

Newsletter - R35

## ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

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## WOMEN IN INDUSTRY IN 1934

As to factors affecting woman employment, the story of 1934 is primarily one of practice under the industrial codes, the new wage laws, and the growing organizations for placement; of many conferences (both those of a large public nature and those smaller and more informal) looking to the further development and the more careful definition of policies already undertaken, to the ironing out of difficulties in administration and to the inauguration of efforts still more far-reaching toward the attainment of greater social security. There are evidences that more persons and groups than before are coming to have some knowledge of the conditions under which women are employed.

## WOMEN'S BUREAU SURVEYS

Each of the studies made by the Women's Bureau during the year has been directed toward some particular problem of woman employment and in many cases these either were undertaken at the request of N.R.A. officials or were directed toward securing information for the purpose of improving in some particular respect the situation of women employed in industries operating under some of the codes. Beside general wage and hour conditions, these studies have shown examples of the problems of industrial home work, of differences in wage payments to the two sexes, and other subjects. Outstanding among them have been the following:

A survey of some 5,000 workers in stemmery departments of 13 tobacco establishments in Virginia and North Carolina. In the various plants covered, hand stemmers constituted nearly 80 percent of those with earnings reported. Over 1,100 of these in cigarette plants who had worked a full 39- or 40-hour week had median earnings of only \$11. Hours worked were 40 or less for the most part. An appreciable number of those at work had to have their earnings supplemented by relief. (Report now available in published form.)

A survey of over 13,000 workers in 533 restaurants undertaken in cooperation with the labor departments of several States. All but 7 percent of the workers were on the 6-day schedule provided in the code. The maximum 12-hour spread with one

period off duty was the rule for 90 percent, though one-fifth of those in hotel restaurants had a longer over-all day. (See News Letter, Sept. 1934.)

A survey made at the close of 1933 and early in 1934 covered women in 465 beauty shops in 4 cities, and found the median week's earnings where white women worked, \$14.25; in Negro shops, \$8. Hours of work and other shop conditions were exceedingly variant. (Report not yet published.)

Visits made during the summer to several leather plants in Pennsylvania and Delaware and ascertaining hourly earnings for about 2,500 persons, practically a fourth of them women, for a comparison of earnings of men and women under a code with a sex difference in the wage. Amounts received by women concentrated near the 35-cent code minimum, men's usually exceeded 40 cents. The median for women was 36; for men, 56 cents. In three plants where 83 women worked beside men with no apparent difference in the work or conditions the men's wage averaged 51 cents; the women's, 35 cents; and no woman received as much as 40 cents. (See News Letter, Sept. 1934.)

Several surveys made by the Bureau in the past year reveal wages and conditions of industrial home work in various occupations. In Rhode Island 237 homes of lace workers were visited early in the year, nearly three-fourths of these earning less than \$10 a week. Of the women interviewed, 179 were pulling lace, that is drawing threads between strips of lace in a web usually 6 by 36 yards. Their pay of 12 cents a gross yards where single threads had to be drawn, 18 cents if double threads, did not yield the code wage of \$13 for 40 hours. (Report in press.)

During the spring and early summer, 166 makers of candlewick bedspreads were visited in 94 homes in Georgia. These women worked for firms handling three-fourths of the business in this industry. One-fourth of them earned an average of less than \$1 a week, the fastest \$3.12 on an average allotment of spreads. Twenty-five of 30 patterns netted the worker less than 15 cents an hour after payment of the hauler's commission. (Report in press.)

In the fall, Bureau agents called at 64 homes in Philadelphia where they interviewed 69 women making knitted outerwear. Half these women worked 40 hours or more in the week, a third of them 60 hours or longer, and of these last, 1 in 3 received less than \$5. The highest week's earnings was \$10, so much being earned by only 4 women. One woman had made a 3-piece suit retailing for \$100, for which she received \$22.75 for her month's work of 66 hours a week. (See News Letter, Nov. 1934.)

Other studies of the employment of women at home included those working on cane-seated chairs and hand-made quilts in the Southern mountain sections and on handkerchiefs in the Far West.

Large field surveys that have been in progress this year include a study of piecework earnings and production of some 1,000 women in the New York dress industry, and of those in other clothing plants elsewhere; and of women in the laundry industry. In addition, information for use of code or compliance authorities was obtained on the earnings or the work situation in the manufacture of covered buttons, tags, printing equipment and other industries, and in canning during the spinach season in Maryland. Studies now in print or in press report 1933 conditions in shoe manufacture in New Hampshire and in the leather glove industry in New York and Illinois. The year closed with surveys now being made of women in Michigan industries, and of administrative practice under minimum wage laws in States.

Other Women's Bureau studies that have appeared during the year include analyses of data reported periodically by States as to industrial injuries to women, fluctuations in the employment of women, and occupational diseases to women. Since State reports cover various periods and their publication often is delayed, the material dealing with these subjects does not relate to 1934.

Also appearing in completed form within this year have been a report on standards of placement of household employees covering replies from more than 200 placement agencies; a summary of the employment histories of some 20,000 business and professional women; and a reprint of the bulletin on Women at Work written in popular style. Before the close of the year a small summary of available material on variations of wage rates in the same occupations and in the same plant under corresponding conditions was in press.

Besides the printed reports, information on the following subjects was collected and made available in mimeographed form: Analyses of labor provisions in N.R.A. codes affecting women; a summary of the problems of industrial home work; a summary of the situation of gainfully occupied married women; a report on potential earning power of Southern mountaineer handicraft; a summary of present status of minimum wage and maximum hour legislation in the various States; a summary of material on employment and unemployment of Negro women; and the Address of Miss Anderson at the annual meeting held in Boston by the governmental labor officials.

#### EMPLOYMENT OF WOMEN

Figures frequently kept up to date as to numbers of women employed in the entire United States do not exist. And indeed so rapid are the changes in numbers employed that such information scarcely could be secured. Particularly is this the case for a number of the more important woman-employing industries which are highly seasonal and in which employment fluctuates with especial rapidity.

The Census of 1930 forms the latest source of information on numbers of women employed, and the most recent source of general indication as to extent of woman unemployment is in the Census of 1931. While the Congress did not provide for the Census of Occupations proposed for 1934, it is to be hoped such action will be taken for some early date. Some States made efforts in this direction. For example, a census of unemployment was taken in Massachusetts by the use of C.W.A. workers. As yet its results have not been published in detail.

An idea of the employment status of women in 1934 may be gained from regularly reported employment indexes and from the studies made of applicants to employment offices in certain States and of the jobs open to these women. The latter source also affords a few data as to the unemployment of women and a report of the F.E.R.A. as to families on relief enables some idea to be obtained of the number of women affected. Reports of C.W.A. activities in a few States indicate the extent to which women were placed by this agency in various types of temporary employment.

Indexes of employment and of total amounts of pay rolls are published monthly for New York for women and men separately. Such indexes enable comparisons of the present situation of employment to be made with some previous time selected as normal. Similar data, though published only for men and women combined, can be considered for woman-employing industries from the U.S. Bureau of Labor Statistics and from Massachusetts, Pennsylvania and Illinois. In each case the index is based on some period (usually a 3-year period) that shows normal employment.

These data have been considered for May and for September of 1934, in each case making comparison with the same month in the year preceding. In all manufacturing industries taken together, employment in May 1934 was in every case well above that of May 1933, though it was far from having reached so good a level as in the peak of 1929, and by September 1934 only New York and Illinois was it so high as in May.

A similar situation is shown in the pay-roll indexes, yet the indications are that, while the situation in 1934 showed decided improvement over 1933, the total amounts paid out in wages were even farther below the normal levels than was employment.

Among reports from public placement agencies indicating the situation as to women's employment may be cited those from the United States Employment Service, special studies made in Philadelphia, and reports from Ohio, Massachusetts, and Wisconsin.

The year's report of the Federal agency, closing with June 30, 1934, showed 12.4 percent of the applicants to the offices for work of all kinds to be women, while only 9.3 percent of the openings were for women. However, much of this may be attributed to openings in such industries as building construction and others not employing many women, since in the manufacturing industries women formed a greater proportion of those wanted than of those seeking jobs. This was especially noticeable in the important woman employing groups, such as food, clothing, leather, printing, textiles and tobacco. It also was the case in such nonmanufacturing classifications as trade, the professions, domestic work, hotels and laundries.

The Ohio report also covers a year, but makes a comparison of the first 6 months of 1934 with the last 6 months of 1933, showing that the openings available per 100 women applying had nearly doubled, influenced by a greatly increased demand in domestic and personal service. Opportunities also had increased for women in hotels and restaurants, and to some extent in the professions; they had declined in manufacturing, markedly so in laundries and dry-cleaning plants, somewhat in government service, and slightly in trade and commercial pursuits.

Though made available well into 1934, the information in the report on job openings in Philadelphia and for three offices in Massachusetts give 1933 figures. In the former about three-fourths, in the latter about one-fourth, of those covered were women. In the Massachusetts offices many more women were placed than in the year before, but not so large a proportion of all who had applied. In Philadelphia and Wisconsin (report for April, May, June 1934), the very great majority of cases handled were for domestic and personal service jobs.

The Philadelphia report covered job openings for over 14,500 women, three-fourths of all registered jobs being for women. Chances for employment had increased in 1933 over 1932. There was considerable improvement in chances for skilled, executive, professional, and domestic and personal work, but for unskilled labor there was little change in the proportion of job orders. About a fourth of the women applying wanted clerical work, but only 5 to 6 percent of the jobs available were for this type of employment.

Various reports as to the temporary employment provided under the C.W.A. indicate the placement of large numbers of women. For example, work was found for some 10,000 nurses in public hospitals and institutions, clinics, on public health staffs, in the making of health surveys, in immunization campaigns, and as bedside nurses.

In general, the C.W.A. reports show the proportions of the jobs for women very much smaller in relation to the number of women needing them than was the case for men. In a Pennsylvania report, for example, though more than 13,000 women were given work, these formed only about 3 percent of all persons so placed. A Wisconsin report showed placement of something like 70 men to 1 woman in January, 35 to 1 in February, while "in justice to the number of needy unemployed women" at least 1 woman should have had a job for every 10 men.

The report of persons on relief made by the F.E.R.A. for October 1934 showed over one-fourth of these were adult women (18 years old or over), such women numbering over 1 million.

A Philadelphia report for February 1934 showed women unemployed in a somewhat greater proportion of cases than were men (women 33.9, men 32.0). This is at least partly explained by the fact that 6.5 percent of the women but only 3 percent of the men had not been employed previously, indicating that many women have entered the labor market because of desperate family economic status. An earlier study showed that of over 10,000 women applying for jobs, two-thirds had dependents; nearly a tenth had 4 or more dependents, and an appreciable number had 7 or more.

Mention should be made of the attempts made under the F.E.R.A. to provide for unemployed women by affording some educational aid in resident schools or camps. During the summer, 44 such schools have been conducted in many States, sixteen of these being training centers for teachers in the newer methods and content needed for such workers' education. For the women enrolled in these schools new vistas of education were opened and notable gains in health resulted from the good food, medical care, and hygiene instruction provided. In 11 of these schools some form of vocational training or guidance was emphasized, 8 featured especially workers' education, and 10 conducted programs of general adult education, rehabilitation, recreation, or handicrafts.

#### WOMEN'S WAGES

The only source of general and regularly published information on the average weekly earnings of women in various manufacturing industries in a large industrial area lies in the monthly reports from New York State <sup>1</sup>/<sub>4</sub>. However such data for men and women combined may be considered for important woman-employing industries from figures of the U.S. Bureau of Labor Statistics and of Massachusetts, Pennsylvania, Wisconsin, and Illinois. Comparisons have been made here for May 1934 and for September 1934, in each case with the same month in the year preceding.

Examination of these various reports show that in May 1934 earnings in the combined manufacturing industries had increased greatly over those of the preceding May—by at least 10 percent according to each of these sources, by nearly 28 percent in Wisconsin and over 30 percent in Pennsylvania, and by 18 percent for women and 7 percent for men in New York.

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<sup>1</sup>/<sub>4</sub> Ohio collects probably the most complete figures, but these are not published regularly and hence not available until later. Pennsylvania figures for September were not available at time of preparation of this News Letter. Illinois reports as to women separately for all manufacturing combined, but not for the various industries. A few other States such as Kansas collect some data by sex but do not so publish it.

In September 1934 as compared with the preceding September, increases where shown were much less pronounced than was the case in May, and even a slight decline was shown by Bureau of Labor Statistics' figures, and by those in New York for each sex.

Considering employments other than manufacturing, retail trade in most reports showed gains in earnings in May and gains somewhat smaller in September. In service industries, amounts received by restaurant workers had declined in Massachusetts and Wisconsin; laundry earnings had increased in New York, and according to Bureau of Labor Statistics reports they had increased in May but had declined slightly in September.

Industries in which women's earnings (New York) showed notable increases were men's clothing, certain of the textiles, shoes, and electrical manufacturing in May; and cotton, tobacco, canning and rubber in September. These industries listed as showing increased wages for women in New York in May also showed, for the most part, rather large wage increases elsewhere for men and women combined; those listed as showing considerable September wage increases for women in New York ordinarily showed declines or but very small wage increases elsewhere for men and women combined.

In New York State the earnings reported for employees in factory offices are tabulated once each year, in October. Those for 1934 showed an increase in the year of only about 2 percent for these workers in offices, which was very similar to the increase for all factory employees (September).

The general lack of standards for the payment of wages based upon similar performance is indicated in a Women's Bureau study now in press that brings together wage data for the same occupation, sometimes in the same plant, showing marked differences in payment even under conditions as nearly alike as is possible. This includes 8 industries in 17 States in all parts of the country. In one of these cases, wages taken before and after the P.R.A. showed marked improvement, affecting not alone those at the lowest levels.

#### Minimum wage progress

The year has seen considerable progress in minimum wage administration. Of the 7 States having new legislation of this type those that have gone farthest are New York, Ohio, and New Hampshire. Surveys in Connecticut have been made and Illinois has practically completed a survey of the laundry industry. In Utah no appropriation was made to carry out the terms of the law, and New Jersey also remains to take action. Nine other States have minimum wage laws on their statute books, the most comprehensive and active having been California, Massachusetts, North Dakota, Oregon, Washington, and Wisconsin, and others being Colorado, Minnesota and South Dakota. Of these, Massachusetts has amended the law so as to enable penalties for noncompliance to be fixed after a period during which orders are directory (effective Sept. 1934). Strong efforts are being made to secure minimum wage legislation in Michigan and other States.

An outstanding event of the year was the signing in May of an interstate compact between seven large industrial States for the establishment of "reasonably uniform standards in States concerned with the same general fields of industry." Those included were Connecticut, Maine, Massachusetts, New Hampshire, New York, Pennsylvania, and Rhode Island. (See News Letters June, July 1934.)

Three States have issued orders for the laundry industry and have carried on surveys in the restaurant industry, and Ohio has set a minimum of 35 cents an hour in the dry-cleaning industry, with  $1\frac{1}{2}$  the rate for each hour over 40 in the week (effective Sept. 10, 1934). The Ohio laundry order became effective March 26, fixing a minimum of  $27\frac{1}{2}$  cents an hour for 40 hours. In the summer of 1934 it was reported that wages had increased more than 20 percent since Sept. 18, 1933, and the order was made mandatory, effective July 16, 1934. The New Hampshire order for this industry first effective August 1, fixed 28 cents for 30 hours, 30 cents for less, and limited the amount of deduction that could be made in case (and only in case) meals or lodging were provided. The minimum in the laundry code would have been 25 cents in this State, since no cities there have a population of 100,000. (See News Letter, Sept. 1934.)

In New York, the 9-month directory period of the laundry order closed in July 1934. Laundries covering about 85 percent of all such workers had complied, and a survey showed a wage increase of 16 percent following the order, with 81 percent of some 900 workers reported having higher earnings than before, and those above as well as below the minimum having benefited. The order providing a minimum of 31 cents in New York City and  $27\frac{1}{2}$  cents upstate, was made mandatory effective August 6, 1934, which means penalties could now be fixed. From the middle of August to the end of October 1934, the minimum wage division collected over \$5,000 for more than 1,500 employees in 245 laundries. (See News Letters April, Sept. and Oct. 1934.)

In both Ohio and New Hampshire, the attorney general gave opinion that these orders applied to laundries in institutions, such as hospitals, and in New York the minimum wage division gave similar interpretation.

Three Oregon orders in the year have the effect of providing the same weekly minimum though hours are shortened. They apply to defined needlecraft trades (formerly under the manufacturing order) and to laundries and dry cleaning, and to mercantile establishments. All fix a 30-cent hourly rate, which would provide \$13.20 a week for 44 hours, the same as formerly for 48 hours. If employees in stores work on a 48-hour basis their pay is thus raised by \$1.20. (See News Letters May, August 1934.)

On the other hand, California orders for manufacturing and for laundries and dry cleaning establishments maintained the same hourly rate as before,  $33\frac{1}{3}$  cents, thus reducing the weekly wage from the \$16 so long maintained to  $\$14.66\frac{2}{3}$  when hours were shortened from 48 to 44, or to  $\$13.33\frac{1}{3}$  for 40 hours. The same hourly minimum was fixed for canneries, with provision that this be guaranteed to at least half the women on piecework. This is above the Washington and Oregon rates, which are  $27\frac{1}{2}$  cents guaranteed to 35 percent of the pieceworkers. (See News Letter, Sept. 1934.)

Wisconsin cannery orders repeated those of last year, 20 to  $22\frac{1}{2}$  cents an hour according to size of place, though the  $22\frac{1}{2}$  to  $27\frac{1}{2}$  cents provided in the code for canning were enforced in this State. (See News Letter, July 1934.)

#### Cost of living

A discussion of wage changes is not complete without some attention to the corresponding changes in cost of living.

Indexes showing changes in cost of living are published twice a year by the Bureau of Labor Statistics, based on data collected from 32 cities. These show that in June 1934 costs had increased 6.3 percent since June 1933.

Of course changes differ in different cities, and the greatest increases over this period were more than 9 percent in Norfolk and Detroit and more than 8 percent in Washington and Jacksonville.

The increases in costs of food and clothing were practically twice as great as the total increase—12.1 and 13.9 percent respectively. The smaller the wages earned in a family the greater the proportion of their income that goes for such basic necessities as these. It is conservative to say that food, clothing and shelter combined take over 60 percent of the receipts even of a family fairly well up in the low-income group.

As measured by a peak period, 1929, manufacturing wages in June 1934 stood nearly 30 percent below those of June 1929, while the index of living costs was less than 20 percent below that of June 1929, though that item showing greatest difference—rent—was over 30 percent below. <sup>1/</sup> Moreover, living costs were increasing while wages were decreasing toward September 1934.

#### HOURS OF WORK

In the establishment of maximum working hours, more has been done under the period of N.R.A. codes than ever was accomplished before in so short a time.

While prior to the N.R.A. the hours worked in many cases were considerably shorter than the regular schedules, yet very long schedules were the rule in many industries and these often were worked in some plants while others having similar products were on short time. The net result of code action in connection with hour standards may be said to be that some impetus has been given toward greater regularity and that at least an upper maximum is now fixed for most workers in manufacturing pursuits and in certain other occupations.

The hour standards set in N.R.A. codes are shorter than any that ever have been fixed by law in any of the States. Moreover, in most of the 44 States having some hour laws, workers in some industries and occupations are not covered and in many States only a small proportion of the employed women are protected. In addition to the consistent enforcement of existing hour laws, fuller attention now needs to be exerted in the States toward the passage of legislation shortening maximum hours, and providing for more complete coverage under them of all employed persons.

The movement in 1934 toward greater uniformity in the hours of factory employees and of men and women in certain other occupations and toward shortening of maximum hour standards has occurred largely under N.R.A. codes, since few State legislatures were in session in 1934. However, significant action was taken this year in Oregon, in which the State Welfare Commission issued an order fixing maximum hours at 44 a week in needlecraft and in laundries and cleaning and dyeing establishments. This is the shortest weekly schedule ever officially fixed as a maximum by any State. <sup>2/</sup>

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<sup>1/</sup> The percent for wages is taken directly from average earnings figures, that for living costs from an index, and an index never shows as extreme a variation as do the original figures. However, the index of pay rolls for May was 40 percent below May 1929; for September, 48 percent below September 1929.

<sup>2/</sup> Minimum wage orders for laundries in New York, 1933, and Ohio, March 1934, fixed overtime pay for more than 45 hours. A California opinion in December 1933 considered code hour provisions the basis for minimum wage action.

While, according to Bureau of Labor Statistics' figures, in 1914 practically 50 hours a week represented the working standard, and in each year from 1920 to 1927 from practically 49 to just over 46 hours, the first nine months of 1934 showed averages worked of between 34 and 38 hours a week.

The outstanding examples of shortened hour standards lie in the textile industries, the average weekly hours worked in May 1933 and May 1/ 1934 being as follows:

	<u>May 1933</u>	<u>May 1934</u>	<u>Hours shorter</u>
Cotton.....	47.9	31.5	16.4
Woolen and worsted....	46.4	33.2	7.0
Hosiery and knit goods	44.2	34.7	13.2
Silk and rayon.....	39.6	32.6	9.5

In other most important woman employing industries under codes 2/, hours worked were shortened little or not at all by N.R.A. action, and in the case of retail trade and laundries they actually were longer in September 1934 than in the same month in 1933. The figures for eight industries or groups are as follows:

	<u>Sept. 1933</u>	<u>Sept. 1934</u>	<u>Hours shorter</u> <u>(longer if +)</u>
Hotels.....	50.2	46.9	3.3
Cigars and cigarettes.	38.5	35.5	3.0
Paper box.....	37.8	35.9	1.9
Confectionery.....	37.5	36.8	.7
Retail trade.....	39.6	40.1	+ .5
Laundries.....	38.8	39.4	+ .6
Electrical.....	33.4	32.2	1.2
Leather.....	37.9	35.1	2.8

#### WOMEN UNDER N.R.A. CODES

Though at the beginning of 1934 it was estimated that codes that had been approved covered about 90 percent of manufacturing employees, yet several codes affecting large groups of women were not approved until within the first half of 1934, the more important of these being for the laundry and restaurant industries in February, for undergarments and negligees in April, for canning and bakeries in May, and for candy and cigars in June. (See News Letters, April, July, September 1934.)

The Women's Bureau, through its research division has endeavored to follow closely the status of codes where women are especially affected, and has taken part in conferences, appeared at hearings, prepared special memoranda, and exerted every

1/ The month of May is taken as it was prior to the later pre-code production speed-up in textiles in 1933 and prior to the more depressed conditions in at least some of these industries in the summer of 1934. The other codes shown here were approved so much later than most textile codes that comparisons can be made for a month during the usual fall period of industrial activity, September 1933 being prior to each of these codes.

2/ With the exception of clothing groups, for which it is very difficult to secure any general data, owing to prevalence of the piecework system and lack of adequate records at least prior to the N.R.A.

effort to assure the necessary consideration under codes of the needs of employed women. Analyses of the labor provisions of codes affecting women have been made available in mimeographed form as these various codes were approved. Through its field division the Bureau has undertaken, usually at the request of N.R.A. officials and in addition to its regular study of the particular problems of employed women, other surveys in certain industries or localities of special situations arising under codes and affecting women. In 1934 some 25 such surveys were made.

The general standard for labor that may be said to have been attempted under N.R.A. codes was 40 cents an hour (or \$16) for a work week of 40 hours. About 15 percent of the codes have in fact fixed such a wage standard without qualification, though many others provided these amounts as a minimum for some work in the industry. Practically three-fourths of the codes allow 35 cents or less under at least some conditions (see next paragraph), and those for most of the more important woman-employing industries permit 30 cents or less, which means a \$12 wage for 40 hours; this includes cotton and most of the textiles, candy, shoes, and a number of the paper codes, while 25 cents or less is allowed in the hotel, retail, laundry, restaurant, and canning codes.

The qualifications of the minimum include those by geographic location, sex and size of city. Practically a third of the codes fix a lower minimum in the South and nearly another tenth a lower wage for some geographic area usually including Southern States. About three-fourths of the codes fix a minimum regardless of the sex of the worker, but in some 128 codes a lower wage is allowed for women than men, and others allow a lower wage that affects chiefly women, as for those paid on a low scale prior to July 1929, or for "light work" or for certain occupations primarily engaged in by women and sometimes regardless of the skill these require. More than a tenth of the codes fix lower minima for small places, including codes for candy, canning, shoe making, restaurants, laundries, and retail trade. Over one-tenth fix minimum wages by occupation, and in a few cases, notably in the coat and suit code, the scale is carefully worked out according to skill of the process. Some 50 codes provide for study and report upon occupational requirements and wage. (See News Letter, Nov. 1934)

About half the codes allow no wage below the minimum for learners, but the "learner" provision in the others, often more or less indefinite, affects many women. Most of these permit learners to be paid 20 percent below the code minimum, as is the case, for example, in codes for boot and shoe, chinaware, electrical products, and silk, and an even smaller proportion of the minimum may be paid learners under the cotton garment and cotton glove codes. In the great majority of cases the number of learners is limited, and in practically three-fourths of the codes permitting a sub-minimum wage for this type of employee, the learning period is carefully defined.

As to hour provisions, nearly three-fourths of the codes fix 40 hours as the basic maximum for the work week, including those for the various textile industries, laundries, shoes, cigars and cotton garments. Over one-fifth of the codes provide for an average weekly maximum within a period of time for at least some employees, but this method has proven so unsatisfactory to calculate and to enforce that N.R.A. officials now advise a definite maximum. Most codes provide for overtime for emergencies and the very great majority allow some seasonal overtime, though more than half these specify added payment for this. Such overtime provisions affect many women, since women are so largely concentrated in industries having marked seasonal fluctuations. Nearly 60 codes place some limit on machine hours.

The original formation of codes thus being largely accomplished, the past year has been a time of perfecting details related to various important points. Many amendments have been made, and almost complete code revisions in a few cases.

The various parties to code changes include the Administrator, a representative of the Administration who decides the issue; the Code Authority representing chiefly the manufacturers; and government representatives from the legal and the research and planning divisions and from the labor advisory and the consumers' advisory boards. An executive order from the President supersedes all other action, and the Industrial Appeals Board was created this year to handle appeals from Administrators' decisions.

The effort has been made to include in a large number of codes certain strengthened labor provisions such as the requirement of posting code provisions in the plant; specification in the code that State laws having higher qualifications than the code should be complied with under the code; elimination of provisions for averaging hours or for permitting a wage below the minimum if lower was paid in July 1929 (a provision especially affecting large numbers of women workers); further attention to wages for workers receiving above the minimum; inclusion of a definite provision requiring certificates to be obtained before "handicapped" workers could be paid a subminimum wage 1/; prohibition of industrial home work 2/.

While on the one hand such efforts have been proceeding, on the other there have been a large number of requests for general stays, or for exemptions of certain firms or groups of firms from certain code provisions. Many of these asked for longer hour allowances to cover a busy season or for other reasons, though in some cases there seemed no sufficient proof of need for this. One of the most outstanding general modifications, so far as women have been concerned, has been the entire elimination by executive order of the effect of the service and certain retail codes in towns under 2,500 in size. The restaurant code authority sought exemption from the bakery code for its members who also conducted bakeries selling over the counter, and asked, in addition, for exemption from the 6-day week limit. Neither was granted. (See News Letter, Nov. 1934.)

Two outstanding cases illustrate the use of a request for additional apprentices as a means of lowering wage payments. (See News Letter Nov. 1934.) One was from a shoe firm that had moved from a larger to a smaller town to manufacture a cheap grade of shoe. The code allows lower wages in the smaller place and also permits a wage below the minimum for apprentices up to 10 percent of the workers. Sufficient evidence was not presented either that there was a shortage of skilled shoe workers within a reasonable distance for employment, or that the firm was paying very high wages to a large enough group to show a shortage of large numbers at a high skill. This petition was denied.

The other was a clothing firm that claimed to run a trade school in connection with one of its plants. The "students" were paid very low and constituted a larger proportion than the rather liberal allowance made for learners by the code. The factory and school were in the same building, the workers all being together in the same room, and the evidence did not show the need for so large a group of learners or the possibility of an advancing or even a relatively permanent employment status for them. Other illuminative angles also appeared in each of these cases.

While industrial home work has been prohibited or regulated in codes approved for 107 of about 130 industries in which this system prevails, the effort has been made this year to abolish it or to strengthen the provision for its control in several other important industries. (See News Letter, Nov., Dec. 1934.) 3/

1/ This is required by executive order whether or not specified in the code.

2/ Certificate is required by executive order for home work in all cases except where a code contains provisions eliminating or regulating it.

3/ For further information on this subject, see Women's Bureau mimeographed material: Industrial Home Work: Summary of the System and Its Problems.

The proposed amendment to eliminate home work in making lamp shades was urged by the Code Authority (electrical code). This type of work now exists in only a very minor degree since the style changes have brought in a bulky type of shade of a very perishable nature.

In the caning of chair seats and backs the Administrator insisted upon a rate that, though much below the code (for furniture) was somewhat above that being paid; still the industry could not agree, and it was urged that home work be replaced by a type of community work shop. (See News Letter, Nov. 1934.)

The knitted outerwear code provided for a report within six months of a plan for discontinuing or controlling home work. The result was the proposal by the Code Authority of an elaborate plan for control, though the experience of enforcement authorities has shown repeatedly that adequate control is impossible. (See News Letter, Nov. 1934.)

A serious problem has arisen from the allowance of many codes for small divisions of an industry or small allied industries with similar products. Examples are the 8 button codes, nearly 30 codes for various paper products, and certain of those for clothing industries. In many of these cases, processes are similar and a single plant may operate under two or four or five codes with variant wage and hour provisions. This situation has created great confusion and difficulty in compliance, and often has caused unfair competition in the business and a low wage to the worker, since a firm may be operating under a long-hour low-wage code while at the same time a minor portion of its output may consist of goods that ordinarily should be made under a higher standard. For example, the code for pleating, stitching and bonnaz embroidery eliminates home work, yet certain manufacturers have been doing this same type of work though operating under any one of some 15 other codes, several of which permit home work. The Code Authority for this industry is seeking a definition which will do away with home work and with this form of competition. (See News Letter, Dec. 1934.)

Few field surveys have been made available as yet showing definite effects of operation under N.R.A. codes, though such as have been made give indication of increased wages and of shortened hours. A report of the Pennsylvania Department of Labor shows conditions in the cotton garment industry in October 1932 as compared with a post-code period. Median earnings were \$7.54 at the earlier date, \$10.95 after the code; on the 1932 date only 20 percent of the women worked less than 48 hours, while under the code only 3 percent worked longer than 40 hours.

#### LABOR CONFERENCES

Among the important 1934 conferences of the year dealing with matters affecting woman labor were those called in Washington by the Secretary of Labor in February touching wages, hours, and other points, and in November on economic security; the usual annual conferences of governmental labor officials (Boston), of public employment office directors (Washington), and of officers of accident boards and commissions (Boston); conferences of minimum wage officials in Washington, New York, and elsewhere; the usual annual conference of the A. F. of L.; and conferences called by the Consumers' League in New York, Pennsylvania, and elsewhere.

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

News Letter Vol. XV No. 2

February 1, 1935

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

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## Legislation

The legislatures of 43 States are now in session, the legislatures not meeting being those in Florida, Kentucky, Louisiana, Mississippi, and Virginia. A digest of bills introduced affecting employed women will be reported in the NEWS LETTER with their progress from month to month.

### Massachusetts

House Bill No. 165 amends the hour law for women by removing the provision that allowed women in the usual hotel occupations to work 10 hours a day, rather than 9, the maximum in other occupations.

House Bill No. 134 is designed to bring minimum wage decrees in existence at the time the new minimum wage law went into effect under the jurisdiction of the Minimum Wage Commission as if made under the provisions of the new law. It provides that all such decrees that have been in effect at least nine months prior to the effective date of the amendment may be made mandatory without waiting for the expiration of a further nine months period; decrees that have been in effect one year may be reconsidered.

### New Hampshire

House Bill No. 39--an Act to ratify an interstate compact for establishing uniform standards for conditions of employment, particularly with regard to the minimum wage in States ratifying the same, and providing for a commission to further its policies.

### New York

Assembly Bill No. 21 amends the hour law for women in factories and stores by eliminating the present provision for 78 hours of overtime in a year and by establishing a straight 48-hour week. The present law allows a  $49\frac{1}{2}$ -hour week if a short day were worked on Saturday.

Senate Bill No. 24 and Assembly Bill No. 24 amend the present home work law by extending the jurisdiction of the Industrial Commission to all home work. Under the present law home work in one and two-family houses in places of less than 200,000 population cannot be controlled in any way.

## Minimum Wage

### Illinois. First Minimum Wage Report

The first industry to be studied by the Minimum Wage Division of the Illinois Department of Labor was the macaroni, spaghetti and noodle industry. This was selected partly because of the suggestion of the regional representatives of the Macaroni Code Authority. Before this code had gone into effect, wages paid to women were frequently as low as 15 cents an hour. "Competition was great, which led to price cutting and wage cutting, and the industry was in a chaotic condition." It was felt that a minimum wage for the industry was essential in order to maintain the N.R.A. standards. The regional chairman representing the Code Authority stated, "It appears to us that the minimum wage law of Illinois will tend to stabilize conditions in this industry for all time."

The investigators visited 35 macaroni establishments in the State with numbers of employees ranging from five or less to 100 or more, and with physical conditions varying from modern highly efficient plants to crude set-ups of one machine in the back room of a cottage. The data here presented are based on an intensively studied sample, taken from eight plants of varying sizes where records were secured as to annual earnings, rates of pay, days and hours worked, for a total of 33 women. As many as six employees' records were studied in the larger plants, one or two in the smaller. It was considered unnecessary to take records for larger numbers since rates of pay and hours worked by individuals in a given firm varied but little. The women chosen were those who had worked consistently and as regularly as the needs of the industry permitted. They were all packers. In every case the year chosen for study began before the industry commenced operating under a code, and ended after code wages had been in force for some time. A rate for women of 35 cents an hour was established under a P.R.A. in August 1933 and continued by the permanent code approved in January 1934.

The smallest amount earned by any one of the 33 women was \$204.34 a year. This girl was paid every two weeks and records showed that she had worked for 24 two-week periods. Unfortunately it was impossible to secure a record of the hours she had worked. The largest amount earned by any girl was \$722.37. This was calculated from July 1933 to July 1934 so that for most of the year she had the benefit of the code minimum rate. She had worked 51 weeks in the year, and her weekly hours averaged  $42\frac{1}{4}$ .

The median annual earnings for these 33 women were just under \$500, that is, half earned less and half more than this amount (but none over \$725). It must be remembered that these women were steady workers so that the industry was paying women an average of about \$10 a week to live on. The report states "more and more clearly it appears that any rational consideration of the problem presented in fixing minimum wages for any group of employees must take into consideration the total annual wages of the individual and the distribution of such earnings through the year".

A comparison of average weekly earnings of these women for two periods of four months each, one before and one after the N.R.A., shows a gain for two-thirds of them ranging from 4 cents to \$5.51, being \$2 or more for nearly half of all the women. Losses in weekly earnings ranged from 2 cents to \$2.66 and were probably entirely accounted for by shortened hours. Under the code, the maximum hours allowed are 40 a week except that for 8 weeks in the year they may be increased to 48. Hours worked by these women before the code were shockingly long and extremely irregular. In six of the annual records, the following weekly hours were found-- $60\text{-}\frac{3}{4}$ ,  $69\frac{1}{2}$ , 70, 71,  $71\text{-}\frac{3}{4}$ , 76; yet for none of these women did average weekly hours exceed 38.

#### Ohio. Minimum wage order for Cleaning and Dyeing Industry made mandatory

This order became effective as a directory order on September 10, 1934, and on January 4 a hearing was held to determine whether or not the order should be made mandatory. At this hearing a report was presented by the superintendent of the Division of Minimum Wage of the Ohio Department of Industrial Relations showing extent of compliance up to that date. Required reports had been received from 408 firms of which 359 employed women; 372 firms not reporting were investigated and found not to employ women or minors, or to have gone out of business; 73 plants had not yet reported and there are hundreds of press shops, most of which do not employ women, which the division was in the process of checking.

As to extent of compliance, the report stated: "Of the 359 reporting establishments which employ women, 300 or 83.6 percent, are paying the minimum wage or more. The percentage of compliance has been increased from 67 percent for the week for

which the reports were required to 83 percent at the present time. The commendable increase in compliance was secured largely as a result of visits made by representatives of the Division of Minimum Wage to members of the industry, many of whom had been misinformed concerning the operation of the law, and who began to comply when the law was correctly interpreted to them. Twenty-five concerns not only began to pay the minimum wage after submitting their reports to us, but have paid all back wages due their employees since September 10, 1934. Five hundred and forty-eight dollars and thirty-two cents (\$548.32) have been collected in back wages and paid to 66 women. The names of 48 violators have been published in 28 newspapers throughout the State. The 408 firms which have reported to the Division of Minimum Wage employ 2070 women. Of these, 1408 are receiving the minimum wage or more; eight hundred and four (804) or 38.8 percent are receiving more than the minimum wage."

"The fact that 16.4 percent of those dry cleaning employers who have reported to the Division of Minimum Wage are still paying less than the minimum wage, and that 662 women in the State are receiving less than the minimum wage, has left no doubt in the minds of the director and the superintendent that 'the persistent non-observance' of Directory Order No. 2 is a 'threat to the maintenance of fair minimum wage standards' . . ."

The act requires that if after three months conditions show that "the persistent non-observance of such (directory) order by one or more employers is a threat to the maintenance of fair minimum wage standards", notice may be given of the intention to make such order mandatory and a hearing on the question called. "The competition which these violating dry cleaners furnish the law-abiding 83 percent of the industry is unfair competition of the most devastating type. It is the type of competition which the law was designed to eliminate. Eighty (80) percent of the violators are to be found in the larger cities, and for the most part are the practices of the larger companies."

Following the hearing the director of Industrial Relations declared the order mandatory, effective January 19, 1935, and reports for the week ending January 26 are required to be filed by February 11. Failure to file a true and accurate report is a misdemeanor punishable by a fine of from \$25 to \$100. (Communication to the Women's Bureau.)

### Employment

#### United States

Employment of women in December. Employment in most of the important woman employing industries as reported by the Bureau of Labor Statistics showed appreciable gains over December 1933. The textile group as a whole had gained practically 5 percent with three of the industries in the group--cotton small wares, knit goods, and woolen and worsted goods--showing from 7 to 10 percent gains. Only knit goods showed a decline since November of this year, and that was slight (0.1%). The wearing apparel industries were 7 percent above 1933. Women's clothing had increased 19 percent and men's furnishings nearly 26 percent. Two of the industries reported losses, shirts and collars, of 6 percent; millinery of nearly 16 percent. Seasonal declines were reported in all clothing groups since November.

The food industries had gained nearly 5 percent over 1933, among these, the industries employing the most women showed greater gains, candy, baking, and meat packing, 7 percent, canning and preserving, 11 percent. There were seasonal declines in the industries in the past month. Employment in shoe factories had increased 9 percent since 1933 and nearly 4 percent since the preceding month. Employment in cigar and cigarettes was less than 1 percent above 1933 and 3 percent below November.

In the nonmanufacturing industries employment in retail trade and the laundry industry was more than 1 percent above 1933 (1.9 and 1.4 respectively) and in hotels 7 percent above. Retail trade reported a seasonal gain of 8 percent since November; hotels and laundries had lost 1 percent or less.

In practically all the industries reviewed the pay-roll situation was much more favorable even than that of employment, gains in pay rolls being appreciably greater than gains in employment and losses frequently accompanied by slight gains in pay rolls. (Analysis by the Women's Bureau.)

Employment of married women in Government service.---The recent report of the Commission of Inquiry on the Public Service makes the following strong statement opposing the ban against married women. The investigators also are caustic on the marital status law.

"The Commission . . . is opposed, as a matter of principle, to legislation requiring the discharge of a married person from public position because the other member of the married couple is also a public employee. While in emergencies such laws may be apparently justified, they disregard the merit principle and rest upon the eleemosynary concept of the public pay roll, a concept which cannot be accepted or applied in public service without doing irreparable damage in the long run."

The findings of the Commission were supplemented with monographs on Civil Service practices here and abroad, one of these dealing with the British Civil Service being prepared by a man since appointed U. S. Civil Service Commissioner, Dr. Leonard D. White.

The Commission, whose work was financed by the Spelman fund, was headed by L. D. Coffman, president of the University of Minnesota. His associates were Louis D. Brownlow, director, Public Information Clearing House, Chicago; Ralph Budd, president, Burlington Railroad; Arthur L. Day, vice president, Corning (N.Y.) Glass Works, and Charles E. Merriam, University of Chicago. Serving as secretary and director of research was Dr. Luther Gulick of Columbia University.

Women workers on relief.---Information has recently been made available by the Federal Emergency Relief Association regarding over a million women workers in urban communities (2,500 population or more) receiving public relief. These women formed 30 percent of all workers in the group. The information was secured in October. Persons were classed as workers if they were between the ages of 16 and 65 and were willing to work, or, as was true in a small minority of the cases, were employed at the time of inquiry.

A rough classification of the usual occupations of these women showed 47 percent unskilled, chiefly servants, 33 percent semiskilled, chiefly in manufacturing, and 16 percent were or had been in clerical or kindred occupations. Professional women numbered 26,000 (2 percent) while 14 percent had no usual occupations, young persons who had never had an opportunity to become earners, or possibly married women, seeking work for the first time, due to economic pressure.

While women formed 30 percent of the entire group, they were over three-fourths of the servants, and practically 40 percent of the semiskilled factory workers, the professional persons and those in clerical and similar occupations.

Information regarding workers in rural communities numbering about 2,500,000 men and women will be available soon.

Another report just issued by the Federal Emergency Relief Association gives the percent distribution of men and women on emergency work projects as of September. Nearly 2,000,000 men and women were so employed at that time, earning over \$50,000,000 in the month but the proportion women form of this total is not given.

Nearly two-thirds of the women were employed in the production of goods for the unemployed usually making clothing or canning food. Nearly one-fifth were employed in connection with education, the arts or research while over one-tenth were engaged in public-welfare work such as health, recreation or safety projects.

Minnesota. Employed and unemployed women workers

"In what respect and to what degree do persons who are unemployed during a depression differ from those who continue to be employed? Do those who lose their jobs during the early stages of a depression differ greatly from those who become unemployed at a later stage or who remain steadily employed?" The Employment Stabilization Research Institute of the University of Minnesota has endeavored to answer these questions by means of data regarding three groups of workers, those still employed, "early depression unemployed" and "late depression unemployed" depending on whether workers had become unemployed before or after January 1, 1931. The study included 697 women and 2,010 men.

The data were secured from medical records, occupational and social histories and occupational tests. The women were divided into two occupational groups, 123 being business or professional workers, chiefly teachers or trained nurses; 574 clerical workers. Of the total number of women, 14 percent were "early" unemployed and 17 percent "late" unemployed.

Perhaps the most significant comparisons made between the employed and the unemployed groups were as to length of time in their usual occupation, last job held, time spent on last job, number of different jobs, reasons for unemployment, and results of occupational tests. The worker's reason for unemployment, expressed as reasons for leaving the last job, was compared with a reason arrived at by the investigators based on industrial and medical histories and occupational tests. In the following brief summary of the findings for the women studied, it should be realized that trends shown by the professional women are less conclusive because of the very small number of cases.

Of the women on clerical work half of the employed but only about one-third of the unemployed had worked six years or more in their usual occupation. For professional women, the situation was practically reversed.

The last job held by the majority of the women was their usual job. Professional women, more than clerical, had been displaced from their usual occupation, generally taking sales or clerical work, but in three or four cases unskilled work. One-fourth of the early unemployed clerical workers and about one-eighth of the late unemployed were last engaged on other than clerical work. About 4 percent of the employed clerical were on other work, chiefly sales.

Two-thirds or more of the women had held but one or two jobs, with only a negligible number having held more than five. No significant difference in trends appeared between the employed and the unemployed.

Among clerical workers unemployed early in the depression, 57 percent gave economic reasons, compared to 80 percent of the late unemployed. Of the professional workers, this was true of 30 percent of the early unemployed and 61 percent of the late. In the judgment of the investigators also, economic reasons were more important among the late than among the early unemployed clerical workers, though the proportions were smaller, being 33 percent of the early and 60 percent of the late.

Test records of abilities and aptitudes for all workers, regardless of occupational group, indicated that early unemployed do more poorly on occupational tests than do the others. The average test performance of late unemployed and employed workers is markedly similar. (Employed and Unemployed Workers, Differential Factors in Employment Status. By John G. Darling and Donald G. Paterson.)

New York and Wisconsin. Placement women

A recent report of activities of public employment offices in Wisconsin affords some data by sex through November of last year. In the month, over 1,800 women had

asked for work and nearly 1,200 had received jobs through the agencies. Practically a third of the applicants (32.8 percent) were women, 23 percent of the openings offered jobs for women, and just over a fourth (24.9 percent) of the places filled were women's.

Of the openings on hand at the end of the month, only about 14 percent, wanted women. Of all placements for November 54 percent of those for women and 62 percent of those for men were for regular jobs.

Of 5,183 openings in November, 756 (or about 15 percent) were cancelled from the employment agency records. Although the majority of these had been filled through another source or withdrawn by the employer, about 16 percent were cancelled because of unsatisfactory rate of pay or undesirable working conditions.

Over one-third (37.6 percent) of the women applicants were under 21 and nearly two-thirds (62.3 percent) were 25 or younger. While less than two-thirds (61.4 percent) of the women had applied for domestic service work, practically 84 percent were placed in such positions; 7 percent were placed in manufacturing and 5 percent in trade.

About 7 percent of the women were employed at time of applying for work, while over one-fifth, nearly 400, had never been employed before. Of nearly 1,200 who reported time unemployed since their last job, 71 percent had been unemployed six months or more and 35 percent, one year or longer.

The latest report of the New York State Employment Service (October) shows that about 7,000 women had applied for work and that about 3,700 had been placed. The placement of women forms a larger part of the employment office activities in New York than in Wisconsin. Nearly half (46.6 percent) of the openings were for women, nearly one-third (31.6 percent) of the applicants and over one-third (39.8 percent) of the persons placed were women.

Of the women obtaining work in New York, 57 percent were placed in domestic service, 17 percent in factories, 10 percent in hotels, restaurants or institutions and nearly 8 percent in trade. Nearly two-thirds of the domestic service jobs and over two-thirds of the 94 professional positions secured by women were temporary.

#### Japan. Employment and work conditions of women

Mrs. Setsu Tanino, Assistant Factory Inspector in the Department of Home Affairs in Japan gave a very complete report on women in Japanese industry at the Third Pan-Pacific Women's Conference. This report has just been published in the Mid-Pacific Magazine (October-December, 1934.)

Legislation has been in effect for some time along the lines of three important draft conventions of the International Labor Office for the protection of working women: protection before and after childbirth, prohibition of night work and protection against lead poisoning.

A woman who expects confinement within four weeks and asks for leave, shall not be employed, nor shall she be employed for six weeks following confinement, except that with the consent of a doctor she may be employed on certain types of work after four weeks. Women insured under the Health Insurance Act receive certain confinement and maternity benefits, the former a fixed sum, the latter 60 percent of her wage for the total period of 10 weeks.

Women shall not be employed between 10 p.m. and 5 a.m. except that they may be employed until 11 p.m. with the sanction of the administrative authorities. These provisions may be suspended in exceptional emergencies. As a result of the prohibition of night work, hours were greatly reduced in the cotton spinning industry. The time from 5 a.m. to 11 p.m. was divided into two shifts and hours of actual work reduced from 12 to  $8\frac{1}{2}$  for both men and women.

Women shall not be employed "in work involving the handling of poisons, powerful drugs or other injurious substances, or explosives, inflammable or combustible substances, nor in work in places where dust or powder or injurious gas is generated in considerable quantities, nor in any other work in dangerous or unhealthy places."

Mrs. Tanino was appointed to her position in December, 1929 and is the first woman to participate in the work of factory inspection. No women inspectors have been appointed in local governments; while the inspection system is theoretically not prejudiced against the inclusion of women in the inspectorate, educational qualifications preclude many women since the middle-school education for girls is not recognized as equivalent to that for boys. Moreover, in practice, the prevailing idea of the inferiority of women makes their appointment difficult. Reform in the educational system for women is being contemplated and this should enable more women to qualify for Government service.

The latest figures presented showing employment and unemployment of women in various types of industry are the records of the activities of employment exchanges during 1932.

Nearly 500,000 women applied for work during the year, 45 percent for domestic service, 25 percent for work in factories or mines, 13 percent in trade and 13 percent for miscellaneous group of occupations including public service, clerical work and the professions.

The ratio of women who found jobs to those applying for work may be taken as an indication of the extent of unemployment. This shows that nearly half of the women seeking employment failed to secure it. Considering this ratio for various industry groups, women applying for factory work were most successful, three out of four being employed, those in trade being least successful, one out of five being employed. Of the professional and public service group, about one in four secured positions. The ratio for domestic service was practically the same as for the total.

#### Hours, Earnings, and Work Conditions

##### Connecticut. Hours and earnings in shirt factories

The Minimum Wage Division of the Connecticut Department of Labor made a survey of wages and hours in the shirt industry in 1934 to compare with that made in 1933 by the United States Department of Labor. The 1934 study covered 2,706 wage earners in 18 shops; (91 percent of these workers were women or girls.) The 1933 study covered 2,262 wage earners in 10 shops.

The shirt industry has migrated into Connecticut in recent years as part of a general move away from established centers of the industry, where comparatively high labor standards prevailed due to the effect of union organization and relatively strict State laws.

The median weekly wage during the busy week in the spring of 1933 was \$7.80 for all employees studied. The usual factory operating hours were from 48 to 50 a week. The rate per hour for the female employees for whom records could be obtained was 17 cents.

By 1934 the National Recovery Administration had established a code for the industry, setting a minimum weekly wage of \$13 for 40 hours' work, or a minimum rate of 32½ cents an hour. The Amalgamated Clothing Workers Union had organized the labor market in Connecticut. A great increase in wages, together with some reduction of hours of work, followed these two events. The median weekly wage for all employees in a busy week in 1934 was \$13.51, an increase of 73.2 percent over the average wage in the preceding year. In the meanwhile working time had decreased from between 48 and 50 hours to 40 hours a week. The actual hours worked during the busy week averaged 38.4 in 1934, or nearly full time. The median hourly earnings had risen to 36 cents an hour for all employees.

Wage earners could not make this amount steadily throughout the year, however, due to operation of the factories on part time schedules during a portion of the period. In a slow week studied, the median wage was only \$5.64, for a working week averaging 15.5 hours. Since seasonal fluctuation is an important factor in the shirt industry, part time work and low earnings prevail during slack periods. The wage earner consequently does not receive enough pay during busy weeks to compensate for his extremely small income in the slow season. Most manufacturers now feel that a 36-hour week would be better suited to the needs of the industry than the 40 hours first fixed in the code. This seems reasonable in view of the discrepancy between the scheduled hours and the hours actually worked. Under the 40-hour schedule, wide seasonal variations in work, with attendant periods of low earnings were still the rule in the industry.

Although a substantial increase in wages has accompanied the code for this industry, investigators found that half the plants visited were not paying all employees the wage required by the code. Nine of the 18 factories were violating the provision setting a minimum rate of  $32\frac{1}{2}$  cents per hour. In some of these shops only one violation was found, in others as many as 50, in a single week.

Some of these cases involved handicapped employees or learners, who were to receive a special rate lower than the minimum, but who actually received even less than the special rate. Some workers were paid the special rate but had not been exempted by the State Labor Department. Instances were found where the number of learners employed was larger in relation to the total labor force than the code permits.

#### Argentina. Maternity protection

Two Argentine Acts of October 15, 1934 amend and supplement the previous legislation relating to maternity protection. One establishes a maternity insurance fund, and the other modified the provisions hitherto governing rest periods for nursing.

The original legislation provided that women working in industrial or commercial undertakings (except those in which only members of the same family are employed) should receive six weeks' optional holiday before confinement and six weeks' compulsory holiday immediately afterwards. The exemption in favor of family undertakings is withdrawn by the first of the new acts and holiday is altered to 30 days before and 45 days after confinement, both compulsory. During this period the women worker will receive an allowance equal to her earnings but not exceeding 200 pesos; she is also entitled to free attendance by a doctor or midwife. In order to meet the cost of this attendance, a fund, to which women workers, employers and the Treasury will contribute equally, has been established. The contribution is fixed at one day's wages every three months. Insured persons will begin to receive benefits a year after promulgation of the Act.

The Act confirms the principle that women workers are entitled to retain their posts during the statutory periods of absence. (Industrial and Labour Information, December 24-31, 1934.)

#### NOTES

#### Leisure time. Activities of employed women

With the shortening of hours under the N.R.A., considerable thought has been given to the question of what workers do with the increased leisure and to what they are able to do in view of the facilities available. A recent contribution is a study just issued, made by the Leisure Time Study Group of the Personnel Club of New York. Information was secured through questionnaires, complete replies being received from

658 persons distributed as follows: Business and professional, 296; department store (clerical and sales), 186; factory, 176. Of the first group, 125 were women; of the second, nearly all were single women; of the factory group, the majority were women, about half being married.

Among the conclusions drawn from the study may be quoted the following:

"Many of the individuals included in the study, especially those in department stores and factories, find the cost of the desired activities the most serious obstacle to freedom of choice. Lack of facilities that could be used without too great an expenditure of time or money for carfare was also an important factor. It is probable, too, that lack of knowledge regarding the facilities provided kept many from making the desired use of their leisure.

"Most of the activities in which all three groups spend the major part of their free time at present are carried on at home and, in most cases, cost relatively little. Where the facilities provided by the community were used to any great extent, they were usually free or low in cost.

"Many of the individuals in all three groups expressed a desire for wider participation in activities outside the home, particularly those making for self-expression or self-improvement, such as travel, dramatics, dancing, and other social and educational activities. The greatest obstacles to wider participation in the above activities were shown to be the cost involved and, to a lesser degree, lack of time and facilities.

"In general it may be said that there is comparatively little sense of handicap indicated among the business and professional group answering the questionnaire. A greater though less clearly defined sense of limitation was revealed by those in the sales group. Among many of those comprising the factory group, however, a definite sense of frustration was expressed",

Activities engaged in very frequently by all groups were reading, exercise, attending the movies or the theater, listening to the radio. Although leisure time as defined excluded time spent on necessary household tasks, such activities were given first place by the factory group, with rest in fifth place, reading and study came second, athletics third, and job hunting fourth.

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

News Letter Vol. XV, No. 3

March 1, 1935

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Proposed legislation affecting women

Hours of employment

Connecticut, Delaware, District of Columbia,  
Illinois, Maryland, Massachusetts, Minnesota,  
Nebraska, New Hampshire, New Jersey, New York,  
Pennsylvania, Washington, West Virginia

Minimum wage

Maryland, Michigan, Montana, Pennsylvania

Industrial home work

Connecticut, Maryland, New Jersey, New York

Miscellaneous

Michigan, North Dakota

Employment

United States

Employment of women in January

Employment of women on library projects under F.E.R.A.

Placement of women in employment

Hours, wages, and working conditions

Minnesota--Hours and wages in hotels, restaurants, and  
hospitals

New Hampshire--Wages of women in hotels and restaurants

Women in the automobile industry

Women in the cotton industry

Cuba--Protection of working women at childbirth

Women and the N.R.A.

Women's Bureau data presented at hearings on employment  
conditions under codes

Women's Bureau data presented at Shoe code hearing

Minnesota--Employment, earnings, and hours of women  
before and after the N.R.A.

(1434)

PROPOSED LEGISLATION AFFECTING WOMEN

Hours of Employment

Connecticut

Senate Bill No. 253 seeks to fix maximum hours of 40 a week with an 8-hour day for women in most employments except domestic service, agriculture, interstate commerce or professional pursuits. In emergencies a 52-hour week and 10-hour day would be allowed, but average hours may not go above 40 a week over a 3-month period. An average of 8 hours a day, 44 a week, is provided for women in hotels, restaurants, rooming and boarding houses; in continuous industries, occupations or processes; in canning or preserving perishable food products; and in maintenance, upkeep, shipping, watching, heating or power plants. For emergencies in these occupations, 10 hours a day and 52 a week are allowed for not more than 2 weeks in any half year. Exceptions for such emergencies in any type of employment covered by the law can be granted only by the commissioner of labor. Establishments employing fewer than 3 persons are not covered. The present law covering manufacturing or mechanical establishments fixes 10 hours a day, 55 a week, while weekly hours in stores and restaurants are limited to 58.

Delaware

House Bill No. 89 would amend the present hour and night-work laws by providing that such laws "shall not apply to any establishment where continuous operations are necessary, outside of cities or towns having a population of 20,000 or more" (i.e., everywhere in the State except in Wilmington). The present laws allow a 10-hour day and 55-hour week, and prohibit employment except in restaurants, hotels and places of amusement between 10 p.m. and 6 a.m.

District of Columbia

House of Representatives Bill No. 5727 would limit the employment of women to 40 hours and 6 days a week. The present law allows a 48-hour week.

Illinois

House Bill No. 225 would limit the employment of women to 48 hours a week and 8 hours a day. The present law fixes a 10-hour day with no weekly limit.

House Bill No. 111 provides for one day's rest in seven for men and women. At present women may be employed 70 hours a week since there is no limit on the number of days that they may be employed.

Maryland

An act to prohibit employment of women more than 40 hours a week or 8 a day in all occupations except agricultural field work and work in private homes has been introduced. The present law allows a 60-hour week and 10-hour day.

Massachusetts

House Bill No. 455 would limit hours of labor of women, all public employees, and minors under 18, to 6 a day and 30 a week. The present law allows a 9-hour day and 48-hour week.

Minnesota

In the recently issued Biennial Report of the Minnesota Department of Labor and Industry, the division of women and children recommends a shortening of the hours of work for women from 54 to 48 a week, and that the day's work should be limited to 8.

The present hour law contains no daily limit. As to other features of the present law the report states it "failed to protect certain groups of women employees, most important of whom were office workers and women engaged in the seasonal canning of perishable foods. . . . The advisability of removing some of the exceptions in this law which make the administration difficult and to a great extent impairs its usefulness is a matter for consideration by the 1935 legislature."

#### Nebraska

Senate Bill No. 55 would shorten the hours women are permitted to work from 54 to 48 a week and from 9 to 8 a day. It provides that women shall not be employed between 12:30 a.m. and 6 a.m. except by public service corporations.

#### New Hampshire

House Bill No. 104 would limit employment of women in manufacturing to 48 hours a week and  $9\frac{1}{2}$  a day; and in other work but household employment farm labor and employment in telephone and telegraph establishments, to 54 a week and  $10\frac{1}{4}$  a day.

House Bill No. 191 would limit employment of women in all manual and mechanical employment except household labor and nursing to 48 hours a week and 9 a day. The present law provides a 54-hour-and- $10\frac{1}{4}$ -hour schedule.

#### New Jersey

Assembly Bill No. 169 would provide a maximum 44-hour week and 8-hour day for women in manufacturing and mercantile establishments, laundries, bakeries and restaurants. Canneries engaged in packing perishable products are excepted from the provisions of the bill. The present law allows a 54-hour week and 10-hour day.

Assembly Bills No. 172 and No. 291 would provide penalties for violation of a law already on the statute books forbidding employment of women after 10 p.m. or before 6 a.m.

#### New York

Assembly Bill No. 21 amending the hour law for women in factories and stores by eliminating the 78 hours of overtime in a year now allowed and by establishing a straight 48-hour week, has passed the Senate and is now before the Assembly.

Assembly Bill No. 112 extends the coverage of the law limiting the work of women in hotels and restaurants in cities of 50,000 population or over to a 54-hour, 6-day week and 9-hour day. In the present law women "employed in or in connection with the dining rooms and kitchens of hotels" may work unlimited hours; in the new law this exception is removed.

Assembly Bill No. 558 would limit the employment of nurses in hospitals supported at least in part by public funds to 8 hours a day.

#### Pennsylvania

House Bill No. 371 would amend the hour law for women by shortening the weekly hours from 54 to 40, and the daily hours from 10 to 8.

#### Washington

House Bill No. 208 would authorize the Industrial Welfare Commission to establish standards of wages, hours of work, and conditions of labor of women and men employed in household work.

#### West Virginia

House Bill No. 327 prohibits the employment of women in all occupations except domestic service in private homes or agricultural field work, for more than 8 hours a day or 48 hours or 6 days a week.

Minimum Wage

Maryland

An act would provide for minimum fair wage standards for women and minors under 21. This act is practically the same as the Ohio law.

Michigan

House Bill No. 54 would provide for the establishment of minimum fair wage standards for women and minors. It is essentially the same as the New York and Ohio laws. It was passed by the House Jan. 29, 1935 by a vote of 75 to 13, and is now before the Senate.

Montana

House Bill No. 29 provides a minimum wage of \$16 for a 40-hour week for women in all occupations except housework.

Pennsylvania

House Bill No. 443 provides for the establishment of minimum fair wage standards for women and minors under 21. This law is practically the same as the New York law except that steps may be taken to make an order mandatory after 2 months instead of 9 as in New York, or 5 as in Ohio.

Industrial Home Work

Connecticut

Senate Bill No. 252 would provide for the elimination of home work.

Maryland

An Act would prohibit home work on certain articles, the most important being food stuffs, tobaccos, drugs, poisons, explosives, fireworks, children's or infants' clothing, and toys or other articles intended for use of children. All other home work is to be regulated through certification and inspection.

New Jersey

Assembly Bill No. 148 would prohibit home work on any article now or hereafter prohibited by codes, or national or State Laws, and in addition prohibits home work on drugs, sanitary goods, tobacco, poisons, explosives, infants' and children's wear, toys, dolls, dolls' clothing, and food products. For those articles permitted by codes or law, a 20 percent tax on the pay roll is required to meet in part the cost of inspection and enforcement.

New York

Senate Bill No. 24 and Assembly Bill No. 24 extending the jurisdiction of the Industrial Commission to all home work have passed the Senate and are now before the Assembly.

Miscellaneous

Michigan

House Bill No. 67 would prohibit employment of women on grinding or polishing machines.

North Dakota

House Bill No. 266 would transfer the enforcement of the Minimum Wage law from the Workmen's Compensation Bureau to the Department of Agriculture and Labor.

EMPLOYMENT

United States

Employment of women in January

Trends in women's employment are indicated by data regarding selected industries reported monthly by the Bureau of Labor Statistics. These showed that employment in textile, in clothing, and in food manufacture, was above that of January 1934, and in the case of textiles and clothing above December. In the textile group, employment was 7 percent above 1934 and between 11 and 17 percent above in four individual industries. Only carpets and rugs showed a decline, and this of less than 1 percent.

Employment in clothing factories was nearly 10 percent above January 1934; women's clothing nearly 15 percent and men's furnishings nearly 22 percent above the same month in 1934. Employment in millinery showed a decline of 15 percent, the only loss reported in the group. Employment in shoe factories was nearly 8 percent above January 1934 and 5 percent above December.

The food group had gained 0.2 percent with losses in 3 of the 10 component industries. Confectionery and canning, two of the larger employers of women, had gained 5.4 percent and 13.5 percent respectively. Employment in cigar and cigarette plants had gained 5 percent over January 1934, and lost 10 percent since December.

In retail trade, general merchandising employment was 7.6 percent above January 1934 and 26.8 percent below December, a seasonal loss.

Employment in hotels was nearly 5 percent above January 1934, 2.5 above December; in laundries, 1.4 percent above January 1934, and 0.1 percent above December.

Employment of women on library projects under F.E.R.A.

Various projects in connection with libraries have been used most extensively to provide employment for women under the F.E.R.A. This is by no means limited to those having special training or experience in library work. Many of the needs can be met very satisfactorily by clerical workers, and much of what has to be done may be classed as manual labor. The most recent reports from 42 States and the District of Columbia show 903 library projects in operation, with 6,008 women employed.

The manual work provided includes cleaning and repairing of books, and this has been done for schools as well as libraries. Many books that must otherwise have been discarded and that the libraries or schools would have been financially unable to replace have thus been returned to active use.

Interesting as well as remunerative work for women with the necessary qualifications has been provided by library research projects such as the following:

A survey in South Chicago to study the amount and nature of reading material available to adults through public libraries and other agencies.

A survey in Mississippi to determine the interest in reading and the amount of reading material necessary for various localities; some of the most remote rural communities were reached.

In Wisconsin community libraries have been established in 12 villages previously without such facilities. (Release of the Work Division-Women's Section, F.E.R.A.)

Placement of women in employment

Considerable information concerning women applying for jobs is now being made available by the U.S. Employment Service or from monthly reports of the public placement agencies in various States.

In the year closed last June, women formed over 12 percent of the nearly 13,000,000 applicants served as reported from the National Reemployment Service or the State Employment Offices. The huge registrations in employment offices were largely stimulated by opportunities for jobs on P.W.A. and C.W.A. projects, most of which were not of the type to be open to women. In the established State employment

offices, where there have always been opportunities for women in private employment, 19.2 percent of the persons applying through the year were women.

Furthermore, opportunities for private employment increased in the latter months of the period and the proportion of women applicants increased also. In June 1934, they formed 12.2 percent of the Reemployment Service applicants, and 28.1 percent of those in the State employment service.

As to women's chances for securing jobs, the report points out that over the 12-month period, only 8.5 percent of the persons placed were women, and during the C.W.A. rush in December and January less than 6 percent of the persons placed were women. In recent months, with the gain in private employment, the ratio of women placed is increasing. In April, 9.9 percent, in May 10.9 percent, and in June 10.6 percent, of those placed were women.

Women formed slightly less than half of the applicants for professional and commercial work, but they were 75 percent of all those in the domestic and personal service group, composed chiefly of household servants. They were about one fifth of those who had been employed in wholesale or retail establishments and this proportion may be expected to increase; during the first 6 months of 1934 about one-third of these applicants were women. In agriculture, building and construction, transportation and public utilities, and manufacturing, except for the textile trades, the proportion of women applicants was very small.

With the development of a uniform statistical program not possible to be inaugurated at once, greater detail as to persons served may be presented. Additional information was available for the entire year in certain of the well established city offices, and the report presents a sample picture of occupation, age, and length of unemployment from the reports of the District of Columbia Employment Center. Only data regarding age is, however, given by sex.

Woman applicants tend to be slightly younger than do men, and the difference is more marked among persons placed. Of those applying, 30 percent of the men and 39 percent of the women were under 25, while the proportions 40 or over were nearly 24 percent and 16 percent respectively. Half of the women placed were under 30, while 53 percent of the men ranged from 25 to 40. Persons 40 or older securing work formed 28 percent of the men and 13 percent of the women.

Among the monthly reports of placements of women received from various States have been those from Wisconsin and Kansas for December 1934, from New York for November, and from Minnesota for January 1935. While not all the women placed found the type of work they sought, yet in each of these States quite appreciable proportions of those applying found jobs. In each case reported, the largest groups were given domestic or personal work.

#### HOURS, WAGES, AND WORKING CONDITIONS

##### Minnesota. Hours and wages in hotels, restaurants, and hospitals

Changes in the Minnesota law placed under a 54-hour maximum every "restaurant, lunchroom or eating house, or kitchen operated in connection therewith." Formerly these establishments had had a 57-hour maximum, and consequently a complete readjustment of working schedules was necessary.

A very careful inspection of these industries was begun after the law went into effect, and at the end of the biennium, June 30, 1934, 1,764 establishments employing 9,609 women had been studied and a summary of hours and wages found is presented in the biennial report recently published by the Department of Labor and Industry.

Practically half the women had worked 48 but not 54 hours, one-tenth had worked exactly the 54 hours allowed in the law, and not quite 7 percent had worked more than 54 hours. During the latter part of the period covered, N.R.A. codes fixed hours in hotels at 54 and in restaurants at 48 for women.

"The reports of the inspectors reveal how very unregulated these establishments had been and how great had been the need of a State-wide statutory provision limiting hours of labor for women. Nevertheless, much credit must be given to those employers in small towns who, though unaccustomed to inspections and regulations of any kind, conscientiously familiarized themselves with the statute and are complying with its provisions."

In connection with the findings as to earnings, it is of interest first to note the provision of the codes covering hotels and restaurants. In Minnesota, except for towns of under 2,500 population, minimum rates in hotels range from \$10 to \$14 by size of city. In restaurants, rates for non-service employees range from \$10.67 to \$12.89 for a 48-hour week; for service employees, who are in the majority, from \$8.44 to \$9.33. No code covers hospitals.

Room or board or both had been furnished to 84 percent of the women covered, items that may be deducted from the above code rates under certain conditions. Wages of less than \$5 were reported for 10 percent of all employees, and of \$5 but less than \$10 for 46 percent; 10 percent received more than \$14, the highest rate required by either code under any circumstance. Over 40 percent of the women received more than the highest minimum fixed for waitresses in restaurants. (Twenty-fourth Biennial Report of the Department of Labor and Industry, Minnesota, Period ending June 30, 1934.)

#### New Hampshire. Wages of women in hotels and restaurants

A recently completed study of women's wages in hotels and restaurants in New Hampshire makes recommendations for the establishment, under the Minimum Wage law, of a wage board for this industry.

The data secured in this study were taken after permanent codes had been approved for the industry, and the survey includes some minors as well as women. Under the two codes, minimum rates fixed for women range from \$8.44 to \$13 according to industry, occupation, and size of city. It is probable that for most women in the State rates would range from about \$3.50 to \$10. From these amounts allowances for room and board may be deducted.

Weekly rates were secured for 659 women in 78 hotels. Of these, nearly 40 percent had rates of less than \$5 a week, and for two-thirds the rates were less than \$8. About 7 percent received from \$8 to \$10 a week and 17 percent more than that amount. Nearly four-fifths of the women received lodging and all meals; only 37 received neither.

Of 500 women in 155 restaurants who were paid a weekly rate, the majority received from 2 to 21 meals a week and few received lodging as well. About one-third were paid less than \$8 a week, one-third from \$8 to \$10, and one-third more than \$10.

In 43 restaurants, 146 women were on hourly rates. Code rates on an hourly basis in New Hampshire range from 17½ cents to 25 cents. About one-half of the women received more than 25 cents an hour, one-fourth from 20 cents to 25 cents, and one-eighth less than 15 cents.

#### Women in the automobile industry

Certain information in regard to women's earnings in the automobile industry is available from a report recently released by the N.R.A. Research and Planning Division, in a part of the field survey for which the Women's Bureau cooperated.

In a sample study of pay rolls in 4 factories, 156 women were reported in productive work, about 3 percent of all persons so engaged. In no occupation were women's average hourly earnings as high as those of men classified on the same job. In only one occupation, spray painting, represented by one woman, was a woman's hourly earnings shown to be higher than the average for men laborers.

Only four occupations reported more than 10 women, these being assemblers, chassis and final, trim bench hands, sewing machine operators and laborers. Average hourly earnings of women laborers were 80 percent of men's. In the three other groups, women's average earnings were between 67 and 72 percent of those of men in the same classification, and between 88 and 91 percent of those of men laborers. Women's weekly earnings for these four groups ranged from \$18.49 to \$22.21--differences being due partly to hours worked as well as to differences in hourly earnings. In only six occupation groups, involving 12 women, were average hours worked as long as 40.

Women formed slightly over half the office forces, and in the group of these which had the largest number of men and also a considerable number of women, the men had worked average weekly hours of 36 and the women 2 hours longer, 38. However, the women had received but \$19.76, which was only 78 percent of the men's \$25.43.

Hearings were conducted in Detroit, in other Michigan cities and in 6 other States. The report says that "a rather large number of witnesses complained of the substitution of female for male labor," though a group of these pointed out that this has been going on for many years and is a steady process. The report states "it is quite apparent that there are many women now doing work that men did either a year ago or some years back. This seems especially true on cushions and on upholstery work where the job is essentially that of using tacks. It appears to be true also for any type of machine operations, such as drilling machines, and presses of various kinds. This is the type of work which workers, both men and women, consider to be man's work."

In one city it had been the policy to lay off married women, and testimony was given that in a number of cases the husband had not had enough steady work for several years to support the family, and the lay-off of the wife meant the family must go on relief. Color is lent to such testimony by the fact that of more than 8,600 employees in four plants intensively surveyed, over a fourth had not had as much as 26 weeks' work in the year, and two-thirds had had less than 40 week's work. Moreover, it was found that in Detroit five-eighths of the families connected with the automotive industry are dependent upon only one wage earner.

#### Women in the Cotton Industry

To those interested in the problems of employed women the cotton industry is of prime importance, since it engages more women than any other in the manufacturing group; furthermore, over 40 percent of all its workers and nearly half its operative are women.

Much information as to the hours and earnings of these women since the Cotton Textile code went into effect has been afforded by a recent survey covering one-fourth of all workers in the industry and made by the Bureau of Labor Statistics. Pay rolls were taken for July 1933, August 1933, and August 1934.

Hours of work were greatly shortened after the code went into effect. Although weekly hours ranged from 44 to over 49 in the months of 1933 prior to the code, they never were as long as 37 after July 1933. Hourly earnings showed a great increase from July 1933 to August 1934, most of all for women, the lowest paid groups.

That this has been a low-wage industry is further confirmed by the knowledge that in the peak year 1929 cotton paid a weekly wage less than any other of 55 group reporting, or a wage next to the lowest.

The average weekly earnings--the amounts the workers have to live on--were, in August 1934, substantially above those of July 1933 for women, and slightly above for men. The greatest rise had been for the lowest paid group, women in the South, who earned only \$7.35 in July 1933 and \$9.19 in August 1934. Earnings of women in the North had risen from \$10.80 to \$12.18.

In both sections, women still received less than 85 percent of the amounts of men's earnings. This is true even though the differential has been considerably lessened, and though women as general laborers form a much smaller proportion of all women than do the men laborers of all men.

Wages less than the basic code minimum were received by 8 percent of the men and 4 percent of the women in the South and by between 3 and 4 percent of each sex in the North. The largest groups of these women were laborers and cleaners of machinery, with some learners, all of which classes are subject to exemptions under the code; and frame spinners in the South, and spooler tenders in the North, each of which group is allowed the low wage only if licensed as substandard.

During the year there had been a very definite decrease in the ratio of sub-minimal persons in each group to the total number of persons employed. Both in the North and the South the proportion of women learners had declined from practically 2 to one-half of 1 percent.

#### Cuba. Protection of working women at childbirth

The maternity law of April 1934 has been re-enacted as Decree Law No. 781 which became effective Dec. 29, 1934. The new law contains a few important changes. While the first law contained no age limit, the new law is limited to "females between 18 and 40 years of age,"; contributions of employers are changed from one percent of the wages of female employees to one-half of one percent of all wages. While formerly women only were to contribute and that to the extent of one-half percent of their wage, now all workers contribute one-fourth percent of their wages. The new law allows every employee who has contributed toward the fund for 10 months to register the name of his wife if she is between the ages of 18 and 40 so that she may receive a donation of \$25 for each child she bears. Benefits to working mothers remain substantially the same. A new provision is that one member of the Administrative Board for the Labor Maternity Fund (aside from representatives of employers and workers) shall be a woman normal school professor. (Translation of law.)

#### WOMEN AND THE N.R.A.

#### Women's Bureau data presented at hearings on employment conditions under codes

Under its legal mandate to investigate and report upon conditions of woman employment and to formulate standards and policies to promote their welfare, the Women's Bureau appeared at the general hearings on employment conditions under the codes, held the end of January. Testimony of the Bureau showed the great benefit to employed women of industrial code provisions in shortening hours, increasing manufacturing employment and increasing the earnings of very many women at the lowest employment levels. Citations illustrating each of these points were made from Women's Bureau studies and other sources of available information on women employment.

Points from Women's Bureau surveys that show the need of change if the status of employed women is to be improved under codes were summarized as follows:

In respect to hours, Women's Bureau and other data show the need of further shortening in some industries, and especially the need for a more rigid safeguarding of overtime where allowed.

Women employed in large groups such as telephone exchanges and certain manufacturing industries could be greatly benefitted by being placed under codes; and the situation of those under codes for certain manufacturing and service industries could be much improved.

The group that employs more women than any other except domestic service--that of the clerical workers--is very inadequately served under codes and frequently may be paid as low as the least skilled factory employments though they must work longer hours than the factory force.

Many women are shown by Women's Bureau data to be adversely affected by the allowance of a wage below the standard minimum for unskilled work for such groups as learners and industrial home workers and even for all women in some industries.

Women are adversely affected by differences between codes for industries similar in character of product, and provisions in such codes that apply to women workers should be made more uniform.

Women's Bureau data show strikingly the large extent to which employed women are paid the code minimum (less in many cases). For example, in a recent Michigan survey made by the Bureau, practically one-third or more of the women reported in hosiery mills, paper box making, corset factories, and certain other clothing trades, received no more than the minimum. Similar situations are shown in a recent shoe survey made by the Women's Bureau, and in reports of the cotton garment industry made by the Pennsylvania State Department of Labor. These findings indicate the great need for limiting the proportions that may be paid so low and also fixing a series of higher levels in the codes.

#### Women's Bureau data presented at shoe code hearing

Information collected by the Women's Bureau from the December or January pay rolls of 7 shoe plants in middle western States was presented at a recent hearing on the shoe code. A great majority of the workers in these firms earned the code minimum or less. Of the 1,988 employees reported, 449 earned the minimum, 634 earned less. It was found that the minimum was not applied to the least skilled labor alone, although that is the type of work for which a minimum wage is intended. Workers in many occupations, even top stitchers, vampers, fancy stitchers or trimming cutters, frequently earned no more than the minimum.

Under the piecework system prevailing in this industry, many workers fail to make the code minimum, due to inexperience, unfair piece rates or other causes, so that it is necessary for the firm to pay the worker an added amount in order to bring her pay up to the code minimum. This often is called "make up" or "N.R.A. loss" (though in reality it is the worker's gain). The prevalence of these "make up" adjustments indicates in a striking manner how easily and quickly, especially in small and remote towns, wages could drop to unstandardized piecework levels, even lower than at present, without some such supervision as the N.R.A. provides.

In the plants visited, practically half the workers did not have a full 40-hour week, although in selecting the pay roll period every effort is made to choose a typical week with full-time operation. Less than 15 percent worked longer than 40 hours.

Other material presented at this hearing showed that during 1934 not more than 29 percent of the men, but 60 percent or more of the women, had hourly earnings less than 40 cents. Average weekly earnings of all workers in August were nearly one-fifth above those of August 1932 (the lowest year), but they still were nearly one-fourth below August 1929, earnings having fallen in about the same proportion in which hours had shortened.

#### Minnesota. Employment, earnings, and hours of women before and after the N.R.A.

The recently issued Biennial Report of the Minnesota Department of Labor and Industry gives information secured by the Bureau of Women and Children from investigations of women's wages in 38 major industries in the State both before and after N.R.A. codes. The earlier survey, covering 800 firms, was made in 1933; the latter was made about six months after establishment of the N.R.A., with the aid of women employed through C.W.A.

In the comparison that was made, data from identical firms only was used. In 1933 about 24,000 women were employed; in 1934 the same firms employed 30,000 women,

an increase of 24 percent. Employment of women in textile and in clothing factories had practically tripled. The only decreases were 7.5 percent in printing and publishing, and 2 percent in laundries and cleaning and dyeing establishments.

In 1933 the largest group of women had worked from 41 to 48 hours, 50.3 percent of the total; in 1934 the group working 33 to 40 hours was the largest, 54.4 percent. While in 1933 412 women had worked over 56 hours, in 1934 only 63 had worked so long.

While hours were shortened, hourly earnings increased. In 1933 about 45 percent were in the group earning from 20 to 30 cents an hour. In 1934, 55 percent were earning from 30 to 40 cents. Women in the group earning 40 to 50 cents increased from 13 percent to 20 percent.

Weekly earnings, due to shortened hours, were more nearly static. In 1933 the group earning \$11 to \$16 a week was 44 percent of the total; in 1934, 50 percent. However, the group earning from \$6 to \$11 decreased from 19 to 13 percent.

(Twenty-fourth Biennial Report of the Department of Labor and Industry, Minnesota, Period ending June 30, 1934.)

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Legislation affecting women

Minimum wage

Interstate compact on minimum wage

Arizona, Illinois, Kansas, Pennsylvania, Texas, Virginia

Hours of employment

Interstate compact with regard to hours of work

California, Connecticut, Delaware, Indiana, Massachusetts,  
New Jersey, New York, Ohio, Pennsylvania, Texas, Vermont,  
Virginia

Miscellaneous

California, New Jersey, New York, Pennsylvania, Rhode  
Island

Minimum wage

Illinois. Minimum wage order for Macaroni and allied indus-  
tries

New Hampshire. Effects of the minimum wage order in the  
laundry industry

Employment

United States:

Employment of women in February

Employment of women in emergency homemaking

Employment conditions of a group of trained women

Louisiana. Employment of women in New Orleans

Massachusetts. Unemployment of women

New Hampshire. Employment of women

Virginia. Employment of women

Russia. Progress in women's employment

Women and the N.R.A.

Cigarette code affects many employed women

New York. Home-work certificates issued for industries under  
codes

Virginia. Certificates issued for handicapped workers under  
codes

Industrial accidents

Louisiana. Accidents to women in New Orleans

Maryland. Accidents to women

## LEGISLATION AFFECTING WOMEN

### Minimum Wage

#### Interstate compact on minimum wage

The movement for interstate compacts on labor legislation, which should be of wide-spread benefit to employed women, continues in a group of northeastern States, several of whose legislatures have been sitting.

Massachusetts is so far the only State having an Interstate Compact Commission, though in New Jersey Senate Joint Resolution 3 providing for the creation of such a commission has passed both houses.

In New Hampshire House Bill 39, referred to in the March NEWS LETTER, providing both for the ratification of the minimum wage compact and for an Interstate Compact Commission, has passed the House, and received favorable report from the Senate Committee on Labor.

In Rhode Island, Senate Bill 205 provides for ratification of the minimum wage compact.

Passage of either the New Hampshire or the Rhode Island bill will put the minimum wage compact into effect in States ratifying, since Massachusetts has ratified, and the compact provides for its effectiveness in States accepting it as soon as two States have done so.

Arizona.—Senate Bill No. 77 would establish minimum wages, maximum hours, and standard conditions of employment for women and minors (like the Utah law).

Illinois.—House Bill No. 187 and Senate Bill No. 119 would extend the life of the present minimum wage bill by repealing the provision for its expiration in 1935.

Kansas.—A minimum wage bill was introduced, but was killed in committee.

Pennsylvania.—House Bill No. 443 establishing minimum fair wage standards for women and minors has passed the House by a vote of 183 to 10.

Texas.—House Bill No. 32 would provide for determination and establishment of minimum fair wage standards for women and minors.

Virginia.—The Division of Women and Children of the Department of Labor and Industry recommends a minimum wage law for women and children.

### Hours of Employment

#### Interstate compact with regard to hours of work

At the twelfth meeting of the Interstate Conference on Labor Compacts held in Boston March 9, a compact on hours of labor was discussed and adopted. The compact provides a 40-hour, 6-day week and an 8-hour day for persons in "a manufacturing, mechanical, mercantile, or canning establishment, or in mining, quarrying, or construction enterprise." The States party to the compact may except persons in mercantile and mechanical undertakings in which not more than 3 persons are employed, persons in positions of supervision or management, outside salesmen or professional persons. Persons employed in maintenance or emergency repair work, watching, or in heating and power plants, may be employed 48 hours a week; and other persons in cases of unforeseeable emergencies may be employed temporarily 48 hours a week if  $1\frac{1}{2}$  times the regular rate is paid for more than 8 hours a day.

The compact shall be in full force and effect in States ratifying it when it has been ratified by 15 or more of the following States: Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, New Jersey, Pennsylvania, Maryland, Delaware, Ohio, Indiana, Illinois, Michigan, Wisconsin, Missouri, Iowa, Minnesota, Virginia, North Carolina, South Carolina, Georgia, Alabama, and Tennessee. (Copy of compact.)

California.—Assembly Bill No. 540 would amend the law limiting the hours of work for women by adding to the industries covered the production of moving pictures, but provides that actresses would be excepted from the law.

Assembly Bill No. 45 would limit the employment of domestic servants to 8 hours a day. They are not covered by the present hour law.

Connecticut.—Senate Bills No. 247 and 653 would limit employment of domestic workers to 8 hours a day and 48 hours a week, except that more than 48 hours may be worked on payment of  $1\frac{1}{2}$  the regular wage rate. A 2-hour rest period is to be allowed every afternoon and 3 free evenings in each calendar week. The bills fix a minimum rate of \$15 a week in addition to board and lodging.

Delaware.—House Bill No. 89 allowing night work for women in plants requiring continuous operation, if located outside of Wilmington, has been passed by the House.

Indiana.—House Bill No. 480 to limit the hours of work of women to 30 a week was killed by indefinite postponement.

Massachusetts.—House Bill No. 165 would strengthen the present hour law (9-hour day, 48-hour week) and extend it to hotel employees.

House Bill No. 530 is similar to #165 but exempts personal secretaries and women in supervisory capacity.

New Jersey.—Assembly Bill No. 169 reducing hours for women from 54 to 44 a week and from 10 to 8 a day, has passed the Assembly.

New York.—The bill amending the women's hours law, to eliminate overtime provisions and provide a straight 48-hour week in factories and mercantile establishments, has passed both houses and was approved by Governor Lehman on March 8.

Ohio.—House Bill No. 295 would establish an 8-hour day and 40-hour week for women and minors. The present law fixes a 9-hour day and 50-hour week.

Pennsylvania.—House Bill No. 371, limiting hours of women to 40 a week and 8 a day, has been reported from the Committee on Labor with an amendment exempting from the provisions of the Act women over 21 earning at least \$35 a week in bona fide executive positions, learned professions, or as court stenographers. An amendment has also been added limiting the employment of domestic servants to 54 hours a week; they were not covered in the original bill.

Texas.—House Bills No. 418 and 419 would limit the hours of women in a very comprehensive list of occupations and industries and "any other establishment, institution or enterprise" to 48 hours a week and 8 a day. Excluded are stenographers and pharmacists and employees of telephone or telegraph companies in rural districts or places of less than 3,000 population. The present law allows in general a 54-hour week and 9-hour day but laundries may employ women 11 hours a day; and cotton and woolen and worsted mills and factories making articles of cotton goods may employ women 10 hours a day and 60 hours a week; in these industries double rate must be paid for over 9 hours a day.

Vermont.—House Bill No. 192 would reduce hours of work of women and minors in manufacturing and mechanical establishments from  $10\frac{1}{2}$  to 9 hours a day and from 56 to 48 hours a week, and would limit their hours in stores to 48 a week. The present law does not cover stores.

Virginia.—The Division of Women and Children of the Department of Labor and Industry recommends that hours of work for women be shortened from 10 to 8 a day.

#### Miscellaneous

California.—Assembly Bill No. 863 would amend the Act providing proper sanitary conditions in factories in a number of ways. The section requiring seats to be furnished female employees is omitted. To the coverage "factories and workshops" is added "other places of employment." The present law covers only establishments employing 5 or more; the amendment, places employing one or more. Provisions are added calling for proper heating and lighting.

New Jersey.—Assembly Bill No. 148 regulating home work, was amended (copy of amendment not yet received), and passed the Assembly.

New York.—The bill extending the control of home work to all places in the State and to all types of homes has passed both houses and was approved by Governor Lehman March 19. It is to become effective immediately.

Pennsylvania.—House Bill No. 340 would prohibit certain types of home work and regulate all other home work. The bill has passed the first reading in the house and has been returned to the committee on Labor.

Rhode Island.—A bill has been introduced creating a Division of Women and Children in the Department of Labor, the division to be headed by a woman.

#### MINIMUM WAGE

##### Illinois. Minimum wage order for macaroni and allied industries

The first minimum wage order in Illinois went into effect Feb. 11, 1935, covering the macaroni, spaghetti and noodle industry. The basic hourly rate is fixed at 35 cents an hour and  $1\frac{1}{3}$  pay ( $46\frac{2}{3}$  cents) for over 40 hours a week is to be paid to workers who are on the minimum hourly rate. In case of undertime employment, 10 percent shall be added to the basic hourly rate until the wage for the week's work is equal to \$14, the basic wage for 40 hours. Piece rates must yield 38 cents an hour to at least 51 percent of the women on piece rates, and all piece workers must be guaranteed 35 cents an hour.

Learners and apprentices must be paid the basic rate. All workers, including piece workers, must be paid the basic rate for time spent on the premises waiting for work. The normal working day shall be 8 hours and when only one shift is working, the starting time shall not be before 7:30 a.m. (Copy of Directory Order No. 1.)

##### New Hampshire. Effects of the minimum wage order in the laundry industry

The Minimum Wage Office of the New Hampshire Department of Labor, has recently issued data showing the first results of the Directory Order No. 1, setting a minimum rate of 28 cents an hour in laundry occupations. These data are based on records of

90 firms employing 712 persons, giving hourly rates for a week before and a week after the order went into effect on August 1, 1934.

An important question always raised in connection with the fixing of minimum rates is, Does the minimum become the maximum? The report states: "In 82 laundries with 660 employees, there is evidence of definite wage gradations above the minimum." In 8 laundries with 52 employees, all workers were being paid just the minimum; but in 6 of these laundries for which there were records of rates before the wage order was entered, 5 establishments had been paying all employees a rate below the minimum.

Records were available for 62 identical laundries employing 531 workers, as to rates before and after the order. For practically three-fifths of the workers, rates had been raised. While for many the raise was from  $27\frac{1}{2}$  cents to 28 cents an hour, for nearly a fourth the raise was more than  $\frac{1}{2}$  cent an hour. While for 69 workers hourly rates were decreased, in no case were rates reduced below the minimum. (Communication to Women's Bureau.)

#### EMPLOYMENT

##### United States. Employment of women in February

Employment in the industries in which there are great numbers of women, as well as employment in all manufacturing, continued to show gains in February as compared to January. In textiles, the gain was 0.8 percent; in candy and in shoe manufacture, slightly over 1 percent; in clothing over 3 percent; in paper boxes, over 4 percent; in book and job printing, 5 percent. Employment in cigars and cigarettes declined 7 percent.

It is of interest to consider long-time trends in certain of these industries as shown by the index of employment in February of each year over a 5-year period. These show for the most part a decided upward trend over the past two years.

In clothing factories, employment fell each year from 114 in 1929 to 88 in 1933, then rose for two years to nearly 97 in this year. Employment in textile manufacturing fell from 100 in 1929 to 76 in 1933, and has now risen to 97. Employment in candy factories fell from 98.5 in 1929 to 72.5 in 1932, then rose to 80. Employment in shoe factories followed a different pattern: The high point was 97 in 1930, the low point 83 in 1933, and the present level nearly 91. Employment in cigars and cigarettes is at its lowest point this year, 55, compared with 87.6 in 1929. The drop, however, was not quite continuous.

Trends in three non-manufacturing industries, retail trade, laundries and hotels, were similar--a steady decline to 1933 with a rise since. Employment in retail trade now stands at 80 compared with 89 in 1929; laundries 79.6 compared with 93.7; hotels 86.7 compared with 96.8.

##### United States. Employment of women in emergency homemaking

Employment is being given to 5,356 women (as of March 7, 1935) in 39 States by the Federal Emergency Relief Administration on what is known as emergency homemaking projects. A new project to employ 100 more women has been written up and approved, but is not yet in operation.

The projects are of two general types. In one a woman is employed to go into a home where there is illness or other emergency and actually do the work, in some cases helping with the care of the patient. For such work is needed a person of tact, pleasing personality and good judgment, as well as a good housekeeper.

The other type of project is educational, designed to teach better housekeeping methods, and to help the home maker to stretch her meager resources to cover the

requirements of an adequate standard of living. The teaching is carried on by means of discussion and demonstration, either in individual homes or in group meetings. For such work, women are selected on a basis of training in home economics, a knowledge of practical nursing or because they are outstanding housekeepers who have managed their own homes satisfactorily on a relief budget.

In many States, in connection with the housekeeping project, the women of the community have been organized informally into clubs that have proved to have a recreational as well as educational value. At these meetings, the visiting housekeeper can give additional help to her families, and reach other families not on her list. (Release No. 4895, F.E.R.A., Work Division--Women's Section.)

#### Employment conditions of a group of trained women

A recently published study of 1,350 trained women gives much information as to their employment status and many of the problems with which they are concerned. The group was composed of members of the American Woman's Association in New York and the survey follows an earlier one made along somewhat similar lines and is entitled Women Workers Through the Depression. The research was conducted by Dr. Iva L. Peters, the report edited by Dr. Lorine Pruette.

The majority of these trained women had passed 45 years of age, and their experience shows that they had not entered the labor market merely for a brief period, but had long continued in professional or other gainful employment.

It is encouraging to note that the group of 40 years or more had median earnings of \$2,935, appreciably higher than those under 40, who received \$2,301. The median salary of those that had worked 20 years was more than twice as great as for those that had worked only 5 years, but the 15-year group had a median quite low in relation to the length of service, and to the cost of living for a professional or business woman in New York, only \$2,090.

The list of earnings in various occupations is long and very suggestive for reference. Advertising executives, writers and school principals might receive over \$10,000, while for office clerks, social workers, and vocational counselors the upper limit was \$3,000.

Though the proportion of unemployment had increased since the earlier survey of this group in 1931, yet nearly 90 percent were employed. Many of these had been able to retain the same job through the depression, and this was more true of the older than of the younger woman. Salaries had been decreased for 60 percent of those reporting, though more than a tenth had received increases. Groups having the most decreases included commercial executives and saleswomen, office managers and supervisors, while writers and institutional managers had relatively few decreases.

Practically half the women reporting this type of information were responsible for the support of others, and it is not surprising that a quarter of these spent in this way a larger proportion of income than before the depression.

Salary reductions inevitably mean cuts in expenditure. Most of these women had made their greatest cuts in dress, travel, amusements and housing. Practically half had cut their food and books and magazines. Appreciable numbers had cut in church, charities or medical care.

The proportion of working wives in this group is low compared to those in surveys of industrial women--only about 7 percent, while the Census shows that 28.9 percent of all employed women are married. This again emphasizes the fact that the employed married woman is at work not merely for a "career" in the better-paid professions. When she is there, she considers her work as permanent and has toward it a real professional attitude, though her employment more often is in those occupations which she has entered from the heaviest pressure of economic necessity. Married women form 35 percent of those in domestic and personal work in the entire country, and 32.4 percent of those in manufacturing employments.

Louisiana. Employment of women in New Orleans

The Twenty-seventh Report of the Factory Inspection Department of the Parish of Orleans, just issued, presents data on the employment of men and women for the calendar year of 1934. Of about 26,500 persons so reported, nearly 48 percent were women; women formed over one-third of persons employed in hotels and restaurants, 48 percent of those in manufacturing, over half (57%) in telephone and telegraph establishments, and over two-thirds in department stores (67%) and laundries (71%).

Over half the 12,686 women were in manufacturing, and were found in the greatest numbers in clothing factories, textile mills, food, and cigar factories (in order of importance). Over one-fifth were employed in department stores, from 7 to 8 percent in laundries and in telephone and telegraph offices, and not quite 5 percent in hotels and restaurants.

Of all women employed, 82 percent were white. The total numbers reported for 1933 are also given. While the employment of white women had increased by nearly 8 percent, that of Negro women had declined 13 percent. The employment of men had decreased, white men by less than 1 percent, Negroes by nearly 7 percent.

Massachusetts. Unemployment of women

Reports have recently become available from a census of unemployment taken in Massachusetts early in 1934 as a Civil Works project, under the direction of the Department of Labor and Industry. The project was essentially a women's project, and of the 3,090 persons employed as enumerators and later in preparation of the report, only 12 were men.

The enumeration secured the status of all employable persons—14 years of age and over, able to work and seeking employment—as of January 2, 1934. Of 1,808,840 such persons, 522,616, or nearly 29 percent, were women. Women formed practically the same proportion of all totally unemployed, and all employed part time, but were less than 8 percent of those temporarily employed.

Of the employable women, 102,541 or 19.6 percent were wholly unemployed; 54,290, or 10.4 percent, employed part time; and 7,966, or 1.5 percent, employed temporarily. Part-time employment was defined as employment for less than 35 hours a week; temporary employment work on Federal, State, or local public projects, or on private "made work."

The report is concerned chiefly with data regarding the unemployed, including in this category those with temporary jobs or on part-time work. Of the 164,797 women so classified, 13 percent had never been employed since leaving school, and over half of these inexperienced women had no vocational training.

The data indicate a higher proportion of unemployment among women customarily employed in manufacturing than in other chief industry groups. Unemployment in domestic and personal service and among persons in trade was less than might have been expected. The following table compares the percent of all gainfully occupied women in the main divisions of industry in 1930, with the percent of unemployed women in 1934 usually so employed:

	1930 Women <u>employed</u>	1934 Women <u>unemployed</u>
All women.....	100.0	100.0
Manufacturing.....	38.7	54.3
Transportation and communication	3.6	1.3
Trade.....	15.8	14.9
Professional service.....	15.8	7.5
Domestic and personal service...	22.3	17.1

This is an industry rather than an occupation classification and clerical workers are assigned to the industry in which they are employed.

A similar comparison shows a higher relative unemployment among women workers in shoe factories and in woollen and worsted mills than in other factories. There is also indicated greater unemployment among women in hotels and restaurants and in laundries than in other domestic and personal services.

#### New Hampshire. Employment of women

Trends in the employment of women in New Hampshire are shown in data recently made public by the Bureau of Labor for the biennium ending June 30, 1934. Employment figures are presented for each of the years included as secured in the course of regular inspections covering manufacturing establishments, laundries, and stores, so that comparisons are possible.

While employment of all persons had increased by 3.6 percent, women's employment had declined slightly (0.5%). The most important single industry reported was the manufacture of shoes, employing over one-fifth of the workers covered. Employment of all persons in shoe factories had declined by 11 percent from 1933 to 1934, and employment of women by 15 percent. Employment in the textile groups had increased 10 percent for all persons and 7 percent for women. Employment in stores had increased to a lesser extent, 4 percent and nearly 3 percent respectively. Manufacture of clothing and paper products, relatively less important industries, showed large gains in employment, that for women being 28 percent and 55 percent, respectively.

In 1934, over one-third of the 22,355 women were employed in some one of the textile industries, cotton manufacture being the most important. Shoe factories employed 28 percent and stores 16 percent. Clothing factories, paper and paper products plants, and laundries, each employed 2.3 percent.

#### Virginia. Employment of women

According to statistics gathered by the Virginia Department of Labor and Industry, and presented in a recent report, employment of women for the calendar year 1933 had increased 6 percent over 1932. This represented a gain of 10 percent in the employment of white women and a loss of 2 percent for Negro women. Data were secured from manufacturing establishments, laundries, cleaning and dyeing establishments, and from public utilities.

The great majority of the women covered were employed in manufacturing. Over one-half (57.9%) of the white women were employed in the making of textiles and their products, 11 percent in tobacco manufacture and between 7 and 8 percent in food factories and in the manufacture of leather products, chiefly shoes. Not far from half (43.5%) of the Negro women were in tobacco factories or tobacco rehandling, over one-third (34.5%) in food factories, and one-tenth in laundries.

Employment of white women had increased in food factories, 36 percent, and in the textile group 15 percent. Their employment had decreased by 5 percent in tobacco and by nearly 17 percent in leather manufacture. Employment of Negro women had increased by 3 percent in food factories and 6 percent in the textiles and their products, and had declined 10 percent in tobacco manufacturing and rehandling. No white women were employed in rehandling. The employment of both white and Negro women increased in laundry and dry-cleaning establishments, by 8 and 9 percent, respectively.

Data on hours worked were not secured for 1933 as it was felt that N.R.A. codes had to a great extent stabilized hours at 40 a week or less. In 1932 nearly two-thirds of the women had worked more than 43 hours and 41 percent over 48 hours. (Thirty-seventh Annual Report of the Department of Labor and Industry of Virginia, for year ending Sept. 30, 1934. Industrial Statistics for calendar year 1933.)

Russia. Progress in women's employment

The progress made by women in the USSR, both as to numbers employed in industry and as to their advance into positions of responsibility over a period of several years, is described in considerable detail in the International Labor Review of February 1935.

Between 1928 and July 1933, the number of women employed in all branches of economic activity increased by 5,000,000, and their proportion of all persons so engaged increased from 24 to 37 percent. In industrial group A—means of production—the proportion of women increased from 11 to 24 percent, while in group B—articles of consumption—the increase was from 50 to 57 percent.

Since 1931 the authorities have been systematically encouraging women to enter certain trades and occupations, obviously chosen because they require dexterity or intelligence rather than physical strength. Even in 1931 their employment in skilled trades was increasing rapidly. For example, there were  $2\frac{1}{2}$  times as many women in printing trades as in 1926, 5 times as many skilled leather workers, and 18 times as many skilled metal workers.

"Women now hold a large number of managerial posts. According to statistics compiled by the Central Statistical Department and the Statistical Section of the Central Committee of the Communist Party, the number of women employed in positions of responsibility or as specialists in the various branches of economic activity was 84,600 on November 1, 1933, which means that 10.1 percent of the positions of responsibility are held by women, while in industry 43,000 women hold managerial posts (9.2 percent). It is to be noted that doctors and teachers are not included in these figures, although women form a fairly high percentage in both these branches. Moreover, from 5 to 10 percent of the responsible and specialist workers have not been registered. Incomplete as they are, these statistics show that the number of women in administrative and managerial posts reaches an imposing figure."

However, it is felt that even yet, women do not play a sufficiently important part in the economic system, and it is one of the duties of the trade unions to provide women with still greater opportunities for vocational instruction so as to enable more of them to hold managerial posts.

The training of women technicians and higher grade staff has already made great progress. In 1933 one-third of the students in higher schools were women, with proportions as high as half those in schools of pedagogy and over two-thirds those in schools of medicine. They formed nearly 30 percent of the students in industrial schools and 42 percent of those in technical schools.

WOMEN AND THE N.R.A.

Cigarette code affects many employed women

The only code approved in 1935 (as of March 15, 1935) that is of interest to large numbers of working women is that for the cigarette, snuff, chewing and smoking tobacco industry, approved Feb. 9, 1935. Of this group, the cigarette industry is the most important numerically, and more data regarding it are available. For these reasons this discussion is confined to the provisions of the code that affect workers in cigarette plants.

In 1931, the Census of Manufactures reported 20,146 men and women employed in the manufacture of cigarettes. In a study made by the Bureau of Labor Statistics in 1930 covering over 14,000 wage earners in the industry, 56 percent were women.

The code sets a rate of 30 cents an hour for most occupations in the leaf department. Women's jobs in this department are chiefly hand-stemming, searching, and picking. In the first operation, the mid rib is removed from the tobacco leaf; in

the others, pieces of loose stem or foreign matter removed from the stemmed tobacco. Of the hand stemmers, 15 percent may be classified by their employer as "slow" workers and paid less than the minimum for others, but they must be paid at least 25 cents an hour. Searchers and pickers constitute about one-fourth of the workers in the industry, mostly women paid 25 cents. The wording does not make clear whether or not a minimum is set for general laborers, such as sweepers.

Workers who remove the tobacco stem by machine are to receive not less than 35 cents an hour. This includes about 10 percent of the workers, many of them Negro women who formerly received 25 cents.

For other workers in the factory, the minimum is set at 40 cents. This applies to employees in the packing and making departments which include from a third to a half of the women in the industry. Some 80 percent of the packing employees are women. Workers on cigarette making machines are chiefly men, and 12 percent of them were making less than 40 cents prior to the code, according to a recent Labor Department study.

Basic hours of work are 40, so that possible minimum earnings range from \$10 to \$16 a week; but since the 1934 average was only 35 hours, this possible minimum is reduced to a weekly amount of \$8.75 to \$14.

There is no doubt that the earnings of women in the industry will be improved by the general code minimum of 30 cents for many of their occupations. Such earnings have been low, especially in the leaf department. A study made by the Women's Bureau in the spring of 1934 showed that 73 percent of the women doing hand stemming in cigarette factories were earning on an average less than 30 cents an hour, and 31 percent less than 25 cents. The usual method of pay was by the pound either of tobacco produced or of stems removed. Machine stemming was seldom a piecework job and the usual rate was 25 cents an hour.

The fixing of a 40-hour maximum week will not provide any appreciable increase in employment. B.L.S. reports of average hours worked per employee in the cigar and cigarette industries (not available separately) show that during 1934 such hours averaged only 35 and never exceeded 37; they have not been as long as 40 in any month since July 1933. (Analysis by Women's Bureau.)

#### New York. Home-work certificates issued for industries under codes

From July 1934 to January 31, 1935, the New York Department of Labor issued 930 special home-work certificates in accordance with the President's Executive Order of May 15, 1934. While the sex of the persons certificated is not indicated, it is well known that home work is very largely done by women. Moreover, in about two-thirds of the cases, the industry indicated that the work involved was chiefly needlework.

Applications were received from 2,950 persons, so that not quite 32 percent of the applications were granted. In order to be allowed to do home work under the terms of the Executive Order, a person must be physically unable to work in a factory or other regular place of business, or be unable to leave home because required to care for an invalid or a person bed-ridden.

Over one-third of the applications granted, <sup>383,</sup> were for work under the men's neckwear code. Among the chief industries represented that were not clothing industries were: toy and playthings, 67 certificates; artificial flowers and feathers, 75 certificates; hand bags, 28 certificates; medium and low-priced jewelry, 24 certificates. (Communication to Women's Bureau.)

#### Virginia. Certificates issued for handicapped workers under codes

Up to Sept. 30, 1934, the Virginia Department of Labor and Industry had issued certificates in behalf of 314 handicapped workers. Such a certificate allows the

worker to be employed at a wage below the basic minimum set in the code for the industry. Applications in behalf of 43 workers were refused, following investigation, because these workers were not actually handicapped. While no data are given by sex, the industries represented indicate that many of the workers certificated were women.

Of the certificates granted, 85 were on the basis of age; 220 for physical, and 9 for mental, incapacity. Slightly over half of the workers were 50 or older, while 14 percent were under 30. Certificates were granted to 149 workers in the cotton garment industry, and 109 in the shoe industry. No other industry was represented by as many as 15 workers. (Thirty-seventh Annual Report of the Department of Labor and Industry, year ending Sept. 30, 1934.)

### Industrial Accidents

#### Louisiana. Accidents to women in New Orleans

Of nearly 1,500 accidents to men and women reported for the calendar year of 1934, one-fifth, or 307, were accidents to women. This represented not quite  $2\frac{1}{2}$  accidents for each 100 women employed, while men's accidents number over 8 per 100. In terms of average number of days lost per accident, men's accidents were only slightly more severe than women's—3.4 compared with 3.1.

Women's accidents were less frequent in manufacturing than in all industries, not quite 2 per 100 employed, but were more severe—an average of 5 days being lost for each accident. In bakeries, while only 5 women were injured, they lost an average of 20 days. In textile mills, 42 accidents to women averaged 8 days lost.

Accidents in several nonmanufacturing industries were more frequent than in manufacturing as a whole, the ratio per 100 women employed being 3 in laundries, nearly 4 in department stores, and 5 in hotels and restaurants. In none of these were accidents as severe as in manufacturing, the highest rate being an average of  $3\frac{1}{2}$  days lost in hotel and restaurant accidents. (Twenty-seventh Report of the Factory Inspection Department of the Parish of Orleans, for year ending Dec. 31, 1934.)

#### Maryland. Accidents to women

The State Industrial Accident Commission of Maryland reports that in the year ending Oct. 31, 1934, 8,435 claims were allowed under the Workmen's Compensation Act. Of these, 548 or 6.5 percent were for women's accidents. The majority of the women who sustained injuries represented by these claims were young, one-fifth being 20 or younger, two-fifths 25 or younger and over half less than 31. Just over one-fifth were over 40. No fatalities occurred among these women, but 20 were left with permanent injuries; 4 of these were 20 or younger, and 14 under 30.

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Legislation affecting women

Interstate compacts

Connecticut, Massachusetts, New Jersey, New York

Minimum wage

Illinois, Massachusetts, New Hampshire, Pennsylvania

Hours of employment

Arkansas, California, Delaware, Massachusetts, Minnesota, New Jersey, Ohio, Pennsylvania

Home work

Connecticut, New Jersey, Pennsylvania

Miscellaneous

New Hampshire, Ohio

Minimum wage

Connecticut

Activities of the Minimum Wage Division

Opinion of Attorney General on Coverage of Minimum Wage Law

Illinois

Activities of the Minimum Wage Division

Hours and wages of women in laundries

New Hampshire. Opinion of Attorney General on application of Minimum Wage Law

New York. Wage Board formed for the hotel and restaurant industry

Ohio. Hours and earnings of women in establishments serving food

Canada. Minimum wage for women in Quebec

Employment

United States

Employment of women in March

Problems of gainfully employed married women home makers

Unemployed nurses on Public Health Service projects

Women workers in rural and town relief cases

Connecticut. Placement of women

Illinois. Placement of women in 1934

Iowa. Opportunities for employment of women

New York. Unemployed women in New York City

Wisconsin. Employment of women teachers

Industrial accidents to women

Iowa. Accidents to women

## LEGISLATION AFFECTING WOMEN

Interstate compacts

Connecticut. Senate Bill No. 433 and House Bill No. 365 provide for the establishment of an Interstate Compact Commission in Connecticut.

Massachusetts. The House has passed a bill to enlarge the membership of the Interstate Compact Commission.

New Hampshire. The bill to ratify an interstate compact for establishing uniform standards for conditions of employment, particularly with regard to minimum wages in States ratifying same, and providing for creation of a commission, has passed the House, has been recommended by the Senate Labor Committee and is now before the Senate Finance Committee.

New Jersey. The Governor of New Jersey has appointed members of the Commission on Interstate Cooperation under the law recently passed creating such a commission.

New York. A legislative commission for interstate industrial compacts has been created.

Minimum wage

Illinois. Senate Bill No. 119 which is an amendment to the Illinois minimum wage law striking out the expiration clause making the law permanent, was voted out of committee with the recommendation that it pass. It is now on second reading in the Senate. This bill has been introduced in the House (H.B. 187) and referred to committee.

Massachusetts. A redrafted House bill (2113) to continue under the new mandatory powers of the minimum wage commission the decrees issued prior to 1934 has passed the House and has been reported out of committee in the Senate.

New Hampshire. Senate Bill No. 40 would amend the present minimum wage law so as to exempt hotels from the operation of the law. The present law exempts domestic service in the home of the employer and farm labor. This bill has passed the Senate.

Pennsylvania. (See below under "Hours of employment")

Hours of employment

Arkansas. Senate Bill No. 290 would amend the law limiting the hours for women by allowing to be exempted from the Act women "employed in executive or managerial capacity who exercise real supervision and managerial authority with duties and discretion entirely different from that of regular salaried employees", who are paid \$35 a week or more, exclusive of all bonuses or commissions. Exemption is to be secured by petition to the Industrial Welfare Commission, stating name, age, and address of the woman for whom exemption is sought, with a statement of her salary.

California. Assembly Bill No. 45 would limit the hours of female domestic servants to 8 a day and to 60 a week if living on the premises of the employer, 48 a week otherwise.

Assembly Bill No. 608 would limit the hours of all domestic servants to 10 a day and 60 a week.

Hours of employment--continued

Assembly Bill No. 182 would amend the 8-hour law for women by extending its coverage to women office workers, but exempting a woman directing the work of 10 or more office employees.

These three bills have passed the Assembly.

Delaware. A new bill taking the place of House Bill No. 89 has passed both houses of the legislature. It allows women to work at night throughout the State in plants where there is continuous operation. House Bill No. 89 applied only to plants outside of Wilmington.

Massachusetts. House Bill No. 1939 has passed both houses of the general court. It would remove from the existing 48-hour law the words "employed in laboring" and substitute the new provision requiring that no child or no woman shall be employed or permitted to work in or in connection with any of the industrial establishments and other types of employment for more than nine hours in one day or more than 48 hours in a week.

Office workers in manufacturing, mercantile and other establishments have never had the protection of the 48-hour law, and the new statute will establish a single standard of hours for all women employed in the various industrial establishments of the State.

It will go farther than this, however, for the new statute will extend to places of employment which are often found "in connection with" manufacturing or mechanical establishments, especially as in the case of cleansing houses with small offices in the principal cities located to receive garments for dyeing and cleansing. Women whose duties were entirely clerical in such places were not determined to be employed in laboring according to a Supreme Court decision.

The new Act excludes hotels from establishments engaged in public service and covered by the provisions of the law relating to extraordinary emergency or extraordinary public requirement.

Another improvement in this legislation is that employers of labor, who may under the statute make up time lost on a previous day of the same week by reason of the stopping of the machinery for thirty minutes or more, must file with the Department within 48 hours a notice indicating the date, hour and duration of the stopping of machinery under these circumstances. This is an important factor in the more efficient enforcement of the law.

Minnesota. Senate Bill No. 103 which would reduce hours of work for women from 54 to 48 a week has passed the Senate.

New Jersey. Assembly Bill No. 169 would limit women's work to 40 hours a week. This bill when noted in the NEWS LETTERS of March and April was incorrectly reported as providing a 44-hour week for women.

Ohio. House Bill No. 295 has been reported out of committee, providing for reduction of legal hours from 50 to 45, with this coverage including household employees.

Pennsylvania. The bills establishing State minimum wage law and one providing for a 40-hour week, both of which have passed the House, were heard before the Senate Committee April 30th.

## Home work

Connecticut. Assembly Bill No. 148, regulating home work, has been reported out of the Labor Committee of the Senate.

New Jersey. Bill A. 148 has been reported out of the Labor Committee of the Senate. It would prohibit home work in specific industries. Passage of this bill in the House was noted in the April NEWS LETTER.

Pennsylvania. House Bill No. 340 was amended to permit home work in the tobacco industry and passed the House.

## Miscellaneous

New Hampshire. House Bill No. 329 providing for reorganization of the department of labor was unanimously approved by the House Labor Committee.

The unemployment insurance bill, No. 400, following recommendations of the Commission to study this subject, has passed the House.

Ohio. House Bill No. 397 would amend the present law which prohibits the employment of women in specified occupations, by allowing their employment between 6 a.m. and 10 p.m. in certain of these prohibited occupations, as follows: crossing watchman, section hand, express driver, moulder, bell hop, taxi driver, jitney driver, gas or electric meter reader; and by adding to the list of occupations allowed by day but not at night, that of ticket seller, not before prohibited at any time.

House Bill No. 396 would prohibit the employment of women as operators of "punch presses, shearing machinery, milling machinery, and other like machines"; it also provides that women in factories assigned to the same class of work as men shall be paid the same rate although "the work has been rearranged so as to be healthful and fitted to their needs."

## MINIMUM WAGE

### Connecticut

#### Activities of the Minimum Wage Division

The Connecticut Minimum Wage Division has just made public its study of the restaurant industry which was made in March 1934 with the assistance of the Women's Bureau, U.S. Department of Labor and covered 116 restaurants employing 794 men and 597 women. The following is a brief summary of the findings.

The median of weekly earnings of all women employees was \$8.52 (half earning more, half less). For women non-service employees this median was \$10.57, for service employees \$6.60. An attempt was made to learn what service employees might depend on in the way of tips and such information was secured from 88 waitresses. The median wage received by these women was \$7.15 a week, and the median income from tips \$7.67. But the striking feature of this report was the wide variation between incomes from tips. In one restaurant the waitress reported that she was required to turn over all her tips to the management. In another, 10 cents a week was reported; in another, 35 cents. At the other end of the range, two girls received \$20 a week from this source.

Minimum rates in the N.R.A. code for the restaurant industry vary by size of city. Since no city in Connecticut has a population of as much as 250,000, rates for women non-service employees for the 48 hours allowed in the code range from \$10.67 in the smallest places to \$12.44 in the largest and for service employees from \$8.44 to \$9.11. The theory is that the service employees, coming in direct contact with the

persons they serve, will receive tips to supplement the lower rate. Since up to \$3 a week may be deducted for meals and \$2.50 for lodgings, the actual money wage received may be much less than the above amounts.

For the women whose hours were reported, the median was slightly over 44 a week. In many establishments hours were not available because of the manager's failure to comply with the law requiring that hour and wage records be kept by employers of women and minors.

In conclusion the report states: "Many violations of the labor provisions of the N.R.A. code were found. . . Adjustment of the inequalities of wage rates between different restaurants for the same service rendered by the employee and the establishment of a fair minimum wage rate for all women employees can best be obtained by State action through the establishment of a Minimum Wage Board in this industry."

Although originally no appropriation was allotted for minimum wage investigations under the law enacted in Connecticut, nevertheless the Labor Department, by interchanging personnel and with outside assistance, has been able to make certain studies, the results of which are summarized in the report of the department which has recently been issued, covering the period from Jan. 1, 1932, to July 1, 1934. The minimum wage law was passed in 1933, and required the Commissioner of Labor to investigate conditions in industries employing women or minors, and where wages paid such employees proved oppressive and unreasonable, to call together a board to set a fair minimum wage for the employees in question. Four of the studies made, that of the dress industry, the shirt industry, and home work in the lace industry and in the fabricated metal industry have already been reviewed in previous NEWS LETTERS.

#### Opinion of Attorney-General on coverage of Minimum Wage Law

The minimum wage law of Connecticut exempts from the law women engaged in "labor on a farm" and the question arose as to the status of women working in warehouses on tobacco farms. In placing the matter before the Attorney General, the Commissioner of the Department of Labor and Factory Inspection stated:

This Department has recently found excessively low wages paid to women working in certain warehouses on tobacco farms. These women were employed in groups of approximately 50, and were doing work which is customarily done in warehouses in cities. In view of these facts, the words "labor on a farm" do not appear to me to apply to these warehouse workers, even though the buildings in which they were employed are located on farms. It is only the smaller warehouses which are located in such places. The bulk of warehousing is carried on under much better conditions in large establishments in the city. I should very much like to know whether you consider that these warehouse workers in country districts come under the provisions of Chapter 131a.

The Attorney General replied in part:

The tasks upon which these people are engaged, and not the particular place where the work is being performed, is the test by which their status is to be determined.

The legislature certainly could not have intended to exempt from the provisions of the Chapter any industry, trade, business or occupation merely because in some instances they might be pursued on a particular farm or in the country districts, nor would the language support any such conclusion . . .

It would appear that the work done in these warehouses is not to be properly classified as incidental to the occupation of farming, and I am of the opinion that Chapter 131a would apply to persons so employed in country districts.

## Illinois

### Activities of the Minimum Wage Division

A summing up of the accomplishments of the Minimum Wage Division of the Illinois Department of Labor is given in the Labor Bulletin of February 1935. Although the law became effective in July 1933, it was not until March 1934 that an appropriation was granted for the administration of the law and a minimum wage division set up. On May 1, 1934, the first two members of the staff were appointed.

One industry study has been completed, that for the macaroni, spaghetti and noodle industry, and a wage order issued. (See NEWS LETTERS of February and April 1935.) Data have been collected from 381 laundries giving hours and earnings of 8,814 women and minors. (See below.) An investigation of beauty parlors outside of Chicago is about finished and the study of the industry in Chicago will soon begin.

In order to determine what wage is, in the language of the law, "less than sufficient to meet the minimum cost of living necessary for health", the Division has initiated a study of the cost of living for working women in Illinois. A budget has been formulated which includes the articles and services considered necessary to health. The pricing of these articles and services throughout the State has just been started.

### Hours and wages of women in laundries

The report of the Minimum Wage Division relating to wages and hours of women and minors in the laundry industry was submitted to the Director of Labor on March 16, 1935. A wage board was appointed and has started its deliberations.

The industry throughout the State was well represented by the study. Weekly pay-roll records were secured for 8,814 employees in 381 laundries for the week ending June 9, 1934, and annual records for 917 employees in 174 laundries. The median of week's earnings was \$10.97 (half the workers earning more, half less), and week's earnings ranged from 70 cents paid to a part-time worker to \$35 paid to a forewoman.

One hundred and fourteen workers of those included in the survey earned less than \$3 a week; 534 workers earned less than \$6 a week; and 33 workers of all those recorded, or about one-half of 1 percent, earned \$24 or more. The report further shows that 22.8 percent of the laundry workers covered in the survey earned less than \$9 a week; over two-thirds (67.5 percent) earned less than \$12; and almost 90 percent earned under \$15 a week.

In any consideration of a fair minimum wage for any group of workers, the total annual wages of the individual and the distribution of such earnings through the year must be taken into account. Annual earnings were obtained for 917 female laundry employees in the State. Annual earnings for this group ranged from a low of \$218.86, which was paid to an all-around worker for 51 weeks' work, to a high of \$999.92 paid to a packer for 52 weeks. The median annual earnings for the 917 workers was \$480.60. For the State, as a whole, 21 percent of the employees earned less than \$400 for the year and more than half (57.6 percent) earned less than \$500 a year. The lowest average weekly wage among the 917 laundry workers was reported for one all-around worker who earned an average of \$4.21 per week. The packer who earned the highest annual wage had an average weekly wage of \$19.23. The median annual weekly wage for the State was \$9.24.

The study shows that the median number of hours worked by 8,221 women workers during the week for which records were secured was 44.1 hours. Nine percent of these workers worked less than 28 hours for the week; 22 percent worked 49 hours or more during the week; 472 employees, or 6 percent, worked more than 56 hours during the week which is more than an average of 8 hours a day, 7 days a week. The highest number of hours worked by any employee during the week was recorded for a hand ironer who worked 77 hours, or 7 hours more than the State law allows.

New Hampshire. Opinion of Attorney General on application of minimum wage law

In response to the request of the Director of Minimum Wage, the Attorney General of New Hampshire has issued the following opinion covering certain phases of the law:

(1) The provisions of the law do not apply to State institutions since they are not specifically included. (2) Employers are required to keep records, whether or not a wage order has been issued. (3) The Commissioner or his authorized agents have power to make investigations of wages under provisions of the law, whether or not fifty or more residents of the State have petitioned for such an investigation.

New York. Wage Board formed for the hotel and restaurant industry

The Division of Women in Industry and Minimum Wage of the State Department of Labor has reported to Industrial Commissioner Elmer F. Andrews that its survey of wages and working conditions in hotels and restaurants throughout the State has been completed. The investigation revealed overwhelming evidence of the existence of unstandardized working conditions and oppressive wages for women and minors employed in the industry. A wage board was appointed and convened on April 13th.

In making the survey, hotels and restaurants were visited in 164 communities ranging in size from New York City to places having a population of less than 300. Pay roll and other data were secured for 16,934 women and minor employees. Of these, 7,286 were employed in the 564 hotels covered and 9,648 in 1,457 restaurants. (New York Industrial Bulletin, March 1935.)

Ohio. Hours and earnings of women in establishments serving food

The Division of Minimum Wage of the Ohio Department of Labor has just issued a summary of a study of women and minors employed in 868 restaurants, 91 hotels and 75 institutions in the State. Wage data were secured for 3,504 women and minors for the week ending May 13, 1933, and for 4,356 women and minors for one pay-roll week between February 10 and September 1, 1934.

Annual earnings were obtained for 351 women in 98 restaurants for the year ending May 6, 1933. These records include cooks, hostesses, and managers, and only those who worked 26 weeks or more during the period. Low as the figures are, they are considerably higher than the figure for waitresses alone.

Median annual earnings for women working 26 weeks or more was about \$465 (half earning more, half less). Median average daily earnings were nearly \$1.75 and the median average hourly rate, 22.6 cents. The median average of hours worked by the women was 46.6 a week.

Canada. Minimum wage for women in Quebec

The Labour Gazette of March 1935, just issued, contains the Eighth Annual Report of the Women's Minimum Wage Commission of Quebec for the year ending June 30, 1934. This shows that nearly 36,000 women were subject to the Act, an increase of 18 percent over the number covered in the preceding year. Although the increase was greater in places outside of Montreal, still over 60 percent of the women covered were

employed in Montreal. The industries employing the greatest numbers of women were clothing, employing over one-third, textiles over one-fourth, and leather goods and tobacco products about 11 percent each.

Minimum rates set for experienced women workers in Montreal range from \$10 for the food industry to \$12.50 a week for several clothing industries, for tobacco, fur, and printing; a minimum of \$12 a week is set for all textiles. Outside of Montreal rates are from \$9 to \$10 a week. The report shows that the average basic rate in Montreal was \$12.64. This includes both women earning more than the minimum and inexperienced women at lower rates. This average for women outside Montreal was \$9.84. Average actual earnings for all women in the Province were \$10.24, an increase of nearly 6 percent over the preceding year.

Average wages reported by industry showed gains for women in Montreal in seven industries and losses in four. Increases of between 10 and 14 percent were reported in textiles, in tobacco manufacture, and in one of the clothing industries. Outside Montreal, four of eight industries showed gains.

## EMPLOYMENT

### United States

#### Employment of women in March

Women's employment as reflected in the indexes reported by the Bureau of Labor Statistics was greater than that of March 1934 in several instances. In the clothing industries there was a gain of 1.4 percent in men's furnishings and of 2.4 percent and 6.7 percent respectively in women's and men's clothing. While the textile group as a whole showed employment 2 percent below the preceding year, three important industries had gained--knit goods by 2 percent, cotton goods by nearly 4, and woolen and worsted by over 12. Employment in silk and rayon goods had declined by nearly 10 percent.

Employment in shoe factories had lost slightly since 1934 but had gained 1.5 percent since February. Employment in confectionery had gained 2.4 percent since 1934, and the same amount since February; in cigars and cigarettes employment was nearly 10 percent below 1934 but 1.4 percent above February.

In nonmanufacturing industries, general merchandising, a new division under Retail Trade, probably reflects the employment of women more nearly than does Retail Trade as a whole. Employment in General Merchandising gained nearly 3 percent since February but was 1.6 percent below March 1934. Slight gains since 1934 of less than 1 percent were shown in laundry and in hotel employment.

#### Problems of gainfully employed married women home makers

"A study of the home life and work history of 652 gainfully employed married women to determine how they manage two jobs" has just been published. The author, Cecile Tipton LaFollette, Ph.D., secured data through questionnaires widely distributed in cities of varying sizes. Names were secured from superintendents of schools, secretaries of chambers of commerce, heads of organizations employing women, and presidents or secretaries of women's clubs. The inquiry forms were sent out during January and March 1932.

Problems of home making, of social and of family relationship, are discussed. Of special interest, however, at a time when the propriety of a married woman being employed away from home is being brought up again and again, are the conclusions bearing particularly on that question.

This study, as do practically all studies of the subject, shows that "the majority of married women are working not from the desire for a career or economic

independence but because of the need to provide or supplement the family income. In this study, 19 percent of the husbands were unemployed. Their unemployment ranged from 2 months to 20 years . . . Six percent of the husbands earn less than \$1,000 and 25 percent earn between \$1,000 and \$2,000.

"The 652 women employ 540 other workers. Not all of these workers would be discharged if the married women were not working, but it is probable that many or most of them would be.

"The 652 families are supporting 281 in-the-home and 395 out-of-the-home dependents, a total of 676. The responsibility of many of these dependents would fall on other relatives, on public charity, or on governmental aid if the married women were not working. . .

"What would happen to the jobs of the baker, the laundryman, the merchant and the manufacturer of factory-made food and clothing if thousands of employed married women suddenly had more time at home? Unemployment would mean less money to pay others and more time to bake and cook and sew. In this study alone, about three-fourths of the laundry work is done by some one other than the home maker, five-sixths of the bread is purchased, two-thirds of the dry cleaning is done outside the home, and one-half of the women do no sewing for the family. Half of the women use foods that take the least time to prepare, which usually means a greater relative expenditure."

The stability of these women as workers and their value to the industry is also discussed. "Ninety-four percent of the women worked from 3 months to 30 years before marriage, an average of 7.15 years. Half of the group worked more than 6 years before marriage. The total work experience ranges from less than 1 year to 47.5 years, with a median of 12.98. . . The work experience in their present job averages 8.5 years. . . Whether one considers the number of years which the women worked before marriage, the years of total work experience, or even the years in their present jobs, this group of workers is not a temporary one. If they had not married, there is little doubt that they would have continued to work. Even with marriage, 63 percent continued to work and half the others returned within 6 years. It may be assumed, therefore, that these people have not taken other peoples' jobs. They have merely kept their own.

"The average education of the women in this study slightly exceeds the third year of college. The professional nature of the work of 75 percent of the women makes their replacement more difficult than the replacement of married women on the whole and entails greater social and economic waste."

#### Unemployed nurses on Public Health Service projects

More than 3,000 new jobs have developed for unemployed nurses in the public health field since the F.E.R.A. in November 1933 made funds available for such projects.

"Among the thrills of the past months has been the way in which many of the 3,000 nurses on Emergency Relief Administration jobs have swung into this—to 80 percent of them—utterly new field of work. Young graduates are enthusiastic, older nurses are fired with a desire to obtain special preparation for the field, and all are eagerly lapping up the staff educational programs which are being carefully and regularly planned for them by State and city groups. . .

"Permanent services will quite likely grow out of some of these projects. Illinois already reports three, and in several instances E. R. A. nurses have become permanent members of regular staffs. The nurses are being assisted by the State departments and the National Organization for Public Health Nursing to form citizens' committees to support and perpetuate their work should Federal support be decreased." (Dorothy Deming, R.N., Asst. Dir. N.O.P.H.N., In April Midmonthly Survey, 1935.)

Women workers in rural and town relief cases

The F.E.R.A. has just released data regarding workers in families receiving relief in towns, villages and rural communities, based on samples as of October 1934. The report states:

Of all cases with workers, 9 percent had female workers only. A disproportionate number of these were residents of villages and towns. The percentage of town cases with female workers only (14 percent) was exactly double that for the open country.

By area, the greatest concentration of cases with female workers only was found among the Negroes in both Cotton Belts, the whites of the Eastern Cotton Belt, and the cases from the Appalachian-Ozark area. For Negroes, this excess of cases with female workers only, may be partially explained by the preference of landlords for tenant families with able-bodied male workers. There is also a possibility that in the case of both Southern Negroes and whites the process of migration has acted selectively to reduce the number of able-bodied males in the rural and town relief population.

Fourteen percent of all cases reported female heads. The area and residence distribution of these cases was similar to that of cases with female workers only. Eleven percent were from the open country, 17 percent from villages and 18 percent from towns.

No information is given as to the numbers of female workers in families having male workers also.

(Workers and Dependent Age Groups in Rural and Town Relief Cases in October 1934, Research Bulletin of the F.E.R.A.)

Connecticut. Placement of women

A Connecticut State report just published shows that in the eight months November 1933 to June 1934 inclusive, nearly 6,500 women were placed by the State employment offices and the National Reemployment offices in Connecticut. This represented about one-tenth of all placements made. The fact that at least three-fourths of all placements were in C.W.A. or P.W.A. jobs accounts for the high proportion of men placed, comparatively few of these public jobs being designed for women. The over 5,000 women placed by the State offices represented 15 percent of the placements in those agencies. The ratio of openings to applicants shows relatively about the same opportunities for women as for men, that is, about 47 or 48 openings to each 100 applicants. (Report of the Connecticut Department of Labor and Factory Inspection for the period Jan. 1, 1932, to July 1, 1934.)

Illinois. Placement of women in 1934

According to a report just issued in the Illinois Labor Bulletin of February 1935, at least 38,000 women were placed during the calendar year 1934 through the efforts of the Illinois State Employment Service. Complete data as to activities in behalf of women are not available since the data for the Cook County C.W.A. office were not given by sex. However, since C.W.A. jobs have been very largely men's jobs, it is probable that the figures given represent the great part of women's applications and placement.

During the year nearly 64,000 women were reported as applying for work and nearly 44,000 openings for women were received at the various offices, or nearly 69 openings per 100 applicants. Of the 38,009 women who secured work, 92.5 percent were placed in private employment. Of the men reported, less than half were given jobs with private employers. There were fewer women applying for jobs, fewer placed and fewer openings in the last half of the year compared with the first half. Application

had declined 24 percent; placements, 18 percent. Openings were less than 5 percent fewer, so that the opportunities of the women applying had increased from 62 to 78 openings per 100 applicants.

#### Iowa. Opportunities for employment of women

According to a report just issued by the Iowa Bureau of Labor, nearly 17,000 women applied for work in the State employment offices during the two years ending June 30, 1934, and about half this number were placed. Activities in behalf of women formed practically a third of all work handled by the offices, about one-third of registrations, of jobs offered, and of placements.

Of jobs offered for women, 40 percent were for domestic and personal service, and nearly as many were classified as casual. Nearly 6 percent were in hotels or restaurants, 5 percent were clerical, professional or technical, and 4 percent agricultural. Slightly over 2 percent were in trade, either wholesale or retail. (Report of the Iowa Bureau of Labor for the Biennial Period ending June 30, 1934.)

#### New York. Unemployed women in New York City

Over a quarter of a million women were estimated to have been without work in New York City in the early spring of 1934, according to the report of the Mayor's Committee on Unemployment Relief just issued. These women formed practically 29 percent of all persons unemployed. Women bulked more largely in the lower age groups than was true of the total. Half of the total as compared to 69 percent of the women were under 30. The proportion under 20 were 18.5 and 32 percent respectively. While 31 percent of all persons were 40 or more, only 17 percent of the women were so old.

#### Wisconsin. Employment of women teachers

A final report has just been issued on the Wisconsin program under the plan of Federal Works Relief in Education. Two series of classes were given in adult education between Dec. 15, 1933, and April 25, 1934, giving employment to over 1,000 teachers and instruction to over 26,500 students.

Some detailed information is given regarding 1,010 teachers, nearly two-thirds of whom were women. Of the women reporting educational qualifications, 53 had done postgraduate work and 408 college work, 170 having done four years' work in college. Of those reporting experience, 22 had taught in college and 410 in public high schools or grade schools.

Classes were open to all adults, both employed and unemployed. Of the students enrolled, nearly two-thirds were women and these were divided fairly evenly between single and married women. By far the largest age group was that 18 to 25 years of age. A classification of subjects chosen show that home making, physical education, music and English were much in demand.

### INDUSTRIAL ACCIDENTS TO WOMEN

#### Iowa. Accidents to women

A report just published by the State of Iowa shows that during the two-year period ending June 30, 1934, 328 women were injured in industrial accidents. Of the causes reported, falls were by far the most frequent, having been responsible for over one-fourth (27.4 percent) of all accidents. Machinery caused 14 percent and, falling objects and hand tools nearly 7 percent each.

Over one-fourth of the accidents (26.8 percent) caused cuts, punctures or lacerations, and not far from one-fifth, bruises, contusions and abrasions and infected wounds (19.5 percent and 18.6 percent respectively). Often more serious although less frequent were sprains or strains resulting in one-sixth of the cases, and fractures or breaks in nearly 8 percent. Burns or scalds resulted in 5 percent of the cases. (Report of the Iowa Bureau of Labor for the Biennial Period ending June 30,

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Legislation affecting employed women

Legislation enacted

Connecticut. Hours of work

Interstate compacts

Illinois. Old-age pensions

New Hampshire. Interstate cooperation

Occupational disease commission

Certain legislation still pending

Proposed legislation not passed

Minimum wage

Massachusetts. Report of the laundry and dry cleaning wage board

New Hampshire. Activities of the Minimum Wage Office

British Columbia. Rates for women in fruit and vegetable canning

Ontario. Women covered by minimum wage orders

Rates of women under minimum wage orders

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Employment

United States. Employment of women in May

Women who are heads of families on relief

Women transients

New York. Women aided by an adjustment service

Placement of women

Pennsylvania. Employment and earnings of women

South Carolina. Employment and earnings of women

Great Britain. Women and the civil service

Earnings of women

United States. Salaries of public health nurses

## LEGISLATION AFFECTING EMPLOYED WOMEN

Legislation Enacted

In addition to the laws summarized in earlier News Letters, (especially in the May and June issued) the following have been enacted 1/:

Connecticut (See also June News Letter)

Hours of work.--House Bill 1289 established a maximum 9-hour day, 48-hour week for women and for minors under 18 employed in manufacturing and mechanical establishments. The Department of Labor may permit up to 10 hours a day, 55 a week for emergencies or seasonal requirements. The former law allowed 10-55 at all times.

Interstate compacts.--A Commission on interstate compacts affecting labor and industry has been created. The Commission is to consist of three members appointed by the Governor, one to represent labor, one employers and one the public.

Illinois. Old-age pensions

Illinois has been added to the six States listed in the June News Letter as having newly passed old-age pension provisions. Formerly 28 States had such legislation.

The minimum wage law has been made permanent by an amendment which has passed both houses.

New Hampshire (See May and June News Letters)

Interstate cooperation.--Participation in the Council of State governments through a commission on interstate cooperation was provided for, and a continuing commission was established to negotiate with similar commissions in other States (in connection with ratification of the interstate compact on the minimum wage).

Occupational disease.--An unpaid commission was created to study occupational diseases.

Certain Legislation Still Pending

Most legislatures have adjourned, but reports have not yet been received as to final disposition by legislatures of the following:

Illinois

Limitation of hours of work to 8 a day 48 a week.  
Provision of one day's rest in 7.

New Jersey

Prohibition of home work in certain industries.  
Limitation of hours of work to 40 a week.

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1/ The acts listed have achieved final passage in both houses. Not in all cases has final word been received of the governor's signature. However, if it should happen in any case that signature is not given, a later News Letter will note the fact.

Proposed Legislation Not Passed

Hour bills failing of passage would have provided for a 48-hour week, with a daily limit also, in Minnesota and New Hampshire; limited the week to 45 hours, in Ohio; limited the week to 48 hours in Pennsylvania, this failing in conference committee though it had passed both houses in some form; and limited the hours of domestic employees and office workers in California.

Amendments to minimum wage acts failing of passage were: in Minnesota an effort to define the minors covered as all persons under 21; in New Hampshire an effort to exempt hotels; the Pennsylvania minimum wage act failed in final conference committee.

A bill to reorganize the labor department failed of passage in New Hampshire.

A bill restricting the employment of married women failed of passage in Minnesota and no State has passed such legislation. An official of the State writes the Women's Bureau: "This type of measure is a hardy perennial—it comes up constantly but it never gets very far in our State."

Bills to provide compensation for occupational diseases in Pennsylvania and broadening the coverage of the occupational disease law in Ohio failed of passage.

The Pennsylvania legislature adjourned without enacting the bills for prohibiting certain home work and for unemployment insurance. These and the hour, minimum wage, and occupational disease bills mentioned above were among 25 bills of importance to labor that had passed the House by May 10th and were then in the Senate, as listed on that date in the Legislative News Letter issued weekly by the Pennsylvania Security League. Most of these bills failed of passage.

MINIMUM WAGE

Massachusetts. Report of the Laundry and Dry Cleaning Wage Board

The Wage Board for the Laundry and Dry Cleaning Industry, the first to act under the new Minimum Wage Law, has completed its meetings and submitted a report to the Minimum Wage Commission. The recommendations of the Board are as follows:

"For a week of 35 hours or over, 30 cents per hour.  
For less than 35 hours' employment in any week,  
33 cents per hour; but the wages paid for any such  
week of 35 hours or less need not exceed 35 times  
30 cents.

The wages of piece workers shall be so adjusted  
that every employee so employed shall earn for any  
given period of employment not less than the time  
wages herein prescribed for such period."

The recommendations cover all branches of the laundry and dry cleaning industry. (Communication to Women's Bureau.)

New Hampshire. Activities of the Minimum Wage Office

Compliance with the New Hampshire minimum wage order for the laundry industry has been very general. In one laundry where the question of advertising non-compliance was under consideration the laundry was taken over by another firm which has since been complying with the order.

The Minimum Wage Office of the New Hampshire Department of Labor has nearly completed a wage investigation in retail stores. A check-up is also being made in stores where it has been reported that wages have been reduced following the N.R.A. decision. (Communication to the Women's Bureau.)

British Columbia. Rates for women in fruit and vegetable canning

Minimum rates for the 1935 canning season have been published recently by the Board of Industrial Relations. For experienced women (those who have worked at least two months in the industry), the rate is 27 cents an hour for the first 10 hours in any one day, 40 cents for over 10 hours but not to exceed 12 hours, and 54 cents for over 12 hours. For inexperienced women the rates are 25 cents, 37½ cents and 50 cents, respectively. These rates are the same as for the 1934 season. (The Labour Gazette, May 1935.)

Ontario. Women covered by minimum wage orders

Not far from 90,000 women were covered by various minimum wage orders in Ontario as shown by data presented in the Annual Report of the Minimum Wage Board for 1934, which has been received recently. Over half of these women were factory employees, over a sixth worked in offices, over an eighth in retail establishments and a tenth in domestic and personal service trades. The total numbers of women covered in comparable groups had increased 12 percent over 1933 and there were increases in all but 3 of 18 industries reported for both years.

Rates of Women Under Minimum Wage Orders

Actual earnings are not given but the report shows the numbers of women receiving various classified wage rates. The highest minimum for experienced workers is \$12.50 in Toronto with lower amounts allowed in other cities graded according to size. From these reports it is impossible to say exactly how many women received the minimum set for experienced workers in the various cities, and how many received more than this minimum. However, it may be conservatively estimated that at least 60 percent of the women received more than the minimum, and not more than 19 percent received less than the minimum set for the cities in which they worked. Since, under most orders, women must have worked a year before being classed as experienced, it is not surprising that nearly one-fifth are paid at lower rates.

The proportions receiving more than the minimum appeared to vary considerably according to industry groups. As nearly as such estimates could be made, these proportions were: in telephone exchanges, 93 percent; in offices, 83 percent; in retail trade, 43 percent. In domestic and personal service industries, the largest group, 53 percent, received about the minimum with 36½ percent receiving above. The proportions in manufacturing were practically the same as for the total.

Amendments to the Minimum Wage Act

The report gives the following account of amendments to the Act:

"At the last session of the Legislature, the Minimum Wage Act was amended to provide for the limitation of the number of hours per week for which the minimum wage shall be paid; to provide for part-time and overtime employment; to prohibit the replacement of women by men receiving

less than the prescribed rates; to safeguard employees from being dismissed because of making complaint to the Board; and to increase penalties.

"The Act now provides that the minimum weekly wage must be paid for a period of not more than 48 hours in municipalities having a population of more than 50,000; for 50 hours in places of from 10,000 to 50,000; and for not more than 54 hours in places under 10,000 population.

"This fixing of the maximum hours for which the minimum wage must be paid does not in any way affect the period for which female workers may be employed, but it does prevent employers from working girls and women for longer periods than those prescribed without paying more than the minimum weekly wage."

## EMPLOYMENT OF WOMEN

### United States. Employment of women in May

In certain of the more important woman-employing industries, according to the indexes of employment reported monthly by the Bureau of Labor Statistics, fewer women were employed in May 1935 than in May 1934, and the discrepancies were greater than in the manufacturing total, which showed a decline of less than 2 percent.

Certain of the clothing industries represent a bright spot, men's clothing having gained 7.5 percent, men's furnishing 3.2 percent, though employment in women's clothing had declined 2 percent.

Among the textile industries woolen and worsted goods made the best showing, employment gaining 21 percent over 1934. Textiles as a whole showed a decline of 4 percent below 1934, with a reduction in cotton textiles of 13 percent, silk goods of nearly 10 percent, and knit goods of less than 2 percent.

The shoe industry showed a decline of nearly 6 percent, the tobacco industry of over 7 percent. The food group as a whole had lost 4.5 percent, though candy manufacture had gained nearly 4 percent.

The nonmanufacturing industries employing large numbers of women had lost slightly, May 1935, employment being about 1 percent below May 1934. General merchandizing had lost less than 1 percent, hotels and the laundry industry each, slightly more than 1 percent.

### United States. Women who are heads of families on relief

The Federal Emergency Relief Administration has just released a report of rural families on relief, which shows that in 13 percent of the cases covered the head of the family was a woman. The data are based on a survey of 5,600 rural relief households as of October 1933. The report states:

"Rural relief households with female heads constitute a specific problem, the importance of which has not been fully realized. They represent a group more handicapped than the average because of the possession of very limited resources and because of the absence of an adult male head who is normally a worker."

These households were mainly broken families from which the adult male was missing. The average household contained 3.9 persons. Over half the families had children under 16; nearly one-fifth contained persons 65 or older; in 5 percent of the cases there were both young children and old persons.

Not quite one-fifth of the women heads of households, aside from farm operators, had work during the month studied and their average earnings were \$13 in the month (for the support of an average of nearly 4 persons). This was in comparison with men heads of households, 40 percent of whom were working with average earnings of \$26 in the month.

In 89 percent of the households with women at the head, direct relief was given. Only 11 percent received any work relief since most work projects in rural areas were designed for male workers, and about one-fourth of the families with women at the head had neither workers nor potential workers. (F.E.R.A. Release No. 5439.)

#### Women Transients

Another recent report from the same agency indicates that about 12 percent of the transients registering for relief in a single month are women or girls. This estimate is based on details regarding transient registrations in 13 cities in September 1934. While women formed only 2 percent of unattached individuals, they were 16 percent of all heads of transient families; 68 percent of all other persons in transient families were women or girls. Of the unattached women numbering nearly 600, 61 percent were or had been married. Practically 40 percent were 35 years old or over while 15 percent were under 20.

Of about 400 unattached women transients registered for relief in February 1935 in 13 cities, over one-fourth had never worked and 10 percent had no regular occupation. Of the 247 reporting usual occupation over one-third had been servants or allied workers, one-fourth semiskilled workers, one-tenth professional, and one-tenth sales women. The same information regarding 254 women who were heads of transient families showed that only 114 had some usual occupation. Of these over one-third had been semiskilled workers and about one-third, servants or allied workers. (F.E.R.A. Releases No. 5469 and 5531.)

#### New York. Women aided by an adjustment service

The type of help given a large group of unemployed women, chiefly "white collar" workers is described in a report recently issued by the American Association of Adult Education which evaluates the work done by the Adjustment Service of New York City, organized in February 1933 and in existence for about a year and a half. This study analyses the first 10,000 cases for which complete records were available, 3,500 of these, or about one-third, being women.

Data regarding the occupation followed longest or most consistently show that 43 percent of these women were clerical workers, 29 percent professional, and 13 percent in trade. Only between 6 and 7 percent were in manufacturing and in domestic and personal service. Of both women and men, over three-fourths were unemployed. One-tenth of the women were either day students or women keeping their own homes at the time they applied at the Adjustment Service.

The great majority of the 10,000 clients sought help as to employment; though data on their problems are not reported by sex. Over half wished vocational guidance, and a tenth asked help in job placement.

Of over 1,600 women for whom training was suggested, further training was advised for their old employment in 44 percent of the cases and re-training for new work in 34 percent. The remainder were given training suggestions for first employment, for reading courses only, or for more academic education only, in about equal proportions. Suggestions as to avocations were offered for about 1,000 women. (10,000 clients of the Adjustment Service: by Garrett L. Burgen and John F. Murphy.)

#### New York. Placement of women

Not far from 135,000 women applied for work to the New York State Employment Service according to its recently issued 1934 report. Of these women, who formed a fifth of all applicants, over one-third might be classed as "white collar" workers, being in the professions, trade, commercial or government service or other lines of office work. One-third were in domestic and personal service, including hotels and restaurants, and one-fifth were factory workers.

Nearly 50,000 women received jobs, one-fifth of all persons placed. However, 46 percent of women's placements compared to 20 percent of men's, were for temporary jobs. Not quite 12 percent of the women placed were given white collar occupations, while 63 percent secured domestic or personal service jobs. Just over 13 percent were placed in factory work.

#### Pennsylvania. Employment and earnings of women

Further data regarding the nearly 900,000 employable women in Pennsylvania are shown in a State summary just received of the unemployment survey conducted in the Spring of 1934. (See preliminary data in June News Letter). The great majority of these women were native white, only 8.5 percent being negro and 5.7 percent, foreign-born.

Foreign-born women apparently had the best chance of holding jobs, only about a fifth of them being without work while nearly a third of all the women were unemployed. The negro women fared worst, practically 45 percent being jobless.

The unemployed native white women averaged younger than those of the other two groups, their median age being 26 years (half were older, half younger), while that of the negro women was 33, of the foreign born 38 years.

Unemployment was found to be least for women between 25 and 35 years of age, only a little more than a fifth of them being out of work. In contrast, practically a third of the women of 20 but not yet 25 and nearly three-fifths of the girls of 15 to 19 years inclusive were jobless.

Information on weekly wages was secured for nearly 351,000 women from practically all parts of the State, the important exceptions being Allegheny County and the city of Lancaster. Wages for full-time work were commonly found to be \$10 and \$15 per week, and the median was \$13.27. Fully a third of the women were receiving less than \$11 and two-thirds less than \$16 per week. In Philadelphia the median earnings for over 100,000 women were \$12.98.

#### South Carolina. Employment and earnings of women

Over 33,000 women are employed in factories in South Carolina according to data just made available in the Year Book of the Department of Agriculture, Commerce and Industry for the year ending June 30, 1934. These women

formed 30 percent of all persons so employed, and it is not surprising to find that 88 percent of the total were in textile mills. Nearly 30,000 women were in such mills, and the only other large groups were 1,881 in cigar and tobacco factories, 1,087 in clothing factories, and 553 in canneries.

Details regarding employment in textile mills indicate that the fixing of a minimum wage (through the cotton textile code) has raised women's wages considerably, though their year's earnings were very low, and that there had been increase in their employment. In fact, the number of women had increased 36 percent in the 2-year period since 1932, that of men, 30 percent.

Total wages paid to women were 87 percent above those of 1932. At the same time the average number of days mills operated in a year had decreased from 250 to 245.

Average per capita annual earnings of women in textile mills had increased from \$395 in 1932 to \$543 in 1934. Men's average per capita earning increased in the same period from \$529 to \$669.

#### Great Britain. Women and the civil service

A description of the positions open to women in the British civil service and an account of their entry into such positions beginning in 1870, has been given by Dorothy Evans, M. A. General Secretary of the National Association of Women Civil Servants, in a book entitled, "Women and the Civil Service." The author says:

"The purpose of this book is principally to afford a guide to young women, their parents and instructors, on the civil service as a career. The Service offers a wide scope of employment for women, some of it interesting and a good deal of it routine. Almost all Branches in the Service are now open to women equally with men . . . . An attempt has been made to relate the various classes of the Service to their method of entry, and to indicate how best the would-be entrant should fit herself for entry."

The most complete figures quoted showing the extent of women's employment in the Service are for April 1929. At that date there were 75,346 women so employed. The following shows the numbers of women in positions other than clerical, or as "cleaners, manipulative, etc." Administrative, 20; general executive, 163; "other" executive, 542; assessors, collectors of taxes, etc., 77; inspectorate, 431; professional, scientific and technical, 75; subordinate supervisory and technical, 682.

At present there are approximately 1,400 women civil servants in posts which carry a maximum salary inclusive of bonus of at least £350 per annum. Of these, about 500 are employed in the higher grades of the clerical class. There are only about 19 women whose present inclusive scales rise to at least £1,000 a year.

## EARNINGS OF WOMEN

United States. Salaries of public health nurses

Nurses in public health work made some gains in salaries since 1934, according to the fifth report on their salaries which appears in Public Health Nursing for June 1935. A survey covering 7,182 nurses. The most usual salary paid to staff nurses in January 1935 was \$125 a month compared with \$120 in 1934.

Of 358 agencies reporting, 76 had increased salaries on January 1935; 44 others expected to increase them within the year, the date for the increase being fixed in most cases.

The model monthly salary, that is the salary paid to the greatest number of staff nurses, in Public Health Departments and Public Health Nursery Associations as reported by regions, was \$110 in the Middle West, \$115 in the South and in the Middle Atlantic States, \$120 in New England and \$135 in the Far West. The greatest increase was for nurses in the South the most usual salary in 1934 having been \$100 a month.

Yearly salaries of full-time school nurses are reported by size of city. The mode ranged from \$1300 for cities of 50,000 to 250,000 population to \$1700 for cities of 1,000,000 and over. Cities of 25,000 to 50,000 ranked with those 500,000 to 1,000,000 with a salary of \$1600.

For chief supervising nurses, in 66 health departments the median salary (half earning more, half less) ranged from \$150 a month for supervisors of a staff of fewer than 10 to \$240 for supervisors of a staff of 100 or more. In 139 public health nursing associations the median salary, according to size of staff, ranged from \$170 to \$355 a month, the salary being \$215 or more in all but the smallest organizations.

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

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ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Legislation affecting women that has been enacted

Hours of employment

Arkansas, Massachusetts, New York, North Carolina, North Dakota.

Minimum wage

Massachusetts, North Dakota

Industrial home work

Connecticut

Occupational diseases and workmen's compensation

North Carolina, New York, Florida, South Carolina

Social insurance

Old age pension - Arkansas, Connecticut, Missouri, Rhode Island,  
Vermont, Washington

Unemployment insurance - New Hampshire, New York, Utah, Washington

Certain legislation in progress (chiefly minimum wage and women's hours)

Illinois, New Hampshire, Ohio, Pennsylvania

Proposed legislation not passed

8-hour day - Texas, Nebraska

Minimum wage - Florida, Montana, Maryland, Texas

Married women - New Hampshire, Wisconsin

Night work - Rhode Island

Minimum wage

New York. Earnings of women in hotels and restaurants

California. Activities of the Industrial Welfare Division

Illinois. Report of Wage Board for the laundry industry

Earnings and work conditions of women

United States. Earnings of women in the silk and rayon industry

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Employment

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Michigan. Employment of women on work relief projects

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Four States. Women served by State employment offices

Employed women in other countries

International. Employment and unemployment of women

Germany. Protection of women workers

Great Britain. Vocational guidance for women

LEGISLATION AFFECTING WOMEN THAT HAS BEEN ENACTED

Although at least 11 of the 44 State legislatures in session this year were still sitting prior to the middle of May, and many still are sitting, the following legislation has passed both houses and in most of these cases word has been received that the Governor's signature has been affixed.

Hours of Employment

Arkansas

The existing statute limiting women's hours in manufacturing, mechanical or mercantile establishments, laundries or any express or transportation company to 54 hours a week (9 hours a day) has been amended, by excepting from its provisions women in executive or managerial positions with weekly salary of \$35 or more upon permit from the Industrial Welfare Commission.

Massachusetts

The existing 48-hour statute has been extended to apply to office workers in manufacturing, mechanical and industrial establishments.

New York

The existing women's hour law has been amended by eliminating the provision for 78 hours of overtime in the year, thus establishing a 48-hour week.

North Carolina

The existing 11-hour day and 55-hour week law for factories has been extended to cover women in laundries, dry cleaning and work shops.

The 10-hour day and 55-hour week law for clerks, saleswomen and employees of public eating houses in cities of 5,000 or over has been extended to places under 5,000.

North Dakota

(See Minimum Wage below)

Minimum Wage

Massachusetts

Legislation has been passed perpetuating the minimum wage commission's decrees issued prior to 1934.

North Dakota

Enforcement of the existing minimum wage and hour statutes has been transferred from the Workmen's Compensation Bureau to the Department of Labor and Agriculture.

Industrial Home Work

Connecticut.

Industrial home work is now prohibited in this State, except for workers certified as handicapped or where home work is proven to have been customary in the State in an industry "for processes not requiring mechanical apparatus other than simple hand tools," and in such cases wage rates must equal factory rates for identical work. (Certain metal workers formerly giving out such home work previously had agreed to its discontinuance.)

## Occupational Diseases and Workmen's Compensation

### North Carolina

An amendment to the workmen's compensation act brings under its benefits persons affected with any one of 25 occupational diseases listed in the Act. Claims must be filed within one year of disablement or death, except in cases of silicosis or asbestiosis, in which three years are allowed. The Act authorizes the Industrial Commission to make studies of occupational disease hazards in the State.

### New York

Amendment to the New York law brings under compensation provisions all occupational diseases. Formerly only diseases arising from a list of 27 specified industrial processes were compensable.

Florida and South Carolina recently have passed workmen's compensation laws.

## Social Insurance

Old age pension legislation, which formerly existed in 28 States, has been enacted this year in Arkansas, Connecticut, Missouri, Rhode Island, Vermont, and Washington State, in the first-named case with creation of a Department of Public Welfare with county welfare boards. The Arkansas statute becomes effective Aug. 1, 1935, that in Connecticut July 1 but with awards not to be made until April 1, 1936.

Unemployment insurance laws have been passed in New Hampshire, New York, Utah, and Washington State. The contributions required by employers and employees are to be pooled to meet the expenses of the systems set up, which contemplate cooperation with the proposed Federal system.

## CERTAIN LEGISLATION IN PROGRESS (Chiefly Minimum Wage and Women's Hours)

### Illinois

Senate Bill 119 to repeal the section of the minimum wage law under which the Act would expire July 1, 1935, passed the Senate 34 to 3. It was referred to the House May 1st, and hearings were held before the House committee in the last week of May.

Similar bills providing one day's rest in 7 have been reported from committee in each House.

Similar bills establishing an 8-hour day have been voted out of committee in each House.

### New Hampshire

The 9 3/4-hour day, 48-hour week bill, H.B. 104, has been reported favorably from the House committee.

### Ohio

House Bill 497, favorably reported from the House Labor Committee, would broaden coverage of compensation for occupational disease. Instead of the list of such diseases specified in the present law, the new act would include all those caused by employment.

### Pennsylvania

House Bill 2,680 providing compensation for occupational disease has passed the House.

## PROPOSED LEGISLATION NOT PASSED

Bills providing an 8-hour day failed of passage in Texas and Nebraska, and the legislatures have adjourned.

Minimum wage bills were defeated in Florida, Montana, Maryland, and Texas, and the legislatures have adjourned.

Bills limiting the employment of married women were defeated in New Hampshire and Wisconsin, and no such bill has been enacted into law.

A Rhode Island bill prohibiting the employment of women in factories between the hours of midnight and 6 a.m. failed of passage. Exception is made for women working by shifts in public utilities.

## MINIMUM WAGE

New York. Earnings of women in hotels and restaurants

The board called to consider a minimum wage for employees of hotels and restaurants in New York State convened in May, and the survey of these industries made by the Division of Women in Industry and Minimum Wage was presented to it by the Commissioner of Labor. The report is based on pay roll data for 16,934 women and minor employees in 2,021 hotels and restaurants, this group representing from one-fourth to one-third of all women in the industry.

In a summing up of much detailed data, the report states:

"The final conclusion which appears from all these facts is that working conditions and wages in the industry as we have found them during the last year are still chaotic, varying unreasonably as between communities, individual establishments and within the same occupations. Some employers are seeking to maintain the standards set up in the codes but disregard of them by many others (which is clearly shown in the records) leaves the conforming group in no position to act individually without grave threat to the security of themselves and thus also to their employees...

"The result is that today, with rising costs confronting the industry, women in necessitous circumstances are finding their reputed bargaining power even more illusory than in the past. Unless the State will exercise the authority given it under the Minimum Fair Wage Act to protect minimum rates for the safeguarding of the workers' health and well-being, as well as for the protection of the reputable employer, it is likely that conditions in the industry will continue to deteriorate rather than to improve."

Records of annual earnings were secured for 2,730 women employed in 198 restaurants and 95 hotels. More than 83 percent had worked from 50 to 52 weeks in the year and not more than 2 percent less than 42 weeks. Annual cash earnings ranged from \$34 to over \$2,000 with a median of \$500 (half earning more, half less). More than two-thirds of the women had annual incomes of less than \$600. Waitresses had the lowest annual income, more than three-fourths earning less than \$400.

The median week's earnings for all occupations was \$8.96 in New York City and \$7.84 elsewhere. For the women whose hours worked were recorded, the hourly rates ranged from 10 cents to more than 50 cents. Some waitresses receive as little as 13 cents an hour, others 35 cents.

Rates of pay, not to be confused with actual earnings; were found not to reflect the skill or responsibilities called for by the occupation, nor to vary in any direct relation to the hours of work. For a 48-hour week, some waitresses have a rate of \$4, others \$8 and still others \$15. Chambermaids are paid at rates of \$1 and \$2 for a full working day.

The net cash earnings possible for a week's work may vary greatly from the rate set because of certain additions and deductions. Here again no uniform practice is found. While some employers give meals or lodging or both in addition to the weekly rate, others make deductions from the rate for room or board or both. Employees sometimes are charged for meals or lodgings that they do not receive. Some employers furnish and launder the uniforms necessary in the industry, in other establishments the women must buy their own and keep them clean. Other deductions were found, though less frequently, such as payments to bus boys or other employees, fines for lateness, payments for breakage, or for shortages in accounts or for counterfeit money taken in. In one New York City restaurant waitresses' expenses exceeded wages paid by 90 cents a week.

The survey showed that actual hours worked by two-thirds of the women were not known. In such cases employees are paid for the hours scheduled, not for hours actually required, which may be longer than schedule. For those whose hours were recorded, weeks of as long as 60 and 66 hours were found. Contrary to the trend of the times, the 7-day week still occurs. In restaurants, nearly 16 percent, in all-year hotels nearly 24 percent, and in seasonal hotels nearly 74 percent, of the employees work 7 days a week. (Releases of New York Department of Labor, May 8 and 9, 1935)

#### California. Activities of the Industrial Welfare Division

During the first quarter of 1935, the Division of Industrial Welfare of the California Department of Industrial Relations collected \$50,655.24 in back wages due to women and minors because of violations of minimum wage orders issued by the division, or of N.R.A. codes. Over \$42,000 of this was paid to 12,649 women and girls and 145 male minors in the fruit and vegetable canning industry. The number receiving back wages in other industries is not reported.

During the same period 1,153 persons were licensed by the division to receive less than minimum rates set either by minimum wage orders or by N.R.A. codes. Of these, 465 were learners and 688 were infirm persons. In the latter group were persons receiving both new and renewed permits. Licenses to do home work under certain N.R.A. codes were issued to 103 women.

The Division received and investigated 358 complaints, over one-third of these affected laundries or dry cleaning establishments. Between 10 and 15 percent affected each of the following: general and professional offices (10 percent), manufacturing (10 percent), mercantile establishments (13 percent), motion pictures (14 percent). (Communication to Women's Bureau.)

#### Illinois. Report of Wage Board for the laundry industry

The Wage Board for the laundry industry presented its recommendations to the Director of the Illinois Department of Labor under date of May 21, basing its conclusions to a large extent on the survey made by the Minimum Wage Division, which covered more than three fourths of the women in this industry in the State.

The report recommends differing rates for three districts. District 1 comprises Cook County and four adjacent counties, that is, Chicago and the industrial region surrounding it; this district employs over 80 percent of the laundry operatives of the State. District 2 consists of the northern two-thirds of the State exclusive of District 1 and employs about 13 percent of the total. District 3 consists of the southern third of the State.

The minimum rates recommended for both time and piece workers were 28 cents in District 1, 25 cents in District 2, and 23 cents in District 3. In cases of undertime not due to personal reasons, it was recommended that a 10 percent bonus be added to the basic rate for all time under 25 hours a week, making rates of 30.8 cents, 27.5 cents, and 25.3 cents for the respective districts. It was recommended that time and a half be paid for all time after the 44th hour in any week, or rates for the respective districts of 42 cents,  $37\frac{1}{2}$  cents, and  $34\frac{1}{2}$  cents.

Among the administrative regulations proposed are the following: Learners and apprentices shall be paid the basic rates. Women or minors whose earning capacity is limited may be paid less than the minimum under a special license to be obtained by employers from the Division of Minimum Wage. Time spent in waiting for work on the premises shall be counted as working time and paid for at the individual employee's regular rate.

On the basis of the study of the industry made by the Minimum Wage Division, it is estimated that nearly 79 percent of the workers in the first district will receive some increase in earnings as a result of the rate suggested. In the second district about 39 percent may expect increases; in the third district, 68 percent.

#### EARNINGS AND WORK CONDITIONS OF WOMEN

##### United States. Earnings of women in the silk and rayon industry

Since over half the workers making silk and rayon goods were women as reported in the Census of 1930 and since in that year nearly 76,000 women reported themselves so employed, much interest for women attaches to the findings of the study of the industry recently released by the Bureau of Labor Statistics. If the percent women formed of the industry in 1930 continued to hold good, an average of over 55,000 women were employed during the 13 months August 1933 to August 1934 inclusive.

The report is based on data covering three pay roll periods: April 1933, prior to the N.R.A.; August 1933, when the industry was operating under the President's Reemployment Agreement; and August 1934, when the industry had been operating for about 10 months under the N.R.A. code. The workers covered in April 1933 numbered over 41,000; in August 1933, nearly 24,000; in August 1934, nearly 29,000.

Average full time earnings - the amount that may be earned if the firm's full schedule is worked - showed very considerable increases, amounting to 23 percent for the highest paid workers, and 30 percent or more for all other women, the greatest being 58 percent. Actual earnings, taking into account undertime or lost time, represent what the worker has to live on, and the report shows these very low for many women. In August 1933, 20 percent, and in August 1934, 25 percent, earned less than \$10 a week. About 41 and 48 percent respectively earned less than \$13, and 64 percent in each year less than \$14.

Since the N.R.A. code fixed a bottom wage level and also shortened hours, it is not surprising that much greater advance was shown in the hourly than in the weekly wage. Similarly, as would be expected with the fixing of a minimum, low-paid occupations showed much greater wage advance in proportion than did those formerly more highly paid. In April 1933, the average hourly earnings of women ranged from 17.7 cents for redrawers to 32.1 cents for warpers; in August 1933, from 33.9 cents to 47.4 cents, in August 1934 35.3 cents to 49.9 cents, for the same occupations. In the lowest paid occupation earnings were nearly doubled between April 1933 and August 1934; the least increase was 55 percent for the highest paid occupation.

The basic minimum rate fixed by the silk textile code was \$13 in the North and \$12 in the South for a 40-hour week, which would mean an hourly rate of 30 cents in the South and  $32\frac{1}{2}$  cents in the North. In April 1933, nearly 85 percent of the women received less than 30 cents an hour while in August only 3 percent received so little.

## Tennessee. Employment and earnings of women

Data regarding the employment of men and women as found by factory inspectors in the course of their duties are shown by the Report of the Tennessee Department of Labor just issued for 1933. In plants inspected for which wage data were also secured, there were found nearly 70,000 men and 40,000 women employed. Over three-fourths of the women were in manufacturing establishments and nearly one-half (45.8 percent) in textile mills alone.

For over half of all women reported, including more than 18,000 women in textile mills, the average weekly wage was between \$10 and \$11. Another 30 percent of the women reported earned under \$10 a week, among these being over 5,500 in clothing factories with an average wage of \$9.79 a week. An average of over \$14 was reported for 8 percent of the women reported, including over 1,600 in department stores with earnings of \$15.51 and 373 in water, light and power plants who averaged \$19.35 a week. A very low point was reached by 133 women in wholesale produce establishments who received only \$6.42 a week on the average.

### EMPLOYMENT

#### United States. Employment of women in April

In the more important woman-employing industries, total wages paid in April 1935 showed on the whole an improvement over wages in April 1934 that was greater than the employment gains in that time, according to index numbers reported by the Bureau of Labor Statistics.

The wearing apparel group showed employment 1.8 percent above April 1934 and pay rolls 13.5 percent. This represents chiefly gains in men's clothing other than shirts, collars and furnishings, of 7.6 percent in employment and 34.4 percent in pay rolls, and in women's clothing other than corsets of 2 percent and 5.4 percent. In shoe manufacture the trend is reversed, with a 1.5 percent decline in employment, and 8 percent in pay rolls.

The textile industry as a whole lost 3.6 percent in employment and 1.6 percent in pay rolls. Silk goods lost about 9 percent and 6 percent respectively. Knit goods with a very slight loss in employment gained over 1 percent in pay rolls. Woolen goods gained 16 percent in employment and 20 percent in pay rolls. In cotton goods the trend was different, pay rolls losing more, 14 percent compared to 11.

The food group lost 2.6 percent in employment and gained 2.9 percent in pay rolls. Candy manufacture, the most important woman employer, gained in both, 3.9 percent and 4.7 percent. The cigar and cigarette industry lost in both, 11.9 percent and 7.6 percent.

Among the non-manufacturing industries, general merchandising showed employment nearly 4 percent above April 1934, and pay rolls over 4 percent above. In hotels employment had lost 1.3 percent, pay rolls gained nearly 1 percent. In laundries there was a loss in employment of less than 1 percent, a gain in pay rolls of 1.7 percent.

#### United States. Women workers on relief

About 968,000 women workers were reported on relief in 60 cities of 25,000 or more inhabitants in an occupational report recently issued by the F.E.R.A. and covering conditions in May 1934. Workers were defined as persons between the ages of 16 and 64 who were either working or seeking work and had had previous work experience in private industry. Of those reported, well over one-fourth (nearly 28 percent) were women.

One-fourth of these women were or had been employed in manufacturing industries chiefly classed as semiskilled workers. Over half were in domestic and personal service, and of this group over 300,000 were classed as servants. Between 7 and 8 percent were clerical workers and about the same proportion in trade, chiefly saleswomen. About 35,700 were professional workers (3.7 percent) including many teachers, nurses and actors. There were 10,700 telephone operators representing just over one percent of the total.

Another recent report shows the proportions women formed of all workers on relief in 72 cities (as of May 1934). They were 27 percent of the workers in all the cities, and the proportion ranged from 13 percent in Everett, Washington, to 52 percent in Jackson, Mississippi and Norfolk, Virginia. In two other cities women were at least half of all workers and in 6 cities formed between 40 and 50 percent of the total. In New York City women were one-fourth of the total, in Chicago 29 percent, in Detroit 21 percent.

From a 5 percent sample of the schedules taken, an estimate also is made of the proportions of persons on relief who are suffering from some disability, including both orthopedic disabilities, eye and ear defects and disabling diseases. Of persons employed or seeking work,  $11\frac{1}{2}$  percent of the women and  $14\frac{1}{2}$  percent of the men were disabled. The actual numbers of disabled persons were by far the greatest, and the proportions slightly greater among those out of work and trying to find employment, than among those at work.

#### Massachusetts. Changing opportunities of employment for women in 2 industries

Recent reports of the Department of Labor and Industry in Massachusetts cover two large woman-employing industries in the State, cotton mills and shoe factories, and show the plants that have gone out of business during late years.

Of cotton mills, nearly half whose workers in the State are women, 106 had ceased doing business from 1921 to 1934 inclusive, though 13 of these were taken over and operated in Massachusetts by other companies. Of the remaining 93 mills, 3 moved into southern States, but the others closed entirely. It was estimated that nearly 23,000 persons had been thrown out of work by the closing of the 93 mills. (This estimate was made from an average of the number reported each month by the respective companies during their last year of operation.) The years 1926 to 1931 inclusive showed the greatest mortality, 71 of the 106 mills going out of business in this period and thus affecting over 20,000 workers.

The information regarding shoe factories covers the years 1933 and 1934. At some time in 1933 there were 368 shoe factories in operation in Massachusetts. Of this number 30 have since removed from their former location to another in the State and 31 have moved to other States. The factories moving to other States are located as follows: 15 in New Hampshire, 10 in Maine, 3 in Rhode Island, 2 in New York, 1 in Indiana. In 1934 or late in 1933 there were 52 factories which went out of business. During 1934, according to records at present available, 13 new establishments have been organized in Massachusetts, and 7 which went out of business have reorganized in Massachusetts, and 7 which went out of business have reorganized as new companies. The net result of these changes was a loss of 64 factories to the State. Data as to the total number of wage earners affected are not available. The census of 1930 showed women forming nearly 38 percent of the total in the industry.

#### Michigan. Employment of women in work relief projects

A report just issued by the Michigan State Emergency Welfare Relief Commission gives data regarding women employed in the State on various forms of work relief. The latest figure, that for October 1934, showed nearly 4,400 women so employed.

A Women's Work Division was created in October 1933. From December to March the program for women was primarily an adjunct of the Civil Works program. Although the C.W.A. quota had virtually been filled before plans could be made for special women's projects, it was possible to employ a number of women at clerical and administrative tasks in the offices of the State and local Civil Works administrations. Other important projects which employed women were of three types: Library work and book repair, child health nursing, and surveys and research. A large number of women also were given work in connection with the emergency education program.

#### New York. Employment status of Barnard College alumnae

The Register of the Associate Alumnae of Barnard College, Columbia, for 1935 gives the present occupational status of the 5,126 women who have graduated in the 46 years since the founding of the college. At least 2,686 women (nearly 55 percent) are in paid occupations, nearly 24 percent of the total number of graduates having made no report. Of these employed women, about one-third are or have been married.

By far the greatest number of these employed college graduates are educators including principals and deans, 40 percent being so classified; nearly one-sixth are doing clerical work; practically 6 percent, editorial or literary work, and social or religious work; about 4 percent are in sales work, in library and museum work, in statistical or other mathematical work, in scientific research and laboratory work. Other groups, small in number, are of interest: 7 are farmers; 16 actors, musicians or dancers; 30 are lawyers; another 30 artists; 60 are physicians; 60 do advertising or publicity work.

#### Pennsylvania. Employment and unemployment of women

Women formed one-fourth of the nearly 3,500,000 employable persons reported from preliminary figures recently made available from a census taken by the State of Pennsylvania early in 1934, chiefly in April. These data have been issued by counties. Of the 894,400 women reported, 54 percent had full-time, 15 percent part-time work.

That many women have been forced by economic stress to leave their homes and add to the family income is indicated by the fact that one-third of the women but only one-sixth of the men never had had jobs. Furthermore, while 30 percent of the women were unemployed, a smaller proportion of the men (27 percent) were without jobs.

Certain counties containing large industrial cities show a higher percent of unemployment of women than is found in the State as a whole. In Allegheny County, containing Pittsburgh, it was nearly 36 percent, in Philadelphia County nearly 34, and in Lackawana County, containing Scranton, nearly 33.

#### Four States - Women served by State employment offices

Reports recently received from four large industrial States (Illinois, Ohio and Wisconsin in the Middle West, and North Carolina in the South) show large numbers of women continuing to apply for jobs to public employment agencies.

In the first quarter of 1935, at the close of each month, 8,500 to 10,000 women were seeking employment at these offices in Wisconsin, and women formed a tenth or more of all persons on the lists; in Illinois the active file at the end of March 1935 contained over 15,000 women, constituting 17 percent of the total.

In Ohio, new applicants in January of this year included 4,387 women, and these formed one-fourth of all persons then seeking jobs. Nearly 40 percent of them were from domestic and personal pursuits and nearly one-sixth needed factory jobs. Very many were young women, more than 40 percent being under 25 years of age and only 7 percent 50 or older.

New applicants in Wisconsin in April included 1,600 women, those being nearly one-fifth of the total such applicants. Of these Wisconsin women, nearly 250 had not had employment for at least four years, so that they either had been jobless or were forced by family needs to resume work; another 260 young people out of school, with no work experience.

In North Carolina women formed over one-fifth of those applying, there being over 1,300 seeking work through the public employment offices. Of these, nearly one-fifth had had no work for a year or more while half had been jobless for less than three months.

Placements of women in Wisconsin in April totalled 1,700, over half these being in temporary employment, and over three-fourths of them being in domestic and personal service. Women's jobs represented slightly over one-fourth of all placements. Practically 45 percent of the women who found work were 25 years of age or younger.

Ohio had placed over 2,500 women in January, 58 percent of the jobs filled being those of women. Over half these women were given temporary work, and 86 percent of them were in domestic and personal employment. Of these women 30 percent were under 25 years of age.

Of the jobs filled in Illinois in March, practically half were those of women, and more than 8,700 women were given employment through the agencies.

#### EMPLOYED WOMEN IN OTHER COUNTRIES

##### International. Employment and unemployment of women

"Unemployment is not a problem more especially concerning men than women. It affects workers of both sexes, and it is therefore surprising that the idea should have presented itself of trying to remedy men's unemployment by aggravating woman's."

This telling statement is made by Henri Fuss of the International Labour Office, in connection with an estimate of 4,000,000 women unemployed throughout the world in the fall of 1934, as given by him in a discussion in the International Labour Review for April 1935.

Recent restrictions on the employment of women in various countries are discussed, and changes in the proportions of women employed indicated over a series of years (since the depression) in countries reporting such figures. Data also are presented to show shifts in the employment of women between chief occupational groups.

From the discussion of the reasons for the employment of women the following points are especially pertinent:

"From the economic standpoint, women workers are still indispensable in the overwhelming majority of industries, not only because without them these industries would suffer from a shortage of labour and would have to restrict their production, but also because the wages of every woman worker represent purchasing power whose disappearance would reduce the effective demand for consumption goods, and thus form a further reason for reducing production and lowering the standard of living. Contrary to a rather widespread belief, persons who work for remuneration do not deprive some one else of employment, because their own earnings give them the power to purchase goods or services that give employment to other persons. Each person's work calls for the work of others, and it is on the contrary the idleness of some that leads to the unemployment of others." . . . . .

"In many occupations the employment of women is also a technical necessity. Their delicacy of touch is indispensable for a large number of tasks in which most men would be completely incapable or deplorably inferior. Certain kinds of work also call for various psychological qualities of patience and attention which most women possess to a higher degree than most men." . . . . .

"Finally, it may be recalled that many women, single, widowed, or divorced, alone or with dependents, are obliged to earn their livelihood. Their chances of finding work would be seriously reduced if the view were to prevail that it is less normal for women than for men to be gainfully occupied. It may be added that the proportion of women who work to keep not only themselves, but also other people, is considerable. According to a detailed enquiry made into this question in the Union of South Africa, out of 343 employed women who replied to a questionnaire, 34 percent belonged to families without a male breadwinner, 6 percent were the principal breadwinner of the family, 40 percent helped to support the family, and in addition over 11 percent who lived alone nevertheless helped to support certain relatives."

#### Germany. Protection of women workers

The Women's Department of the German Labor Front is entrusted with the protection of Women Workers over 21. The duties of the Department recently have been defined by the Assistant Director. They include, among other things, supervision of the health of women workers and hygiene in undertakings, including the campaign against occupational diseases, the safeguarding of the economic and social interests of women workers in regard to wages and other conditions of work and the training of women workers to become good mothers and housewives. In order to carry out these duties, the Women's Department appoints in undertakings employing women a woman trustee who must be at the same time a member of the "trust council" of the undertaking. The instructions relating to elections of "trust councils" provide that the lists of candidates must include women in a proportion corresponding to the number of women employed in the undertaking. There are at present 80 women trustees in Berlin who are receiving in evening courses instruction as to the problems of industrial relations, determination of wages, hygiene and other questions of social policy.

According to the statistics of the sickness fund, women formed 32.6 percent of all employed persons at the end of December 1934. (Industrial and Labor Information, May 6, 1935.)

#### Great Britain. Vocational guidance for women

A series of bulletins are being issued by the British Ministry of Labour on various vocational topics, two of which are of especial interest to women. One discusses clerical and secretarial work, the other nursing, public health work and kindred services.

The bulletin on clerical work points out that "the keen competition for employment in secretarial and similar work has resulted in raising the standard of educational qualifications required by employers." The qualifications and training for various types of work are described in some detail. There also are given various associations or institutes which it is desirable that women seeking higher branches of secretarial or statistical work should join, together with examinations required. The bulletin states: "Intelligence to discover in what direction specialization would be particularly valuable is needed in a field where so many paths may be chosen." Qualifications, for certain general lines such as banking or insurance, are pointed out. Attention also is called to the specialized knowledge which the ambitious women would be at pains to acquire to fit herself to the line of business she has chosen, such as scientific knowledge or a command of foreign languages.

The bulletin on health work describes, first, the qualifications for registration of nurses which includes admission to the General Register, also to certain Supplementary Registers for (1) nurses of sick children, (2) nurses of infectious diseases, (3) nurses of mental cases. Besides the qualifications and training for these more general lines of work, those for radiography, massage, medical gymnastics and medical electricity, and for midwifery, are given. The opportunities in certain special lines of work are pointed out, such as district nursing, health visiting, first-aid work in factories, and services for the State. Women have occasionally, though seldom, been appointed sanitary inspectors. The duties of this post include inspection of work places where women and girls are employed.

(1490)

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## LEGISLATION AFFECTING EMPLOYED WOMEN

### Rhode Island. New State organization for employed women

A Bureau of Women and Children has just been established in Rhode Island under the Reorganization Bill recently passed, and Mrs. Louise Q. Blodgett has been appointed at its head. She states that the latest complete figures available show 50,414 women employed in October 1934 in establishments in the State that have five or more employees. This is 10,000 less than so reported in October 1933.

The service for women is to be extended in the Division of Personnel and State Employment Service, also newly created under the Reorganization Act. There are to be women in the various State offices in charge of interviewing and placing women. Placements of women made within the past four months by the National Reemployment Service in the State, which has now become affiliated with the new agency, total 228 permanent and 220 temporary jobs.

Women also are affected by the old-age pension law passed at the last regular session in the State. Of applications for pensions already made 357 out of 7,785 are from women, though the appropriation will take care of only from 800 to 1,000 persons. The maximum assistance that may be received is \$30 monthly, and when payments begin to be made under this new Act the average probably will be about \$20 a month. (Communication to the Women's Bureau.)

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### Massachusetts. Night-work provisions for women workers

Since 1907 the employment of women was prohibited after 6 p.m. in the textile and leather industries, until an Act of 1933 authorized the Commissioner of Labor and Industries to suspend such prohibition during the life of the National Industrial Recovery Act. Under the authority of this Act the Commissioner authorized the employment of women up to 10 p.m. (as allowed for other manufacturing industries) in the chief textile industries.

An Act recently passed by the General Court (Senate No. 559) extends until April 1, 1936, the power of the Commissioner to suspend the operation of the "6 o'clock law" as it applies to the employment of women in the textile industry. (Communication to Women's Bureau and copy of Act.)

## MINIMUM WAGE

### New York. Report of Wage Board for the Hotel and Restaurant Industry

The Hotel and Restaurant Wage Board, on July 2, submitted a report to the Industrial Commissioner, recommending minimum wage rates for women and minors under 21, employed in the industry. The Commissioner has accepted the report, will hold public hearings August 5 to 8 inclusive, and will propose administrative regulations relating to minimum fair wage standards for the industry.

The board points out that hotels and restaurants constitute, with mercantile establishments and clothing industries, the leading employers of wage earning women in New York State. There are approximately 19,000 hotels and restaurants in the State which employ women and minors and about 60,000 women are so employed. The industries are State-wide in their distribution, and in some localities are the sole employers of women.

The detailed study of these industries made by the Division of Women in Industry and Minimum Wage and submitted to the Wage Board (See June News Letter) showed a considerable number of women in the State working long hours in arduous employments who received earnings less than sufficient to maintain the minimum subsistence standards established by public relief agencies. While unquestionably many units of these industries are severe sufferers from the present economic depression, the industries as a whole are not incapable of paying a fair minimum wage to their female employees. The minimum scales recommended are as follows:

Table service waitresses...	18 cents an hour,	\$8.64 a week
Non-service food workers...	27 cents an hour,	\$12.96 a week
Lodging workers.....	30 cents an hour,	\$14.40 a week
Resident employees (service and non-service)		\$10.00 a week

The report recommends that deductions be prohibited for meals, uniforms, laundry, fees to bus boys and other employees, and fines. The only deductions to be permitted would be for insurance premiums or membership dues and then only after permission had been obtained from the State Department of Labor. That such a rule forbidding deductions is necessary is shown by the study mentioned above. This indicated that there was no uniformity regarding deductions in practice. The employer who was willing to pay a fair cash wage had to compete with the employer who took advantage of every excuse for making deductions, so that workers were left with little or no cash for necessities other than food.

It is further recommended that:

"An employee shall be paid for each hour or fraction of an hour of her employment at the rate prescribed in this order, but in no event shall she be paid for less than three such hours in any day on which she has reported for work pursuant to her employer's instructions.

"Time during regular working hours and at all other periods when employees are required to wait on the premises and no work is provided by the employer, shall be paid for at the employee's regular hourly wage rate. Employees who are employed on a split shift shall be compensated at their regular hourly wage rate for any time in excess of a total of three hours between the shifts worked in any one day."

Minimum Fair Wage Act upheld by court

The constitutionality of the Minimum Fair Wage Act has been upheld in a recent decision of the Supreme Court of the State of New York, County of Kings. Under the mandatory order for the laundry industry, both the manager and the owner of the Spotlight Laundry in Brooklyn were convicted of paying less than the minimum wage, and of forging books to conceal the fact and were imprisoned. Appeal was taken in a habeas corpus case. People ex rel. Joseph Tipaldo, against Frederick L. Morehead, as Warden of the City Prison Brooklyn. The proceedings were dismissed and the constitutionality of the Act upheld by the Supreme Court. Appeal now would lie to the Court of Appeals, the highest court in the State.

In his decision, the Supreme Court Justice said:

"In the considered judgment of the Legislature this article is constitutional. Its ultimate purpose was to protect women from unscrupulous employers

through the medium of a compulsory wage reasonably commensurate with the services rendered, and also to protect industry from evils which are frequently followed by unfair competition made possible by the exploitation of a designated class of employees. It would seem that public welfare is enhanced by legislation based upon humane consideration of this character, legislation justified as an exercise of police power."

Illinois. Wages and hours of women in the beauty culture industry

The Minimum Wage Division of the Department of Labor of Illinois has just issued a detailed study of conditions in the beauty culture industry and on the basis of the findings has recommended to the Director of Labor that a wage board be appointed to establish a fair minimum wage for the industry.

The beauty culture industry was selected for study because of its increasing importance as an employer of women. The number of women so employed in Illinois increased from 2,838 in 1920 to 9,134 in 1930 or by over 300 percent. With the depression, cuts in prices for the service were wide-spread and were all too frequently accompanied by cuts in wages or a shift to a straight commission form of payment. Furthermore, this is an industry in which the number of employers almost equals the number of employees. This situation largely explains the great variety of methods of wage payment found and the wide range in wages received. A minimum wage, uniformly enforced by the State against all employers, will provide an element of stability that the industry sorely needs.

The investigation was begun in November 1934 and ended in May 1935. A total of 2,101 shops were visited but in 849 of these there was no employee, the owner doing all the work. In nearly 500 shops there was but one employee and in 327 only two employees. Information as to weekly earnings was obtained for 3,103 women, but due to absence of records the oral statement of the employee as to earnings and hours had to be taken on about a third of the cases. In only 1,310 cases were written records of both hours and wages found. Median weekly earnings for the 3,103 women were \$14.54 (half earning more half less). The median for 1,511 women whose hours were 45 to 50 was \$15.52 but for 349 whose hours were 51 to 56 inclusive, only \$14.42. Three-fourths of all the women had earned less than \$18.

Annual earnings were secured for 449 women, nearly 92 percent of whom had worked 48 or more weeks in the year. Half of these women had earned less than \$822.90 and 86 percent less than \$1,200. The lowest annual earnings reported were \$262 paid to an all-round operator working on a straight commission; the highest earnings of an all-round operator with no responsibility for management were \$2,000.

Shop policies vary greatly in this industry and are in some cases very disadvantageous to the worker. Over one-fourth (27.5 percent) of the workers were paid a straight commission and were thus compelled to share what should be normally the employer's business risk. For these workers the median earnings were found to be \$11.83 a week compared to \$15.04 for workers on a flat weekly wage and \$17.96 for those with a weekly wage plus commission.

The nature of the business makes hours irregular. The operator may be idle all morning and rushed to the breaking point in the afternoon. Evening work may often be forced upon her also. Nearly a fourth of the full-time workers for whom weekly records were secured had done some night work. Nearly 200 operators reported that 3 evenings' work a week was a regular policy and 212 reported from 4 to 6 evenings.

Deductions for uniforms, cosmetics and implements were reported for 2,724 and for 233 women such deductions were estimated as amounting to \$1 or more a week. Tips were reported in 1,225 cases. They ranged all the way from 40 cents to \$14 a week. But while substantial amounts were received in this way by some workers, the larger amounts were usually received by the higher paid workers, "This naturally follows from the fact that those operators who receive low earnings work in low priced shops, in shops where competition is keenest, and where customers are most likely to weigh the value of five or ten cents."

#### California. Activities of the Division of Industrial Welfare

The California Division of Industrial Welfare collected \$741 in back wages due workers during the month of June. The largest amounts were due hotel and restaurant employees, next came those in manufacturing plants, and third those in mercantile establishments. Audit adjustments of more than \$19,000 were made in canneries. Licenses were issued during the month for 118 learners and 36 elderly and infirm workers, most of those in both these classifications being in manufacturing. Report to the Governor by the Chief of the Division.

#### Canada New Minimum Wage Orders, Quebec

Women employed in hair dressing establishments in cities of 25,000 population and over are covered for the first time by an Order recently issued by the Women's Minimum Wage Board. Workers after two years' experience are to receive at least \$12.50 a week in Montreal and \$10 in other cities. These rates are to be paid all workers, whether on a time, piece, commission or other basis. The rates are for a 48-hour week and other schedules of hours are to be paid on the same basis, that is at 26 cents and about 21 cents an hour respectively. Workers are to be paid for all time spent on the premises. If special uniforms are required they are to be furnished and laundered by the employer without charge. The order goes into effect August 1.

A new order also effective August 1, has been issued for the textile trades, replacing one that has been in effect since September 1928. Under the old order workers with two years' experience were to be paid \$12.50 a week in Montreal and \$10 in all other places. These rates were for the regular schedule of hours, whatever they might happen to be. The new order fixes hourly rather than weekly rates and whether it proves an advantage or a disadvantage to the worker depends on the usual hours worked. In Montreal, 65 percent of the workers are to be paid at least 25 cents an hour; 25 percent, 19 cents; and 10 percent, 14½ cents. Outside Montreal the rates, are 21 cents, 17 cents and 12½ cents, respectively. Some idea of hours in the industry may be obtained from a report issued by the Department of Labor of Canada, "Wages and Hours of Labor in Canada, 1929, 1933, 1934." This report indicates that in 1934, the most usual hours for women in the textile industry throughout the Dominion ranged from 49½ or 50 to 55 a week. For a 50-hour week, 65 percent of the workers will receive what was allowed for experienced workers under the old order. (Labour Gazette, Canada, June 1935.)

#### EMPLOYMENT

##### United States. Employment of women in June

Certain important woman-employing industries showed a more favorable employment position in June than did manufacturing as a whole. In the index published monthly by the Bureau of Labor Statistics the average of employment for the three years 1923 to 1925 inclusive is used as the basis for comparison.

For every 100 persons employed in manufacturing in the average of these years, practically 80 were employed in manufacturing in June 1935. However, in the manufacture of fabrics 89 persons in 100 were employed; in clothing industries 88 were employed. Four specific industries in these two groups were above the average for 1923-25. Employment in dyeing and finishing of textiles stood at 107; knit goods, 108; women's clothing, nearly 109; men's furnishings, 101.

In the shoe industry 80 persons in every 100 were employed in June; in the paper box industry 83 in every 100, in cigar and cigarette factories not quite 57. The food industries as a whole showed employment nearly normal due to the fact that the index for baking was 114 and for beverages, nearly 170. Employment in candy factories was 72.

The indexes for nonmanufacturing industries are based on the average employment in 1929. In no industry in the group had employment in June reached this average. The situation was most encouraging in general merchandizing, nearly 91 in 100 being employed. Employment in hotels stood at 81, in laundries at 78 compared to the 1929 standard.

#### Arkansas. Employment of women on C.W.A. and C.W.S. projects

See # 124  
About 15,000 women were employed in Arkansas during the life of the C.W.A. and C.W.S. according to a report just issued by the Emergency Relief Administration of that State. Over two-thirds (68.8 percent) of these women were assigned to sewing projects and 10 percent given work in food canning plants. Probably one-tenth of the women were on what may be classed as "white-collar" jobs, that proportion having been assigned to public offices, schools, libraries, recreational activities and similar projects.

#### Georgia. Employment and earnings of women in the textile industry

The position of women in the textile industries in Georgia improved to a marked extent between 1932 and 1933, as shown by a report just issued by the Department of Industrial Relations. The report shows that the employment of women increased from less than 22,000 to nearly 27,000 or by 25 percent. At the same time men's employment in textile industries increased by nearly 31 percent. Some data are given as to employment in other manufacturing industries, but the total number of women employed in factories cannot be obtained. However, the Census of 1930 indicates that about 72 percent of the women in Georgia factories were in textile mills.

About seven-eighths of the men and women reported were employed in rayon, silk and cotton mills. In 1932, the lowest weekly wage reported in such mills for women (16 years and over) was \$5, the highest \$12. For men, the wages reported ranged from \$5 to \$13. In 1933, the lowest wage reported in this industry group was \$12 for both men and women, the highest \$16 for women and \$22 for men. Knitting mills, employing about 2,400 women in 1932 and 2,800 in 1933, showed a rise in the lowest wage reported for women from \$6 to \$12, but the highest wage reported had dropped from \$20 to \$16.

#### Pennsylvania. Certificates issued to handicapped workers under N.R.A. codes

Of 1,578 certificates issued by the Pennsylvania Department of Labor and Industry to handicapped workers during 1933 and 1934 practically three-fourths (1,163) were issued in behalf of women, according to a report recently issued which was prepared by the Bureaus of Women and Children and of Research and Information. These

workers came under 102 codes or the President's Reemployment Agreement. Over three-fourths of the women certificated were in garment factories, over half coming under the Cotton Garment code.

For 56 percent of the women, the only handicap was age, and details show that one-third of the women were 50 but not 60 years of age and one-third 60 years or older. For 42 percent of the women there was a physical handicap, sometimes accompanied by the handicap of age. The small remainder, less than 2 percent, had a mental handicap.

The certificate system was established for two purposes. It was intended to protect general labor standards, while preventing the wholesale dismissal of handicapped workers. To ascertain whether these functions were being fulfilled in Pennsylvania a follow-up investigation was made both of a number of the workers granted certificates and of some of those who were refused exemptions. These data are not given by sex.

Of the 575 certificated workers whose earnings were investigated, 87 percent had been paid at least the minimum wage set by their certificate. The rate of violation was highest among workers who had been discharged after issuance of their certificate, over half of these having been paid below the minimum allowed for the last four weeks before their discharge. On the other hand, only one-tenth of those still employed at the time of the investigation had been involved in a violation during the preceding four weeks.

Workers who were refused certificates had received wages below the regular code minimum during their last four weeks of employment in 20 percent of the 196 cases covered. In the cotton garment industry, where the code authority made persistent efforts to enforce all minimum wage requirements, the rate of violation was 18 percent compared to a rate of 23 percent found for all other industries.

The employment status of the workers issued or refused certificates was a major part of the investigation. While safeguards are necessary to protect the exemptions from abuse, the certificate system would be failing in its primary object if a large proportion of the workers involved lost their jobs.

Of 726 certificated workers covered, 79 percent were still employed at the time of the follow-up investigation. According to employers' statements, only 9 percent had been discharged, the others having left for other reasons. The usual reason given for discharge was that the piece-work earnings of these few employees had fallen below the minimum hourly rate set in their certificate.

The soundness of the procedure followed in refusing certificates for workers without definite handicap was indicated by the employers' willingness to retain most of these workers. Only about one-fourth of such workers were reported to have been discharged, while two-thirds were still employed at the time of investigation. (Employment of Handicapped Workers under the N.R.A. Pennsylvania Department of Labor.)

#### Great Britain. Employment of women—opportunities and problems

In a recently issued book "Careers and Openings for Women", Ray Strachey points out for the benefit for English girls and young women the various lines of work open to them, the training and experience required, and some of the problems that they will meet. In the Preface the author says:

"This book is an effort, an attempt to make women workers aware of the problems which are so peculiarly their own. It does no more than state the problems. The nature of their solution lies in the future. . .

"Whatever society decides to do with the productive powers of women should at least be done with deliberate intention, and upon a basis of knowledge. So long as few people know or care what the state of women workers may be, the present muddle of compromises and anomalies is likely to continue, and the disappointments, the sufferings, and the injustices will go on. Women will continue to encroach upon one process after another, and, by undercutting men, will steal away their livelihood. They will continue to be overworked and overdriven and attempt the impossible task of doing a double job for half a wage. They will exhaust their energy and ruin their health, as they do today, to no purpose; and the world will be poorer and not richer for all their efforts and their toil."

It is pointed out that four women out of every five in England, Scotland and Wales are wage earners at some time in their lives. More than a third are in personal or domestic service, one-third in industry, the remainder in commerce, transportation, clerical or professional occupations.

The first problem confronting the woman worker is, what work will she be allowed to do? In factory employment, three general types of situation are found. In the textile industry women have always worked in the same jobs as men at, with few exceptions, the same rates of pay. In the pottery industry women have been increasingly substituted for men but at lower rates. In 1926 women's average earnings in this industry were about two-fifths that of men. Outside these two industries there is a general tendency to confine women to unskilled and repetitive processes and the comfortable theory has grown up that women like such work. But "the assumption that because women can do monotonous work with success they are therefore fit for nothing else is undoubtedly a false one."

Aside from the problem of the woman who must combine home-making with wage earning, the other most serious problem facing the woman worker is the low pay she is able to command. The author says:

"These facts may be set out in great detail, but for the general case it is enough to make clear that throughout industry, commerce and employment generally it is the normal thing to assume that a woman does not need and should not earn as much as a man and to notice that this has many important consequences, not only for the woman who cannot earn as much as she wants, but for society in which she becomes an involuntary black leg.

"From the point of view of the woman worker, of course, the whole question is a vicious circle. She cannot get quite enough for her needs, and so she becomes less efficient as a worker; and so in turn she becomes less worth the higher pay which she demands in vain; and then she herself adds to the mass of evidence which bolsters up the original contention that women are not worth high pay."

#### National Conference of Labour Women

The National Conference of Labour Women held at Sheffield, England in May 1935 was attended by about 600 delegates.

The Conference adopted several resolutions on women in industry.

The report on Women in Industry made to the Conference, showed 6,265,100 women gainfully employed in 1931 and stated:

The best period for observation as to the post-war trend of women in industry is 1923-1934, during which time the number of males in employment increased by 6.3 percent, while the number of females in employment increased by nearly 18 percent. In actual numbers, 483,440 women and girls, and 455,430 males, were taken into industry during the 11-year period.

Certain existing legislation providing special safeguards and working conditions for these employed women was approved, as for example the act requiring seats to be provided for women shop assistants, ratification of the international convention on night work, and the prohibition of women's employment in coal mines and in processes using lead. It was stated further that "additional protective legislation is necessary in the interests of women workers."

The report takes the position that there should be equal pay for equal work, but points out that that is not an adequate aim in the matter, for the reason that many women are employed in new processes in new industries, and that in such cases there is no basis for comparison with rates paid to men (there being no men similarly employed).

"Owing to modern development of industry, the problem is no longer a sex problem, but of how to get a fair rate fixed for the job, irrespective of who is working on it. . . man, woman or juvenile. In many occupations men's rates are so depressed that equal pay for equal work if applied in the old sense of the phrase would actually mean reductions for women."

The following interesting factual conclusion is also stated:

". . . it seems to be broadly true in industry that women working on jobs where they do not come into competition with men are paid substantially lower rates than where they do compete with men for similar jobs."

According to method of fixing women's wages, four groups of industries are as follows: Those covered by Trade Boards with authority to fix minimum wages; those covered by Joint Industrial Councils, voluntary associations of labor and capital which act without legal authority, but to whose recommendations considerable weight is given in practice; those covered by Trade Union agreements; and those unorganized and unregulated.

Women's wages are regulated by Joint Industrial Councils in a number of industries, i.e., cocoa and chocolate, sugar confectionery and jam, and municipal workers in non-trading services. Minimum wages in these industries vary from 7 pence (about 14 cents) to 9 1/4 pence (about 18 1/2 cents) per hour, the piece-work rates being so fixed as to yield 25 percent above the time rates.

The report states that in 1914, there were 437,000 women in trade unions, and in 1933, there were 737,000.

Among industries in which women's wages are regulated by trade-union agreements are engineering (i.e. machinery) and allied, silk and artificial silk, biscuit, brewery, textile, drug and fine chemical, fancy leather, and metallic capsule industries, and among canteen workers. The wages in these trades vary mainly according to the strength of the respective trade-union organizations involved. In

the engineering (machinery) group, the time rate varies from 24 shillings (about \$5.76) to 28 shillings (about \$6.72) a week for a working week of 47 hours, the piece-work rate yielding about 25 percent above the time rates. Silk rates vary from 29 shillings (about \$6.96) to 35 shillings (about \$8.40), and artificial silk from 25 shillings (about \$6) to 32 shillings (about \$7.68), for 48 hours.

The unorganized and unregulated industries include bakelite, cellulose paint spraying, radio (including battery service), gramophone, wire mattresses, vacuum cleaners, catering, toilet accessories. The report gives a very unfavorable picture of employment conditions in most of these trades, with particular emphasis upon the catering and distributive trades workers, some of the latter of whom are paid as low as 7 shillings and six-pence per week (about \$1.80).

In industries in which trade boards have fixed minimum rates, these vary per hour from 5½ pence (about 11 cents) <sup>1</sup>/<sub>4</sub> to about 10 1/4 pence (about 20½ cents), the great majority being about 7 pence (about 14 cents). The majority of girls and women employed in trade-board trades are on piece work, and invariably trade boards fix slightly higher rates for workers employed on piece work. There are also learners' rates which are, of course, lower than the regular rates. Due to the small facilities available for enforcement of trade-board rate decisions (62 inspectors for about 92,000 business establishments), enforcement of such decisions has proved to be difficult, and the report being summarized states on this point:

"Experience over a lengthy period of years proves that without adequate trade-union organization evasions and infringements of the acts take place."

In regard to social insurance, the report shows that, of the total number of insured working people aged 16 to 64 in employment, the proportion of women and girls was 29.4 percent in 1934.

Employed men contribute 9 pence a week (about 18 cents) for National Health Insurance and Old Age Pension, 4½ pence (about 9 cents) being applicable to each purpose; while employed women contribute 6 pence (about 12 cents) a week, 4 pence (about 8 cents) being applicable to National Health Insurance and 2 pence (about 4 cents) to Old Age Pension.

Liabilities arising from men's and women's claims under National Health Insurance are assessed separately, and the level of women's claims had been shown in actuarial reports to be higher than that of men's. At the present time male contributors receive benefit at the rate of 15 shillings (about \$3.60) per week, single women receive 12 shillings (about \$2.88) per week, and married women receive 10 shillings (about \$2.40) per week. Disability benefits show a similar differentiation.

Under the Unemployment Insurance scheme, a contribution of 10 pence (about 20 cents) per week is payable by men and 9 pence (about 18 cents) per week is payable by women, benefits during unemployment being payable to men at the rate of 17 shillings (about \$4.08) and to women at the rate of 15 shillings (about \$3.60) per week.

It is estimated that about 30 percent of all women insured under the Unemployment Insurance scheme are married women, and that this proportion is

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<sup>1</sup>/<sub>4</sub> The roughly accurate rate of 1 penny equals 2 cents is used.

increasing. The report mentions various respects in which married women in industry are alleged to be discriminated against, and states:

"Discrimination against married women. . . is no cure for the injustice of a profit-making economic order. We believe that the freedom to work should not be denied to a woman simply because she is married, and that fitness for the job should be the test in regard to the employment of women, just as it is the test usually applied in the case of men."

(Report sent the Department of Labor by the American Consul at Sheffield, England.)

## EARNINGS OF WOMEN

### United States. Earnings of public-school teachers

The National Education Association has recently issued a report on salaries of school employees for the school year 1934-35, which, while not reported by sex, represents to a large degree, women's earnings, since the Census of 1930 shows that practically 82 percent of all school teachers were women. These data are reported for five groups of cities classified by size, group I being cities of over 100,000 population, group V cities of between 2,500 and 5,000 population. Of 3,156 city school systems (as of the 1930 census) 1,989 or 63 percent are covered. In the two large city groups (over 30,000) over 84 percent were covered.

Median annual salaries are reported separately for elementary teachers, for junior high school and for other high-school teachers. In each class there is a spread of about \$1,000 between median salaries in the smallest and in the largest cities. For elementary teachers the range is from \$961 to \$1,922 a year (half earning more, half less in each case); for junior high-school teachers from \$1,125 to \$2,078; for other high-school teachers from \$1,260 to \$2,436.

The decreases in median salaries since 1930-31 were in general greatest in cities of 5,000 to 10,000 population, next greatest in the smallest cities and least in cities of over 100,000 population. Probably the highest proportion of women is found among elementary-school teachers. For this group the decline in median salary in the largest cities was just under 10 percent. It was 17 percent in the smallest cities and nearly 20 percent in cities of between 5,000 and 10,000 population. The trend in median salaries of high-school teachers was not markedly different, except that for regular high-school teachers, the decline was practically the same, 18½ percent, for the two smallest city groups. (Research Bulletin of the National Education Association, March 1935.)

## HOURS AND WORK CONDITIONS

### International. Action of the International Labour Conference

A Draft Convention prohibiting the employment of women on underground work in mines was unanimously adopted at the nineteenth session of the International Labour Conference in June. The convention defines mines as "any undertaking, whether public or private, for the extraction of any substance from under the surface of the earth." Article 3 of the convention provides that national laws or regulations may

exempt from the prohibition women in positions of management who do no manual work; women employed in health and welfare work; women, who, in course of their studies, spend a period of training underground; other women who may occasionally enter the underground parts of the mines for purposes of a nonmanual occupation.

Of interest equally to women and men was a second convention adopted, the first step toward a new goal in the shortening of hours of work. This was a Draft Convention expressing approval of—

- (a) The principle of a 40-hour week applied in such a manner that the standard of living is not reduced in consequence; and
- (b) the taking or facilitating of such measures as may be judged appropriate to secure this end; . . .

This convention contemplates that the principle will be applied to particular industries by separate conventions and such a Draft Convention was adopted for the application of the principle to glass bottle works. The application of the principle of shortened hours to four other industries was voted to be placed on the agenda of the 1936 conference. These were public works, building and civil engineering, iron and steel works, and underground hard coal and lignite mines. (Industrial and Labour Information, July 1, 1935.)

#### England. Effects of noise on efficiency of weavers

As research shows the advantages of eliminating or modifying the effects of undesirable working conditions, employers may expect better service and the women and men working for them gain both in earning power and in health. Noise has been accepted too long as an unescapable condition of many industries, especially where heavy machinery is in use. The Industrial Health Research Board of Great Britain has just issued a report "The Performance of Weavers under Varying Conditions of Noise", which shows that some advantage results from lessening the almost deafening noise to which weavers are subjected.

The results of an investigation in 1932, while not entirely conclusive, were felt to be sufficient to justify a further and more extended study. This second study covered a period of 18 months during which the output was recorded of two equally proficient groups, each consisting of 10 weavers, one of the groups being used as a control while each member of the other group wore ear defenders throughout the working hours of the experimental period. The two groups were selected by the method of paired comparisons, quantity and quality of cloth woven being the two factors taken into consideration. The two groups were arranged in such a manner that almost complete balance of weaving efficiency was obtained.

Each working day was divided into four periods and the output of each weaver recorded for each period. From the records thus obtained the hourly rate of output during each of the four periods was calculated and group averages compared, due consideration being given to all stoppages for reasons other than re-shuttling and piecing broken ends. These averages showed that the output of the group working with subdued noise was greater than that of the control group at each period of the day and every day of the week.

While pointing out the need of much more experimentation along similar lines, the report concludes:

"The two experiments clearly show that excessive noise has some effect upon weavers, which handicaps them in the performance of their normal daily work. This effect is not a temporary one, occurring only in the initial stages of exposure to noise, but has been shown to exist in individuals who have for years been accustomed to excessive noise as a normal accompaniment to their work. In view of this, it may be doubted whether complete immunity from the inimical effects of excessive noise can ever be acquired so long as normal hearing is retained, and the development of partial deafness appears to be the only effective protection which the individual can acquire. Tolerance of noise can be established in some measure, but chiefly in the psychological sense. Thus it is possible to become so accustomed or acclimatized to noise that consciousness of its subjective effects—irritation, annoyance, distraction—ceases or becomes much less acute, but some of its effects remain and are revealed only by objective measurement. Excessive noise is to the human organism very much as excessive friction is to the machine; it wastes energy."

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

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ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

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## MINIMUM WAGE

### Illinois. Enforcement of laundry wage order

As the first step in the enforcement of the laundry wage order in Illinois, the Minimum Wage Division of the Illinois Department of Labor requested all laundry owners in the State to send in a transcript of their pay-roll records for the week ending August 17, 1935.

On September 17, 1935, 790 pay-roll records had been received out of an estimated total of 1,000 laundries in the State employing women. Of those reporting, 62.7 percent in the State and 68.4 percent in Chicago were paying minimum rates according to their records and had no violations recorded; 14.8 percent in the State and 14.7 percent in Chicago were attempting to pay the minimum basic rate but recorded violations of undertime and overtime rates; 14.1 percent in the State and 11.9 percent in Chicago were not paying the minimum rates.

All laundries failing to send in pay-roll records as requested, and those violating the minimum wage order are now being visited by members of the minimum wage staff. (Communication to the Women's Bureau.)

### Massachusetts. New wage boards being formed

The Massachusetts Minimum Wage Commission has voted to revise four boards; these are the Boot and Shoe Cut Stock and Findings, Electrical Equipment and Supplies, Retail Store, and Muslin Underwear. The Muslin Underwear Board includes the manufacture of silk, rayon and cotton underwear; petticoats; aprons; kimonos; house dresses; women's neckwear; and children's clothing.

These boards will consist of seven members each: three representatives of the employers; three representatives of the employees; and one representative of the public, who will act as chairman. The boards are in process of formation and it is expected will be functioning soon.

The orders established by these boards will be operative under the new Minimum Wage law, which became effective in September 1934, and carries a mandatory provision after nine months. (Communication to the Women's Bureau)

### Missouri. Minimum wage law for women recommended

The commissioner of the Missouri Labor and Industrial Inspection Department is making a special effort to have a minimum wage law for women enacted.

The department reports that "the number of women employed in industry is showing a gradual increase and more work opportunities are opening up in practically all lines." (Communication to the Women's Bureau.)

### New York. Progress toward a minimum wage order for hotels and restaurants

In order to receive recommendations on the status of college students working as waiters, on waitresses employed at both table and counter service, and on the possibility of a small geographic differential, the Industrial Commissioner of the New York Department of Labor under the legal provisions controlling his actions, has returned to the Hotel and Restaurant Minimum Wage Board its report recommending minimum wages for women and minors employed in the hotels and restaurants throughout the State. The report "in its general terms", the commissioner "most heartily approves."

The board is asked to reconvene on or before October 14 and return a report to the commissioner within 20 days. (Communication to the Women's Bureau.) (See August News Letter for recommendations of Board.)

Pennsylvania. Employment of women in laundries

A study of the conditions in the laundry industry in Pennsylvania is being conducted by the Bureau of Women and Children of the Department of Labor and Industry. Data to be compiled cover actual hours of work and earnings of men, women, and minors in the industry. Power and hand laundries, commercial and hotel laundries throughout the State are to be included in the study.

One of the immediate objectives of the study is an evaluation of the gains to the industry effected by N.R.A. code regulation. Data on hours and earnings are to be taken for a pay-roll period during the time the N.R.A. codes were in effect, and comparisons made of these hours and earnings with data obtained of a pay-roll period since the abolition of the code.

The final objective of the study is, of course, the formulation of fair minimum wage and maximum hour standards for the State. It is to be noted that the study has the interest and cooperation of individual laundry owners and laundry owners' associations. (Communication to the Women's Bureau.)

British Columbia. Women under the minimum wage act

Over 19,000 women and girls were covered by the female minimum wage act in 1934, according to the Annual Report of the Board of Industrial Relations recently issued. Data are based on reports sent in by employers. These indicate an increase in employment of 8 percent over 1933.

Considerable numbers of women workers were receiving more than the minimum set for experienced workers in nine wage orders, and these had also increased since 1933 from 40 to 47 percent of all female workers reported. Though nearly 35 percent were still paid less than this minimum, it must be remembered that this group includes both inexperienced workers, numbering 1,100, and those who had worked less than full-time, 48 hours a week. Average weekly hours are reported by industry groups. The longest average week reported was 47 hours in the fruit and vegetable industry. In no other industry did average hours exceed 43, and for four of the nine industries covered average hours were less than 40 a week.

The proportions receiving more than the minimum for experienced workers varied considerably with different industries. It was 73 percent in the telephone and telegraph industry, 63 percent in fruit and vegetable canning and packing and 59 percent in offices. The report points out that broken time in laundries undoubtedly accounts for the fact that three-fourths of the employees in the industry had earned less than the minimum.

Average actual earnings for all experienced workers were \$14.78. This average was highest for office workers, \$17.30; and for telephone and telegraph employees, \$17. It was lowest, \$11.95, for laundry workers, and \$12.65 for employees in stores. (Annual Report of the Department of Labour, British Columbia, year ending December 31, 1934.)

EMPLOYMENT OF WOMEN

United States. Employment of women in August

Two industry groups, textiles and clothing, that in 1930 employed nearly 800,000 women, show an advance in employment in August compared with the same month in 1934, according to Bureau of Labor Statistics indexes. The textile group gained 4.9 percent and the clothing group 6.2 percent.

In the textile group, cotton goods, a large employer of women, lost 8 percent since August 1934, and cotton small wares, less than 1 percent. All other groups showed gains, the most important for women being 2.2 percent in the silk goods industry and 7.5 percent in knitting mills.

In the clothing group, only millinery and corsets and allied garments showed employment below the 1934 level, by 11.9 percent and 3 percent respectively. The manufacture of shirts and collars had gained 3 percent; of men's furnishings, 5.3 percent; of men's clothing, 6.1 percent; of women's clothing, 8.7 percent.

Employment in shoe factories, in canning, in candy factories and in cigar and cigarette factories was below that of August 1934, as follows: Shoes, 3.4 percent; canning, 7.8 percent; candy, 2.2 percent; cigars and cigarettes, 10.9 percent.

In nonmanufacturing industries, employment in general merchandising, in hotels, and in laundries had gained slightly, no change exceeding 0.8 percent.

#### United States. The problem of social security for women on relief

Between 300,000 and 350,000 families on relief at present are quite likely to consist of women who are heads of their homes with children dependent on them. This estimate is based on data recently issued by the F.E.R.A., giving composition of families on relief. A sample of the cases enumerated in October 1933, representative of various urban and rural areas in the United States, was selected for the tabulation of these facts. Though these data are now nearly two years old, it is felt that the sample was sufficiently large to be representative of the present situation. The total enumeration as of October 1933, showed 3,186,181 relief cases, the case unit representing either the family group or the man or woman living alone. In July 1935, there were 3,665,194 such cases receiving relief.

The normal family consisting of man and wife or man, wife and children, with occasionally other persons in the group, was found to form nearly 70 percent of the cases studied. With these families "the main problem of rehabilitation will be the provision of employment for the head or other members of such families".

In 9 percent of the cases the family consisted of a woman head with her children and occasionally others, possibly dependents. In 5 percent of all cases there were children under 16 with the only person between 16 and 65 (the potential earning group) a woman. If the percent still holds true, some 180,000 such families were on relief in July of this year. In these cases the provision of employment may be only a partial solution and "some additional or substitutive measures, such as mothers' pensions, are indicated."

The data indicate that perhaps 50,000 of the unattached women on relief are 65 years of age or over and that about 25,000 women who are heads of families with children are at this advanced age. These cases may well be included among the "families or individuals whose occupational rehabilitation is extremely improbable, due chiefly to old age, and where permanent care needs to be provided". (Unemployment Relief Census, October 1933. Report Number Three and F.E.R.A. Release No. 6318, August 22, 1935).

#### United States. Women in the urban relief population

The most recent report on relief turnover in 13 selected cities, just issued by the F.E.R.A., covering April 1935, contains several items not treated before in these reports. These include the sex distribution of workers in the opened and closed cases, together with the usual occupation of persons who have been employed.

These data show that men on relief seem to be finding employment more readily than women. In 8 of 12 cities men workers were dropped from relief rolls in higher proportion than women workers, and of those coming on relief, the proportion of men workers was smaller than their proportion in the general population would lead one to expect.

The sex of workers in the various industries offers a partial explanation for the sex distribution of the relief clients. The over-representation of women in domestic service was consistently high in the opened cases. Not only is this the largest single industrial group for women workers in most cities, but their over-representation is "evidence of a serious depression in domestic service, complicated by the racial factor, low wages, and the relative ease with which such service can be dispensed with by the household which has met economic adversity."

Other industry groups which were over-represented in cases of women coming on relief in April were food industries in Baltimore, clothing in Bridgeport and Houston, textiles in Manchester, New Hampshire.

Conspicuous industrial activity in a given line is fairly sure to have a direct effect in drawing workers of that industry from the relief rolls. Women workers were so favored in the clothing industries in Baltimore, Paterson, and St. Louis, and textiles in Wilkes-Barre.

"White-collar groups continue to increase their representation on relief. Since December 1934, when observations on the trend of occupational representation on relief rolls were begun, white-collar workers on relief have increased their representation in 9 of the 12 cities studied; in only one city (San Francisco) did this proportion remain the same; and only in Atlanta and St. Louis did it decrease". These data are not reported by sex. However, large numbers of women are white-collar workers, and according to the census they form between 40 and 50 percent of the clerical workers in 8 of these cities and between 50 and 62 percent in 4. (Current Changes in Urban Relief Population, April 1935, F.E.R.A. Release No. 6572).

#### United States. Women transients seeking relief

According to data recently made public by the F.E.R.A., 491 unattached women transients registered for relief in April 1935, in 13 cities representative of widely separated areas of the country. This small number formed but 2 percent of all such persons registering. Over one-sixth were under 20 and over one-third under 25. A little over one-fifth were 45 or older. One-fourth of these women had never worked and about one-eighth more had no usual occupation. Of the 301 women reporting some usual occupation, 42 percent had been servants or allied workers, 26 percent semi-skilled workers, 17 percent clerical or sales women, and 6 percent professional.

Women formed a far larger proportion of the heads of transient families applying for relief, being 14.6 percent of all such persons registering in April 1935. Half of these women were 35 or older, one-third had never worked and over one-sixth had no usual occupation. The servant group formed a somewhat smaller proportion of these women reporting usual occupations, and the semiskilled and "white-collar" groups, somewhat larger proportions.

The reasons for beginning migration was reported for all heads of transient families, but not by sex. Of a total of nearly 1,800 persons, 68 percent were seeking work and 4 percent more had been promised jobs; 11 percent gave health problems as the reason, and 3 percent inadequate relief. Three-fourths of all unattached workers were hunting jobs, and 8 percent adventure. (Transients in April 1935. Release No. 6342, F.E.R.A.)

Arkansas. Employment of women

Some picture of the employment of women in Arkansas can be obtained from the Biennial Report of the Bureau of Labor and Statistics for the period ending June 30, 1934, which has recently been issued. Data on employment for 1934 show that women numbering 13,514, form nearly 29 percent of all employees in the industries covered. Of this total, 60 percent were in retail stores, nearly 17 percent in factories, nearly 8 percent employed by public utilities, 6 percent by hotels and restaurants, nearly 5 percent by wholesale establishments.

The majority of the women in retail establishments were in department, dry goods, and clothing stores where they formed nearly 82 percent of all employees. The two large woman-employing industries among manufacturing establishments were canning and textile and garment manufacture (combined). Women formed between 64 and 70 percent of all employees in these two branches of industry.

Pennsylvania. A guidance service for the unemployed reports women's aptitudes

Several institutions in Allegheny County which entered the field of adult education especially for persons without employment felt the need of a guidance service for the persons enrolled in their classes. After some informal efforts by various agencies offering the courses, the Department of Industrial Education of the Carnegie Institute of Technology assumed direction of a cooperative research service project in guidance and occupational adjustment. A report of the results of this project have recently been received.

Analysis of individual abilities and traits was made for 1901 persons, 746 women, 855 men, and 300 high-school boys and girls. Prominent in most cases was the problem of deciding on a suitable future line of work. Making an occupational choice was hindered both by lack of knowledge of occupational field and lack of knowledge of the person's aptitude for various types of work. The value of this service to the individual can be measured only after a period of years, if at all. The research values are more tangible. Facts having significance for adult guidance have been revealed; improvement in technique has been secured; and a serious need for such a service has been shown.

The women served ranged in age from 16 to 47 years, but the range of the middle 80 percent was from 17 years and 9 months to 26 years and 6 months. Nearly 44 percent of these women had no work experience; 24 percent had held one job; 14 percent, 2 jobs; 12 percent, 3 jobs; 5 percent, 4 jobs. Practically 90 percent were living at home and 70 percent were dependent on others; 16 percent were self-supporting, and another 14 percent both supported themselves and provided for others.

It is of interest to compare the vocational ambitions of these women with the type of work for which vocational tests showed that they had the highest rating. For example, while 18 percent preferred some form of office work, nearly 40 percent were best fitted for such work according to the tests. In the following tabulation the first column shows the percent of women expressing a preference for a given line of work, the second, the percent whose highest rating was for such work.

	<u>Preference</u>	<u>Aptitude</u>
Office occupations.....	18.0	39.6
Sales.....	3.3	4.6
Nursing and related work.....	16.2	3.0
Social or professional.....	3.3	3.7
Creative.....	23.1	21.3
Teaching.....	20.0	15.0
Performance and personal service.....	8.2	10.2
Household and mechanical.....	1.2	2.6
No statement of preference.....	6.7	---

(Occupational Adjustments in Allegheny County, Pennsylvania, by Glen U. Cleeton in cooperation with the Pennsylvania State Employment Service)

Canada. Employment and earnings of women in Alberta

The end of 1934 found nearly 7,000 women wage earners employed by firms reporting to the Commissioner of Labour according to a report recently received. Women formed about 30 percent of all wage earners, and their employment as reported monthly by these firms had increased fairly steadily from 5,974 in January to 6,915 in December. Over half these women (54 percent) were employed in shops, 26 percent in factories and 20 percent in offices.

Weekly wage rates are reported by these firms for the week of greatest employment. Half of the women 18 years of age or over had rates of \$10 but less than \$15, and one-fourth, of \$15 but less than \$20. One-tenth had rates of less than \$10, and 15 percent, of \$20 or more.

A report on the activities of the public employment offices for the year ending March 31, 1935, shows that 7,111 women applied for work during the year and that 4,466 were placed. Nearly half (47.5 percent) of these women were placed in domestic and personal service, 27 percent as "casuals", and one-fourth in agricultural work. (Annual Report of the Commissioner of Labour of the Province of Alberta, for the Fiscal Year 1934-1935).

EARNINGS OF WOMEN

Puerto Rico. Earnings of women in agriculture and industry

Women wage earners in Puerto Rico, aside from domestic servants, find employment chiefly in the tobacco industry, the sewing trades and certain lines of agriculture. This is shown in the report recently received of the Department of Labor of Puerto Rico for the year ending June 30, 1934. The data presented are based on information secured during inspections, and show that 16,347 women were found at work, over half in tobacco stripping establishments, one-third in the needle trades, and one-tenth in agriculture.

Agriculture gave employment to 1,729 women; 28 were pickers of fruit, 338 coffee pickers, the remaining 1,338 employed in various capacities on tobacco plantations. Fruit pickers had earned an average of \$.70 a week because working only one-third of full time. Coffee pickers averaged \$1.61 a week and worked about two-thirds of full time. Average earnings in tobacco raising were \$1.53 for an average of 35 hours a week. Women on tobacco plantations sprayed and pruned, sowed, planted and replanted, picked the tobacco leaves and hung them up, and picked worms from the plants.

A few of these occupations employed considerable numbers of both men and women. The following tabulation compares the employment of men and women, and their average hourly earnings for the three most important of these occupations:

	Numbers employed		Average hourly earnings	
	Men	Women	Men	Women
Leaf pickers.....	171	244	\$.049	\$.044
Planters.....	316	576	.047	.047
Pruners.....	100	77	.043	.037

In tobacco-stripping establishments women worked on an average of 43 hours, and earned an average of \$2.98 a week. They formed 90 percent of all employees. In cigar factories 255 women, about one-third of all employed, averaged \$5.16 for a 36-hour week.

This report, for the first time, subdivides employment in the needle trades according to product. Women in these industries numbered 5,438 and formed 92 percent of all so employed. The distribution of women according to product was approximately as follows: ladies underwear, 29 percent; children's garments, 17 percent; men's clothing, 13 percent; miscellaneous, 23 percent. Average earnings were highest and the average week shortest in the manufacture of men's clothing, \$4.70 for 34.7 hours. In the other branches of the industry average earnings ranged from \$3.02 to \$3.38 and average hours from 37.8 to 39.9. In the manufacture of hats, 207 women averaged \$6.01 for a 31-hour week; handkerchiefs and art linen, 17 percent;

#### HOURS AND OTHER WORK CONDITIONS

##### Indiana. Working conditions of women improved

The Department of Women and Children in the Indiana Department of Commerce and Industry has been active in securing better working conditions for employed women in the State. Seats for women which were required by a State law, but which were lacking in some factories, canneries and department stores, have been put in with the understanding also that their use shall be permitted. Community towels and drinking cups are being replaced by individual towels and cups or drinking fountains. Workers' education classes are being established throughout the State and the Department is promoting a study of the laws pertaining to the employment and working conditions of women and minors (Communication to the Women's Bureau).

##### Kansas. Hours for women in telephone establishments

A new order affecting women employed in telephone exchanges in Kansas has just been issued by the Commission of Labor and Industry on recommendation of the director of the Women's Division. The old order stated that "Eight hours shall constitute a basic day and 6 days shall constitute a basic week for all women and minor telephone operators". In the new order the following addition makes such hours mandatory: "No employer, firm or corporation shall employ or permit any woman or minor to work in any telephone exchange or telephone office in the State of Kansas for more than 8 hours per day and 48 per week". It is important to note also, that the restriction of hours in the new order applies to all female and minor employees, and not to operators only. (Communication to Women's Bureau with copies of orders).

Massachusetts. Hours of work in State institutions

Many women as well as men will undoubtedly be benefited by an act approved July 25, 1935, shortening the working hours of "laborers, workmen and mechanics, of ward attendants, ward nurses, industrial and occupational therapists and watchmen, and of employees in the kitchen, dining room, and domestic services, in State institutions, and of officers and instructors of State penal institutions". Hours which have been 60 a week are shortened to 48 and the time off allowed to persons whose presence is required for 7 days a week has been increased from 2 days to 4 days a month without loss of pay. This time is in addition to the regular annual vacation. The act provides that hours of work to be restricted to 48 "shall not be deemed to include any period of time during which a person is in his living quarters, wherever located, although his presence there is required for the purpose of exercising a measure of supervision over patients or inmates through availability for duty during such time". (Copy of Act)

Netherlands. Night work of women

Acts were promulgated on July 22, 1935 to approve certain conventions of the International Labour Office. These included the Night Work (Women) Convention as revised in 1934. (Industrial and Labor Information, Sept. 2, 1935).

INDUSTRIAL ACCIDENTS TO WOMEN

Great Britain. Accidents to women

Nearly 20,000 women and girls were injured in reportable accidents in Great Britain in 1934, according to the report of the chief inspector of factories and workshops recently made public. These women and girls formed 14 percent of all persons so injured. Accidents are included in the report which are "either fatal or disable the workman for more than 3 days from earning full wages for work on which he was employed".

During the year 13 women and 6 young girls (exact age not specified) were killed or died as the result of industrial accidents. The distribution according to industry is as follows:

<u>Industry</u>	<u>Women</u>	<u>Young girls</u>
Textile mills .....	3	2
Metal industries.....	3	3
Furniture and cabinet making.....	1	-
Laundries.....	1	-
Wearing apparel industries .....	1	-
Food and drink " .....	3	1
Nonmanufacturing.....	1	-

Accident rates are published in the report for a series of years. These show that in 1934 there were about 26 accidents for every thousand persons employed, while for adult women the rate was 9 per thousand and for young girls, 15. However, these rates for females show an increase over 1928 while the rate for all persons had decreased.

Of all females injured by industrial accidents, 30 percent were young girls. Higher percents of young persons injured are found in some important industries. For example, they form nearly 35 percent of the injured females in food factories, 37 percent in wearing apparel factories and nearly 41 percent in the light metal trades.

Disregarding the age factor and grouping all injured females according to the industry in which they were employed, we find that 28 percent were in textile manufacturing and nearly 70 percent in other manufacturing, the small remainder being in a miscellaneous group including employment on railroads and docks, in warehouses and other buildings. One-eighth of these females were injured in the light metal trades, one-tenth in food factories and 7 percent in wearing apparel manufacture.

Practically half of the persons injured in the making of wearing apparel were women or girls, 46 percent of those in textile mills, between 30 and 40 percent in five other important industries groups, the proportions being approximately as follows: light metal trades, 30 percent; food factories, 31 percent; pottery, 33 percent; printing, lithographing, etc., 37 percent; fine instruments and sport articles, 37 percent. In laundries, 69 percent of the injured persons were women or girls.

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Minimum wage

- Illinois. Minimum fair wage standards for women in beauty culture occupations
- Massachusetts. Order fixing minimum rates for women in laundry and dry cleaning occupations
- New Hampshire. Minimum wage board for restaurant industry
- North Dakota. Activities of the Minimum Wage Department

Employment of women

United States

- Employment of women in industries reported by the Bureau of Labor Statistics
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- Connecticut. Qualifications for employment of young women
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Industrial accidents

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MINIMUM WAGE

Illinois. Minimum fair wage standards for women in beauty culture occupations

The Minimum Wage Division of the Illinois Department of Labor has issued a directory order covering occupations in the beauty culture industry. The order follows the recommendations of the wage board as reported in the September NEWS LETTER <sup>1/2</sup> that is, for a 45-hour week a rate of \$16.50 for registered beauty culturists, manicurists, desk clerks and shop managers; \$15 for maids; for apprentices, \$10 during the first year and \$12.50 during the second. The order went into effect Oct. 21, 1935. (Copy of order.)

Massachusetts. Order fixing minimum rates for women in laundry and dry cleaning occupations

Directory Order No. 1, establishing minimum fair wage standards for women and minors in laundry and dry cleaning occupations became effective Oct. 1, 1935. The rates set follow those recommended by the wage board, 30 cents an hour for a week of 35 hours or more and 33 cents an hour for less than 35 hours a week (but not to exceed \$10.50 a week in the latter case). An apprentice rate of 27½ cents an hour is set for not to exceed a 4-weeks' learning period. 32 to  
35 hrs  
@  
10 50

The regulations allow no deductions for meals, lodgings or for other causes until such deductions are reviewed and permitted by the Commissioner of Labor and Industries. Workers employed at the time the order went into effect, and workers employed thereafter, are to be given a wage rate sheet showing the minimum rates established. If workers are employed at piece rates, the piece rates must be fully set out and the worker informed that the weekly compensation will not be less than the minimum fair wage fixed for time workers. (Copy of order.)

New Hampshire. Minimum Wage Board for restaurant industry

The Minimum Wage Division of the New Hampshire Bureau of Labor has completed the organization of a new board to consider a minimum wage for the restaurant industry. This board was formed in response to complaints within the restaurant industry of low wages resulting in unfair competition and leading to a break-down of the wage standards of the industry with the resultant ill effects on the women and minors therein employed. The results of studies made in this industry have been made ready for the board, and will be sent to them prior to the first meeting. (Communication to the Women's Bureau.)

North Dakota. Activities of the Minimum Wage Department

The Minimum Wage Department of the North Dakota Department of Agriculture and Labor plans during the winter to get accurate, up-to-date lists of all industries over which they have jurisdiction, that is, manufacturing, mercantile, laundry and public housekeeping establishments and telephone exchanges. It is then planned to send blank pay rolls to these employers to be filled out.

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<sup>1/2</sup> An error occurred in the report in the September NEWS LETTER. The Sunday or holiday rate for apprentices during their second year of apprenticeship should have been 56 cents rather than 55, and is so fixed in the order.

There are about 36,000 women working in the State and the Minimum Wage Department estimates that only about one-third of them are covered by specific orders. Among those covered are approximately 782 telephone operators, 1,270 waitresses, 2,388 saleswomen, and 580 laundry workers. Among those not covered by any orders are 3,707 office workers, 3,600 agricultural workers and 7,455 domestic servants. These estimates are based on census figures and a more accurate picture of conditions will be secured when the new lists are obtained. (Communication to Women's Bureau.)

#### EMPLOYMENT OF WOMEN

##### United States. Employment of women in industries reported by the Bureau of Labor Statistics

In the classification of manufacturing industries as those producing durable and nondurable goods, the large proportions of women more frequently are found in the nondurable.

In the last mentioned category, 44 industries are reported each month by the Bureau of Labor Statistics, and in 23 of these one-fourth or more of the workers are women—in 12 of them, listed as follows, women form more than half the employees: Cotton small wares, knit goods, silk and rayon goods, men's clothing, women's clothing, corsets and allied garments; men's furnishings, millinery, shirts and collars, confectionery, chewing and smoking tobacco, cigars and cigarettes.

In the following 11 of these nondurable industries, from 25 to 50 percent of the employees are women: Carpets and rugs, cotton goods, woolen and worsted goods, boots and shoes (not rubber), canning and preserving, paper boxes, druggists' preparations, rayon and allied products, rubber boots and shoes, hats (fur felt), rubber goods (other than boots and shoes or tires and inner tubes).

Turning to the durable goods group, it is found that only in the following 6 out of 46 industries reported do women form as much as 25 percent of the workers: Tin cans and other tinware; electrical machinery, apparatus and supplies and radios and phonographs <sup>1/</sup>; typewriters and parts; clocks, watches, and time-recording devices; jewelry; pottery. In none of these are more than 35 percent of the employees women.

In the nonmanufacturing industries reported, very large proportions of women are found in trade, telephone exchanges, laundries, hotels, and insurance offices.

Instead of a summary discussion of the month's employment trend in most of these industries, such as previous NEWS LETTERS have given in each month, a more detailed picture will be shown here of certain groups especially important in woman employment.

##### United States. Employment of women in September, especially in the textile industries

The end of the third quarter of 1935 finds employment advancing in several of the important woman-employing industries reported by the Bureau of Labor Statistics, and in most of these cases considerably above the same period in 1934. This advance

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<sup>1/</sup> Electrical machinery, etc. and radios are combined in the census in 1929; the phonograph industry, reported separately, employed 30 percent women.

in some instances has been going on for several months. In the textile industries as a whole, employment has increased for two successive months, and in September the index stood at 92 <sup>1</sup>/<sub>2</sub>, the highest reported for the industry since April. Comparisons with September 1934 are without significance because strikes in that month caused disruption of employment.

In general, the index of total pay rolls is below that of employment, due either to shorter hours of operation or lower rates, or both. For the textile group as a whole, the index of pay rolls has been from 10 to 17 points below employment in each of the 9 months of 1935. However, it is important to note that in both the non-durable and the durable total industry groups, as well as in a number of the separate textile and clothing industries, the pay-roll index has increased more--in some cases very much more--from September 1934 to September 1935 than has the employment index. This is true, for example, in both men's and women's clothing. The September indexes for the tobacco industries, on the other hand, show declines in pay rolls and still greater declines in employment since last year.

Separate consideration of certain of the more important textile industries shows knitting mills to have been in one of the best situations in the group. Their employment index has been from 4 to 14 points above 100 in every one of the 9 months, was highest in March and April and stood at 114 in September. Pay-roll indexes in the industry show quite a close parallel and in September were slightly above those of employment.

In cotton mills, though the employment index has advanced for two months, it was still in September only at 84.8, lower than in June or any earlier month. Pay rolls in recent months have run much below the standard for the entire textile group, and stood at only 70.7 in September.

In silk manufacture, the lowest employment index was 63 in June, the highest 81 in February, that for September being 78. Pay rolls showed a close parallel, but were much farther from normal than was employment, the September index being 67.

#### Connecticut. Qualifications for employment of young women

The Employment Service of Connecticut recently has made an effort to determine what qualifications for jobs were lacking in the young men and women applying for jobs. For this purpose an analysis was made of all persons under 25 years of age who had registered for work during the year ending Nov. 1, 1934, including a total of 33,767 young men and 9,367 young women.

Such lack of training was found that recommendations were made for an increase in the number of trade schools, for introduction of more vocational courses into the high schools, and for the development of a Junior Placement Service within the State Employment Service.

Of the young women covered in the present study, nearly half were between 18 and 20 years of age, almost a third were 21 to 24, and nearly a fourth were under 18. Almost 24 percent had never worked before?

As to training, the report states: "Thirty percent of the women were untrained while 40 percent had high-school training. Although the latter figure seems high and

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<sup>1</sup>/<sub>2</sub> Average of 1923-25 = 100.

indicates that many women are prepared for very general clerical jobs, the opportunities of securing such jobs are very limited since this field is overcrowded. There are many more applicants seeking general clerical work than will ever be placed, due to the fact that employers are demanding persons with specific training. Typists, stenographers, and operators of bookkeeping and calculating machines are the workers now in demand.

"A very few of the total number of applicants had served an apprenticeship. Four percent of the men and less than 1 percent of women had this type of training. On the other hand 15 percent of the women had some business-school training. These girls had not necessarily finished business school but, when they applied for work, they based their occupational claim on their business-school experience."

In view of the type of training reported, it is not surprising that about 42 percent of the women were seeking work in offices. The next largest number of girls (28 percent) were seeking work in the semiskilled and unskilled domestic service occupations. Among these were found the day workers and those who wished work as cooks, maids, nursemaids, mother's helpers and other similar occupations.

Of the 6,732 young women who had worked and who reported on earnings, only 4 percent had earned as much as \$25 a week. For 71 percent, their highest earnings were less than \$15 and for 32.6 percent less than \$10. The length of time the longest job was held was reported by 6,920 women. For one-fifth this was 3 years or more; for nearly half, less than 1 year; for one-third, less than 6 months; for one-sixth, less than 3 months.

32.6  
38.4  
25.0  
4.0  
10-15  
15-25  
25+

Kansas. Placement of women

During 1934 there were 7,406 women registered in the employment offices of Kansas according to a report just issued. These formed over one-fifth (21.5 percent) of all applicants. Openings for women formed 22 percent of all openings; and placements of women numbering 4,208, 21 percent of all placements.

Data regarding industry in which persons applying for jobs found work, were reported by sex only for the first 6 months of the year. These show that nearly two-thirds of all women placed secured domestic service jobs, and that nearly 63 percent of these jobs were temporary. Over one-fifth were placed in C.W.A. work, 4 percent in commercial service, 3 percent in hotels, restaurants or institutions, and 2.4 percent in trade. (Annual Report of the Commission of Labor and Industry for the year ending Dec. 31, 1934—Kansas.)

North Carolina. Placement of women

The State Employment Service of North Carolina, during the fiscal year ending June 1935, found jobs for 12,086 women. These women formed nearly one-sixth of all persons placed. Two-thirds of the women were given domestic and personal service jobs, nearly one-tenth work in factories and about one-eighth commercial jobs, that is, in connection with wholesale or retail trade. (Bulletin of the North Carolina Department of Labor, October 1935.)

Norway. Employment of women

Not far from one-fourth of the workers subject to inspection in Norway are women, according to a report recently published of the work of the factory inspectorate during 1934. Women in the undertakings covered numbered 42,747 and formed 23.5

percent of all workers. Women formed practically half of the workers in food industries and between 65 and 70 percent of those in textile manufacturing, and in clothing factories and cleaning establishments (combined). Employment in food industries accounted for 37 percent of the employed women; textiles, 23.5 percent; the clothing group, 20 percent. On the staff of the factory inspection service are a woman inspector-general and three women assistant inspectors. (Industrial and Labour Information, Oct. 7, 1934.)

#### HOURS AND OTHER WORK CONDITIONS

##### Pennsylvania. Home-work situation

The Bureau of Women and Children of the Pennsylvania State Department of Labor and Industry has begun a systematic campaign for the elimination of home work among the industries throughout the State by special appeal to individual manufacturers. Effort is being made to convince employers of home labor that these kitchen sweatshops are parasites on the economic system, and that for the good of each industry these home processes or operations can be brought back into the factory under standardized conditions of hours and earnings.

Conditions have been aggravated by the abolition of the N.R.A. codes, many of which prohibited home work. Voluntary agreement among some members of an industry, with the lack of enforcement authority, has failed to stop the growth of sweatshop conditions in home work as well as in the factory. There has been an influx of concerns into Pennsylvania from States in which "cheap labor" is prohibited, resulting in distressing exploitation of the labor of women and children. Where appeals have fallen upon infertile ground, the spotlight of publicity from the daily press is being turned upon the worst offenders. (Communication to Women's Bureau.)

##### Dominican Republic. Working conditions of women

An Act was promulgated in the Dominican Republic on June 21, 1935, concerning hours and other conditions of work in commerce and industry. Certain provisions apply to women only, other general provisions apply to all persons irrespective of sex, in receipt of wage or salary, except persons holding a position of supervision or management or employed in a confidential capacity. The Act does not apply to agriculture or rural work, to small establishments in rural areas, or to persons in domestic service.

The employment of women between 10 p.m. and 5 a.m. in industrial undertakings is absolutely prohibited. In undertakings in which women with babies are working they will be allowed two additional rest periods of half an hour each, without loss of wage, to feed the children. A sufficient number of seats must be provided so that women may rest during breaks.

Hours of work for all persons are limited to 8 a day and 48 a week. The daily hours must be broken by a rest of at least  $1\frac{1}{2}$  hours after 4 hours' work, or 2 hours after 5 hours' work, according to local custom; while overtime is to be allowed in certain emergencies it is not to exceed 10 hours in a week nor 2 hours in any one day. A weekly rest of 24 hours is required. (Industrial and Labour Information, Sept. 16, 1935.)

## PROTECTION FOR WOMEN WORKERS

### India. Maternity benefits for women workers in Madras

Madras, India, has joined the more than 30 countries in the world that provide for the protection of a woman from exacting work in a factory before and after childbirth. Six of the American States also give such protection, although they do not provide funds for medical care as is done in most of the other countries.

The new Act for Madras provides that no employer shall knowingly employ a woman in any factory during the 4 weeks immediately following her confinement.

Every woman worker in a factory not a seasonal factory shall be entitled to the payment of a maternity benefit for the actual days of her absence before confinement, but not to exceed 3 weeks, and for 4 weeks after confinement. However, a woman shall not be entitled to maternity benefit unless she has been employed in the factory of the employer from whom she claims such benefit for a period of not less than 9 months immediately preceding the date on which she gives notice of a claim for benefit.  
(Copy of Act.)

## INDUSTRIAL ACCIDENTS

### Idaho. Industrial accidents to women

Nearly 30 percent of the claims for accident compensation in Idaho for a 2-year period were presented by women, according to a recent report covering the 2 years ending Oct. 31, 1934. Of these women's claims, 37 were denied; 3 were fatal cases and 16 cases of permanent but partial injury. The remaining 91.5 percent were cases of only temporary disability. (Ninth Report of the Industrial Accident Board of Idaho, for 2 years ending Oct. 31, 1934.)

## CORRECTION

An error was made in the summary of a report on "Some Effects of the Laundry Wage Order" in New Hampshire (page 5 of the September NEWS LETTER). In the fourth paragraph, the second sentence reads "Details show that before the order only 24 percent of the employees compared with 47 percent after, had earned \$14 or more a week." It should have read "\$13 or more a week."

U.S. DEPARTMENT OF LABOR  
WOMEN'S BUREAU

News Letter Vol. XV, No. 12

December 1, 1935

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

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Correction

(1536)

## MINIMUM WAGE

### United States. Fifth Conference on Administration of Minimum Wage Laws

The fifth conference of minimum wage administrators, called by the Women's Bureau to meet November 25, gave striking testimony both to the continuing growth of the machinery established in the States to further the minimum wage, and to the development of sound techniques as a basis of action along this line. States represented at this conference by their responsible labor authorities were Connecticut, Illinois, Massachusetts, Minnesota, New Hampshire, New Jersey, New York, North Dakota, and Ohio.

The Secretary of Labor, who opened the first such conference in July 1933, spoke at the November 1935 conference in part as follows:

"We have a sense of progress when we realize that there are enough States with vital minimum wage laws to form a group as large as this of people whose principal work has to do with the administration of such laws, and that there is enough relationship among these States so that they can come together to discuss methods and techniques and have a similar approach to these problems. I think that the educative effect of the full knowledge distributed to the people of a State with regard to what are the actual earnings in a particular group has done a great deal, in those States where they have used that method, to bring the people of the community to a recognition of what ought to be a decent standard of living and to a realization of how far the wages upon which young women are living fall below these standards. The publication of findings is of first importance... The facts should be put forth in such a way that the conclusions are inescapable... Those who are administering labor laws... ought to develop within every bureau in which they are working a group of people who know the business, who have the right social and labor point of view in regard to it, and who are competent to assume any amount of responsibility when the time comes."

The agenda for the conference included consideration of the collection of wage data, various methods used in the establishment and enforcement of wage orders, and plans as to industries to be considered in the near future.

Material presented to the conference indicated that where a number of States had set minimum rates for a given industry these rates were very similar, and that higher rates ordinarily have been set for part-time workers and for overtime.

In the effort to secure as wide and rapid coverage as possible, the general trend has been to fix a minimum first in certain of the service industries, sometimes considered largely intrastate in character. Several States have fixed the wage for laundries, and some have followed this with investigations or wage orders for beauty parlors or hotels and restaurants; elsewhere consideration is being given, as best fits the needs of the State, to stores and to manufacturing industries grouped to some extent according to prevailing wage standards.

During the conference, stress was laid on the need of developing and maintaining continuous connection with the various agencies and persons throughout the State that are interested in labor law and its enforcement and in wage standards, so that any assistance needed from time to time might be secured and education of the various communities in connection with wage matters might be kept current.

The conference considered necessary a continuation of surveys of the industries in which it is planned to call minimum-wage boards, in order that a picture may be presented to the board of the typical working time, wage standards and general practices in the industry in which a wage is to be fixed. While these surveys must contain complete technical data, they may be presented in some simpler manner for the use of the boards.

The conference authorized appointment of a continuing committee to consider the the most necessary types of data to be secured in the original surveys, the forms that might be most conveniently used for securing such information, and the type of data and forms needed to keep a continuing and comparable picture available from time to time during various periods of enforcement.

Both New York and Illinois are in the process of working out methods of keeping currently available for their use a complete story of the progress being made for each industry in connection with the wage orders issued.

In connection with enforcement of orders, New York reported progress continuing. The Laundry Owners' Association has been cooperative, and cases not otherwise settled are prosecuted in this and some other States by the attorney general's office. Illinois reported a large degree of compliance with the laundry order, except for a few commercial flat-work laundries serving chiefly Chicago hotels, and good cooperation from the better beauty shops. The point was stressed especially that inspection for compliance in any State should be specifically a duty of the minimum-wage division, with all such inspection directly responsible to the division, and back wages collected should be paid through authorities of the division.

In reply to one question often asked in regard to the minimum wage - that as to whether it would cause loss of woman employment - it was generally thought that little effect on employment in either direction results specifically from the fixing of such a wage rate. Data for California strongly indicate that the fixing of a minimum wage does not cause employment decline, since over a 10-year period during which such a system was effectively administered in this State woman employment had doubled; similarly in the District of Columbia during the time when the minimum wage was in existence woman employment did not decline.

New York. Hotel and restaurant hearing

The wage board for the hotel and restaurant industry having reconvened in October to consider certain suggested changes, presented a new report which was accepted by the Industrial Commissioner of the New York Department of Labor. (For original, report see August News Letter.)

The new report provides for a differential in rates, which as now fixed are as follows:

	<u>Service</u>	<u>Nonservice</u>	<u>Resident</u>
Cities of over 200,000	18 cents an hour	27 cents an hour	\$9.50 a week
Cities of 10,000-200,000	17 cents an hour	26 cents an hour	9.00 a week
Cities under 10,000	16 cents an hour	25 cents an hour	8.50 a week

It was further recommended that where service and nonservice employees are not furnished meals, 6 cents an hour shall be added to the hourly minimum. Resident employees are to be furnished full maintenance.

One of the most vital points in the order is the requirement that no deductions from the minimums fixed be made for any purpose whatever.

While the Board's report recognizes no class of learners or apprentices, special provision has been made for students in an institution of higher education who are required to acquire experience in hotel or restaurant problems. They are exempted from the minimum wage scales.

On the status of waitresses employed at both table and counter service, which was the third question the Commissioner asked the Board to decide, the Board declined to draw any distinction, holding that an attempt to do so would be impractical.

Hearings on the second report were held on November 26.

Connecticut. Minimum wage board for laundry industry

A minimum-wage board for the laundry industry is expected to be appointed by the first of December. (Communication to the Women's Bureau.)

Ohio. Minimum wage activities

The Ohio Division of Minimum Wage reports that a board has been formed to consider a minimum wage for food establishments, and that a survey is being made of retail stores. (Communication to the Women's Bureau.)

Canada. Personal service occupations in British Columbia

The British Columbia Board of Industrial Relations has recently issued an order establishing minimum rates for women in the personal service occupations, which are to include manicuring, hairdressing, barbering, and other occupations connected with the beauty-culture industry.

Subject to certain exceptions the Board has fixed the minimum rate for experienced employees over 18 years of age at \$14.25 for a week of 40 hours or more. For employees working less than 40 hours the minimum rate is  $37\frac{1}{2}$  cents an hour, but not less than \$1.50 for any one day. The order became effective September 5, 1935. (Labour Gazette, October 1935.)

Canada. Order governing telephone systems in Ontario

The Minimum Wage Board of Ontario has issued an order fixing wage rates for women employees in telephone systems or in connection with any telephone switchboard or exchange. The order went into effect on November 1, 1935. Rates are fixed by cities. The minima for experienced workers for a 48-hour week are as follows:--

Toronto.....	\$12.50
Hamilton, Ottawa, London, and Windsor.....	\$12.00
Cities, towns, villages, and unincorporated communities of from 10,000 to 50,000.....	\$11.00
Cities, towns, villages, and unincorporated communities of from 4,000 to 10,000.....	\$10.00
Smaller places, according to number of lines.....	\$7 to \$9

All time in excess of 48 hours shall be paid for at proportionate hourly rates. (The Labour Gazette, October 1935.)

## EMPLOYMENT OF WOMEN

United States. Employment of women in October, especially in the clothing industry

Employment in manufacturing as a whole in October as shown by indexes reported monthly by the Bureau of Labor Statistics was nearly 9 percent above that of October 1934 and over 2 percent above that of September 1935. Gains in the large woman-employing groups are not always as great, but on the other hand, employment in the latter industries is nearer to normal (average 1923-25 = 100). Employment in the textile group was over 5 percent above 1934, and in the wearing apparel group nearly 7 percent. Employment in the tobacco industries, however, is less than two-thirds of normal and 8 percent below 1934.

Total pay rolls in all industries, which were three-fourths of normal were 23 percent above 1934. Pay rolls in the textile groups and the wearing-apparel groups were over 80 percent of normal and 14 percent and nearly 12 percent, respectively, above September 1934. Pay rolls in the tobacco industry were just half of normal but had gained 3 percent over 1934.

A survey of employment in the wearing apparel industries during the 10 months of 1935 shows two seasonal peaks one in March or April, and a second, usually not so high, in September. Employment in the men's clothing industry was at its highest in September, 95.4, and in no month fell below 83. In women's clothing, employment fell below 100 only in July, and in five different months was between 125 and 135. The level of employment in men's furnishings and in shirts and collars lay between these two extremes, in some months falling below 100, in some months rising above. Pay rolls followed the same seasonal trend but were in most instances farther from normal than was employment. Only in the manufacture of women's clothing and of shirts and collars did pay-roll indexes exceed 100 in any of the 10 months.

#### United States.—Women on relief and their employment

Two reports recently issued by the Federal Emergency Relief Administration give information as to the employment of women on work relief and as to the situation of young women in rural areas.

The first shows that an average of 268,700 women were given work-relief jobs in the first 7 months of 1935. However, this was only 12 percent of all persons receiving such employment. The peak of 297,800 was reached in March, and it is no surprise that the low point was in July.

Almost two-thirds of these women were employed in the production and distribution of goods needed by the unemployed; over 18 percent in public education, arts, and research; and nearly 13 percent in public welfare, health, and recreation.

Projects offering employment for women are to be a definite part of the program of the Works Progress Administration, but so far no information has been received as to the numbers of women so aided.

The second report deals with young persons on relief in rural districts in February of this year. The girls and young women outnumbered the boys and young men in the rural population, forming 52 percent of the persons 16 to 24 years of age. The report states; "By applying this percentage it is estimated that 707,000 of the February rural relief youth were females and 663,000 were males..."

"Males had had a less difficult time in finding employment than had females. Only 1 in 8 of the male workers had never found a job lasting as much as 1 month, while 1 in 3 of the females had never had such employment."

Not quite two-thirds of the young women reported some usual occupation, and for nearly two-thirds of these it was agricultural work. Over half of the nonagricultural workers were servants.

#### United States.—Employment status of women graduates from Purdue University

Purdue University has recently published a study of the employment status of graduates of the university of the classes of 1928 to 1934, inclusive. The study was "undertaken to ascertain certain facts by which graduates of the university might in part, at least, measure their chances for careers that include economic survival." Answers to questionnaires were received from 2,140 persons, of whom 355 were women.

Of the women replying, from 55 percent of the class of 1930 to 79 percent of the class of 1934 were employed. Whether the others were seeking work or not was not

stated. From 40 to 62 percent of all women answering were employed in permanent positions. From 58 to 82 percent of those employed held professional jobs. These percents indicate that of the 355 women replying about 250 were employed, 190 were holding permanent jobs; 183 held professional jobs.

Average beginning annual salaries, reported by class, ranged from \$795 for the 1933 class to \$1,371 for 1928. The average annual salary in 1934 ranged from \$800 for the 1933 class to \$1,280 for the class of 1930. As might be expected, the 1928 and 1929 classes were in 1934 earning on an average less than their beginning salaries. They were, however, earning more than any succeeding class except that of 1930. These later classes all showed average salaries in 1934 above their average beginning salaries, though in some instances the difference was very slight. The class of 1932 showed the greatest gain, an average gain of \$225 by 1934. The average salary of the 1934 class was \$933. Only three women reported salaries above \$2,000, 1 woman graduating in 1928, and 2 in 1930.

Of 312 women reporting on present employment, 126 were teaching, doing library work, or literary or editorial work, 100 reported themselves "housewives"; 30 were in medical or hospital work; 16 were in selling or advertising jobs and 8 were doing relief work.—(Occupational Opportunities and Economic Status of Recent Graduates of Purdue University, published by Purdue University.)

#### Two States.—Women applicants for work

Reports received recently from two large industrial States show something of the situation as to women seeking work at public employment offices.

The report of the Massachusetts Department of Labor and Industries indicate that women formed practically one-fourth of the persons who found jobs through the public employment offices in the State in 1934, though in the preceding year not quite one-fifth of those placed had been women.

Though women's placements were 24 percent of the total, their proportion among applications was somewhat higher — 26 percent.

The final placing of nearly 6,000 women is a noteworthy accomplishment as a result of 19,700 referrals to jobs, though it still falls short of giving aid in the case of all the more than 28,000 applications.

The other report, that of the Wisconsin Industrial Commission covering the first 6 months of 1935, deals primarily with the status of the applicants, of whom nearly 12,000—over one-fifth—were women. This covers new applicants alone, and does not include reregistrations and renewals.

Of these women newly applying for jobs, by far the greatest number were single. 68 percent in all, while 18 percent were married, and the remainder nearly equally divided between the divorced and the separated.

The single women formed decidedly the youngest group, their average age being only about 20 years, while the average for widows was about 45 years and for the other groups about 34.

The applicants of several occupational groups are largely married women and widows. For example, of those applying as "house women or day workers" 90 percent either are or have been married.

#### Missouri.—Employment of women, 1933 and 1934

Some changes in the employment of women in certain industries, chiefly manufacturing, seem to be indicated in a report covering 1933 and 1934 recently issued by the Labor and Industrial Inspection Department of Missouri. Since efforts are being made to increase the list of firms reporting regularly to the Department, increases in the numbers of men and women reported cannot be taken as indicating increased

employment. However, changes in the proportion which women form of all employees may have some significance.

Over 61,000 women were reported employed in 1934. Approximately one-fifth were found in each of three manufacturing industries: The largest number, or 22.3 per cent, were employed in leather industries, chiefly shoe factories; food manufacturing gave employment to nearly 21 percent; clothing employed nearly 20 percent. Nearly 9 percent were employed in telephone establishments, and between 3.5 percent and 4.5 percent in each of the following: Printing and publishing, chemical manufacture, and paper or paper goods manufacture.

In 1933 women formed 30 percent of all employed persons reported; in 1934, 29 percent. The greatest change in the proportion of women employed in any important industry was that in clothing manufacture, a drop from over three-fourths in 1933 to one-half in 1934. In some industries the proportion of women had increased. The following table shows the situation for the more important industries:

Industry	Number of women, 1934	Percent women formed of total in—	
		1933	1934
All industries.....	61,343	30.1	29.0
Leather.....	13,659	45.0	45.9
Food.....	12,823	23.9	29.6
Clothing.....	12,153	78.3	50.3
Printing and publishing..	2,732	19.9	24.0
Chemicals.....	2,683	24.9	28.0
Paper and paper products.	2,164	45.4	47.8
Tobacco	901	49.2	43.1

A report of the activities of the State Employment Service shows that 6,584 women were placed in 1934, this number forming one-fourth of all placements. In 1933 women placed formed only 9 percent of the total, but this, it must be remembered, was the year of the C.W.A., which furnished jobs almost exclusively for men. The number of women placed by the State in 1934 was over 5 percent above the number in 1933.—(54th and 55th Report of the Labor and Industrial Inspection Department and the U.S. Employment Service.)

#### Africa.—Employment of women in the Cameroons

The conditions of employment of women and children in agricultural, commercial and industrial undertakings in the Cameroons (French mandate) were regulated by a Decree of 14 September 1935. This is the first time that legislation on these subjects has been issued in the Territory.

No woman may be employed in an agricultural, commercial, or industrial undertaking between 7 p.m. and 5 a.m. Every woman in employment must be released for 8 consecutive weeks during the period preceding and following confinement; such release may not be used as an excuse for breach of contract or dismissal, and, if such action is taken damages may be claimed. During the year following confinement, women are entitled daily to two additional rest periods of 20 minutes each, one in the morning and one in the afternoon, in order that they may nurse their children.—(Industrial and Labour Information, October 14, 1935.)

### India.—Employment of women

Some idea of the employment situation for women in India may be gained from a number of reports recently issued on the workings of the Indian Factories Act in several of the provinces of India. The largest numbers of women were reported in Bombay, nearly 66,000, and in Bengal, nearly 57,000. In Burma, over 11,000 were employed, and in the United Provinces over 5,000. The proportions women formed of all workers varied considerably. In Bombay they formed over one-sixth of all workers (17.5 percent); in Burma, one-eighth; in Bengal almost 12 percent; and in the United Provinces, 4.3 percent of all workers. In Burma and in Bengal there was an increase in the numbers of women employed compared with 1933, all other provinces showing some decrease.

In Bengal, almost two-thirds of the women were employed in jute mills, 3 percent in cotton spinning and weaving mills, and 12 percent in various seasonal factories. Women in Burma were employed in rice mills for spreading and raking over the paddy, in cotton gins, and in cotton and textile factories. Over half the women in the United Provinces were in seasonal factories, chiefly cotton gins, and 11 percent in tea factories. The report does not show the industries employing women in Bombay, but the making of cotton textiles is reported as an important one.

Hours for women are reported only for Bengal. Two-thirds of all the factories reporting hours for women, compared with one-half those reporting hours for men, operated 48 hours a week or less. Hours of over 54 were reported for men in 30 percent of the cases, for women in 18 percent. While shorter hours for men in seasonal factories tended to be only slightly more prevalent than in all factories, weekly hours of 48 or less were reported for women in nearly 79 percent of the seasonal factories.—(Annual Report of the Administration of the Indian Factories Act in Bengal, 1934; and Labour and Industrial Information, October 14, 1935.)

### India.—Employment of women underground in mines

The Government of India recently referred the draft of certain regulations for the prohibition of employment of women underground in all mines to the Mining Boards in Bengal, Bihar and Orissa, and the Central Provinces, as well as the Local Governments.

At a meeting of the Bihar and Orissa Mining Board held on 15 July 1935 this question was considered and the following resolutions were passed:

(1) The Board fully agree on the advisability of prohibiting the employment of women underground in mines. There was no objection to the prohibition taking effect from 1 July 1936, the date proposed by the Government of India. This should be the latest date.

(2) The Board considered that this was an opportune moment for reconsidering the question of the exclusion of women from working in coal quarries also.

The Committee of the Indian Mining Association have strongly supported the above resolutions, and in addressing the Government of India in the matter they expressed the hope that an early announcement would be made by the Government on the subject of the total prohibition of the employment of women underground in mines and in coal quarries.—(Industrial and Labour Information, October 14, 1935.)

### Switzerland.—Employment of women in manufacturing

The position of women in manufacturing industries in Switzerland is shown in the reports recently published of the Federal Factory Inspectors for 1934. Of nearly 113,000 women so employed, one-third were in textile mills, 28 percent in the manufacture of "clothing and equipment", nearly 11 percent in the manufacture of food. That

over one-tenth were employed in the making of clocks, watches, and jewelry shows the relative importance of that industry in Switzerland.

It is of interest to compare the employment of women in Switzerland and in the United States, basing data for the latter on the Census of Manufactures of 1929. In Switzerland women formed over one-third of all factory employees, in the United States just over one-fifth. The following table gives this comparison for a few of the important woman-employing groups.

Industry	Percent women form of total in—	
	United States	Switzerland
Clothing.....	70	74
Textiles.....	45	63
Food.....	23	48
Clocks, watches and jewelry.....	33	48

—(Industrial and Labour Information, October 14, 1935.)

#### WORKING CONDITIONS

##### United States.—A label to insure fair practice in the coat and suit industry

A campaign for public support of a consumers' protective label in garments made by the coat and suit industry was launched in New York City on November 18 at a meeting of men and women from various national organizations. The new label is to replace the one instituted under the National Recovery Act. It reads "Consumers' Protection Label, Manufactured under Fair Labor Standards" and bears a seal or insignia of "National Recovery Board, Coat and Suit Industry."

A national recovery board has been set up by the industry with Alexander Printz as its head. This board represents more than 90 percent of the annual coat and suit production in the country. The board will attempt to enforce standards of living wages, no employment of children under 16, decent sanitary and working conditions and abolition of unscrupulous trade practices. Consumers are urged to watch for such a label when buying women's coats or suits.—(Christian Science Monitor, November 19, 1935.)

##### Massachusetts.—Employment of women on evening shifts

It will be recalled that during the operation of the N.R.A., the law forbidding the employment of women after 6 p.m. in textile mills in Massachusetts might be suspended so that these mills could operate two shifts if they chose (as was allowed in codes covering textile industries). This suspension was allowed by the Commissioner of the Department of Labor and Industries in the following industries: cotton textiles, silk and rayon, wool textile, hosiery, and knit wear, rug and carpet manufacture, and thread. The results of the suspension under the regulations fixed by the commissioner are summarized in the report of the Department for the year ending November 30, 1934, which has recently been issued.

"In operating shifts in which women were employed after 6 p.m. the management was required to employ a minimum number of women consistent with the efficient operation of the plant and was expected to favor the employment of women instead of men on any shift terminating before 6 p.m.; and the employment of men on any shift extending after 6 p.m. In weaving departments, the employment of men rather than women on any shift extending later than 6 p.m. was specifically urged. The maximum number of women

employed on a shift after 6 p.m. should not exceed 45 percent of the total employees in the cotton textile, and silk and rayon plants; while a ratio of 35 percent was fixed in the wool textile, and rug and carpet manufacturing; with other arrangements in the hosiery and knit wear, and thread industries.

"In checking up the compliance with these provisions during the peak seasons in the trade, the inspection staff visited establishments in the evening, noting the number of women employed as against the number of men, and giving special attention to the provisions for the lunch period of 45 minutes as required by statute. The general experience in this activity was the compliance with the rules and regulations and a clear purpose of cooperation on a sound basis.

"On the first inspection it was found that in 363 establishments, 99 of these employed no women on the night shift. In 143, night shifts were not operated. In the remainder, or 121, there were 5,534 women employed on the night shift, and 23,015 men. The regulations called upon concerns to refrain from employing women after 6 o'clock, if it were possible for them to do so, and the response indicated the willingness to follow the rules in this connection."

Women employed on night shifts in the mills with such shifts formed practically one-fifth of all persons so employed, while they formed practically half of all persons on day shifts in the 363 mills investigated. The proportion on night shifts varied by industry from 2.6 percent in carpet mills to 42.8 percent in knitting mills, no other industry employing more than 23 percent. On day shifts they formed 30.9 percent in carpet mills, 43.3 percent in woolen mills, and from 50 to nearly 70 percent in all other types of mills.

#### EARNINGS OF WOMEN

##### Poland.—Earnings of women nonmanual workers

An inquiry into the salaries of nonmanual workers, both men and women, was carried out in 1934 by the Institute for Social Problems, and covered the years 1931-33. The results have only been published recently.

The statistics show that in Warsaw 31 percent of all insured nonmanual persons are women, and their average salary is 32 percent lower than that of men. Younger women, however, receive nearly the same pay as men, the difference in pay increasing with the age of the employees. From 21 to 25 years of age women earn 95 percent of the wages of men; from 26 to 30 years, 81 percent; from 31 to 40, 70 percent; and from 40 to 45, only 61 percent. The low pay of this last group is due to the fact that they seldom progress in the salary scale. The proportion of women in posts of management is only 3 percent which, in comparison with the proportion of women to the total number of workers (31 percent), proves that they have fewer opportunities of promotion than men.

As regards the relation between occupational qualifications and pay, the statistics show that women with not more than average education are relatively better paid, their wages being 74 percent of those of men, than those who have a university education, who earn only 49 percent of the pay of men in corresponding posts.

As regards the nature of employment, the author finds that women employed in public services and social-welfare institutions are better paid than those in private undertakings, their earnings being equivalent to 66 percent of the pay of men in corresponding posts.

A comparison of earnings in different occupations shows that, while the salary of a woman teacher equals or even exceeds the salary of a man teacher, women shop assistants, technical workers and women in management posts earn little more than half as much as men. The salaries of women office workers are between 70 and 80 percent of those of men's.—(Industrial and Labour Information, October 21, 1935.)

## OCCUPATIONAL HAZARDS

Massachusetts.—Occupational diseases affecting women

Each year the Division of Industrial Safety of the Massachusetts Department of Labor and Industries investigates cases of industrial disease in order to determine conditions giving rise to such diseases, and, where necessary, to issue orders that shall prevent recurrence. During 1934 the Division investigated 265 such cases, of which 34 involved women.

The majority of these women, 32, had suffered from dermatitis. Of these, 8 occurred in shoe and shoe findings factories; 5 each in tanneries and in electrical goods factories; 3 in food factories; 2 each in textile mills, rubber goods factories, and sporting goods factories; 1 in a metal goods factory. Among the causes of dermatitis were listed the following: in tanneries, handling of chromed skins and skins soaked in other strong solutions; in shoe factories, handling cement, shoe cleaners, shoe dressings and colored leathers; in textile mills, contact with dyes, handling colored fabrics, and caustic and acid solutions; in rubber goods factories, dust from buffing rubber.

Of the other two cases of disease, one was benzol poisoning. The woman affected cemented necks on to hot water bottles with a cement that contained benzol. In the remaining case, one of gas or fumes poisoning, the industry is not given.

That close check is made by the Division of Industrial Safety on the use of industrial poisons is shown by the fact that such poisons were found in 4,131 places of employment inspected during the year. These included plants engaged in the following woman-employing industries: the manufacture of shoes, textile fabrics, rubberized fabrics, wood heels, storage batteries, and watches and jewelry.

Further progress in the elimination of health hazards in industry may be expected from the work of a new division, the Division of Occupational Hygiene, created in 1934 and beginning its official existence on September 23 of that year. The division is "to investigate conditions of occupation with reference to hazards to health and to determine the degree of such hazards, to investigate and evaluate methods for the control of such hazards..." It has no police power; it is essentially a service organization and operates on an advisory basis only.—(Annual Report of the Department of Labor and Industries for the year ending November 30, 1934.)

India.—Industrial Accidents to women in Bengal

Of 4,155 industrial accidents reported in Bengal in 1934, 107 were accidents to women. Of these, 1 was fatal, 58 classified as serious, and 48 as minor. These terms are not defined in the report. This is a high proportion of "serious" accidents, less than one-fourth of men's accidents being so classified.—(Annual Report of the Administration of the Indian Factories Acts in Bengal, 1934.)

## CORRECTION

An error occurred in the report of women's accidents in Idaho in the last page of the November NEWS LETTER. The account should read "Nearly 6 percent of the claims... were presented by women."