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ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

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WOMEN IN INDUSTRY IN 1935

Following its custom for the January issue, the Women's Bureau NEWS LETTER reviews the preceding year, now just completed, as to the situation of employed women. In part, at least, 1935 has been for them a considerably better year than 1934, which was in turn better than 1933, though distinctly adverse effects upon employed women resulted from the court decision the last of May which invalidated the great governmental effort to secure more stable employment conditions for the benefit both of employers and employees. If the lives and welfare of working women are to be made more secure, this places definitely upon the various States a greatly increased responsibility for the prompt passage and adequate enforcement of labor legislation.

WOMEN'S BUREAU SURVEYS IN THE YEAR

The fields covered by Women's Bureau studies in 1935 vary widely, yet along its line each is of outstanding importance to employed women. Many of these are directed more especially toward some continuing situation in woman employment rather than toward the particular condition referring to 1935 alone.

One of the outstanding studies of such a character that has appeared this year is that reporting sample cases of technological change occurring chiefly from 1927 to 1931, and their effect upon women over a period of years beginning in 1930. In all, the investigation considers 250 changes in various important woman-employing industries. The employment of women involved in these changes declined 42 percent; and in about 95 percent decreased labor costs to the employer had resulted. Over 1,000 women were interviewed in their homes, 84 percent of whom had been transferred to a new method of work. The change had meant earnings decline for nearly half the women, more especially for those at higher pay, and increased earnings for about 30 percent, largely in the lower brackets. (Report now available in printed form.)

Another major study of the year is a survey of employment possibilities for New England women. This is a section of the country that in 1930 employed over one sixth of all the women in manufacturing in the United States, and something less than a tenth of all gainfully occupied women. The migration and closing, over a series of years, of many plants in its major woman-employing industries - textile and shoe

factories - has created a serious situation for women. The survey explores possibilities of markets for new products or types of work that might give women employment, and the capabilities of those needing employment. (Preliminary report now available in mimeographed form.)

A field survey of women in Michigan industries (exclusive of automobile plants), completed early in the year, reported upon over 19,000 women as of the fall of 1934. Hourly earnings of 35 cents or more were received by three-fifths of those in manufacturing and half those in stores, though 90 percent of those in laundries and just short of half those in limited-price stores received less than 30 cents an hour. The prevalence of undertime work was widespread, almost one-fourth of the women reported having worked less than 30 hours even in a representative week. (Preliminary report now available in mimeographed form.)

A further major study in the year has been the analysis of N.R.A. code provisions as they applied to women. This bulletin emphasizes the benefit of codes to many women in increasing their employment, advancing their wages, and establishing short hours of work. It points out, however, that many employments of women were not covered by codes, and that the minimum wages fixed in the codes for most woman-employing industries were very low, although even these low rates raised the wage standard for very many women. (Bulletin available in printed form.)

A new bulletin now in press summarizes the hour laws in effect in 1935 and the minimum-wage laws and rates in effect in that year. This is especially timely in view of the fact that legislatures were in session in 44 States at some time during 1935, and that minimum rates have been fixed in a number of States and industries. (Preliminary available in mimeographed form.)

Two of this year's bulletins deal with the health and safety of employed women. One of these sets forth in popular form the problems relating to this subject, the other follows in the Bureau's regular series of analyses of State data on industrial injuries to women. Since preparation of these bulletins depends on availability of State data, the figures do not apply to 1935. They indicate some decrease in injuries during the period of employment decline, though this was less true for women than men, and there has been some tendency toward increase in the proportion of injuries that are severe. (Printed report now available.)

Two bulletins now printed will assist groups desiring to study the problems of employed women. One of these, Women in Industry, is an issue, with some revision, of an earlier publication of a series of papers for study clubs. The other is a bibliography on the Economic Status of Women, prepared by a committee of the American Association of University Women. (Now available in printed form.)

Another bulletin in popular style is entitled The Commercialization of the Home Through Industrial Home Work, and presents information collected from various sources to show how widespread is industrial home work and upon how many products it is employed. (Now available in printed form.)

Early in the year a survey of shoe plants in several Midwestern States yielded data that were presented at an N.R.A. hearing. Of nearly 2,000 employees reported, 54 percent had earned only the code hourly minimum or less. This industry is known to require a considerable number of highly skilled workers, yet the minimum was not applied to the unskilled alone, though it is only for such work that a minimum is intended, and that fixed in the shoe code was not high. Even top stitchers, vampers,

fancy stitchers, and trimming cutters, frequently earned no more than the hourly minimum. Other material presented at the hearing showed that during 1934 less than 30 percent of the men but 60 percent of the women had hourly earnings less than 40 cents. (Report not printed; see NEWS LETTER for March 1935.)

The reports on Southern Mountain Handicrafts and on the Hand-made Handkerchief Industry in Continental United States, referred to in last January's NEWS LETTER, were made available in mimeographed form early this year.

A problem always important to the wage-earning woman - the extent to which her work is paid the same as that of men on essentially similar jobs - has been the subject this year of a field survey, chiefly in plants producing certain paper products and kitchenware or small metal parts. While the jobs of women and men in these industries rarely are identical, the tendency seems to be to pay women the same piece rates where the work is the same, but to pay them at a consistently lower rate than men on work that is unskilled for both sexes. The report has not yet been completed.

The fact that very many employed women have a heavy economic responsibility for family support long has been in evidence. In view of this, the effort in some quarters to decrease automatically the employment of women upon marriage has serious results. At the request of seven national organizations of women, the Bureau examined the effect of the law for dismissal of married women from the civil service where forces must be reduced. It was found that more than 1,200 women and 350 men had been dismissed (or had resigned rather than have the other partner dismissed) from the Federal service because they were married. Most of these were persons under civil service who had qualified for their jobs by examination in competition with other candidates. Eighty percent of them were from the lower salary brackets.

The Bureau recently has undertaken an analysis of census data from a few selected cities to show the extent to which women are responsible for family support. Unpublished census figures show that in the entire United States over 450,000 women are both home makers and job workers who are the sole support of families of two persons or more.

The extensive studies of women in laundries and in hotels and restaurants that have been carried on this year have furnished considerable data to State minimum wage authorities and to N.R.A. officials, though their preparation for publication is not yet completed.

The surveys of office workers' earnings and hours and of piece work in the dress industry, chiefly in New York, have been published within the year, though their data do not apply to 1935.

The year closes with surveys being made of employed women in Tennessee; of women doing needlework, usually home work, in the Virgin Islands; and of the extent and conditions of part-time work in retail stores. The Bureau also has been making tabulations from about 9,000 questionnaires on the economic status of trained women, sent out by the Association of University Women.

## EMPLOYMENT OF WOMEN

The monthly indexes of manufacturing employment of women and men in New York - the only State publishing such data periodically by sex - were higher in 1935 than in 1934 in every month through September. This has been true for both sexes, and in several months the women's improvement was somewhat greater than the men's. The September indexes for both sexes are higher than those of any previous month, though still not above three-fourths of the employment in June 1923, the time used as a base for the index.

Something of the situation in certain of the more important woman-employing groups is shown by the employment indexes of the Bureau of Labor Statistics, even though these are not separated by sex. Considering these data for September 1935 as compared with the same month in 1934, employment has increased markedly in textile fabric manufacture <sup>1/</sup>, especially in woolen factories; and in knitting mills it was above the level of 1923-25, the base period on which the manufacturing indexes are computed. It had increased considerably in the making of wearing apparel, especially women's clothing. The employment gain had been only very slight in shoe factories, and there were declines in cigars and cigarettes. Employment in the food industries had declined heavily since last year, but still was considerably above that of 1923-25. Retail establishments showed considerable employment decline, and there also was a decrease in hotels, while laundries showed but a slight gain in employment.

In connection with women's employment, it is of interest to note that it was not in the period of depression, but it was considerably earlier that women formed the largest proportions in the totals of many important woman employers. For example in the period since 1890, the largest proportions of women were found in the totals in manufacturing in 1900, as "servants and waitresses" in 1890, and as teachers in 1920.

Moreover, in clerical occupations, which, together with those just enumerated, are major woman-employing groups, the recent Women's Bureau survey in New England (referred to on pages preceding) indicates that in certain important industrial cities very many girls are preparing for clerical work, though relatively few positions of this type are being filled and experienced workers in this field are out of jobs. Examinations of employment agency reports have shown almost invariably that the proportions of women who were applying for clerical jobs were far greater than the proportions that could be so placed.

Certain of the data available from placement agencies in a number of States for parts of 1935 indicate that on the whole the proportions of the jobs that go to women now compare very favorably with the proportions of those applying who are women. For example, in New York in September practically a third of the new applicants (exclusive of those unclassified from relief rolls) were women, and a slightly higher proportion of the regular placements were those of women. That the proportion of women's placements is so well in line with the proportion of their applications may be attributed in a considerable measure to the type of job filled, for in many States large proportions of the women being placed are in domestic employment (for example practically 80 percent of Wisconsin placements in September).

<sup>1/</sup> September 1934 was a period of strikes in the textile industry and hence employment was abnormally low; however, employment in the fabrics group in September 1935 was above that in October 1934 as well. This was true of woolen factories, silk mills and knitting mills; cotton mill employment showed some decline.

A report giving data from the relief rolls in large cities (issued for April by the F.E.R.A.) indicated that men found jobs more readily than women. In 8 of the 12 cities, men were dropped from relief rolls in higher proportions than women, while of persons coming on relief men formed smaller proportions than would be expected from their proportion in the population. The same agency had estimated toward the end of the winter (February) that more than 2,000,000 of the women on relief rolls in rural areas were of employable age (16 to 65 years). This estimate was made from a sample survey of 9 agricultural areas, including smaller towns (less than 5,000).

#### WOMEN'S HOURS OF WORK

Hours of work in manufacturing industries in September 1935 were more than one tenth longer than in the same month of the preceding year. Among woman employers, marked lengthening of hours was shown in the clothing industries, certain textiles, and electrical machinery, with the candy industry a close second. However, some of these, especially clothing and certain textiles, had had, in September of last year, particularly short hours, less than a 30-hour week in some cases.

Of the manufacturing industries under consideration, practically all had averaged a week of less than 40 hours in September 1935. Only candy making and paper box factories had a week of as much as 40 hours or slightly over. Thus the 40-hour week is not a shortening but a lengthening of the work time prevailing at present in most woman-employing manufacturing industries. The situation in hotels, laundries and retail trade differs somewhat from this, since in these cases hours not only are longer than in 1934 but are over a 40 a week; in hotels over 47 a week was the September average.

There also<sup>are</sup> other indications of the wide prevalence of short-time or part-time work. A survey of shoe plants in several middle western States cited above showed that practically half the workers reported did not have a full 40-hour week. Information collected later in the year in general mercantile establishments gave testimony to a wide existence, probably a very considerable increase, in part-time work. The survey of Michigan industries already referred to also shows much short time in manufacturing and part-time work in stores.

While no State as yet has established the principle of a 40-hour week in its law, of the 44 whose legislatures were in session in 1935, 8 passed some hour legislation.

Outstanding in this connection is the New York elimination of overtime allowances, and of the optional 49½-hour week, thus making the maximum a 48-hour week (except for the inventory period and the Christmas season in stores, and seasonal allowances in canneries). New York also extended to the smaller towns (under 3,000 population) State enforcement of the hour law for specified nonmanufacturing industries, including stores, telegraph and business offices, restaurants and hotels. Three States reduced hours or extended coverage:

Massachusetts applied the 9-48 hour law to clerical workers (except supervisors and personal secretaries), eliminated the special privilege of overtime hours to hotels, and required reporting of all overtime within a specified time.

Connecticut reduced to 9-48 its earlier 10-55 hour maximum, still permitting the State department of labor to allow 10-55 for emergencies.

North Carolina extended the 11-55 hour limit to laundries and dry cleaning establishments and work shops, besides the manufacturing plants formerly covered; and extended the 10-55 law in stores and eating places to smaller towns formerly not covered (fewer than 5,000 population).

One day's rest in 7 for both women and men was newly established in Illinois, thus reducing from 70 to 60 hours the legal work week possible under the 10-hour day law.

Strengthening of enforcement was attempted in one State, Wyoming, by fixing penalties against county attorneys as well as the Attorney General for non-enforcement of the 8-48 hour law.

Two States weakened their laws by exceptions:

Delaware excepted continuous process industries from the night work law.  
Arkansas excepted executive or managerial positions from the hour law.

At least six States attempted unsuccessfully to pass 8-hour day or 40-hour week bills in their 1935 sessions, and this effort also was made for the District of Columbia (8-40). Such bills passed the House but not the Senate in New Jersey (8-40), Pennsylvania (40), and Illinois (8-48), and were introduced in Connecticut (8-40), Ohio (8-40), and Florida (8 for retail trade in larger places, 10 in smaller towns), this being one of the four States having no hour laws. In Minnesota a 48-hour bill passed the Senate.

#### WOMEN'S WAGES IN 1935

According to the only figures published periodically by sex, where 1935 is comparable to 1934, those of New York, women's average weekly earnings in 1935 were well above those of 1934 in every month reported but one; these gains ranged from 2.9 to 11 percent for eleven months, and the gain in the other month was 0.8 percent. In most months men's wages had advanced more than had women's. This may be somewhat offset by the fact that in 1934 women's wages had advanced over 1933 considerably more than had men's, but in no month either in 1934 or 1935 were women's average weekly earnings as high as 60 percent of men's. In September 1935, women's average weekly earnings were \$16.61, men's were \$28.13.

New York State reports also the earnings of office workers in factories once each year, in October. These data show that in 1935 such workers earned only about 1 percent more than in 1934 and the women reported received only about half the amount of pay earned by men. Average weekly earnings of women in these offices in October 1935 were \$21.23, somewhat higher in New York City, \$22.97.

Considering the chief woman-employing industries or groups from Bureau of Labor Statistics figures for September of 1934 and 1935 (not by sex), it is found that advances in average weekly wages in 1935 were especially great in woolen, silk, and knit goods (which paid very low in 1934), and in electrical machinery and supplies and both men's and women's clothing which were among the higher paying manufacturing

industries in 1934. In cotton textiles, hotels and laundries, which paid very low in 1934 and are among the largest woman employers, the advances in 1935 were very small in relation to the increases in most other industries.

The week's wage is what the worker has to live on, but data on hours of work indicate that she had to work considerably longer for this money than was the case last year at the same time. Consequently the extent of the wage change well may be considered from the data on average hourly earnings as reported for September of each year by the same agency. These earnings for all manufacturing industries, as well as for hotels and retail trade, increased in 1935 only very slightly over 1934, less than 1 percent. In but 2 out of 16 woman-employing industries under consideration did they advance as much as 2 percent (women's clothing, 5.1 percent; cigars and cigarettes, 6.6 percent) while in 7 of the 16 they declined. The greatest drops in average hourly earnings were in men's clothing and in silk and rayon (respectively 5.8 and 4.1 percent).

#### THE MINIMUM WAGE FOR WOMEN IN 1935

The organization of minimum wage administration in the States that have adopted this method of work toward better living standards has made considerable progress in 1935; new orders have been issued covering certain industries, and surveys have been made of other employments of women. The Women's Bureau report upon administrative practice and procedure under minimum wage machinery, compiled from State records and interviews, is nearing completion. Several conferences of minimum wage authorities from the various States held in the year have given evidence of development of sound techniques of administration and of interstate cooperation in consideration of common problems. (See NEWS LETTER for December.)

While no new States passed minimum wage legislation in 1935, such attempts were made in Pennsylvania, Michigan, Florida, Montana, Maryland, Texas, Arizona, and Kansas; and the Illinois law formerly limited in time was made permanent. North Dakota transferred administration to the department of labor and agriculture, it formerly having been in the workmen's compensation department. Massachusetts passed legislation seeking to make more easy the adjustments from the former to the newer mandatory law, and New Hampshire became the second State to ratify the interstate compact on the minimum wage, Massachusetts having done so previously.

Within the year the new type of minimum wage law (based on a fair return for services rendered rather than on the cost of living as provided in the older laws) was upheld in the Supreme Court of the State of New York, County of Kings, in the case of Joseph Tipaldo ex rel v. Frederick L. Morehead as warden of the city prison. This was a case in which a laundry owner was convicted of paying employees less than the minimum wage, and the appeal for his release from prison, which was denied, was on habeas corpus grounds.

Notable progress has been made during the year by the minimum wage States in the slow process of the making of careful surveys of industries, the calling of wage boards and their deliberation, and the final establishment of a minimum wage.

Illinois issued a directory order fixing a minimum in the macaroni and allied industries. Later in the year (effective in July) such an order was issued for the laundry industry fixing 28 cents in the Chicago area, 25 cents in Northern and 23 cents in Southern Illinois, these rates for a 40-hour week, with higher rates for hours under 25 or for hours over 44. The survey preceding this action showed three-fourths of the laundry workers reported were paid on an hourly basis, the median

rate being 25.6 cents an hour, their median weekly earnings being \$10.97, median hours worked 44.1. Within 1935, this State also made a survey and issued a directory order (effective in October) fixing a rate in the beauty culture industry; the minimum, exclusive of tips, for a 45-hour week, being \$16.50 for experienced operators, \$15 for maids, with arrangements for apprentices. Higher rates are fixed for hours over 48 and still higher for Sundays and holidays. The survey made prior to rate fixing reported median weekly earnings of \$14.54 for all workers including apprentices. As most frequently is the case, the State has received good cooperation from the better beauty shops in this effort toward securing more adequate living standards.

Massachusetts, under its new type law, has issued a directory order (effective in October) fixing a minimum for the laundry and dry cleaning industry of 30 cents an hour for 35 hours, higher for shorter hours, and  $27\frac{1}{2}$  cents for apprentices for 4 weeks. Boards have been appointed to recommend rates for the boot and shoe cut stock and findings and for the muslin underwear industries. Since rates previously have existed under the earlier law in this State, no new surveys have been made in these industries.

New York has made this year an extensive survey of the hotel and restaurant industry, and fixed a rate of 18 cents an hour for service, 27 cents an hour for nonservice and \$9.50 a week for resident workers in New York City, less in smaller places. If no meals are furnished, 6 cents more an hour may be paid. No deductions are allowed. The survey made prior to determination of these rates showed that practically one-third of the women reported were paid on an hourly basis and these received a median rate of 26 cents an hour. The median of weekly earnings for the entire group was \$8.44, the median of hours worked 42.

Ohio made mandatory the former directory order for the cleaning and dyeing industry; it made a survey of food establishments, and has appointed a board to consider fixing a wage in this industry.

Connecticut fixed wages for home workers in lace making in March, and states the result has been the elimination of home work in this industry.

California, New Hampshire, and North Dakota are other States in which minimum wage activities have continued, though they have set rates in no new industries within the year.

#### LEGISLATION APPLYING TO WOMEN

New hour and minimum wage legislation for women already has been mentioned under those respective subjects. Other legislation important to women was passed in 1935, in which, as in other odd numbered years, 44 of the 48 State legislatures have been in session. Laws of importance to employed women that were enacted this year include the establishment of a bureau of women and children in the reorganized department of labor in Rhode Island.

Progress in the control of industrial home work was the object of laws in two States. New York extended supervision over home work throughout the State to smaller as well as larger places and to all types of homes. Such employers are required to have permits, and home workers to have certificates. Home work on certain toys and on certain other products was entirely prohibited, and the authority of the commissioner extended for other prohibitions. Connecticut's new law on this subject requires certification of home workers and prohibits the system except for immediate members of the family. Wage rates must be as high as if the work were done in a factory.

Women are widely affected not only by the federal social security act but by the unemployment insurance laws passed in 9 States (all but 1, Wisconsin, were passed in 1935) and the old age pension laws passed in 37 States (10 of these were passed in 1935). Of the unemployment insurance laws, one (North Carolina) merely enables the establishment of a system upon passage of the federal act; 5 of the States provide for the pooled fund system creating a single undivided fund in the State, from which benefits are paid to all eligible employees; the other States provide for individual reserve accounts for each employer. In every case the funds are to be administered by the State. Contributions from employees, as well as employers, are required in 6 States; in the other States the system is maintained by employers. The majority of the old age pension laws set 65 as the age limit (23 States); 12 States set the age limit at 70, while one State sets it at 68, and another at 55 for women and 60 for men.

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

So far as conditions of employment for women are concerned, the year 1935 divides itself into two parts, -that while wage minima and hour maxima were maintained under the N.R.A. codes, and that following the abandonment of code standards.

From such indications as are available, it is very evident that the N.R.A. codes resulted in a decided improvement in the wages of many women, at the same time maintaining hours that were for the most part reasonably short. This was true especially since women most frequently have formed the groups at the lowest wage level in many industries that employ them in large numbers. Only through the fixing of a wage minimum, by State minimum wage machinery if not by the N.R.A., can this type of discrimination against women be removed. While it is true that the more consistent data show the advances in women's wages under codes, a few telling examples of such increases also may be cited here as follows:

A survey of the New York dress industry in 1933 and 1934 showed that the weekly wages of inside operatives had increased from 30 to 60 percent under N.R.A. codes.

Pay rolls taken in Michigan in the fall of 1934 show that in mercantile and in manufacturing industries in that State women's employment increased almost 25 percent since their firms subscribed to the standards proposed under either the N.R.A. codes or the President's Reemployment Agreement, and that their week's earnings increased over 25 percent while hours actually worked decreased to 40 or less for most women reported.

In a study of men's work clothing in 12 Georgia cities and in New Orleans the proportions of women receiving \$12 a week were, respectively, 12 and 9 percent before the code and respectively 56 and 61 percent after the code.

A Minnesota State report for 800 identical firms before and after the N.R.A. showed an increase in woman employment of 24 percent. The proportions earning \$11 or more had increased from 74 to 81 percent of the total. Before the N.R.A. over half the women worked 41 to 48 hours, while afterward over half worked 33 to 40 hours, though the wages had increased as indicated.

In New Hampshire a survey of 99 identical restaurants showed less than \$9 earned by 68 percent of the employees before the code, 51 percent after.

A study in Illinois of macaroni and allied industries incident to fixing a minimum wage showed a gain under the N.R.A. in the earnings of two-thirds of the employees whose annual earnings were reported.

Standards of woman employment were raised along other lines by N.R.A. codes. For example, a Pennsylvania report shows from 1933 to 1934 a decline of over one-third in the number of industrial home workers, which is attributed to its prohibition in many N.R.A. codes. It was reported completely eliminated in men's clothing and almost entirely in the narrow fabric industry, with substantial reductions also in the cotton garment and men's neckwear industries. A later report on this subject states "conditions have been aggravated by the abolition of N.R.A. codes."

Since from all available data N.R.A. codes did react substantially to the benefit of very many women workers, it follows that their abolition would be expected to work adversely to many women. The indications are that this very definitely has occurred, but that it is probable that the actual raising of standards that took place under the codes still has carried over some degree of its influence into the post-code period.

Earlier pages of this NEWS LETTER note the lengthening of hours which occurred after the code period in certain women-employing industries; and when changes in hourly earnings between 1934 and 1935 are considered particularly for woman-employing industries important declines have taken place, while increases where occurring have been very slight.

Many instances of declines in standards for women since abandonment of N.R.A. codes have appeared both in Women's Bureau correspondence and in the press. For example, in one of the smaller industries centering chiefly in New York and employing many women, industrial home work had been entirely abolished under the code, but all the New York firms revived the system immediately after the Schechter decision. The Congressional Record for August 24, 1935, cites by State and by industry 9,000 cases of decline in wage and hour standards as reported in July alone (very shortly after code abandonment) from local compliance officers to the N.R.A.

Further, the number of labor disputes reported handled increased markedly in June over earlier months in the year. These also show that comparing the four months before with the four months after the ending of the N.R.A. the number of controversies handled had increased by one-fifth. Those involving wage decreases had quadrupled. In regard to hour increases, only two controversies were reported in the period before June but in the later period 40 were so reported.

Evaluation of the full extent of the decline in standards that followed abandonment of N.R.A. codes is made almost impossible by the variety of ways in which it can occur. For example, it was found that in many of the firms visited by Women's Bureau agents early in 1935, especially in the garment making and metal products industries, piecework rates never had been so changed as to assure the code minimum, but after being paid according to the former piecework rates if workers made less than the code minimum they were paid a "make-up," often called by the employers "N.R.A. loss," though in reality it was a definite and sometimes large gain for the workers. Abandonment of N.R.A. standards would mean that in many if not most cases these amounts would no longer be received by the workers.

Women's Bureau agents found the same situation in shoe plants in several mid-western States early in the year.

Without some such supervision as the N.R.A. provided, wages easily could drop to unstandardized piecework levels, especially in many smaller or more remote places; and without extensive and intensive surveys the extent of this decline in standards could not be ascertained.

#### WOMEN AND THE INTERNATIONAL LABOUR CONFERENCE

The protection of women workers is mentioned as one of its especial duties in the Preamble to the Constitution of the International Labour Organization of which the United States has been a member since 1933. The organization is made up of four official members from each country, one representing employers, one labor, two the government. A two-thirds vote is required for adoption of a Draft Convention to be submitted to governments. Of importance to women workers have been the Conventions adopted in previous sessions as to hours of work for both sexes in industry (1919) and commerce (1930); maternity protection in industry (1919) and agriculture (1921); prohibition of night work for women (1919); provision of weekly rest period (1921); creation of minimum wage fixing machinery (1928).

Action of importance in woman employment that was taken at the 19th regular session of the Conference held in June 1935 was the adoption by a vote of 79 to 30 of a Draft Convention embodying the principle of the 40-hour week (for both sexes), this to be applied to particular industries by separate conventions, of which one applying to glass bottle works also was adopted. Consideration of such conventions was placed on the 1936 agenda for public works, building and civil engineering, **iron and steel works, textiles and certain coal mines; printing and book binding, and the chemical industry** were placed on the agenda for 1937.

The 1935 session also adopted a Convention prohibiting the work of women underground in mines, except that national authorities might exempt such persons as those in management or medical services. Like all such Conventions, this now is subject to ratification by the legislative bodies of the individual member countries. In the United States it has not been customary for women to do underground work in mines, as large numbers of women laborers have done elsewhere (as for example in Egypt and some of the Asiatic countries).

Among the subjects of great importance to women workers that appear on the agenda of the Labor Conference of the American States members of the International Labour Organization are minimum wages, payment of wages in kind, rationalization and reduction of hours in the textile industry, nutrition, and the extent of social legislation and need for its further adoption. The United States Ambassador to Chile, and Miss Frieda S. Miller of the New York Division of Women in Industry and Minimum Wage, are the official representatives of the United States at the Conference which was to open at Santiago, Chile, January 2, 1936.

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ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Legislation affecting women workers

Minimum wage  
Hours of work

Minimum wage

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Correction

## LEGISLATION AFFECTING WOMEN WORKERS

The legislatures of 8 States have now convened in regular sessions: Kentucky, Massachusetts, Mississippi, New Jersey, New York, Rhode Island, South Carolina, and Virginia. In the following States special sessions are in progress: Illinois, Minnesota, Ohio, and Vermont.

Minimum wage

A step in the progress of minimum wage between States is the resolution in the U. S. Congress (H.J. Res. 321) which has passed the House of Representatives, granting the consent of Congress to the minimum wage compact ratified by the legislatures of Massachusetts and New Hampshire.

A bill (House 542) has been introduced in Massachusetts reducing the time within which mandatory minimum wage orders may be issued. At present the period is 9 months.

In Massachusetts and New York, bills have been introduced providing compensation for persons serving on minimum wage boards (House 721; Senate Int. 229).

Hours of work

The New York Department of Labor is sponsoring an amendment to the hour law limiting the employment of women in hotels and restaurants to 8 a day and 48 a week. At present 9 a day and 54 a week are allowed in restaurants, while hours in hotels are unregulated.

Two bills were introduced in the New York legislature extending the law requiring one day's rest in seven. One (Senate 250) would extend it to hotels and restaurants, not formerly covered. The other (Assembly 192) would require a day of rest to be given to employees by "every employer engaged in each and every kind of business, trade, calling or profession."

Among the bills introduced in Rhode Island are H. 514 providing a 48-hour week (present law, 54 hours a week for women).

In the South Carolina legislature a bill has been introduced which would provide an 8-hour day and 40-hour week for all employers of one or more employees except such as may employ farm labor and household servants. It further provides that wages are not to be reduced below rates obtaining on Jan. 21, 1935. The bill has been favorably reported from committee with two amendments suggested: Change "employers of 1 employee" to "employers of 25"; exempt common carriers, Pullman companies and telegraph, telephone companies and motor transportation.

The Virginia Department of Labor and Industry is supporting an amendment to the hours law reducing the hours that women may work from 10 to 8 a day, and providing that the 8 hours worked in a day must fall within a period of 12 hours.

## MINIMUM WAGE

California. Activities of the Division of Industrial Welfare, 1935

The Division of Industrial Welfare is entrusted with the enforcement of the orders of the Industrial Welfare Commission covering wages, hours, and working conditions of women and minors, effecting adjustments when workers are paid below the minimum wage and seeing that hours are kept within the legal maximum. The report of these activities during 1935 has just been received.

Back wages due under minimum wage orders were collected during the year to the amount of nearly \$24,000. Over one-fourth of this was for women in hotels and restaurants and about one-eighth for women in stores and for those in offices. Audit adjustments in fruit and vegetable canning and in nut cracking and sorting added over \$200,000 to what workers would receive on piece rates.

Nearly 1,200 complaints as to hours and wages were received and adjusted in 1935. Over 450 of these concerned hotels and restaurants, over 150 involved stores and the same number manufacturing establishments.

Nearly 2,800 learners' licenses were issued, the majority for work in manufacturing. Licenses for elderly or infirm workers were issued or renewed for over 1,200 workers. About 470 of these were for work in fruit and vegetable canning and nearly 600 in other manufacturing. Nearly 200 permits were issued to women allowing them to do industrial work in their homes. (Communication to Women's Bureau.)

Connecticut. Earnings of women in laundries, 1935

A study of women's earnings in Connecticut laundries in the fall of 1935 has recently been made by the Department of Labor and Factory Inspection. This study is supplemental to a study made in 1934, and is intended to supply information at the coming hearings before the minimum wage board for the laundry industry.

The survey shows that the earnings of women laundry workers have remained virtually unchanged since 1934. Average hourly earnings in the fall of 1935 were 28 cents compared with 27.9 cents in June 1934. Weekly earnings were \$11.04 compared with \$11.34 in 1934, average weekly hours having declined from 39.8 to 38.3.

The number of women receiving extremely low wages had substantially increased. Three times as many women were receiving less than 27 cents an hour in 1935 as in 1934. The number receiving less than 25 cents an hour had doubled.

In general, learners are paid the prevailing hourly rate. Three-quarters of the laundries employing two-thirds of the women included in the survey paid no special rate to learners. (Communication to the Women's Bureau.)

Massachusetts. Progress in minimum wage

The wage board formed by the Minimum Wage Commission for the Electrical Equipment and Supplies Industry has submitted its report, and a hearing is to be held on its recommendations. The Retail Store Wage Board expects to submit its report after

its next meeting. Two other boards, that for Muslin Underwear and that for Boot and Shoe Cut Stock and Findings, still are in session. Letters have been sent to the following industries seeking nominations for new wage board members: Men's furnishings, men's clothing and raincoat, women's clothing, and toys, games and sporting goods.

The new wage rates recommended by the Electrical Equipment and Supplies Board are higher for experienced workers and are set on a different basis for beginners than under the old wage order (experienced women, \$14 a week; learners, \$12 a week); the rates now recommended are:

1. For women and minors of ordinary ability, not less than \$15 for the average full-time week in the electrical equipment and supplies occupation, but in no case to be less than 35 cents per hour.
2. For beginners, irrespective of age, not less than 30 cents an hour.
3. An employee shall be considered of ordinary ability, irrespective of age, who has worked in the industry six months, three months of which was in a particular factory; provided that an employee who has not been employed in the occupation eight months or more and who returns to work in a factory where he or she has been previously employed, may be rated as a beginner for a period of not more than one month.
4. These rates are based on an average full-time week, by which is meant the average full number of hours per week required by employer. (Communication to Women's Bureau.)

#### New Hampshire. Activities of the Minimum Wage Division

The Minimum Wage Division has organized a wage board for the restaurant industry, and also is making ready to study all branches of the clothing industry in New Hampshire. All the major divisions of the latter industry probably will be included: men's clothing, dresses, work clothing, knit goods and hosiery, also sport clothing, handkerchiefs and gloves. The Census of 1930 showed about 1,600 women employed in these industries in the State.

The Commissioner of Labor is considering the appointment of a wage board for the hotel industry. Such action has been requested by representatives of the New Hampshire Hotel Owners' Association, which wishes hotels considered as a unit covering all their employees as such rather than through a number of separate occupation orders.

Because of the fact that neither Maine nor Vermont have minimum wage laws, the Administrator of the New Hampshire Minimum Wage Division has been requested by the Laundry Owners' Association to confer with the commissioner of labor in Maine and in Vermont regarding border-line industries.

The Administrator has appointed a committee of 12 women, representative of all counties of the State, to be an active group interested in minimum wage and women in industry. (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 has been active in preparing a list of establishments which are covered by some one of the 5 wage orders already issued (see November 1935 NEWS LETTER).

This list is practically finished, and includes over 10,000 establishments coming under minimum wage orders; the largest group is that coming under the Mercantile order, three-fifths of the total; one-fifth is covered by the Public Housekeeping order, one-sixth by the manufacturing order, and about 1 percent each by the laundry order and the order covering telephone companies.

The Department next expects to send out blanks to all of these establishments employing women, on which are to be reported the numbers of women employed. (Communication to the Women's Bureau.)

## British Columbia. Order governing certain domestic service occupations

The British Columbia Board of Industrial Relations has issued two orders which became effective October 3, 1935, establishing minimum wage rates for women in the occupation of janitress and in public housekeeping occupations.

Rates established for janitresses in apartments vary according to the size of the apartment building and are fixed as follows:

Over 50 suites...	\$125 a month
25 to 50 suites..	100 " "
13 to 24 suites..	75 " "
Less than 13.....	35 cents for each hour of work

In case a janitress is furnished an apartment, electricity or gas, the fair value of these accommodations is to be deducted, but not to exceed certain specified amounts.

Public housekeeping occupations include the usual occupations involved in serving food and furnishing lodgings to the public, such as waitress, cook, chambermaid, elevator operator, etc. The minimum rate for experienced women over 18 years of age is \$14 for a week of 40 hours or more and 37½ cents an hour for less than 40 hours a week with a minimum of \$1.50 a day. Time and one-half shall be paid for over 48 hours a week and hours shall in no case exceed 52 a week. Learning time is not defined, but a license must be obtained from the Board before inexperienced workers may be employed. (Labour Gazette, November 1935.)

## Manitoba. Order governing employment in hotels, restaurants, etc.

It should be recalled that the Manitoba Minimum Wage Act was amended in 1934 so that provisions of the act may be, and in many industries must be, extended to all employees (see September 1935 NEWS LETTER). An order recently issued by the Minimum Wage Board for this Province covers all employees in hotels, restaurants, clubs, victualling houses and refreshment stands. This order became effective Nov. 1, 1935. Rates are fixed by geographic area with lower rates for inexperienced workers in some areas and for males employed as bell boys. In certain localities lower rates are allowed for certain parts of the year.

The highest rates fixed are for the Greater Winnipeg Water District, the City of Brandon, the City of Portage la Prairie, during May to October inclusive; and for any summer resort during June to September, inclusive. For experienced females (after 3 months) and males 18 years of age or over, except bell boys, this minimum rate is \$12 a week or 25 cents an hour.

For other parts of the Province and other months of the year (except for places of less than 1,000 population during the months of November to April, inclusive, which are allowed rates 10 percent less), the following minimum rates are fixed: For all female employees \$9.60 a week or 20 cents an hour; for male employees 18 years of age and over, \$10 a week or 21 cents an hour.

With the exception of all female hotel employees (and certain male employees) the hours of any employee in establishments covered by this order shall not exceed 10 a day nor 48 a week. Employees shall be allowed one full day or two half days off a week. A half hour shall be allowed, exclusive of working time, for each meal.

Where meals and lodgings are actually furnished, deductions may be made at not to exceed \$4 for 21 meals a week and \$2.50 a week for lodgings. If any specified kind of dress, cap, cuffs, apron or uniform is required, it shall be furnished and laundered by the employer without cost to the employee. (Ibid.)

#### EMPLOYMENT OF WOMEN

##### United States. Employment of women in 1935

Trends of employment during the twelve months of 1935 may now be studied from indexes published by the Bureau of Labor Statistics. The index of employment for the non-durable goods industries is a better guide to women's employment than is that for all manufacturing. Employment in these industries in 1935 was a little below that of 1934 for the six months March to August, inclusive, and a little above for the remaining six months, standing at 94 in December (1923-25=100), the highest point being 96.7 in September. Pay rolls, however, were above the level of 1934 in every month and ended at 85 (the highest point again being in September, at 86.8).

In the textile group, employment in 1935 was above 1934 in all but 4 months (March to June, inclusive) while pay rolls were above 1934 in every month but April and May. In employment the differences were not marked, but in several months pay rolls were 10 points or more above 1934. The year ended with employment at 96 and pay rolls at 85.5.

Employment in the clothing industries in 1935 was above 1934 in every month but June, and in four months was slightly above the 1923-25 average. Pay rolls were above 1934 in every month, and here again the differences were often greater than in the case of employment. Employment in December was practically 94 and pay rolls 70, both representing not far from an average for the year.

Two industries that were in a comparatively less favorable position in 1935 than in 1934 were shoes, and cigars and cigarettes. In shoe factories, employment in 1935 was above 1934 only in January, February, September and October, and the differences were in no case great. Employment in December 1935 was practically the same as in December 1934. Pay rolls were above 1934 in January and in the last four months, standing at 66.6 in December, 3 points higher than the year before.

Employment in cigars and cigarettes ranged between 54 and 60 in 1935, and was somewhat below 1934 in every month but January. Pay rolls ranged from 38 to 48 in 1935 and were slightly below 1934 in every month but January, July and October.

In the non-manufacturing industries employing many women—general merchandising, year-round hotels and laundries—both employment and pay rolls were above 1934 in most months, this being true of pay rolls in every month in general merchandising and hotels. Employment in stores in 1935 was a little nearer to normal than the other industries, 83 being the low point. Employment in hotels and in laundries did not fall below 79 nor rise above 82. Pay rolls in all three industries in 1935 were some 10 to 15 points below employment.

#### Pennsylvania. Women applicants for employment in Philadelphia

A report recently issued, continuing the analysis of the Philadelphia labor market in 1934, stresses the employment characteristics of men and women who were new registrants during that year. This study is one of a series made as a joint undertaking by the Industrial Research Department of the University of Pennsylvania and the Pennsylvania State Employment Office.

A sample of new applicants was taken, comprising all persons applying in January, April, July and October. Those registering in these months at the State Employment Office numbered 31,694; of these, 8,997 or 28 percent were women. Work relief applicants totaled 25,398, including 5,890 women, 23 percent of the total. Placement of applicants registered in 1934 was studied for the entire year. These numbered 9,815, and nearly 3,000 were women.

In view of the interest in the unemployment features of the Social Security Act, a preliminary check on the industries represented was made, which indicated that 87 percent of the men and 70 percent of the women registering in 1934 at the State Employment Office would be eligible under such legislation. In regard to work-relief applicants, about the same proportion of men, but only 55 percent of the women, would be eligible.

The new woman applicant at the State Employment Office averaged 29 years of age. She came most usually from clerical occupations or domestic and personal service. She had been out of work an average of one year before registering. One-fourth of these women were married but over three-fourths reported dependents. Women applying for work relief were older, had been out of work longer (26 percent having been unemployed over 3 years), and were most usually from domestic and personal service. A smaller proportion were single, and only a negligible proportion reported no dependents.

Women registering during the year who also secured work averaged 27 years of age. They had, in general, a better educational background than that of all applicants, considerably better than the average woman from relief rolls. One-third of the women were placed in clerical work and another one-third in domestic and personal service.

The occupation of longest job experience presents the most significant measure of occupational background for the general analysis of labor supply. On this basis over one-third of the women applying at the State Employment Office came from clerical positions, one-fifth from domestic and personal service, and about one-sixth from skilled and semiskilled occupations in manufacturing, the majority from the textile

and clothing industries. It is interesting to note that of the work relief applicants over one-fourth (27.2 percent) were from skilled and semiskilled occupations, while not quite 8 percent of all women placed secured this type of work.

Considering the industry of longest job experience of women applicants, we find some similarities and some rather marked differences between the two groups. The following table gives the items of chief interest:

Industry of longest job experience	Percent distribution of women applicants	
	State Employment Office	Work Relief
Total reporting.....	<u>100.0</u>	<u>100.0</u>
Manufacturing.....	27.5	28.6
Distribution.....	18.6	10.1
Business and professions...	9.0	2.6
Service industries.....	9.1	10.8
Institutions.....	10.4	4.1
Private families.....	11.2	36.3

#### Wisconsin. Employment of women in beauty parlors

The Woman and Child Labor Department of the Wisconsin Industrial Commission has begun an inspection of all beauty parlors of the State as the last legislature brought these establishments under the provisions of the women's hour law (50-hour week, 9-hour day). Beauty parlors have been inspected before for compliance with the minimum wage law, but now a complete check is being made of hours, wages, record keeping, etc. (Communication to the Women's Bureau.)

#### Canada. Applications for work and placements of women

The Employment Service of Canada received applications from over 150,000 women during the year ending March 31, 1935, and were able to place 53 percent of them. This information is presented in the report of the Department of Labour of the Dominion of Canada, recently received.

Of all persons applying, practically 23 percent were women; of openings reported to the offices, one-fourth called for women, and of persons placed 21.6 percent were women. Larger proportions of men than of women were placed in casual employment, 43 percent compared with 40. However, comparison with 1933 showed that while placements of women in casual jobs had increased as had all regular placements, casual placements of men had decreased quite markedly.

#### Great Britain. Duration of women's unemployment

A special inquiry recently made by the British Ministry of Labour showed that on July 22, 1935, 8.1 percent of all women applicants 18 to 64 years of age had been on the unemployment register one year or more. Of men on the register, one-fourth had been unemployed so long.

Of the total of 19,350 women who had been unemployed for one year or more, 7,689 were in the cotton industry, 2,291 in the distributive trades, 1,541 in the jute industry, and 7,829 in all other industries and services.

The influence of advancing age upon duration of unemployment is shown in the fact that nearly half (46.2 percent) of the women unemployed one year or longer were 45 to 64 years of age. (Industrial and Labour Information, December 2, 1935.)

#### Netherlands. Employment of women in factories

The General Report of the Netherlands Factory Inspection Service for 1934, recently issued, shows that over 150,000 women (18 years of age and over) were employed in factories, shops and other establishments subject to the Factory Inspection Service. These women formed just under 19 percent of all persons so employed. Juveniles under 18 are not reported by sex.

The distribution of all workers in various industries (not reported by sex) shows 17 percent employed in the production of foods and beverages, nearly 12 percent in textile manufacture, and nearly 10 percent in making and cleaning of clothing.

The technical officials—chief inspectors, inspectors, medical inspectors, and assistant inspectors—attached to the central and district services number 108 and include 1 woman inspector and 4 women assistant inspectors. (Industrial and Labour Information, Dec. 9, 1935.)

### HOURS AND OTHER WORKING CONDITIONS

#### Connecticut. Home-work permits

The Department of Labor and Factory Inspection of Connecticut reports that under the new home-work law, which prohibits home work except in certain limited circumstances and with the permission of the Labor Commissioner, 137 permits have been issued since the law became effective on July 1, 1935. This contrasts with the situation two years ago when it was estimated that at least 5,000 persons were engaged in industrial home work in this State. The Department states that the cooperation of the United States Department of Labor along the lines worked out at the Asheville conference has been most helpful in the enforcement of the home-work law. (Communication to the Women's Bureau.)

#### Kansas. Hours for women in telephone establishments

The order of the Commissioner of Labor and Industry making mandatory an 8-hour day and a 48-hour week for women or minor employees of telephone establishments has been modified by exempting from the requirement "small exchanges where the efficient service does not require more than two operators on duty at any one time." The order in the new form was issued on Jan. 6, 1936. (Communication to the Women's Bureau.)

Minnesota. Coverage of the hour law for women

An opinion was recently given by the attorney general to the effect that it is mandatory for semipublic institutions, such as orphans', old folks' homes and similar establishments participating in a community fund, to comply with the 1933 law limiting the hours of women workers in certain occupations to 54 per week. All community fund agencies in the metropolitan area were apprised of this ruling by their executive boards and advised to keep proper hour records open to the inspection of the Industrial Commission, as well as to limit the hours of their women workers to a maximum of 54 per week. Thus the status of women employed in institutions was definitely clarified. (Communication to the Women's Bureau.)

New York. Home work in certain clothing industries

A public hearing was held in New York City, Jan. 29, 1936, on a proposed order prohibiting industrial home work in the men's and boys' outer clothing industry. This action is pursuant to Art. 13, Sec. 351 of the Labor Law, which says in part: "The industrial commissioner shall, after proper study and consideration, determine within what industries conditions may permit of industrial home work as hereinbefore defined without unduly jeopardizing the factory worker in such industries as to both wages and working conditions, and without unduly injuring the health and welfare of the industrial home worker himself."

The hearing on the proposed order followed an investigation by the State Department of Labor, through which it was found "wages of home workers are lower and more irregular than wages of factory workers. They undermine the rates and earnings of factory workers and are insufficient to support the home worker. Piece-work rates for home workers are 50 percent of the minimum piece-work rates for factory workers in the same operations."

Under the order no home-work permits would be issued to employers in the industry and no certificates would be issued to home workers on the articles manufactured by the industry, except that special authorization may be issued to home workers who because of age or physical handicap are unable to adjust themselves to factory work. (Communication to the Women's Bureau.)

PROBLEMS OF HOUSEHOLD EMPLOYMENT

Connecticut. Household employment in three cities

The Department of Labor and Factory Inspection in Connecticut recently has made a survey of conditions of employment for household workers. Three typical communities—Hartford, Waterbury and Litchfield—were selected. Information was secured from interviews with employers and employees, covering a total of 1,270 workers.

The typical household employee, based on averages derived from all material collected, was a white woman in her thirties who had worked in household employment for at least three years. Her working hours were from 60 to 70 a week, and most usually 10 a day. She worked on 7 days a week with one-half day off. She lived in the home of her employer and her cash wage was approximately \$8.50 to \$9.00 a week.

Weekly wages for full-time nonresident employees were considerably lower than for resident workers. Their average weekly wage was about \$6.50.

Two fundamental problems emerge from the study of domestic service as an occupation. The basic problem appears to be the improvement of standards of working conditions in order to make the occupation more attractive. The other is to establish additional facilities for training.

Since domestic servants are not under the jurisdiction of most of the State labor laws, standards cannot be established by law and enforced by means of the usual sanctions. Under these conditions, it seems that the most effective solution to the first problem is an educational program, the objective of which should be the establishment of voluntary standards of working conditions incorporating the best practices of the community. (Communication to the Women's Bureau.)

#### Missouri. Problems of household employment, St. Louis

Recognizing the need of a factual basis for developing standards of placement and training in household employment, the Community Council of St. Louis, working through its committee on household employment, has collected data from employers and employees giving facts regarding the work to be done and the attitude of the individuals toward the problems involved. These data were secured by questionnaires filled out by 153 employees and 98 employers. An analysis of these returns has recently been made available.

The women workers replying were fairly young, 60 percent under 30, only 15 percent over 40. Nearly half were single and only one-tenth married. Only 4 percent reported themselves foreign-born. Nearly half the women reported dependents, 18 reporting 4 or more. Over half of the women (54.5 percent) were white.

Less than 40 percent of the women reported no training for household employment, the others reporting training at home, at school, on previous jobs or from the Urban League. Over half had worked 5 years or more at household work, one-fourth 10 years or more. Nearly half had done no other kind of work; 23 percent had done factory work; and a few had experience in other work of 13 different types.

The questionnaire called for considerable detail regarding the worker's job, types of dwellings, size of family, specific duties required, hours of work, wages, living arrangements, etc. Only a few of these items can be summarized here. Nearly 88 percent of the women reported a definite arrangement regarding hours and duties at time of employment, but 47 percent stated that more was expected of them when they actually began work. Over half reported late evening work, and in the case of 25 women this occurred at least 4 days in the week.

Daily hours of actual work ranged from 5 to 18 and for nearly 60 percent from 10 through 14. The average number of hours per day per worker was  $11\frac{1}{2}$ . The spread of work was about an hour longer.

Nearly 60 percent were paid on a weekly rate, the others, monthly. The range of weekly wages was from \$2 to \$16 with an average of \$5.79. The range of monthly rates was from \$10 to \$60, the average, \$32.24.

The greatest draw-backs to domestic service were long hours, reported by 60 women; low wages, reported by 26; and hard work, reported by 18. Three-fourths of the women state that further training for this work would be desirable, training in cooking and serving being most in demand.

Considering the replies of employers on certain of these items, we find that nearly 83 percent report that they operate on a definite schedule for each employee. The range of hours reported were from 4 to 15 a day and for nearly 70 percent from 9 to 12.

Wages were paid by the hour, the day, the week, and the month; but in nearly half the cases the basis was monthly, and nearly one-third weekly. The weekly wage scale was from \$2 to \$12 with \$6.42 the average. The monthly wage rate was from \$10 to \$80 with an average of \$43.82.

Employers indicated 20 different types of training that they considered desirable for their employees, training in cooking and table service being most frequently mentioned. On the other hand, of 59 women who expressed themselves on the desirability of training in household management for the employer, 37 indicated either no need or no desire for such training for themselves, while 21 thought they might be interested and one was noncommittal. (Communication to the Women's Bureau.)

#### INDUSTRIAL ACCIDENTS TO WOMEN

##### New Jersey. Women's accidents compensated

A report has recently been received from the New Jersey Department of Labor of cases of accidents which received compensation and were closed during the year ending Dec. 31, 1933. Women's cases numbered 1,907 and formed just under 11 percent of the total number.

More young women in proportion were involved in these accident cases than were young men. Of those reporting age, not quite 6 percent of the men and 18 percent of the women were under 20, and the proportions under 25 were 19 and 39 percent, respectively. The proportions 50 and over were more nearly equal, being 15 percent of the men and nearly 13 percent of the women.

Women's accidents resulted fatally in 6 cases. Of these two were due to falls; two to explosions, electricity, flames or hot substances; one each to machinery and to handling objects. All but one of the women involved were at least 35 years old.

Over one-fourth (27.2 percent) of women's accidents resulted in some permanent partial disablement. For the group under 25, 24 percent resulted in permanent partial disability, while this was true of nearly 29 percent of those 50 or older. Much detailed information would be necessary to determine the significance of these differences.

Nearly half of the women (46.5 percent) were employed in manufacturing at the time of accident. Not far from one-fifth (18.6 percent) were in clerical or professional pursuits or engaged in care and custody of buildings and grounds. One-tenth were in trade. New Jersey compensates domestic servants, but these and many other types of personal service are probably included in a large miscellaneous group (23.3 percent of total).

While in general the same causes of accidents are high on the list for both men and women, there are striking differences in the proportions; these differences to some extent at least, reflect differences in occupation. Falls caused much the

largest proportion of women's accidents, with machinery and objects handled coming second. For men the largest proportions were due to objects handled, with falls next.

The following table gives the proportions of all causes responsible for at least 10 percent of either men's or women's accidents.

Cause	Approximate percent	
	Men	Women
Machinery.....	11	21
Fall of persons...	18	33
Objects handled...	35	21
Vehicles.....	11	1

#### CORRECTION

The Connecticut minimum wage order for home workers in lace making mentioned on page 8 of the January NEWS LETTER was issued in 1934, not 1935.

To the list of States having old-age pensions, page 9 of the January NEWS LETTER, should be added Mississippi and Texas which passed such laws late in 1935; the age at which pensions begin in each State is 65.

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Legislation affecting women workers

Interstate compact on minimum wage  
Minimum wage  
Hours of work  
Miscellaneous

Minimum wage

Connecticut. Wage board for the laundry industry  
Illinois. Women's earnings in garment industry to be studied  
Massachusetts. Proposed minimum rates for women in retail stores  
Minnesota. Activities of the Division of Women and Children  
Canada. Minimum wage rates for women in beauty parlors, Nova Scotia

Employment of women

United States  
Employment of women in January  
Accomplishments and plans to aid unemployed women  
California. Handicapped women who are working  
Virginia. Employment of women in factories  
Wisconsin. Women on relief served by State employment offices  
India. Employment of women in mines

Earnings of women

New York. Earnings of college women

Hours and other conditions of employment

Africa. Regulations governing employment of women in Madagascar  
Great Britain. The 5-day week

Industrial accidents to women

Illinois. Women's accidents in 1932

Industrial home work

Connecticut. Effects of the home-work law

## LEGISLATION AFFECTING WOMEN WORKERS

Interstate compact on the minimum wage

House bill 503 ratifying the Interstate Compact on the Minimum Wage has passed the House in Rhode Island. This compact formerly was signed by 7 northeastern States and ratified by Massachusetts and New Hampshire which made it effective as to these two States, thus pledging them to minimum wage action. It is now open for ratification by other States. (Communication to Women's Bureau.)

Minimum wage

A minimum wage bill (H. 511) similar to the law that has been in effect in New York has passed the House in Rhode Island.

Hours of work

Two bills have been introduced in Massachusetts regulating working time. Senate 207 would extend the 10 o'clock closing law to cover "girls under 21" as well as older women, and "mechanical" as well as manufacturing establishments. Senate 298 would limit to 6 hours a day and 30 a week the work of women "in or in connection with any business, trade, occupation or establishment" and of all persons in public employment including employees of contractors or subcontractors on public works.

In Mississippi, Senate 48 would limit the hours of men and women to 8 a day and 56 a week excepting domestic servants and public service employees. At present women's hours are limited to 10 a day, 60 a week, in all but domestic service; and men's hours to 60 a week with no daily limit, in manufacturing.

In New Jersey, Assembly 353 would insure enforcement of the night work law prohibiting employment of women between 10 p.m. and 6 a.m. by providing a penalty for violations.

A bill has been introduced in the House in Rhode Island (No. 519) prohibiting employment of women in factories, manufacturing or mechanical establishments between midnight and 6 a.m.

The 8-hour bill for women in Virginia, having been amended to allow a longer day under certain circumstances, but with a limit of 50 hours a week, passed the House by a vote of 58 to 30.

Miscellaneous

A bill has been introduced in the New Jersey Assembly (No. 336) to prohibit certain types of home work and to regulate others through a system of permits and a tax on the employer. It also would give the Commissioner of Labor power to prohibit home work in other industries following investigation and hearings.

The unemployment insurance bill drawn up by the Governor's commission in Rhode Island has passed the House.

On Feb. 18, 1936, the Illinois House passed by a vote of 85 to 0 the series of five bills to protect workers by amending the laws on occupational diseases and related subjects. The bills, which were sponsored by R. G. Soderstrom, president of the Illinois Federation of Labor, and Thomas P. Sinnett, Rock Island, were designed to restore, in legal form, several sections of the labor laws held unconstitutional by the State Supreme Court last year. (Communication to Women's Bureau.)

#### MINIMUM WAGE

##### Connecticut. Wage board for the laundry industry

A Minimum Wage Board for the Laundry Industry was appointed late in February, its members consisting of representatives of the industry, of the employees, and of the public. The first meeting of the Board was scheduled for February 28th. (Communication to the Women's Bureau.)

##### Illinois. Women's earnings in garment industry to be studied

The Minimum Wage Division of the Illinois Department of Labor is making a study of the garment industry for the purpose of establishing minimum wages in those branches of the industry in which women are receiving low and oppressive wages. This study was undertaken on petition of several hundred women employed in the industry. Since the N.R.A. was discontinued, it is reported that wages have been lowered and hours of work have been increased in certain branches of the industry. The field work in connection with this study will be completed in the next few weeks. (Communication to Women's Bureau.)

##### Massachusetts. Proposed minimum rates for women in retail stores

The Retail Store Wage Board has submitted to the Commissioner of Labor and Industries recommendations for a new order for retail stores. In some respects the rates proposed represent an advance over those in effect since 1922 under the old law.

Where formerly the minimum rate for experienced workers throughout the State was \$14 a week it is now suggested that rates vary by size of city as follows:

Cities over 500,000.....	\$14.50 a week
Cities under 500,000 and over 30,000....	14.00 a week
Cities under 30,000.....	13.50 a week

Inexperienced workers under the old order could be paid from \$10 to \$12 a week. The proposed rates, varying with age and size of city, are from \$12 to \$13.50. (Communication to Women's Bureau.)

##### Minnesota. Activities of the Division of Women and Children

During the past twelve months, the Division of Women and Children has collected \$6,325.86 and paid it to the workers, in order to bring wages up to the minimum required by law. The money was collected from 236 firms in 49 towns. The Minnesota wage law is applicable only to young girls under 18 and boys under 21; of the total amount collected, only \$203.06 went to girls. (Communication to Women's Bureau.)

Canada. Minimum wage rates for women in beauty parlors, Nova Scotia

The Minimum Wage Board of Nova Scotia has issued Order No. 8 governing employment of women in beauty parlors in the cities and towns of the Province.

The minimum scale of wages is established for two population groups, cities and towns of 17,000 population or over, and all towns under 17,000. The minimum for experienced workers in the larger places is \$11 a week, in the smaller places, \$10. A graduated scale of rates is fixed, by 6-month periods, for learners during their first 18 months.

The minimum rate is for a 48-hour week, or for the usual hours normally worked if less than 48. Work in excess of 48 a week shall be counted as overtime and shall be paid for at the proportionate hourly rate (22.9 or 20.8 cents an hour).

Employees required to wait on the premises shall be paid for the time thus spent. If a special uniform is required, this shall be supplied by the employer without cost to the employee. (The Labour Gazette, Canada, January 1936.)

EMPLOYMENT OF WOMEN

United States. Employment of women in January

Employment in January 1936 in all manufacturing industries was 5.5 percent above January 1935, according to the indexes of the Bureau of Labor Statistics. Non-durable goods, in which most women are employed, had declined very slightly, while the advance in durable goods industries was marked - a gain of 12.7 percent.

Employment in 5 industries of the textile group had increased, including 1.7 percent for knit goods, 6.5 percent for woolen and worsted goods. In the manufacture of textile fabrics as a whole employment was nearly 2 percent below the beginning of 1935 due to losses in cotton goods (4.8 percent), dyeing and finishing of textiles (5.9 percent), and in silk and rayon goods (12.9 percent).

The wearing apparel group showed an increase of 4.5 percent over employment in January 1935, with four of the six component industries having gained. Two important industries, men's clothing and women's clothing, had increased by 8.7 percent and 3.2 percent, respectively.

Employment in the food group was over 2 percent below January 1935, and there was a loss in 8 of the 10 individual industries. Confectionery, the most important woman-employer in this class, was 6.5 percent below January 1935. The baking industry had gained 4.2 percent, the beverage industry 3.5 percent.

Employment in leather shoe factories had declined by 1 percent, in rubber shoe factories gained by less than 1 percent. The tobacco industries showed declines of nearly 8 percent, the paper and printing industries gains of 2 percent.

In the nonmanufacturing industries, employment in retail stores, in year-round hotels and in laundries, was about 2 percent above January 1935. The insurance business, employing large numbers of woman clerical workers, was 1 percent above January 1935.

Pay rolls in all manufacturing industries had gained 12.3 percent over January 1935, more than twice the gain in employment. This was indicative of the general situation in that pay rolls compared to employment usually were in a better relative position, the gains being greater, or the losses less, than in employment, or pay rolls having gained where employment had lost. The textile group, however, reversed this situation, showing in general greater losses in pay rolls than in employment. Moreover, in pay rolls as in employment, the gain for non-durable goods, the chief woman-employers, were markedly less than those for durable goods, respectively 3.8 and 22.5 percent.

#### United States. Accomplishments and plans to aid unemployed women

A report from the Women's Division of the W.P.A. shows that in February approximately 380,000 women were at work throughout the country on various W.P.A. projects. Over half of these women (54.2 percent) were in sewing shops, but employment on other projects of great value is also shown.

Nearly 22,000 women were doing clerical or survey work. Over 12,000 were on educational projects. Nearly 12,500 were repairing library books. Over 9,000 were serving hot lunches. A news item from Chattanooga, Tenn., speaks of the running of cafeterias in rural schools as one of the most valuable projects in the State.

Other women were reported as doing recreation work, public health nursing, music, art, drama and writing, landscaping and beautification, acting as housekeeping aids, and doing research and museum work.

Allotments have been made to 21 States and the District of Columbia for a program of training for household workers. Miss Anna Marie Driscoll has been appointed as national supervisor of this training program to unify, standardize and coordinate its work throughout the country. The funds so allocated will make possible the training of approximately 7,600 girls. A center will be opened when about 25 young women have registered for the 8-week courses that have been planned. As these students are trained and placed, recruiting of other pupils and employers for them will progress. Communities are donating much of the space and equipment needed. The money will go chiefly into wages for teachers, incidental expenses and food. The girls are provided with their lunches, uniforms and \$1 a week for carfare.

The National Youth Administration, as part of its training program, will continue and increase the number of training camps for unemployed women. Such camps were begun by the F.E.R.A. in 1934, and resulted in improved health and mental development of the young women attending. The program for 1936 calls for 100 camps, an increase of 72 over 1935. To be admitted to the camps the women must be between 16 and 25 years of age, must come from relief families and must show a real interest in continuing their education and training. It is hoped that more than 5,000 young women will be aided by these camps. (Communication to the Women's Bureau; W.P.A. Release No. 4-1038, and National Youth Administration Release No. 8189.)

#### California. Handicapped women who are working

The Department of Education of California has recently issued a study dealing with physically handicapped persons; half of the survey is concerned with handicapped men and women who were employed. In 3,250 establishments in 18 typical cities, a total of 169,489 employees were reported and nearly 4,000 of these (including practically 500 women) were handicapped. The survey was conducted as a S.E.R.A. project

which was approved in August 1934 and completed in March 1935. The work was done by 112 emergency relief workers, both men and women.

These men and women were handicapped in a number of ways, with hands, feet, arms or legs disabled or with impaired hearing or vision, or heart or lungs. Many of the details of the greatest interest are not reported by sex. Of the total number, over one-third had been disabled by an employment accident, 17 percent by other types of accident, nearly 19 percent by disease. The large majority, 86 percent, were receiving the standard wage, and 5 percent above the standard wage. It was reported that 93 percent were successful on their jobs and that 75 percent had promotional opportunities equal to those of other employees. Only one-fifth of the employers interviewed reported themselves as definitely unfavorable to the employment of handicapped persons, while over half (52.6 percent) were definitely favorable.

An analysis of the jobs held by 492 women shows 37 percent doing clerical work, 33.5 percent work in factories, practically 9 percent in trade and in domestic and personal service jobs, between 4 and 5 percent in professional work and in telephone or telegraph establishments.

#### Virginia. Employment of women in factories

During 1934, according to information recently made available by the Department of Labor and Industry, over 41,000 women were employed in factories in Virginia, this number forming practically 30 percent of the total. While this number exceeds that reported in any of the four preceding years by at least 2,000, the proportion of women in factories has been higher in each of these four years except in 1932.

Women formed high percentages of three of the five important industries of the State. In the manufacture of textiles and textile products, they were practically half of all employees; in food factories, 46 percent, in tobacco factories 63 percent.

Just over 13,000 of the women in factories were Negroes. In tobacco rehandling and in peanut shelling, all women reported were Negroes, and in fruit and vegetable canning almost half were Negroes. In factories making veneer and veneer containers, such as berry boxes, 525 Negro women and 30 white women were reported. (Annual Report of the Department of Labor and Industry of the State of Virginia, year ending Sept. 30, 1935.)

#### Wisconsin. Women on relief served by State employment offices

The records of the Wisconsin public employment offices, beginning with July 1935, show persons on relief who have been served separately from other applicants and persons placed. The report for December has recently been received, so that a survey of the situation during the last six months of the year is now possible. During this period there was a total of 9,565 women on relief who were new applicants for work, a little over one-fifth (21.3 percent) of all such persons.

The W.P.A. work projects did not get well under way until October, only 100 women being so placed in the first three months. In October over 700, in November over 800, and in December not far from 1,400, women secured such jobs. However, even in December they formed less than 9 percent of all persons so placed, and this percent was much smaller in every other month. In each month between 100 and 200 women who had been on relief were placed in nonrelief jobs, the number declining after October.

Combining relief and nonrelief work the jobs thus secured for women represented less than one job for each two new applicants who came from relief rolls, while for all persons there was more than one job for each new relief applicant, during the six months.

#### India. Employment of women in mines

The Annual Report of the Chief Inspector of Mines in India for 1934 show the efforts being made to devise suitable employments above ground for the women formerly employed in mines. The larger concerns have devised special schemes for this purpose. As an example of what is being done, the Chief Inspector draws attention to the scheme put into operation in the Jharia coal field. A welfare center has been opened at the colliery giving opportunity for forms of employment with which women are already familiar and which form part of their normal village life. Paddy husking, wheat grinding and basket weaving and soap making were started and although at the end of 1934 the scheme had only been in operation for about two months employment had already been found for about 100 women. It was anticipated that work would eventually be found for about 250 at this one plant. Hand looms have been installed and experienced men engaged to teach weaving to the women. Work is on the contract system. The scheme is established on a cooperative basis and the produce finds a ready sale amongst the employees of the colliery who are assured of fresh and wholesome foodstuff and good cloth at reasonable prices. The chief inspector considers that the willingness of the women to work at the center and the ready sale of the produce indicates appreciation of the scheme by the labour and justifies its expansion.

Of the total number of men and women employed underground, 9.3 percent were women, which is well below the percentage of 17 in coal mines and 24 in salt mines allowed for this period under the regulations issued by the Department of Industries and Labour in 1929, their number having declined by 12.5 percent from 1933 to 1934. (Industrial and Labour Information, Feb. 10, 1936.)

### EARNINGS OF WOMEN

#### New York. Earnings of college women

Earnings for 1934 were reported by 1,546 Barnard alumnae of the classes of 1893-1933. The median earnings of these college women were only \$1,962 (which means that one-half earned less, one-half more). These figures report a loss of 23 percent in median earnings since 1929; the teachers, deans and principals had lost 9 percent and all the other business and professional workers 28 percent.

The greatest declines had been suffered by the physicians, the lawyers and the sales groups (which included merchandising, real estate and insurance). However, lawyers and doctors still had nearly the top earnings with a median of \$2,750; the only group standing higher was a small one of executives in various civic and professional organizations who had a median of \$3,500.

Eight women reported earnings of \$10,000 or more, the maximum being \$16,000. Of these, two are in educational administration. The others include a lawyer, a doctor, a secretary, a writer, a publicity executive and a research worker in economics. (Women's Work and Education, February 1936.)

## HOURS AND OTHER CONDITIONS OF EMPLOYMENT

Africa. Regulations governing employment of women in Madagascar

Madagascar has taken a forward step and joins other countries in the movement to improve conditions of labor for women and children by virtue of a decree dated Jan. 14, 1936, modifying several articles of the decree of Sept. 22, 1925, regulating native labor.

Work by women and children under the age of 18 is prohibited between 9 p.m. and 5 a.m.; women and children are not to carry or convey loads in excess of 20 kilograms; no women are to be employed within the four weeks following the birth of their children, and 2 half hours in the working day are to be allowed to them for the purpose of nursing the children during the year following birth.

Employers are liable to provide subsistence (ration) and half pay for a period of one month when absence is due to accident or illness resulting from labor. The same applies to maternity cases. (Communication to the Women's Bureau.)

Great Britain. The 5-day week

The British Ministry of Labour reports continued progress in the introduction of the shorter working week. A 5-day week affecting about 70 men and women has been adopted by a perfume manufacturer in Leicestershire.

The introduction of the 40-hour 5-day week has been pronounced a complete success by a firm making baking powder and other products. They say that a happier and more efficient staff has been created as a result of the experiment and they can see no reason why they should return to the old 6-day week. This firm introduced the 5-day week without any decrease of wages a year ago, and it is stated that inquiries as to the application and method of the new system are coming in from firms in all parts of the country. (Industrial and Labour Information, Feb. 10, 1936.)

## INDUSTRIAL ACCIDENTS TO WOMEN

Illinois. Women's accidents in 1932

In Illinois in 1932 nearly 2,000 women were injured in industrial accidents, according to a report recently received from the Department of Labor of that State. These accidents formed just under 8 percent of all accidents occurring within the year. This percent, though small, is greater than any reported since 1917, the earliest year given in the report. Women's accidents were 6.8 percent of the total in 1931; 5.7 in 1930. In the previous years the percent did not reach 5, and seldom 4

Practically 40 percent of women's accidents occurred in manufacturing with relatively large numbers in food, textile products, and metal industries. Nearly one-third (30.3 percent) were in services other than professional or government, and practically one-fifth in trade and finance. Compared with 7.7 percent of accidents in all industries, women's accidents formed 30 percent of those in the professions, 22 percent of those in communication industries, and 19 percent of those in domestic and personal services.

Of women's cases receiving compensation and closed during the year, not far from three-fourths (72.3 percent) caused temporary disability only, and nearly one-fourth (23.8 percent) some permanent disability such as loss, or loss of use of, a member. In 3 percent of the cases there was disfigurement, and 12 cases (0.6 percent) resulted in death. In only three of the cases reported was there a temporary loss of earning power with no loss of time from work. Such cases, known as temporary partial disability, are not compensated under all State laws.

The average cost of compensating all women's accidents was just half that of men, \$133 compared with \$267. This reflects not only the fact that men's accidents are frequently more severe than women's but that women's earnings upon which compensation is based are almost always appreciably lower than are men's. The last monthly report of the Illinois Department of Labor, that for December 1935, shows women's average weekly earnings in all industries 58 percent of men's.

The age distribution of injured women compares very closely with that of all gainfully occupied women reported in the Census of 1930, practically 37 percent in 1932 being under 25 and 9 percent 50 years old or over. Comparing severity of accident with age, the group 25 to 49 inclusive reported the largest proportion of injuries that were permanent, the group 50 and older the smallest. The following table shows the percent of injured women who were left with a permanent disability, according to age:

All ages.....	23.8
Under 20.....	24.3
20, not 25....	21.3
25, not 50....	25.6
50 and over...	18.2

(The Cost of Industrial Accidents in Illinois for the year 1932, by Peter T. Swanish, Division of Statistics and Research, Illinois Department of Labor.)

## INDUSTRIAL HOME WORK

### Connecticut. Effects of the home-work law

The Department of Labor and Factory Inspection of Connecticut reports that the administration of the new home-work law is proceeding satisfactorily. This law prohibits home work except where a special permit is obtained from the Labor Commissioner. At present the Department reports that only 127 persons are doing home work under such permits, in contrast to the 5,000 or more persons who were engaged in this work in February 1934 according to its estimates at that time. Permits have been issued only in cases where the home worker could earn at least 25 cents an hour at the rates provided by the manufacturer. A major difficulty that has arisen in the operation of this act is that manufacturers in two industries complain that competition from other States, where home work is still permitted, with resulting low rates of wages, is interfering with their business. (Communication to the Women's Bureau.)

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Legislation affecting women workers

- Minimum wage
- Hours of work
- Miscellaneous

Minimum wage

- Massachusetts. Minimum wage fixed for electrical supply industry
- New York. Status of the laundry wage order

Women's employment and wages

- United States
  - Employment of women in February
  - Trends in employment of men and women
- New York. Family responsibility of employed women on relief
- Australia. Employment of women in factories in New South Wales
- Switzerland. Employment and employment conditions of women in a department store

Working conditions and status of women

- New York. Shelter for temporarily destitute women
- International
  - Action taken at Santiago to benefit employed women
  - Status of women administrators
- France. Employment of women

Industrial accidents to women

- Three States. Accidents to women workers

Household employment

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cents. Administrative regulations provide that piece rates shall be adjusted so that every woman and minor so paid shall earn not less than the minimum prescribed. Furthermore, time spent on the employer's premises waiting for work shall be paid for at the individual worker's regular rate.

The Commission has authorized the formation of four more boards for the following industries: Manufacture of brushes, candy, corsets, and stationery goods and envelopes. (Communication to the Women's Bureau.)

#### New York. Status of the laundry wage order

The Industrial Commissioner of the New York Department of Labor has sent the following notice to all laundry owners in the State with instructions that it must be posted in a conspicuous place in all rooms where female and male minors are employed:

"The decision of the Court of Appeals holding the Minimum Fair Wage Law unconstitutional for adult women is being appealed to the United States Supreme Court immediately.

"All the provisions of Mandatory Order No. 1 which is posted in your laundry, remain in effect for both female and male minors (all those under 21 years of age), for whom enforcement will continue as before.

"In the event of a favorable decision of the United States Supreme Court, any employer who pays adult women less than the State minimum rates pending the Supreme Court decision, lays himself open to suit for recovery for the difference between wages paid and the State minimum rates. Penalties for failure to keep records of hours worked by female adults may also be recoverable."

(Communication to the Women's Bureau.)

### WOMEN'S EMPLOYMENT AND WAGES

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

While employment in February 1936 was above that in February 1935 in such important woman employers as knit goods (0.5 percent) and woolen and worsted goods (3.5 percent) yet in the textile fabric group as a whole employment was practically 4 percent less in 1936 than at the same time in 1935, and four of the eight individual industries showed declines, including cotton goods (5.7 percent) and silk and rayon (19.8 percent).

The wearing apparel group had advanced just over 1 percent beyond the employment of February 1935. Greater gains were shown by men's clothing (3.5 percent) and shirts and collars (3.2 percent); lesser gains by women's clothing (0.7 percent). In the manufacture of corsets, of men's furnishings and of millinery, there were losses in employment of between 2 and 12 percent.

Employment in shoe factories had declined 2.8 percent since February 1935; in tobacco, cigar and cigarette factories, 7 percent; in candy factories, 8.8 percent. In paper box factories employment stood practically where it did a year ago. In all these industries one-half or more of the employees are usually women.

The nonmanufacturing industries employing large numbers of women showed a more encouraging picture in comparison with February 1935. Employment in general merchandising had gained, although very slightly (0.1 percent). Insurance had advanced 1 percent, laundries 2 percent, year-round hotels, 2.1 percent.

#### United States. Trends in employment of men and women

Women are not displacing men in gainful occupations, according to a study by the National Industrial Conference Board, entitled "Women Workers and Labor Supply", based on census data. During the last 50 years the increase in number of women workers was primarily the result of technological improvements which developed new types of work and increased the demand for labor.

The study also shows that increases in the number of women have taken place primarily in other than masculine occupations. Between 1890 and 1930 the proportion of women workers in manufacturing and mechanical industries declined from 19.7 percent to 13.4 percent. Approximately 85 percent of the increase during that period in the number of women gainfully occupied occurred in occupations connected with trade, transportation, communication and service. The gain in two occupations--clerks and copyists, stenographers and typists--was over 50 percent greater than the total gain in the production industries.

The Board finds no evidence that the employment of women workers contributed to increase unemployment among men during the depression.

#### New York. Family responsibility of employed women on relief

For years public and private relief agencies have given assistance to workers employed in industry whose wages are insufficient to support themselves and their dependents. This situation raises many questions, such as: What are the occupations of these workers, and are they employed largely in certain industries and not in others? Is it because of their low wages or their heavier family responsibilities that they must turn to relief agencies for help? With a view to securing information on these questions, the Division of Women in Industry and Minimum Wage made a study of the records of employed women whose wages were being supplemented by relief benefits from public funds administered through the Emergency Relief Bureau of New York City.

The case records of 280,568 families available early in October 1935 were examined. Among these were found 6,674 cases of gainfully employed women who were receiving home relief because their earnings were inadequate for the support of themselves and their families. Of these employed women on relief, nearly 35 percent were domestic workers in private homes. Over 28 percent were in factories, with more than 50 different manufacturing industries represented, and with the clothing industry predominating. One-fifth of the women were in the personal service industries, nearly 700 of this group being janitresses. Over 8 percent were doing clerical work and 6 percent were in trade.

The responsibilities which working women have for the support of their families are shown clearly by the number of dependents of this group. For domestic workers the median was 2.2 (half had more, half less); for the other women the median was 4.4; only about 6 percent of all the women had no one for whose support they were

responsible. For 84 percent of the families reported, the woman on relief was the sole wage earner for at least 1 person besides herself; in over half the cases she supported 3 or more other persons.

Married women and those who were widowed, or who were divorced or were separated from their husbands, might be expected to have others looking to them for support. Among these women on relief, however, the median number of dependents was smaller than for the single women, the median number of dependents of all single women being 5.3 compared to 3.6 for the married and 2.0 for widows and divorced women. Only about 3 percent of the single women had no one but themselves to support.

The question may be raised: Are the families of these working women on relief because their low wages force them to ask for supplementary help, or because their families are so large that even a "decent" wage would not be adequate? An appreciable number of the families were composed of one, two, or three persons. Among all employed women, 40 percent of the families on relief consisted of three members or less; among domestics who had fewer dependents and whose families were smaller, 64 percent were composed of one, two or three members. The size of the family alone cannot account for the fact that these families were on relief.

Budgets established by the Emergency Relief Bureau are admittedly meager, yet a large proportion of the families in which women were employed had to be subsidized because their working members could not earn enough to bring them above the low standard for those with small families. The minimum subsistence budget of the Emergency Relief Bureau during the summer of 1935 for an employed woman living alone was \$10 a week. Practically all of the women on relief who were employed in domestic service earned less than \$10 a week in wages, but only 12 percent had no one but themselves to support. Among women in all other occupations, nearly 64 percent earned weekly wages of less than \$10, and only 4 percent had no dependents. Thus, the majority of the employed women on relief received wages so low that they would not cover the barest necessities of life even if the women had no dependents and were supporting only themselves. Their low wages, rather than the size of the family or unusually heavy family responsibilities, seem to have been the decisive factor in sending these employed women to a public relief agency for assistance in supporting themselves and their dependents. (The Industrial Bulletin of the New York Department of Labor, February 1936.)

#### Australia. Employment of women in factories in New South Wales

According to data recently presented in the Government Statistical Record, not far from 45,000 women were given employment in factories in New South Wales, Australia, in the year ending in June 1934. The majority of these were skilled or unskilled wage-earners, one-tenth were clerical workers, and not quite 2 percent were working proprietors, or managers or overseers.

Figures on all persons employed in factories and workshops for four decades show that women numbered less than 12,000 and formed 17.6 percent of all such employees in 1901. In the latest report this number had quadrupled and the proportion had risen to 27.5. The greatest increase in proportion was in the first decade from 17.6 in 1901 to 24.4 in 1911.

A report on the age of persons employed in factories shows that 13 percent of female employees, compared to less than 4 percent of males, were under 16. The group 16 but under 18 years formed 18 percent of the females but less than 9 percent of the males. (Statistical Register for 1933-34, published by the authority of the Government of New South Wales.)

Switzerland. Employment and employment conditions of women in a department store

Some data regarding the employment and earnings of women are given in connection with an account of the scientific reorganization of a retail firm which operates a chain of department stores in 5 cities in Switzerland.

Women form practically three-fourths of all the staff and one-sixth of the executive staff. Two-thirds of the women and half of the men are under 30 years of age. Over half of the women and somewhat over half of the men have been with the firm more than 2 years, and about one-fourth of each over 5 years.

Unlike many department stores which pay only a very small fixed wage to their staff, plus a bonus calculated as a percentage on sales, this store pays a fixed wage to all employees at a rate conforming to local usage. Bonuses may sometimes be granted in addition in the case of sales of marked-down goods. Apprentices receive 40 francs (\$13.13) a month the first year and 60 francs (\$19.70) the second year. The initial monthly rate for assistant saleswomen is 150 francs (\$49.24), the most usual rate 275 francs (\$90.27), the maximum 330 francs (\$108.32). For head saleswomen these rates are respectively 230 francs (\$75.50), 350 francs (\$114.89) and 400 francs (\$131.30).

An examination of average monthly earnings of the regular full-time staff, exclusive of apprentices and heads of the undertaking, shows, as is usual, that men average, more than women. The difference is greatest in the selling force, where women's average earnings are only 42.8 percent of men's compared to 64.8 percent in the case of the nonselling force. It is interesting to note that married women who form less than one-fourth of the female staff whose average earnings are being considered, have average monthly earnings higher than those of the unmarried women, markedly so in the selling staff.

The selling staff work a 9-hour day and 54-hour week (52 hours in 2 cities). The clerical staff work 8 hours a day and 45 a week. Annual holidays are granted on the basis of one week after one year's service, two weeks after three years' service and three weeks after 10 years' service. (International Labour Review, February 1936.)

WORKING CONDITIONS AND STATUS OF WOMEN

New York. Shelter for temporarily destitute women

The Woman's Shelter in New York City was formally opened March 13, 1936, as an annex of the Municipal Lodging House. It furnishes for the first time in New York public lodging, food, medical care, and vocational training exclusively for women who are temporarily destitute. Miss Ethel Hand, a supervisor of the Department of Public Welfare, will be in charge, assisted by three matrons from the Department and by six case workers from the Emergency Relief Bureau. The average number of women accommodated will be more than 100. (New York Times, March 14, 1936.)

International. Action taken at Santiago to benefit employed women

The Labor Conference of the American States which are members of the International Labor Organization, held in Santiago de Chile in January 1936, having considered the provisions of the Constitution of the International Labor Organization

and the Conventions and recommendations adopted by the International Labor Conference on the subject of the employment of women and the measures taken by the American States to give effect to these Conventions and recommendations, adopted certain resolutions on these subjects to be submitted to the Governing Body of the International Labor Office.

In the matter of wages the Conference expressed hope that the American States will ratify the 1928 Convention concerning minimum wage-fixing machinery, and further drew the attention of governments, employers and workers to certain principles including the following:

Equal wages should be paid to men and women for the same work.  
Wages should be fixed according to the nature of the work irrespective of the sex of the worker.

Regarding working time, the Conference recommended the ratification of the revised Night Work Convention of 1934. It also called attention to the following principles:

The maximum working day of women over 18 years of age should be without exception 8 in the day and 48 in the week.

The maximum working day of women should be the same as that of men.

There should be no exceptions to 8-hour day legislation as regards women employed in telephone, telegraph and postal services except within the limits of the 48-hour week.

Of great importance to women workers were certain resolutions regarding their right to equal opportunities with men and the need of providing that their problems will be given sufficient consideration. Among the principles embodied in these resolutions were the following:

Women workers should be given the same opportunity as men for holding responsible posts.

Labor inspectorates should include women as well as men inspectors; women inspectors should, if they possess the same qualifications, have the same powers and duties and exercise the same authority as men inspectors and should have equal opportunity of promotion to the higher ranks.

A Women's Bureau in the Labor Ministry is necessary in order that the needs of women workers may be studied, and that conditions may not be allowed to develop in ways detrimental to their health.

Attention was called to that provision of the Constitution of the International Labor Organization to the effect that when questions especially affecting women are to be considered by the Conference, one at least of the advisers should be a woman, it being understood that women are always entitled equally with men to be appointed as delegates or advisers, irrespective of the items on the agenda of the Session.

It was recommended that the Convention of 1919 concerning the employment of women before and after childbirth be ratified and that adequate maintenance for the woman should be provided during the period away from work, that the health of mother and child may be maintained. The Conference also invited the Governing Body of the International Labor Office to study the possibility and desirability of submitting to the International Labor Conference a draft recommendation to supplement the Convention of 1919 in regard to the form in which free medical attendance during childbirth should be given.

The Conference called the attention of governments, employers and workers to the principle that adequate service facilities such as washrooms and dressing rooms should be provided for women, also seats for their use in the workrooms.

Finally the Conference expressed the hope that the International Labor Office will endeavor to collect all the information available concerning the economic situation of women workers in various countries. (Industrial and Labor Information, March 2, 1936.)

#### International. Status of women administrators

The status of women in public administration was one of the subjects upon which recommendations were made by a group of representatives of important organizations of public servants. These representatives meet from time to time at Geneva to examine information compiled by the International Labor Office on questions relating to the staffs of public departments and services. Their most recent meeting was held February 10 and 11, 1936.

The group urged that—

Women shall enjoy the same rights as men with regard to admission to the service, promotion to the higher posts and remuneration for all posts according to the principle of "equal pay for equal work", affirmed in Article 41 of the Constitution of the International Labor Organization;

Administrative rules shall tend to facilitate the transfer of a married woman official to a post in or near the locality in which her husband resides, or vice versa, if the husband is himself in the public service;

Maternity leave of 3 months on full pay—6 weeks before and 6 weeks after confinement—in accordance with the standards set by the International Labor Convention of 1919 applying to women employed in industry and commerce shall be granted to all women officials, and that they shall be entitled to interrupt their work for such periods as may be necessary to enable them to nurse their children;

Upon request, women officials who are mothers shall be granted special unpaid leave for an extended period, to facilitate the performance of their domestic duties with a prior right to subsequent reinstatement in their posts;

Married women officials or mothers shall be entitled, if they so desire, to retire before they have reached the pensionable age without losing the pension rights acquired in accordance with their length of service. (Industrial and Labor Information, Feb. 24, 1936.)

#### France. Employment of women

The Departmental Labor Board of the French Department of the Seine devoted a recent sitting to discussion of the question of the employment of women.

The Board had before it a report on the employment of women prepared by two of the workers' members, Mrs. Blanche-Schweig and Miss Lafeuille. It urged that every girl should be given a course of vocational training since married and unmarried women were often obliged to work because they had no other means of subsistence and

in many cases had to support other members of their families. The report also called for the application of the principle of equal pay for equal work as a means of preventing unfair competition, and expressed the hope that the question of women's employment would be placed on the agenda of the National Congress of Departmental Labor Boards of France in 1936.

The Board decided to refer the matter to the Standing Executive Committee representing the Departmental Labor Boards of France, and appointed a tripartite committee, composed of a factory inspector, an employers' representative and 2 labor representatives, to draw up a plan for study of the question of women's work.

The committee met on Jan. 11, 1936, and adopted a plan of investigation bearing on the following points: (1) the place of women in the economic system, (2) the attitude to be adopted as regards the proper place of women in the modern economic world. (Industrial and Labor Information, March 9, 1936.)

### INDUSTRIAL ACCIDENTS TO WOMEN

#### Three States. Accidents to women workers

Reports recently received from three States give some information regarding women injured while at work. Data from New Jersey and Rhode Island were for 1934, while three from Maryland were for the year ending Oct. 31, 1935.

The number of women injured and the proportion their accidents formed of all accidents varied considerably from State to State. In Rhode Island women's accidents (accidents for which agreement had been approved) numbered 320 and formed nearly 14 percent of all accidents. In New Jersey of all compensable cases closed during the year, 1,795 or nearly one-tenth were women's cases. In Maryland, of all claims allowed, 596 or nearly 7 percent were women's claims.

In each State young women predominated in the cases involved, reflecting the predominance of young women in employment. Between 12 and 15 percent were under 20 and nearly one-fourth 20 but under 25. In New Jersey 12 percent of the women were 50 or over compared to 7 percent in the two other States.

In New Jersey over 28 percent and in Maryland just over 3 percent of women's accidents were reported as resulting in some permanent injury. This great difference is undoubtedly due in part at least to differences in the laws of the two States as to what shall constitute a permanent injury. This information was not given for women in Rhode Island.

Only in the New Jersey report is information as to cause of accident and the industry in which the injured person was employed, given by sex. These data present much the same picture as did the report for 1933 which was reviewed recently. (See NEWS LETTER for February 1936.) Falls of persons was the most important cause of women's injuries, followed by objects being handled and machinery. Nearly half the injured women in 1934 were employed in manufacturing industries, nearly 16 percent were in clerical, professional or custodial occupations, and 8 percent were in trade.

(Twenty-First Annual Report of the State Industrial Accident Commission of Maryland for Year ending Oct. 31, 1935; Industrial Accident Report, New Jersey Department of Labor, Compensable Cases Closed during Year ending Dec. 31, 1934; Report of the Commissioner of Labor of Rhode Island for the Year ending Sept. 30, 1934.)

## HOUSEHOLD EMPLOYMENT

International. Problems connected with household employment

"Household work performed for another was one of the earliest ways of earning a living open to women. Paid or unpaid it still is the main occupation of a large majority of the women of the world. Throughout the present depression it has continued to be the occupation which has offered them the best chance of obtaining employment. Yet in all countries there seems to exist a similar reluctance among women and girls to enter household employment if any other means of earning a living is open to them. Although the situation has improved in some countries of recent years, it is still true that, generally speaking, the occupation is looked down upon and considered inferior to factory work and work in shops and offices. This is exceedingly regrettable in view both of the large opportunities of employment it offers to women and of the great social importance of the work as a service to the community."

With these introductory words, the Social and Industrial Section of the World's Y.W.C.A. Executive Committee begins a second discussion of household employment based chiefly on answers to questions bearing on the problem, which had been sent to national associations. The earlier paper was issued in 1930. This second discussion deals almost entirely with the question from the western standpoint.

The following subjects are treated: The disadvantages of household employment from the point of view of the worker, and its advantages as a vocation for women; the difficulties housewives have to meet in their capacity of employer; the responsibility of the employer for the welfare of the employee; what is being done in different countries to improve conditions either through training, through the activities of associations or other groups, or by means of legislation; provisions which should be covered by a draft standard contract; the place of employment bureaus. In a brief summary, only a few of these topics can be touched upon.

From the point of view of the worker the chief disadvantages of household employment may be classified under (1) loss of caste; (2) long, unregulated hours; (3) isolation and loss of liberty; (4) no standard contracts regulating wages and other conditions; (5) exclusion from certain social insurances. On the other hand, the skill and experience that a girl gains in her work will always be of value to her, especially in a home of her own. The work is varied and the worker can usually set her own pace as compared with the factory worker who must usually keep up with a machine or with other workers. Moreover, household work demands at least a minimum of, and frequently a great deal of, initiative and capacity.

While it is true that comparatively little has been done in the way of regulating and improving conditions of work for the household worker, it is significant that interest in these problems has greatly increased in recent years. One important result arising from this interest has been a recognition of the need for training for household employment. Some beginnings have been made in England, Denmark, Germany and the United States, training often taking the form of retraining of unemployed workers from other industries. In several countries household training is regularly given in the public schools. Systematic training "is the first step necessary if household employment is to be raised to the status of a skilled occupation."

In Bulgaria and in Brandenburg, Germany, regulations governing household employment were issued in 1934. Those in Brandenburg include a nightly rest period of at least 8 hours, sufficient time for meals and rest, one afternoon and one evening off each week, and every second Sunday or public holiday; also the granting of vacations with pay. The Bulgarian order provided for a public office for the supervision, placing and education of household employees.

In household employment where no organization exists, which is capable of negotiating collective agreements binding on all employers and workers, a method occasionally used is the standard or model contract. The present report puts forward a tentative draft standard contract, fully realizing that the conditions laid down in it are well above what is possible of achievement in the near future. It is hoped, however, that the contract may serve as a guide on which similar contracts suitable for the country or area concerned may be based.

The provisions that should be covered are as follows:

1. A written contract should be made embodying the conditions agreed upon at the time of engagement.
2. Hours of actual work should not exceed 10 a day or 60 a week. Two hours on call should be considered as equivalent to 1 hour of working time.
3. Overtime should be compensated either by extra time off during the month or by a money payment.
4. Regular free time and annual holidays should be arranged for at the time of engagement. Two afternoons or one whole day a week should be allowed. There should be an annual holiday of 14 days after one year's service. Full wages and an allowance for board, or else railway fare should be given.
5. There should be an uninterrupted rest period of at least 9 hours at night, save in exceptional circumstances.
6. Wages should be in accordance with the prevailing wage for the occupation as indicated by the local employment exchange, or in relation to the official minimum wage for the district.
7. Living conditions should include sufficient and nourishing food, a well-ventilated private room where practicable, or in any case a separate bed if the room is shared with another employee; the use of a bath; and some facilities for entertaining friends. These provisions should be recognized by both sides as part of the wages paid.
8. There should be a trial period of 2 weeks after which the engagement becomes permanent. Where wages are paid weekly at least one week's notice should be given by either side wishing to terminate the agreement. Where wages are paid monthly, 1 month's notice should be given.

9. A written reference should be compulsory, giving such definite information as length of service and nature of duties. Remarks as to the quality of the work should only be added if desired by the employee.
10. Where there is no State scheme some form of accident and health insurance should be contracted, the cost to be shared by employer and employee.

#### RECENT WOMEN'S BUREAU PUBLICATIONS

The Women's Bureau has issued the following during March:

Summary of State Hour Laws for Women and Minimum Wage Rates, Bulletin No. 137.

Effects of Dismissing Married Persons from the civil service (mimeographed summary of results shown in answers to 697 questionnaires returned by married persons who had been dismissed).

#### EVENTS OF IMPORTANCE TO WOMEN

The National Women's Trade Union League will hold its second deferred triennial convention in Washington, D. C., from May 4 to 9, 1936. The last such convention was held also in Washington, in the spring of 1929.

The National Conference of Social Work will hold its 63d Annual Meeting in Atlantic City, N. J., the week of May 24 to 30, 1936.

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

News Letter Vol. XVI, No. 5

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ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

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LEGISLATION AFFECTING WOMEN

Minimum wage

An amendment to the Massachusetts minimum wage law was approved March 26, 1936. Formerly an order issued under the law was in the directory stage for 9 months, but the amendment reduces this period to 5 months.

Hours of work

Two laws have been approved in Massachusetts affecting night work for women. One of these (Senate 207) adds "girls under 21" and "mechanical establishments" to a previous act forbidding employment of women 21 years of age and over after 10 p.m. The second law (House 105) suspends until April 1, 1937, the statute forbidding the employment of women in textile mills after 6 p.m.

In New York, Senate 375 providing an 8-hour day and 48-hour week for women in hotels and restaurants and forbidding their employment after 10 p.m., has passed the Senate and is now in the Rules Committee of the Assembly.

A bill to regulate the hours of all employees in cotton, rayon, silk or woolen mills in South Carolina (H. 1567), and amended to provided a 40-hour week and 8-hour day (instead of 35/7), has passed the House and has been approved with minor amendments by the Senate Committee on Commerce and Manufacture.

Miscellaneous

The five Illinois bills concerning workmen's compensation and health and safety of workers, mentioned in the March NEWS LETTER, now have been enacted into law. Perhaps the most important of these is House #10, since it makes Illinois the 10th State to compensate for all diseases arising from occupational causes.

The Rhode Island home work bill, H. 504, described in the April NEWS LETTER, now has passed the Senate and will become law when signed by the Governor.

MINIMUM WAGE

New Hampshire. Two new wage orders issued

Minimum fair wage standards for women in restaurant occupations in New Hampshire now have been established in Directory Order No. 2 issued by the Commissioner of Labor on March 10th and effective April 1, 1936. Restaurant occupations are defined as any activities "directly concerned with the preparation and serving of food to the public for pay, in any establishment where at least 10 people are served per day, where lodgings are not also provided to the public for pay."

The basic minimum rate for service employees fixed in the order is \$7 for a 54-hour week; for nonservice employees, \$9 for a 54-hour week. Service employees are defined as "employees whose duties relate solely to the serving of food to customers who are seated at tables and to the performance of duties incidental to the setting of such tables." All other employees are nonservice. Employees shall be paid for

each hour or fraction of an hour at a rate proportionate to the weekly rate, that is, 13 cents for service and 16  $\frac{2}{3}$  cents for nonservice employees. In no case shall a worker be paid for less than 3 hours in any day when he or she has reported for work pursuant to the employer's orders. No lower apprentice rate is allowed.

Very important among the regulations fixed in the order are those forbidding any deductions except for lodgings, if furnished, and the deduction required by law for unemployment insurance. Meals are to be included at the basic weekly rate. The employer must add to the basic rate 25 cents for each meal not allowed to either a service or nonservice employee while on duty. If uniforms are required, the employer must furnish them.

A new directory order for the laundry industry, No. 1a, based on the unanimous report of a new wage board, was issued March 9th and went into effect May 1st. There are two very important changes from the provisions of the first laundry order. The 28-cent basic rate is to be paid regardless of the hours worked; previously 30 cents an hour was to be paid for less than 30 hours a week (but not to exceed \$8.40 a week). An apprenticeship rate is introduced in the new order, of 25 cents an hour for workers until they have had three months' experience. (Copy of orders.)

#### Ohio. Hearings before the Food Establishment and Housekeeping Wage Board

Hearings were held the last of April in various cities in Ohio on the minimum fair wage standards recommended by the Ohio Food Establishment and Housekeeping Wage Board.

#### Canada. New minimum wage orders in British Columbia and Quebec

A new order governing women in office occupations has been issued recently by the British Columbia Board of Industrial Relations. Weekly rates are the same as in the previous order issued in the summer of 1934, but the hours for which these rates are paid have been reduced from 48 to 37 $\frac{1}{2}$  per week. Experienced workers are now to get at least \$15 for a 37 $\frac{1}{2}$ -hour week and 40 cents an hour for part time. Weekly rates for inexperienced workers, or those under 18, range from \$11 to \$14 for 37 $\frac{1}{2}$  hours.

In Quebec, new orders issued by the Minimum Wage Board for the boot and shoe and for the leather and leather-goods industries establish the principle of a fixed minimum for a fixed percentage of the workers, rather than graduated rates for different lengths of experience. For example, in Montreal 20 percent of the workers covered may be paid \$7 a week; 15 percent, \$9; and 65 percent, \$11. (The rate for workers with 2 years' experience in the previous order was \$11 in Montreal.)

A new order for the women's dress industry in Quebec continues the percent basis established in 1934 but with three important changes. Rates for the entire Province are now the same as for Montreal. The hours for which the minimum rates are to be paid have been reduced from 48 in Montreal and 50 in the remainder of the Province, to 44. The percent allowed to be paid the lower amounts has been increased so that 15 instead of 10 percent may be paid \$7, and only 65 instead of 70 percent the highest rate of \$12.50.

The orders issued by the Quebec Minimum Wage Board, according to the provisions of a recent amendment to the law, now apply to males replacing females, as well as to all females. (Labour Gazette, Canada, March 1936.)

## WOMEN'S EMPLOYMENT AND EARNINGS

United States. Employment of women in March

In the nonmanufacturing industries (trade, public utilities and the service industries) are found the chief gains in employment from March 1935 to March 1936, which affect women. Employment in telephone and telegraph establishments and in insurance offices was less than 1 percent (0.6 percent, 0.8 percent) above 1936, but retail trade had advanced nearly 2 percent. Among the service industries employment in year-round hotels had advanced 2.5 percent and in laundries and in dry-cleaning establishments, 3 percent each. In each of the industries listed, pay rolls had risen from March 1935 to March 1936 more than had employment.

In the manufacturing industries employment in the textile group was 3 percent below the level of March 1935. Enumerating only the more important component industries, silk and rayon goods had lost 15 percent and cotton goods 4 percent, while knit goods and woolen and worsted goods had gained slightly (0.3 percent, 0.6 percent). Pay rolls in each of these industries had declined.

Employment in the wearing apparel industries had risen 0.6 percent due to rises in men's and women's clothing, in millinery, and in shirts and collars, varying from 0.1 percent to 1.8 percent. Pay rolls had declined in this period except for the two last-named industries. In two industries, men's furnishings and corsets, employment had declined (2.2 percent, 8.8 percent) as well as had pay rolls (6.7 percent, 3.2 percent).

Employment in boot and shoe factories in March 1936 was 5 percent below March 1935 and pay rolls over 13 percent. Employment in candy had declined 10 percent, pay rolls over 8 percent. In paper box making, employment was just under 2 percent below 1935, while pay rolls had increased slightly. Tobacco manufacture showed a 3 percent employment decrease from March 1935 to March 1936, while pay rolls increase over 1 percent.

California. Keeping unemployed women employable, Los Angeles

Information on the situation of women seeking employment in Los Angeles is given in a report recently made of a project undertaken by the Bureau of Vocational Service in that city. The study was made as a work relief project with the aim of finding out the results of a 5-year program designed to give work to certain unemployed women.

"In February 1931 a group of outstanding women in Los Angeles met together to plan and carry out emergency work programs for women and girls. From this beginning, the Associated Women's Committee for Women's Unemployment Relief was formed, composed of representatives of leading women's organizations, of public and private agencies and the city Social Service Commission."

The Women's Unemployment Relief Fund, as their program was called, was set up "primarily for a group for whom no other provision was made at that time: for unattached women and girls who had no dependents and who had been employed recently and were considered employable. In return for relief, the women and girls volunteered part-time work in social agencies and city welfare departments, which were all finding it difficult to meet the increasing demands for service in the face of reduced budgets and staffs. The work assignments were made by a special office supervised by the Bureau of Vocational Service, a Community Chest agency for the counseling and placement of girls and women."

After the plan had been in effect for nearly 5 years, it was thought that an evaluation of the results of the program might prove of interest, and a study of the records of about half of the women who had been assisted was undertaken by the Bureau of Vocational Service. The report on this project has just been received. The statistical part of the study was done over a period of months by workers supplied from various relief organizations as a work relief project. At no time was it possible to secure trained research or statistical workers, and those chosen were chiefly clerical workers with sufficient education and experience who could be trained in this type of work. When changes came in relief administration in the State, there was a complete turnover of workers—twice during the period.

The statistical picture is based upon the records of 3,582 women, all those who had registered from the beginning of the program in May 1931 to November 1933, the time when the study was begun. The general trends found in these data should be representative of this class of unemployed women in Los Angeles. These show that 47 percent of the women were in clerical occupations, 16 percent in domestic and personal service, and 10 percent in business. There were also some professional workers, and some factory and store employees.

Data on age shows that the percentage in each age group of these unemployed women is almost identical with that of gainful women workers in Los Angeles as reported in the Census of 1930. This fact, however, does not eliminate age as a limiting factor in employment. "The 33 percent of women 40 years of age and above will probably find it increasingly difficult to secure a place in business and industry in face of the trend to lower hiring age limits. Of those placed in clerical and business positions in 1931, 1932 and 1933, by the regular placement department of the Bureau of Vocational Service, only 4 percent were 40 years of age and above. Employers, in general, now definitely specify age limits." (Report to the Women's Bureau.)

#### Pennsylvania. Duration of unemployment of women, Philadelphia

That women clerical workers have suffered from unemployment in larger proportions than those of any other group, and that they are out of work longer than others before seeking jobs through employment offices are the indications from the latest in the series of studies of employment agency applicants in Philadelphia.

This report, the seventh of a series of studies of the Philadelphia Labor Market was issued recently by the Industrial Research Department of the University of Pennsylvania. Based on records of new applicants at the Philadelphia Office of the Pennsylvania State Employment Service, it stresses the occupational distribution of the longest job reported by these men and women, and analyzes the duration of unemployment measured from the last "regular" job in relation to other occupational characteristics.

As was true of the preceding report, the present study is based on a sample of persons applying for work during 1934. The records studied were confined to adults 20 years of age and over. Applicants from the relief rolls were presented separately from other applicants. Women applying for work relief numbered nearly 6,000 and formed nearly one-fourth of such applicants, while other women applicants numbered nearly 9,000 and were over one-fourth of the total.

The largest number of unemployed women had formerly been employed in clerical occupations and in domestic and personal service. They had been out of work on the average for shorter periods than had the men. With certain exceptions, the average duration of unemployment tends to rise with increasing age and length of service on a job and to fall with an increase in the years of schooling completed. This trend appears to be more consistent for men than for women.

Considering first the women applying at the State Employment Office, we find that about 36 percent reported clerical work as their job of longest experience; 20 percent domestic or personal service; 17 percent, skilled or semiskilled manufacturing jobs; 12 percent executive or professional occupations; and 10 percent, work in trade or transportation. While the median duration of unemployment was a little more than 11 months (half had been unemployed more, half less, than this time), for women in trade and transportation pursuits, for clerical workers and for executive and professional workers it was over 12 months. Of this same information given for specific occupations in these larger groups, only a few items can be quoted. Weavers in textile mills, forewomen, dressmakers (not in factories) had a median of 14 months' unemployment; social and welfare workers, of over 17 months; school teachers, of 18 months.

Of the women from relief rolls, over half were domestic or personal service workers, over one-fourth in skilled or semiskilled manufacturing occupations, nearly 7 percent were clerical workers and 5 percent in trade or transportation pursuits. The median duration of unemployment reported for this group was nearly 19 months. This was exceeded by clerical workers (24.8 months) and by executive and professional workers (23.7 months) as well as by persons in certain specific occupations. (The Incidence and Duration of Unemployment among New Applicants, Philadelphia State Employment Office, 1934, by Gladys L. Palmer.)

#### France. Status of women workers

Reports on women's work recently have been issued by two special committees, one of workers and one of employers, appointed near the close of last year by the Departmental Labour Board of the French Department of the Seine to study the problems of the employment of women. (See March NEWS LETTER.)

The first of these reports, prepared by the workers' members of the special committee, Mrs. Blanche-Schweig and Miss Lafeuille, pointed out that the number of women carrying on an occupation had not increased but slightly diminished in the last 30 years, and considered that there was no justification for the contention that women's employment was contrary to the public interest and must necessarily represent an undesirable competition with the employment of men. They recommended that the right of women to earn their own living and to train themselves for occupations should be recognized. They opposed any legislative measures to prohibit the employment of married women.

The other report, prepared by the employers' member of the special committee, recommended among other things that the National Economic Council be invited to carry out a precise and detailed study of the physiological and psychological factors affecting the capacity of women for different kinds of work, and that the efforts to bring about a better and fuller organization of vocational guidance and training be resumed and extended in a more systematic form. Finally, it was recommended that the system of family allowances be made general.

The Departmental Labour Board after discussion adopted the conclusions of both reports. (Industrial and Labour Information, April 6, 1936.)

New Zealand. Employment and earnings of women in factories

Practically one-fourth of the wage earners in factories in New Zealand in 1934 were women, according to data presented in the Official Year Book for 1936. Figures are given of men and women wage earners for a normal week in each year from 1925 to 1934. The percent which women formed of all wage earners increased steadily during the 10-year period from 18 percent in 1925 to 24.7 percent in the most recent year. The peak of women's absolute employment is also 1934, when they numbered just over 15,000. The peak of men's employment on the other hand was in 1930, the 1934 figure showing a 19 percent decrease from the peak.

Average week's earnings of men and women wage earners for a normal week also are presented for each year of the 10-year period. The peak of women's average earnings was in 1929 when they amounted to approximately \$9.50 a week. The peak of men's earnings was in 1930, approximately \$22 a week. The low point for both men's and women's earnings was 1934 with an average of about \$17 a week for men and \$7.70 for women. Women's earnings formed 40 percent of men's in 1925 and were a little above that ratio in the succeeding years. They were slightly over 45 percent, the highest ratio, in the 3 last years reported.

HOURS AND OTHER CONDITIONS OF WORK

North Carolina. Women on evening shifts in the textile industry

Over 16,000 women were reported as employed on evening shifts in textile and textile products industries in North Carolina during 1935, according to data presented by the State Department of Labor in their monthly bulletin for April. These women represented one-third of all persons employed on evening shifts and nearly one-fourth of all women employed in textile mills and clothing factories. Data are also presented for the two other large manufacturing groups of the State, tobacco industries and furniture and lumber manufacturing. However, the only women employed on evening shifts outside of the textile industry were 278 Negro women in one tobacco processing plant.

The evening shift was usually from 3.30 in the afternoon till midnight, with a half hour for supper. The proportion of women on evening shifts in each of the textile industries was smaller than the proportion of women in the industry as a whole, markedly so in knitting mills and in clothing factories. In these two industries only 10 percent and 1 percent of all women, respectively, were employed on the second shift. (North Carolina Labor and Industry, April 1936.)

Illinois. Industrial home work in Chicago

Information recently has become available from a study of women doing industrial home work in Chicago, a work project undertaken by the School of Social Service of the University of Chicago, employing 6 investigators and 1 clerk from the unemployed rolls of the Emergency Relief Administration.

The only Illinois law dealing with home work is one passed in 1893 and administered by the Health Department for the purpose of protecting consumers against health hazards from contagious disease in homes where the work was done.

Information was obtained by interviews with persons in 682 Chicago homes, representing a total of 1,407 persons doing home work. In slightly more than half the families only 1 person was doing home work. In more than one-fourth of the cases, 3 or more persons were at work. Needlework of some sort (including knitting and crocheting) was done in about 60 percent of the families. This included hand embroidery of samples, work on women's neckwear, on cotton garments, on doll dresses, and on handkerchiefs. Other forms of work done were carding bobby pins, stringing tags, cutting lace and embroidery scallops, and putting numbers in the holes of punchboards.

The greatest problems of the home worker are the long or irregular hours and the meager earnings. The hours worked by the chief home worker were secured for the week preceding the interview in 598 of the families studied. These hours ranged from less than 10 in 12 percent of the families to 80 or more in 2 percent (17 families), with a median of 26 hours (half worked longer, half shorter hours). Nearly one-fifth had worked 50 hours or more. Thus for many the problem was not so much excessive hours as the fact that this industrial homework must be done evenings or at odd times when a busy housekeeper should be resting, or a student studying.

It was possible to obtain what was believed to be reliable reports as to the hourly earnings of 514 of the chief home workers. These ranged from 1 cent to 63 cents, but over half had earned less than 10 cents an hour and only 2 percent as much as 35 cents. Data as to weekly pay was secured for the family, regardless of the number of members who helped to earn it, and this information was reported by all but 2 families. In 10 percent of the cases the week's earnings were less than \$1, and in 46 percent less than \$3. In families having only 1 worker, over half had earned less than \$3. Weekly earnings of \$15 or more were reported by only 10 families.

Week's earnings of a single home worker combined with hours worked were reported for 357 individuals. Although earnings increased with longer hours of work, the hours were exceedingly long in relation to the amount earned in almost every instance. For example, more than one-third of the persons who worked between 40 and 50 hours earned less than \$3; only a very small number of those who worked less than 40 hours earned \$5 or more for the week, and in the group working 60 hours or more, 59 percent earned less than \$5 a week. By working very long hours, these women, most of whom were also mothers and housekeepers, earned a few dollars for the family support.

The income of the families, exclusive of home-work earnings, was also secured in the case of 567 families. There was no additional income in 169 of these families, and for 274 it was less than \$100 a month. Many of the families included in the study were not able to live on the income reported, even with the addition of earnings from home work. A few families were living on savings; in a small number of cases home-work earnings were the only source of income, and it seems probable that a few families were contracting debts. There were, however, 165 families (24 percent of those reporting this item) that were receiving relief at the time the schedules were taken, and an additional 48 families that had received relief at some time during the previous year. (Industrial Home Work in Chicago, by Ruth White, Social Service Review, March 1936.)

New York. Industrial home work prohibited in the men's and boys' outer clothing industry

The Industrial Commissioner of New York has issued an order prohibiting home work in the men's and boys' outer clothing industry following a study by the Division of Women and Children and Minimum Wage, and public hearing in January 1936. (See February NEWS LETTER.) For the purpose of the order "the industry shall include the manufacture of outer clothing (except shirts, collars, men's neckwear, hats, hosiery and knitwear) for males of 6 years and over." The order became effective April 25th, except that in the branch of the industry known as merchant and custom tailoring it was not to go into effect till July 1, 1936.

On the effective dates "all outstanding permits to employers and all outstanding certificates to home workers will be null and void" and no more such permits or certificates are to be issued. In the merchant and custom tailoring industry the Industrial Commissioner may under certain conditions issue special permits and certificates covering the employment of aged and disabled home workers.

An effort was made to have boys' cotton wash suits excluded from the scope of the order, but the Commissioner ruled:

No distinction valid for the purposes of this order has been established between cotton wash suits and suits of other materials as they are made in the same shops by the same manufacturers at different seasons of the year.

To establish such a distinction under this order would give an unfair advantage to a group in the industry in direct competition with the other groups.

(Communication to Women's Bureau.)

Pennsylvania. Extent of industrial home work

Evils incident to industrial home work have been greatly reduced in Pennsylvania since the inception of the Bureau of Women and Children in 1925. A cumulative number of firms licensed to engage in industrial home work in the State from 1925 to 1936 is approximately 2,200. An inventory January 1, 1936, reveals an approximate number of 600 firms now sending work into the homes. The greatest number of industrial home workers registered with the Bureau at any time during this period from 1925 to 1936 was 12,659 in the year 1927. To date the approximate number is 5,700.

Restrictions imposed by Department of Labor and Industry Regulations for Industrial Home Work, of which the Bureau of Women and Children is the enforcing agent, have kept the work from falling too far below decent industrial standards of working hours and sanitation, but it is to the patient and persistent campaign waged by the Bureau among employers toward abolishing home work and bringing the operations into the factory that the greater share of the decline in the home-work practice is due. The objective is, of course, the ultimate abolition of the work. (Communication to Women's Bureau.)

## HAZARDS AFFECTING WORKING WOMEN

United States. Exposure of women to silicosis

The indications are that many women are at work in industries which expose them to the dangers of silicosis, even though the heavier industries, largely employing men, are those more usually thought of as predisposing to this disease.

It is estimated roughly that more than 35,000 women are in industries having a definite silicosis hazard. In addition to this, it must be remembered that the largest manufacturing employer of women—cotton textiles—subjects workers to silicosis danger, since ordinary cotton fibers contain much silica.

Of more than 8,000 women in pottery making, many are exposed to this hazard, for example those who are buffers and cleaners.

The Census of Occupations, 1930, reports more than 2,000 women as filers, grinders, buffers and polishers in metal plants, occupations subjecting them to dangers from silicosis.

The women doing spraying in enamelware factories are exposed to a silicosis hazard as well as to lead poisoning.

Women are employed in many plants packing soap powders, and in this occupation are exposed to soap dusts often containing silica.

Several hundred women are employed in the manufacture of pearl buttons, and here their occupations as grinders and automatic machine tenders expose them to shell dust, and to silica in the grinding if natural grindstones are used.

In the manufacture of asbestos young girls are employed as cobbers, breaking the rock used with small hammers, thus exposing them to a rock dust hazard. In some plants 30 percent of the workers are reported to be women and girls.

More than 3,000 women are at work in the making of cutlery and edged tools. While their occupations, usually inspecting and packing, would not in themselves lead to a silicosis danger, yet much of this work is done in small shops in which, if proper precautions are not taken, the air throughout the entire shop is likely to cause such a hazard. (Analysis by Women's Bureau.)

Illinois. Women's accidents in 1935

Compensable accidents to women reported during 1935 numbered 2,103 and formed 6 percent of all such accidents, according to a report just issued. Of cases of compensable accidents closed during the year 1,841, or not quite 6 percent, were women's cases. It will be recalled that the accident report for 1932 was also issued this year and was reviewed in the NEWS LETTER for March. Changes in method in the Division of Statistics and Research in Illinois make possible the issuing of data early in the year following that in which the accidents covered are reported. Statistics for 1933 and 1934 will soon be issued.

As is quite frequently the case, falls of persons was the most important cause of accidents to women, one-third having been so caused. Over one-sixth (18.5 percent) were due to machinery, 15 percent to handling of objects, and 9 percent to striking against objects or persons. Among men's accidents, handling objects was the most frequent cause, falls coming second, and machinery third.

Two-fifths of the women were employed in manufacturing at the time of accident, the largest industry groups represented being food factories, metal or metal products factories, and textile products factories, in the order named. Over one-fourth (27.5 percent) were in services other than governmental or professional, that is, chiefly domestic and personal service. Nearly one-fourth (23.1 percent) were in trade and finance, and not quite 7 percent in professional service.

Nearly one-fourth of the women and over one-fourth of the men were left with a permanent injury which partially disabled them for work. Such injuries often oblige the worker to shift to another and frequently a less desirable type of work. Some times such workers are actually unable again to secure work. A permanent disability judged by those in authority as entirely incapacitating the worker rarely occurs, but 1 woman and 29 men were so disabled. Accidents resulted in death in the case of 12 women. The injury resulting in the case of 22 was disfigurement. Nearly three-fourths of the women injured, while losing time from work, were not permanently disabled, while 11 women lost no time but were obliged to work for a period at a lower wage, due to the accident.

Nearly 10 percent of the women whose injuries were compensated were under 20; over one-fifth (22.8 percent) were 20 but under 25, and nearly one-sixth (15.9 percent) 25 but under 30. One-tenth were 50 or older.

The average cost of compensation of women's accidents was \$130, compared to \$223 for men. The greatest difference was in the case of fatalities, the average cost for women being \$1,401, for men, \$2,778. The largest amounts relatively were paid for the cases of permanent total disability, \$4,873 for the one woman, and an average of \$4,849 for men. In the aggregate, more compensation was paid for permanent partial disability, though relatively less than the fatals and permanent totals. The average was \$379 for women and \$490 for men. The cases of temporary total disability (lost time only) were relatively less expensive, averaging \$34 for women and \$49 for men.

#### Hungary. Accidents to women agricultural workers

Relatively little is known regarding accidents occurring in agricultural employment because such occupations are rarely covered by workmen's compensation laws. For this reason considerable interest attaches to an account of such accidents to men and women farm workers in Hungary, recently quoted by the International Labor Office from the Hungarian Statistical Year Book for 1933.

In 1931 nearly 500 accidents to women farm workers were reported, these being 5.6 percent of all such accidents. In 1932 women's accidents had increased by only 1, but men's accidents had increased to such an extent that they formed over 95 percent of the total. In 1933 women's accidents were 6 percent of the total and numbered nearly 700.

Details given for 1933 show that over half the women were injured while threshing or storing some product. Nearly 9 percent were mowing or doing other harvesting work, and 8 percent were plowing, sowing or digging. Nearly 4 percent of the women injured were employed in preparation of forage; this probably includes the cutting by hand or machine of corn or other fodder for the silo.

The only other information given is the kind of farm machinery which had caused accidents. Nearly 12 percent of women's accidents and 14 percent of men's had been caused by machinery. As might be expected, threshing machines caused more accidents than did any other kind, over two-thirds of women's machine accidents being due to threshers. Other machine accidents are of interest, however, in showing where hazards are met; traction engines and motors caused accidents to 9 women, hay elevators 4, agricultural railways 3, turnip cutters 3, mechanical straw cutters, 1. (International Safety Survey, I.L.O., Jan.-Feb. 1936.)

#### RECENT WOMEN'S BUREAU PUBLICATIONS

The Women's Bureau has issued its preliminary report on "Women in Tennessee Industries" covering hours and wages of employees in factories, stores, laundries, hotels and restaurants. Data were secured for both men and women in industries which are large employers of women, and represent a large cross section of employees in such industries. There were 267 establishments visited, in 38 cities and towns, and employees covered number 28,644 men and 29,625 women. Median earnings for white women and white men in all manufacturing establishments were, respectively, \$12 and \$15.80, per week. In stores, the median weekly earnings of white women was \$12.55 and of men was \$15.30; in laundries white women had a median of \$7.85 a week and white men \$15.15. Hourly earnings also were obtained; and in representative manufacturing industries annual earnings for about 1,000 women. Separate tabulations were made for white and Negro employees. A complete report in printed form will be available at a later date.

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

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Minimum wage

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The National Women's Trade Union League  
Division of Women's and Professional Projects of the Works Progress Administration

Personnel

## LEGISLATION AFFECTING WOMEN

Minimum wage

In addition to the Minimum Wage law already in effect, Rhode Island has enacted H. 506 making appropriation for administration of minimum wage, and H. 503 ratifying the Minimum Wage Compact; this Compact already has been ratified by Massachusetts and New Hampshire.

Hours of work

With the enactment in Rhode Island of a 48-hour law for women in "any factory, manufacturing, mechanical, business, or mercantile establishment", a total of 12 States now have laws limiting the employment of women in at least some industries to 48 a week. Daily hours in the Rhode Island law may not exceed 9, except that if 48 hours are worked in 5 days, 9  $\frac{3}{5}$  hours a day are allowed. This law became effective June 1.

In South Carolina the bill limiting hours of men and women in textile mills to 40 a week has passed both houses, but contains a provision that it shall remain inoperative until a similar bill is passed in Georgia and North Carolina. Another bill, H. 2338, has been introduced and is now on second reading, limiting the hours of women in any "retail or wholesale, mercantile establishment, laundry, or bakery" to 10 a day and 50 a week, and not later than 8 p.m.; the present law provides a 12-hour day and 60-hour week for women in mercantile establishments. Hours in laundries are unlimited at present.

Miscellaneous

An unemployment insurance law has been enacted in Rhode Island.

## MINIMUM WAGE

Massachusetts. Rates established for women in retail stores

A Directory Order fixing minimum rates for women and minors employed in retail stores will go into effect July 1. The order will embody the rates proposed by the wage board for the industry of \$13.50 to \$14.50 for experienced workers, and from \$12 to \$13.50 for inexperienced. (See March NEWS LETTER.) These rates are for a full-time week and any week of 36 hours or more shall be regarded as a full working week.

No deductions shall be allowed from the minimum rates without the permission of the Commissioner of Labor and Industries. If meals or lodgings or both are furnished, the employer must make application to the Commissioner for a special permit allowing him to make deductions for such accommodations. The Commissioner also may grant special licenses for the employment of handicapped workers at rates below the minimum. (Communication to the Women's Bureau.)

### New Hampshire. Progress in minimum wage

About 2,600 women are now covered by wage orders for the laundry and restaurant industries, the first steps in the goal the State Department of Labor has set itself of establishing minimum wage scales for approximately 50,000 women employed in industries of the State.

A study of the hosiery and knit goods trade has recently been completed, a study of beauty shops is in progress, and a survey of conditions in the shoe trade will undoubtedly be commenced this summer. It is probable that a board soon will be appointed for the clothing and accessories trade, the survey of which has already been completed. The approximate number of women employed in these industries is: shoes, 7,000; beauty shops, 1,000; knit goods and hosiery, 750; clothing, 500. (Communication to the Women's Bureau.)

### New York. Minimum wage in laundries

Many laundries throughout New York State have continued to maintain the standards fixed in the minimum-wage order for their industry, pending the action of the United States Supreme Court on the law thrown out in the highest State court. In order to encourage the upholding of these standards, the State Department of Labor has made careful checks of the various establishments and is publishing the list of those complying. It will be remembered that this Department served notice to all laundries that if the Supreme Court upholds the law those not having paid the minimum will be liable for all back wages. So far as that check has gone, 141 laundries in the State are continuing to abide by the minimum-wage order. (Communication to the Women's Bureau.)

### New York. Decision in minimum-wage case

The United States Supreme Court handed down its decision in the New York minimum-wage case on the last decision day of this session of the Court, Monday, June 1. It was a 5 to 4 decision, announced by Justice Butler and throwing out mandatory minimum-wage orders under the New York law, chiefly on the ground that the law merely adds a new requirement for fixing the wage, that of "fair value of service rendered", while retaining the former "cost of living" basis of wage determination, which was thrown out in the *Adkins v. Children's Hospital* case in 1923.

Justice Hughes, in an eloquent minority opinion, concurred in by Justices Brandeis, Stone, and Cardozo, declared that they saw nothing in the United States Constitution that prevents a State from attempting to control the exploitation of employed women. He cited New York data showing that many employed women have to be partially supported by public funds because their wages are so low. (See NEWS LETTER for April 1936.) This indicates the public interest in women's wages. He quoted Women's Bureau material showing that payments to women for the same jobs vary so greatly as to illustrate the fact that women's wages are not now based on the fair value of their services. (See Women's Bureau Bulletin 122.)

The case came to the Supreme Court after the law had been upheld in a lower tribunal, but declared unconstitutional by the highest court in the State of New York, in a 4 to 3 decision handed down by Judge Crane, with Judge Lehman announcing the dissenting view. It involved a Brooklyn laundryman who was prosecuted by the State for paying women less than the minimum wage and falsifying his books to conceal this fact.

The Solicitor-General of New York, Henry Epstein, presented the case for the State, arguing that the States have police power sufficient to deal with matters affecting the welfare of the people, and that the Supreme Court frequently has justified in the public interest some limitation on the right to contract, notably in the rather recent decisions upholding the New York milk law, and the right of the State to fix agents' rates in the Hartford Fire Insurance Company case. He declared that to deny the validity of this statute would be to return to the iron law of wages advanced by economists of a much earlier era. Mr. Epstein was further supported by Dean Acheson who presented arguments upholding the Act on behalf of 6 other States having similar laws: Connecticut, Illinois, Massachusetts, New Hampshire, New Jersey and Rhode Island. A separate brief also was filed by Ohio.

Counsel for the laundry argued that the law interfered with freedom of the individual to contract for a (lower) wage, and hence violated the Fourteenth Amendment. (The minimum wage fixed by the State authorities was \$12.40 in New York City.)

#### Wisconsin. Orders for the canning industry

The Industrial Commission of Wisconsin has voted recently to amend the order relating to beans, cherries, corn, strawberries and tomatoes to include spinach under the provisions, as some canners now are beginning to can spinach. The minimum rate for women, and minors over 17, is  $22\frac{1}{2}$  cents an hour for the canning of these products, and also for pea canning, which is covered by a separate order. After consideration, it was decided not to include spinach with peas where the order would permit an 11-hour day in emergencies, but with the other vegetables so that not more than a 10-hour day is allowed.

In general, during the actual canning season women in vegetable canneries may not be employed more than 9 hours a day and 54 hours a week. In emergencies occasioned by break-down, bad weather or climatic changes, canneries may employ women 60 hours a week and not to exceed 11 hours a day in pea canneries and 10 hours in others. These longer hours are allowed for not more than 8 days in the season and are conditional on the canners having complied with the laws regarding safety and sanitation and having so organized their work that normally women need not exceed the 9-hour limit. Time and one-half must be paid for all work in excess of 9 a day. (Communication to Women's Bureau and copy of Orders.)

#### Nova Scotia. Women covered by minimum-wage orders

The Annual Report of the Minimum Wage Board of Nova Scotia for 1935 shows nearly 4,000 women covered by 7 orders. Well over one-third (37.5 percent) were in retail stores, millinery, dressmaking, tailoring and fur-sewing shops. One-fifth were in the textile and needle trades, about one-eighth worked in hotels and restaurants, one-tenth were employed in the food trades, and one-tenth were telephone operators. The remainder were in laundries or dry-cleaning establishments (5.5 percent) or in miscellaneous small factories (3.3 percent).

Reports on the numbers employed in the various groups for the past 5 years show differing trends. In the textile group, laundries and dry cleaning, and miscellaneous factories, the highest employment was reported in 1935. On the other hand, the hotel group and telephone operators showed the lowest employment in 1935.

Average weekly wages in 1935 shown in the following table ranged from \$8.28 to \$12.25:

	Average weekly wage	Percent earning \$11 or more in 1935
Laundries, dry cleaning and dyeing.....	\$10.10	46.8
Food trades.....	8.54	21.1
Hotels, restaurants and tea rooms.....	8.28	21.4
Textiles and needle trades.....	10.04	34.4
Telephone operators.....	11.34	32.9
Small factories (not elsewhere covered)	12.25	49.6
Retail stores, millinery, dressmaking, tailoring and fur-sewing.....	10.56	47.6

Several factors influenced these average wages. The minimum rates for experienced workers are from \$9 (in 1 order, telephone) to \$10 and \$11 by size of city. Apprenticeship may be from 12 to 18 months. Deductions are allowed for meals and lodging. With these limitations on earnings, it is perhaps encouraging that under 3 orders nearly half of the women covered had earned \$11 or more a week. (Annual Report of the Deputy Minister of Labour, Nov. 30, 1935.)

#### EMPLOYMENT AND UNEMPLOYMENT OF WOMEN

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

It is common knowledge frequently stated that women are employed chiefly in the making of non-durable or consumers' goods, such as clothing, textiles, food, and similar types of products, while the durable goods industries such as iron and steel, heavy metal, cement, wood, stone, and others employ almost entirely men.

The employment status of women and men may be compared roughly from the indications for these two main types of commodities, which seem to point to greater gains for men than for women, but show that employment never fell off so markedly for women as for men. This appears to check with other indications of women's employment status.

Indexes for April in each of the past 4 years, from 1933 on, were used for this comparison, and it is found that in every April employment in durable goods had advanced above the previous April in a greater degree than had employment in the woman-employing group of industries. In fact, the latter declined somewhat in 1935 and 1936 while the great employers of men rose. However, it must also be noted that in all these 4 years employment in durable goods industries was much farther below the level of 1923-25 than was the case with woman-employing industries. This is not so surprising when it is remembered that these things made by women represent in large part daily necessities, while projects requiring the use of durable goods, such as replacement of machinery or building of plant additions, can be delayed more readily. The employment figures for these years are as follows:

Year	Indexes of employment in—	
	Durable goods (industries employing almost entirely men)	Non-durable goods (industries form- ing women's chief occupations)
1933.....	44	76.5
1934.....	70	96
1935.....	72	94
1936.....	78	93

If the wage as well as the employment status be examined from corresponding data, pay-roll indexes in non-durable (women's) industries are found to have advanced, rising in each year from 54 in 1933 to 83 in 1936 even though employment declined somewhat. While the pay-roll rise was still greater in the durable (or men's) industries, and also was greater than their employment increase, yet in April 1936 it stood at 74 as against 83 in the women's industries. While this means 74 percent and 83 percent respectively of the wage average in 1923-25, at that time women's wages were on a level much below men's.

Considering employment in individual industry groups, it is found that in textile fabrics, nearly half of which is made up of women, April employment follows the pattern of the non-durable goods total, as does that of cotton and also of silk, though in the case of silk employment fell farther below the 1923-25 level than it did in the other industries mentioned, and was only up to 65 in 1936. In knit goods employment in 1935 and 1936 was practically the same as in 1934, but in each year it stood at 114, well above the 1923-25 level. In woolen goods, the advance above 1934 was especially marked, and the employment index in April 1936 was nearly 88.

The wearing apparel group (70 percent women) advanced employment from 89.5 in April 1933 to normal (100.0) in 1934 and was slightly above that in 1935 and 1936. Employment in men's clothing increased sharply from 75.0 in 1933 to nearly 95.0 in 1935, with a drop to 93.0 in 1936. Women's clothing showed a rapid advance from 1933 to 1934 and a gradual advance to 1936; in each year employment was from 23.0 to 36.0 points above the 1923-25 average.

The indexes for non-manufacturing industries are based on an average of 1929 as 100.0 instead of on the 1923-25 average used for manufacturing industries. Employment in stores showed an increase in April of each year, beginning at nearly 81.0 and ending at 97.0 in April of 1936. Laundry employment stood at 76.5 in April 1933, about 80.0 in 1934 and 1935, and 83.0 in 1936. In hotels, the peak of April employment was 86.6 in 1934, but the gain from 1933 to 1936 was from nearly 72.0 to 83.0.

#### Massachusetts. Women affected by plant shut-down

A study of 89 women and 217 men left without work by the shut-down of a textile plant in a small town in the Massachusetts-Connecticut Valley has recently been issued as one of the Smith College Studies in History. There is also presented the general effect of the shut-down of 98 manufacturing plants in three counties of the Valley. These plants constituted 10 percent of the concerns reported by the Census for 1929 and employed at the peak of operation in 1929, 8,900 workers, equalling 13 percent of all the Valley's wage earners in that year.

In order to get a picture of the effects on the worker and his family of such a shut-down, an intensive study was made of one such occurrence in a town and industry considered typical of the Valley. The plant closed gradually, but within a year, when the shut-down was consummated, all workers had lost their jobs.

An effort was made to locate all the employees of the plant. Of 621 persons shown by the directory as having been employed there, at least 197 had moved away. It was found impossible to follow up the workers who had moved, so the picture is entirely one of persons who decided to stay in the town. Of this group, usable data were secured by means of home interviews regarding 306 persons.

Nearly 72 percent of the women and 81 percent of the men were married. While 21 percent of the women and 17 percent of the men were under 25, 31 percent and nearly 53 percent, respectively, were 40 or older. These proportions of married and older workers are not usual, especially among women, but it is possible that the younger and unmarried workers were better able to leave the town in search of other work.

At this shut-down plant, earnings ranged from \$10 to \$40 a week for men, and from \$10 to \$28 for women. The median wage for men was \$18.35 and for women, \$15.20. Only 1 man and 9 women were earning less than \$13. The principal jobs of these women were spinning (24), spooling (14), and speeder tending (10). Two-thirds of them were paid a time rather than a piece rate.

At the time of the interview, from 2 to 3 years after the shut-down, only 31 women and 93 men were holding a regular job. By "regular" work the study means "any job no matter how short a time it lasted that was not specifically temporary in its nature, and that was not relief work." Even this work, however, was not necessarily of long duration. For one-fifth of those who did find "regular" work (men and women combined), the new "regular" job lasted less than 15 percent of the long months since the shut-down. Only half of the "regular" jobholders had their work last as long as 50 percent of the time since the lay-off. Among those finding no regular job were a few with temporary jobs. According to all the estimates, the sample of 306, both those who found work and those who found none, lost altogether about 78 percent of their working time in the two years or more since the lay-off.

The situation of the 216 families of which the 306 workers were members are reported as a total, not by sex. In 66 percent of these families every wage earning member had been employed in the shut-down mill. In these families, 1,039 persons (including the workers) were dependent in whole or in part upon the wages of the 306 employees in the sample. As to the situation in which the interviewer found these families the report states:

"Most savings had been consumed, almost half of the insurance policies had wholly or partly lapsed. The home owners had gone into debt to keep their homes, the renters were behind on rent or had moved to cheaper dwellings. Debts for necessities had accumulated because there was no cash to pay. More than a third of the families had experienced serious illness which had thrown them further into debt, or onto public aid. One-half, with their own resources exhausted, had had to seek relief, usually from public funds, although in a few instances from relatives or private charity.

"Not more than 14 percent were able to live on earnings from their labor—surely, a generally accepted condition of normal economic life. Fewer still were found with a standard of living essentially unimpaired. Seventy-two percent in poverty and destitution, five-sixths of this number sent there since the shut-down—such was

the effect of unemployment on the families of this displaced-worker group.  
 (Shut-downs in the Connecticut Valley, by  
 Katharine DuPre Lumpkin. Smith College  
 Studies in History, Northampton, Mass.)

#### Austria. Women in professional pursuits

The National Council of Women of Austria has carried out an inquiry among those of its members who are employed, for the purpose of showing what their work meant to these women. Replies have been received to date from about 1,600 women, including 527 teachers and 394 social workers. The others were officials in public service, lawyers, doctors, artists, business women, or in other professions.

Of those who answered the questionnaire, 68.5 percent are single, 22 percent married, and 9.5 percent widows or divorced. In 95 percent of the cases these women stress the fact that they are absolutely obliged to earn a living. Moreover, over three-fourths state that they have to support other persons entirely or partly. (Bulletin of the International Council of Women, April 1936.)

#### Canada. Employment status of women on relief

Of over 1,200,000 persons receiving direct relief <sup>1/</sup> in Canada in January 1936, 48 percent were women. Information has recently been issued by the Canadian Department of Labour showing to what extent these persons are potential wage earners or unemployables, or dependent on others either employable or unemployable.

Of the nearly 600,000 women and girls receiving relief, over 80,000 were considered employable, that is, they were over 16 years of age and were available for immediate employment. Of the employable women, 18,000 were heads of families and 8,000 were individual cases, not members of a family group. Nearly 2,600 were farmers and also heads of families. These were not counted in the employable group. Data based on samples of the employable women in municipalities show that nearly two-thirds were 30 or under. Nearly half were in domestic and personal service, one-eighth were store or office employees, and nearly one-fourth were under 25 and had never been regularly employed.

Unemployable persons were defined as over 16 and not available for work from physical or mental causes. Women in this group numbered nearly 21,000 of whom over one-sixth were heads of families. In contrast to the group of employable women, only one-fourth of the unemployable women were 30 or younger, while 45 percent were over 50.

#### Canada. Employment of women

Over 100,000 women were wage earners in manufacturing establishments in Canada in 1934 according to data recently issued based on the Annual Census covering industries, chiefly manufacturing. These women were practically 24 percent of all wage

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<sup>1/</sup> All data here presented include only persons on municipal-provincial relief in respect of which Federal grants in aid are given.

earners. Of salaried employees, 22,000 or 22 percent were women. Nearly 81 percent of all employees reported were in the two highly industrialized Provinces of Ontario and Quebec. In the latter Province, 30 percent of the wage earners were women.

In providing employment for men and women, the most important industries were textiles and textile products, wood and paper products, vegetable products, iron and iron products, and animal products (including leather and leather goods) in the order named. For women, four of these five industries were also the most important, but with wood and paper industries in fourth rather than second place and with iron and iron products relatively unimportant.

The proportion women form of salaried employees varies less between industrial groups than their proportion of wage earners. In no industry were women less than 18 percent or more than 32 percent of all salaried employees. Considering wage earners, the extremes were 2.8 percent in non-metallic mineral products and 55.4 percent in textile and textile products manufacturing.

#### France. Status of women salaried employees

The question of the employment of women was brought up at a congress of the French National Federation of Salaried Employees Unions, held in Strasburg on April 12 and 13, 1936.

The Congress considered that it was false to attribute the growth of unemployment to the introduction of female labor. In fact, the employment of women had merely caused work of a hard and rough nature to develop into lighter and more intellectual labor, representing a natural evolution which gave those who claimed to defend the mothers of families no ground for offense. The Congress recognized that in the interest of the children it would be desirable that the mother should be able to remain at home at least during their early years. But there could be no question of restricting the freedom of women whether by legislation or otherwise.

The Congress declared that the first condition to enable mothers to remain at home was to pay enough wages to enable the head of the family to meet all needs. The second condition was that the work of the wife within the home should not be regarded as an inferior kind of domestic work; on the contrary, all should be brought to recognize that this work had the same social value as that of the husband. To enable women to complete their social education and to take their part in the battle for better conditions they should be assisted by improved devices for household work and an extension of communal services.

The Congress attached the highest importance to individual liberty and consequently opposed any measure tending to restrict the rights of women. Any measure restricting the right to live of half the human race would be an injury to human dignity. The solution must be sought in a better distribution of the wealth created by the machine and not in ousting one sex for the benefit of the other. (Industrial and Labour Information, May 4, 1936.)

## WAGES OF WOMEN

### Wisconsin. Starting wages of women placed in domestic service

The average hourly cash wage offered to nearly 2,000 women placed in domestic and personal service jobs during February and March 1936 by the Employment Service of Wisconsin has recently been reported. The same data also are given for 500 men. While a few of these men and women were placed in such employment as hotels, hospitals, laundries, barber shops and the like, the great majority were placed in unclassified domestic service, that is, chiefly in private homes. Over half of the women were placed in regular jobs, that is, paid on a weekly basis, while the great majority of the men (422) were placed in temporary work paid on a daily basis.

In general the temporary jobs paid a higher wage than did the regular jobs, regardless of extra remuneration. Considering only employment in private homes, 100 women, paid a cash wage only, averaged 15 cents an hour at regular employment, while 563 women on temporary jobs on the same basis averaged 23 cents. In the case of women furnished room and meals, 630 on regular jobs averaged a cash earning of 10 cents an hour, while 76 on temporary jobs averaged 13 cents. Comparing those receiving meals only, 187 women averaged 12 cents an hour for regular jobs; 121 women, 22 cents for temporary jobs. Of the men, 367 were placed in private homes with 357 of these on temporary jobs averaging 49 cents an hour, with no additional compensation. (Communication to the Women's Bureau.)

## ACCIDENTS TO WOMEN

### New York. Accidents to working women caused by machinery

Of over 7,000 compensated machine accidents closed in New York in 1934, 749 were accidents to women caused by 5 kinds of machines, distributed as follows: Sewing machines, 442; power presses, 104; ironing machines, 86; food cutting and chopping machines, 74; cloth cutting and stamping machines, 43. These 5 machines are the only ones discussed by which many women were injured, and data regarding other machine accidents are not presented by sex.

Women predominated in cases of accidents caused by sewing machines, being nearly two-thirds of all persons involved. This reflects the fact that women predominate among sewing machine operators. Of persons injured by ironing machines, nearly 40 percent were women. While women do the machine ironing in laundries almost exclusively, men more usually are found operating such machines in cleaning and dyeing shops. In the other machine groups, the percent of women involved was approximately as follows: Power presses, 20 percent; food cutting and chopping, 19 percent; cloth cutting and stamping machines, 10 percent.

The machines selected for consideration are those operated frequently by both men and women. In most cases also they represent a considerable potential hazard. Although power presses may be and frequently are efficiently guarded they still cause serious accidents. Two-thirds of the men's accidents due to these machines and over half the women's resulted in some permanent disability.

Ironing machines include the huge heated rolls for ironing sheets and pillow cases, and the type of press that irons one side of the front of a white linen coat with one motion. Almost fool-proof guards have been devised for these ironers, but evidently inadequately guarded machines are still in use. Of women's accidents on these machines, practically 42 percent resulted in permanent injury, while for men the proportion was nearly 25 percent.

While sewing machines caused the greatest number of such accidents to women, on the whole these showed the least serious consequence. Only 10 percent of the accidents to women sewing machine operators and one-sixth of those of men caused any permanent disability. Permanent injuries due to sewing machine needles frequently are caused by the complication of infection, indicating the need of first-aid treatment for seemingly slight injuries. (Industrial Bulletin of the New York Department of Labor, April 1936.)

#### CONFERENCES OF INTEREST TO WORKING WOMEN

##### The National Women's Trade Union League

The Twelfth Conference of the National Women's Trade Union League of America, a twice-deferred triennial, was held in Washington May 4 to May 9, and was attended by delegates representing 13 State or city leagues. Among the industrial groups represented were the following: Bookbinders, boot and shoe, glove, hosiery, garment and textile workers, commercial telegraphers, telephone operators, retail and office clerks, and hotel and restaurant workers.

The resolutions adopted by the conference show an active interest in many problems of the day. Among these, resolutions regarding organization and working conditions are of the greatest interest to the worker on her job. One of these was a resolution urging the American Federation of Labor to initiate an organization drive for women, and as an initial step call a conference of the unions with women members to plan such a drive. Still another urged a vigorous campaign for the organization of Negro women, "particularly in the garment industries in Chicago, among the laundry and domestic workers of New York City and in Washington, D.C."

One resolution pointed out that "since the nullification of the N.R.A. industrialists employing unskilled and unorganized women are further reducing wages and lengthening the weekly hours of labor" and that the situation must be met by increased activity in the field of the organization of women workers. The President and Congress were called upon to "enact legislation which will accomplish the purposes designed by N.R.A., with adequate labor participation in making, administering and enforcing such legislation"; the President was requested to appoint a commission to offer suggestions for legislation; and the passage of a Constitutional amendment enabling Congress to legislate with regard to economic welfare was advocated.

Another resolution declaring that since many women are employed in unskilled and semiskilled occupations and thus are not eligible for membership in craft unions, placed the organization on record as supporting industrial unionism for these workers, within the framework of the American Federation of Labor.

As a means of upholding certain standards of working conditions a resolution was adopted asking that the League call upon the women of the country, when purchasing garments, to ask for the Consumers' Protection Label as a guarantee that such garments were made in shops where fair wages and reasonable hours were maintained.

It was resolved that the National League continue to work for minimum wage laws and the abolition of home work, and that local leagues in States not having such laws make every effort to secure them.

Among other resolutions were those requesting the International Labour Office to study the relation of huge armament appropriations to unemployment; and commending the President for his far-seeing policy relating to South America and urging him to appoint a woman on any commission dealing with this subject.

An important feature of the Conference was an evening mass meeting addressed by Secretary of Labor Perkins, Senator Wagner and Miss Rose Schneiderman, president of the Trade Union League. One day was given over to an educational program, which was presided over by H. M. Hedges, research director of the Brotherhood of Electrical Workers. Among those addressing other Conference sessions were Mrs. Franklin D. Roosevelt; Mr. William Green, president of the American Federation of Labor; Mr. George M. Harrison of the Brotherhood of Railway Clerks; Miss Josephine Roche, Assistant Secretary of the Treasury; Mr. Frank J. Coleman, secretary of the Washington Central Labor Union; Mr. Joseph P. McCurdy, president of the Maryland State Federation of Labor; Dr. Walton Hamilton, research director of the Social Security Board; and Mr. Francis J. Gorman of the United Textile Workers of America.

#### Division of Women's and Professional Projects of the Works Progress Administration

A conference of State directors of Women's and Professional Projects was held in Washington on the 4th, 5th and 6th of May 1936. In connection with the conference there was an exhibit showing how the projects operate, the type of articles made and the public needs which are served.

As of March 31, 1936, there were more than 460,000 women, and about 250,000 men, from relief rolls employed in the Division of Women's Work and Professional Projects. The major types of work conducted by the Division are: Sewing, bedside nursing and public health, school lunches, canning and food conservation, housekeeping aid, native arts and crafts, landscaping and beautification, library and book repair, clerical surveys, research and museum projects, emergency education, the making of Braille books for the blind, recreation projects, and music, art, drama, and writing. (Communication to the Women's Bureau.)

#### PERSONNEL

Miss Gertrude Wetzel has been appointed to head the Women and Minors Division of the Washington Department of Labor and Industries, with the title of Supervisor of Women in Industry. (Communication to the Women's Bureau.)

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Minimum wage

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Recent Women's Bureau publications

Minimum Wage Conference called by the Secretary of Labor

The Secretary of Labor called a Conference of State Administrators of Minimum Wage Divisions, which met on June 16. It will be remembered that State officials have come together in several such meetings since the newer laws were passed in 1933.

At this time eleven States were represented, all by those directly in charge of minimum wage administration, most by the heads of Labor Departments in addition, and some by State legal officials. All were eager to outline methods of further procedure. In opening the Conference, the Secretary said:

"Efforts to raise women's wages to a level of health and decency must go on and the gains of thousands of women and fair employers made under State minimum wage laws must be preserved.

"The problem for State administrators is to decide what can be done in our respective States to preserve for our citizens laws which, through their representatives, they have enacted to prevent the existence of intolerable sweatshop conditions!"

Those attending the Conference recognized the need for continuing minimum wage efforts in every way possible in response to the strong public opinion behind the mandates of their laws. The advice generally given by attorney-generals and other legal authorities was well expressed by one administrator who said, "I have no choice but to enforce the law of my State."

In considering the recent Tipaldo decision of the United States Supreme Court (see NEWS LETTER for June 1936) the Conference was of the general opinion that this was limited to the particular case presented from New York and cannot be taken as invalidating all minimum wage legislation either in that State or in others. The majority opinion of the Court was based expressly upon the belief that the State of New York had not asked for a reconsideration of the points taken up in the earlier Adkins case. In view of later decisions of the Court, such a reconsideration might now present very different aspects from those viewed more than 10 years ago when the Adkins case was decided.

In most States, under general powers as well as under minimum wage laws further investigations which show the situation in various industries can be made. These make possible wage agreements for the protection alike of the fair employer and the underpaid worker. Evidence of public support of minimum wage measures is widespread, and publication of lists of employers complying with a carefully reached standard has proven effective for many years in some States. In most cases directory orders can be upheld and strengthened by this method. Furthermore, no deterrent is placed upon the fixing of a minimum for minors.

New York State recently has published an additional list of laundries surveyed that still are complying with the minimum wage. Thirty-seven large firms employing 75 to 80 percent of the laundry workers in New York City have announced that they intend to pay the minimum fixed in the order. In that State, investigation of beauty shops is to continue, to enable a wage to be arranged for by agreement.

Other States likewise announced their plans for action. Within the next few weeks, Connecticut will hold public hearings for the laundry and the restaurant industries. New Hampshire and Illinois are going on with their directory orders. Ohio is undertaking a survey of retail stores. Massachusetts, under its labor

department powers, and Rhode Island under a brand new minimum wage law will make industrial investigations. States such as Wisconsin that have been operating for many years under an earlier type of law will make no change in the procedure; this is true of North Dakota, and word to the same effect was received from California, which has proceeded with minimum wage enforcement for many years, since as well as before the Adkins decision, and which regretted being unable to send a representative in person to this Conference.

#### California. Garment manufacturers endorse minimum wage

The Pacific Coast Garment Manufacturers Association, at its first annual meeting in Santa Barbara recently, adopted a resolution endorsing the State minimum of \$16 a week for women, and went on record in favor of the 40-hour week which they are observing. The association also declared in favor of a national minimum wage and hour law. (Daily News Record, June 22, 1936.)

#### Massachusetts. Minimum Wage Law amended

Following the Supreme Court decision declaring the New York Minimum Wage Law unconstitutional, the Massachusetts General Court enacted a new minimum wage law, amending in several respects the law previously in effect. This new law was signed by the Governor June 25, 1936.

Certain changes are designed to make the law a health provision. Thus administration of the law is put under the control of the Commissioner of Public Health in the hands of a commission composed of the Commissioner of Labor and Industries, who shall be the chairman, the Commissioner of Public Health, and the Commissioner of Public Welfare, ex officio. The Commission in determining a "fair wage" may take account, in addition to the three considerations already provided, of a fourth, "the wages necessary to conserve and maintain the health of female employees and minors."

The provision for publishing names of persons not conforming with directory orders is kept as in the previous law; also the penalties for disregard of mandatory orders. An order issued under the law is to be in the directory stage for 9 months before steps are taken to make it mandatory. (Communication to the Women's Bureau with copy of law.)

#### New Hampshire. Directory orders and surveys continuing

The New Hampshire minimum wage office is continuing its work of making surveys to show the wages being paid women in various occupations. Commissioner Davie stated recently:

"We have contended that where working and wage conditions are below reasonable standards the workers cannot give a full measure of service to their employer."

He further pointed out that the two directory wage orders now in effect, that covering 600 women in laundries and that covering 2,000 in restaurants (exclusive of those in hotels), represent virtual agreement between the State, the employers, and labor, and that the conditions to be observed under them are essentially fair. Attorney General Cheney announced that the recent Supreme Court decision, which

referred to a mandatory order in New York, would have no immediate effect on the New Hampshire law.

Surveys have been made in the clothing and accessories, the knit goods, and the beauty parlor, industries. In regard to the latter Mrs. Elisabeth R. Elkins, minimum wage director, said:

"The study of the beauty parlor industry has been perfectly amazing. We have been surprised at the number employed and at some of the conditions we have found." She further pointed out that the New Hampshire law had as one of its principal objectives the health and welfare of women and minor workers, wholly beyond the issue of the amount of money received in a weekly pay envelope.

The survey of the clothing and accessories industries covered approximately 500 women employed in 16 plants. Data secured on earnings of women and minors showed a median of \$13.58 a week (half earned less, half more), but practically 5 percent received under \$5 and 18 percent under \$10 for the week studied.

Nearly 47 percent of the women covered earned 35 cents or more an hour, 10 percent 50 cents or more. However, 18 percent of the women received less than 25 cents an hour. Regarding these the report states: "This is a low and oppressive wage, especially when a plant is located in an urban area."

The report points out, and the data show, that probably the majority of the firms are paying a reasonable wage, but it offers the following examples as showing the need of a minimum fair wage for the industry, to protect both the workers and the fair employers:

"In one new small factory. . . two women received on piece work less than \$6 per week and one less than \$2 per week."

"In one firm a learner worked 36 hours for \$2 . . ."

"In one firm apprentices received 20 cents per hour. The apprentice period was not defined and investigation showed that many workers continued on the 20-cents-an-hour rate for an undue length of time."

(Communication to the Women's Bureau, and copy of study of the Clothing and Accessories Industry.)

#### North Dakota. Earnings of women under minimum wage orders

The Minimum Wage Department of North Dakota has been busy for some time taking stock of the situation in the State as to establishments and workers covered by its 5 orders, and wages being paid. The wage data recently have been tabulated, and show that minimum rates set by no means have become the maximum.

Of 5,460 women covered by the reports, 2,540, or 46.5 percent, were found to be receiving above the minimum. This proportion varied in respect to the different industries. In the laundry industry, less than one-sixth received more than the minimum, while over half of the women in telephone establishments received above the minimum. The following table shows the situation for each of the 5 orders:

Industry or occupation	Number of women employed	Percent receiving above the minimum
Waitresses and kitchen help	2,245	45.9
Factories, creameries, bakeries and printing.....	405	38.8
Telephone.....	683	58.0
Mercantile.....	1,835	49.6
Laundries.....	292	15.8

(Communication to the Women's Bureau.)

#### North Dakota. Minimum Wage Order covering girls and boys

The Department of Agriculture and Labor of North Dakota has recently issued Order No. 6, which extends to minors (under 18) the provisions of the 5 minimum wage orders already in effect, which cover only women 18 years of age and over. The new order went into effect May 28, 1936. (Communication to the Women's Bureau, with copy of the Order.)

#### EMPLOYMENT OF WOMEN

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

Employment in May 1936 was nearly 1 percent above that of May 1935 in the non-durable goods industries, which are the great woman employers, as shown by the indexes reported by the Bureau of Labor Statistics. Of the 8 large industry groups classified as nondurable, 6 showed gains in employment and 2 losses, and all but one showed increased pay rolls.

In three industry groups, tobacco, food, and rubber, employment had gained less than 1 percent between May 1935 and May 1936; the chemical group had gained nearly 2 percent; paper and printing and clothing each had gained between 2 and 3 percent. Except for the clothing industries, pay rolls for these 6 industry groups had gained considerably more than had employment. The clothing industries had increased 2.2 percent, the others from 6 to 15 percent.

The two groups which had lost in employment since 1935 were textiles, 0.3 percent, and leather, 3.3 percent. Pay rolls in the leather industry had also declined, by almost 9 percent, but textile pay rolls had advanced 2 percent.

In practically every one of the nonmanufacturing industries, both employment and pay rolls had advanced from May 1935 to May 1936, and this was true of the important employers of women. Hotels had gained 3 percent in employment and 5 percent in pay rolls; general merchandising nearly 5 percent in employment, nearly 6 percent in pay rolls; laundries 5.5 percent and 13.4 percent respectively.

#### New York. Women actively registered in public employment offices

A special survey of the men and women registered as job applicants with the New York State Employment Service, or the National Reemployment Service in the State, in February 1936 showed that over 500,000 men and over 100,000 women were seeking work.

The 114,864 women seeking work constituted 18 percent of all applicants. On the basis of the 1930 census, they constitute about 8 percent of the gainfully occupied women of the State.

Nearly half (46 percent) of the women were under 30 and practically 31 percent 40 and older. The active files of the junior offices throughout the State were not used in this survey; during February these offices had 30,000 girls and 33,000 boys up to 21 years of age registered. However, the offices studied also had young persons registered, 13 percent of the women being under 21.

The industry of last employment of about one-third of the women applicants was service, chiefly domestic; for 17 percent, manufacturing. Nearly 29 percent were in a miscellaneous group which included women unemployed for 4 years or more and therefore not classified by former employment, and women with no previous work experience.

When the occupational grouping is considered, 46 percent of the women had been in service jobs, nearly 20 percent clerical work, and 10 percent semiskilled productive work. Other important groups were: Professional, technical and administrative (7.2 percent); craftsmen and skilled (6.4 percent); and sales and related services (5.6 percent). (The Industrial Bulletin of the New York Department of Labor, May 1936.)

#### New York. Work relief as training for unemployed women

During the past four years some 300 young women on relief pay rolls have been assigned to work for the Social Service Exchange of the Welfare Council of New York City, an organization employing a staff of about 125. The hope of the Exchange has been that this experience should be of the greatest possible benefit to these workers.

Many of the women assigned to the S.S.E. were in poor physical condition and had to be sent to clinics. There have been instances of emergency operations, long convalescences, and the need for looking after the worker's family during her illness. Once the worker's personal cares have been alleviated she usually has been able to make a quick come-back.

While some of these young women have not been able to make proper adjustments, at least 250 of them are or have been trained and fitted to go out and hold responsible positions—something they could not have done 2 or 3 years ago. A considerable number during the course of the 4 years have found and are holding such positions.

The work is exacting and has constituted excellent experience. The fully trained employee of the Exchange is able to qualify for positions requiring special statistical skills, a grasp of details, speed and a good memory.

There has been no differentiation between relief workers at the Social Service Exchange and workers on the regular staff. The relief workers have for the most part exhibited a real pride in their work and have realized that they were an asset to the Exchange. (Training WPA Workers for a Return to Normal Employment, by Lucy Van Hauen, in "Better Times", June 15, 1936.)

New York. Training for women in household employment

A book entitled "Training for Household Service Occupations in the American Home" has recently been prepared by Helen Livingstone, supervisor of the Trade and Technical Women's Division of the Adult Education Program of the City of New York. It contains courses of study for four occupations: General household worker, second maid service, general cook, and child's nurse. Miss Livingstone says, "These courses are the result of experimentation by trained teachers and interested students. They will be improved and revised as warranted by future experience."

Other trade courses offered by the Trade and Technical Women's Division are: Beauty culture, costume sketching, garment machine operating, pantry work and salad making, restaurant cooking, textiles, trade dressmaking, trade millinery, and trade novelty work.

Great Britain. Employment of women and the Unemployment Insurance Act

Not far from 3,500,000 women were reported as covered by the British unemployment insurance act on July 8, 1935, according to the report recently issued by the Ministry of Labour of Great Britain for the year 1935. These women represent 21 percent of the over 16,000,000 persons insured as of that date.

In this connection it is of interest to review briefly the chief provisions as to the coverage of the Unemployment Insurance Act. Certain important classes of workers are not covered. These include agricultural workers<sup>1/</sup> and domestic employees in private homes; also permanent railway workers, teachers with superannuation rights, established civil servants, and other similar classes. Regardless of occupation juveniles under 16 have always been excluded, and since 1928 all workers 65 and over. Within the included occupations and ages, all manual workers and other workers earning not more than £ 250 a year are covered.

A rough estimate of persons covered by the Act based on the 1931 census shows women less well protected than men. Operatives (that is, the group exclusive of employers, managers or directors, and the self employed) numbered approximately 15,000,000 one-third of whom were women. Agricultural workers, domestic servants and workers in other occupations under 16 or 65 and over numbered nearly 3,300,000, of whom nearly half were women. This means that the percent of women excluded on the basis of this estimate was twice that of men, 30 compared with 15 percent.

The same report states that employment improved somewhat during 1935 and that in December 1935 8 percent of the women and 16 percent of the men usually employed were out of work compared to 9 percent and 18 percent respectively in December 1934.

The Labour Exchanges during the year filled over 2,500,000 vacancies, of which 21.5 percent were filled by women and nearly 10 percent by girls (under 18). The number of all vacancies filled had increased by 8 percent compared with those of 1934.

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<sup>1/</sup> Agricultural workers are covered by a new unemployment insurance act which received Royal assent on April 9, 1936.

Finland. Status of women, 1935

The Federation of Business and Professional Women of Finland has just issued a bulletin showing the present status of women both as workers and as citizens.

The total number of women gainfully occupied in Finland is over 700,000 and these form nearly 41 percent of all persons earning their living. Nearly 60 percent of the population of Finland lives on agriculture and the same proportion of self-supporting Finnish women are so employed. The last official census gave nearly 500,000 engaged in agriculture, about 300,000 as owners of the land. Over 71,000 are in domestic service, about 65,000 earn their living in industry, and nearly 40,000 in commerce. Over 47,000 are in professional pursuits. Educated women predominate as public- and high-school teachers, trained hospital nurses, post, telegraph and telephone office employees, commercial and cooperative bank clerks, dentists, and official tourist guides.

Labor legislation in Finland hitherto has followed the principle that adult men and women need equal protection against the dangers created by the growing industrialism. All provisions concerning working hours, hours for meals, periods of rest, extra work, holidays, etc., apply equally to every employee of 18 years of age and over, independent of sex. Special regulations for women workers exist in a very few cases. Their employment is prohibited in certain dangerous occupations, this being due to a large extent to the ratification of some International Draft Conventions. These include prohibition of work involving use of lead, and of work on or around ships (under specified conditions). The employment of women in industry is prohibited for 4 weeks after confinement, and of female shop assistants and clerks for 6 weeks. No allowances are given women during this absence from work.

A law of 1926 gives women the right to enter both the State and municipal service, and this law makes no distinction between married and unmarried women. In the State service certain specified positions are to be filled by women only, and certain others, only by men. (Status of Women in Finland in 1935.)

EARNINGS AND CONDITIONS OF EMPLOYMENT FOR WOMEN

Increase in women's earnings shown in two recent surveys

Striking increases in women's earnings are shown by figures recently published for the textile dyeing and finishing and the tobacco industries (not including cigars). As characteristically has been found in other cases, the earnings of women rose in a greater proportion than did men's, which is not surprising since their earnings have been on such a low level; however, the latest figures still show women receiving much less than men.

In cotton dyeing and finishing, from over 1,000 to more than 3,000 women were reported by the Bureau of Labor Statistics survey, practically a fourth of all the workers included in the earlier period taken, and over a fifth of those in the later. Average weekly earnings of women had increased  $5\frac{1}{2}$  percent from July 1933 to August 1934 when this wage was \$12.46. At the same time men's earnings, which had declined slightly from the earlier date, were \$17.32 or 39 percent above women's. In yarn winding, a chief woman-employing manufacturing occupation, the increase had been nearly 9 percent.

As is usual where hours have been reduced and earnings increased, the hourly earnings had advanced very much more than the weekly; they showed a jump of nearly

50 percent while men's were up practically 34 percent. In July 1933 half the women received less than 25 cents (more than a fourth of them less than  $22\frac{1}{2}$  cents), but in August 1934 less than 2 percent had earnings so low. At the earlier date, 10 percent received as much as 40 cents, but at the later date 44 percent earned this much and nearly 10 percent earned 55 cents or more.

In silk and rayon finishing, the weekly earnings of between 500 and 600 women had increased more than 7 percent from August 1933 to August 1934, a period in which hours had decreased.

In the tobacco industries, the figures were based on March 1933 and March 1935 and showed an increase of about 46 percent in average weekly wages for white women, more than 72 percent for Negro women. White women received \$13.16 in 1935, men \$19.48, or 48 percent above women; Negro women \$10.30, Negro men  $27\frac{1}{2}$  percent more, or \$13.13, which was just 3 cents less than was paid white women.

#### North Carolina. Schedule of hours in woman-employing industries

A study of hours of work for employees in 1,526 establishments in North Carolina, based on information secured from recent inspection records of the Department of Labor, show that the majority of manufacturing concerns are maintaining the 8-hour day and 40-hour week schedule as adopted under the N.R.A. The study also shows that in the nonmanufacturing industries the hours of work of their employees have been increased in most cases to schedules which range from 48 to 55 hours a week.

Of the 918 manufacturing establishments, 506 were textile mills. Only 15 percent of these mills were found to have schedules of more than 40 hours a week. For the most important textile industries, cotton and hosiery, this percent was less than 14, for other textiles 28 percent. However, 20 cotton mills reported a schedule of 55 hours a week, no other textile mills reporting hours so long. The 15 tobacco plants were all found to have schedules of exactly 40 hours.

Of 442 stores inspected, one reported a 40-hour week, one a 36-hour week, while for practically 70 percent the schedules were for over 48 hours. In laundries nearly 84 percent reported schedules of more than 40 hours, and 64.6 percent of over 48 hours. (North Carolina Labor and Industry, June 1936.)

#### South Carolina. A new Labor Department and women workers

An act creating a new Department of Labor has been passed in South Carolina. John W. Nates was appointed Commissioner of Labor. The aid to labor, of which such a move gives promise, should be of great benefit to employed women, who, according to the 1930 census, constitute 30 percent of all persons employed in South Carolina. In the State's chief manufacturing industry, cotton textiles, the same source shows 24,978 white women at work, 41.1 percent of all the white employees in such plants. In stores, 4,078 women are at work in South Carolina, 25.8 percent of all the store employees in the State.

#### Mexico. Conditions of employment for women

The Mexican authorities are at present giving special attention to the conditions of women's work and their improvement. A committee appointed by the Department of Labor to study the problems involved began its work in February of this year.

As one phase of this program, the National Chamber of Labor recently has presented to the Chamber of Deputies a petition asking for the total abolition of home work in the dressmaking trade. The reason for this petition, it is stated, is that women work in hovels without air, light or warmth, and for a starvation wage. The authors of the petition state further that most of the middlemen who exploit this labor are foreigners who risk no capital, maintain no workshops, and pay no taxes. (Industrial and Labor Information, April 6 and June 1, 1936.)

SOCIAL AND ECONOMIC PROBLEMS AFFECTING WOMEN WORKERS

International. Workers' nutrition and social policy

That the problem of obtaining proper and sufficient food is a serious one for low-paid workers, among whom must be grouped many women, has been recognized by the International Labor Office. A study of the subject undertaken under the terms of a resolution adopted at the International Labor Conference in June 1935 has just been received.

"The resolution laid down three propositions: (1) that adequate nutrition is a basic factor in the health and well-being of the workers and their families; (2) that there is a widespread evidence that large numbers of workers in town and country are not sufficiently or suitably nourished even in industrially advanced countries; and (3) that a proper consideration of workers' nutrition would help to solve some of the difficult social-economic problems of the day."

Among the aspects of the problem considered is that of social legislation and nutrition. The report states:

"The problem at issue may be arranged for convenience of analysis into 4 groups: First, the question of the worker's income (on which his standard of nutrition fundamentally depends) as affected by legislation concerned with regulating the payment of wages; second, the question of the worker's income during periods of inactivity, so far as it may be assured by insurance benefits, or relief allowances in the case of unemployment, old age, etc.; third, the question of working conditions proper, as they affect the periods allowed for taking meals during the working day, and the circumstances under which such meals are taken; fourth, questions raised by arrangements under which the employer is fully or partially responsible for the worker's board."

Thus it is recognized that this problem of food is tied up with the problems of minimum wage fixing machinery, family allowances and the like; with social security legislation; with hours of work and proper service facilities for the worker; and with that of the worker living in, chief among whom is the woman domestic servant. (Workers' Nutrition and Social Policy, Studies and Reports, Series B, No. 23, International Labor Office.)

RECENT WOMEN'S BUREAU PUBLICATIONS

The Women's Bureau has issued the following during June:

Women Unemployed Seeking Relief in 1933, Bul. No. 139. A study of 3,543 women applying for relief in 5 cities.

A Brief History of the New York Minimum Wage Case. (Mimeographed.)

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Minimum wage

- Minnesota. Minimum wages with and without N.R.A. regulation
- New Hampshire. Progress in minimum wage
- New Jersey. Division of Minimum Wage established
- Ohio. Minimum fair-wage order covering hotels and restaurants
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Employment of women

- United States. Employment of women in June
- United States. Employment of recent women graduates of Purdue University
- Alabama. Employment of professional women
- New Jersey. Relief to supplement inadequate incomes
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Industrial accidents to women

- Illinois. Accidents to women in 1933
- Rhode Island. Accidents to women

Women in trade unions

- Great Britain. Women in British trade unions

Recent publications of the Women's Bureau

Minnesota. Minimum wages with and without N.R.A. regulation

The reports of the administration of the Minnesota minimum wage law <sup>1</sup>/ for three fiscal years, which cover a period before, during and after the period during which the N.R.A. was in effect, show quite clearly the beneficial effects of the Federal law. Under the N.R.A. wage adjustments necessary in the enforcement of the minimum wage law decreased both in number and amount, but increased again, when the N.R.A. was no longer in effect. The following tabulation summarizes these three reports:

	Amount collected	Employees affected	Firms
Year ending June 30, 1934 (N.R.A. in effect 9 months).....	\$7,173.25	280	137
Year ending June 30, 1935 (Regulated by N.R.A.).....	5,192.31	137	106
Year ending June 30, 1936 (Regulation by N.R.A. removed).....	8,832.31	327	206

(Communication to the Women's Bureau.)

New Hampshire. Progress in minimum wage

The Minimum Wage Division of the New Hampshire Bureau of Labor is carrying on a full amount of routine work and is also making several special investigations. The largest task of a routine nature at present is the first inspection of restaurants of the State following the establishment of the restaurant order; many seasonal restaurants are being visited for the first time. Two inspectors are in the field, one visiting restaurants and the other overnight cabins. Inspection of cabins is being made not only under the restaurant order but also under the laundry order. At the same time a study is being made of this new industry, concerning which there is great interest, because of its relation to the recreation business of the State. First returns from restaurants show a small amount of noncompliance due mostly to lack of understanding. The problem of long hours in excess of the State minimum seems to show up much more than wage problems.

The Clothing Wage Board has held several meetings and its report is due the first part of September. The study of the hosiery and knit goods industry is nearly complete, and that of beauty parlors is finished so far as field work is concerned. The proposed study of the shoe industry has just begun. Practically all the manufacturers of shoes and shoe findings, manufacturers' supplies, etc., in the State will be visited and reported upon; between 150 and 200 factories in all will be studied. This industry is growing constantly and scarcely a month passes without at least one factory locating in the State.

By arrangement with the governor and council, the minimum wage office began, the middle of July, a special study of conditions of household employment in New Hampshire and with the cooperation of the National Reemployment Office and the State Reemployment Office a study of the availability of domestic labor in the New Hampshire market. (Communication to the Women's Bureau.)

<sup>1</sup>/ The minimum wage law in Minnesota applies only to minors, girls under 18 and boys under 20.

New Jersey. Division of Minimum Wage established

The New Jersey Legislature has appropriated \$12,500 for a Division of Minimum Wage in the Department of Labor to administer the Minimum Wage Law. (Communication to the Women's Bureau.)

Ohio. Minimum fair wage order covering hotels and restaurants

The Ohio Department of Industrial Relations has issued Directory Order No. 3 governing women and minors working in establishments which furnish food or lodging (to more than 5 persons) or both. This order went into effect on July 1, 1936.

Rates are fixed by size of city and higher rates are set for non-service than for service employees. Service employees are defined as "any employee whose duties relate solely to the serving of food (in solid or liquid form) to customers who are seated at tables and to the performance of duties incidental to the setting of such tables, or any employee whose duties are solely those of a bell boy or page boy." All other employees are classified as non-service. The following table shows the basic hourly rate and the hourly rate for part-time (a work week of 25 hours or less) for these employees:

	Service		Non-service	
	Basic (Cents)	Part-time (Cents)	Basic (Cents)	Part-time (Cents)
Cities of 100,000 population and over...	15.62	25	21.875	32
Cities of 5,000 up to 100,000 population	14.58	24	18.75	31
Cities under 5,000 population.....	13.02	23	16.66	30

Resident employees in establishments located in communities of all sizes shall be paid not less than 15 cents an hour, with full maintenance furnished. Time and one-half shall be paid for all time worked over 48 hours a week.

Learners, apprentices and students shall be paid at the same rate. Handicapped women and minors may be employed at below the minimum rates only if the employer obtains a special license for such employees from the Division of Minimum Wage. Such employees shall not be paid less than 80 percent of the minimum fair wage standards and such licenses shall not be issued for more than 5 percent of the employees in any one establishment.

Any uniform required by the employer shall be furnished and maintained at the employer's expense. No employer shall charge for meals furnished to employees, and if any employee is not furnished the required number of meals according to the number of hours worked, the minimum hourly rate of pay shall be increased by 6.25 cents. (Communication to Women's Bureau, and copy of Order.)

Quebec. Employment and earnings of women under minimum wage orders

The Ninth Annual Report of the Women's Minimum Wage Commission of Quebec for the year ending June 1935 has been issued recently. It shows 48,821 women covered by the orders compared with 37,866 for the preceding year. Part of this 29 percent

increase is due to an order covering women in stores which was issued for the first time in September 1934, thus adding over 6,000 women to the coverage. Moreover 8 of 13 other industries reported on for both 1934 and 1935 showed increased employment, the increase being 20 percent or more in 5 of these industries, while in only one did employment decline so much.

The average basic salary in 1935, that is, the amount which women (including apprentices) could earn under the orders for a 48-hour week, was \$12.78 in Montreal and \$10.27 in the remainder of the Province. However, hours in industry in Montreal averaged only 41 a week and in other places 45, so that actual wages were \$11 in Montreal and \$9.07 elsewhere. These amounts represent a slight increase over those for 1934.

In administering the new order covering stores, it was found that a number of employees were dismissed after 24 or more months of experience, to be replaced by inexperienced employees. To correct this situation, a conference of employers and workwomen was held on Jan. 22, 1935, and minimum rates fixed on a percentage basis. On this basis, in Montreal 70 percent of the employees were to receive not less than \$12.50 for a full week; 20 percent, not less than \$10; and 10 percent not less than \$7. Extra employees were to receive not less than 25 cents an hour. The percentage basis has also been applied in laundries and in the manufacture of textiles, clothing, food and certain paper products. (General Report of the Ministry of Labour of the Province of Quebec for the Year ending June 30, 1935.)

#### EMPLOYMENT OF WOMEN

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

The fact that pay rolls have in general increased more than employment between June 1935 and June 1936 points on the whole to a greater stability of employment. In the nondurable goods industries (where the greatest employment of women in manufacturing centers) employment increased 2.2 percent in the year's period, while pay rolls increased 7.3 percent. While some of the increase in pay rolls was no doubt due to increases in wage rates, much of it is probably due to more steady employment. Average hours of work, though not excessive, are increasing: average hours for all manufacturing in each of the first 4 months of 1936, although not reaching 40 a week in any case, were from 1 to 2 hours above the corresponding month of 1935.

Employment in all textile industries in June 1936 was 1.3 percent above June 1935, and pay rolls 6.3 percent. Half of the 8 component industries followed this pattern, including cotton with a gain of 6.6 percent in employment and 18.8 percent in pay rolls, and knit goods with gains of 3.9 percent and 11.1 percent, respectively. Employment in silk and rayon goods declined 2.5 percent in the year, pay rolls 1 percent, while woolen and worsted goods showed declines of 10 percent in employment and 12 percent in pay rolls.

The gain in employment in the clothing group from June to June was substantial, 7.4 percent; the gain in pay rolls was practically the same (7.7 percent). Employment in men's clothing advanced 5.7 percent, pay rolls 10.2 percent; in women's clothing, employment 10.4 percent, pay rolls 8 percent.

In the boot and shoe industry employment declined 1 percent, pay rolls 10 percent. Employment in the tobacco industries also declined by 1.6 percent, but here pay rolls gained 3.2 percent. Employment in confectionery was nearly 7 percent below the June 1935 level, pay rolls over 7 percent below.

Paper and printing and rubber repeated the pattern of the nondurable goods total. In the former, employment advanced 2.8 percent, pay rolls 8.3 percent; in the latter the advances were 3.7 percent and 22.3 percent respectively.

In the nonmanufacturing goods industries pay rolls also increased more than employment, although differences were not as great as in manufacturing industries. Respective gains in employment and pay rolls for the year ending June 1936 were as follows: General merchandising, 4.8 and 5.9 percent; hotels 3.3 and 4.8 percent; laundries 6.0 and 11.1 percent; insurance 1.0 and 4.4 percent.

#### United States. Employment of recent women graduates of Purdue University

Purdue University has issued a second study on the employment status of its graduates, following its earlier survey of graduates in the classes of 1928 to 1934. (See NEWS LETTER of December 1935.) The present report deals with the classes of 1935 and of 1934 (only half of whom were included in the former study). Through questionnaires data were obtained from 1,158 members of the two classes, 152 of whom were women. Within 3 months after graduation, 75 percent of the 1934 class and 79 percent of the 1935 class had found employment, and over two-thirds considered their employment permanent. More than two-thirds of those gainfully employed are in occupations for which they were specifically trained by the university.

Replies were received from 152 women, 104 of whom had majored in home economics, 45 in science, and 2 in pharmacy. Of the class of 1934, 96 percent were employed, 69 percent professionally, while of the 1935 class 80 percent were employed, 60 percent professionally.

The average beginning salary of the women of the 1934 class was \$933 compared with \$1,183 for all students; for the class of 1935, \$908 compared with \$1,231 for men and women combined. Average salaries for the women graduating in 1934 had advanced to \$1,110, an average increase of \$177 compared to \$153 for all students. The two women graduating in pharmacy in 1935 were both professionally employed at an average of \$1,300 a year.

Of the 143 women reporting classification of employment, 51 were in the teaching, library and literary group (including editors and writers), and 19 were dietitians, doctors, bacteriologists, nurses or pharmacists; 17 were housewives; 5 were in relief work; 4 were doing laboratory work for commercial or educational institutions in addition to the 9 graduate students listed. The miscellaneous group covering clerical workers included 33 women. One woman was in the "production and operation" group, which includes engineers, factory owners, superintendents and supervisors, and farm owners. Two women were in selling and advertising, and two in administration work. (Where They Go and What They Do, a report upon the graduates of Purdue University, by E. C. Elliott and F. C. Hockema.)

### Alabama. Employment of professional women

The Alabama State College for Women has issued recently a study whose purpose is "to give information regarding women of Alabama in business and the professions in an effort to eliminate prejudice and to create an understanding interest in women as workers; to place in relief some facts regarding working women in Alabama which may serve as a guide to women entering business and the professions or considering rehabilitation training in order to reenter fields of work offering more advantages. The data here presented are from two sources: One, a group of 318 women who are members of Alabama Business and Professional Women's Clubs, have been members, or are eligible to membership; the second, a group of 142 women who were attending special Federal emergency relief classes, training to teach nursery schools and classes of adults in the State." In the brief summary here presented, only the data regarding employed business and professional women have been considered.

Nearly half of the 318 women (46.8 percent) were more than 40 years old, and over half (53.8 percent) were single. Three-fourths of them had continued their education beyond high school, 31 percent had completed four years' work in either normal school or college and 12 percent had done graduate work.

Over one-third of these women considered themselves in excellent health and one-half in good health. The average time worked by the entire group was just over 16 years. Only 88 women reported absence from work due to illness in their entire work history; this time averaged one-third of a year for the 88, or 36 days as an average for all the women.

The work of nearly 45 percent of these women lay in clerical lines, practically 18 percent were in educational work, over one-tenth in production and exchange. Other occupations represented were health and social service, and personal service such as running a tearoom or beauty parlor. Several women were managers and owners of a business of their own.

Regarding occupational tenure, three-fourths of these women have been working 10 years or longer, and 18 percent 25 years or more. Concerning the maximum length of time in the same job, 60 percent have stayed on the same job from 4 to 12 years, and 12 percent 19 years or more. The average maximum working period was just over 11 years.

From 1929 to and including 1935, 142 of the 318 women had held some part-time or temporary job. In nearly half of these cases the work was with the F.E.R.A. Practically one-fifth of these jobs had been secured through friends or family connections, while not quite a tenth were found through some public employment service. (A Study of Employability of Women in Alabama; a study conducted by the National Federation of Business and Professional Women's Clubs, Inc., and the Alabama Federation of Business and Professional Women's Clubs, in collaboration with Alabama College, Montevallo, Ala.)

### New Jersey. Relief to supplement inadequate incomes

The Emergency Relief Administration has recently issued a report showing the extent to which families with some income were still in need of supplementary relief. The study is a sample based on records of 3,400 families composed of 19,063 persons

who were receiving relief in 1934. In about 260 families  $\frac{1}{8}$  or 8 percent of all families a woman was head.

The information obtained was used by the administration in establishing policies but until this time no general public report had been made of the findings of the study. The report states: "Perhaps the most direct means of decreasing the proportion of supplementary relief families in the case load today is to give the general public a clear picture of the implications in the situation."

Of over 19,000 persons found in the families studied, practically half were women or girls. Of about 3,900 persons working, more than a third were women. These women were employed in a great variety of occupations, manufacturing occupations leading, followed by domestic and personal service.

The absolute amount of wages earned by workers in these families was classified on a yearly basis and as such "revealed startling inadequacy according to any standard of the so-called 'living wage' frequently computed by various authorities." The median of such earnings for women heads of families who were working was \$325 a year in the case of white women and \$261.11 in the case of Negro women.

In over 1,450 families the head of the family was not working. For these families the median annual earnings are given of the member of the family who had earned the most during the year. In nearly two-thirds of these families this major wage earner was a woman. The median year's earnings of these women was \$405.14 for white women and \$266.67 for Negroes.

From week to week the earnings of these workers varied with their hours of work. The median highest and lowest number of hours worked per week and the median highest and lowest weekly wage has been computed for all workers over 16 years of age over a 9-months' period ending Sept. 30, 1934. For women median hours ranged from nearly 28 to nearly 41, and median earnings from \$7.07 to \$10.72 a week.

A survey of the employment of workers in these families for the 5-year period 1929-1934 shows, of course, increased unemployment, and a marked increase of women who were at least potential workers. The report states: "It is interesting to note also that female white workers made up 21 percent of the total in 1929 and nearly 30 percent in 1934. Actually, there were just more than twice as many women in these families to be considered available for employment in 1934 as in 1929. As unemployment increased among all workers and wages of those working decreased, more and more women who had not previously considered themselves as workers turned to seeking employment in the hope of augmenting the family income." (Supplementary Relief in New Jersey, State of New Jersey, Emergency Relief Administration, May 1936.)

#### Rhode Island. Employment of women

The First Annual Report of the Director of Labor of Rhode Island, recently received, contains information on the employment of men and women as of April and October 1935. It will be recalled that a Department of Labor was established in 1935

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$\frac{1}{8}$  Numbers given from this point on are an approximation, based on percents given in the report.

in the reorganization of the State government. Regarding this, the report states: "No provision of the Administrative Code Act of May 1935 is more important to the wage earners and industrial employers of the State than the section setting up for the first time in its history a Department of Labor, where all the various functions of the State government dealing with labor and industrial problems and relationships can be consolidated and unified and a systematic policy developed."

Nearly 60,000 women were reported in establishments employing 5 or more persons, in October 1935, these being 37 percent of all persons employed. Establishments employing less than 5 persons have not been reported previously and the report for 1935, which is incomplete, shows nearly 5,000 women in such establishments one-fourth of all such workers. Textile establishments employed 43 percent of all persons in the State and 52 percent of the women. Jewelry establishments employed 9 percent of all persons, but the number of women so employed is not shown.

A report of the activities of the employment services of the State show that nearly 10,000 women registered for employment during the year, this number forming one-third of all registrants. Only about 1,500 women were reported as placed during the year, not quite 15 percent of all persons placed. The reason for this great discrepancy is evidently the lack of public or relief employment for women. Over 8,000 men were placed in public works, including public highways and in W.P.A. jobs, while only 82 women obtained such work, all in the W.P.A. While over half (61.1 percent) of the jobs in private employment were secured by women, still the ratio of all placements to registrations was only 15 in every 100, compared to 46 for men. (First Annual Report of the Department of Labor for the year 1935, State of Rhode Island.)

## INDUSTRIAL ACCIDENTS TO WOMEN

### Illinois. Accidents to women in 1933

A report recently issued by the Illinois Department of Labor for 1933 shows that of 27,207 compensable accidents occurring during the year, 1930 or 7 percent were accidents to women. The number of compensated cases closed during the year was 27,516, of which 1,947 were women's cases.

Of the women injured during 1933, 44 percent were employed in manufacture, chiefly food, textile and metal factories. Nearly 29 percent were employed in domestic and personal service, 17 percent in trade and finance, and 6 percent in professional service.

Women's accidents during 1933 were caused by falls in 32 percent of the cases; by handling objects in 21 percent; by machinery in nearly 21 percent. Striking against objects caused nearly 8 percent of these accidents, hot substances and flame nearly 5 percent.

Of compensable cases closed during 1933, permanent partial disability resulted in 23 percent of the women's cases, and in 27 percent of men's. Accidents resulted fatally far more frequently for men than for women (2.3 percent compared to 0.6 percent). These differences are not surprising since probably greater hazards are found in mining and in the building trades, industries employing few or no women, than in other industries.

Severity of accidents may be judged both by the number of days lost and by the amount of compensation paid. Comparing these by age groups it is seen that the average compensation paid to women and the average number of days lost due to the accident increase with age. The following table shows these facts:

Age	Average compensation paid	Average days lost
All ages.....	\$120	34
Under 21.....	89	30
21 to 39.....	110	31½
40 to 49.....	156	40
50 and over...	175	49

Detailed data are not available to determine the reasons for these differences. (The Cost of Industrial Accidents in Illinois for the year 1933, by Peter T. Swanish, Division of Statistics and Research, Department of Labor.)

#### Rhode Island. Accidents to women

The report of the Rhode Island Department of Labor for 1935 contains a report of the administration of the Workmen's Compensation Act for the year ending Sept. 30, 1935. Of 2,455 accidents occurring during the fiscal year, 374 or 15 percent were accidents to women, and of 2,195 compensable accident cases, 286 or 13 percent were women's cases.

For both men and women the three most important causes of accident were machinery, falls and handling of objects, but their order of importance varied, as the following tabulation shows:

Cause of accident	Percent of total	
	Men	Women
Machinery.....	19.7	32.9
Falls of persons..	16.8	20.1
Handling objects..	24.1	9.1

It is not surprising that over half of all women's accidents affected either the fingers, or in lesser degree, the hands. About one-sixth of their accidents were to feet or legs. In the case of 28 women injury was to the back, a type of injury often more disabling than many others.

Of the 283 women who received compensation, nearly one-fourth (23.3 percent) were under 21, and 40 percent under 25. Well over one-fourth (28.6 percent) were 40 or older. (Annual Report of the Department of Labor for the Year 1935, State of Rhode Island.)

## WOMEN IN TRADE UNIONS

Great Britain. Women in British trade unions

A summary of the development of trade union organization among women has recently been issued by the Labour Research Department, an unofficial organization for research into labor problems. It points out that in 1913 the total membership of trade unions was 4,135,000, of whom only 433,000, or roughly one-ninth, were women; while in 1934 the total membership was 4,567,000, the number of women being 736,000, or about one-sixth.

The largest number of organized women in 1931 was in the textile industry, the second largest in teaching. The group third in importance is that of wearing apparel including the shoe industry; fourth comprises employees of national and local government.

The survey presents an estimate of the percent of all women who were organized in certain industries in 1931. This shows that practically three-fourths of all women teachers are organized, over one-third of the women in textiles, and about a third in the paper and printing industries; over one-sixth in pottery, glassware, and allied industries; one-eighth of those in the wearing apparel groups. Differences in industrial and trade-union classifications have made it impossible to obtain comparable figures for all woman-employing industries. (Industrial and Labour Information, June 15, 1936.)

## RECENT PUBLICATIONS OF THE WOMEN'S BUREAU

The Women's Bureau has issued during July "Special Study of Wages Paid to Women and Minors in Ohio Industries Prior and Subsequent to the Ohio Minimum Wage Law for Women and Minors", Bulletin No. 145.

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

September 1, 1936

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Minimum wage

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## MINIMUM WAGE

New Jersey. Personnel for enforcement of minimum wage

An advisory council of 12 members to plan enforcement of the New Jersey Minimum Wage Law has been appointed by the State Labor Commissioner. There will be four persons representing workers; four, employers; and four, the public. In addition a deputy director and field staff are to be appointed. It is expected that a survey of the more than 700 industries of the State will be gotten under way soon. There are about 186,000 women in 9,000 factories who will be affected by the law. (New York Times, July 24, 1936.)

Canada. Revised wage order in Manitoba for women in factories

A new Minimum Wage Order has been issued in Manitoba replacing six earlier orders and covering employment in manufacturing and in dyeing and cleaning, sales and delivery. The Minimum Wage Act now applies to both males and females.

One effect of the order is to limit the normal hours of women and boys under 18 to 8 a day instead of 9 as formerly, with the same weekly limit of 48 hours. However a 9-hour day may be worked to provide one short day a week. Limited overtime may be worked if a permit is secured.

The rate for workers 18 and over after one year's experience is \$12 a week. This is the same minimum as prevailed formerly in most industries but means a raise in three manufacturing industries from \$11. The learning period is increased from 6 months in several industries but decreased in others. (The Labour Gazette, Canada, July 1936.)

## EMPLOYMENT OF WOMEN

United States. Employment of women in July

Both in all manufacturing and in certain of the woman-employing industries employment showed greater gains from July 1935 to July 1936 than were shown a month ago from June to June. This was true to a considerable extent with pay rolls. Employment in nondurable goods industries gained 4 percent from July to July compared with 2.2 percent from June to June, and pay-roll gains were 9.5 and 7.3 percent, respectively.

Employment in the textile industries had advanced 5 percent since July 1935 and pay rolls 12 percent. Cotton goods manufacturing, employing about one-third of all women in textiles, showed the greatest gain of any of the 8 component industries, over 13 percent in employment and over 25 percent in pay rolls. In 3 of the 8 industries employment had declined, in silk and rayon and woolen and worsted by a little over 6 percent. Pay rolls in these 2 last were 2 percent and 7 percent, respectively, below 1935.

The wearing apparel group showed an increase in employment of 9.6 percent and in pay rolls of 10.9 percent. Two of the 6 industries in the group, men's clothing and women's clothing, account for about two-thirds of the women in the entire group.

Employment in men's clothing advanced 5.4 percent and pay rolls 8.5 percent since July 1936, women's clothing 15.9 and 15.1 percent.

Three industries employing in normal times well over 150,000 women had lost in numbers employed since July 1935. These were: Cigars and Cigarettes, 0.7 percent; boots and shoes, 0.8 percent; confectionery, 3.8 percent. The two latter had lost in pay rolls by about 3 percent, but cigars and cigarettes had gained 4.4 percent.

In the nonmanufacturing industries there were gains in employment since July 1935 in all industries employing considerable numbers of women. These were as follows: Year-round hotels, 3.7 percent; telephone and telegraph establishments, 4 percent; general merchandising, 6.1 percent; laundries, 7.2 percent. In every case gains in pay rolls were somewhat greater.

#### United States. Employment of women on Works Progress Administration projects

The Works Progress Administration has just issued a very comprehensive analysis of the employment of women on W.P.A. projects during the period December 1935 through May 1936. This shows over 275,000 women employed in the first half of December and over 410,000 in May, with a peak of nearly 456,000 at the end of March. The proportion women form of the total number so employed increased from 11 percent on December 15th to 16 percent on May 15th. Certain other Federal agencies operating under the Works Program provide some jobs for women, chiefly clerical or statistical. The report states "the most important of such projects are the U.S. Public Health Service morbidity survey, employing more than 1,000 women on the first of April, the Bureau of the Census Alphabetical Index, with just under 1,000 women at work, and projects of the Office of Education, Bureau of Internal Revenue, and the U.S. Employment Service, each of which employed about 500 women as of that date."

While the greatest number of women have always been employed on goods projects, chiefly sewing, the proportion so employed fell from three-fourths in December to two-thirds in May, while the proportions on educational projects increased from 5.7 to 8.4 percent, and on professional and clerical projects from 14.1 to 18.6 percent. The ratio of women to all workers is high in these three types of projects, being practically 86 percent in the making of goods, 63 percent on educational and 39 percent on professional and clerical projects.

A special tabulation made for December and March shows that the average monthly wage rate for women employed at security wage rates was \$45.87 in December and \$49.09 in March, their average actual earnings being \$36.55 in December and \$43.94 in March, or about 80 percent and 90 percent, respectively, of the full rate. In each region the average wage rate for women was higher than for men, which is attributed to the fact that a larger proportion of the women than of the men were assigned at the higher rates (particularly the professional and technical and intermediate) and that a somewhat smaller proportion of the women were found in the unskilled wage group. The fact that at the same time the average assigned wage rate for women for the country as a whole was lower than the average for men (about 7 percent lower in March), is a result of the marked concentration of women workers in the States where low monthly earnings schedules apply.

Preliminary figures show that nearly 1,800,000 women were eligible for employment on W.P.A. projects on Jan. 15, 1936. Of this number nearly 700,000 were heads of families. On the basis of employment on May 15th nearly one-fourth (23.4 percent)

of all these women and 60 percent of the women heads of families were at work. In 6 States and the District of Columbia, over 40 percent of the eligible women were at work, and in 11 other States between 30 and 40 percent. (An Analysis of Employment of Women on Works Progress Administration Projects, December 1935 through May 1936.)

#### United States. Problems and standards of household employment

"The problems of raising standards in household employment and of finding ways to a more satisfactory relationship between employer and employee are constantly before us as items of unfinished business." So states the foreword to a symposium on the subject entitled "Fair and Clearer in the Home" just issued by the National Board of the Young Women's Christian Association.

A discussion of legislation for household workers shows such legislation to be practically non-existent. A few States include household workers in their Workmen's Compensation Act. The Social Security Act exempts them from both old age benefits and unemployment compensation, although State laws may include them. The unemployment insurance acts of New York, Washington, and Utah do not specifically exclude "domestic workers" although most household workers will probably be excluded by the exemption of employers with less than 4 employees. The unsuccessful attempts to obtain some minimum wage or hour legislation for household workers in California, Connecticut, Idaho, Michigan, Pennsylvania, South Dakota, and Washington are described and suggestions are made as to the most effective methods of getting such legislation passed.

One article stresses the importance of an initial interview in which the requirements of the job are fully set forth. The appendix also carries further suggestions and notes essential things that both the employer and the applicant should learn in order to avoid misunderstandings later.

Other subjects discussed are schedules of household duties, the promotion of standards by employment services with the cooperation of employers and employees, and some of the reasons why household employment is still considered an unsatisfactory one to enter.

#### Massachusetts. Employment of women on work relief projects

The Works Progress Administration of Massachusetts has issued recently a report of persons employed on work projects in that State as of December 1935. It shows that of over 100,000 persons so employed, 21,690 were women. Nearly 87 percent of these women were employed on goods projects, chiefly sewing.

Over 7 percent of all persons and 10 percent of the women were employed on professional and service projects. They formed 30 percent of the workers on all such projects, the percent varying with the type of work. Thus they were about one-sixth of the persons on art and on music projects, over one-fourth of those on writing, theater and recreational projects, and over 40 percent on those projects classed as professional and technical or research and statistical. (Works Progress Administration of Massachusetts, Vol. 1, No. 6; Monthly Report of Unemployment Relief Conditions in Massachusetts, December 1936.)

### North Carolina. Women applying for work

The North Carolina Department of Labor has just issued an analysis of persons applying for work, based on the active files of the State Employment Service as of Nov. 18, 1935. Of nearly 166,000 persons then registered, 30 percent (practically 50,000) were women, over one-third of whom (36.8 percent) were Negroes. Over one-half (57.2 percent) of all women applying for work were from relief rolls.

From the point of view of placement, a very useful classification of occupations has been made. Over three-fifths (61.8 percent) of the women were in domestic or personal service pursuits, predominantly household employment. About 3,500 were classified as heavy unskilled labor; over 3,000 were clerical workers, separated into machine and nonmachine clerical; nearly 4,000 were semiskilled production workers, classified as either machine or manual; and over 2,200 were craft or skilled workers. The professions were represented by 2,901 women, three-fourths of all persons so classified. Every occupational classification contained some women from relief rolls. (North Carolina Labor and Industry, August 1936.)

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

The Annual Report on factory inspection in Japan for 1934, recently issued, shows that in October of that year over 1,000,000 women workers were employed in factories coming under the Factory Act. These women formed 47 percent of all workers in factories, and 81 percent of all textile workers. Employment of men and women in factories had increased by 14 percent over the year before.

Operatives' dormitories were maintained by over 18,000 factories and nearly 600,000 workers were boarded in these dormitories, 80 percent being women and 77 percent women textile workers.

Of over 62,000 persons injured or killed during the year in factories coming under the Act, over 3,900, or 6 percent, were women.

Extension of the hours of work was allowed in quite a good many cases. These included 1,188 cases in which the hours of women or young persons were extended to 11 p.m. In 738 emergency cases other extension of hours, the employment of women or young persons at night, or suspension of rest days, were permitted. (Industrial and Labour Information, July 20, 1936.)

## HOURS AND OTHER WORK CONDITIONS

### Southern States. Changes since the N.R.A.

A group of 41 industrial girls who attended the Southern Industrial Conference of the Y.W.C.A. which met the last week of June at Lake Toxaway, N. C., have given some evidence as to changes in wages, hours and work load since the passing of the N.R.A. The group though small were able to testify as to the experience of some 25,000 employees in the plants where they worked. They represented conditions in 8 States—Florida, Georgia, Kentucky, Louisiana, North Carolina, Tennessee, Texas, and Virginia. As to industry, they represented the situation in factories, stores, offices, and telephone establishments, although factory employment predominated.

Of the 41 girls, 12 reported wage changes, 9 causing reductions in earnings. In one of these cases a considerable net advantage seems to have resulted from the N.R.A. Hourly rates of 15 cents were raised to 30 cents during the N.R.A. but since reduced to 25 cents. In one case having to pay for bad work resulted in a "considerable" cut.

There were reported 10 cases of hour changes, all increases. Usually these took the form of a lengthened schedule, in a few cases "frequent overtime." A folder in a hosiery mill reported an increase of 2 hours daily for the same pay with as much as 55 hours' work a week during the rush season. A cigar packer under the N.R.A. worked an 8-hour day from 7 a.m. to 3:30 p.m. Now the schedule is 6:30 a.m. to 5 p.m. with only 20 minutes for lunch.

Pressure for increased production in various forms of "speed-up" or "stretch-out" was reported by 9 of the girls. A general commentary on the strain, speed and pressure in factory work was made by a topper in a hosiery mill. She has worked at the job 9 years and feels already that she is slowing up. She is conscious of physical deterioration and wonders what will happen to her when she can no longer keep pace. She supports herself, and her mother is wholly dependent on her. (Information secured by representative of Women's Bureau attending Conference.)

#### Maryland. Daily hours of women workers

Of nearly 90,000 women employed in the State of Maryland in establishments visited by the inspectors of the Department of Labor and Statistics during 1935, nearly two-thirds (62.1 percent) were on a daily schedule of 8 hours or less, and of nearly 67,000 whose hours were reported 87 percent had such short hour schedules. This situation is interesting in view of the fact that the State Hour Law for women allows a 10-hour day in "manufacturing, mechanical, mercantile, printing, baking or laundering establishments", with the exception of the canning and preserving industry. For only 2,411 women was a 10-hour day reported. The large number, nearly 23,000, for whom hours were not reported, include women not covered by the law as well as some possible infractions of the law. Nearly 17,000 women in the State were reported in the canning industry.

This report of the Department of Labor and Statistics, just issued, is the first to give daily hours of women for the entire State, but hours of women workers in Baltimore where nearly 64,000 women were employed in 1935 have been reported for a number of years, and comparison with earlier years is possible. In 1929, a little over half of all women whose hours were reported in Baltimore had scheduled hours of 8 or less a day, in 1932 almost two-thirds, in 1933 over two-thirds, in 1934 nearly 98 percent. The following table shows the situation for three important industry groups:

Year	Percent of all women whose hours were reported, who had scheduled hours of 8 or less, in—		
	Manufacturing	Mercantile	Offices
1929...	35.6	67.8	98.5
1932...	45.8	79.8	99.3
1933...	54.3	90.6	97.1
1934...	98.5	98.5	99.5
1935...	94.2	79.7	99.5

Of women whose hours were reported in the service industries in the State in 1935, 73.8 percent had scheduled hours of 8 or less and 25.3 percent of over 8 but not over 10. In Baltimore the percents were 77.1 and 21.9, respectively. Because of a change in the classification no comparison can be made for the service industries with earlier years. (Annual Reports of the Commissioner of Labor and Statistics, 1929, 1932 to 1935, incl.)

International. Draft Conventions adopted by the International Labour Conference

Reduction of hours of work in different industries formed one of the most important subjects of discussion at the Twentieth Session of the International Labour Conference which met in June. Draft Conventions for reduction of hours were considered for four industries but for only one, public works, was the requisite two-thirds majority obtained. Of especial interest to women was the discussion regarding hours in the textile industry. An attempt was made to suspend the Standing Orders to permit the consideration of a Draft Convention on the subject following the single discussion; this motion was rejected, and it was decided to place the subject on the agenda of the 1937 session for second discussion and the I.L.O. was directed to frame a questionnaire. A resolution was adopted in favor of holding a tripartite conference which would include the necessary technical and expert assistance from textile producing countries.

A Draft Convention regarding holidays with pay for employed persons was also adopted. Domestic servants, home workers and agricultural workers were not covered by the terms of the Draft Convention but resolutions were adopted requesting the governing body to put the question of holidays with pay on the agenda of some early future session.

According to the terms of the Draft Convention, persons over 16 are to receive a holiday of at least 6 working days with pay after one year's continuous service. The duration of the annual holiday shall increase with length of service under conditions to be determined by national laws or regulations. Public or customary holiday or interruptions due to sickness are not to be included with the annual holiday. Among the recommendations adopted concerning the application of the Convention is one that the holiday shall be earned after one year's work, regardless of whether this period has been spent in the employment of the same or several employers; each government shall take the necessary steps to insure that the cost of the holiday shall not fall entirely on the last employer. (Industrial and Labour Information, June 29, 1936.)

Argentina. Maternity insurance

On October 15, 1934, law No. 11933 providing maternity insurance for employed women was promulgated by President Justo of Argentina. The benefits provided by the law were to become effective one year thereafter, and the Chief Executive was to issue regulations for its observance.

These regulations, issued on April 15, 1936, are the latest of a series of maternity measures for employed women in Argentina. The law states that "in industrial and commercial establishments, or in their branches regardless of whether they are rural or urban, public or private, or even professional or beneficent in character, the employment of women is forbidden 30 days before childbirth and 45 days after. Women to whom this measure applies shall receive a benefit equivalent to their whole salary or wages up to a limit of 200 paper pesos. They shall also have the right to the services of a physician or a midwife without cost. This subsidy may not be ceded to a third person or attached. During the periods specified in the present law when the woman is not working, her position must be kept for her." The fund upon which the benefits are drawn will be made up of quarterly contributions of one day's pay deducted from the worker's salary, and equal amounts contributed by the employer and by the government. All women not covered by other laws between the ages of 15 and 45 employed in commerce and industry (the latter defined at great length) are obliged to contribute to the Maternity Fund.

In order to claim insurance benefits, a woman must have been actually employed in an industrial or commercial establishment at the time of conception and have paid her contributions for that quarter and subsequently while at work, or, if not employed at the time of conception, have made eight quarterly payments in the three preceding years. Women over 45 who have made one quarterly payment to the Fund before reaching that age are also entitled to insurance benefits. Any woman, however, who during the period of compulsory leave works for hire at her regular employment or elsewhere, forfeits her right to insurance. (Bulletin of the Pan American Union, August 1936.)

#### Irish Free State. Conditions of employment for women

Hours of work, certain phases of wages, annual vacations with pay, and other conditions of employment of men and women in industrial undertakings are regulated by an act dated Feb. 14, 1936, and subsequently registered with the International Labour Office at Geneva. Most provisions of the act apply to both women and men.

Regular hours of work for adults (18 or older) in establishments not running on a shift system shall not exceed 9 a day nor 48 a week. Women shall not begin work before 8 a.m. and neither men nor women shall work after 8 p.m. on a regular working day, or 1 p.m. on any short day. Overtime in respect of any adult worker shall not exceed 2 hours in any day, 12 hours in any week, or 240 hours in any year. Certain modifications are allowed in the case of establishments operating on a shift system but no single shift shall regularly exceed 9 hours.

Provision is made for the establishment of a Wage Agreements Register in which shall be registered any agreement as to wage or salary rates as may be entered into by any body or bodies "substantially representative" of the employers and workers interested. Once registered, such agreements "shall be binding on every employer concerned in the form of industrial work in the areas to which such agreement relates", and on their workers.

It is provided that where compliance with the Act causes reduction or alteration of the hours of any person or persons employed in any particular form of industrial work, the rate of "salary, wage, or other reward payable to any such person immediately before commencement of this Act shall not be reduced or otherwise altered to the detriment of such person" merely because of change in such person's hours. And it is expressly provided that piece rates as well as hour rates shall be adjusted so that average weekly earnings shall remain unchanged.

An annual holiday of 6 working days with pay is to be given each worker for each complete year of employment provided such worker has worked not less than 1,800 hours during the year.

The Minister for Industry and Commerce may, after consultation with representatives of interested employers and workers, prohibit the employment of females in any given form of industrial work or to fix the proportion which the number of females may bear to all workers so employed.

The Minister may, in respect of any form of industrial work, regulate or prohibit the employment of "outworkers", that is, a person who "for salary or wages does industrial work in his own home or in some other place not under the control or management of his employer." (Copy of Act.)

INDUSTRIAL HAZARDS AFFECTING WOMEN

Great Britain. Industrial accidents and diseases of women

During 1935, nearly 21,000 accidents to women were reported in Great Britain, according to a report recently issued. This number formed about one-seventh of all accidents reported. Accidents included in the report were either fatal, or disabled the worker for more than three days from earning full wages at his usual work.

While data are not available on which to work accurate frequency rates for different industries, some indication of the relative hazards of various manufacturing industries may be arrived at by use of figures showing women insured under the unemployment insurance act on July 8, 1935. These latter figures of course include both the employed and the unemployed.

This comparison indicates that women in the metal industries are more liable to accidents than those in any other large industry group. While only 15 percent of those registered were employed in some metal manufacturing, nearly 28 percent of the injured women were so employed. The food and beverage industry group seems also to have a higher than average hazard, representing 9.3 percent of the women registered and 14 percent of women injured.

The textile and the clothing industries seem to have less than average hazard the proportions being: Textiles; 31.7 percent of employed, 28.7 percent of injured; clothing, 16.3 percent of employed, 6 percent of injured.

A section on industrial poisons states that among women 25 cases of industrial poisoning had occurred, one of which was fatal. There were 11 cases of lead poisoning, one fatal, 11 cases of chrome ulceration and 3 cases of anthrax. Five of the lead poisoning cases occurred in potteries. The report stated that a disturbing feature of these cases was the short period of exposure necessary to produce symptom. The cause was given as the high content of raw lead used in some glazes, the remedy a leadless glaze or at least one in which the lead content was greatly reduced. A method of poisoning suggested was that the glaze splashed on the worker's overall, dried, and the dry particles were then projected into the air. Attention is being given to designing an overall waterproofed on the outside. (Annual Report of the Chief Inspector of Factories and Workshops, 1935, and Report for 1935 of the Ministry of Labour.)

RECENT PUBLICATIONS OF THE WOMEN'S BUREAU

The Women's Bureau has issued during August "Reemployment of New England Women in Private Industry", Bulletin No. 140.

October 1, 1936.

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

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## MINIMUM WAGE

### United States. Committee appointed to consider minimum wage problems

The Secretary of Labor has appointed a committee to consider the effect of the recent decision of the United States Supreme Court in the Tipaldo case involving the invalidity of the New York minimum wage statute and to suggest action to preserve the benefits of existing minimum wage legislation. The committee consists of Charles O. Gregory (chairman), Benjamin V. Cohen, Louise Stitt, Daniel D. Carmell, Lucy Mason, Frieda Miller.

In a letter sent to all States having minimum wage laws the committee states:

"At its first meeting in Washington on August 27th the Committee concluded that since the effect of the Tipaldo decision was so uncertain it could not be accepted as to the final word of the Supreme Court upon the validity of minimum wage legislation. The Committee was of the opinion that under the circumstances no State could fairly be subject to criticism if it continued the administration and enforcement of its minimum wage legislation, particularly the directory provisions of such legislation which were not even considered by the Supreme Court in the Tipaldo case. Indeed the opinion was expressed that under our constitutional system it would seem to be the duty of the executive officers of the States to continue the enforcement of presumably valid statutes of their legislatures until such statutes have been unequivocally adjudicated invalid by courts of last resort. . .

"The Committee plans to study the situation carefully and to assemble ideas and constructive suggestions which may be of assistance to the States in developing and safeguarding the minimum wage principle. The Committee would appreciate any suggestion which you may care to make regarding its work and to receive from you suggestions and proposals which have been brought to your attention by persons interested in minimum wage legislation in your State."

### Alabama. Minimum wage law urged

Enactment of a fair minimum wage and hour law in Alabama that would "adequately protect the laboring man against exploitation by unscrupulous employers" was urged by the Alabama State Commissioner of Labor in a press release of September 3. He said further, "In some few places within the State wages of workers even in this year of increasing prosperity are so far below the fair subsistence level that people are starving to death."

The Commissioner particularly decried the practice of rug and garment factories sending out work to be done in the workers' homes. (Copy of press release.)

### Massachusetts. Minimum wage order for retail stores

Directory Order No. 3, fixing minimum wage rates in retail-store occupations, went into effect October 1. Rates for experienced workers are from \$13.50 to \$14.50 according to size of city, the usual working week of 36 hours up to the legal limit of 48 hours being considered full-time. (Communication to the Women's Bureau.)

### New Hampshire. Recommendations for the clothing and accessories industry

The report of the Minimum Wage Board for the clothing and accessories industry has been presented to the Labor Commissioner who has accepted its recommendations as to a basic wage for the industry. This was set at 25 cents per hour for workers on men's clothing and 20 cents per hour for employees in plants making women's aprons, handkerchiefs and house dresses. On the basis of the average work week of 40 hours in the industry the basic weekly wage would be \$10 and \$8 in the respective divisions of the industry. The report sets an apprentice period of 6 months at a minimum rate of 15 cents an hour. (Daily News Record, Sept. 16, 1936.)

### New York. Aftermath of the minimum wage decision

The decision of the United States Supreme Court that the New York minimum wage law was unconstitutional has had a rather unexpected effect on the man who precipitated the decision. He is out of a job. This man who was part owner of a Brooklyn laundry failed to pay the minimum rate set in the order for the laundry industry. For a time after the decision, which made his low wages legal, business improved. He was able to undercut his competitors who still thought the minimum rate a fair one. But in the long run he found public opinion was against him. Most people want to be fair, and the administration of the minimum wage law in New York helped to educate people as to the meaning of a "fair return for the service rendered." So in the end, business was withdrawn from the man who was not willing to pay this "fair return." (New York News, