al día, abarcando este trabajo un período de tiempo desde diciembre hasta agosto del siguiente año.

## Comparación de los salarios diarios en los molinos y campos

Naturaleza del trabajo	Hawaii		Filipinas	Diferencia
	Jorna diario	Incluyendo bonos, 10 por ciento		
<b>Cargadores de caña:</b>				(Nota A)
Máquinas descargadoras durante la molienda.....	\$1.90	\$2.90	\$0.50	\$1.50
Ayudantes.....	1.63	1.79	.50	1.20
Máquinas descargadoras antes o después de la molienda.....	1.75	1.93	.50	1.43
Ayudantes.....	1.50	1.65	.50	1.15
<b>Fogón:</b>				
Fogoneros.....	1.60	1.76	.65	1.11
Trilladores.....	1.39	1.53	(?)	
Operarios del agua.....	2.63	2.89	(?)	
<b>Casa de calderas, unos:</b>				
Balanza para jugos.....	1.75	1.93	.65	1.28
Tanques de asentar.....	1.50	1.65	.60	1.05
Catadores.....	2.08	2.29	.50	1.79
Evaporadores.....	1.90	2.09	.50	1.59
Caleros.....	1.70	1.87	.50	1.33
Prensas de bagazo, lunas.....	1.75	1.93	.50	1.43
Prensas de bagazo, otros.....	1.39	1.53	.50	1.03
Tacheros.....	2.38	2.62	(?)	
Cristalizadores, mezcladores, barrenderos.....	1.39	1.53	.50	1.03
Operarios de máquina y bomba.....	1.80	1.98	(?)	
"A", centrifugas No. 1.....	2.50	2.75	.75	2.00
"B", centrifugas No. 2.....	1.66	1.83	.60	1.23
Personal para coser a máquina.....	1.25	1.38	.60	.78
Cargadores de azúcar después de la molienda.....	1.50	1.65	.60	1.05
<b>Departamento de molino:</b>				
Maquinistas.....	2.03	2.23	.60	.78
Engrasadores.....	1.64	1.80	.60	1.20
Alimentadores de caña.....	1.50	1.65	.60	.05
Molinos.....	1.38	1.52	.60	.92
<b>Cuadrilla de reparadores:</b>				
Una cuadrilla de reparadores de molinos.....	1.84	2.03	.60	.92
<b>Taller de carpintería:</b>				
Una cuadrilla de reparadores de vagones.....	2.42	2.66	.625	2.035
Pintores.....	1.75	1.90	(?)	
Carpinteros.....	2.47	2.72	(?)	
Electricistas—Ayudantes, etc.....	2.43	2.67	1.125	1.545
Taller de maquinaria—Ayudantes, etc.....	2.63	2.89	(?)	
<b>Cargadores de caña—Por cada tonelada, 27 céntimos en Hawaii.</b>	2.63	2.89	.50	2.13
<b>Cortadores de caña—Por cada tonelada, 21 céntimos en Hawaii.</b>	2.25	2.46	.50	1.96
Máquina o bomba de alimentación.....			.50	

NOTA A.—Los obreros filipinos en Hawaii compran los artículos de primera necesidad en dólares. Como quiera que, con un dólar en Hawaii no se podrá obtener tanto como con dos pesos en Filipinas a causa de la diferencia en el precio, intenté llegar a un tipo razonable tomando los precios absolutos (unit prices) de los artículos de primera necesidad como el arroz, salmón en lata, sardinas, camarones salados, mungo, carne fresca, pescados ahumados, cebollas, fideos, jabones para lavada, petróleo, azúcar y café. El precio total de estos artículos en Manila es de \$7.64½. De esto se deduce que lo que se puede comprar con un dólar americano en Hawaii es solamente cerca de 75 por ciento del mismo en Manila, de tal modo que la comparación de los jornales en Filipinas y Hawaii sería solamente ₱1.50 por cada dólar. Por ejemplo, mientras que la diferencia existente en el jornal para la descarga de cañas es de \$1.59 al día más en Hawaii que en Filipinas, en realidad esta suma de \$1.59 debería reducirse aproximadamente a un 25 por ciento, y actualmente, el jornal en Hawaii debería exceder del jornal diario en Filipinas solamente en \$1.14. De todos modos, se verá que, cualquiera que sea el método que se emplee, el jornal en las fábricas azucareras en Hawaii es mucho más alto que en Filipinas.

NOTA B.—En Filipinas, para el corte y la carga de cañas, se paga ordinariamente al contratista y no a los obreros; y aquél paga a éstos ₱2.50 semanalmente con una ración diaria de arroz y ₱0.10 para la vianda. Se ha usado en la presente relación, ₱1 al día como promedio de jornal.

Debe tenerse en cuenta que el trabajo del obrero del campo en Hawaii vale más que en Filipinas porque puede él trabajar diariamente durante todo el año, mientras que en Filipinas solamente trabaja parte del año y algunas veces solamente parte de cada mes.

*Trabajos varios.*—Además de los mencionados, también se encomiendan a algunos filipinos ciertos trabajos en las centrales y en las plantaciones cuyas denominaciones, son: "Steam plow work, chauffeurs, railroad right-of-way men, railroad brakemen, irrigators, field cultivation work, such as hoeing, weeding, stripping, topping cane; pilers of cane for mechanical loaders, portable-track men, fertilizer men, warehouse men, mule men, police men, camp bosses, cooks,

store men, office clerks and interpreters and helpers in hospitals, lunas, timekeepers, field overseers."

Los oficiales en las plantaciones que directamente atienden y dirigen a los obreros, son:

El "field boss" cuyo deber es asignar el trabajo a los grupos de obreros o a cada uno de éstos.

El luna o capataz se encarga de ver y dirigir los trabajos en cada grupo y tomar nota de los ausentes.

El pagador es el que *directamente* hace el pago a los obreros por salario u otros conceptos y cobra de éstos lo que adeudan a las tiendas de la plantación y por el flúido eléctrico consumido.

El "camp boss" visita las casas de los obreros diariamente, para ver si todos los obreros han ido al trabajo; y si hay alguien que esté enfermo lo lleva al hospital; en caso de estar sano se le amonesta a que acuda al trabajo.

(b) *Condiciones de vida.*

Las condiciones de vida del obrero que trabaja en las plantaciones, son como siguen:

SALARIO QUE PERCIENEN

El promedio de salario que percibe el obrero en sus diferentes trabajos en las plantaciones y en las centrales, tal como se ha especificado más arriba, comparado con lo que percibe en Filipinas, es como sigue:

*En las plantaciones de Hawaii*

De \$1 a \$1.50 al día.  
De \$2.38 a \$2.63 al día.  
De \$2.25 a \$2.50 al día.  
De \$2.39 a \$4 al día.

*En Filipinas*

De ₱2.50 la semana, con ₱0.10 diario para vianda y arroz suficiente.  
Suma: ₱4 la semana.

Además de estos salarios el obrero en las plantaciones de este territorio percibe una bonificación de 10 por ciento sobre el total del salario que percibe (turnout bonus) y 5 por ciento de "profit-sharing bonus" siempre que el obrero haya trabajado 23 días durante el mes, cuando el precio del azúcar llega a 5 céntimos la libra o más. Los días en que el obrero estuviese enfermo se acreditan a su favor como si hubiese podido acudir al trabajo para tener derecho a estas bonificaciones.

Debe hacerse constar que los pagos en las distintas clases de trabajos especificados difieren en cada isla, según ha podido comprobarlo el que suscribe.

#### CÁLCULO DEL COSTO DE VIDA

Para un soltero al día:

Arroz .....	\$0.17
Vianda .....	0.20
Cigarrillo .....	0.05
Varios .....	0.05
Total al día.....	0.48
	× .30

Total al mes.....	\$14.40
Lavada al mes.....	2.00
Jabón .....	0.10
Desgaste de ropas, zapatos y otros.....	1.50

Gran total..... \$18.00

*Para una familia.*—El gasto de \$18 para un soltero deberá ser aumentado en un 50 por ciento cuando éste tiene esposa, y en un 15 por ciento por cada hijo, resultando, pues, lo siguiente:

El obrero con su esposa, 50 por ciento de aumento en sus gastos, o sea \$2.70, que, sumados a los \$27, dan un total de \$29.70, y así sucesivamente.

No se incluyen los gastos de cine y otras diversiones que pueden importar unos \$2 al mes, y darían, por tanto, un total de \$31.70. No está incluida en esta suma el importe de la cédula personal que es de \$5 al año. La mujer que trabaja paga una cédula igual que el hombre.

#### COMODIDADES CONCEDIDAS GRATUITAMENTE POR LAS PLANTACIONES A LOS OBREROS

Casa por valor de \$900 a \$1,000 con todas las exigencias de la higiene y sanidad modernas, con cocina, baño, lavadero y retrete con desagüe completamente inodoros; leña u otra clase de combustible para la cocción de su alimento, y agua. La gran mayoría de las casas está alumbrada con luz eléctrica, a costa del ocupante.

Medicinas y servicio de hospital.

Escuelas para niños de ambos sexos, y en algunas plantaciones, escuelas nocturnas para adultos, mediante pago de \$2 a cuenta del obrero.

