

Newsletter

-1933

News Letter Vol. XIII, No. 1.

January 1, 1933.

The News Letter was first issued in February, 1921, and copies have been prepared in each year since, though not 12 copies in every year. The last issue (December, 1932) was Number 94. With 1933, the thirteenth year in which the News Letter has been sent out, a new system of numbering has been instituted, the issues for 1933 being numbered Vol. XIII.

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Hours and Work Conditions

Oklahoma. Hours of Work.

Mr. W. A. Pat Murphy, Commissioner of Labor of Oklahoma, makes the following recommendation as to regulation of hours of work in that State:

"Section 1, Article 23, of the Constitution provides as follows: 'Section 1. Eight hours shall constitute a day's work in all cases of employment by or on behalf of the State or any county or municipality.'

"In vitalizing the above section of the State Constitution, the First Legislature enacted what is known as the State Eight-Hour Law, which only applies to work done by or for the State or by or for any county, city, township, or other municipality, thereby not affecting private industry. Conditions have changed because of progress with her modern labor-saving machinery. It is estimated that approximately 50 per cent of former opportunities for employment have been eliminated while at the same time production has been materially increased, which means that what opportunities for employment that are left must be spread out among 50 per cent more men and to do that, hours constituting a work week and a work day must be reduced. Therefore, we recommend the adoption of an eight-hour maximum work day and a maximum of a five-day work week in all cases of employment except agriculture and possibly one or two other exceptions." (Annual Report of the Department of Labor of Oklahoma, Part II, dated October, 1932.)

Wisconsin. Notes on Night Work of Women.

In a statement issued in March, 1932, the Industrial Commission of Wisconsin pointed out that one of the effects of permitting night work for women would be to stimulate the replacement of men by women at a lower wage. As a matter of fact, this is already taking place in the Illinois plant of the employer who now proposes to institute night work for women in Wisconsin. The commission also wishes to point out that this employer has not taken full advantage of his present opportunities to increase plant capacity and consequently the number of employees. Women may now work from 6 a.m. until 6 p.m., so that this employer could operate on a two 6-hour shift plan without losing any time for meal periods. This alone would increase the number of hours of employment 44 per cent, since the women are now working 50 hours a week. Permitting this employer to operate until 10 o'clock would only grant him 2 additional hours per day, since two 1-hour meal periods would have to be permitted each shift of workers. If the employer followed this suggestion he would be reducing the number of hours worked by each woman from 50 to 36 hours per week, but would be doubling the number of women workers. This would be more than sufficient to take care of the proposed increase in production.

The commission made some modification of its night work order after a hearing held in September, 1932, (details given in Women's Bureau News Letter of November, 1932). Since that time, the commission has granted only two applications for permission to employ women after 6 p.m. Special orders were entered in these two instances. The commission has required not only that the women employed after 6 p.m. be employed not more than 8 hours a day but has required that the employer place the whole establishment on an 8-hour day and 44-hour week, taking the position that this night work must be an integral part of the "share-the-work" program. This has reduced the number of applications to a minimum, so that the commission has been obliged to refuse outright only two.

One of the commissioners has called attention to a method of arranging to secure continuous production for an additional 4 hours in the day without night work and with a spread of employment, where the occupations are such as to admit of easy alternation, as in certain candy plants. The system has been used as follows:

Hours of Girl	I	-	6-9,	10-3.
"	"	"	II	- 6-10, 2-6.
"	"	"	III	- 9-2, 3-6.

Thus, all places are in operation the 12 hours from 6 a.m. to 6 p.m., though each girl works but an 8-hour day. Of the three girls, two start work early, one of these having 4 hours off in the middle of the day, the other having 1 hour for lunch but getting off early in the afternoon; Girl III starts work later in the morning than the other two and serves to fill in the places of the other two during their absent hours. The 8 hours worked by Girl III and in which she fits into the places of the other two girls are shown as follows:

Place I:	Girl I	-	6-9.
	Girl III	-	9-10.
	Girl I	-	10-3.
Place II:	Girl III	-	3-6.
	Girl II	-	6-10.
	Girl III	-	10-2.
	Girl II	-	2-6.

(Communications to the Women's Bureau from the Industrial Commission of Wisconsin, including statement issued March, 1932.)

Pennsylvania. Industrial Home Work in 1931.

In an effort to learn how the depression had affected home-working families the Bureau of Women and Children extended the scope of its home investigations to include data on hours of work and earnings for home work, on unemployment in the families, and on family earnings. This information was secured for 1,446 families visited during the last six months of 1931. In spite of depressed business conditions industrial home work continued to be an active factor in Pennsylvania industry in 1931.

In September, 1931, there were 10,006 home workers employed in Pennsylvania, according to reports received. A comparison of the number of home workers reported in September, 1931, with the number reported in September, 1930, shows a decrease of only 7 per cent in spite of business conditions. In the men's clothing industry, the largest single home-work industry, 6 per cent more home workers were reported in 1931 than in 1930. On the other hand, there was a decrease of 27 per cent in the number of home workers reported for the women's and children's clothing industry. This decrease was influenced by the fact that during this year the styles called for less embroidery and hand decoration than in 1930.

The economic situation led to increased disregard of the legal standards of employment for women and children in home-work processes. Violations of the Child Labor Law were found in 18.8 per cent of the homes investigated in 1931 compared to 10.0 per cent of the 2,205 homes investigated in 1930. Woman's Law violations increased from 3.8 per cent in 1930 to 17.8 per cent in 1931.

Woman's Law violations were most frequent in the clothing industries. In the women's and children's clothing industry violations of the Woman's Law were found in 26 per cent of the homes and in the men's clothing industry in 21 per cent of the homes. Woman's Law violations tended to be more frequent in Philadelphia than in the other sections of the State. The tobacco industry, which distributes home work only in Lancaster and York Counties, was the only one which did not present a serious problem of violation of the Woman's Law. The most common violations were night work and daily overtime hours. The cause of violation lay too frequently with the employer who, in the press of competition for orders, gave out home work late in the afternoon and required its return the following morning.

The general unemployment prevalent in 1931 did not bring about shorter hours of work for home workers, at least not during the busy season when the bureau made most of its home investigations. The median weekly hours were 31 for the chief home workers in the homes visited during the last half of the year 1931. A comparison of this median with the median of 28 hours for 1928, the year for which an analysis of home-work hours and earnings was made by the bureau, indicates an increase in working in 1931. However, the difference between these median hours of work for the two years were influenced by the fact that in 1931 a relatively larger proportion of homes in the men's clothing industry, the industry with the longest home-work hours, were visited.

The contrasts in hours of work were appreciable for the chief home workers both in the different industries and in different localities. The median weekly hours reported for different industries varied from 24 in art needlework to 35 in the men's clothing industry.

Although hours of work for the chief home workers in the families visited had increased rather than decreased between 1928 and 1931, the families' weekly earnings for home work had decreased sharply. The median home-work earnings for the family group dropped from \$4.70 a week in 1928 to \$3.60 a week in 1931, or 23.4 per cent. This per cent of decrease in median weekly earnings for home work is the same as the decrease in average weekly earnings for employees in manufacturing, which was 23.7 per cent for the same period, according to the statistics of the Pennsylvania Department of Labor and Industry on employment and earnings.

Men's clothing and knit goods continued to be the products at which home workers made the largest weekly earnings and tags those at which they made the smallest.

The hourly earnings for home work were reduced by 25 per cent since 1928, a much greater reduction than in factory wage rates. The hourly earnings for all wage-earners in manufacturing in 1931 were but 4.2 per cent lower in the last half of 1931 than they were in 1928 according to the statistics of the Pennsylvania Department of Labor and Industry on employment and earnings.

Earnings from home work constituted the only income from employment for one in every four of the 1,246 families interviewed that reported normally employed wage-earners in the family. Barely one in three of the families had any person working full time, and only one in six had all normally employed persons working full time.

Unemployment was relatively more frequent in families doing home work than in families not doing home work, at least in Philadelphia for which comparable data is available. Unemployment or part-time employment was two and one-half times as frequently reported as a reason for beginning to take home work as was a reduction in wage rates, and ten times as frequently reported as all other reasons.

Three hundred and eleven of the families interviewed during the last half of 1931 reported the earnings of all their employed members. Half of these families had

total weekly earnings of \$15.73 or less, exclusive of home work. This figure of median earnings, representing the combined weekly earnings of all employed wage-earners in the home-working families, compares unfavorably with the arithmetic average earnings of \$19.63 a week which individual wage-earners in all manufacturing industries in Pennsylvania received during the same period.

The low earnings in home-working families are the more significant because of the relatively large burden of dependents on the employable persons. The average size of home-working families was 5.2 persons for the State and 5.4 persons for Philadelphia. In comparison the average size of all Philadelphia families in April, 1931, was 4.3 persons.

The Bureau of Women and Children is convinced that, so long as the system of industrial home work remains an accepted part of industry, the bureau must continue to work for a larger measure of cooperation from employers and home workers alike in complying with the Regulations for Industrial Home Work, the Woman's Law and the Child Labor Law. (Labor and Industry, Monthly Bulletin of Pennsylvania Department of Labor and Industry, November, 1932.)

Great Britain. Effects of Noise on Weavers.

A report by Messrs. H. C. Weston and S. Adams give the results of their experiments (made in England) in connection with the effect of noise on weavers and their efficiency. Ten skilled weavers were ear defenders during alternate weeks for 26 weeks and pick recorder readings were taken from one loom of each weaver. The ear defenders reduced noise intensity in the work room from 96 to 87 decibels (units of physical intensity of sound). It is possible to carry on a conversation without removing the ear defenders.

The average hourly output per weaver for the group studied showed an increase of about 1 per cent when the loom noise was reduced by the ear defenders. Weaving, however, is largely an automatic process, and a small change in the number of picks made per hour may therefore indicate a much larger change in the time occupied by the weaver in the operations of re-shuttling and piecing broken ends. It was found that the time consumed in performing operations controlled entirely by the weaver was reduced from 5 minutes in every hour to $4\frac{1}{2}$ minutes, or an increase in the personal efficiency of the weaver of about 12 per cent. While the available data are insufficient to justify any but tentative conclusions concerning the significance of noise, they suggest that it is not a negligible factor in determining industrial efficiency. (International Cotton Bulletin, October, 1932.)

Employment

Rochester. Central Placement of Women in a Seasonal Industry.

Since July, 1931, the Women's Industrial Division of the Public Employment Center of Rochester has undertaken a field work campaign to coordinate employment activities and develop the clearing house idea in a highly seasonal industry.

In this particular industry there are six large factories, each employing over 500 workers in a normally busy season. Besides these six plants there are about fifteen smaller factories manufacturing a similar line and four factories which manufacture units used in the business. At least half the force in each of these plants is made up of women.

Up to this time new workers had been acquired through advertisements and personal applications. A dearth of skilled workers always occurred in peak periods and foremen tried many methods to acquire workers, even though they might be employed by another firm at the time.

Through personal contacts with the plant superintendents and foremen, foremen soon ceased advertising in the papers and called the Employment Center when they

needed extra workers. The policy of openly borrowing workers was adopted. If the center's reserve of workers was depleted when an employer needed a worker, another foreman was called and asked if he had anyone skilled in the particular operation whom he could loan for a period. In this way operators were kept employed during variations of activity. As the beginning and ending of busy seasons varied in the different plants, working seasons of employees were lengthened by referring them to other plants, after they had been laid off from one.

Frequently the center asks foremen what operators they are likely to need within the next week and upon getting this information advertises for such workers. This notifies workers that there is likely to be need for their services. During the busy season when first class operators register, foremen who may be interested are contacted. Foremen also notify the center when about to lay off a good worker, in order to discover if another foreman needs her services.

In addition to the placement service, some headway has been made in several personnel problems. The matter of training regular workers in new operations and in retraining workers out of the industry for some time is being met with the cooperation of one of the trade schools.

The problem of speeding up production time, so that a surplus of workers is kept waiting in the workroom in peak periods against the arrival of work which must be rushed through is being solved by the central placing method. All plants suffered from this method of tying up workers, and the pay envelopes of the workers were very much reduced.

A new industry using the same type of skilled operators recently opening in Rochester has been informed by the center of the seasonal complications of the older industry so that it will arrange its production schedule to miss their peaks. By doing this, employment periods for workers will be spread out, and neither industry will be crippled when workers are most needed. (Report of a Program of Field Work in a Selected Industry, by Mabel E. Crafts, Director Service and Women's Industrial Division, Public Employment Center of Rochester, Nov. 18, 1932.)

Rochester. Placement Follow-Up of Women in Household and Industrial Occupations.

In order to discover how satisfactory were the placements made by the Service and Women's Industrial Division of the Public Employment Center of Rochester, a form letter was devised to be sent to the employer within a reasonable time after the placement was made. Ratings are grouped as "not satisfactory" and "satisfactory."

Domestic service orders made up approximately 30 per cent of the requests for workers. In the Employment Service for the whole State of New York the proportion of domestic orders is 24 per cent. This group therefore represents a significant proportion of the total working population of the country and merits definite attention. The Domestic Service study includes 375 placements, about 80 per cent of those placed during the 6 months' period studied.

The following factors considered in the placement study are of especial interest. Of the 375 persons placed, three-fourths were rated satisfactory. More of those living in were satisfactory than of those living out.

Of the personal factors considered, age had some bearing. Seventy-four per cent of those under 45 years of age were rated satisfactory, 85 per cent of the older workers having this rating. About an equal percentage of native and foreign-born were rated satisfactory. Previous household experience made little difference in the ratings.

The percentage rated satisfactory was approximately the same at all wage levels and these varied from \$2 to \$21 per week—plus maintenance—with a median of \$8. However, the proportion quitting in the wage groups under \$12 is greater than those who are laid off, and the percentage of those who remain on the job is greater when paid \$12 a week or more.

The rate of turnover is excessively high in Domestic Service. Out of every 100 workers, rated satisfactory by their employers, 33 quit their jobs and 21 others were laid off by their employers within the first 6 months of employment. Of all placed, 34 out of 100 quit and 27 were laid off.

The industrial placement study gave an entirely different picture. Only 5 per cent were rated unsatisfactory. For these employment was terminated within the first week.

Of the industrial applicants, 81 per cent were under 35 years of age, while only 57 per cent of the service applicants placed are in this group.

Causes of separation offer a contrast with the service group. A personality factor is seldom the cause in industry. About half had been laid off because of slack work and 4 per cent more because of poor workmanship.

Voluntary resignations in the Industrial Section amounted to 11 per cent or only one-third as many as in the Service Section.

The analysis of this limited number of cases seems to indicate several facts—

That methods of measuring the skill of household workers are needed;

That the unstandardized conditions in housework have some bearing on the amount of turnover in this field;

That the similarity of standards in factories facilitates the selection of satisfactory workers;

The results would also seem to demonstrate the economy of the custom of giving full details of work and the advantage of observation through field trips to places of employment.

(Placement Follow-Up of Women in Household and Industrial Occupations, by Mabel E. Crafts, Director Service and Women's Industrial Occupations, Public Employment Center of Rochester, Nov. 18, 1932.)

Massachusetts. Unemployment Reserves.

The Massachusetts Commission on Stabilization of Employment has recently filed its report. The core of the report lies in its recommendation for a system of compulsory unemployment reserves to be imposed on all employers who hire more than 10 workers. According to the recommended plan, the employer, the sole contributor, builds up a fund of \$75 for each of his employees by setting aside 2 per cent of his pay roll until \$50 per employee is reached and 1 per cent until the fund amounts to \$75 per employee. Thereafter, no contributions are necessary until the fund is reduced by payments of benefits. Benefits of not more than \$10 a week for not more than 10 weeks in any 12 months are to be paid to the unemployed and are payable only to workers receiving less than \$1,500 a year. With such small payments, the plan does not pretend to provide full relief to the unemployed. Its real value is presented as an incentive to prevention of unemployment. (Christian Science Monitor, Dec. 12, 1932.)

Wages

Oklahoma. Minimum Wage.

The Commissioner of Labor of Oklahoma, Mr. W. A. Pat Murphy, in his recommendations for new legislation, includes an advisory minimum wage law. He expressed the need for such an act as follows:

"Even in the best of times the pay of women industrial workers is at a low level. The last two years since unemployment has become so general these wage levels have descended until they are unbelievably low. There seems to be but one measure that gives any promise of solving the problem of an adequate wage, and that is the enactment of a law providing minimum rates of wages, that will equal or approximate the normal standards of living for the different groups of workers. Since the

decision of the Supreme Court of the United States was rendered in which it was held that the minimum wage laws in the District of Columbia and Arizona are repugnant to the Constitution of the Federal Government, it is evident that any statute which attempts to establish minimum wages must be of the recommendatory or advisory type.

"By reason of the fact that it is charged that a condition similar to that found by the investigation commission in Massachusetts exists in many instances right here in the great State of Oklahoma, it is urged by your Commissioner of Labor that a Minimum Wage Law, patterned after the Massachusetts law, be enacted by this, the Fourteenth Legislature. We do not believe that our industries in general are dependent upon underpaid labor for their existence; if so their value to the community is questionable." (Annual Report of the Department of Labor of Oklahoma, Part II, dated October, 1932.)

Mexico. Minimum Wage.

In application of the provisions of the Mexican Labor Code of 1931, the central Conciliation and Arbitration Boards of each State convened the representatives of the employers' and workers' organizations of each municipality within their jurisdiction of November 1, 1932, for the appointment of members to organize the committees on minimum wages. These committees must within 30 days carry out a study of the economic position of the district with a view to fixing minimum wages in the different industries. (Industrial and Labor Information, Dec. 5, 1932.)

Industrial Accidents and Hygiene

New York. Accidents to Women.

A special bulletin of the New York Department of Labor (No. 178) gives the cost of compensation for two years, 1930 and 1931. The bulletin deals with all industrial accident cases for which final awards of compensation were made in the calendar years 1930 and 1931. The compensation awards covered not only accidents that occurred in the same two years, but many accidents of earlier years. Data regarding cost are not classified by sex, but a few items are so classified. Of most interest is the age of the injured employee by sex and nature of disability.

In 1930, 107,312 cases were closed; and in 1931, 98,424. In each year, only about one-tenth of the persons involved were women. Of 9,579 cases of compensation, paid to women in 1930, 27 were fatal, 1,647 resulted in permanent partial disability, and 7,905 in temporary disability. In 1931, of 9,391 cases, 34 were fatal, 4 resulted in permanent total disability, 1,503 in permanent, and 7,850 in temporary disability.

It is apparent from a comparison of census data with the age statistics given that a disproportionate number of the younger women employees are injured. The young women formed larger proportions of the injured than of all gainfully employed women. While 15.6 per cent of all gainfully occupied women were less than 20 years of age, 17.2 per cent of injuries occurred to women who were less than 20 years of age.

Of the accidents occurring in each age group, the severest occurred in the older age groups. Three-tenths of 1 per cent of the accidents to women under 25 years of age resulted in deaths or permanent total disabilities, while 24.6^{per cent} of the accidents to women 65 years of age and over came under this classification.

Russia. Dangerous and Unhealthy Work.

By a number of recent Orders the Commissariat of Labor of the Soviet Union has defined the hygienic conditions governing the employment of women, while proposing a steadily increasing use of female labor in industry, building and transport. The preamble of one of these Orders, of April 10, 1932, ordained the compilation of a list of exhausting and unhealthy tasks, which women can not be allowed to perform until the conditions of work of women in the new industrial system have been more thoroughly studied.

The latest list, like the earlier ones, prohibits the employment of women on certain operations in the mining industry, including underground work, and certain operations in the metal, textile, paper and printing industries. The prohibited operations in the transport industry have been reduced in number, while in building, the chemical industry, municipal undertakings, woodcutting and logging they have been greatly increased. Two new headings make their appearance in the list, one of which relates to the leather and hides industry and involves prohibition of employment on tanning and curing work, while the other relates to the meat-preserving industry and prohibits the employment of women as slaughterers in public slaughterhouses.

Another Order of August 14, 1932, makes new regulations governing the carrying of loads by women which are slightly higher than those laid down by the Order of March 4, 1921, which is repealed by the new Order. (Industrial and Labor Information, Nov. 28, 1932.)

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

EmploymentUnited States. Occupational and Geographic Distribution of Gainfully Employed Women.

Of the 10,700,000 gainfully employed women reported by the Census in 1930, one-fourth were found in the three States of the Middle Atlantic division, New York, New Jersey, and Pennsylvania. About one-fifth were in the East North Central division, which is west of Pennsylvania, north of the Ohio and east of the Mississippi. Over one-eighth (13.7 per cent) were in the South Atlantic States. More than 7 and less than 9 per cent were found in each of five divisions, New England, the West North Central (between the Mississippi and the Rocky Mountain States), the East South Central (south of the Ohio and east of the Mississippi), the West South Central (west of the Mississippi), and the three Pacific States. This distribution does not differ markedly from the distribution of the total female population.

The distribution of women in agricultural pursuits and in manufacturing differs most from the distribution of all employed women. Nearly one-third of the women in agriculture were in the South Atlantic States; another third were in the East South Central States, a division containing less than 8 per cent of all employed women. The West South Central States accounted for one-fifth of all women in agriculture, but only for about one-tenth of all employed women. Apparently it is the raising of cotton that requires the work of the greatest numbers of women in agriculture. The two sections employing women in the greatest numbers—Middle Atlantic and East North Central—had only very small proportions of the women in agriculture.

While the largest group of women in manufacturing, as in all employment, was found in the Middle Atlantic States, the second in size in the East North Central States, ~~with the largest group of women in manufacturing~~ the Middle Atlantic States with one-fourth of all employed women, had one-third of those in manufacturing; New England accounted for 16 per cent of those in manufacturing, although for only 9 per cent of all employed women. The per cent of industrial women found in the East North Central States and the South Atlantic States was practically the same as the per cent of all employed women.

Of the women in trade, professional and clerical occupations, and domestic and personal service, the largest proportions were in the Middle Atlantic, the second in size in the East North Central, as was also the case with all employment. The West North Central had relatively more of the women in transportation, trade, the professions, and domestic and personal service than of those in all employment. The South Atlantic had a larger proportion of those in domestic and personal service and a smaller proportion in trade, the professions, and clerical occupations than in all woman employment.

In the 14 States north of Maryland and the Ohio River and east of the Mississippi are found two-thirds (68.8 per cent) of all women employed in manufacturing in the United States, nearly as large a proportion of those in clerical occupations, over half those in transportation, trade, and the professions and nearly half of those in domestic and personal service. It is natural that in these States are found departments of labor which have been long established. In these States also are most often found special divisions for the enforcement of labor laws affecting women. (Women's Bureau analysis of census data.)

Massachusetts. Placement of Women.

A recently issued report shows that during the year ending November 30, 1931, over 9,000 women applied for work at the four State public employment offices of Massachusetts, two located in Boston, one in Springfield and one in Worcester. This represented an increase of 5 per cent over the registrations in 1930. While registrations increased slightly, the number of women called for by employers to fill positions decreased 18 per cent and the number of jobs reported filled by women fell by 22 per cent or from 6,500 to 5,039. (Annual Report of the Massachusetts Department of Labor and Industries for the year ending Nov. 30, 1931.)

Wisconsin. Adult Training in Domestic Service.

The Milwaukee Vocational School began last spring a two weeks' training course in domestic service, the course being conducted five times during the term. Instruction was begun again October 3, 1932, the plan being to repeat the course every two weeks up to March 20, 1933, if there continued to be a sufficient demand. Classes are open to all persons 18 years of age or over. No fee is charged to residents of Milwaukee. Instruction is given for six hours a day, 8.30 a.m. to 11.30 a.m. and 1 p.m. to 4 p.m. The subjects included are: Foods, table setting and service, general cleaning problems, laundering, and personal hygiene. (Communication to the Women's Bureau.)

Hours and Work Conditions

Japan. Protection of Women Workers at Childbirth.

A committee for the protection of pregnant women workers was established, with Dr. G. Teruoka as chairman, under the Japanese Association of Industrial Hygiene in November, 1929. It laid several resolutions before the general meeting of the Association held in November, 1932. These resolutions which were afterwards forwarded to the Government and to a number of industrial organizations, are summarized below.

In regard to the protection of pregnant women it was urged that hours of work should be reduced during the sixth, seventh and eighth month of pregnancy, the maximum being six hours in the day, and that work in factories should be prohibited during the ninth month. In regard to the protection of women after childbirth, it was urged that work in factories should be prohibited for eight weeks after childbirth, provided that work might be resumed after six weeks on presentation of a medical certificate. As regards nursing mothers, the resolution urged that every factory regularly employing a number of married woman workers should be required by law to possess nurseries close to the workshop where the women were employed and that opportunities for the nursing of their infants should be granted to women workers. (Industrial and Labor Information, Jan. 9, 1933.)

Wages

United States. Conference on Breakdown of Industrial Standards.

This conference was called by the National Consumers' League to discuss the serious situation resulting from breakdown of industrial standards and to make plans for widespread publicity and concerted action. The conference was held in New York City, December 12, 1932, and was attended by representatives of Federal and State labor departments and of social and labor organizations.

The following statements by labor officials show the way in which standards have been lowered, especially in the matter of wages.

Miss Helen Wood, Industrial Investigator, Department of Labor and Factory Inspection of Connecticut: "The most serious breakdown in industrial standards in Connecticut has been in the clothing industry due to the very nature of the industry, the contract work . . . These concerns come in, pay little or no wages, employ very young girls, use the excuse of a learning period to pay absolutely nothing in some cases and then discharge the girls at the end of the learning period and take on a new group of workers . . . In restaurants the most serious complaints come from girls who work only for tips and there again they can work until 10 o'clock at night and the Night Work law for women is frequently violated."

Edwin S. Smith, Commissioner of Labor and Industry of Massachusetts: "In Massachusetts the principal breakdown of wage standards has occurred in the clothing industry and to some extent it is rather a new problem for us. The growth of low wage garment shops in certain of our industrial centers has occurred almost entirely since the beginning of the depression. The combination of a great number of unemployed female workers and vacant textile mills in such textile centers as Fall River and New Bedford have offered an easy inducement for concerns that come over from New York and establish themselves in the garment business. The wages paid are very low in comparison with anything that has been known before in Massachusetts in these trades . . . "

Miss Frieda S. Miller, chief, Women's Bureau, New York State Department of Labor: "Our index of factory employment which stood at 91 in September of 1929 stood at 59 in September of 1932. Three out of every ten women who were employed in 1929 now have no jobs. Although there are long daily hours with which to contend there is a shortage of employment actually, so that there is that reduction to add to the reduction in total employment."

Miss Frances Perkins, Industrial Commissioner, New York State Department of Labor: "In the State of New York we have had a very interesting experience, for although our neighbors in Connecticut and in New Jersey and Massachusetts and Pennsylvania more or less blame us for the run away manufacturers who have gone into their States to set up factories where either the law or the enforcement of the law is regarded as less stringent, they don't perhaps realize that we are having that same run away picture within the borders of the State of New York. Factories are springing up particularly in the marginal trades where there were no factories a few months ago. A factory in any of these marginal industries can be started with a very small amount of capital with a millwright coming in at 10 o'clock in the morning and having established an entire sewing factory before 3 in the afternoon . . . It is a considerable time before our inspector in the ordinary routine locates that factory."

Miss Charlotte Carr, Deputy Secretary, Department of Labor and Industry of Pennsylvania: "Our Women's Bureau is now in process of making a study of hours and actual earnings in the textile and in the clothing industries . . . The figures indicate that women have a median earning of \$6.58. Half of the women in these industries are earning less than \$6.58 and 20 per cent of them are earning less than \$5 a week."

Mrs. Ethel Best, Women's Bureau, U.S. Department of Labor (referring to a study of cotton mills in South Carolina made by the Women's Bureau in the spring of 1932): "The most surprising thing in the cotton mills is the change in hours, not as one would suppose their decrease, but their increase. The 10-hour day law in South Carolina prevented extension of the daily hours as most mills are operating on a 10-hour day schedule. But night running became almost the rule rather than the exception. Out of 132 mills, 98 were running a night shift. Women were not employed at night in all these mills but they were working in 44 of them. . . The night hours were 55 hours a week and 11 hours each night."

The following plan of action was adopted:

Establish State industrial standards committees wherever possible;

Make a drive for the 8-hour day and 44-hour week;

Work for the 8-hour day and 44-hour week for men when practicable;

Work for mandatory minimum wage laws this year and have the chairman appoint a committee to draft a standard minimum wage bill to be sent to State industrial standards committees;

Appoint a committee to explore the question of Federal legislation and to report its conclusions to the State industrial standards committees.

(Report of proceedings of the Conference on the Breakdown of Industrial Standards, called by National Consumers' League, New York City, Dec. 12, 1932.)

United States. Wages in the Candy Industry.

The National Consumers' League announces that they are giving up the Candy White List. This was a list of candy manufacturers who were found on inspection to live up to certain minimum standards. These included a 50-hour week, a beginning weekly wage of \$14 and certain standards of comfort and safety for the worker and of sanitation in the interests of both worker and consumer. A statement in the Bulletin of the Consumers' League of Eastern Pennsylvania, January, 1933, gives the reason, "Trying to keep up the wage level by voluntary agreement with employers proved an insurmountable difficulty. We shall have to return to minimum wage legislation, now getting favorable consideration in these depression days which see no downward limit to wages. All other employers are in a mad whirl of competition with unscrupulous employers."

Industrial Accidents and Health Hazards

Massachusetts. Occupational Diseases.

The Annual Report of the Department of Labor and Industries, Massachusetts, for the year ending November 30, 1931, has recently been issued. The report describes as follows the work of the department in the interests of industrial health.

The department issued 3,160 health orders during the year. Reports of 447 cases of industrial disease have been made to the department of public health, as required by law. Massachusetts is the only important industrial State in which compensation is paid for all industrial or occupational diseases, and consequently all cases of sickness of employees are reported by employers, and the information thus obtained is of great value to the department. Every such report is carefully examined by two regularly employed industrial physicians, who have had long experience in this work, and when occasion requires in special cases, outside expert assistance is obtained. Action is taken to prevent a recurrence, not only in a particular establishment, but in all others where similar work is carried on. A record is made of every dangerous substance used in a factory. This record is checked by the chief inspector and our two industrial physicians.

The detailed data regarding the 447 cases show that 72 women were included. Of the 72, 61 were dermatitis cases; 8, poisoning by gas or fumes; 1, anthrax; 1, poisoning by dust other than silica, and 1 illness not designated. The number of cases of dermatitis among women was double the number reported for 1930, only 31 cases having been recorded in the report for the year ending Nov. 30, 1930.

The following shows the cases of dermatitis by industry in which the women were employed:

Textile manufacturing. 8	Chemical manufacturing.. 1
Shoe manufacturing.... 30	Foundry..... 2
Tannery..... 5	Food manufacturing..... 1
Rubber manufacturing.. 4	Electrical goods manu- facturing..... 3
Metal	Other..... 1
Paper manufacturing... 3	Total.....61
Metal..... 3	

Among the causative factors of dermatitis found were: In textile mills the handling of printed cloth; in the shoe trade contact with the dressings used on shoes that contained ammonia, gasoline, shellac and ether; in tanneries handling skins that had been soaked in chrome solution; in the metal trades caustic potash, cyanide, shellac and alkaline solutions; in the rubber trade, cement, naphtha, and yellow aniline dyes; in electrical goods manufacture, handling wet mica, creosote powder and bichromate of potash.

Pennsylvania. The Workmen's Compensation Law.

In order to keep the compensation protection to workers from slipping backward during these years when the workers are unable to afford much legal advice, the Bureau of Workmen's Compensation suggests:

That the statute of limitations on filing of original petitions be extended from one year to two years.

That the accident reporting law be extended to include industrial disease.

That the accident reporting law be modified to require the reporting of all accidents resulting in loss of working time.

Reasons:

1. Many more serious accidents are not reported because employers are not careful to distinguish between those of two days' disability and those of less than two days' disability.
2. Many accidents of brief disability often have serious though postponed results. It is difficult for the employee to refresh the employer's mind regarding these accidents to the extent that he will willingly report them at a later date. This puts a very heavy burden on the employee to prove the fact of the accident.

That the feature of the law requiring interest payments be clarified definitely to cover interest from the date payment was originally due.

That the compensation of former employees of the State who were injured in State service before June 1, 1929, be transferred to the State Fund.

That the limitation of one year on the power of the Board to rehear cases, as found in Section 426 of the Act, be removed.

(Labor and Industry, Monthly Bulletin of the Department of Labor and Industry, December, 1932.)

Notes: UNITED STATES

New Jersey. Bureau of Women and Children.

As an economy measure, Governor Moore on December 8, 1932, abolished the Bureau of Women and Children by removing from the pay roll of the State Department of Labor, Mrs. Isabelle Summers, director of the bureau, and her eight assistants. In a letter to the State Labor Commissioner, the Governor said that he believed this work could be handled by other employees of the department. (New York Times, Dec. 9, 1932.)

Texas. The Labor of Women in the Production of Cotton.

This monograph deals with the life and work of women who live on the cotton farms of Texas and who form a considerable part of the group classified as "farm population." According to the 1930 census, 733,034 females were so classified, 446,937 of them being 15 years of age or over. Of the over 400,000 gainfully occupied women 10 years of age and over, 79,828 were in agricultural pursuits. This group was divided as follows: Farmers (owners or tenants), 18,267; farm managers and foremen, 36; farm laborers receiving wages, 15,374; farm laborers, unpaid family workers, 46,151. The following table shows the distribution according to race of women in the chief agricultural occupations. "Other races" in Texas are chiefly Mexican.

	<u>White</u>	<u>Negro</u>	<u>Other races</u>
Farmers (owners and tenants).....	11,781	5,999	487
Farm laborers (wage workers).....	3,570	6,423	5,381
Farm laborers (unpaid family workers)..	22,806	18,548	4,797
All other.....	35	1	

The purpose of the study was to consider how women living on cotton farms adjusted themselves to this environment and what opportunities the environment offered them for economic and industrial growth, as well as for fullness of life. Information was gathered from women on cotton farms in the five central counties of Texas. The district chosen for study was selected because it represented a typical cotton section, and because it included all of the three important population groups in Texas, the negro, the Mexican, and the native white. The interviewing was done during a period of fifteen months from November, 1928, to January, 1930.

There were two subjects about which information was desired, the living conditions of the women and the work they did. The latter subject covered three phases: Work in rearing a family, housework, and field work. "Field work" was defined as work in the production of the principal money crop—usually cotton. Field work is of two classes, work done for the family, and that done for hire. Some information as to income was asked, but such facts were obtained only in very few cases.

Of the 1,171 women included in the study, over half (664) were classed as American (non-Mexican, white women), 269 were Mexican, and 238 Negro. Many facts of social and economic interest are brought out by the study. The size of the family and the household conveniences (or lack of them) give a picture of the labor involved in the usual daily round of home making. Besides their daily household tasks, these women contributed in various ways to the economic well-being of the family. One group of women added to the family income by the production of goods at home. "The traditional workshop of the farm woman in this district . . . is her house and its immediate surroundings, the garden, the lot, and the yard." The products of this workshop may be canned fruit, vegetables, eggs and fowls, milk and butter, clothing, soap. Another group of women did field work as their chief contribution. There were also many women who both worked in the field and carried on some of the other forms of home production. Field work was done to a greater or less extent by 657 of the women studied. Of this group, 72 worked only for hire; 152 worked partly for hire and partly for their families; 433 worked for their families alone. Of the large group working for their own families, only a few were paid.

An important question raised by the study was the value of the woman's work as a field laborer for the family as compared with the income added to the family in the production of food and clothing. While exact figures were difficult to obtain, careful study of a sample group of field workers and nonfield workers gives at least an indication of the answer. The report states:

"The average money income brought in from production in the home by women who do no field work is \$442.69; and for those who earn some actual cash income by home production, the average is \$603.95. The average value of the field labor done by the women who work in the fields is \$61.30; or, in other words, they save to their families every year the expenditure of that much cash for field labor. In view of this one is led to wonder just what is meant by the common statement that 'cotton is the only ready money crop.' Because of this credo, women must work in the production of cotton, yet it seems that women who do not raise cotton bring in more money than those who do."

The report further states: "As laborers producing cotton without a wage they enter into competition with workers who do farm work for wages, and they also make it possible to place on the market cotton of which the cost of production does not cover a living wage for the labor necessary to produce that cotton."

"Economic forces are drawing these girls and women from the farm into the town, and with them they carry measures of value engendered by conditions of living in rural life. In competition with other girls for jobs they will be able to undercut almost any customary wage; and as the competition presses in ever-widening circles, no group of unskilled laborers will remain untouched. Through the decreased purchasing power of this group, the income of skilled laborers and of the professional groups will be affected also. Especially is the situation freighted with danger because of the greatly desired and long awaited industrialization of the State. Nowhere else in the country probably is so helpless a group of workers available with so few demands as to the size of their commodity incomes. Further, the Mexican girl competing on the one side with the American girl and on the other side with the Negro will bridge the gap between two industrial groups which have been, heretofore in the South, competitors at only a few points of contact. (The Labor of Women in the Production of Cotton, by Ruth Allen. The University of Texas Bulletin, No. 3134. Sept. 8, 1931. Fifteenth Census of the United States, 1930, Occupation Statistics, Texas and Population Bulletin, Second Series, Texas.)

Notes: FOREIGN

Japan. Problems of Industrial Girls.

There is a Japanese saying, "You must preach according to your audience," in other words, you must know to whom you are talking. The Y.W.C.A. working in Japan felt the need of some knowledge of the working girls they wished to serve. "We must know . . . her daily life in mill and home, her thinking, her mental equipment and education, her physical condition and her psychology and her thoughts about life before we can help her." To secure such information, questionnaires were sent to 666 girl workers in Tokyo City, Tokyo-fu, Qichi-ken, Kyoto and Osaka. Of this number 617 were returned. Of the results of the survey we are presenting here certain findings pertaining more particularly to the industrial and economic life of these girls.

The group is a young one, only 18 being over 24. Over half (386) were under 20 and 99 under 16. The educational report is an encouraging one. Two-thirds of the girls had completed the 6 years of primary instruction and 167 more had had from one to three years' additional schooling.

Two-thirds of the girls were daughters of farmers. The report says, "This marks something that is indicative of the whole textile industry. Of the female factory workers in Japan, 80 per cent are in textiles and are largely farm daughters.

It shows also the comparatively recent development of industrial life in Japan. As yet there is no large urban group of women working in factories. The labor supply is recruited in rural districts and the worker is in industry only temporarily. There is a labor turnover every fourteen months and the drain of young girl life from the country side continues to be a continuous process."

The answers given as to the reasons for working clearly indicate the pressure of rural poverty, need at home of one kind or another but largely economic. The need at home represents over 60 per cent of the reasons given for working. Much has appeared recently in the magazines and newspapers on the various problems arising from rural poverty and consequent debt. For years thousands of farmers' daughters, almost a million of them, have been sending back to their country homes from 200 to 400 yen annually representing almost all their earnings after the monthly bill of 3:50-4:50 yen had been paid to the factory for food. This cash was almost the sole money capital of the farm family and was of tremendous importance in farm economy. Since before the depression was fully recognized and named, wages had been falling and unemployment increasing. Consequently the rural budget also shrank and money has greatly decreased where it has not entirely ceased. Earnings in cotton mills have fallen and in the silk districts of Nagano wages are not being paid. There is something like 5-10 million yen in unpaid wages in the silk districts and in 1931 silk factory workers sent practically no money home.

Answers to the question, "What is the hardest thing about your work" (not answered by 146 girls) show that 239 difficulties are largely due to work problems. Many girls feel their efficiency and earning power handicapped by company's inefficient management or the foreman's carelessness. Broken machines, bobbins on the floor, dirty corners, bad material, long hours, lack of sanitation, bad air, heat and excessive moisture, too short rest periods, machinery started too soon, these and many other similar things make the girl's working day harder than necessary and shows in some cases extreme intelligence on the part of the workers to recognize the causes of many of their difficulties.

Personal difficulties are very numerous. Much seems to center around the person of the foreman. His cross face, scolding voice, favoritism seem to figure largely in the girl's life. From the time they are wakened in the morning "with a loud scolding voice," through the long working day, these scoldings seem to be an ever-present irritant. Industry based on the "living in system" is very detrimental to the development of independence and self-reliance and develops a feeling of class consciousness that is very bad for the best interests of society. The girl who does her daily work and returns to her own home group at night has many advantages over the dormitory-living girl and is much less likely to develop psychological and even pathological difficulties.

(Findings of Industrial Questionnaires sent out by The National Industrial Committee of the Young Women's Christian Associations Japan to 700 Industrial Girls, September, 1932.)

U.S. Department of Labor
WOMEN'S BUREAU
Washington

News Letter Vol. XIII No. 3

March 1, 1933

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Legislation

Digest of bills introduced in 1933 legislatures

California

Industrial Welfare

Senate Bill No. 539. Introduced by Senators Bush, Duval, Allen, Hays, Ingels, Moran and Swing. Referred to Committee on Governmental Efficiency.

Abolishes the Division of Immigration and Housing and the Division of Industrial Welfare, with its Industrial Welfare Commission of 5 members, and transfers all their "duties, powers, purposes, responsibility and jurisdiction" to the Division of Labor Statistics and Law Enforcement, which is authorized to employ a chief inspector and a suitable number of agents to inspect places where women or minors are employed.

Senate Bill No. 540. Introduced by Senators Bush, Duval, Allen, Hays, Ingels, Moran and Swing. Referred to Committee on Governmental Efficiency.

Does not abolish any of the 5 divisions of the Department of Industrial Relations but provides that the chief of each division be appointed by the director, with the approval of the governor at a salary (not to exceed \$5000) to be fixed by the director with the approval of the governor.

The present law provides that the chief of each division shall be appointed by, and hold office at the pleasure of the governor and that the salary (not to exceed \$5000) be fixed by the governor.

Assembly Bill No. 1748. Introduced by Mr. Badham (by request). Referred to Committee on Governmental Efficiency and Economy.

Amends the act establishing the Industrial Welfare Commission by providing for the creation of a board of wage review for the "purpose of readjusting existing minimum wage schedules relating to the employment of women when economic conditions arise incident to conditions in industries or occupational classifications where such readjustment would tend to spread work to embrace a greater number of individuals."

Connecticut.

Home Work

Senate Bill No. 29. Strikes out Section 2366 of the code - manufacturing in tenement houses. Provides that "no dwelling house, tenement, rooming house or apartment house shall be used for the manufacture, making, repairing or altering of any artificial flowers, cigars, cigarettes, pillows, mattresses, wearing apparel, dolls, dolls' clothing, or any other merchandise, or mechanical tool or device in whole or in part without first getting permission from the labor commissioner that such places comply in every respect with the law in regard to ventilation, exits, fire escapes and sanitation, and only those who are immediate members of the family living therein shall be permitted to work on any such work." Work is prohibited between 6 p.m. and 6 a.m. Violation is subject to a maximum fine of \$500.

Hours of Work

Senate Bill No. 28. Provides that manufacturing establishments operating 2 or more shifts a day of not more than 8 hours each on not more than 5 days in any calendar week may employ women until 12 o'clock at night. For other establishments the prohibited hours are from 10 p.m. to 6 a.m. as under the present law.

Senate Bill No. 52. Provides for women in mercantile establishments, "other than manufacturing or mechanical," maximum hours of 9 a day, or 10 on one day of the week, 6 days or 52 hours a week.

Senate Bill No. 53. Changes the penalty for violation of the hour and night work provisions for manufacturing, mechanical and mercantile establishments from a maximum fine of \$20 for each offense to a maximum of \$25 for each offense on a first violation and \$100 or 30 days in jail, or both, for a second offense.

Senate Bill No. 54. Amends the law regulating the hours of women employees in any public restaurant, cafe, dining room, barber shop, hairdressing or manicuring establishment, or photograph gallery to provide not more than 9 hours a day, or 10 hours on one day of the week, 6 days or 52 hours a week. Hotels are not exempted as in the present law which provides a 6-day, 58-hour week, with no daily hour limitation.

Senate Bill No. 55. Provides for women in manufacturing or mechanical establishments a 9-hour day or 48-hour week instead of the present 10-hour day, 55-hour week.

Senate Bill No. 143. Prohibits the employment of women between 6 p.m. and 6 a.m. in the manufacture of dresses, cloaks, coats, waists, shirts, hosiery, underwear, garters, aprons, bathrobes, over-alls, pocketbooks or belts. The present law applies to manufacturing, mechanical or mercantile establishments and prohibits work between 10 p.m. and 6 a.m.

Senate Bill No. 417. Provides for women in manufacturing or mechanical establishments maximum hours of 9 a day, 48 hours and 6 days a week. The present law allows 10 hours a day, 55 hours a week. Both bill and law prohibit work between 10 p.m. and 6 a.m.

Provides a 9-hour day (or 10 hours on one day in the calendar week), a 52-hour, 6-day week, with no work permitted between 10 p.m. and 6 a.m. in mercantile establishments, restaurants, cafes, dining-rooms, barber shops, hairdressing or manicuring establishments, photograph galleries, bowling alleys, shoe shining establishments, billiard or pool rooms. The present law allows 58 hours a week in all these industries, limits the week to 6 days in all except mercantile and shoe-shining establishments, bowling alleys, and billiard or pool rooms, and prohibits work after 10 p.m. in all except mercantile where work is specifically prohibited between 10 p.m. and 6 a.m. This section of the bill also covers tea rooms, hotels and places of amusement. The present law specifically exempts hotels from the 58-hour, 6-day week provision and the prohibition against work between 10 p.m. and 6 a.m.

The bill provides heavier penalties for violation and that the governor, upon application of an employer and after investigation by the commissioner of labor, may suspend the provisions of the bill in whole or in part for a period not to exceed 8 weeks in any one year.

Georgia.

Hours of Work

Resolution. Introduced by W. M. Lester of Augusta and Walter A. Sims of Atlanta. Adopted.

Provides that Georgia would reduce hours of work in mills to 8 a day and 48 a week if North and South Carolina, Florida and Alabama legislatures would adopt similar laws. The resolution points out that shorter hours would provide employment for more people, increase purchasing power of industrial workers and aid in lessening the depression. (Daily News Record, Feb. 14, 1933.)

Illinois

Hours of Work

House Bill No. 124. Introduced by Mr. Soderstrom. Referred to Committee on Industrial Affairs.

Provides that until December 1, 1934, no person shall be employed in any mechanical or mercantile establishment or in any construction enterprise, or in any mine, quarry, mill, shop, factory, laundry, hotel, restaurant, telegraph or telephone establishment, place of amusement, express, transportation, or public utility business, by any common carrier, or in any public institution or by the State, or any political subdivision thereof, for more than five days in any one week, except in case of public emergency. Requires employers to keep a time book showing number of days each employee works during a week, which shall be open to inspection by the Department of Labor.

Married Women

House Bill No. 234. Introduced by Mr. Hruby. Read by title, ordered printed and referred to Committee on Industrial Affairs.

Makes illegal on or after August 1, 1933 the appointment to any office or the employment by the State or any municipal corporation, where the compensation in whole or in part is payable from public funds, of any married woman, unless her husband is physically unable to work or unemployed or unless she is living separate and apart from her husband. Any married woman now holding office who fails to resign by July 31, 1933 shall be discharged. The fact that a married woman is an officer or employee of the State or municipal corporation shall be "just cause" for removal or dismissal under the Civil Service laws.

Fines are provided in the bill for its violation by any officer of the State or municipal corporation and by any married woman who uses any name not her own or makes any false statement in order to attain or retain employment.

Indiana

Hours of Work

House Bill No. 173. Read first time and referred to Committee on Labor, January 23; reported favorably and concurred in, January 25.

Amends the existing law prohibiting the employment of women in manufacturing between 10 p.m. and 6 a.m. by exempting manufacturing plants operating two or more shifts of not more than 8 hours each on not more than 5 days a week.

The bill is reported to have passed both houses of the legislature in amended form permitting the employment of women only until 12 p.m. in manufacturing plants

operating two shifts of not more than 8 hours each and not more than 5 days a week. In other manufacturing plants the terms of the present law still apply, i.e., no work between 10 p.m. and 6 a.m.

Maryland

Hours of Work

House Bill No. 35. Introduced by Mr. D'Alesandro. Referred to Committee on Labor.

Amends women's hour law by reducing hours of labor as follows: Work day, from 10 to 8 hours; work week, from 60 to 48 hours; work between 10 p.m. and 6 a.m. from 8 to 6 hours; continuous employment without half hour's rest from 6 to 5 hours; continuous employment if dismissed for remainder of day, from 6½ to 5½ hours. Saturday and Christmas week concession of 12-hour day with 2 rest intervals of at least one hour each, to mercantile establishments outside of Baltimore to apply only to such establishments as have had during the remainder of the year a maximum working day of 8 hours instead of 9 hours as under the existing law.

Massachusetts

Employment on Holidays

House Bill No. 465. Introduced by Mr. Tuttle of Framingham (by request), petition of Edwin S. Smith. Referred to Committee on Labor and Industries.

Prohibits employment of any person on legal holidays, except in cases of emergency and with the written authorization of the commissioner, in any employment except hotels, restaurants, drug stores, livery stables or garages, hospitals, or establishments used for the manufacture or distribution of gas, electricity, milk or water, or the publication, printing, sale or delivery of newspapers, and the transportation, sale or delivery of food. Complete exemption is made of janitors, watchmen and those persons maintaining fires, farm and personal service.

House Bill No. 1111. Introduced by Mr. Donnelly of Lawrence, petition of James P. Donnelly. Referred to Committee on Labor and Industries.

Prohibits any manufacturing establishment from keeping open on Sundays or holidays except in cases of emergency to be determined by the department of labor and industries.

Hours of Work

Senate Bill No. 197. Petition of Mr. Moran. Referred to the Committee on Labor and Industries.

Provides that the jewelry industry be classed as seasonal by the Department of Labor and Industry. (Industry, January 28, 1933.)

The women's hour law provides that in manufacturing employments determined by the Department of Labor and Industries to be seasonal, hours may exceed 48 a week but not 52, if the total number of hours in the year does not exceed an average of 48 a week.

House Bill No. 438. Introduced by Mr. Jones of Peabody, petition of Mr. John A. Jones. Referred to Committee on Public Welfare.

Amends night work law to prohibit employment of girls and women, and boys under 18, in the manufacture of leather goods between 6 p.m. and 6 a.m. This regulation now applies only to textile manufacturing.

House Bill No. 590. Introduced by Mr. Eisenstadt of Boston, petition of Samuel Eisenstadt. Referred to Committee on Constitutional Law.

Memorializes Congress in favor of the establishment of a 5-day week and a 6-hour day.

House Bill No. 628. Introduced by Mr. Eisenstadt of Boston, petition of Samuel Eisenstadt. Referred to Committee on Rules.

Provides for a special commission consisting of one member of the senate, 3 members of the house and 3 persons to be appointed by the governor to study the advisability of establishing a 5-day week and a 6-hour day, the cost of such a system, and the necessary changes to be made in the law. The special commission is to report on or before the first Wednesday in December 1933 to the general court the results of its study and its recommendations, if any, together with drafts of necessary legislation.

Industry, February 11, 1933: Leave to withdraw - accepted.

House Bill No. 931. Petition of John E. Daniels. Referred to Committee on Public Welfare. (Hearings held February 14 and 21: Industry, February 11 and 18, 1933.)

Amends night work law to permit women in textile manufacturing to work until 10 p.m. (Daily News Record, February 13, 1933; Industry, January 28, February 11, 1933; and Women's Bureau correspondence.)

Present law prohibits the employment of women in textile manufacturing between 6 p.m. and 6 a.m., in other manufacturing between 10 p.m. and 6 a.m.

Hours and Wages

House Bill No. 1088. Introduced by Mr. Meehan of Lawrence, petition of James P. Meehan. Referred to Committee on Constitutional Law.

Memorializes Congress to enact legislation to prevent interstate commerce in commodities or articles produced or manufactured in industrial activities in which persons are employed more than 5 days a week or 6 hours a day; and to guarantee the payment in those industries of minimum wages commensurate with the American standard of living.

Minimum Wage

Senate Bill No. 111. To accompany the petition of William S. Conroy and L. Theodore Woolfenden. Referred to Committee on Labor and Industries.

Amends minimum wage law by providing that an employer violating a wage decree shall in some way label all articles manufactured in the course of violation and that a retailer handling such goods shall keep posted conspicuously a notice that goods for sale on his premises have been manufactured in violation of a minimum wage decree. Failure to comply with these provisions and the wilful defacing, removal or destruction of a tag or label or of a posted notice is subject to imprisonment for not more than 30 days or to a fine of not more than \$500 or both.

Senate Bill No. 246. To accompany petition of John P. Curran. Referred to Committee on Labor and Industries. (Hearing held February 14: Industry, February 11, 1933.)

Amends minimum wage law to make decrees of the minimum wage board mandatory - "The supreme judicial and superior courts shall have jurisdiction in equity or by mandamus, on petition of the commission, to enforce compliance with any such decree."

House Bill No. 467. Introduced by Mr. Tuttle of Framingham, petition of the Department of Labor and Industries. Referred to Committee on Labor and Industries.

Amends the minimum wage law to provide that the commission be authorized to revise wage decrees without convening wage boards.

Further amends the minimum wage law to permit a special license to be issued to "any woman handicapped by physical or other incapacity" instead of to "any woman physically defective."

House Bill No. 1112. Introduced by Mr. Donnelly of Lawrence, petition of James P. Donnelly. Referred to Committee on Labor and Industries.

Provides that any person violating any order of the minimum wage commission shall be punished by a fine of \$50 and 30 days' imprisonment in jail, and if a corporation its charter shall be forfeited.

House Bill No. 1113. Introduced by Mr. Dorgan of Boston, petition of Thomas Dorgan. Referred to Committee on Labor and Industries.

Amends the minimum wage law by increasing to \$300 the fine for failure of an employer to keep a register of women and minor employees and a record of their hours of work, and to permit examination by the commission of such records and of such parts of the books and records as relate to wages and hours worked. The present law provides a fine of not less than \$5 nor more than \$50.

Penalties

House Bill No. 170. Introduced by Mr. McDonald of Chelsea, petition of Paul J. McDonald. Referred to Judiciary Committee (Joint).

Amends chapter 149 (Labor and Industries) of the code to provide that violation of any section of this chapter for which no specific penalty is fixed shall be punished by a fine of not more than \$300 or imprisonment for not more than 6 months, or both. The present law provides only a maximum fine of \$100.

Working Conditions

House Bill No. 466. Introduced by Mr. Tuttle of Framingham (by request), petition of Edwin S. Smith. Referred to the Committee on Labor and Industries. (Hearing held February 14: Industry, February 11, 1933.)

Amends that part of the code requiring the provision of proper toilet facilities in industrial establishments to read that criminal prosecution shall not be begun against a person for violation unless he has neglected to make necessary changes after receiving notice from the Department of Labor and Industries.

The present law reads "unless he has, for 4 weeks after the receipt of a written notice from an inspector of the changes necessary... neglected to make such changes."

Michigan

Department of Labor and Industry

House Bill No. 48. Introduced by Messrs. Hartman and Brown. Referred to Committee on Labor.

Provides for the creation of a department of labor and industry authorized to investigate, ascertain, declare, and prescribe (through rules and regulations) "what hours of labor, safety devices, safeguards, or other means or methods of protection are best adapted to render the employees of every employment and place of employment safe, and to protect their welfare." Repeals certain existing laws

such as the women's hour law, the home work law, laws regulating the legal day's work and wage payments for certain types of workers, but retains several provisions including those relating to foundries and to factories, where wheels or emery belts are in general use. Section 17 of this bill provides that no female shall be employed in operating or using any of the wheels or belts specified "in the preceding sections" instead of "in this section," as in the present law. The earlier sections of the law and not the one in which this prohibition occurs define the wheels and belts in question and because of this ambiguity it has been reported impossible to enforce this provision of the law.

Minnesota

Hours of Work

A bill providing a 9½-hour day, 54-hour week throughout the State has been introduced in the legislature. (Women's Bureau correspondence.)

The women's hour laws now in effect provide for some employments in cities of the first or second class a 9-hour day, 54-hour week, for others a 10-hour day, 58-hour week; for some employments outside the cities, a 10-hour day, 58-hour week, and for others a 58-hour week.

Nebraska

Hours of Work

Senate Bill No. --. Introduced by Charles D. Green of Sidney.

Provides an 8-hour day for men and a 6-hour day for women. Exempts farm workers, school teachers and stenographers. (Omaha Herald, January 17, 1933.)

New Hampshire

Hours of Work

House Bill No. 45. Introduced by Mr. Kearns of Manchester. Referred to the Committee on Labor. (Hearing before House Committee, February 10; Daily News Record, February 11, 1933.)

Amends the present hour law for women by reducing hours in manufacturing establishments to 9 a day and 48 a week. For all other employments, except certain occupations already exempted, the specified hours are as at present - 10½ a day, 54 a week.

House Bill No. 77. Introduced by Mr. Soucy of Manchester. Referred to Committee on Labor.

Provides that no woman shall work in any shoe shop or textile mill between 6 p.m. and 6 a.m.

Minimum Wage

House Bill No. 164. Introduced by Mr. Baker of Concord. Referred to Committee on Labor.

Preamble declares, in part, that "the evils of oppressive, unreasonable and unfair wages as they affect women and minors employed in this State are such as to render imperative the exercise of the police power in the State for the protection of industry and of the women and minors employed therein and of the public interest of the community at large in their health and well-being and in the prevention of

the deterioration of the race."

Bill applies to women 21 years old or over and to minors under 21. Authorizes wage investigations, wage boards, public hearings, and the fixing of minimum fair wage rates in specified occupations or localities; allows special licenses in certain cases. Provides that the labor commissioner shall first issue a "directory" order, and that he may cause to be published the names of employers who fail to comply. After such an order has been in effect 9 months the commissioner may then declare it mandatory, after publishing his intention and holding a public hearing. Provision is made for modification of any order, directory or mandatory, after it has been in effect one year or more. Employers are required to keep records of hours and wages and penalties are provided for discrimination against an employee who serves on or testifies before a wage board. Penalties also are provided for non-compliance with a mandatory order and provision is made for recovery of back wages by an employee. The bill provides that "if any provision hereof, or the application thereof to any person or circumstance, is held invalid the remainder of the act and the application of such provision to other persons or circumstances shall not be affected thereby."

New Jersey

Hours of Work

Senate Bill No. 103. Introduced by Mr. Barbour. Referred to Committee on Labor, Industries and Social Welfare.

Amends the hour law for women by reducing hours to 8 a day and 44 a week from 10 a day and 54 a week. Omitted is that part of the present law which exempts from the 6-day week provision "hotels or other establishments the business of which is in its nature continuous, and where the working hours for women do not exceed 8 hours per day."

Senate Bill No. 104. Introduced by Mr. Barbour. Referred to Committee on Labor, Industries and Social Welfare.

Provides for the enforcement and a penalty for the violation of the law prohibiting the employment of women between 10 p.m. and 6 a.m. This bill reads "In order to protect the health of females..." omitting the words "and morals" as used in the existing law.

Senate Bill No. 112. Introduced by Mr. Young. Referred to Committee on Labor and Industries.

Authorizes the commissioner of labor to classify the various kinds of work in the State and to submit these classifications to the governor with recommendations as to maximum weekly hours any person under each classification shall work. The governor shall then issue a proclamation designating the weekly hours to be worked. The commissioner of labor is further authorized to make monthly reports stating the condition of unemployment in the State and to make recommendations as to any change in working hours that he thinks will best serve the interests of the people of the State. The Governor shall then issue a proclamation, effective after 30 days, designating any change in maximum working hours per week for any class of labor. Details of any overtime must be reported to the commissioner of labor by both employer and employee in writing, and for each hour of overtime worked by an employee the employer shall be subject to a tax payable to the commissioner of labor. Revenues collected under the provisions of this bill in excess of the cost of administration are to be used for unemployment relief.

Assembly Bill No. 77. Introduced by Mr. Fort. Referred to Committee on Labor and Industries.

Provides one day's rest in seven for men and women. (Bulletin, Consumers' League of New Jersey, February 1933.)

New York

Hours of Work

Senate Bill No. 50. Introduced by Mr. Mandelbaum. Read twice, ordered printed and committed to Committee on Labor and Industry.

Prohibits work on more than 5 days or parts of days during any calendar week except in cases of extraordinary emergency caused by fire, flood or danger to life or property.

Senate Bill No. 141. Introduced by Mr. Wald. Read twice, ordered printed and committed to Committee on Labor and Industry. And

Assembly Bill No. 69. Introduced by Mr. Breitenbach. Read once and referred to Committee on Labor and Industries.

Removes certain exemptions and extends the present law requiring one day's rest in seven to cover restaurants and hotels and employees in the service of the State.

Senate Bill No. 171. Introduced by Mr. Desmond. Read twice, ordered printed and committed to the Committee on Labor and Industry.

Extends to State employees the law establishing the legal day's work at 8 hours; specifies a maximum of 8 hours except in cases of emergency.

Senate Bill No. 205. Introduced by Mr. Wald. Read twice, ordered printed and committed to Committee on Labor and Industry.

Amends the law regulating women's hours of work in mercantile establishments by adding a provision that the total number of hours of employment in any one day shall be included within a consecutive number of hours equal to the sum of the total number of hours permitted for that day plus $1\frac{1}{2}$ hours.

Senate Bill No. 206. Introduced by Mr. Wald. Read twice, ordered printed and committed to Committee on Labor and Industry. And

Assembly Bill No. 83. Introduced by Mr. Breitenbach. Read once and referred to the Committee on Labor and Industries.

Amends the law regulating women's hours of work in factories by striking out the section allowing 78 hours' overtime during the year and adding a provision that the total hours of employment in any one day shall be included within a consecutive number of hours equal to the total number of hours permitted for that day plus $1\frac{1}{2}$ hours.

Assembly Bill No. 128. Introduced by Mr. Breitenbach. Read once, and referred to Committee on Labor and Industries.

Amends the present law requiring one day of rest in seven for certain types of employees to provide two days of rest in seven or 48 consecutive hours of rest.

Assembly Bill No. 251. Introduced by Mr. Paris. Read once and referred to Committee on Labor and Industries.

Declares that 5 days' work shall constitute a legal week's work and 6 hours a legal day's work except in cases of extraordinary emergency caused by fire, flood or danger to life or property.

Assembly Bill No. 423. Introduced by Mr. Bungard. Read once and referred to Committee on Labor and Industries.

Amends numerous sections of the labor law by reducing hours of work and providing, in most cases, a 5-day week. In the laws for women the reductions are as follows:

Factory employment, from an 8-hour day, 48-hour, 6-day week to a 6-hour day, 30-hour, 5-day week. No work between 9 p.m. and 7 a.m. instead of between 10 p.m. and 6 a.m.

Mercantile establishments, from an 8-hour day, 48-hour, 6-day week to a 6-hour day, 30-hour, 5-day week. No work between 8 p.m. and 7 a.m. instead of between 10 p.m. and 7 a.m.

Restaurants and elevators, from a 9-hour day, 54-hour, 6-day week to a 7-hour day, 30-hour, 5-day week.

Street railroads, from a 9-hour day, 54-hour, 6-day week to a 7-hour day, 35-hour, 5-day week.

Messengers for telegraph or messenger companies, from a 54-hour, 6-day week, to a 35-hour, 5-day week.

Minimum Wage

Senate Bill No. 207. Introduced by Mr. Wald. Read twice, ordered printed and committed to Committee on Labor and Industry. And

Assembly Bill No. 188. Introduced by Mr. Doneen. Read once and referred to Committee on Labor and Industries.

Provides minimum wage machinery for minors under the age of 18 years through the establishment of a minimum wage board authorized to make investigations, hold public hearings, and issue orders fixing the amount of a living wage. Special licenses are permitted in certain cases and provision is made for reconsideration of the decrees. Penalties are fixed for improper discharge of an employee and for any violation of an order of the board.

North Carolina

Hours of Work

House Bill No. 55. Introduced by Mr. Crews. Referred to Committee on Public Welfare. (Reported passed by General Assembly: Daily News Record, February 11, 1933.)

Provides a 10-hour day, 55-hour week for women employed in any retail or wholesale mercantile establishment or other business as clerks or salesladies. Prohibits continuous employment for more than 6 hours without at least a half-hour interval except where the terms of employment call for not more than 6½ hours in a day. Exempted are women who are employed full time as bookkeepers, cashiers, or office assistants, establishments employing less than 3 persons, women working in establishments located in any town or city of less than 5,000 inhabitants. Posting of the act is required and any employer violating its provisions is guilty of a misdemeanor and subject to a fine of not more than \$100 or imprisonment of not more than 60 days. Each day's violation shall constitute a separate offense.

North Carolina's hour law for women now in effect covers factories, manufacturing establishments and mills and provides maximum hours of 11 daily, 55 weekly.

Ohio

Hours of Work

House Bill No. 188. Introduced by Mr. Hall.

Amends the women's hour law to provide that employment in any one day or any one week in more than one establishment shall not exceed the maximum hours permitted by the act, i.e., 9 a day, 50 a week, 6 days a week, or 10 hours on Saturday in mercantile establishments. Adds a section to the code requiring posting of a printed abstract of the hour and seating laws and of a detailed schedule of hours to be worked each day of the week. Provides more drastic penalties for violation of these regulations and specifically directs the chief inspector of workshops and factories to enforce all provisions of the law, to visit and inspect establishments, to investigate all complaints of violations and to institute prosecutions.

Oregon

Hours of Work

Senate Bill No. 196. Introduced by Joe E. Dunne.

Provides an 8-hour day and a 48-hour week for all employees in mercantile establishments.

Orders of the State Welfare Commission now provide maximum hours of 9 a day, 48 hours, 6 days a week for women in mercantile establishments. No work is permitted after 6 o'clock in Portland nor after 8.30 elsewhere in the State.

Senate Bill No. 197. Introduced by Joe E. Dunne.

Provides for all persons employed in hotels or restaurants maximum hours of 8 a day or 48 a week, and for all females so employed not more than 6 days a week.

The public housekeeping order of the State Welfare Commission now provides maximum hours of 9 a day and 48 a week for waitresses in restaurants and hotel dining rooms, chambermaids in hotels, etc.

Pennsylvania

Hours of Work

Senate Bill No. 50. Introduced by Mr. Bell. Referred to Committee on Judiciary General.

Amends law prohibiting the employment of women between 9 p.m. and 6 a.m. to exempt women employed in any necessarily continuous 24-hour operation in the manufacture of glass.

House Bill No. 53. Introduced by Mrs. Wilson. Referred to Committee on Labor.

Prohibits the employment of any person for more than 6 hours a day or 30 hours a week. Overtime up to 2 hours a day may be worked if time and a half the regular wage is paid.

House Bill No. 132. Introduced by Mr. Yourishin. Referred to Committee on Public Health and Sanitation.

Amends hour law for women by reducing maximum hours from 54 a week and 10 a day to 44 a week and 8 a day.

Married Women

House Bill No. 272. Introduced by Mr. Malina. Referred to Committee on Municipal Corporations.

Prohibits the employment of any married woman in State or other public service unless her husband is incapacitated and her earnings are necessary for the support of herself and any dependents. Does not apply to a widow or any woman divorced or

separated from a husband who does not contribute to her support.

Penalties are provided for violation and every week of employment contrary to these provisions constitutes a separate offense.

Rhode Island

Hours of Work

Senate Bill No. 12. Reduces hours of work of women from 10 a day and 54 a week to 9 a day and 48 a week.

Senate Bill No. 28. Amends the hour law to allow not more than 6 hours of consecutive work without a lunch or rest period of at least 30 minutes.

South Carolina

Hours of Work

House Bill No. ---. Introduced by John E. Stansfield, Aiken.

Limits the hours of work of women and children in textile mills to 48 a week. (Augusta, Ga., Chronicle, February 4, 1933.)

House Resolution. Introduced by R. I. Lane, Richland. Adopted by the House of Representatives.

Seeks to secure uniform hours of work in textile plants in South Carolina, North Carolina and Georgia. Asks the governor of South Carolina to bring to the attention of the other states, whose legislatures are now in session, the need for such legislation. (Daily News Record, February 6, 1933.)

Working Conditions

House Bill No. ---. Referred to Committee on Manufactures. Favorably reported.

Designed to eliminate stretch-out system in cotton mills by requiring that looms operated on 12 and 30 picks per inch goods shall not exceed 48 looms per weaver, running the graduated scale down to 12 looms for 91 to 120 picks per inch goods. (Daily News Record, February 6, 1933.)

Senate Bill No. ---. Sent to third reading.

Would prevent mill employees from being locked in plants while they work. (Augusta, Ga., Chronicle, February 3, 1933.)

Texas

Minimum Wage

House Bill No. ---. Introduced by Mr. Griffith.

Provides a minimum wage of \$12 a week for salesladies. Exempts towns under 3,500 population, bookkeepers, stenographers, waitresses, cooks, cashiers, office clerks, soda dispensers, and salesladies employed at sales of not more than 60 days' duration. Apprentices, beginners, relatives of the employer, and disabled persons may be paid less than \$12 a week for a period of 6 months if the contract is approved by the commissioner of the Bureau of Labor Statistics. The commissioner may also approve renewal of the contract. Provision is made for recovery of back wages plus a penalty of 10 per cent on the total amount due, including all court

costs and a reasonable attorney's fee, to be taxed as a part of the costs.

Violation is punishable by fines of \$100 to \$1,000 or 30 to 90 days in jail, or both, and each week's violation is a separate offense.

Washington

Hours of Work

House Bill No. 10. Introduced by Mr. Austin. Read first time January 11, 1933, ordered printed and referred to Committee on Labor and Labor Statistics.

Provides that 6 hours shall constitute a day's work and 30 hours a week's work for all subordinate employees of the state, county, municipality or political subdivision within the state. The term "subordinate employee" includes "all clerks, stenographers, servants, workmen, laborers and mechanics who have no power to direct or control" and does not apply to "appointive officers, employees with executive or discretionary powers and employees whose duties require specialized training and knowledge as distinguished from mere skill." A long list is given of specifically exempted employments.

House Bill No. 197. Introduced by Mr. J. B. Smith. Read first time February 2, 1933, ordered printed and referred to Committee on Labor and Labor Statistics.

Provides a maximum 30-hour week for all employees except farm and domestic labor.

Married Women

House Bill No. 218. Introduced by Mrs. Lanz. Read first time February 3, 1933, ordered printed and referred to Committee on Labor and Labor Statistics.

Makes unlawful in any public office or upon any public employment or work the employment of any alien or of any married woman having a husband or any child residing at the same address who is contributing \$100 a month to the family income.

Wages and Rebates

House Bill No. 206. Introduced by Committee on Labor and Labor Statistics. Read first time February 2, 1933, ordered printed and passed to second reading.

Prohibits the deduction of rebate of any kind from the compensation of any employee.

West Virginia

Hours of Work

House Bill No. ---. Referred to Labor Committee.

Provides an 8-hour day, 48-hour, 6-day week for females 16 years of age and over in any manufacturing or mechanical establishment or workshop, mercantile establishment, store, hotel, restaurant, or where any goods are sold or distributed. Also prohibits employment of females 16 years and over in manufacturing between 11 p.m. and 8 a.m. Exempts managers, superintendents, or executives.

Wisconsin

Minimum Wage

Assembly Bill No. 54,A. Introduced by Mr. Peterson. Referred to Committee on

Labor.

Exempts stemming, sorting, packing, or bulking of leaf tobacco from the application of the minimum wage law and the unemployment compensation act.

United States

Hours of Work

Senate Bill 5267. Introduced by Mr. Black. Referred to the Committee on the Judiciary.

Provides that no article or commodity shall be shipped, transported, or delivered in interstate or foreign commerce, which was produced or manufactured in any mine, quarry, mill, cannery, workshop, factory, or manufacturing establishment in the United States, in which any person was employed or permitted to work more than 5 days a week or more than 6 hours a day.

Hours and Wages

House Joint Resolution 545. Introduced by Mr. Christgau. Referred to the Committee on the Judiciary.

Proposes an amendment to the Constitution of the United States conferring upon Congress power to regulate the production and marketing of commodities and to prescribe minimum wages and maximum hours of labor during an emergency.

May 1, 1933.

News Letter Vol. XIII, No. 5.

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMENLegislative Activities Relating to Employed Women

The proposals and actions of the State legislatures in session as they affect employed women have been given in the News Letters of March 1 and April 1. The present issue gives in a later page the most recent information now available on this subject. Outstanding in the field of labor legislation is the final passage of minimum wage laws in the four States of New York, New Hampshire, New Jersey and Utah.

Hours and EarningsUnited States. President Roosevelt Favors Minimum Wage.

On April 12, President Roosevelt sent the following message to the governors of thirteen States:

May I call your attention to minimum wage law just passed by legislature of New York and approved by Governor Lehman which declares it against public policy for any employer to pay women or minors a wage which is both less than the fair and reasonable value of services rendered and less than sufficient to meet the minimum cost of living necessary for health. This represents great forward step against lowering of wages which constitutes a serious form of unfair competition against other employers, reduces the purchasing power of the workers and threatens the stability of industry. I hope that similar action can be taken by the other States for protection of the public interest.

The message was sent to the governors of New Jersey, Pennsylvania, Connecticut, Rhode Island, Illinois, Indiana, Ohio, Michigan, Maryland, Delaware, North Carolina, Alabama, and New Hampshire. It was explained at the White House that these "represent States of great industrial importance," which do not have such statutes. (New York Times, April 13, 1933.)

United States. Work Conditions in Factories Making Women's Garments.

The National Women's Trade Union League of America called a conference in New York City April 11, 1933, to consider the policy of an identification label for women's clothing guaranteeing that the garments so labeled had been made under proper conditions. The conference was attended by representatives of manufacturers, wholesalers, retailers, unions and women's organizations. Among those speaking in favor of the plan were Mrs. Franklin D. Roosevelt and Mr. Samuel Klein, executive director, Industrial Council of Cloak, Suit and Skirt Manufacturers, Inc.

The conference closed with the appointment of a continuing committee, representative of the groups attending, which would work out a definite program for the inauguration of an identification label. (Life and Labor Bulletin of the National Women's Trade Union League of America, April, 1933.)

California. Hours and Earnings 1931 and 1932.

The Second Biennial Report of the California Department of Industrial Relations has been issued recently, covering the period ending June 30, 1932.

The report gives evidence that California has experienced economic movements similar to those occurring at this time in other industrial States--declines in employment, considerable short-time work, decreasing wages, and at the same time increasing demands on the department for enforcement. Complaints of alleged violations of labor laws were reported 15.9 percent greater than in the preceding biennium.

In connection with minimum wage and sanitary laws affecting women and minors, the commission received 574 complaints in the year ending June 30, 1931, and 876 in the succeeding year, an increase of 52 percent. Of all complaints received in the biennium, nearly one-third were from hotels and restaurants, the next large groups being from manufacturing and from mercantile. Complaints from offices had increased more than 80 percent.

The commission had made a total of 4,367 sanitary and pay-roll inspections and miscellaneous investigations in the year ending June 30, 1931, and 3,797 in the year ending June 30, 1932. About 35 percent of all the pay-roll and sanitary inspections for the biennium were in manufacturing industries, the next large groups being in mercantile and in fruit and vegetable packing. All sanitary inspections had declined about 50 percent, pay-roll inspections nearly 20 percent. In manufacturing, these respective declines had been 26 and 42 percent.

In addition to registration of learners for receipt of less than the minimum wage fixed for experienced workers, the commission issues permits to physically defective or infirm women who might otherwise be discriminated against, to work for wages of less than \$16 a week. These must be renewed every six months. The new licenses issued in 1930 amounted to 223, in 1931 to 344, the great majority of these being granted on account of the woman's age. There was a total of 466 licenses active in 1930 and of 623 in 1931--an increase of about one-third. (Calendar year in each case.)

Evidences of declines in earnings are shown in the following summary of the proportion of women earning under \$16; \$16, and over \$16 in the latter part of 1930 and the latter part of 1931:

	Under \$16		\$16-\$16.99		\$17 and over	
	Oct. 31, 1930	Sept. 1931	Oct. 31, 1930	Sept. 1931	Oct. 31, 1930	Sept. 1931
All groups.....	19.3	26.7	14.8	15.4	65.9	57.9
Mercantile.....	7.9	10.0	14.7	17.6	77.4	72.4
Laundering and dry cleaning (time and piece).....	23.0	40.0	19.2	14.3	57.8	45.7
Manufacturing.(time and piece)	32.4	43.2	12.8	12.8	54.8	44.0

In the case of both laundries and manufacturing establishments, wage declines were attributed largely to shortened hours. In the latter case, 73.6 percent of the workers had been employed 40-48 hours in the earlier year, only 64 percent in the later year, and there had been increases in every hour group of those working under 40 hours.

In mercantile establishments there were more concerns operating in the later than in the earlier year, but the number of women and minors employed as full-time workers had declined about 5 percent. (All workers, including special and part-time, declined 3.9 percent.)

Pennsylvania. Hours and earnings in the textile and clothing industries

The present unemployment situation in which more than a million Pennsylvania workers are without jobs has served to focus public attention on the hours of work and the earnings of those who are employed. In order to meet the frequent calls for accurate information on this point, particularly in relation to women and children, the Bureau of Women and Children made a brief survey of hours and earnings in the textile and clothing industries, both important women employing industries. Data on hours and earnings were secured by investigators of the bureau from the pay rolls and time records of 77 textile plants and 113 clothing plants for the last pay period in October, 1932, a comparatively busy season for these industries.

In the textile industry information on earnings was taken only where time records showed the employees to be working more than 48 hours a week. These numbered 4,529, of whom 2,230 were men and 2,290 women. Men working these hours had median weekly earnings of \$21.13, that is, one-half earned more and half less than that amount. The median of weekly earnings for women was \$12.25; one-fourth of the women received less than \$10 for a week's work of more than 48 hours. Median weekly earnings of textile employees showed a sharp decline since 1928 and 1929 in the branches of the industry for which comparable data are available. This is shown in the following table:

	Number	Median weekly earnings
Silk		
Feb. 1928	4,821	\$18.20
Oct. 1932	906	11.94
Hosiery		
June 1928	1,220	20.14
Oct. 1932	739	13.83
Knit goods		
Apr. 1929	308	15.83
Oct. 1932	405	12.08

The decrease in the earnings of the women workers in these three branches of the textile industry was accompanied by an increase in the proportion of women working long hours. Nearly 40 percent of all the women employed in the 77 textile plants worked 53 or more hours a week. The proportion of women working these long hours increased from 16 to 25 percent in the silk industry and from 29 to 35 percent in the hosiery industry between 1928 and 1932.

Clothing factory employees, largely women, are in general a younger and less skilled group of workers than the textile employees. Information on earnings was secured from factory records for over 12,000 clothing workers (1,346 men and 10,729 women) but for the most part the factories did not keep records of the actual hours of work. The earnings figures given therefore include an unknown though probably small proportion of part-time workers. The large majority of the firms reported that they had operated the full schedule of hours during the pay period for which the figures were taken. Two-thirds of the women were employed by firms reporting scheduled hours of 50 or more a week.

Half of the men clothing workers earned less than \$10.31 a week. More men received weekly earnings of less than \$6 than of \$20 or more. The median weekly earnings of the women were \$7.54. Over 2,500 women—one-fourth of the total—earned less than \$5 a week. Half the children under 16 received less than \$3.31 a week.

Median earnings for Philadelphia workers were higher than for workers in other sections of the State. For women the median weekly wages were \$9.09 in Philadelphia compared to \$7.15 outside Philadelphia. (Labor and Industry, February, 1933.

Virginia. Hours and Wages.

The Annual Report of the Department of Labor and Industry of the State of Virginia has just been received. It covers the year ending September 30, 1932, industrial statistics being for the calendar year 1931. The violations or corrections pursuant to women's laws numbered 283. In connection with labor law enforcement the report states:

"During the past year there has been a noticeable breaking down of industrial standards. Although our figures indicate a decrease in the number of violations of the labor laws there has been an increase in the number of specific complaints reaching this office. Many complaints of low wages and unfair practices, which are not covered by the law and, therefore, cannot be corrected by this department except by bringing public opinion to bear upon such conditions, have been received. For thousands of workers in the State wages range as low as ten and twelve cents an hour. This, coupled with the fact that thousands are working only one, two, and three days a week, means that these workers are receiving grossly inadequate wages for the maintenance of a decent living standard. Because of the lack of orders for goods, many plants over the State have reduced working hours. This, however, has usually taken the form (except where the nature of the manufacturing process requires continuous plant operation) of reducing the number of days per week. Many factories over the State continue to work women the ten-hour day limit set by law and many have violated this provision of the law."

Of the 39,473 women covered in the report 35,354 were in manufacturing. Of these, 46.5 per cent were in textile industries and their products, 19 per cent in food industries. Other large groups were in tobacco factories.

Of the women in manufacturing, practically two-thirds were white. Of those in textiles 94 per cent were white, of those in the food industries 66 per cent were colored. The nearly 5,000 women in tobacco rehandling all were colored, while most of the over 3,500 in cigar and tobacco factories were white.

The report shows women's hours in depression still to be very long in many cases, and the following statement as to hours and earnings is made:

"Numbers of complaints have been received from office workers and other salaried employees of greatly reduced salaries with increased hours and no compensation for extra time. Unfortunately the State law regulating hours does not apply to office workers of any sort and the State has no law on the subject of wages. Hence complaints of this nature cannot be corrected by this division. Incomes of women in general are extremely low; entirely too low to permit of any American standard of living, particularly in cases where there are dependents."

Of the women reported in manufacturing, nearly one-fourth were employed on schedules of 55 and under 60 hours, and work for such periods was pursued by about two-fifths of those in food and one-third of those in textile industries, and by over one-fourth of those in tobacco rehandling.

Schedules of more than 48 hours were worked by nearly one-half of the women, by over half those in the food industries, and nearly 60 per cent of those in textiles. Practically all the women in cigar and cigarette factories had schedules less than 44 hours, while in tobacco rehandling nearly 60 per cent had worked over 48 hours.

Employment

United States. Employment of Negro Women.

In 1930 nearly 1,850,000 Negro women and girls were gainfully employed, compared with nearly 1,600,000 in 1920 and over 2,000,000 in 1910. However, in all chief woman-employing occupation groups but agriculture, the numbers employed in 1930 exceeded considerably those in 1910, while the numbers employed in agriculture in 1910 were twice those in 1930. While agriculture and domestic and personal service have in each census year since 1910 accounted for about 90 percent of all gainfully occupied Negro women, the proportion in agriculture has decreased and that in domestic and personal service increased, as shown in the following table:

	Percent employed in--	
	Agriculture	Domestic and personal
1910.....	52.2	42.4
1920.....	38.9	50.3
1930.....	26.9	62.6

More Negro women, both numerically and proportionally, were employed in manufacturing in 1920 than in either 1910 or 1930. The percents were: 1910, 3.4; 1920, 6.7; 1930, 5.5.

Employment in professional service has increased steadily, accounting for 1.5 percent of all employed in 1910, 2.5 in 1920, and 3.4 in 1930. The number has more than doubled in the 20-year period, though still less than 65,000 were so employed in 1930. The great majority of these are teachers. No other main occupational group employed so many as 1.0 percent of all employed in any of the three census years.

Of the 100,000 women employed in manufacturing and mechanical industries in 1930, one-fifth were dressmakers not in factories, the largest single group; over 18,000 were employed in cigar and tobacco factories, 16,000 in clothing factories, over 11,000 in food factories, over 6,000 in textile mills, over 3,000 in lumber and furniture factories, 1,600 in iron and steel, machinery and vehicle industries, and 1,400 in paper, printing and allied industries. In no other group of industry were as many as 1,000 employed. (Fifteenth Census of the U. S. 1930. Occupation Statistics. Color and Nativity of Gainful Workers, Table 2, p. 4, and Table 3, p. 6ff.)

Legislation Relating to Employed Women, Adopted or Proposed

Appropriations

Pennsylvania.

The House of Representatives has passed the appropriation bill (House 260) which cuts the Department of Labor and Industry 37 percent below its 1931-33 budget and 23 percent below its present economy level of expenditure. (News letter, Pennsylvania Labor Standards Committee, April 20, 1933.)

Hours of Work

Connecticut.

The State Department of Labor and the Connecticut Federation of Labor are opposing a bill to permit the employment of women until midnight instead of 10 o'clock, as under existing law. (Bridgeport Herald, April 16, 1933.)

Georgia.

Bills to reduce hours for operatives in textile mills to 8 a day and 48 a week and to prohibit the employment of women and minors in textile mills between 7 p.m. and 6 a.m. both failed of passage in both houses of the legislature. (National Child Labor Committee, Legislative Activities, April, 1933.)

Indiana.

A bill to provide an 8-hour day, 48-hour week, for women has failed to pass. (National Child Labor Committee, Legislative Activities, April, 1933.)

Maine.

By a vote of 25 to 5 the Maine Senate defeated the bill to establish a 48-hour week for women in industry. The bill already had met defeat in the House. (New York Journal of Commerce, April 1, 1933.)

Massachusetts.

House Bill No. 438 to prohibit the employment of women and minors in the manufacture of leather after 6 p.m., instead of after 10 p.m. as at present, has been engrossed in the House. (Industry, April 15, 1933.)

House Bill No. 931 to amend the night work law to permit women in textile manufacturing to work until 10 p.m. instead of 6 p.m. as under the present law, has failed to pass this session of the legislature. (Industry, April 15, 1933.)

Minnesota.

An hour law providing a 54-hour week for women has been passed in Minnesota to become effective July 1, 1933, and to supersede all existing acts. The new law provides as follows:

No female shall be employed in any public housekeeping, manufacturing, mechanical, mercantile, or laundry occupation, or as a telephone operator for more than fifty-four hours in any one week; provided that this act shall not apply to cases of emergency in which the safety, health, morals, or welfare of the public may otherwise be affected, or to cases in which night employees may be at the place of employment for no more than twelve hours and shall have opportunity for at least four hours of sleep, or to employees engaged in the seasonal occupation of preserving perishable fruits, grains or vegetables, where such employment does not continue over a longer period than seventy-five days in any one year, or to telephone operators in municipalities of less than fifteen hundred inhabitants, provided, however, that upon application of any employer the Industrial Commission may in its discretion, for cause shown, exempt any employer, or class of employers, from the provisions of this act.

Provided further, that during emergency periods of not to exceed four weeks in the aggregate in any calendar year, the Industrial Commission of Minnesota may, in its discretion, allow a longer period of employment for such female employees under such general rules and regulations as the commission may prescribe and adopt.

Penalties are provided for noncompliance with these provisions and for failure to keep required records. Definitions are included of industries designated in the act. (Session laws 1933, ch. 354.)

New Mexico.

A new hour law for female employees in New Mexico becomes effective June 15, 1933. For women employed in any industrial or mercantile establishment, hotel, restaurant, cafe or eating house, laundry, place of amusement, public utility or in any office as stenographer, clerk, bookkeeper, or in any other clerical position, the maximum hours permitted are 8 a day and 48 in any week of 6 days. The working day must not be divided into more than 3 shifts. Two hours of overtime are allowed weekly in emergencies if time and a half is paid. Exempted are domestic employment, hospitals, sanitariums, registered or practical nurses, and midwives.

Hours in telephone and telegraph offices, except where 5 or fewer operators are employed, also are regulated. For a 7-day week the hours of work between 7 a.m. and 10 p.m. must not exceed 8 a day and 48 a week; between 10 p.m. and 7 a.m., 8 a day and 54 a week. Overtime, however, is permitted in case of extreme emergency, resulting from fire, flood, storm, epidemic of sickness or any other extreme emergency that could not reasonably have been contemplated.

The act provides for not less than one-half hour for meal time and does not apply to persons engaged in interstate commerce where the hours of labor are governed by any act of Congress. Time records must be kept by employers and failure to comply with any provision of the act is a misdemeanor punishable by a fine of \$75 to \$300 for each offense. (Mimeographed copy of act.)

A law regulating the hours of male employees also becomes effective June 15, 1933. This act provides an 8-hour day and a 48-hour, 6-day week in mercantile establishments. Two hours of overtime are allowed weekly in emergencies if time and one-half is paid. In hotels, restaurants, cafes or eating houses 10 hours a day and 70 hours for a week of 7 days are the maximums specified but 4 hours of overtime may be worked in emergencies if time and one-half is paid.

Time records must be kept and noncompliance with the act is a misdemeanor and subject to a fine of \$75 to \$300 for each offense. (Mimeographed copy of act.)

New York.

Amendments to the hour law to eliminate the allowance of 78 hours of overtime and to prohibit employment of females after 6 p.m. in mercantile establishments unless an equivalent amount of time off was given during the day, both failed to pass. (National Child Labor Committee, Legislative Activities, April, 1933.)

North Carolina.

House Bill No. 682 reducing hours of girls and women in textile mills from 11 to 10 a day was killed. (National Child Labor Committee, Legislative Activities, April, 1933.)

Pennsylvania.

Action on the bill providing an 8-hour day and 44-hour week for women has been indefinitely postponed. (News Letter, Pennsylvania Labor Standards Committee, April 13, 1933.)

Rhode Island.

Two bills affecting women's hours of work failed to pass—Senate Bill No. 12, reducing hours from 10 a day, 54 a week to 9 a day, 48 a week, and Senate Bill No. 28, allowing not more than 6 hours of consecutive work without a lunch of at least 30 minutes. (Women's Bureau correspondence.)

South Carolina.

House Bill No. 317 provides for establishing an 8-hour day, 48-hour week for women and children in textile mills. (National Child Labor Committee, Legislative Activities, April, 1933.)

Tennessee.

A bill providing maximum hours of 9 a day, 48 a week for women and children (House 607, Senate 578) has been favorably reported in the House. (National Child Labor Committee, Legislative Activities, April, 1933.)

Married Women

Colorado.

A bill (House No. 215) to prohibit the employment by State, county, city or school districts of women whose husbands make sufficient income to support a family passed a second reading in the House but was finally defeated. (Denver News, April 4, 1933.)

Minnesota.

A resolution requiring city, county, and State officers to bar married women with gainfully employed husbands failed to reach a vote in either house. (Women's Bureau correspondence.)

Minimum Wage

Arizona.

House Bill No. 16 to establish a minimum wage system failed to pass. (National Child Labor Committee, Legislative Activities, April, 1933.)

Colorado.

A bill has been introduced in the Senate to regulate the employment of women and minors, empowering the industrial commission to fix minimum rates of pay and to establish maximum hours and conditions of work. Colorado's present minimum wage law (first enacted 1913, reenacted 1917) has never functioned. No wage decrees have been issued. (Senate Bill No. 183, introduced by Senators Hill, Gilliam, and Quiat.)

Connecticut.

A minimum wage bill for women and minors, like the Wald bill passed in New York, is before the Connecticut legislature. (Women's Bureau correspondence.)

Massachusetts.

House Bill No. 1113 increasing the penalty for failure to permit the inspection of registers and records required by the minimum wage commission has been engrossed in both houses. (Industry, April 8, 1933.)

Nevada.

A bill that was introduced in the House but failed to pass provided for setting minimum wage rates for women and minors and regulating hours and conditions of labor. (National Child Labor Committee, Legislative Activities, April, 1933.)

Minnesota.

An amendment to the minimum wage law, now applicable only to minors, that would have brought girls as well as boys between 18 and 21 years of age under the law failed to pass. The law was amended, however, to make it a gross misdemeanor directly or indirectly to make an employee sign a receipt for wages in excess of those actually received. (Women's Bureau correspondence.)

New Hampshire.

The mandatory minimum wage bill for women and minors introduced in the New Hampshire legislature was passed by the House of Representatives April 11 without a dissenting vote, was later passed by the Senate and was signed by Governor Winant Wednesday, April 26. (New York Times, April 13, 1933, and Women's Bureau information.)

New Jersey.

The New Jersey minimum wage bill, which is mandatory for women and minors, after being buried in committee was reintroduced with slight changes and unanimously passed by the Assembly April 11, 1933. It has since been passed by the Senate and sent to the Governor for signature. (Women's Bureau correspondence and Newark News, April 12, 1933.)

New Mexico.

A bill to establish a minimum wage system was killed in the House. (National Child Labor Committee, Legislative Activities, April, 1933.)

New York.

Governor Lehman, on May 1, signed the Wald minimum wage bill, thus making New York the third State this year to place final approval on minimum wage legislation for women. This act affects women and minors and is mandatory. Another measure, the Desmond bill, which was disapproved by the Governor, applied to men, women and

New York, continued.

minors, was mandatory only for minors and was to be effective only during the period of emergency. Both bills were referred to Governor Lehman by the legislature. His approval of the Wald bill followed hearings on April 27 on both bills. (New York Times, April 22, 1933; Washington Post, May 2, 1933.)

Ohio.

Representative Pringle of Cleveland has announced that he will introduce a minimum wage bill affecting women and minors when the Ohio Assembly reconvenes May 15. A draft of the bill has been sent to Governor White, to labor leaders and to organizations of merchants and manufacturers. In his letter to the governor, Representative Pringle called attention to the fact that President Roosevelt had urged adoption of minimum wage laws to protect women and children in Ohio and a dozen other industrial States. The measure as drafted follows closely the legislation recently enacted in New York. (Finance and Industry, April 24, 1933.)

Pennsylvania.

The mandatory minimum wage bill for women and minors came to life April 12 when the House put it on the calendar in spite of the negative recommendation of the committee. On April 18 the House passed the bill unanimously. (News Letter, Pennsylvania Labor Standards Committee, April 13 and 20, 1933.)

Rhode Island.

The minimum wage bill for women and minors (Senate Bill No. 57) failed to pass. (Women's Bureau correspondence.)

Utah.

In addition to enacting a minimum wage law for women and minors the Utah legislature approved a joint resolution providing for a constitutional amendment empowering the State legislature to enact such legislation. The question must now go to popular vote. (National Child Labor Committee, Legislative Activities, April, 1933.)

West Virginia.

A House bill to establish a minimum wage system failed to pass. (National Child Labor Committee, Legislative Activities, April, 1933.)

Prohibited Employment

Wisconsin.

The following order was issued March 10 by the Industrial Commission to become effective 30 days later:

No minor or female shall be employed or permitted to work in any place of employment where it has been established by court record that such place of employment has been used as a disorderly house, or for the solicitation or bargaining for immoral purposes; and no minor or female shall be employed by or permitted to work for any person who has been convicted either as a keeper of a disorderly house, or as an agent in any capacity for disorderly house.

Stretch-out System

South Carolina.

The House of Representatives passed on third reading and sent to the Senate a bill intended to eliminate the so-called stretch-out system in textile mills in South Carolina.

The bill sets the maximum number of looms that each weaver in a textile plant may be required to operate. Looms on 12 to 30 picks per inch are not to exceed 48 to the weaver, 31 to 60 picks per inch, 36 looms per weaver, 61 to 90 picks per inch, 24 looms to the weaver, 91 to 120 picks, 12 looms to the weaver. (Daily News Record, April 15, 1933.)

Sweatshops

Connecticut.

An anti-sweatshop bill to require the registration of new industries in the State has passed the Senate. (National Child Labor Committee, Legislative Activities, April, 1933.)

U. S. Department of Labor
WOMEN'S BUREAU
Washington

News Letter Vol. XIII No. 4.

April 1, 1933.

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Proposed Legislation Relating to Employed Women

The issue of the News Letter of March first gave a detailed account of the labor legislation affecting women that had been introduced in the States up to that time. It mentioned in all 76 bills or resolutions in 23 States and in the Federal Congress. Proposed legislation related to hours of work in 19 States, ordinarily looking toward their shortening in the day, establishment of a week of five days (sometimes of a 30-hour week), or the extension of existing hour regulations to further types of employment. Ten laws in 7 States referred to night work, 10 laws in 4 States to a wage minimum, 2 to home work, 3 to other work conditions; one of the latter sought to eliminate what has been known as the "stretch-out system." Three proposals attempted to limit the employment of married women in public agencies, 3 dealt with some phase of the State administration of labor laws.

The present News Letter follows the earlier issue with accounts of later developments in the legislative bodies, which will be found below on page 6 and following.

Employment

United States. Employment of Married Women, 1930.

Of the 10,700,000 women reported as gainful workers in April, 1930, over 3,000,000 or 28.9 per cent were married, as compared to 23 per cent in 1920. Of all employed married women, 36.1 per cent were in domestic and personal service, 19.8 per cent in manufacturing. It can not be emphasized too frequently that married women are employed for the most part because they need to make a living. The fact that 55.9 per cent of them are in the two occupational groups of domestic and personal service and manufacturing is one indication of this fact. Many studies have shown that married women often are responsible for the support of others. The importance of their wage to the family exchequer has been enhanced in a time of widespread unemployment.

About one-third of the women in agricultural pursuits, in manufacturing, in trade, in public service and in domestic and personal service were married; in transportation, one-fourth were married, and in professional service and in clerical occupations, less than one-fifth, or 19 and 18 per cent respectively. These proportions were greater than in 1920 in all occupational groups but agriculture, forestry and fishing, and extraction of minerals.

Certain manufacturing industries showed higher per cents of married women than the group as a whole. Nearly 28,000 married women in cigar and tobacco factories, nearly 62,000 in cotton mills, 20,000 in woolen and worsted mills, nearly 8,000 in automobile factories and more than 4,000 in meat packing, represented a little over 40 per cent of all women operatives in each of these industries. Over 6,000 married women in fruit and vegetable canning and 6,000 in the manufacture of gloves were about 45 per cent of all women operatives.

The chief employment of women in transportation is that of telephone operator. Of this group, slightly over one-fifth (about 50,000) were married, compared to one-fourth of the whole group. In trade, the largest group is sales women. Of these exactly one-third (nearly 200,000) were married. Over 45 per cent of all

real estate agents and officials and of all retail dealers were married, nearly 15,000 and 52,000 respectively. The per cents married women formed of school teachers and trained nurses (numerically women's most important professions) were smaller than for all professions, being 17.9 and 12.5 respectively (152,000 married teachers and nearly 36,000 married nurses).

Of the various types of domestic and personal service, married women formed over half of all workers in four important groups, laundresses (not in laundries) of whom there were over 178,000 married; charwomen and cleaners, 20,000; janitors and sextons, 20,000; and restaurant, cafe and lunch room keepers, over 21,000. Nearly half the workers in cleaning, dyeing and pressing shops, over 10,000, and over 40 per cent of the laundry workers, 70,000 were married.

In clerical occupations, married women formed 13 per cent. Over 100,000 married women were found in each of the three largest clerical groups, bookkeepers, cashiers and accountants; clerks; and stenographers and typists. The proportion they formed of these three groups is, approximately, 22 per cent, 19 per cent, and 15 per cent, respectively. About 4,500 married agents, collectors and credit women formed one-third of the entire group. (Fifteenth Census of the U. S.: 1930. Occupation Statistics, Marital Condition of Occupied Women.)

United States. Unemployment.

The final report of the Census of Unemployment taken in January 1931 in 18 cities and 3 boroughs of New York has been issued. This gives comparison with April 1930 figures for the same areas, which show that of the women gainfully occupied in those places as reported in April 1930 about 6 per cent were out of work or laid off, in January 1931 about 19 per cent. A total of over 479,000 women were found unemployed in these cities.

The women normally employed in these cities may be considered a typical sample of those in the urban sections of the country as a whole. Reports are divided into the classes of unemployed reported in the census of April 1930. The following discussion will include only the two more important classes; A, those out of work, able to work and looking for a job, and B, those on lay-off. These two classes combined comprise nearly three-fourths of the unemployed, and are those whose situation is most clearly caused by industrial and business conditions.

Among the unemployed women (Classes A and B in the 19 cities combined) were well on to one-third of those normally in manufacturing in these cities, about one-fourth of those in domestic and personal service, practically one-fifth of those in trade, and over one-tenth of those in clerical occupations and in transportation and communication. In every city over 10 per cent were unemployed in domestic and personal service, in manufacturing, and in trade. From 30 to 40 per cent were unemployed in domestic and personal service in 8 cities, from 30 to 37.9 per cent in manufacturing in 5 cities. Over 10 per cent of those in clerical occupations in 14 cities and the 3 boroughs of New York and of those in transportation and communication in 7 cities were unemployed. The smallest proportion of unemployed in each city was in the professional group, but such figures are not wholly representative of displacements in these occupations since many normally so employed accept other types of work in times of stress.

The largest proportions unemployed in any occupational group were as follows:

Manufacturing: Boston, Buffalo, Chicago, the three New York boroughs, Philadelphia, Pittsburgh, San Francisco, Seattle.

Domestic and Personal Service: Birmingham, Cleveland, Dayton, Denver, Detroit, Houston, Los Angeles, New Orleans, St. Louis.

Trade: Duluth, Minneapolis.

In 11 cities and 2 boroughs of New York, at least one-fifth of the women reported unemployed (Classes A and B) had been out of work more than 6 months, the proportion running as high as 36.9 per cent in Detroit and over 25 per cent in Chicago and Cleveland. In the following cities, from 5 to 8 per cent of the unemployed women had been out of work over a year: Detroit, Chicago, Cleveland, Pittsburgh, Boston.

The youth of the unemployed woman is shown strikingly in the reports as to age. Those under 20 had the largest proportions unemployed in every city. The range was from 17.8 to 36.6 per cent, with more than 30 per cent of the normally gainfully employed women of such youth being jobless in 7 cities, more than 20 per cent in 8 other cities and the three boroughs of New York. Of the women 20 and under 25, over 20 per cent were out of work in 8 cities. Ordinarily, women 50 and over had the smallest proportions of unemployed.

Ohio. Unemployment.

The Report of the Ohio Commission on Unemployment Insurance, issued in January 1933, reports a survey of the effect of depression upon wage-earners' families made in selected areas in the city of Columbus in May 1932. This included a total of 1,244 wage earners, 315 of them being women. The families represented numbered 690. Of the women, 21 per cent and of the men, 37.7 per cent, were unemployed, in the great majority of cases because of slack work. While the further details of the study are not reported by sex the following showing of methods of meeting financial emergency in the families of the unemployed is of importance to women because of its effect upon them where members of these families;

Methods of meeting financial emergency	Per cent of households in which the chief wage-earner was -			
	Employed		Unemployed	
	This year	Last year	This year	Last year
Withdrawing bank deposits.....	13.3	9.0	19.1	11.0
Cashing insurance policies.....	7.8	5.1	13.3	7.5
Allowing insurance to lapse.....	9.0	3.0	21.1	9.6
Borrowing from friends.....	3.7	2.6	19.9	5.2
Borrowing from agencies.....	6.9	5.5	9.1	4.0
Rent in arrears.....	19.8	7.8	47.9	15.6
\$100 or more.....	4.7	2.0	7.7	2.1
Merchants' accounts overdue.....	11.3	4.0	18.9	7.4
\$100 or more.....	3.3	1.2	4.0	1.7
Doctors' or dentists' accounts overdue	13.0	6.4	22.7	13.9
\$100 or more.....	1.8	1.4	5.2	5.8
Receiving public relief.....	3.0	1.4	27.4	8.0
\$150 or more.....	0.4	-	1.7	1.7

The foregoing indicates that much larger proportions of the families whose chief wage-earner was unemployed were in serious financial difficulties in the year ending in May 1932 than in the year prior to the spring of 1931. Furthermore, larger proportions of families whose heads had jobs found themselves in serious straits in the later than in the earlier year. By May 1932, nearly half the families of the unemployed were in arrears in rent; over one-fourth had received public relief; about one-fifth or over owed doctors' or dentists' bills, had allowed insurance payments to lapse, had withdrawn bank deposits, had merchants' accounts overdue, or had borrowed either from friends or lending agencies; over one-tenth had cashed their insurance policies.

Placement. Y.W.C.A.

More than 117,000 girls were placed in jobs by Y.W.C.A.s throughout the country according to figures recently collected by the National Board in New York City. The total actually was considerably higher, as reports from several large cities were not available when this survey was released.

Of the number reported, 77,027 were placed in domestic work, more than 13,290 in clerical work and 8,641 in factory jobs. (The Woman's Press, January 1933.)

The March 1933 bulletin of the Industrial Information Service of the Y.W.C.A. in Chicago reports a survey of girls whom they had placed in jobs. A questionnaire was sent to some 80 girls placed in jobs during the past two years. With two exceptions these jobs were in factories, the exceptions being a waitress job in a drug store and a power mashing job in a hotel. The majority of the jobs were filled and completed in 1932, six girls having been laid off in 1931. A number of industries were represented in the study, with radio and electrical predominating. The weekly earnings of these girls ranged from \$6 to \$16, averaging below \$12. The report states:

"Most of these girls have been working an 8½ hour day at less than \$12 a week, for something over 3 months, and nearly a third of them in plants which they considered unsatisfactory for one reason or another. And yet the decline in standards represented by this picture is perhaps not greater than that which has occurred throughout the industrial world. The unfortunate situation for these workers however is that standards for them were never very high, and to fall a little means to sink beneath a decent living standard."

Standards of Employment

United States. Eastern State Conference.

The Second Conference of Eastern States on Uniform Labor Laws was called by Governor Joseph B. Ely of Massachusetts January 27-28, 1933. The following were represented by delegates: Connecticut, Maryland, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Massachusetts, and the U. S. Department of Labor. The Governors of Delaware, Maine, Vermont, Ohio and West Virginia were invited to send representatives, but these states were not represented.

The Committee on Hours of Labor for Women and Minors, with Miss Frances Perkins, Industrial Commissioner of the New York State Department of Labor as chairman, selected measures which it urged every state represented to adopt as part of a common legislative program of stabilization and standardization. Its recommendations, as follows, were adopted unanimously by the Conference:

1. A working week of not more than 48 hours
2. A working day of not more than 8 hours
3. A working week of not more than 6 days
4. Limitation of night work as previously recommended
5. Application of standards applying to work carried on in factories to industrial home work and a provision that a permit with a fee of not less than twenty-five dollars be required of all employers giving out industrial home work.
6. Exclusion of minors under 16 from industry during school hours and under fourteen outside of school hours with compulsory school attendance standards amended to meet these requirements.

7. Employment certificates for all minors under eighteen years of age including proof of age, promise of employment, designation of occupation and hours of work and physical examination by an authorized physician. Proof of age cards for minors 18 to 21.
8. Increased compensation for minors injured while illegally employed.

The Committee urged that this Conference call upon the Governors of all the states represented promptly to meet in conference in order to devise effective methods for furthering this program in each of the states.

The Committee on Minimum Wage (chairman, Joseph M. Tone, Commissioner, Department of Labor and Factory Inspection of Connecticut) recommended a mandatory minimum wage law for women and minors and urged that it be adopted promptly in every state. Its recommendation was unanimously adopted by the Conference. (Mimeographed Report of Recommendations of the Conference.)

Pennsylvania. Factory Inspection.

An article in Labor and Industry for January 1933, describes the work of Pennsylvania factory inspectors, from which the following is quoted:

"An inspector's job calls for more head work, more foot work, more diplomacy, more firmness, more courage to carry on than the average layman ever dreams of. Years of experience are necessary before an inspector can begin to acquire all the information he is expected to carry around in his head.

"In the minds of most people, the mention of the Bureau of Inspection brings up a vision of hundreds of factory inspectors all through the State, going about their work of checking on safety guards on machinery in factories.

"The real truth of the matter is that the Bureau has a staff of only 84 inspectors. Of these 65 are general inspectors, including six women in charge of working conditions of women and children, eight are boiler inspectors, six elevator inspectors, five mine and quarry inspectors, and nine bedding and upholstery inspectors.

"These 65 general inspectors are required to inspect every factory, store, or other place where people are employed in the State. There are about 32,000 factories and about 135,000 retail stores according to the last census. In addition they must inspect every theatre, motion picture house, school, hotel, hospital, apartment house, and other place of public assembly in the State, excepting those in Philadelphia, Pittsburgh, and Scranton. In factories and stores, the inspection covers accident prevention, working hours of women and children and general sanitation. In other buildings it covers principally protection from fire and panic. Exclusive of the work to be done in connection with protection from fire and panic, there are, according to the census 167,000 establishments to be visited. The six women inspect only for working hours and conditions of employment of women and children. In Pennsylvania there were, according to the 1930 census 803,892 women and 156,351 children under 18 years of age gainfully employed.

"In none of the sections mentioned above is the staff available to cover the entire field. In general inspection work it requires between two and a half and three years to make a complete coverage. Needless to say this is not often enough.

"It is difficult for those who are not in close touch with industrial problems today to believe that the eight hour day and perhaps even less is not the rule in those establishments that are working. The fact is, that although we are passing through the most severe period of unemployment in our history - thousands of workers who have jobs are putting in hours only comparable to those of the sweatshop days of the early 1900's.

"Certain industries for example, are today working 12-hour days and 85 and 90-hour weeks. As long as the inspection service is so inadequate in numbers that 14-year old girls making children's dresses are found working as high as 11 $\frac{3}{4}$ hours a day, and 15-year old boys are found working 12 hours a night in any of our Pennsylvania factories, we are but adding to industrial confusion. We are dynamiting the dams which have been built to hold up the standards of living in the Commonwealth.

Proposed Legislation Relating to Employed Women

Hours of Work

Arkansas

A bill is before the legislature to amend the women's hour law to cover cotton factories, which, under the present law, are specifically exempted. (Women's Bureau correspondence.)

California

On March 20, the Assembly passed and sent to the Senate an urgency bill providing for a 5-day work week for State employees to an extent deemed practicable by the governor. The act, if passed, will be effective until July 1, 1935 unless terminated sooner by proclamation of the governor. The bill is designed to meet the unemployment situation. (Washington Post, March 21, 1933.)

Connecticut

Three bills relating to women's hours of work are reported to have passed the Senate. One of these bills provides a 52-hour maximum week in mercantile establishments (instead of the present 58 hours), a 9-hour day, and a 6-day week. Another makes the same provision for restaurants, cafes, dining rooms, barber shops, hair dressing establishments, and photograph galleries where now women are permitted to work 58 hours and 6 days a week. The third bill increases the penalties for violation of these and other laws for women. (Ansonia Sentinel, March 15, 1933.)

Illinois

Hearings were held, March 22, before the House committee and March 15 before the Senate committee, on identical bills - S.B. No. 178, H.B. No. 124 - to provide that no person shall be employed more than 5 days a week in any mechanical or mercantile establishment or in any construction enterprise, or in any mine, quarry, mill, shop, factory, laundry, hotel, restaurant, telegraph or telephone establishment, place of amusement, express, transportation, or public utility business, or by any common carrier, or in any public institution, or by the State or political subdivision thereof. Further hearings before the Senate committee are scheduled for March 29. (Illinois Federation of Labor, Weekly News Letter, March 18, 1933.)

Massachusetts

The House has adopted a measure (House Bill 1088) providing that Congress be memorialized to enact a law to prevent interstate commerce in commodities or articles produced or manufactured in industrial activities in which persons are employed more than 5 days a week or 6 hours a day; and further, that it enact legislation to guarantee the payment of minimum wages commensurate with the American standard of living. (Industry, March 25, 1933.)

Michigan

Assistant Attorney-General George Murphy announced that he was preparing a bill to be introduced in the State Legislature providing the six-hour day and 5-day week for all Michigan workers with the possible exception of domestic labor and farm help. This is in line with the platform adopted by the 1932 convention of the Democratic party in Michigan as a measure to solve the unemployment problem, (American Federation of Labor, Weekly News Service, March 25, 1933.)

Minnesota

The Labor Committee of the House of Representatives has reported favorably the bill providing a 5-day week and 6-hour day on public works. (American Federation of Labor, Weekly News Service, March 25, 1933.)

New Hampshire

The bill providing maximum hours of 48 a week and 9 a day for women employed in manufacturing passed the House of Representatives in amended form allowing $9\frac{3}{4}$ hours a day, but was defeated in the Senate by a vote of 14 to 10. (Daily News Record, March 9 and 24, 1933.)

New York

Assembly Bill No. 1958, introduced by Mr. Sarberg, and referred to the Committee on Labor and Industries, amends numerous sections of the labor law by reducing hours of work and providing, in most cases, a 5-day week. In the women's laws the reductions are as follows:

Factory employment, from an 8-hour day, 48-hour, 5-day week to a 6-hour day, 30-hour, 5-day week. No work between 9 p.m. and 7 a.m. instead of between 10 p.m. and 6 a.m.

Mercantile employment, from an 8-hour day, 48-hour, 5-day week to a 6-hour day, 30-hour, 5-day week. No work between 8 p.m. and 7 a.m. instead of between 10 p.m. and 7 a.m.

Restaurants and elevators, from a 9-hour day, 54-hour, 6-day week to a 7-hour day, 30-hour, 5-day week.

Street railroads, from a 9-hour day, 54-hour, 6-day week to a 7-hour day, 30-hour, 5-day week.

Messengers for telegraph or messenger companies, from a 54-hour 6-day week to a 30-hour, 5-day week.

A bill introduced in the Senate by Mr. Hanley (No. 853) and in the Assembly by Mr. Ostertag (No. 1095) adds a provision to the factory law for women permitting employment for not more than 10 hours a day for 5 successive days in which event no overtime employment shall be allowed.

Senate Bill No. 1333, introduced by Mr. Hendel, and committed to the Committee on Labor and Industry, provides that employees in mercantile establishments shall not be required to work more than 8 hours a day or later than 6 o'clock in the afternoon except on Friday or Saturday when they may be required to work until 8 o'clock.

Assembly Bill No. 1822, introduced by Mr. Kantowski, and referred to the Committee on Labor and Industries, amends the hour law affecting women in mercantile establishments to prohibit employment after 6 o'clock in the evening unless time off is allowed earlier in the same day equal to the time employed after 6 p.m. The present prohibition of employment between 10 p.m. and 6 a.m. is continued.

Pennsylvania

Assembly Bill No. 915, introduced by Mrs. Wilson, and referred to the Committee on Labor, extends the existing law regulating the employment of women to apply to work in private homes and on the farm, reduces hours of employment, eliminates exemptions applying to females engaged in canning, to nurses in hospitals and to telephone operators, shortens the number of hours between rest periods, and increases the penalties. The bill provides for a 6-hour day, 30-hour, 5-day week. The law now in effect allows a 10-hour day, 54-hour, 6-day week.

Wisconsin

Assembly Bill No. 394A, introduced by Mary O. Kryszak, and referred to the Committee on Labor amends the hour law for women by reducing maximum hours from 9 in any "one" day, or 54 in any one week to 8 in any "calendar" day, or 44 in any one week. In emergency periods, not exceeding 4 weeks in any calendar year, if time and a half is paid, 9 hours a day and 50 hours a week are permitted by this bill instead of 10 hours a day and 55 hours a week as under the existing law.

Wyoming

An amended hour law for women has been passed this year and is now in force. It reduces maximum hours from 8½ a day and 56 a week to 8 a day and 48 a week and applies, as did the old law, to any manufacturing, mechanical, or mercantile establishment, laundry, hotel, public lodging house, apartment house, place of amusement, or restaurant. The old law covered also any telephone or telegraph establishment or office (except those employing 3 or fewer females) and any express or transportation company. It specifically exempted nurses in training in hospitals and the harvesting, curing, canning, or drying of any variety of perishable fruit or vegetable. The new law, like the old, permits overtime in emergencies if time and a half is paid. (Copy of act and Women's Bureau correspondence.)

Married Women

Maryland

A referendum on barring married women as teachers in Calvert County is provided for in a bill offered in the House of Delegates, March 17, by J. W. Williams, of that county. The bill was referred to the Calvert County delegation. (Washington Times, March 18, 1933.)

Nebraska

The Bren bill to bar employment in any public office of a married person whose husband or wife earns \$1,500 or more a year or where their combined yearly salaries are more than \$2,000, failed of passage in the House of Representatives March 17, by one vote.

Minimum Wage

Essential features of minimum wage bills under consideration in New Jersey, New York, Pennsylvania, and Rhode Island, are the same as those of the New Hampshire bill described in the preceding News Letter. The bills apply to women and minors and provide against the payment of a wage that is "oppressive and unreasonable," such a wage being defined as "both less than the fair and reasonable value of the services rendered and less than sufficient to meet the minimum cost of living necessary for health." The bills provide for setting up wage boards, the issuance of "directory" (non-mandatory) orders which may be made mandatory after being in effect for nine months. Penalties are provided for non-compliance with mandatory orders.

In New York the minimum wage measure, known as the Wald-Eberhard bill, passed the Senate March 23 by a vote of 37 to 13. On March 27, the Senate also passed the Dunnigan-Steingut bill which is strictly a non-mandatory measure without penalty provision for violations. A third bill was introduced March 20 by Assemblyman Brownell, which applies to men, women and minors with mandatory provisions only for minors under 18.

The New Jersey bill is reported dropped by the House steering committee.

So far in Connecticut only a bill for minors is under consideration, but it is possible a bill similar to those in the States discussed above will be introduced later. (Copies of bills, correspondence, and press clippings.)

In Massachusetts a hearing was held March 6 on House Bill No. 1130 providing for abolition of the Minimum Wage Commission. (Industry, March 4, 1933.)

In Utah a minimum wage law identical with the California law has been passed by the 1933 legislature. (Women's Bureau correspondence.)

Wages

South Carolina

On February 24, the House of Representatives passed and sent to the Senate a bill prohibiting cotton or yarn mills or bleachery plants from deducting any sum from the wages of an employee because of any defect appearing in the manufactured products. (Daily News Record, Feb. 25, 1933.)

Department of Labor
WOMEN'S BUREAU
Washington

News Letter Vol. XIII, No. 6.

June 1, 1933.

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Hours and Earnings.

New York. Minimum Wage.

Miss Frieda Miller, head of the division of women and children in industry, will be in charge of the direct enforcement of the minimum-wage law recently passed in New York. On May 6, Elmer F. Andrews, New York State Industrial Commissioner, announced that he had asked a group of 15 men and women to form an advisory committee to help determine in what occupations the Department of Labor shall undertake its first investigation with a view to putting the minimum wage law into effect. This advisory committee will remain as a permanent organization and is not to be confused with the minimum wage boards that the law provides shall be set up for each industry in which a minimum wage is established. Those invited to serve on the committee are: Professor Leo Wolman, Columbia University; Mary Dewson, New York Consumers' League; George W. Alger, Child Labor Committee; Josephine Goldmark, National Consumers' League; Walter Hammitt, of Frederick Loeser's, Brooklyn; Albert Deane, General Motors Corporation; Rose Schneiderman, Women's Trade Union League; John M. O'Hanlon, State Federation of Labor, Albany; Sidney Hillman, Amalgamated Clothing Workers of America; Joseph P. Ryan, Central Trades and Labor Council; Mary Dreier, Women's City Club; Mark Daily, of Associated Industries, Buffalo; Ernest G. Draper, of Hills Brothers; H. M. Ashby, of F. C. Huyck & Sons, Albany; Harold Winchester, of J. B. Lyons Company, Albany.

Following the first meeting of the advisory committee on May 15th, it was announced that the laundry industry will be the first to be covered by the minimum wage law. According to the 1930 census, more than 20,000 women were employed as laundry operatives in the State. The needle trades, employing more than 105,000 women, probably will be the second industry to be covered. (New York Herald-Tribune, May 6 and 16, 1933.)

Ohio. Earnings of Industrial Girls in Cleveland.

The Industrial Department of the Cleveland Y.W.C.A., between Oct. 1, 1932, and Feb. 1, 1933, made a survey of the earnings of 69 industrial girls, making comparisons with the situation in July 1932. Earnings for the most recent week's work were reported by 68 girls, and pay received on July 1, 1932, by 63 girls. For the most recent week's work, 46 girls reported pay of less than \$12, that of 23 being less than \$10; 13 had received \$14 or more, none receiving over \$20. None reported less than \$2. In July, 9 girls had received no pay, 22 had received less than \$12, and 16 less than \$10; 15 had received \$14, but less than \$20.

Of 63 girls reporting on changes in wages since July 1, 1932, 3 had received a raise, 43 had received one cut, while wages for 17 were unchanged. The situation during the last two years was reported by 56 girls; of these, 24 had received 2 or more cuts, five reporting 3, three reporting 4, and two reporting 5 or more reductions. (Communication to the Women's Bureau.)

The low earnings of women in Pennsylvania clothing factories have been the subject of much recent discussion. Wage and employment conditions have changed so rapidly since last October when the Bureau of Women and Children made a study of hours and earnings of clothing factory workers that a second survey was made for a pay-roll period ending in the first part of April 1933. This April survey, covering 112 factories and 9,264 women workers, included plants where it was expected that earnings were low. The factories visited manufactured shirts, women's and children's clothing, pajamas and underwear. Factories manufacturing men's clothing were not included.

Median week's earnings of all women were \$5.61 (half earning more and half less than this amount). One-sixth earned less than \$3 and over one-fourth (28.5 percent) less than \$4, for a week's work. Considering only women who, so far as could be determined from plant records, worked approximately a full-time week of 48 hours or longer the median earnings were \$6.37 a week. Of this group of 5,342 women who worked approximately 48 hours, 9 percent earned less than \$3 and 18½ percent less than \$4.

These figures on women's earnings for April indicate a decline since October 1932. The median earnings for all women in October were \$7.54. The difference between \$7.54 for October and \$5.61 for April is in part accounted for by the selection of plants for the April study. However, in twenty-four plants included in the October 1932 study which were revisited in April 1933, the median earnings of the women had decreased 12 percent. Part of this reduction in earnings may have been due to the fact that some of the plants were less busy in April than in October, but the earnings of the women working approximately full time both in October and April had dropped 7 percent during the intervening five months.

Of the 10,729 women included in the October survey, one-tenth (9.5 percent) earned less than \$3 as compared to one-sixth in April, and 16 percent less than \$4 as compared with 28 percent in April. In October 29 percent earned \$10 and over while in April only 10 percent earned so much. (News Release, Bureau of Women and Children, Department of Labor and Industry, Harrisburg, Pa., May 5, 1933.)

Wisconsin. Legal Hours of Work and Minimum Wage.

During the biennial period ending June 30, 1932, the Woman and Child Labor Department of the Industrial Commission of Wisconsin, through general and special investigations, found 3,306 violations of the women's hour law. Of these violations, 1,419 were the employment of women in excess of the legal daily limit (9 hours); 1,047 their employment in excess of the legal weekly limit (50 hours). In 594 cases women were given less than the legal meal period; in 173 cases they were employed at night illegally, and in 73 cases were deprived of one day's rest in seven. There was a decrease in the total number of violations of 15.8 percent as compared with the two-year period ending June 30, 1930; but while cases in which the weekly limit was exceeded decreased by 31 percent; those in which the daily limit was exceeded decreased by not quite 3 percent. During the two-year period the index of employment in manufacturing (men and women) for the State had fallen from 89.0 to 62.4 or 32 percent.

Wage adjustments in enforcement of the minimum wage law were made in 647 cases, 332 of minors (under 21 years of age). The total amount of under-payment made good was \$12,234, an average of \$189 per case. This work of the department had increased markedly over the preceding two-year period. The number of persons involved had increased 56 percent and the amount of under-payment made good had nearly doubled (an increase of 97.3 percent). The amount of under-payment made good for adult women had increased by 171 percent. The average adjustment per adult woman had increased from nearly \$72 to nearly \$133. (Industrial Commission of Wisconsin, Biennial Report, 1930-1932.)

United States. Standards of Household Employment.

Special action to improve conditions in household employment is being taken in a number of communities. New York City and Philadelphia have recently held one-day conferences considering problems in this occupation and ways to meet them. The Philadelphia meeting held May 16th was sponsored by the Community Committee studying the placement problems in the field of Domestic Service which the State Employment Commission and Junior Employment Service are facing during the present economic crisis. In New York, several social, educational, and State agencies cooperated in a conference on Problems in Household Employment on May 17th. In both communities permanent committees are being formed. Details of the plans may be secured through the Pennsylvania State Employment Office, 124 North 15th Street, Philadelphia or the Philadelphia Council on Household Occupations, 1720 Spruce Street; and in New York City from Professor Benjamin R. Andres, Teachers College, Columbia University, or Miss Dorothy Wells, National Board of the Young Women's Christian Association, 600 Lexington Avenue.

Recommendations adopted by the Philadelphia meeting emphasize that this is the largest women employing occupation and suggest training for household workers in the public schools; conferences and lectures for household employees; further study of hours, wages, working and living conditions of household employees; and consideration of accident and sickness insurance; and that this Community Committee on Household Employment should continue to function during the winter 1933 and 1934 including in its membership representatives of the following interests: Household employers, household employees, educators, a representative of placement agencies, representatives of recreational agencies, and a representative of community interest. (Report by representative of the Women's Bureau attending these conferences.)

Unemployment. New Haven, Conn.

A study entitled "The Incidence of Work Shortage," by Margaret H. Hogg has appeared recently from the Russell Sage Foundation, the Yale Institute of Human Relations cooperating. The survey deals with a random sample of families and individual workers in New Haven, and was made in May and June, 1931.

A considerable portion of the report is devoted to discussion of the methods employed; the theory of sampling and tests of success in obtaining representative facts; the exploration of lines of analysis to test their significance; the evidence on representativeness of sample population studied; the procedure for testing reliability, for the total population, of percentages from sample; and suggestions of schedules and tabulation procedure for similar surveys. A later report is in preparation which will discuss results and offer suggestions bearing on technique of survey making, much of its discussion applicable to surveys not specializing on unemployment.

The findings of the study include the following:

Rates of Work Shortage. "For workers normally employed by others at full time, the unemployment rates $\frac{1}{2}$ are $19\frac{1}{2}$ percent for men, $14\frac{1}{2}$ percent for women, and $17\frac{1}{2}$ percent for both sexes. A further 22 percent among men and $16\frac{1}{2}$ percent among women, or $20\frac{1}{2}$ percent for both sexes, had had less than full pay for the preceding week although they were employed at the time of the investigator's visit." "Practically all the short pay was due to lack of work." . . .

$\frac{1}{2}$ In each case with standard deviation of percentage, ± 1 , or $\pm \frac{1}{2}$.

Sex. "As usual, consistently lower unemployment was found for women earners than for men, the rates $\frac{1}{2}$ being $14\frac{1}{2}$ percent for women and $19\frac{1}{2}$ percent for men (for members of the full-time-employment market). This contrast is apparently due directly to sex since it persists through subdivision by age, by marital status, by occupation, by industry, and by responsibility for non-earners. However, the difference between the sexes is more pronounced for the younger ages than for advanced ages, and more pronounced for unskilled and semi-skilled occupations than for clerical and professional workers.

"One may ask in this connection, do the smaller contrasts as regards unemployment to some extent correspond to a greater similarity in the work performed? Clearly, the difference in the general rates of unemployment for men and women is not due to age distribution alone, nor to occupational or industrial distribution alone, nor indeed to both together. This latter fact is established by the smallness of the effect on occupational rates which is produced by standardizing for age distribution. A small part of the general sex contrast may be due to a tendency of women to cease to call themselves gainful workers when work becomes unobtainable, if their earnings are not absolutely necessary for sustenance. Undoubtedly, much of the sex contrast in unemployment is due to some of the factors not here analyzed, among which is the contrast between the sexes in wage-levels."

Marital Status. "We find that married men living with their wives have a lower rate of idleness from lack of work than other men, and married women living with their husbands seem to have a lower rate than other women, although the smallness of numbers involved leaves this open to doubt." . . .

Age. "The most striking feature is the sharp decline from the very high rates of idleness at low ages to the minimum rate in the thirties. This is true for women as well as for men, and is found in the Unemployment Census of 1930 as well as in this survey. The decline in risk of unemployment from the teens to the thirties may be associated to some extent with increase in skill. Such analysis as we could make bearing on this point shows that, of the decline in unemployment from the sixteen and seventeen year olds to the thirty to thirty-nine year olds, the proportion that would be expected merely from their main occupational groupings is over one-fifth for men and over one-quarter for women. Conjecture alone is possible as to how far the contrast between the teens and thirties is influenced by the advanced stage of the depression. A fact which may tend to increase the contrast is that many juvenile applicants for work have become so only since the depression set in, when new workers have had little chance of being taken on. Economy in wages may have the opposite tendency. . .

"There has been much discussion in recent years of an increasing tendency to avoid employing men and women who are over forty years of age. In our tables the rate of idleness from lack of work for men appears to increase at a nearly uniform rate from the late thirties onward. For women, no such tendency is evident, and this absence may be partly due to accident in the small sample studied, and partly to the mixed nature of the group of earning women." . . .

Occupation. . . "This difference in unemployment by occupational grade is naturally associated to some extent with difference in age . . . the contrast between occupations as regards all work shortage is considerably greater than that shown by complete idleness alone. . . Joint study of complete and partial idleness shows the work shortage greater as the degree of skill in the occupation diminishes. One apparent exception to this is unskilled women, and these are predominantly domestic workers who have much lower unemployment than the nondomestic." . . .

$\frac{1}{2}$ In each case with standard deviation of percentage, ± 1 , or $\pm \frac{1}{2}$.

Family responsibility. . . . "We have chosen . . . to consider for each earner whether there existed a related nonearner for whom no one else would have prior responsibility. Earners have been classified as responsible or not responsible for nonearners according to this definition, which allows of more than one responsible earner in families more complex than those consisting of man and wife, or of man and wife and children. For instance, in a family which includes married children, a son or son-in-law may be responsible for his wife and children, while the head is responsible for his wife and nonearning children. According to this definition, we find much less unemployment among responsible earners than among nonresponsible; though part of the contrast is associated with the more favorable age of the responsible earners, yet since the contrast is consistently in this direction, age group by age group, we can conclude that some other factor besides age is at work." . . .

Duration of unemployment of wage earners (entrepreneurs omitted). Of usually employed men $6\frac{1}{2}$ percent $\frac{1}{2}$ and of usually employed women 4 percent had not worked one day for six months while $11\frac{1}{2}$ percent $\frac{1}{2}$ of the men and 6 percent of the women had not held a job for a month for six months. The contrast between ages as regards idleness of at least six months' duration is greater than that for all idleness. Among the women, the largest proportion out of work six months or more was among semiskilled, the smallest among professional workers; among men the largest was among unskilled, next among skilled workers, and these proportions were larger than those in any women's groups, the smallest was among professional workers and this was smaller than for professional women.

Industrial Accidents to Women.

Maryland. Compensation Claims of Women.

Of 8,139 claims for compensation because of industrial accidents, which were allowed during the year ending October 31, 1932, 611 were presented by women. In 95 percent of these cases the accident resulted in temporary total disability only, that is, the injured woman lost time—at least 4 days—due to the injury but was left with no permanent disability recognized by the law. The remaining 5 percent or 28 ~~percent~~ cases resulted in some degree of permanent injury. Of the 592 women reporting age, 22 percent were under 20 and 55 percent under 30; 10 percent were 50 or more. (Eighteenth Annual Report of the State Industrial Accident Commission of Maryland.)

Minnesota. Accidents to Women.

The biennial report of the Department of Labor and Industry of Minnesota for the period ending June 30, 1932, reports by sex for the first time age and extent of disability in all cases closed during the period. An interesting feature of the report is that cases not compensable under the act (although receiving necessary medical aid) are included. These are the cases in which temporary disability lasted only one week or less, or in which the injury caused no disability. This complete reporting is a great aid in the work of accident prevention. These cases (not separated by sex) are tabulated by industry, by cause, by nature and cost of injury, location and days lost.

Of the total of 59,650 cases closed, less than one-tenth, 5,272, were cases of accidents to women. In less than half of these cases—2,043—was compensation

$\frac{1}{2}$ In each case with standard deviation of percentage, ± 1 , or $\pm \frac{1}{2}$.

due under the act. Of these, 7 were fatals, one resulted in permanent total injury, 158 in permanent partial injury, while 1,877 or 92 percent of the compensable cases resulted in temporary total disability lasting more than one week. Of the remaining cases which were nearly two-thirds (61.2 percent) of the total, 1,546 resulted in temporary disability lasting one week or less, and 1,683 were nondisabling.

Of 4,616 cases in which age was reported, one-sixth (17.2 percent) were under 20 years of age, and 63.5 percent 30 or younger. Slightly over one-twentieth (5.6 percent) were over 50. A tendency is shown for cases of injury to result more seriously for the older women. Of all cases of accident to women 30 or younger, 2.4 percent resulted in permanent partial injury, while for women over 50 this was true in 6.2 percent of the cases. However, the four fatal cases in which age was reported were all of women under 30, two being cases of young women of 18.

New Jersey. Compensation Cases Closed in 1931.

The report of compensated industrial accidents by the New Jersey Department of Labor for the calendar year 1931 has just been received. The cases totaled 22,903 of which 1,979 were women. About three-fourths of the women's cases resulted in temporary total disability and one-fourth in some form of permanent partial disability. Two cases resulted in death.

Of all the women sustaining compensable injuries including those whose ages were ~~not~~ not reported, one-fourth (24.4 percent) were under 21, nearly one-half (48.3 percent) under 30 and about one-tenth (9.9 percent) were 50 or older. There is a tendency shown for accidents to result more seriously as age increases. For the women under 30, less than one-fourth (22.8 percent) of the accidents resulted in permanent injury. For women 30 but under 50, over one-fourth (27.7 percent) and for women over 50, one-third (32.1 percent) left permanent disabilities.

Of the women whose cases were closed, nearly one-half (49.8 percent) were injured in manufacturing industries, and about one-tenth (9.6 percent) in trade. Nearly one-sixth (15.1 percent) were in a group composed of clerical and professional workers and workers engaged in care and custody of buildings and grounds. All other classified groups were small, 43 being employed in transportation and public utilities, 10 in agriculture, and 7 in construction. Of women under 21, nearly three-fourths (71.8 percent) were in manufacturing, one-tenth (10.4 percent) in trade and less than 5 percent (4.8 percent) in the group including clerical workers. None were in agriculture nor in construction.

The most frequent causes of accident were fall of persons, nearly thirty percent (29.9 percent) of all causes, and machinery and objects being handled, each over one-fifth of the total (23.5 percent and 22.3 percent). Following these in importance was stepping on or striking against objects, the cause of 7.5 percent of the accidents. For women under 21, machinery was the most frequent cause of accident, over one-third (37.8 percent) having been so injured. Over one-fourth (27 percent) were injured by objects being handled, about one-seventh (14.3 percent) by falls and one-tenth (9.8 percent) by stepping on or striking against objects. For women over 21, over one-third (34.9 percent) were caused by falls, one-fifth (20.8 percent) by objects being handled, and less than one-fifth (19.0 percent) by machinery.

Hours of WorkConnecticut

A bill to allow the employment of women in manufacturing until 12 midnight has been rejected by the Senate. The law now in effect prohibits employment between 10 p.m. and 6 a.m. (Naugatuck News, May 18, 1933.)

Massachusetts

House Bill 438 prohibiting the employment of women and minors in the manufacture of leather after 6 p.m. has been engrossed in both branches of the legislature and has been signed. (Industry, May 20, 1933.)

New Hampshire

A bill reducing the maximum weekly hours of women from 54 to 51 passed the House of Representatives May 17. (New York City News, May 18, 1933.)

Another bill prohibiting the employment of women at night in the shoe and textile industries was defeated in the House May 2, upon recommendation of the Committee on Labor. (Women's Wear, May 3, 1933.)

Minimum WageIllinois

The adoption of minimum wage legislation similar to that enacted recently in New York has been urged by Governor Horner in a message to the legislature. Together with a copy of the New York law Governor Horner sent to the legislature a communication from President Roosevelt asking industrial States to enact minimum wage laws. (Washington Post, May 26, 1933.)

Massachusetts

Senate Bill 111 requiring the labelling of products made by women who are paid less than the prescribed minimum wage has been engrossed in both houses after being amended to prohibit the issuance of such labels until the Minimum Wage Commission has readjusted or reaffirmed the wage decree. (Industry, May 20, 1933.)

House Bill 1112 providing a penalty for violation of any order of the Minimum Wage Commission passed the House and was ordered to a third reading in the Senate, when the committee on bills recommended its rejection because it would be unconstitutional. (Industry, May 20, 1933.)

Senate Bill 403, a redraft of House Bill 467, authorizes the Minimum Wage Commission to revise wage decrees without reconvening an old wage board or establishing a new one, providing the reduction or increase is limited to not more than 10 percent in any one year. This bill has been engrossed in the Senate. (Industry, May 6, 1933.)

New Jersey

The minimum wage bill passed by the legislature in April has been signed by the governor and has become Chapter 152 of the Laws of 1933. (Women's Bureau correspondence and copy of the act.)

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

EmploymentUnited States, Transient and Homeless Women

The Committee on Care of Transient and Homeless of the National Social Work Council attempted a census of these groups of unemployed on three days in January 1933. The results proved so fragmentary that a second more intensive attempt was made on March 22, the results of which have been classified and analyzed by Nels Anderson of Columbia University. The count is frankly only a sample. Its findings must be multiplied several times to gain a true numerical picture of the situation, but there is no reason to think that such multiplication would change its human aspects except as to volume. The count reached into 785 cities in the forty-eight States and touched the activities of some 3,000 organizations, public and private, including 606 branches of the Salvation Army, which accept responsibility in some degree for the shelter of the homeless. Incomplete reports were received from four large cities, Chicago, Detroit, Philadelphia and Los Angeles, and very inadequate reports from cities of less than 25,000. Of the 3,115 cities or towns of more than 2,500 population, 2,350 were unreported as were the 13,000 incorporated communities of less than 2,500. If the census had covered these communities and had included all the hitch-hikers and freight-train riders, the count of 201,596 made on March 22 would, Mr. Anderson estimates, have been multiplied by five or six.

Only when the homeless of the forty-eight States are added up do the figures become impressive. Community by community, State by State, even granting that the figures represent only 20 percent of the problem, they are not too large to stagger resources or to defeat intelligent treatment. Only 10 States reported more than 5,000 homeless, and 4 -- California, Ohio, New York, and Pennsylvania -- more than 12,000.

Only by large categories does the census reveal just who are these homeless of the land. Of those enumerated in shelters provided by communities the great majority, 145,742, were males unattached to families, 7,970 were females likewise unattached, and 14,187 were members of 3,155 transient families, 5,544 of them children under 15. In addition, the count covered 33,697, among them 1,956 women, who lived without benefit of organized shelter. Some half of them were found in shanty-towns, the rest in jungles or box-cars, sleeping on docks, in depots, wherever they could find a resting place.

The tabulation by ages was not as complete as by sexes, but even so it indicates clearly that the problem of the homeless is not a problem of youth but of middle-age. The unattached women, while forming about 8 percent of the homeless legion, were generally younger than the men. In the regions favored by transients, the South and the Southwest, almost a fourth of them were girls under 21. Lone women past 30 were rarely found.

Benevolent society gave shelter to its homeless that March night in a variety of ways. Private social agencies took in 120,798, about a third of whom were under the roof of the Salvation Army. Public shelters, such as municipal lodging-houses, registered 21,427. Jails and police stations were the resort of 11,487. These last were chiefly in small cities and towns where no other shelter is provided.

It is apparent from the information gathered by the committee and others that the time has passed for considering homeless and wandering Americans in terms of an emergency. Their number is growing. Youths, women and families are swelling the stream. Ruthless passing on by small towns, mass treatment by cities, hasten the processes of human disintegration and threaten to create a new class of national nomad paupers. The new Federal relief law permits the use of Federal funds by the States for the care of the destitute without legal residence. But unless these funds are used purposefully in an orderly plan in which States and communities participate, they may in the long run work more harm than good. Present methods of treating the homeless are creating a social problem that, prosperity or no prosperity, will take a generation to liquidate. (June Midmonthly Survey, 1933.)

Pennsylvania. Women Workers after a Plant Shutdown

What happens to women workers who are dismissed from a mill that is permanently closed? How long does it take them to find new jobs? How do earnings at the new jobs compare with earnings at the old jobs? How do the workers live while making their readjustments? It was to answer these questions that investigators of the Bureau of Women and Children of the Pennsylvania Department of Labor and Industry interviewed 324 women workers during the first half of 1932, about 10 months after these women had been laid off from two silk mills which were closed permanently, one in Philadelphia and one in Bethlehem.

At the time of the interviews slightly over half (57 percent) of the women were employed, over one-third (38 percent) unemployed though seeking work, and 5 percent were not looking for work. About one-third (39.2 percent) of the employed group had secured work in another silk mill. This was easier for women in Bethlehem than in Philadelphia. The remaining 58 employed women had other kinds of work, chiefly domestic in other factories.

The median week's earnings (half the women receiving more, half less) for a full week in the silk factories that closed were between \$19 and \$20. The median full-time earnings for the women who secured new silk-factory jobs were \$15.69, for the others, \$8.50. The median week's earnings of the 185 women who secured jobs regardless of time worked were \$11.42.

Not only the individual women but their families were affected. Only 30 of the women lived alone. Of these 13 had required outside assistance during the 10-month period. Of the women living in a family, 267 reported on their means of support. Barely a third of these families had regular incomes sufficient to maintain them; 77 drew on savings or raised money on life insurance or other property; the other 106 families were obliged to go into debt or to secure outside assistance. Of the latter group, 14 were receiving assistance from organized relief agencies. (Labor and Industry, March 1933.)

Pennsylvania. Standards of Household Employment in Pittsburgh.

A letter to the Women's Bureau from the Metropolitan industrial secretary of the Pittsburgh Young Women's Christian Association describes a training course that has been sponsored by the committee on unemployment of the association. The letter states: "Our chief aim in all this is to raise standards in household employment.

"The classes really grew out of the difficulty which we found in finding jobs for the many untrained girls who came to our Friendly Service seeking work. As you

know Pittsburgh is situated in the center of a group of smaller communities, many of them steel towns and coal mining camps where, even in normal times, there is little or no work for girls. In the past three years conditions in these towns have been distressing and the pressure of need in the families has sent hundreds of unskilled girls into Pittsburgh seeking any kind of work. In addition, many of our own industrial and business girls have been unable to find the kind of work for which they were trained and have turned to household employment as a possible field, although they had no training or experience in it.

"We had the cooperation of the Family Welfare Association, the Children's Service Bureau and the Mothers' Assistance Fund in recruiting girls who particularly needed such help. Two of the social settlements also cooperated not only in recruiting but by allowing us to use their equipment. We wanted to have the classes held in as nearly a normal home setting as possible. The settlements and two of our smaller branches furnished this.

"Each class limited to fifteen girls met from 9 a.m. to 4 p.m. two days a week. Three were taught by a paid teacher, a home economics specialist, and one by a volunteer who was formerly a home economics teacher. The course lasted eight weeks and included both lectures and practical work in cooking, cleaning, laundry work, marketing, meal planning and general care of the home. There were also discussions on the problems involved in employer-employee relationships.

"During the last two weeks the girls were placed in 'field work' in carefully chosen and supervised homes. They received no pay as this was considered further 'laboratory work' and the women who took them gave considerable time to helping them and polishing up the rough spots. They did, however, receive small allowances which were slightly more in cases where the girl did not live in and had carfare to pay. Each girl was visited at least twice during the field work period by the teacher who also interviewed the employer. In this way the class work could be arranged to take care of the needs discovered in actual practice.

"Our classes have ended so recently that it is hard to tell whether we have accomplished anything or not. However, we have placed most of the girls in jobs which are slightly better than the average. As you know that average is at present very low, \$2 or \$3 a week being considered 'good wages' for general work. We have refused to place any of our girls for less than \$5, and several are receiving more. I do not want you to think that we consider that adequate. We most decidedly do not but we felt that if we could set that as a minimum—not including carfare—we might be able to raise it as the girls became more efficient..."

Puerto Rico. Hours and Earnings in the Needle-Work Industries.

A report has been received from the Department of Labor of the Government of Puerto Rico giving employment, hours and earnings in the needle-work industry for the year 1932-33 (exact dates not given). While data are not given by sex, census figures for 1930 show that 97 percent of the operatives and laborers employed in clothing factories in Puerto Rico were women. In the United States as a whole, women form 70 percent of the employees of the industry.

The special report from Puerto Rico covers 91 establishments employing 4,723 workers. Average full-time hours were 47.3 a week, and 87 percent of all workers were reported as having a full-time schedule of 48 hours. The average of hours actually worked in one week was 37.2. If all employees had worked the full scheduled hours, their average earnings per week would have been \$4.21. As it was the average actually received as \$3.31 for a week's work. Nearly three-fourths of the workers (71.4 percent) received less than 10 cents an hour and slightly less than half (46.5 percent) less than 7 cents an hour.

News Letter Vol. XIII, No. 8.

August 1, 1933.

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

* Summary of Labor Legislation for Women Passed January to June 30, 1933 *

For the most part, legislatures in session earlier in the year in nearly all States have adjourned. Monthly issues of the News Letter beginning with that of March 1 have listed bills affecting women introduced into the various legislative bodies, so far as information has been available to the Women's Bureau. Of the many bills introduced, some have resulted in new labor laws for women, or amendments to laws already in existence, in at least 14 States.

In all, seven States provided machinery for the setting of minimum wages. This should be a strong bulwark in those States to establish more permanently the social and economic benefits sought to be obtained through minimum wage provisions of the National codes now being agreed to. The seven States passing such legislation include four in the East (Connecticut, New Hampshire, New Jersey and New York) two in the Middle West (Illinois and Ohio) and one in the West (Utah).

The Utah law is modeled on that of California. The other six are essentially similar to each other, being patterned on a standard bill advocated by the National Consumers' League. They all apply to women and minor employes and are broad in scope, their coverage including practically all occupations. They provide that when a substantial number of women or minors in any occupation are receiving oppressive and unreasonable wages, a wage board composed of representatives of employees, employers, and the public shall be appointed to determine and recommend a wage fairly and reasonably commensurate with the value of the services rendered. An "oppressive and unreasonable wage" is defined as a wage both less than the fair and reasonable value of the services rendered and less than sufficient to meet the minimum cost of living necessary for health. Following public hearings the industrial commissioner may put the recommended minimum rates into effect. For a specified period of time - 3 months in Ohio, 5 in New Hampshire and 9 in the other 4 States - the order setting the minimum wage rate is directory only, that is, the only penalty for non-compliance is newspaper publicity. After the trial period, if non-observance of the directory order is so persistent as to threaten the maintenance of minimum fair wage standards, the Commissioner, after a public hearing, may make the order mandatory and thereafter subject to fine or imprisonment for violation. The laws permit differentiation in classes of service, a suitable scale of wages for learners and apprentices, and special licenses for employees whose earning power has been impaired by age or physical or mental deficiency or injury.

In addition to the new minimum - wage laws just summarized, two amendments to the existing Massachusetts Act on this subject were passed, both designed to make the law more effective. One of these increased to \$300 (formerly from \$50 to \$50) the penalty for failure of any employer to keep and submit for inspection the required record of employees, hours and wages. The second amendment requires manufacturers paying less than a decreed minimum wage so to label their products. Retailers also may be required to inform purchasers that the goods were so made. In Rhode Island where a minimum-wage bill failed of passage, a legislative com-

mission was appointed to investigate working conditions.

Laws relating to women's working time were passed as follows:

- Connecticut - Reduced hours in the employments covered from 58 weekly to 52 weekly, 9 daily.
- Minnesota - Made 54-hour provision state-wide for the employments covered.
- New Mexico - Reduced hours in the employments covered from 9 or 8 - 56 to 8-48; brought the larger telephone and telegraph companies under the law, though with hour-provisions somewhat different from other industries.
- North Carolina - Supplemented its existing 11-55 hour law in manufacturing with a 10-55-hour law for stores and public eating places.
- Texas - Brought additional employments under the 9-54 law in existence.
- Wyoming - Reduced hours from 8½-56 to 8-48, though omitting from this some employments covered in the old law.

Two amendments were made to night-work laws:

Indiana extended the 10 o'clock limit to midnight if an 8-hour, 5-day week is worked.

The Massachusetts law, which prohibits the employment of women in textile manufacturing between 6 p.m. and 6 a.m., was amended to include leather manufacturing in this prohibition, and also to give the Commissioner power to suspend the night work provisions.

Finally it should be mentioned that Connecticut, in addition to bringing home-work occupations under factory regulation, passed two measures designed to facilitate enforcements: One requires registration of every establishment employing more than three persons, the other adds manufacturing establishments to the list of industries the Commissioner of Labor is empowered to inspect.

Wages

United States Conference on Administration of Minimum Wage Laws

A conference was held July 19, 1933, called by Miss Frances Perkins, Secretary of Labor, and including representatives of States having recently passed minimum-wage laws. Those in attendance were from Connecticut, Illinois, New Hampshire, New Jersey, New York and Utah. Ohio was unable to send a representative. Others present were: Miss Mary Dewson of the National Consumers' League, Miss Charlotte Carr, Secretary of the Pennsylvania Department of Labor, and staff members of the Women's Bureau and of the Children's Bureau.

Miss Perkins in her opening address stated the purpose of the conference as follows:

"When it comes to the technique of enforcement, we all feel that there is no measuring stick which can be arbitrarily imposed upon any group of people, saying 'this is the right way and everything else is wrong.' The purpose of this conference is to arrive at the convenient way and in as harmonious a way as possible by the States." She stressed the value of "A common basis of forms reports, records, etc. so that our material will be comparable . . ." She also said "We must pay close attention to personnel -- the type of people who will enforce these laws. To fix rates and conduct studies preliminary to fixing of rates, and the conducting of hearings is no child's play. The conducting of hearings is becoming one of the

major techniques in our democracy and if we are to submit ourselves to democracy in the future, we must look to the building up of the holding of hearings. This demands a person who is both acute -- as acute as a trial lawyer -- and as calm and judicial as a judge. You must have a very high type of person to conduct the hearings to bring out pertinent facts and to arrange those facts in such a way that conclusions will be obvious. You must have a person not only with a judicial demeanor, but with a judicial type of mind. He must have no axe to grind, but a person who expects to do justice to all elements in the community, and will not line up with either of two contending groups, if there are such groups. This requires very careful attention. For investigating officials, members of boards, and people who make decisions, we must have very high types also. Such people are available, such training it is possible to get, and such persons will make very good public servants. It is possible to develop preliminary training for people who will be trusted with this kind of work." Miss Perkins stressed the possibility of inter-State cooperation, and asked Miss Dowson, as a person outside government, to preside.

It was the concensus of opinion of those present, representing the Governors of six new minimum-wage States, that the following principles should apply in the application of State minimum-wage rates, that:

- (1) The minimum-wage rates should correspond to those in codes approved by the N. I. R. A.
- (2) Since the minimum wage for an industry is based on unskilled work, therefore there should be no differential for learners.
- (3) Minors should be paid the same rate as other workers.
- (4) Part-time workers should receive an hourly rate higher than the regular minimum.
- (5) All over-time work should be paid for at a rate of time and a half.
- (6) In fixing rates for piecework the principle followed should be that laid down by the President in his acceptance of the textile code: "It is interpreted that the provisions for a minimum wage in this code establish a guaranteed minimum rate of pay per hour of employment regardless of whether the employee's compensation is otherwise based on a time rate or upon a piecework performance. This is to avoid frustration of the purpose of the code by changing from hour to piecework rules.
- (7) Home work should be eliminated through the National Industrial Recovery Codes.
- (8) Workers required to be present at the plant but receiving no work should be paid at their regular rates of pay.
- (9) Minimum rates fixed should be the same throughout the State and there should be no differential in rates according to size of community.

United States. Estimated Effects of the Cotton Textile Code on Employment and Earnings of Women.

On July 9, President Roosevelt approved the cotton textile industry code to become effective on July 17. This was the first major agreement reached under the Industrial Recovery Act.

The code provides for a maximum work week of 40 hours; for minimum wages of \$12 weekly in the South and \$13 weekly in the North; for limitation of machine hours to 80 a week (two shifts of 40 hours); and for the elimination of child labor.

The most accurate available figures as to the numbers of women to be affected by the code are those of the census of 1930. In April of that year there were 358,020 operatives and laborers employed in the manufacture of cotton goods. Of these, 154,763 or 43 percent were women. Comprehensive data as to women's earnings in the industry are to be found in the studies of hours and wages in cotton goods manufacturing made by the Bureau of Labor Statistics. The most recent of these studies was made during the first three months of 1932. This study covered 76,630 wage earners, 28,462 or 37 percent of whom were women. Representative mills in six northern and five southern States were included--States employing 90 percent of all cotton mill workers in this country in 1927.

Among the data reported are average hourly earnings for all women employees, both by State and for the study as a whole. From these figures it is possible to compute average earnings for a 40-hour week, the maximum set by the code. In no State did such computed average earnings equal the minimum rate set by the code for a 40-hour week. In the five Southern States average earnings for 40 hours ranged from \$7.24 in Alabama to \$9.16 in Virginia. In the six Northern States the range was from \$9.96 in Rhode Island to \$12.96 in New York. It is evident from these figures that substantial increases in women's earnings should result from the code, especially since the comparisons here made are between average earnings on the one hand and the minimum on the other.

The average of hourly earnings of the 28,462 women included was 23.4 cents or \$9.36 for a 40-hour week, representing a total week's pay roll of \$275,764. If these women had been paid no more than the minimum of \$12 in the South and \$13 in the North, they would have received a total of \$353,136, an increase of 28 percent over the average of 1932. This would represent a substantial increase in the purchasing power of a very considerable group. The numbers employed in the industry also should be increased materially. If Bureau of Labor Statistics data be taken again, the 28,462 women reported had worked an average of 42.2 hours each, or 2.2 hours longer in the week than permitted under the new code. ^{1/}On this basis, the additional number that could be employed with shortened hours would be 1,565 -- an increase of 5.5 percent.

^{1/} It is probable that cleaners and outside workers to whom the 40-hour code does not apply, constituted such small proportions of those reported by the Bureau of Labor Statistics, as to warrant leaving them out of account in this consideration. All the women's occupations listed as "other", a few of which could be cleaners or outside workers, formed about 13 percent of the women's occupations shown in the Bureau of Labor Statistics study.

Additional specifications set forth by the President in his executive order issuing the code were: periodical filing of reports by members of the Cotton-Textile Institute; prohibition of increasing the number of machines to be operated by one worker (sometimes known as the "stretchout" system); inclusion of office employees (many of these being women) in the benefits of the code; maintenance of the existing ratio by which wages in the higher paid classes up to those receiving \$30 a week, exceed wages in the lowest paid classes; the minimum for the week's rates at full time to apply to pieceworkers; a special code to be submitted by January 1, 1934 for cleaners and outside workers, not included in the code; and other specifications affecting occupations not engaged in by women.

Hours and Work Conditions

International Labour Conference.

The Director of the Women's Bureau was appointed by the President as the head of a delegation officially representing the United States as observers at the International Labour Conference in June. The three additional members of the delegation were Edwin S. Smith, Commissioner of Labor of Massachusetts, William H. Stead, of the Minnesota Employment Stabilization Institute and Hugh Frayne, organizer of the American Federation of Labor. These representatives had privilege of discussion in the plenary sessions and also of discussion in the committees, but no vote. The three major items on the agenda of the Conference for this session dealt with hours of work, social insurance, and public employment agencies.

The question uppermost in the minds of every delegate of the 58 countries represented was the discussion of the 40-hour week. Two days were taken up by the Conference in discussion this question. A conference had been held on this subject last January and the workers' delegates and some of the government delegates wanted this conference to formulate a convention or code that would establish the 40-hour week to be submitted to the different countries for ratification. The employers opposed such codes and a sufficient number of the government delegates supported the employers so that by a vote of 69 to 55 it was decided that the convention was not to be formulated at this session but postponed to next year. This decision responds to the desire, which was expressed by a certain number of governments, that the problem of a reduction of hours of work should be further investigated, not only from the point of view of its bearing on the present depression, but also -- and chiefly -- from the point of view of the profound changes which technical progress is making in the organization of industry and which are of a permanent, not a transitory nature. A questionnaire is to be sent out to the 58 countries affiliated with the Labor Office. In this questionnaire is to be included not only an inquiry on the 40-hour week but also inquiry into the wages paid. This was very significant because it was felt throughout the Conference that the fixing of maximum hours of 40 a week could not be done unless wages were taken into consideration. It was felt that in countries where there is very little trade union organization and no other safeguards through legislation, that the wages would go down very rapidly with the 40-hour week. (Industrial and Labor Information, June 19, 1933.)

The Conference adopted six draft conventions which made provisions for the setting up of old age insurance, invalidity insurance, and insurance for widows and orphans in industrial or commercial undertakings, in the liberal professions, for outworkers, domestic servants and agricultural workers. Since unemployment insurance was discussed for the first time at this session of the Conference, the conclusions of the committee dealing with this subject took the

form of a number of points to be embodied in a questionnaire for the consultation of governments prior to the second and decisive discussion next year. (Industrial and Labor Information, July 10, 1933.)

Concerning employment agencies, the conference adopted a Draft Convention providing for the abolition within three years of fee-charging employment agencies conducted with a view to profit, and for the licensing and supervision of fee-charging agencies not conducted for profit. The Conference also adopted a recommendation looking toward the improvement of public employment agencies and the adoption of their services to the needs of occupations now relying on fee-charging agencies. (Industrial and Labor Information, July 10, 1933.)

Massachusetts Night Work.

The law forbidding the employment of women in textile mills after 6 p.m. has been suspended for the period of the life of the National Industrial Recovery Act, by order of Edwin S. Smith, Commissioner of Labor, under authority granted him by the State legislature. This will enable textile mills to employ women on a second shift from 2 p.m. to 10 p.m., two shifts, each working 40 hours a week, being allowed by the Cotton Code. One feature of the regulation is that women are not to form more than 45 percent of the second shift.

In explaining the order, Mr. Smith said that mill officials are required to employ on the second shift "the minimum number of women consistent with efficient operation of their plants and in pursuance of this purpose to favor the employment of women instead of men on any shift or shifts terminating before 6 p.m. and to favor the employment of men on any shift extending beyond 6 p.m."

These regulations apply only to the cotton textile industry. Concerns engaged in the woolen and worsted industry will not be allowed to work women after 6 p.m. until such time as a code under the National Industrial Recovery Act, prescribing not more than 40 hours a week per employee and not more than 80 hours of operation per week, per plant, shall have been approved by the President. (Daily News Record, July 24, 1933.)

Nevada. Hours of Work.

William Royle, Commissioner of Labor, in his report for the period January 1, 1931 to June 30, 1932, makes the following recommendation:

"Again I wish to renew my request of two and four years ago with additional suggestions. The present 8-hour law for women excludes the application of the statutes to telephone exchanges, and allows the employers to work their help 8 hours in 24 hours or 56 hours in one week. I therefore, feel that the law should be amended to include telephone exchanges and to limit employment to 8 hours in 24 hours and to 48 hours in one week. I also think legislation should be considered regulating the employment of women in domestic help."

New York. New Unit for Enforcement of Women and Child Labor Laws.

In February, 1932, in cooperation with the Division of Inspection, there was established under the direction of the Division of Women in Industry a new Unit for Enforcement of Women and Child Labor Laws, whose object is to experiment and develop specialized work among employers with a view to better compliance with laws

U.S. Department of Labor
Women's Bureau
Washington

News Letter Vol. XIII, No. 9

September 1, 1933

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

National Industrial Recovery Act
Employment and Earnings of Women in Certain
Industries for which Permanent Codes Have
Been Approved

Up to August 29th at least 18 permanent codes had been approved, and a number of other industries are operating under the President's Reemployment Agreement or some modification of it. The first code to be approved was that for the Cotton Textile industry; the second, the Wool Textile industry. Other woman-employing industries for which permanent codes have been approved are the women's, misses', children's and infants' Coat and Suit industry, the Corset and Brassiere industry, the Lace industry, and the Electrical industry. The hour and wage provisions of these codes are given here briefly and some information as to employment hours and earnings in the industry where available.

Wool Textiles. The Wool Textile code provides for a 40-hour week for employees, and two 40-hour shifts for machinery. Minimum wages for a 40-hour week are set at \$13 in the South and \$14 in the North. A few employees are excepted from the hour provisions but none from the wage provisions. The employment of children under 16 is prohibited.

The census of occupations of 1930 reports 115,574 men and women employed as operatives or laborers in woolen and worsted mills. About two thirds of these were employed in the New England States and one third in Massachusetts alone. Women numbered 50,858, and formed 44 percent of all employed in the industry.

The woolen and worsted industry is one that has been investigated by the Bureau of Labor Statistics at intervals (usually of 2 years) since 1910. The most recent study was made in the first four months of 1932; this covered 91 mills in nine Northern and six Southern States. Only 8 mills were in the South, and data for these are combined. The study covered 38,509 employees, of whom 18,102 or 47 percent were women.

From average hourly earnings given in the report, average earnings for a 40-hour week may be computed. For the entire group of women this average was \$13.08, practically \$1.00 below the minimum weekly wage set in the code for Northern States. In two Northern States average earnings for women for 40 hours were above \$14, being \$14.16 in Rhode Island and \$16.36 in New Jersey. The minimum fixed in the code is above this average of earnings in Maine and Massachusetts by 4 or 5 percent; in New York and Connecticut, 10 or 11; in New Hampshire, over 20; in Vermont, 33; and in the Southern district, 54 percent.

Recent earnings reported monthly from three sources, the B.L.S., the National Industrial Conference Board, and the Massachusetts Department of Labor and Industry, have here been considered, from July 1932 to the most recent available date. The data of the N.I.C.B. are the only ones that are reported by sex. N.I.C.B. data include average hourly earnings, and women's average earnings for a 40-hour week have been computed on this basis. These range from \$9.96 in May 1933 to \$12.16 in July of last year, indicating ample scope for increase in earning power with the introduction of a \$14 minimum.

The B.L.S. reports show average earnings below \$16 in five months of the period under consideration, and below \$14 in March and April 1933; they were highest in June of this year, being \$16.85, an increase of 12 percent over July 1932. Massachusetts earnings are reported through July 1933 and in the period July 1932 to July 1933 were below \$14 in March, below \$15 in July 1932 and in April, and below \$16 in December and May. July of this year shows the highest earnings of the period considered, being \$17.94, an increase of 20 percent over July 1932.

The census of manufactures for 1929 gives hours prevailing in the various industries by number of wage earners employed. In the woolen and worsted industry 99.9 percent of all wage earners worked in plants with prevailing hours over 40, 47 percent in plants having prevailing hours of over 48. Data as to average hours recently worked in the industry are available in B.L.S. monthly reports from October 1932 through June 1933. These show that the establishment of a 40-hour week is likely to increase employment. Only in March were average hours below 40, being 37.3 at that time. For October, January, February and May they were 45 or 46, and for June, 48. Reduction of hours from 45 to 40 should increase employment in the industry 12.5 percent assuming production remains the same. Hour data reported by the N.I.C.B. show average hours for women below 40 for 7 of the 12 months considered. The longest week reported was 44 hours in June of this year.

Corsets and Brassieres. The code for this industry sets a maximum working week of 40 hours. Hours for machinery are the same, and are limited to 5 days. Minimum wages are \$25 a week for cutters and \$14 for all others except learners, who are to receive not less than \$11 for a 6-weeks period and not less than \$14 thereafter. Employment of children under 16 is prohibited.

Men and women employed in the manufacture of corsets numbered 11,271 according to the 1930 census of occupations. The industry employed about 2 percent of all in the main clothing industry group. While women formed 70 percent of the total clothing group, they formed 91 percent of those employed in the corset industry.

The study made by the Women's Bureau of Women in the Sewing Trades of Connecticut included 1,144 women working in corset factories. This study was made in the fall of 1931. Median earnings for this group were \$13.90, half earning less and half more. Hours actually worked were reported for 1,046 women. Of this group, less than one fourth had worked fewer than 40 hours, while 40 percent had worked 44 hours or longer. These data show room for reemployment with reduction of hours, and of increased earning power with a minimum rate set above the median of 1931.

The monthly reports of the B.L.S. furnish the only data as to recent earnings in this industry. In the twelve-months period from July 1932 to June 1933, average earnings of men and women ranged from \$12.43 in March to \$16.13 in October. In five of the months they were under \$14 and only in October were over \$15.

In 1929, according to the census of manufactures, 95 percent of the wage earners in the industry were employed in plants with prevailing hours of over 40, and 24 percent with prevailing hours of over 48.

Lace Manufacture. Hours for employees in this industry, with a few exceptions such as the maintenance and supervisory staff, are set at 40 a week, with employers allowed to operate two shifts of 40 hours each. The minimum wage is \$13 a week, except that learners are to receive a minimum of \$10.40 for 6 weeks' apprenticeship. Learners are not to exceed 16 2/3 percent of all employees. Employment of children under 16 is prohibited.

Few data are available regarding the lace industry. The census of manufactures for 1929 reports 6,854 wage earners (average for the year) in the lace industry; of these 54 percent were women. Of the 6,854 wage earners, 84 percent were found in

four States, other States not being reported separately. Employment in these four States was distributed approximately as follows: Pennsylvania, 53 percent of the total; Rhode Island, 15 percent; New York, 13; New Jersey, 3. Prevailing hours as reported in 1929 by the census of manufactures were over 45 in all the establishments covered, and over 48 in plants employing 65 percent of the wage earners.

Electrical Industry. This industry is defined as "the manufacture for sale of electrical apparatus, appliances, materials or supplies, and such other electrical or allied products as are natural affiliates." After the code had been approved, the radio industry (including apparatus and parts) following the request of the Administration, elected to come under the Electrical code. Hours for factory employees are set at 36 a week, and for others, with a few exceptions, at 40. The minimum wage for factory employees is set at 40 cents an hour or \$14.40 for 36 hours, unless rates in July 15, 1929 were less, in which case 1929 rates are to be paid. But in no case shall rates be less than 32 cents, (\$11.52 for 36 hours). For other employees, with a few exceptions, the minimum is \$15 for 40 hours. Learners are to receive 80 percent of these rates as a minimum and are not to exceed 5 percent of the employees. Employment of children under 16 is prohibited.

According to the census of occupations of 1930, the electrical industry (including radio) employed 154,212 men and women as operatives and laborers. Of these, 48,855 or 32 percent were women. Women are employed to a greater extent in the radio industry than in other electrical industries, as is shown by a study made in 1929 by the Women's Bureau on Fluctuations of Employment in the Radio Industry. In this study, women formed 47 percent of all employees (average for year) in the combined figures for 16 plants making receiving sets, and 82 percent in 15 plants making radio tubes. About three fourths of the men and women factory employees reported by the census in the electrical and radio industries were in six States. The distribution of women by States varies considerably from that of men. Distribution of employment of women in these six States was approximately as follows: Illinois, 20 percent; New Jersey, 18; Ohio, 11; New York, 9; Massachusetts, 9; Pennsylvania, 8.

Average weekly earnings by sex were reported for the industry in Illinois through December 1932. For the last six months of 1932, women's earnings in Illinois were lowest in November, \$14.19; and highest in August, \$18.79. Wage data of the N.I.C.B. converted to average earnings for a 36-hour week show a range of earnings for women of from \$11.56 in June of this year to \$12.96 in July of last. It is difficult to determine what will be the effect of that provision of the code which allows a minimum below 40 cents an hour if earnings of 1929 were below. But with an absolute minimum of 32 cents an hour, women's earnings must surely be improved, since their average hourly earnings during the period in question as reported by the N.I.C.B. were never higher than 36 cents and as low as 32 cents in June of this year. The B.L.S. monthly reports are the only source giving earnings for the radio industry separate from the electrical industry, these data not being by sex. In the last twelve months average earnings in the electrical industry were higher than those of the radio industry in every month but August and September. The range in the electrical industry was from \$16.98 in August of last year to \$20.70 in June of this; in the radio industry from \$15.72 in June of this year to \$20.03 in September of last. Average hourly earnings reported only for the last eight months were between 50 and 60 cents in every case for the electrical industry. In the radio industry they were never above 45 cents and were below 40 in four of the eight months. The census of manufactures for 1929 reports prevailing hours of over 40 in plants employing 99.6 percent of all wage earners, and over 48 in plants employing 35 percent.

Average hours per employee reported by the B.L.S. in the electrical industry for the last eight months (since July 1932) ranged from 28 in March to nearly 38 in June; in the making of radios from nearly 38 in June to 44 in November, being above 40 in five of the eight months. Average hours reported by the N.I.C.B. for the last 12 months were never as high as 40, and were as low as 26 in two months. These figures indicate that a week no shorter than 40 hours would not result in very great employment increase.

Coat and Suit Industry. The code for this industry sets a 35-hour week for production employees and an elaborate scale of minimum wages, varying with locality and job. For some occupations, chiefly in the Western area, higher rates are set for men than for women. The lowest minimum would allow \$16.45 for a 35-hour week for apprentices in the Western area; the highest (exclusive of cutters and machine pressing, practically always men) is \$40 for sample makers in New York City and Philadelphia. Employment of persons under 18 is prohibited in manufacturing, and under 16 in non-manufacturing occupations.

Data for this industry are impossible to secure because of lack of separate classifications. The census of occupations includes women's suits and coats with men's suits, coats and overalls. The census of manufactures includes them with such varied articles as bungalow aprons, bathing suits, dress shields, etc. The B.L.S. reports corsets and allied garments separately, with the remainder of women's clothing in one group. If any separation is given in State reports it is into two classes: women's underwear, and women's clothing.

(Analysis by Women's Bureau.)

Wages

New York. Minimum Wage in the Laundry Industry

The State Department of Labor made public August 23, 1933, a report by the Laundry Minimum Wage Board which will be accepted as a basis for public hearings.

The following wage scale is recommended in the report:

New York City, Westchester and Long Island	31¢ an hour, or \$12.40 for a 40-hour week.
Remainder of State	27½¢ an hour, or \$11.00 for a 40-hour week.

A bonus system is provided, under which employees working less than 40 hours in any week would receive 10 cents per hour extra, but not in excess of the standard pay for 40 hours. Overtime would be paid for pro rata up to 45 hours a week, and time-and-one-half for overtime in excess of 45 hours a week.

The board was made up of Raymond Ingersoll, chairman; Mrs. Daniel O'Day and Mrs. Elinore M. Herrick, representing the public; Harold K. Wilder, C. O. Johns and Harry D. Wimple, representing the employers; and Joseph Mackey, Miss Pauline Newman and Mrs. Mae Epple, representing the workers. (New York Times, Aug. 24, 1933.)

Ontario. Minimum Wages in 1932

The twelfth annual report of the Minimum Wage Board of Ontario, in reviewing the administration of the Act during 1932, states that in this period the enforcement of the Act "has been decidedly more delicate and difficult than at any time in the eleven years since the Board was appointed."

Dealing with opposition to the Act on the part of employers, the report states: "There are some employers who feel that our orders should not be enforced during a depression, but it must be obvious to thoughtful readers that if the whole idea of the Minimum Wage Law is not to be discarded it is at such a time that this law is most needed. A small minority has suggested that the Board should declare a moratorium until the depression is over. That, however, is impossible. Others have asked us to reduce our rates but it must be remembered that originally the rates were set very low and were not raised during periods of temporary expansion. Now that we are passing through a period of depression, we do not feel justified in changing the present modest levels, at any rate until the cost of living for a self-supporting working woman, as reflected in our budget, is materially reduced. There are those who still cling to the idea that the profitableness or unprofitableness of business should be the yardstick by which minimum-wage rates are fixed. Fortunately they are few in number. The vast majority of employers heartily approve of the principle underlying the Minimum Wage Law, namely, the right of a woman to live from the results of her labour whether industry is making money or not.

"Unfortunately some few employers are taking advantage of the present unemployment situation to exploit male labour. It is clearly the duty of the Minimum Wage Board to see that the working women of the province are not similarly sacrificed on the pseudo altar of economic necessity. It must be kept in mind that we are not administering a fair wage law but a minimum-wage law; that we do not fix wages but simply set the cost of living levels below which wages may not fall. The Minimum Wage Law asks no more for working women than society demands for its criminals, imbeciles and paupers, viz; sufficient food, proper shelter and modest clothing. When this is clearly understood, surely there can be no argument as to its desirability."

It is explained in the report that the wage rates fixed by the Board orders are fitted to the cost of living. The cost of living budget is established after careful investigation, and during the past year it was revised monthly. This budget represents the cost of living of an average working woman, in Toronto, which is taken as the basis. The budgets of workers in other localities are then adjusted in proportion to a recognized variation in the cost of living as between large and small cities, towns, villages and country districts.

Even with the decided reduction in the prices of foodstuffs, the Board's opinion is that while it is true that certain commodities have come down in price, "it is equally true that taxes, interest, insurance, coal and electricity have not been reduced, and rents only slightly; and these have a distinct bearing on this item of the budget." Therefore, the Board felt that there was not sufficient reduction in the cost of living to justify a decrease in rates. (The Labour Gazette, June 1933.)

In connection with this statement, it is of interest to compare briefly average earnings of women in Ontario in 1929 and 1932 as reported by the Minimum Wage Board with average earnings of women in Illinois and New York. The date for which earnings were taken in Ontario is not reported. Earnings in Illinois and New York are reported monthly and the month of March in each year has been selected. Women's average weekly earnings in all manufacturing industries in Ontario in 1929 were about \$4.00 below those of Illinois and \$5 below those in New York. Compared by industries, Ontario wages were above those in Illinois in two industries only, leather goods and chemicals, and were below those of New York in every industry. By 1932 women's average weekly earnings in Ontario in all manufacturing industries were 23 cents above those in Illinois and were only \$1.75 below those in New York. Ontario wages in specific industries were above those of Illinois in four of nine cases and those of New York in three of ten.

The change that brought wages in the Canadian Province more nearly to the level of wages in this country in 1932 was, in general, not a rise in earnings in Canada, but a greater decline in earnings in this country. From 1929 to 1932 average earn-

ings in Ontario fell about 6 percent, in New York 21 percent, in Illinois 28 percent. The greatest loss in earnings in any one industry in Ontario was 14 percent in manufacture of rubber; no other industry lost as much as 10 percent. In Illinois, losses ranged from 11 percent in chemicals and allied products to 63 percent in silverware and jewelry; in New York, from 13 percent in the food industry to nearly 34 percent in machinery and electrical apparatus. (Analysis by Women's Bureau.)

Hour and Work Conditions

Wisconsin. Night Work.

Following a hearing in which hosiery factories and manufacturers of housewares as well as other employers of women requested extension of working hours for women until at least 8 or 9 o'clock, the Wisconsin Industrial Commission modified the order on employment of women in factories and laundries after 6 p.m. by permitting them to work until 7 p.m., but only on days when it is necessary to employ women on two shifts, and the only employers who may employ women until 7 p.m. are those who subscribe to and abide by provisions of NRA codes or a similar State code.

In the modification of this order, the Commission made the following statement regarding NRA standards:

Certainly it could not have been the intent of Congress to lower standards prescribed by State labor laws. In any event, this cannot be the legal effect of any act of Congress since, under the provisions of the Constitution of the United States, the police power, by virtue of which all State labor laws are enacted, remains with the State. (Copy of Order.)

Employment

Puerto Rico. Employment and Earnings of Women in Industrial and Agricultural Pursuits.

The Annual Report of the Commissioner of Labor of Puerto Rico for the year ending June 30, 1932 has recently been issued. It contains a report of the number of workers, men, women, and minors under 18 in the various establishments or plantations visited by agents of labor during the fiscal year, and three types of wage that prevailed by industry. The report states that where all industries could not be covered, agents were instructed to visit first, those employing women and children. For this reason the report probably cannot be used to determine what proportion of wage earners in the island are women, but should indicate quite accurately the distribution of women in various industries. Industrial establishments visited (including laundries) employed 22,306 women. Of these, 57 percent were employed in the manufacture of tobacco and its products, the greatest number of them, 11,550, being in tobacco-stripping shops. Over one fourth (26.3 percent) were employed on embroidery and needle work, and 8 percent in the manufacture of dresses or men's clothing. The manufacture of food engaged 4 percent, most of these being in fruit canning establishments.

Daily wages for women in industries employing 50 or more, in general ranged from \$2.50 to as low as 15 cents, the only exception being a wage of \$4.50 paid to forewomen in cigar factories. The highest wage reported for five industries was about \$2.00, for seven industries from \$1.00 to \$1.61. The low rates reported for the several industries ranged from 15 cents to 65 cents. The report does not indicate the number of women receiving the various amounts.

The plantations visited employed 2,080 women or about 4 percent of the total employment on such plantations. Over half the women (52.8 percent) were employed on coffee plantations, and about one fourth on tobacco plantations and on sugar cane plantations (22.5 and 19.9 percent respectively). The remaining (4.8 percent) were on fruit plantations. The distribution of all persons employed on the plantations visited was very different from that of the women, about 85 percent being on the sugar can plantations and less than 10 percent on any one of the others.

Women's daily wages on the plantations were in no case more than 75 cents. The range for the different types was as follows: Tobacco, 25 to 75 cents; fruit, 30 to 60 cents; coffee, 10 to 60 cents; sugar cane 25 to 50 cents.

Industrial Accidents

Indiana. Industrial Accidents to Women 1932.

The Indiana Workmen's Compensation Act requires all employees of the State to report to the Industrial Board each injury of an employee causing the absence of such employee from work for more than one day. During the fiscal year ending September 30, 1932, 17,529 of such injuries were so reported. Of this number, 1,243 were of women over 18, and 404 were of children 18 years of age and under (not classified by sex).

Over half (56.4 percent) of the women reporting age were more than 18 but under 30 years of age. About one fifth (19.1 percent) were 30 but under 40, and about one tenth were 50 or over.

Of the 1,243 women, over half (56.5 percent) were employed in manufacturing establishments, one fifth were in trade, and one fifth in a group composed of clerical, professional, and personal service. Over half of this latter group, 158, were employed in hotels and restaurants, forming one eighth (12.7 percent) of the total; 60, not quite 5 percent of the total, were in clerical or professional service.

Injuries to women were caused by falls in one fourth of the cases. Stepping on or striking against objects caused slightly over one fifth; machinery, one sixth; and handling of objects, one tenth. Following these in importance were explosions, electricity and heat (6.2 percent); hand tools, (5.5 percent); and falling objects (3.5 percent).

Over one fourth (26.5 percent) of the injuries to women were cuts or lacerations. About one eighth (13.1 percent) were bruises and contusions and one eighth (12.4 percent) sprains and strains. This group of injuries included dislocations (number not reported separately) and 2 hernias. The other groups of injuries constituting more than 5 percent of the total were burns and scalds (7.2 percent) and fractures (6.1 percent). Not quite one percent (0.9 percent) of the injuries were amputations. (Annual Report of the Industrial Board of the State of Indiana, for the fiscal year ending September 30, 1932.)

The law regulating women's employment limits their working hours to nine a day, with the exception of those employed in agriculture or in households in which only members of a family are employed. The law forbids night work, which is defined as work from 9 p.m. to 5 a.m. except for women employed in certain specified occupations, such as hotels, restaurants, theaters, river transportation, or seasonal industries. Excepted from the hour and night work provisions are also women in administrative or confidential positions or employed as commercial travelers. A weekly rest day is prescribed, women shall not work more than five consecutive hours and their employment is forbidden in a detailed list of occupations and industries.

The law contains the following provisions for the benefit of employed women during pregnancy and after childbirth: A woman may absent herself from work for one month before delivery. She must not be employed for 15 days after delivery, and may prolong her absence for another 15 days. She shall have a right to one half of her salary during the 15 days following delivery. An employer may not dismiss a woman who absents herself from work during the periods here provided nor if she prolongs her absence on account of sickness, with the condition that her entire absence shall not exceed three months. Some of these provisions are conditional on length of service.

Inasmuch as the principal occupation of women in Egypt is that of agriculture, the main economic activity of the population generally, the present law on the employment of women has but little practical significance. According to the last Egyptian census, that of 1927, women in industrial occupations numbered only 48,767, or only about 6 percent of all employed women. Of women employed in industry in 1927, almost one half, or 21,931, were employed in women's dressmaking alone. The following statement will show the principal female occupations according to the 1927 census:

Agriculture.....	523,543
Textile industries.....	15,356
Dressmakers.....	21,972
Trade in raw vegetable products....	18,753
Other trades and commerce.....	25,620
Public service.....	4,929
Medicine and care of sick.....	6,132
Domestic services.....	80,002
Pupilage and studentship.....	111,293
Miscellaneous occupations.....	<u>131,478</u>
Total.....	839,078

(Communication from the office of the United States Minister to Egypt, Cairo.)

ex
(1178)

U.S. Department of Labor
WOMEN'S BUREAU
Washington

News Letter Vol. XIII, No. 10

October 1, 1933

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

National Industrial Recovery Act
Employment and Earnings of Women in Certain
Industries for which Permanent Codes Have
Been Approved

Permanent codes approved by the President numbered 30 by October 1st. Of those approved since the end of August, four cover industries that are especially important as employers of women: the manufacture of men's clothing, hosiery, rayon and synthetic yarn, and automobiles.

Men's Clothing. This industry includes men's and boys' clothing exclusive of cotton wash and work suits. In general, maximum hours for productive employees are set at 36 a week, 8 a day; for other employees, except managerial or executive, at an average of 40 hours during any year. Machinery may be run for but one 36-hour shift. Minimum rates are set at 37 cents an hour in the South and 40 cents in the North, except for workers on single knee pants, who shall receive 37 cents in either region. The minimum hourly rates for cutters and off-pressers (seldom if ever women) are respectively \$1.00 and 75 cents. Employment of minors under 16 is prohibited.

The census of manufactures for 1929 reported 149,868 wage earners engaged in the manufacture of men's, youths' and boys' clothing (except work clothing). Of these, 82,200 or nearly 55 percent were women. Of all wage earners employed, 85 percent were found in New York, Illinois, Pennsylvania, Ohio, Maryland, New Jersey, Massachusetts and Missouri (listed in order of importance), 57 percent in the first three States, and over 31 percent in New York. Over 60 percent of these workers (men and women combined) were employed in plants having schedules of over 40 but under 45 hours.

The Bureau of Labor Statistics has made periodic studies of the men's clothing industry beginning in 1911, the most recent one having been made in the summer and fall of 1932. This study covered 33,051 employees, of whom 16,540, or about one half, were women. Information was secured from 243 establishments in 12 cities and two groups of smaller cities. None of the localities covered was in States included in the South (as defined in the Code).

The N.R.A. code provision for a 36-hour week at 40 cents an hour (North) would yield a weekly minimum of \$14.40. Average earnings of all women covered in the B.L.S. study, computed for a 36-hour week, were \$13.00. Considered by cities, these average earnings exceeded the N.R.A. code minimum in two, being \$19.12 in Chicago and \$15.52 in Rochester; in Cincinnati they were 11 cents below the minimum. In New York City the average was \$12.82, in Philadelphia \$12.46, in Eastern Pennsylvania exclusive of Philadelphia \$5.94, the lowest of any locality. Average hours actually worked by all women were 36, and ranged by locality from 25 in Rochester to 43 in St. Louis being above 36 in 11 of the 14 localities; consequently these would appear to be the only places where code hours would tend to increase employment.

Considering the importance of the industry in New York, Illinois and Pennsylvania, it is of interest to note recent earnings in these States as reported by State departments of labor. In New York, the classification of men's clothing is

exclusive of men's furnishings, and in Pennsylvania exclusive of men's furnishings and shirts. Hence, work clothing (not covered in the N.R.A. code) is included in the wage data for these two States. However, the census of manufactures for 1929 shows the number of wage earners employed in these two States on men's work clothing as relatively few. In Illinois, work clothing is excluded as well as men's furnishings.

Women's average weekly earnings in New York from July 1932 through June 1933 were below \$14.40 in every month, being highest in October with \$14.14. In three of twelve months, earnings were below \$10.00 and in five additional months below \$12.00.

Earnings were reported by sex in Illinois only through December 1932. In the last six months of 1932 women's average weekly earnings were below \$7 in three months, and between \$11 and \$14.37 in the other three. Average weekly hours, as reported in Illinois, worked by all employees in the industry fluctuated as violently as did earnings, ranging from 14 to 31½. Earnings reported for men and women combined for the first seven months of 1933 were below \$11 in three months and below \$15.00 in two others. Hours are not reported in 1933. In Pennsylvania, earnings are not reported by sex. For the eleven months beginning July 1932, average weekly earnings were below the minimum of \$14.40 in every month and were below \$10 in five of the eleven months.

From the data set forth in the foregoing it would appear that the N.R.A. code standards should considerably increase the earnings of women in the industries covered in these States. However, B.L.S. figures for July 1933 show that for men and women combined per capita weekly earnings averaged \$14.57 in men's clothing. (They averaged \$10.65 in men's furnishings, \$9.81 in shirts and collars.)

Hosiery. In the N.R.A. code, maximum hours for production workers in hosiery, with certain exceptions, are set at 40 a week, for office employees an average of 40 over any 6-month period. The operation of machinery is limited to two 40-hour shifts (in some cases to one) except for knitting equipment in wool hosiery mills where they may operate on three shifts. Minimum weekly wages are set separately for the full-fashioned and the seamless divisions of the industry, and further, within each of these two divisions, by classes containing certain specified occupations. These rates range from \$12 for a number of occupations in the South to \$27.50 for certain knitters in the North, but with an \$8 provision for all learners for their first 3 months. The classes containing most women's occupations have rates ranging from \$12 in the South to \$15 in the North. Employment of minors under 16 is prohibited.

Census data which give employment by sex combine hosiery with other knit goods. In 1929 the census of manufactures reported 208,488 men and women wage earners in the knit goods industry. Of these 129,542, or 62 percent, were employed in hosiery mills.

The B.L.S. study of the hosiery industry made early in 1932 shows average hourly earnings for 20,319 women of 29.2 cents, or \$11.68 for a 40-hour week. Average earnings by States or combinations of States, if for a 40-hour week, ranged from \$5.52 in Alabama and Louisiana to \$15.20 in New Jersey, and were below \$12.00 (the lowest N.R.A. code minimum except for learners) in 9 of the 15 localities covered. Average hours ranged from 33½ in Illinois to 46 in Virginia, and were below 40 in 8 of the 15 localities.

Information regarding the industry was presented at the hearing on the code, based on a survey made in July 1933 by the National Association of Hosiery Manufacturers. This showed earnings at the time considerably below those reported in 1932 by the B.L.S. and in Pennsylvania. It reported 257 full-fashioned hosiery

mills employing 56,427 workers and 406 seamless mills employing 53,920 workers. About half of the full-fashioned mills are located in Pennsylvania, chiefly in Philadelphia and Reading. Other important centers are North Carolina, the New York-New Jersey area, and the Middle West. Seamless plants are more widely scattered, but about half are in the Southern States, nearly one fourth being in North Carolina; nearly one fourth are in Pennsylvania.

This same survey showed average earnings for class 3, full-fashioned hosiery (the group containing the more skilled women's jobs) to have been 29.7 cents an hour for the week of July 10, 1933. Under the terms of the code this class would receive a minimum of 37.5 cents in the North and nearly 34 cents in the South. Class 3, seamless hosiery, about 80 percent of all employees, received average hourly earnings for this same week of 19.6 cents, while under the code the minimum rate is 32½ cents in the North and 30 cents in the South. The Association computed, on the basis of average hours worked by a representative group of employees, that the production for this one week on a 40-hour basis would have required 33,000 additional employees, an increase of nearly 30 percent.

A study of hours and earnings in textile and clothing industries in Pennsylvania was made by the Bureau of Women and Children of the Department of Labor and Industry in October 1932. It covered 2,405 women in hosiery mills. Median weekly hours for these women were 50, half working more, half less. Median earnings were reported only for those working more than 48 hours, and were \$13.83 for 739 women. Over one fifth (21.85 percent) of these women earned less than \$10, and over 60 percent, less than \$15.

Rayon and Synthetic Yarn. The N.R.A. Code for this industry fixes maximum hours for employees (with a few exceptions) at 40 averaged over a four-week period, and minimum wages at \$13 a week. Employment of minors under 16 is prohibited.

According to the Census of Occupations for 1930, there were 25,902 operatives and laborers engaged in the manufacture of rayon, and of these 11,364, (about 44 percent) were women. The number of women operatives slightly exceeded that of men, but the number of men laborers was eight times that of women. Data from the Census of Manufactures of 1929 would indicate that over 70 percent of those in rayon and allied industries were employed in plants having a weekly schedule of 45 to 48 hours inclusive.

Over 80 percent of the men and women employed were found in five States, the distribution being as follows: Virginia, 35 percent; Tennessee, 20; Pennsylvania, 11; West Virginia, 8; and North Carolina, 7½ percent.

A B.L.S. study of the rayon industry was made late in 1932, covering 20 plants in 13 States with 25,326 employees of which 10,457 were women. Average weekly earnings, if for 40 hours, for all localities covered were \$11.32, and these were reported by districts rather than by separate States. In four New England States combined, women's average earnings for 40 hours were \$10.56; in Delaware, New York, Ohio, and Pennsylvania, \$12.76; in five Southern States, \$11.00. Average hours worked by all women were 44.3. Seven occupation groups, employing from over 300 to over 3,000 women each, and totaling nearly 95 percent of all women in the study, showed average earnings, if for a 40-hour week, of from \$10.72 to \$12.00. According to these data women should benefit considerably by the code, whatever their occupation in the industry may be, and both as to increase in wages and increase in employment. However, B.L.S. monthly reports for "rayon and allied products" show per capita weekly earnings (men and women combined) of \$16.51 in July for a week of approximately 44 hours.

Automobiles. According to the N.R.A. Code, hours for production employees, with certain exceptions, are not to exceed an average of 35 a week during the life of the code (early September to December 31, 1933), though 48 hours worked on 6 days in a week are permitted. For office and other salaried employees receiving less than \$35, hours permitted are 48 a week, but with an average of 40 hours for the life of the code. Minimum hourly rates for factory workers are 40, 41½ and 43 cents, by size of city. By the terms of the code, Detroit is to include Pontiac and Flint, all having the 43¢ hour rate. "Females not doing the same work as adult males, shall be paid not less than 87½ percent of said minimums", (which would be 35, 36.3 and 37.6 cents respectively). For office and other salaried employees minimums are \$14, \$14.50, and \$15.00, by size of city. Minors under 16 may not be employed.

Reports of the B.L.S. for July 1933 show that workers in automobile plants received per capita payments of \$21.74 a week. The code rates for a 35-hour week would provide at least \$14 to \$15.05 for men, and \$12.25 to \$13.16 for women not doing the same work as men. Data from the Census of Manufactures of 1929 indicate that nearly 70 percent of those in this industry were employed in plants having a schedule of over 48 and under 54 hours a week.

The Census of Occupations reports 285,674 operatives and laborers in automobile factories in the United States in 1930. While women form but 8 percent of the total, these number 22,599, and the industry stands first in the employment of women among iron and steel or other metal industries. Michigan claimed 60 percent of the industry in terms of numbers employed. Ohio and Indiana come second and third with 9.8 and 6.6 percent. It is of interest to note that in Ohio and Indiana women formed 12½ and 14 percent respectively of all employees.

A study of the automobile industry was made by the B.L.S. in the summer and fall of 1932. This covered 114,242 employees in 93 establishments located in eight States. In this study, women numbered 4,443, forming not quite 4 percent of the total. The lowest minimum rate possible for women under the N.R.A. code would be \$12.25 for a 35-hour week, while the lowest earnings for 35 hours for men would be \$14.00. Average earnings for all women included in the B.L.S. study, if for a 35-hour week, were \$12.64. In five States where 100 or more women were included, their average earnings for a 35-hour week were lowest in Indiana--\$9.66, and highest in Ohio--\$14.35. Ohio was the only State with average earnings above \$14.00.

In view of the provision of the N.R.A. code for a lower minimum for women on different work than men, it is of interest to note from the occupation classification in the B.L.S. study that no women were reported as being in occupations not also employing men. Of 52 occupational classifications (aside from a few miscellaneous groups such as helpers, and labor) both men and women were reported for 29 and only men for 23. Average hours worked by all men and women in the industry were just under 32, so that the maximum hours provided in the code are considerably longer than those reported for late 1932.

In the fall of 1925 the Women's Bureau made a study of women workers in Flint, Michigan, one of the cities included by terms of the code in the Detroit trade area. Earnings were reported for a total of 1,530 women, of which 397 were in automobile factories. Their median week's earnings were \$20.10, half earning more and half less, a higher median than for any other industry reported in the study. The median for all industries was \$16.50. Only a little over one sixth (17.4 percent) of the women in automobile factories had earned less than \$15, (which would be at the rate of 43 cents for 35 hours). Scheduled hours of work were reported for 1,751 women in automobile factories. Of these, about 14 percent had scheduled weekly hours of over 44 and under 48; 15 percent of over 48 hours and under 50; 69 percent of exactly 50 hours. If the hours of this last group had been reduced to 35, an increase in employment of about 43 percent would be necessary to maintain the same production by the same methods.

From the foregoing data it would appear that the N.R.A. code would provide, for the short period of its existence, considerably increased employment for women above their 1925 status, but a less advantageous wage than was shown in 1925.

WAGES

Missouri. Earnings of Women

The report of the Labor and Industrial Inspection Department of Missouri for the year ending November 5, 1931 has been issued recently. It contains classified earnings of all employees, including management, clerical and wage earners, by sex and industry for manufacturing industries in St. Louis and Kansas City. Classification of industries is much more detailed than in the U. S. Census of Occupations, and it must be remembered that these census reports do not include the clerical within factory employees.

The census of occupations for 1930 reported 20,823 women operatives and laborers in manufacturing in St. Louis. Of these, the following were the important groups: Clothing, 30 percent of the total; shoes, 22 percent; food and allied industries, 12 percent; paper and printing industries nearly 6 percent; cigars and tobacco 5 percent.

The State report gave classified earnings for 12,536 women in St. Louis. Of these, one fourth earned under \$10, about one third (37.5 percent) \$10 but under \$15, about one fifth (22 percent) \$15 but under \$20, one tenth \$20 but under \$25 and the remaining 5 percent \$25 or more.

The total clothing group represented by 1,262 women showed a trend similar to that of all industries, but of the 291 women in men's clothing half earned less than \$10 and over one third (37.8 percent) from \$10 to \$15.

Of 1,963 women in shoe factories, over one half (52.5 percent) earned from \$10 to \$15, and one fourth from \$15 to \$20. "Food preparation" employed 1,851 women with 91 percent earning less than \$10. Other food industries, bakeries and creameries, employed 943 women whose wage trends were much like those of the shoe industry, nearly 77 percent earning between \$10 and \$20.

The printing and publishing industries represented by 623 women showed higher earnings than in any other important industry. Nearly three fourths (74.8 percent) earned \$15 or over and over one third (37.1 percent) over \$20.

In Kansas City in 1930 the census reported 5,134 women operatives and laborers in manufacturing. Nearly half (48.4 percent) were in clothing factories, 14 percent in food factories, 7½ percent in paper, printing and allied industries. Of 5,685 women for whom earnings were reported, one half earned less than \$15, one eighth less than \$10. The other earning groups were: \$15-\$20, 30 percent; \$20-\$25, 11 percent; \$25 and over, nearly 9 percent. Wages in clothing showed a trend similar to the total; paper and printing industries a higher trend, comparable to that of the same industry in St. Louis. Wages in cigar and tobacco factories represented by 1,018 women were lower, about one sixth of the women earning less than \$10, over half (55 percent) \$10 to \$15. Only 3 women earned more than \$20. (51st and 52nd Annual Reports of the Labor and Industrial Inspection Department of Missouri, November 5, 1929 to November 5, 1931.)

British Columbia. Minimum Wages of Women

A minimum wage for women and girls in British Columbia is set in nine occupations and industries. For experienced women or those 18 years of age or over (some industries separate on one basis, some on the other) the range is from \$12.75 in mercantile establishments to \$15 in office and in telegraph and telephone employment, and \$15.50 in the fishing industry (employing very few women). These rates are in every case for a 48-hour week. The annual report of the Minimum Wage Board for the calendar year 1932 contains information as to 3,184 firms covered by orders of the

board. These firms employed 17,903 women and girls. Average hours worked per week by these women and girls were 42.1, and average earnings for the 16,436 women who were experienced or over 18 years of age, \$15.53. While the minimum wage is set for a week of 48 hours, average hours were below this in every case, being below 40 in three of nine industries, and over 45 in two only.

Average weekly earnings ranged from \$12.20 in laundries to \$18.35 in office occupations. The percent of experienced women in each industry who received more than the minimum varied considerably. The report states that, of all women included, "3,910 or 21.84 percent were listed as receiving the actual weekly minimum wage for their respective classes of work. Refuting the contention of opponents to this type of wage legislation that there is a tendency for the legal minimum to become the maximum, our figures show that 8,085 women or 45.16 percent of all reported were paid in excess of these amounts. The balance of employees, comprising 5,908 or 33 percent of the total, were recorded as having received wages lower than the full weekly minimum. In this group are included young girls and learners for whom lower rates are set, and those who worked less than 48 hours, and whose wages were paid on a pro rata basis."

EMPLOYMENT OF WOMEN

Canada.

The Dominion Bureau of Statistics has issued a preliminary report on the number of persons 10 years of age and over gainfully employed in Canada in 1931. This shows a total of nearly 4,000,000 gainful workers. Of this number 17 percent were women, compared with 22 percent in the United States in 1930. This difference may be accounted for partly by the fact that males form 52.1 percent of the population over 10 in Canada, and 50.5 percent in this country. The percent of all women 10 and over gainfully employed in Canada was also 17 compared to 22 in the United States.

Industrial classification in Canada differs in many respects from that in the United States. Service forms one group, including presumably both professional and domestic service. This group employed 58 percent of the women; one sixth were in manufacturing and one eighth in trade. Between three and four percent were found in agriculture, in transportation and communication, and in a group called "finance". Clerical workers evidently were classified within the various industries. Women formed 17 percent of those in manufacturing as well as in the total number employed. They were half of the service group, over one fourth (27.1 percent) of those in finance, and over one fifth (21.9 percent) of those in trade. Nearly 8 percent of the workers in transportation and communication were women and 2 percent of those in agriculture. (The Labour Gazette, Canada, August 1933.)

INDUSTRIAL INJURIES

Great Britain. Industrial Accidents to Women

The Report of the Chief Factory Inspector of Factories and Workshops (Great Britain) for the calendar year 1932 contains a tabulation of all reported accidents for the year, by industry, age and sex. These accidents were either fatal or such as disabled the workman for more than three days from earning full wages for the work at which he was employed. Excluding accidents to persons engaged in extraction of minerals (only 2 being women) and accidents to persons employed on docks and railways, in warehouses, or other buildings, 96,230 persons employed in manufacturing industries and laundries are reported as having suffered accidents. (The injured person is the unit.) Of this number, 15,276 or about one sixth (15.9 percent) were

females, and of the females 4,882 or nearly one third (32 percent) were young persons. The report does not define young persons but they probably are under 18. (The act of December 1920 governing the employment of women and children defines young persons as 14 but under 18.)

Nearly one third (31.6 percent) of the females for whom accidents were reported were employed in textile industries, nearly one fourth (24.6 percent) in metal industries, nearly one sixth (15.2 percent) in food and beverages. Between 6 and 8 percent were employed in the manufacture of wearing apparel and in paper and printing industries.

The report does not give total employment in these industries but these data may be obtained approximately from the report of the Ministry of Labour for 1931. This gives "estimated number of insured persons" on July 1, 1931; and also total female, not separating adults and young persons. However, young persons under 16 are not insured. Bearing in mind these limitations when comparing distribution of all women by industry with distribution of women having reported accidents, yet some marked differences are seen. Women in textile and in wearing apparel industries appear to have fewer accidents than might be expected from the relative importance of the industry, women in metal industries and in food and beverage industries to have suffered more accidents. The following table shows this difference for the six most important woman-employing groups.

Percent distribution of all females
Insured Having reported accidents

	<u>Insured</u>	<u>Having reported accidents</u>
Textiles.....	34.9	31.6
Wearing apparel.....	17.7	7.6
Metal industries.....	13.9	24.6
Food & beverages.....	8.9	15.2
Paper, printing, etc.....	7.1	6.2
Laundries.....	5.2	1.9

The distribution of young persons by industry or the extent to which they are employed in a given industry is not reported in the sources quoted. They formed nearly one third (32 percent) of all females having reported accidents, and a larger percent in several industries. They were about 45 percent of those in leather and leather goods industries, and in wood industries, and over one third in the following industries: Paper, printing, etc. (39.7 percent); chemicals (37.3 percent); wearing apparel, laundries (each 36.4 percent); metal industries (36.2 percent); food and beverages (33.8 percent).

WORKING CONDITIONS

Egypt. Regulation of the employment of women in industry.

A law approved May 3, 1933 and promulgated in the official journal of the Government July 17 regulates the employment of women in certain specified industries and commercial establishments. The law is to go into effect six months after its promulgation. This law, with the child labor law, is part of a comprehensive program of labor legislation based on studies made by the Labor Bureau of the Egyptian Government with the collaboration of Mr. H. B. Butler, Director of the International Labor Office of the League of Nations. The program is expected ultimately to include legislation on workmen's compensation, labor contracts, trade unions, and labor disputes.

U.S. Department of Labor
WOMEN'S BUREAU
Washington

News Letter Vol. XIII, No. 11

November 1, 1933

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

CONTENTS

N.R.A. Label now on women's coats and suits.....	2
Certain National Recovery Administration Codes affecting women:	
Shoes	2
Silk textile	4
Leather tanning and finishing	5
Wages:	
United States. Second Conference on Minimum Wage..	6
New York. Minimum Wage for Women in Laundries.....	7
Alberta. Earnings of Women	8
Hours and Work Conditions:	
Pennsylvania. Needle Trades	8
Industrial Accidents:	
New Jersey. Accidents to Women in 1932	9
Employment:	
New York. Opportunities in the Laundry Industry ..	9
India. Employment of Women in Burma	10

N.R.A. Label now on Women's Coats and Suits

Of interest to women both as consumers and as workers is the initiation of the use of the N.R.A. label to be placed on women's coats and suits to indicate that such garments have been made under conditions prescribed by the N.R.A. Code for the industry. The first garment bearing such a label was sold to Mrs. Franklin D. Roosevelt on October 9th. Up to that date 2,400,000 such labels had been issued, and within two weeks' time the number had reached 5,000,000.

The movement to enable women to buy with the interest of the workers in mind has long been carried on by the national and State organizations of the National Consumers' League, and a special conference on the subject was called by the National Women's Trade Union League in New York City in April 1933. This conference was attended by representatives of workers, employers and consumers, and was no doubt instrumental in securing the label now in force. The label bears the blue eagle and the words:

Manufactured Under Coat and Suit Code Authority

together with a serial number for identification purposes.

The industry represents a wholesale value of about \$400,000,000 annually, and a greater amount in terms of retail purchasing power—in this case naturally almost entirely controlled by women consumers.

Complete data as to employment in this industry are not available, but it is estimated that it is located to the extent of about 85 percent in New York and that about 33,000 workers in that State are so engaged. The N.R.A. label on women's suits and coats will insure to those workers, very many of whom are women, a living wage, and more stable employment through a shorter working week and regulation of overtime. (Data from Code authority, Code, Life and Labor Bulletin of the National Women's Trade Union League, April 1933, and New York Times, October 13, 1933.)

Employment and Earnings of Women in Certain Industries Having Approved NRA Codes

Permanent Codes approved by the President up to October 25th numbered 63. Those approved during October include several for industries employing large numbers of women—for example, the manufacture of shoes and of silk and rayon goods each engage over 75,000 women, while leather tanning and finishing employs nearly 5,000 women. Some idea of what the Codes in these three industries may mean to the women working therein may be gained from the information obtainable from various Federal, State, and other sources.

Shoes

The N.R.A. Code for the shoe industry provides a 40-hour week for employees (with certain exceptions), but allows, however, a 45-hour week for 8 weeks in a 6-month period. The lowest hourly rates to be paid women are 32½ cents, 31½ cents, and 30 cents according to size of trade area, with the 30-cent rate applying to all localities in 14 southern States. Rates for men are 5 cents higher in each case.

According to the 1930 Census of Occupations, well over one third of the employees in this industry were women, and over half its workers are concentrated in the New England States and New York ¹/₂. Information of fairly recent date from several important shoe manufacturing States indicates that the Code provisions should result in a very definite raise of wage for a substantial number of women, though Bureau of Labor Statistics data collected early in 1932 show women's average hourly earnings, for the most part except in the South, above the Code minimum.

Hour data are more fragmentary, and piecework prevails to such an extent that hours worked are difficult to ascertain. However such data as are available tend to show that the effect of the Code is likely to be less in the shortening of women's hours of work and in increasing their employment than in increasing their wages. Furthermore, in the peak period, 1929, according to the Census of Manufactures, 89 percent of all men and women were employed in plants having schedules of 45 hours or longer, 43 percent having schedules of over 48 hours.

Details of the data upon which the foregoing statements are based are given in the following, which includes State figures from Illinois, New York, Ohio and Massachusetts, and surveys by the Women's Bureau, the Bureau of Labor Statistics, and the National Industrial Conference Board.

The fourteenth periodic study of the shoe industry was made by the Bureau of Labor Statistics in January and February of 1932. This covered 49,666 employees in 16 States, all of the more important States in the industry being included ¹/₂. Women in the study numbered 21,620. Average hourly earnings for these women only slightly exceeded the lowest minimum set for women in the Code, being 30.8 cents. Average hourly earnings reported by States exceeded 30 cents only in Massachusetts, New Jersey, New York and Wisconsin, being in fact above 33 cents in these States. In Kentucky, Maryland and Virginia (combined), Pennsylvania, and Tennessee they were a little below 25 cents. Hours for all women averaged 40.8, were above 40 in nine of the States, and above 45 in five.

Recent earnings in the shoe industry are reported by sex by the labor departments of New York and Illinois and by the National Industrial Conference Board. The lowest rate set for women in the Code would allow \$12 for a 40-hour week. In Illinois for the last six months of 1932 women's average weekly earnings ranged from \$8.80 to \$11.58. For the first three of these six months, average operating hours in the industry were between 34 and 37 a week; for the last three months between 42 and 44. Earnings by sex, and operating hours, are not reported for 1933.

For the last fourteen months beginning with July 1932, women's average weekly earnings in New York were above \$12 in only two months, being \$12.13 in July of this year and \$14.23 in August. For eight of these months such earnings were below \$10.

The N.I.C.B. monthly reports include average hourly earnings. Such earnings for women were slightly above 32¹/₂ cents (the highest minimum for women in the Code) for 9 of the 13 months, July 1932 to July 1933 inclusive, and below 30 cents only in March 1933. Average hours worked by women were above 40 in eight months of this period, being 44 in June and 48 in July of this year.

Ohio data for 1932 (week of greatest employment) give classified wage rates for 6,423 women in the manufacture of shoes and cut stock findings. Nearly half (48.6 percent) of these women had rates of less than \$12; nearly 32 percent less than \$10. For nearly 8 percent the rates were \$20 or more.

¹/₂ The census reported 228,317 operatives and laborers in the shoe industry, 86,293 or nearly 38 percent being women. Of all men and women employed, about 91 percent were reported in 9 States, distribution being approximately as follows: Massachusetts, 29 percent; New York, 17; Missouri, 12; New Hampshire and Illinois, about 7 percent each; Ohio, Maine, Pennsylvania and Wisconsin, nearly 5 percent each.

The Women's Bureau made a study of wages, hours and working conditions in shoe factories in New Hampshire in the spring of 1933. This covered about 6,000 persons in 28 shoe factories. Slightly less than half the employees were women. Median earnings are reported for 1933 and 1932 by type of shoe made, that is, factories making welt shoes, factories making McKay shoes, and a small group making other kinds of shoes. Earnings taken for 1933 were for one relatively busy week in the spring; for 1932 the average for the year. The following table shows women's median earnings (half earning more than the amount stated, half less).

<u>Type of shoe</u>	<u>Median of one week 1933</u>	<u>Median of average 1932</u>
Welt shoe	\$11.50	\$10.00
McKay shoe	9.45	6.60
Other shoe	14.85	11.45

Because Massachusetts stands first in the manufacture of shoes, current earnings, though not reported by sex, should be considered briefly. Beginning with July 1932, reports are available for 15 months (through September 1933). Average weekly earnings during this period ranged from \$12.22 in December to \$17.79 in August 1933. In the B.L.S. study already quoted, women's average hourly earnings in Massachusetts early in 1932 were 35.4 cents, or \$14.16 for 40 hours.

Silk textile. The industry as defined in the N.R.A. Code includes such rayon or other synthetic fabrics as are not covered by the Cotton Textile Code. However, the maximum hours and minimum rates for most employees under the two Codes are the same, a 40-hour week with a minimum of \$12 a week in the South and \$13 a week in the North.

The data available indicate a substantial raise in the wage standards in the industry as a result of the Code, though in general, recent reports as to average hours worked do not suggest much scope for reemployment under the 40-hour limit of the Code. Sources of information on this industry, which will be given below, will be found in State reports from New York, Pennsylvania and Massachusetts, and in surveys by the Bureau of Labor Statistics and the National Industrial Conference Board.

According to the Census of Occupations 136,848 operatives and laborers were employed in silk mills in 1930, 75,848 or 55 percent being women. Nearly three fourths (72.9 percent) of all operatives and laborers were reported in Pennsylvania, New Jersey and New York combined. If those in Rhode Island, Massachusetts and Connecticut be added, practically 90 percent of the total is accounted for. Pennsylvania comes first with 44 percent of all in the industry.

Recent earnings for women in the industry are reported by the New York Department of Labor and by the N.I.C.B. Minimum earnings in New York are set by the Code at \$13 for 40 hours. Women's average weekly earnings never reached this amount in the 14-month period ending with August 1933. Such earnings were above \$12 for three of the 14 months, the highest being \$12.77 in August of this year. For the other seven months of 1933, they were below \$11.

The monthly reports of the N.I.C.B., available through July 1933, show women's average earnings as of a 40-hour week, below \$12 (the Code minimum for the South) for every month of the last 13 and below \$10 for 8 of these months. Classified weekly wage rates in Ohio, 1932 (week of greatest employment) are reported for 1,076 women. Of these, over one third (34.2 percent) had rates of less than \$12. Nearly one half (48.2 percent) had rates of \$15 or more.

In October 1932 the Bureau of Women and Children of the Pennsylvania Department of Labor and Industry made a study of hours and earnings in the textile and clothing industry. The study covered 13,095 employees in silk mills, 19 percent of all in the State. Median week's earnings are reported only for workers employed more than 48 hours in the week. For 906 women in silk mills, this median was \$11.94 (half earning more, half less). Three fourths of these women had earned less than \$15.

The wage data of the B.L.S. and of the Massachusetts Department of Labor and Industries (not reported by sex) also show scope for improvement in earnings in the silk industry. B.L.S. reports are available through August 1933. For the last 14 months average weekly earnings were below \$12 for three months and below \$13 for six other months. Average weekly earnings in Massachusetts for the same period were below \$13 for five of the 14 months but were between \$16 and \$18 for the most recent four months. Hour reports of the B.L.S. date from October 1932. Hours were above 40 for six of the 11 months covered, the highest being 43.5 in October. Average hours worked by women in the industry as reported by the N.I.C.B. were above 40 for four of the last 13 months (through July 1933), the highest being 43.9 in October. The Pennsylvania report made by the Bureau of Women and Children shows a different situation. Of 4,215 women in silk mills for whom hours were reported, nearly half (48.6 percent) had worked more than 48 hours. The report says "In the silk industry 25 percent of the women worked 53 or more hours a week (54 is the legal limit) in October 1932 compared with 16 percent who worked such long hours in February 1928." Hours in the industry in more normal times are indicated by data of the Census of Manufactures for 1929. Of 130,467 wage earners in silk mills, 86 percent worked in plants having normal schedules of 45 hours or longer, 63 percent having schedules of over 48.

Leather tanning and finishing. The Code for this industry limits hours of work (with some exceptions) to an average of 40 in any 26-week period, with a provision for time and one third for any work in excess of 40 in one week or 8 in one day. Minimum hourly rates (except for learners and disabled employees) are set at 32½ cents for all employees in the South, New Mexico and Arizona, and in the North 35 cents for women and 40 cents for men.

Available data on this industry would indicate that wage standards provided in the Code should mean definite increase in the earnings of women so employed, while the hour schedules reported would, in general, indicate room for reemployment under Code hours. Sources of the data, which will be shown in the following, lie in reports of the Census and those from Ohio, Illinois and New York, and in surveys by the Bureau of Labor Statistics and the N.I.C.B.

The Census of Manufactures for 1929 reported 49,932 wage earners in the industry, 4,497 or nearly one tenth being women. Over one fifth (21.4 percent) of all wage earners were reported in Massachusetts, over one sixth (17.8 percent) in Pennsylvania, one tenth in New York, and between 7 and 8 percent in each of three States, New Jersey, Wisconsin and Illinois. The remainder were scattered through 22 States. Of all wage earners in the industry in the United States, 86 percent worked in factories with hour schedules of more than 48 a week.

The Bureau of Labor Statistics made a study of hours and wages in leather tanneries in the spring of 1932, covering 21,399 employees in 114 tanneries in 15 States. Women numbered 2,644 and were reported in 57 tanneries in 11 States. No women in the study were found in States defined as southern States in the Code, hence the minimum for all these women under the Code is set at 35 cents an hour. The average hourly earnings for all women were 30.3 cents. As reported by States, such earnings ranged from 25 cents in Michigan to 34.2 cents in New York and in Pennsylvania, and were below 30 cents in three other States or State groups. Average hours worked by women were 40.9 and were above 40 in seven of the nine States or State groups.

Classified wage rates for wage earners in the industry in Ohio in 1932 (week of greatest employment) are reported for 138 women. The Code minimum for 40 hours would yield \$14. In Ohio, 70 percent of the women had wage rates as high as \$15.

Recent earnings for women are reported from Illinois (through December 1932), New York and by the N.I.C.B. Women's average weekly earnings in Illinois for the last 6 months of 1932 were never below \$11 nor above \$13. In New York for 14 months (through August 1933) the range was from \$11.57 to \$13.97. Average hourly earnings reported by the N.I.C.B. for 13 months (through July 1933) were over 24 cents but under 30 cents in every month.

In regard to working hours, the Bureau of Labor Statistics reports for 11 months beginning October 1932 show average hours for the industry above 40 in every month and above 45 in three. In Illinois average hours were above 45 in five of the six months considered and below 40 in one. The N.I.C.B. reports show average hours worked by women below 40 for only 5 of the last 13 months and above 43 for the three most recent months.

Wages

United States. Second conference on minimum wage

The Secretary of Labor called a meeting of new minimum-wage States in July to offer them any assistance the Department of Labor could give. At the request of the States there present, a second conference was called by the Director of the Women's Bureau to meet in Chicago September 13.

At the conference in September, eleven minimum-wage States were represented together with six national organizations keenly interested in the minimum wage. States and organizations represented were as follows: Arizona, California, Connecticut, Illinois, Kansas, Kentucky, New Hampshire, New York, North Dakota, Ohio, Wisconsin, and National Consumers' League, National Women's Trade Union League, American Federation of Labor, National League of Women Voters, National Young Women's Christian Association and General Federation of Women's Clubs.

The conference reaffirmed the standards proposed at the first conference in July (reported more fully in the August 1933 News Letter). Those standards required minimum wage rates corresponding to those in Codes approved by the N.R.A.; rates which should be an absolute minimum with no differential allowed for learners or minors or for smaller communities; a higher hourly rate for

part-time workers; time and one half for overtime; a guaranteed minimum for piece as well as time workers; regular pay for workers required to be present at the plant but receiving no work; elimination of all home work through N.R.A. Codes.

The conference further proposed that:

1. In starting minimum-wage boards, States might well consider (a) industries not specifically interstate (as laundries, hotels, perhaps beauty parlors), or (b) industries in which they have the special cooperation of employers in the State.
2. The continuing committee study
 - a. Report forms, with a view to working out a satisfactory uniform system of reporting;
 - b. Definitions of industries in N.R.A. Codes finally approved with a view to interstate cooperation in fixing minimum wages.
3. States having similar industries should endeavor to consult jointly with each other as to possible wage standards, and to agree jointly upon such standards in these industries before issuing decrees.
4. States endeavor to keep the Women's Bureau informed of their enforcement practices, in order to use the Women's Bureau as a clearing house of information that may be of assistance to other States having similar problems.
5. States use temporary forms of reporting until it becomes possible for the continuing committee to work out from State experience more satisfactory permanent forms.
6. Legal authorities be consulted as to method of permanent elimination of home work that in the States would be constitutional.

New York. Minimum wage for women in laundries

The first wage order to be issued under the Minimum Fair Wage Act of the State of New York became effective October 2. This sets the minimum rates to be paid to women and minors employed in laundries—31 cents an hour in the New York City area and 27 cents an hour for the remainder of the State. These rates were recommended by the wage board appointed for the industry.

A bonus of 10 percent on the hourly rate must be added to the minimum rate for less than a week's work of 37 hours. Overtime for work in excess of 45 hours a week must be paid for at the rate of time and one half for those earning the minimum.

Among the provisions detailed under administrative regulations are the following:

Piecoworkers shall be guaranteed the same minimum as time workers.

Time when employees are required to work on the premises and no work is provided, shall be paid for at the employee's regular wage rate.

Notice as to the wage orders is to be posted in every laundry, and a statement explaining rates and earnings to be given with every wage payment.

Rates below the minimum are not allowed for learners nor for the handicapped, except by a special license obtained by the employer from the State authority.

For hotels, institutions, and other employment not covered by the labor law, provisions are made against deductions for meals, room, insurance or other service, except by State permit to the employer. (Minimum Fair Wage Standards. Directory Order No. 1. New York State Department of Labor, Division of Women in Industry and Minimum Wage.)

In approving the recommendations of the wage board, Elmer F. Andrews, State Industrial Commissioner, said: "I feel that the minimum wage rates established for laundry work are by no means as high as might be desired at present, but it must be remembered that even these rates will mean an increase in wages for more than 30 percent of the women employed in laundries in New York State." (New York Times, October 2, 1933.)

Alberta. Earnings of women

The annual report of the Commissioner of Labor of Alberta, Canada, for the year ending March 31, 1933, gives classified earnings of 6,802 female wage earners 6,644 being 18 years of age and over, 158 under 18. Data are based on a report for the week of employment of the greatest number in each establishment. Median earnings for all women were \$14.45; for those 18 and over, \$14.55—(half earning more, half less).

The minimum rate for experienced women as of March 1, 1933 in most occupations in Alberta was \$12.50, with \$14 for office, personal service, and telephone and telegraph employment. The report does not state whether or not all these occupations are included in the group of 6,644 women for whom wage rates are reported, but of this total 44 percent had rates of less than \$14; 37 percent less than \$13; and 17½ percent less than \$12.

Hours and Work Conditions

Pennsylvania. Needle Trades

In April of this year the Governor of Pennsylvania appointed a commission to investigate the needle trade industry in Lehigh and Northampton Counties. Three one-day hearings were held for the receiving of testimony, as follows: Northampton, April 28, Allentown, May 4, Bangor, May 16. In each case a half day was devoted to receiving the testimony of the employers, another half day to receiving that of the workers. Civic interests also were given an opportunity to submit material. The report of the commission was presented on July 17. The following recommendations were made:

Wages:

1. The enactment of a minimum wage law.
2. Legislation giving the Department of Labor and Industry authority to aid workers in the collection of wage claims, and other legislation guaranteeing wages to workers.
3. Legislation providing a system of unemployment insurance for the needle trades.

Working conditions:

1. Amendment of hour law, reducing the legal working week for women from 54 hours to 40.
2. Legislation which will require that where ten or more women workers are employed and there is no forelady or matron, one of the women workers shall be designated as matron to care for the needs of said workers; in larger establishments a matron to be appointed for full-time service in such capacity.
3. Legislation prohibiting the employment of males under 18 and females under 20 as pressers in the needle trades.

Child labor:

1. Amendment of the child labor law to prohibit employment in industry of children under 16.
2. Ratification of Federal Child Labor Amendment.

General:

1. Bureau of Inspection of the Department of Labor and Industry to be more vigorous in their inspections and to engage trained and efficient inspectors in order to compel compliance with the law.
2. Reestablishment of the Bureau of Industrial Relations in the Department of Labor and Industry. (Monthly Bulletin of the Pennsylvania Department of Labor and Industry, August 1933)

Industrial Accidents

New Jersey. Accidents to women 1932

Of 20,198 compensated accident cases closed in New Jersey in 1932, 1,919 were accidents to women. Of these, 44 percent were employed in manufacture, 14 percent in clerical and professional service, and 9 percent in trade; 30 percent were in a miscellaneous unclassified group. Nearly 23 percent were under 21 years of age. Of all the accidents to women, 7 resulted fatally, and 548, over one fifth, in some permanent injury.

More accidents resulted from falls than from any other cause, nearly 31 percent of all. Over one fifth were caused by machinery and by objects being handled (21.9 percent and 20.6 percent respectively). Stripping on or striking against objects caused nearly 8 percent of all accidents; explosives, electricity, flames and hot substances, 5 percent.

Comparing cause of accident in two age groups, some interesting differences occur. Of the women under 21, over one third (37.7 percent) were injured by machines compared to 17 percent of those 21 and over. This is not surprising when it is noted that 68 percent of the younger group were injured in manufacturing compared with 37 percent of the older. Data are not available to show whether or not this corresponds with the age distribution of all women in manufacturing. Handling objects also caused a larger proportion of accidents to the younger than to the older group, 24 percent compared with 19½. Falls caused nearly 36 percent of the accidents to women 21 or over, compared to nearly 14 percent of the younger group. (Industrial Accident Report, New Jersey Department of Labor, Compensable cases closed during year ending December 31, 1932.)

Employment

New York. Opportunities in the laundry industry

A study of "Job Information in the Laundry Industry" made by the New York State Employment Service, as a guide to employment workers dealing with the laundry industry, has recently been issued. Representatives of trade associations and individual employers pointed out some of the employment problems of the industry. Laundry machinery companies contributed pictures and specifications of machines. Visits to plants to procure job information were made by workers of the State Employment Service during the latter part of 1932.

The study analyzes 51 different operations giving equipment, duties involved, general qualifications of the work, hours of employment, occupational dangers, and promotional opportunities.

India. Employment of women in Burma

The total number of women (15 years of age and over) employed in factories in Burma during 1932 was returned as 10,251, only 21 fewer than for 1931. Of these 2,524 were employed in perennial factories and 7,727 in seasonal. The seasonal factories which employ women are chiefly cotton ginneries, employing 1,790 women, and rice mills employing 5,775. In the former, some of the women operate the gins, the others sort the raw cotton. In rice mills women are engaged as paddy carriers or in spreading par-boiled paddy to dry in the sun. Of the perennial factories, match factories employed 693 women during the year. A number of women were engaged on sewing or light packing work in miscellaneous establishments, such as those making knitted hosiery or umbrellas.

Normal weekly hours for women were reported for 74 perennial and 398 seasonal factories. For each class of factory, well over half reported hour schedules of over 54, while about one fourth reported hour schedules of 48 or less. (Annual Report on the Working of the Indian Factory Act of 1911, in Burma for the year 1932.)

(1192)

(1215)

Women's Bureau
U.S. Department of Labor
Washington

News Letter Vol. XIII, No. 12

December 1, 1933.

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

The Retail code and its effect on employment conditions for women

Employment

U.S. Unemployment of women

U.S. Reemployment of women

Wages

Connecticut - earnings in women's dress industry

Texas - earnings of women

Minimum wage in Saskatchewan, Canada

Old age pensions, a benefit to wage-earning women

Hours and work conditions

Texas - recommended amendment of law limiting women's hours

of work

The Retail Code and its Effect on Employment Conditions for Women

The code covering the majority of retail stores was approved October 21. No code so far approved will affect so many workers nor so many different localities. This is an industry found in every State and in cities and towns of all sizes. Perhaps 2 million persons were employed in 1930 in retail stores covered by the code. Next in importance as to numbers of women affected is the code covering cotton textiles, over 350,000 persons being employed in cotton mills according to the Census of 1930.

Not all employees in stores are included in this code. Several other retail codes have already been approved, such as for the selling of automobiles and of building supplies. Other groups not included are stores engaged primarily in selling food, milk, and tobacco.

The Census of Distribution, taken for the first time in 1930, enables a fairly accurate estimate to be made of numbers of employees covered by the code, since employment is given by nature of business. This shows over 2,300,000 persons in retail trade (possibly covered), over 1,000,000 of these being women; however, the estimate is far from exact, since employees in small stores in small places, excepted from the provisions of the code, cannot be estimated.

Maximum hours as set by this code for the majority of workers are based on the number of hours the employer elects to keep his store open. If hours for business are less than 56 a week, workers' hours are to be 40 a week and 8 a day; if 56 to 62 inclusive, workers' hours are to be 44 a week, 9 a day; if 63 or more hours, maximum hours for workers shall be 48 a week and 10 a day. Drug stores have a further choice of doing business 84 or more hours a week, in which case workers' hours are not to exceed 56 a week nor 10 a day.

Minimum wages are fixed by size of city, by schedule of hours chosen by the employer and by location, whether in the North or in the South (defined as States south of Delaware, Pennsylvania, the Ohio River, Missouri, Kansas, Colorado, and Utah). For a 40-hr. week the minimum in the North is \$14 in cities of 500,000 or more, \$13 in cities of 100,000 to 500,000, and \$12 in cities of 25,000 to 100,000. In each case, 50 cents a week is added for each additional 4 hours the employee is required to work. In cities 2,500 to 25,000, wages are to be increased in general 20 percent, are not to be below \$10, but need not be above \$11. In towns under 2,500, wages are also to be increased 20 percent, need not be above \$10, and have no absolute minimum set. In the South, as defined above, all rates are to be \$1 lower. By executive order, retailers employing five or less persons, in towns of under 2,500 population not part of a larger trade area, are excepted from the application of the code.

Approximate distribution by States and by size of city can be secured only from the Census of Occupations, based on "sales persons" (the majority of all retail employees). While this includes salespersons in stores not covered by this code, it is probable that a larger proportion of saleswomen than of salesmen were employed in stores included. The Census of Occupations showed 560,720 saleswomen, chiefly in stores. Over three fourths of these were in the North as defined by the code. Over one fourth of all saleswomen were in cities of over 500,000 population, over one fifth in cities of the second category, one sixth in cities of the third size. Employment in separate cities under 25,000 population is not reported by the Census. Only one city with a population of over 500,000, Baltimore, is found in the South. Of saleswomen employed in cities of the second size, the ratio was more than 2 in the North to 1 in the South; in cities of the third size, nearly 4 in the North to 1 in the South. Of all saleswomen, slightly over one third were in cities or towns of less than 25,000; of saleswomen in the South, this was true of nearly one half. This group numbering over 200,000 are to receive a 20 percent increase in wages up to \$10

or \$11 in the larger cities, but up to no more than \$9 or \$10 in small towns. This is regardless of the schedule of hours the employer chooses to abide by.

Recent earnings in retail trade are reported by sex only in Illinois, and there, only until December 1932. For the last 6 months of 1932, women's average weekly earnings in department stores in that State ranged from \$14.83 in December to \$15.90 in September. Average operating hours during this period were usually 51½ or 52, except in December, when holiday trade raised them to 56½.

Average weekly earnings of men and women in retail trade as reported by the Bureau of Labor Statistics have not been below \$18.50 in the 12 months ending September 1933, nor have they quite reached \$20. Average hours per employee in this period were between 43½ and 45, except for the two last months when they were 40 and 39½. This indicates that reemployment on any substantial scale can take place only to the extent that employers engage their employees under the 40-hour a week provisions of the code, which means store operating hours of 56.

Employment

United States. Unemployment of Women

Within the past weeks, the Women's Bureau has had frequent requests for recent information as to the extent of unemployment among women. No general information for the entire United States exists on this subject since the survey made by the U.S. Bureau of the Census in 1930 and the sample census of 19 cities issued from the same agency in January 1931. The center of effort now is turned toward plans for employment; where localities find it first necessary to discover extent of unemployment, this has been done rapidly as a means to the end of reemployment.

Current material on the unemployment of women is fragmentary; but some indication of existing sources of such information is given below. The several Federal agencies (in addition to the Bureau of the Census) that may be consulted to this end include the following:

Women's Bureau: Makes special surveys of particular industries or industrial problems affecting women. Two recent studies showing extent of unemployment were: (1) Arkansas, Dec. 1932 - Of normally employed women visited in their homes, 122 or 39.1 percent were without jobs. (2) South Bend, Ind., Aug. 1932 - Of the normally employed women called upon at home, 472 or 35.1 percent were out of work.

Bureau of Labor Statistics: Reports monthly on data received from industrial establishments on employment (not unemployment), but these are not by sex.

U.S. Employment Service: This agency now is in process of organization through the Nation.

Federal Emergency Relief, Women's Division: Has collected data from various local relief & other agencies on women's unemployment; these data are likely to become available early in 1934, and will then be the most wide-spread late material on this subject.

As to reports from agencies other than those connected with the Federal Government, the most comprehensive recently made was that of the National Social Work Council in March 1933; results were known to be very incomplete and represented only a sample; they were analyzed at Columbia University by Nels Anderson. He estimates that the count made, 201,596 unemployed women, would have to be multiplied by five or six, which would show that well over 1,000,000 women were unemployed last spring.

Two State unemployment commissions reported data by sex for 1932: (1) In Connecticut, employment decline 1929 to 1932 had been 18.9 percent for women, 28.7 percent for men; (2) In Ohio, in the samples reported, 21 percent of 315 women were unemployed, as were 37.7 percent of 929 men.

Of localities, Buffalo is outstanding as having made sample unemployment surveys in the city in each November for the past three years: That for 1932 shows that of 750 women reported able and willing to work, 25.2 percent were unemployed.

United States. Reemployment of women

About the middle of November, the Women's Division of the Federal Emergency Relief estimated that probably 800,000 to 1,000,000 women were unemployed. Plans of this agency include placing of many women in certain of the work financed by the Civil Works Administration and the establishment of "resident schools" where women will receive food, shelter and clothing while learning new trades or professions. Already over one third of the States have trained women working with State administrators in opening up fields for unemployed women, and it is expected that other States will take such action very rapidly.

Wages

Connecticut. Earnings in the Women's Dress Industry

The initial move toward putting into effect the recently passed minimum wage law in Connecticut took the form of a study of women's earnings in the dress industry, made under the direction of Miss Helen Wood, industrial investigator, and now issued in mimeographed form with recommendation that a minimum wage board be called to consider the evidence.

"The essential conclusion of this report is that wages paid for hours worked in the dress industry are oppressive for a large enough number of women to be of vital concern to the State." Median weekly earnings during the busy season amounted to no more than \$10.11 (half earning more than this amount and half less); while in the slack season the median dropped to \$5.46 a week. In addition to low weekly earnings the report points out that "rarely can a worker count on more than 30 full weeks' work a year; no worker can count on any definite annual income."

Fortunately Connecticut has, in the minimum wage law passed on June 6th of this year, an instrument for improving such an oppressive wage. In her letter of transmittal to Joseph M. Tone, Commissioner of Labor, Miss Wood says: "On the basis of this report I should like to recommend that you call a wage board in this industry to set a fair and reasonable wage, which would represent adequate compensation for services rendered."

A situation resulting in extremely low earnings for a considerable number of women is the classification of certain workers as "learners", the term being used sometimes as an excuse to exploit labor. The report says:

There seemed to be no general agreement among employers as to what constituted a "learner" although there was a general tendency so to describe any worker who could not earn, on a piece rate basis, as much as an average skilled worker. The low earnings of these workers were attributed to the fact that they were learners, although in many cases they had been with the firm several years and formed a large percentage of the total employees; in one case 65 percent. The explanation of these low earnings seems to be a rate of pay too low for the averaged skilled worker rather than the vague, indefinite explanation "she is a learner." In some shops girls were paid a lower rate than others, for an indefinite learning period which for many of the workers never ended.

This also is a situation which orders issued under a minimum wage law can correct since, if a lower rate is allowed for learners, the term can be defined and the learning period definitely limited.

Records of hours worked were not kept for even half of the women covered by the report. In the busy season a report on the hours of over 800 women showed that one third worked 52 hours or longer a week. Yet these longer hours were not an advantage since there was no appreciable increase in earnings for women working these longer hours. For the week of slack work, two thirds of the women whose hours were reported had worked less than 35. Even with these shorter hours, numbers employed in the slack week formed only 68 percent of those in the busy week. However, the establishment of a 35-hour week in the N.R.A. code for the dress industry should help to some extent in reducing such fluctuations in employment as well as in working hours.

Texas. Earnings of Women

The 12th Biennial Report of the Bureau of Labor Statistics of the State of Texas, 1931-1932, has recently been issued. The report contains statistics as to employment and earnings of men and women by industry. These data are secured at the time inspections are made in the enforcement of State labor laws. The report states "since only six men and three women are assigned to do this work it is impossible to entirely cover the big State of Texas."

Data are reported for nearly 4,000 establishments employing 96,532 workers, of whom 40,623 were women. The distribution of women in the chief industry groups was approximately as follows: Stores, 29 percent; manufacturing 24½; public utilities (chiefly telephone operating), 14; laundries, 13; hotels and cafes, 9.

The nearly 500 women in printing and publishing had the most favorable hours and wages - an average of \$20.80 for an average week of 48 hours. In all other industries, hours averaged 50 or more a week, the highest being 54 in hospitals and beauty parlors. The lowest average earnings reported were \$8.50 a week in hotels and cafes and \$8.80 in laundries. In manufacturing, the average was \$13.77, in stores, \$15.11. Telephone operators averaged \$19.50.

In another part of the report, the Commissioner of Labor urges the passage of a minimum wage law, stating that "reports and bulletins of the Bureau have repeatedly shown that more than half of the women and girls employed in our industries and in mercantile and other classes of business are required to work for lower wages than are necessary for the bare subsistence; that wages for women and minors are arbitrarily fixed and are not based upon what the returns and profits from the several classes of industry would permit to be paid... Happily there are abundant indications that the public conscience is being aroused in behalf of these workers and it is felt that the legislature can no longer neglect the duty of enacting a minimum wage law."

Minimum wage in Saskatchewan, Canada

The Minimum Wage Board of Saskatchewan has revised and reissued its Orders No. 1-6 governing female employees in cities in the Province. The new Orders came into force on November 1, 1933. Changes in the main provisions affecting hours, wages and experience are here summarized.

Order No. 3 covering mail order houses adds a provision for minor learners, not before included. The rate for such learners is set at \$6 for the first 6 months and \$7 for the second 6 months. These learners on reaching the age of 18 or on completing junior learning period become adult learners with a further learning period of 6 months at \$9 and 6 months at \$11. Thus a girl entering the industry at 17 or

younger must serve a two-year apprenticeship instead of one year as formerly, before receiving the minimum for experienced workers of \$14 a week.

Order No. 4 covers hotels, restaurants and refreshment rooms. The order reduces hours from 50 in places open 6 days a week and 56 in those open 7 days to 49 in all cases, unless a special written permit is obtained. Payment by the hour for part-time workers may be as low as 20 cents as compared with 35 cents previously.

Order No. 5 covering beauty parlors and barbershops reduces hours from 50 a week to 48, unless a special permit is secured. In both orders, 3 months may be served without pay. In the new order, the further apprenticeship period is 18 months instead of 12, six months at \$9, six at \$11 and six at \$13. The minimum for experienced workers remains \$15.

Order No. 6 temporarily reducing rates, was first issued March 20, 1933. At that time rates in most cases were reduced by 10 percent for experienced adults and 5 percent for those with one year's experience, to be effective until April 1, 1933. Rates for part-time workers were not reduced. The present order is to be effective until March 31, 1934. Rates fixed at less than \$13 a week are to be reduced 10 percent, those fixed at \$13 or more, 15 percent. For workers employed 24 hours or more a week but less than full time, the reduction shall be not more than 10 percent, with no reduction for workers employed less than 24 hours a week. (The Labour Gazette, Canada, October 1933, and August 1928.)

Old Age Pensions, a Benefit to Wage-earning Women

On November 7th, the State of Ohio, by referendum, adopted old-age pension provisions applying to persons 65 years of age. Laws providing for old-age pensions are now in effect in 26 of the 48 States. Of these, 12 were passed in 1933. In 13 of the States the applicant must have reached the age of 70, in one State 68, in the remaining 12 States, 65.

Without taking into consideration other qualifications, an attempt is made here to show the extent to which gainfully employed women may be in a position to benefit by these laws. In general, it may be said that less than one third of the older employed women in the country are now covered in any way by State pension provisions. Details corroborating this statement are given below.

In the States having an age limit of 65 (including one with 68), 36,163 women 65 years of age and over reported themselves as usually gainfully employed in 1930. In States with a 70-year provisions, 42,751 employed women had reached that age, making a total of nearly 65,000 women who might in case of need seek such assistance. In States having at present no pension laws, 124,260 women 65 years of age or older were usually employed in 1930.

A better guide to the numbers most likely to apply for pensions is the number reported as unemployed in 1930, including those totally without jobs, and those reported as on lay-offs without pay. Of about 500,000 women so classified, 8,504 were women 65 or older. Of these, 5,478 were in States now providing old-age pensions, but due to the higher age requirement in 13 States, less than half these (only 2,590) would have been eligible for a pension.

What may have happened in three years to women past 65, who were earning a living in 1930, or to the other group of women who, usually employed, had no work at that time, it is impossible to say. It seems reasonable, however, to conclude that in many cases their condition would be considerably more serious at present, with increasing age and decreasing chances for employment. Some indication of increasing unemployment in the group may be seen in the data of the sample census taken in January 1931, covering 19 cities in 17 States. At that date, 3,338 women 65 years of age and over were unemployed in 19 cities alone. Of these cities, 12 were in States now having old-age pension laws, but the laws in 9 of these States have a 70-year requirement, so that only 800 women, (less than one fourth of the entire number) would today stand any chance of securing such State aid. (Analysis by Women's Bureau.)