Clubs con sus medios de recreo, como billar y otros juegos honestos de mesa, y cinematógrafo sin pago en algunos casos.

Campos para juegos deportivos, incluyendo los equipos para los juegos de *baseball*, *volley ball*, *basket ball*, *sipa* y otros.

Una vez al mes, muchas plantaciones admiten la entrada de bailarinas con su orquesta para que los obreros se diviertan por una noche solamente.

La higiene y saneamiento de los campos de los obreros se halla a cargo de los cuerpos especiales de "welfare workers" en algunas plantaciones, y de "nurses" y entidades caritativas, en otras. Los ministros filipinos de las distintas iglesias cristianas cooperan en estos trabajos.

En la gran mayoría de las plantaciones los obreros pueden adquirir de las tiendas de las mismas carne y leche fresca, así como los artículos que necesitan para su alimentación, vestido, etc., a un precio de costo, excepto aquellos artículos de lujo, porque las tiendas de las plantaciones funcionan, *no a base de negocio, sino como una ayuda a los obreros*. Existen en las plantaciones tiendas particulares y el obrero es libre de comprar lo que necesita en cualquiera de estas tiendas aun prescindiendo de las tiendas de las plantaciones, porque el pago al obrero por su trabajo se hace *mensualmente y siempre en moneda corriente*.

Para la seguridad del obrero que desea ahorrar dinero existen en la mayoría de las plantaciones sucursales de los bancos establecidos en Honolulu, concediéndose un 4 por ciento de bonificación a los depósitos fijos. Se ha podido averiguar que en varios bancos establecidos en el Territorio los obreros filipinos, desde 1924, depositaron en concepto de ahorro la suma de \$800,000.

En las plantaciones donde no existen estas sucursales, los administradores reciben las sumas que los obreros desean depositar en los bancos, encargándose aquéllos de hacerlo a nombre de los depositantes.

El obrero puede satisfacer sus necesidades espirituales en las capillas e iglesias de diferentes credos que se hallan erigidas en los campos de las plantaciones o en los pueblos vecinos.

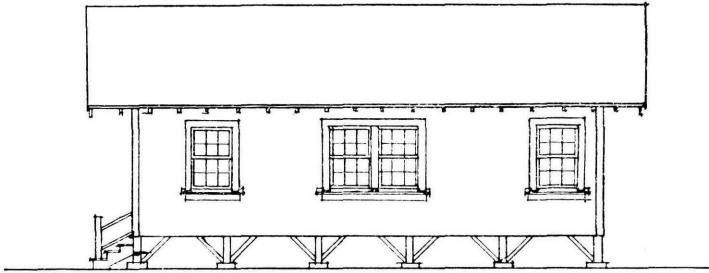
#### PROTECCIÓN LEGAL A LOS OBREROS

El obrero del Territorio, sin distinción alguna, está amparado por leyes protectoras vigentes. Algunas de éstas, en extracto, son:

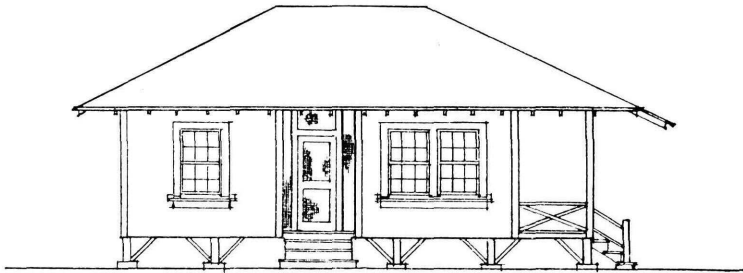
Inmigración, trabajo y estadística (Leyes Revisadas de Hawaii, 1925, Tomo I.)

ART 787. Queda establecido dentro y para el Territorio de Hawaii un Departamento de Inmigración, Trabajo y Estadística. La Junta (artículo 788) se

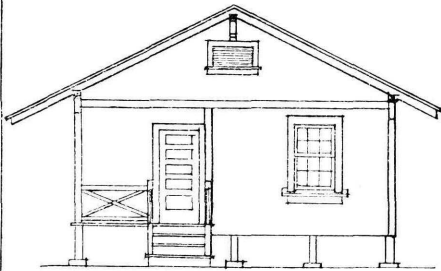
H.S.P.A.



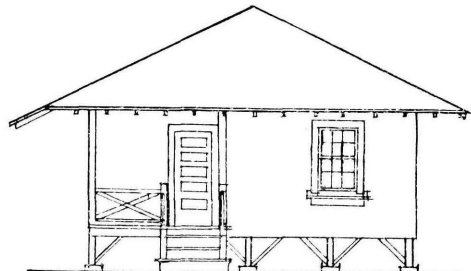
SIDE ELEVATION  
GABLE ROOF TYPE B.



SIDE ELEVATION  
HIP ROOF TYPE 1



FRONT ELEVATION  
GABLE ROOF TYPE B.



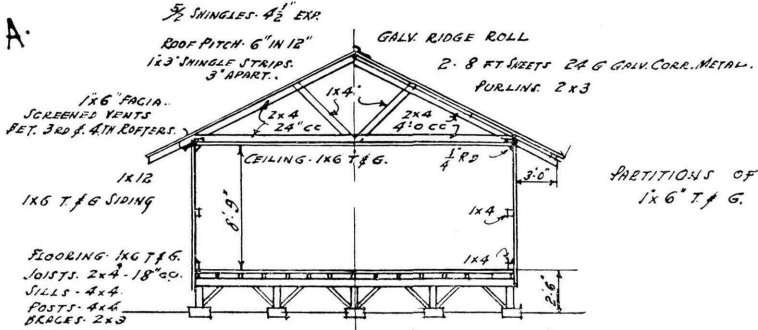
FRONT ELEVATION  
HIP ROOF TYPE 1

SCALE  $\frac{1}{8}$ " = 1 FOOT.

3 BEDROOM HOUSE

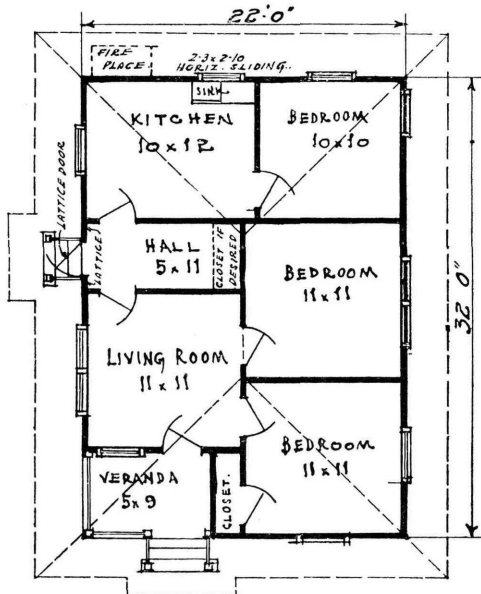
PLAN (13) SHEET (A)

H.S.P.A.



HALF CROSS SECTION SHOWING SHINGLED ROOF.

HALF CROSS SECTION SHOWING CORR. METAL ROOF.



DOORS: 2'-6" x 6'-6" x  $\frac{1}{8}$ "  
 5 PANEL STOCK  
 WINDOWS: 2'-10" x 4'-6" x  $\frac{1}{8}$ "  
 12 LT. STOCK

FLOOR PLAN.  
SCALE  $\frac{1}{8}$ " IN = 1 FT.

APPROVED:  
 INDUSTRIAL SERVICE BUREAU

3 BEDROOM HOUSE.

PLAN (13) SHEET (B)

compondrá de cinco miembros, quienes serán nombrados por el Gobernador del modo como queda prescrito en el artículo 80 de la Ley Orgánica por un periodo de cinco años. La Junta (artículo 790) hará una completa indagación, examen e investigación de la condición, bienestar y oportunidades industriales de todos los inmigrantes y colonos que llegan o están en la actualidad dentro del Territorio. Puede también recoger información con respecto a la necesidad y demanda de brazos en las varias actividades agrícolas, industriales y demás empresas productivas en todo el Territorio; recoger información relativa a la oferta de brazos ocasionada por dichos inmigrantes y colonos que de tiempo en tiempo lleguen o estén dentro del Territorio; cerciorarse de los oficios a que dichas personas puedan dedicarse mejor y establecer comunicación entre éstas y aquellas que necesitan de obreros; investigar el trato que se les da; cooperar con las agencias públicas y filantrópicas establecidas para auxiliar en la distribución y empleo de brazos, y trazar y llevar a cabo cualquier otro método adecuado que tienda a prevenir o remediar el desempleo.

ART. 791. La Junta podrá de cuando en cuando apropiarse de su presupuesto y gastar una cantidad o cantidades de dinero como crea más conveniente para la ayuda temporal de las personas indigentes y desamparadas que estén en la miseria.

ART. 792. La Junta podrá celebrar todos los contratos y hacer todas las actuaciones necesarias o adecuadas para obtener un tipo barato de pasaje para los inmigrantes, para el pago de sus pasajes en metálico y de otro modo facilitando su transportación, y para su recepción y acomodación temporal.

ART. 2019. Los agentes emigrantes deben obtener una licencia del tesorero de cada condado o ciudad y condado. No se expedirá ninguna licencia sin lo siguiente: (1) Una declaración jurada de la persona o personas que le emplean, el lugar, y aliciente que ha de dar a los obreros que pueda reclutar; (2) una fianza de \$25,000 como garantía al tesorero del Territorio; (3) pago de los derechos de licencia anual de \$500.

ART. 2021. Cada agente emigrante prestará una fianza condicional de \$100 por cada uno y por todos los obreros reclutados por él por el fiel cumplimiento de cualquier contrato o promesa hecha con o dada a cualquier obrero así reclutado.

ART. 2022. Los agentes no podrán reclutar menores sin consentimiento por escrito de los padres o guardianes.

ART. 2023. A ningún agente de emigrantes se le permitirá inducir, instigar o persuadir sirvientes u obreros para que entren al servicio del que le emplea por determinado período de tiempo o para que dejen el servicio del que le emplea.

ART. 2026. Cualquier persona que emprenda el negocio como agente de emigrantes, sin haber antes obtenido una licencia, o que viole cualquiera disposición de los artículos 2018-2026 será culpable de una falta, y una vez convicta será retirada su licencia, si la tuviere, y castigada con una multa que no exceda de \$1,000 o con prisión de no más de un año, o con multa y prisión a la vez.

ART. 2027. Las agencias de colocaciones deben pagar una licencia anual de \$25.

ART. 4496. Por inducir a los sirvientes u obreros a dejar el empleo, se impone una multa de no más de \$500 o prisión por no más de seis meses, o ambas penas.

ART. 4497. Los inmigrantes recién llegados son protegidos contra la seducción de representaciones falsas y malévolas de agentes de emigrantes. Pena: retirarles la licencia y quedar sujetos a una multa de no más de \$1,000 o prisión por no más de seis meses, o ambas penas.

ART. 4360. Impedir u obstaculizar el derecho a trabajar, o secuestrar (picketing), es ilegal y será castigado con la pena de multa de no más de \$1,000 o prisión por no más de un año, o con ambas penas.

ART. 4488. Está prohibido todo trabajo en domingo, excepto el trabajo de necesidad o misericordia.

ART. 3591. Sin consentimiento por escrito del obrero o del patrono o por acción judicial, no se hará ninguna deducción contra cualquier jornal debido y pagadero a algún obrero. Pena: multa no menos de \$50 y no más de \$100.

ART. 178. El jornal diario de un obrero en obras públicas no será menor de \$2.25.

La Ley de Compensación de Trabajadores está comprendida en los artículos 3604-3667, capítulo 209 de las Leyes Revisadas de Hawaii, 1925.

ART. 3604. *Empleos comprendidos.*—Este capítulo será aplicable a todos y cada uno de los empleos industriales, como de aquí en adelante se definen. Si un obrero recibe un daño personal por accidente ocurrido en y durante el tiempo de su empleo o por enfermedad causada aproximadamente por el empleo, o como consecuencia de la naturaleza del empleo, el patrono o el asegurador pagará la compensación en las cantidades y a la persona o personas de aquí en adelante especificadas. (L. 1915, c. 221, s. 1; am. L. 1917, c. 227, s. 1.)

ART. 3607. *Derecho a compensación exclusiva.*—El derecho y remedios concedidos en ésta a un empleado a causa de su daño personal por el que se hace acreedor bajo este capítulo a la compensación, excluirá todos los otros derechos y remedios del empleado, de sus representantes personales, dependientes, o parientes próximos, en la *common law* o de otro modo, a causa del daño.

Los patronos que contratan obreros dentro del Territorio para trabajar fuera de él pueden convenir con los trabajadores que los remedios según este capítulo sean exclusivos en lo que se refiere a daños recibidos fuera del Territorio por accidentes ocurridos en y durante el empleo; y todos los contratos de trabajo en el Territorio se presumirá que incluyen tal convenio. (L. 1915, c. 221, s. 4.)

ART. 449. Los niños de menos de dieciséis años no podrán ser empleados para trabajar más de ocho horas en un día de 24 horas, o más de 48 horas en cualquiera semana. Penas: multa no menor de \$25 ni mayor de \$100, o prisión no excediendo de treinta días, o ambas penas.

## IV

### QUEJAS RECIBIDAS

#### DE LOS OBREROS FILIPINOS EN LAS CIUDADES

Las quejas de los obreros en las ciudades, en especial de los que viven en Honolulu, son como siguen:

(1) Que muchos de ellos han sido despedidos de sus trabajos, sin mediar ninguna explicación ni aviso.



(Creo que ha dado lugar a estas quejas el hecho de que la gran mayoría de los obreros en las ciudades solamente consigue trabajos provisionales, y necesariamente, en cuanto termina el trabajo, se les despide.)

(2) Que con motivo de la implantación de la medida por la cual se requiere como condición para poder trabajar en las obras públicas y demás ocupaciones del gobierno territorial el ser ciudadano de los Estados Unidos, los filipinos que trabajan en las obras públicas y otras análogas, así como los que están empleados en el municipio de Honolulu como músicos de la banda del mismo, han sido despedidos, sin previo aviso, a mediados del mes pasado.

(Estas quejas también han sido motivadas por el empleo en la ciudad. Las cuestiones legales en que queda afectada la ciudadanía de los filipinos son las responsables.)

(3) Que los filipinos empleados en el Navy Yard de Oahu, que suman 306, han sido despedidos del servicio a fines de septiembre pasado por no ser ciudadanos de los Estados Unidos, sin tener en cuenta sus largos años de servicio eficiente.

(Esta queja también se refiere a la situación legal, respecto a la cual se encuentran más adelante mis recomendaciones.)

En la inspección de las plantaciones, en entrevistas, y reuniones públicas con los obreros se han recibido algunas quejas.

#### DE LOS QUE ESTÁN EN LAS PLANTACIONES

La queja de los obreros, que es de carácter general en todas las plantaciones visitadas, así como de los obreros que se apersonaron en mi residencia, es como sigue:

“Que el salario de un dólar (\$1) que recibe el obrero que cuenta con familia en las plantaciones y que vive con él, no es suficiente, máxime si tiene varios hijos; y si el obrero tiene su familia en Filipinas es de igual modo insuficiente la suma que puede enviar para la manutención de la misma.”

(Véase más adelante el comentario sobre este punto.)

Las quejas aisladas de algunos de los obreros pertenecientes a alguna que otra plantación que me han sido expuestas, pueden sintetizarse en las siguientes:

(1) Que, no obstante haber trabajado mucho tiempo, más de lo necesario, en una

o en varias plantaciones, no pueden volver a Filipinas.

(2) Que sus casas no están en buenas condiciones como las de los demás obreros y que no se les permite algunas veces cercarlas, pero a otros ocupantes de casas análogas, sí.

(3) Que la liquidación de los trabajos por “long-term contract” por la cual el obrero gana más de un dólar al día, se hace con bastante retraso, unos tres o cuatro meses después de entregada la caña, y que los obreros no cuentan con medios adecuados para poder comprobar la exactitud de la cantidad de la caña así como de los gastos en que ha incurrido la plantación cuando ésta emplea obreros suplementarios o adicionales, gastos que se acreditan a la contrata, descontándose de la suma que corresponde a la misma.

(4) Que ciertas secciones del llamado “long-term contract” deben ser enmendadas de modo que los derechos del obrero que ha trabajado sean debidamente respetados, y el fruto de su trabajo no se pierda por cuestiones incidentales que nada tienen que ver con el trabajo ya realizado por el obrero mediante dicho “long-term contract.” Sucede algunas veces que, después ya de cumplido por el obrero su compromiso estipulado en el contrato, pierde todo su derecho de cobrar lo que le corresponde debido a faltas cometidas posteriormente y que nada tienen que ver con el trabajo ya realizado, según contrato anterior.

(Los “managers” de las plantaciones y la “Hawaiian Sugar Planters’ Association” niegan haber impuesto como pena la pérdida de los derechos concedidos en los contratos a los obreros después de haber realizado éstos el trabajo en el campo, y no se me ha presentado ninguna prueba que confirme esta queja.)

(5) Que son demasiados los días que el obrero debe trabajar durante un mes para tener derecho a los bonos, y que la cuantía de los bonos debe ser aumentada.

(6) Que en ciertas ocasiones dos contratistas, un japonés y otro filipino, que han realizado trabajos análogos en iguales circunstancias y en terrenos contiguos, en la liquidación no perciben, sin embargo, igual cantidad, observándose al efecto que el contratista filipino y los obreros que trabajaron con él percibieron menor cantidad que

lo que el contratista japonés y sus compañeros recibieron.

(7) Que dos obreros filipinos que realizan igual trabajo no reciben igual compensación.

(8) Que algunos obreros de otras nacionalidades ocupados en trabajos análogos a los que realizan los filipinos, reciben, sin embargo, mayor salario que éstos.

(9) Que ciertos obreros inútiles para el trabajo por una u otra causa no son devueltos a Filipinas por la "Hawaiian Sugar Planters' Association" por el hecho de que la inutilidad física de los mismos no ha provenido de sus trabajos en las plantaciones.

(10) Que a algunos obreros que han podido cumplir con los términos del contrato, y, por tanto, tenían derecho al pasaje gratuito de vuelta a Filipinas, se les ha denegado este derecho por no pertenecer en las plantaciones cuando solicitaron sus pasajes gratuitos o por haber sido contratados antes de 1915, aunque después de esta fecha trabajaron más de los 720 días durante los tres años consecutivos que se exige para tener derecho a dicho pasaje.

(11) Que a algunos obreros que se unieron a la huelga pasada y que después han sido admitidos de nuevo en las plantaciones y que ya han cumplido con el término del contrato para tener derecho a pasaje gratuito para Filipinas, no se les concede este derecho, no obstante haberlo solicitado de sus "managers" respectivos.

(12) Que a muchos de los obreros que tomaron parte en la pasada huelga, ya no se les admite en las plantaciones de donde han procedido, y que si por necesidad absoluta son requeridos sus trabajos, se les encomiendan aquellos que son más pesados y cuyos salarios son exiguos; y que a aquellos obreros que, al tiempo de declararse en huelga, ya habían terminado sus trabajos en los contratos largos, las plantaciones no quieren pagarles el fruto de sus trabajos, negándose, además, sus patronos a recomendarlos para tener derecho a pasaje gratuito de vuelta a Filipinas, aunque al tiempo de declararse ellos en huelga ya habían realizado un trabajo mucho mayor que el que se exige para tener derecho a dicho pasaje.

(13) Que cuando algunas de las quejas o peticiones presentadas a sus superiores muchas veces, han sido negadas, no se les ha dicho el motivo o la razón de la negativa.

(14) Que debido a la falta de mujeres no es nada agradable la vida en los campos, y que las cuestiones y delitos que ocurren y se cometen por los filipinos, débense en gran parte a la insatisfacción de esta necesidad fisiológica del obrero.

(15) Que el Comisionado del Trabajo no inspecciona la mayoría de las plantaciones más que una vez al año, y si con alguna dificultad los obreros reclamantes consiguen enviarle a Honolulu por escrito sus reclamaciones para que intervenga en la solución de las mismas, la contestación se recibe después de algún tiempo, y con bastante retraso.

(Estas reclamaciones que se enumeran me han sido manifestadas por los obreros en mis conferencias celebradas con los mismos. No se ha presentado ninguna prueba en apoyo de las mismas, ni se ha podido obtener, durante las visitas en las plantaciones, nada que tendiese a demostrar lo justificado o injustificado de las quejas formuladas.)

#### DE LOS "MANAGERS" O "PLANTERS"

En las conferencias con los "managers" a quienes he visitado en las diferentes islas expresáronme su sentir general de que los obreros filipinos rendían un trabajo bueno y satisfactorio. Expusieron, sin embargo, algunas dificultades con que habían tropezado en sus relaciones con aquéllos, a saber:

(1) Que algunos obreros filipinos suelen pasar de una plantación a otra causando con esto ciertas demoras y trastornos en los trabajos y la consiguiente alteración en el "record" del obrero, que, muchas veces, cede en perjuicio del obrero mismo cuando desea obtener pasaje gratuito de vuelta a Filipinas.

(2) Que algunos filipinos, aprovechándose de la sencillez de sus compatriotas en las plantaciones, solicitan de éstos contribuciones en metálico sin motivos justificados.

(3) Que algunos filipinos, que no pertenecen a las plantaciones, son, regularmente, los causantes de las agitaciones en las mismas que destruyen la paz y la armonía reinantes entre todos, patronos y obreros.

(4) Que en vista de la poca estabilidad del obrero filipino en las plantaciones, éstas

encuentran dificultades en hallar filipinos suficientemente capacitados para conocer los trabajos de cada plantación de modo que puedan desempeñar cargos de alguna responsabilidad como, por ejemplo los de "camp boss," lunas o capataces o "contract boss," etc.

(5) Que muchos filipinos, sobre todo los que no tienen familia, ponen poco cuidado en el aseo y limpieza de sus respectivos hogares, descuidando en algunos casos el arreglo de los pequeños desperfectos de sus viviendas, cosa que practican los obreros de otras nacionalidades. (Sin embargo, los "managers" han manifestado que es su creencia que estas dificultades están actualmente allanadas y que los obreros filipinos, poco a poco van mejorando en este respecto.)

## V

#### EL COMISIONADO DEL TRABAJO, SR. C. LIGOT, Y LOS "LEADERS" OBREROS

Por mediación del que suscribe, los "leaders" obreros que encabezan el "High Wage Movement" y el Comisionado del Trabajo, Sr. C. Ligot, después de mutuas explicaciones, dieron por zanjadas las controversias surgidas entre ellos. Al efecto, el 19 del actual, después de una conferencia celebrada en la residencia del que suscribe que duró unas seis horas, los mencionados "leaders" obreros, con la conformidad de dicho Comisionado del Trabajo, firmaron en presencia del que suscribe un documento escrito en tagalo en el que consta el pacto de inteligencia habido entre ellos. Puede decirse que, actualmente, existe una cooperación entre el Comisionado Sr. Ligot y los firmantes de dicho documento que se da a continuación:

#### VERSIÓN CASTELLANA DEL CONVENIO REDACTADO EN TAGALO

Hoy, 19 de octubre de 1925, a las 6 de la tarde, a invitación del Sr. Hermenegildo Cruz, Director de la Oficina del Trabajo, reuniéronse en el cuarto No. 154 que dicho señor ocupa en el Alexander Young Hotel de Honolulu, T. H., los jefes del "High Wage Movement," y después de una libre y detenida discusión, adoptaron el siguiente acuerdo:

Que, en consideración a la unión, progreso y mejoramiento de la vida y situación de los filipinos en todo el Territorio de Hawaii, estén o no empleados como obreros en las plantaciones de caña, y al objeto de que puedan realizarse estos propósitos y puedan, asimismo, tener una sola orientación el

Pueblo Filipino y su Gobierno en lo que concierne a los verdaderos deseos de los filipinos que residen en el Territorio de Hawaii, así como a sus quejas, los abajo firmantes acuerdan mantenerse unidos verdadera y completamente en todo cuanto se haga en relación con dichos propósitos mediante el procedimiento siguiente:

Toda petición o queja que deseen presentar los filipinos en el Territorio de Hawaii deberá ser considerada y acordada por todos los infrascritos y el Comisionado del Trabajo, Sr. Cayetano Ligot, y todos cuantos acuerdos se tomen los gestionará el referido Comisionado, con la ayuda de los firmantes, ora cerca del Gobierno de este Territorio de Hawaii, ora cerca de los cosecheros de azúcar y también del Gobierno de Filipinas, por medios ordenados y pacíficos y de conformidad con la ley.

En testimonio de lo cual, firmamos este documento.

PATRICIO BELÉN, *Presidente.*  
PEDRO T. VICTORIA, *Vice-Presidente.*  
FAUSTO CARALDE, *Secretario.*  
MATEO IGNACIO, *Secretario Auxiliar.*  
EPIFANIO TAOK, *Tesorero.*  
BERNABÉ TIBAYAN, *Auditor.*  
ROBERTO RAMOS, *Delegado.*  
EXEQUIEL CASTAÑEDA, *Delegado.*  
BERNAL JAVIER, *Delegado.*  
FRANCISCO OSEAS, *Delegado.*  
NARCISO MARIANO, *Delegado.*  
SATURNINO GARINO, *Delegado.*  
EUSEBIO ALAURA, *Delegado.*

Conforme:

CAYETANO C. LIGOT  
*Comisionado del Trabajo*

Doy fe:

HERMENEGILDO CRUZ  
*Director de la Oficina del Trabajo*

## VI

#### COMENTARIOS

Al considerar la situación de los obreros filipinos en el Territorio de Hawaii, debemos clasificar a éstos en dos grupos, a saber:

- (A) Los que viven y trabajan en las ciudades de las cuatro grandes islas y en especial los que están en Honolulu; y
- (B) Los que viven y trabajan en las plantaciones.

(A) Los filipinos que residen en Honolulu que, según cálculos aproximados, no bajarán de unos 5,000 incluyendo a las mujeres y los menores, proceden casi todos de las plantaciones, habiendo voluntariamente abandonado, por uno u otro motivo, los trabajos que en ellas realizaban. Son los que forman la legión de personas que, al dejar los trabajos del campo, se aventuran en dicha ciudad prefiriendo la vida agitada, propia de toda urbe, a la pacífica y saludable, aunque dura, del campo. Como



Talking with a group of laborers engaged in irrigation work on the camps of the Wailuku Plantation in Maui  
Conferenciando con un grupo de obreros dedicados al riego de los campos de la Wailuku  
Plantation, en Maui



A group of Filipino laborers taking in the midst of the field their lunch placed in aluminum containers,  
Wailuku Sugar Company, Maui

Un grupo de obreros filipinos tomando su refrigerio en medio de la plantación en vasijas de aluminio,  
Wailuku Sugar Company, Maui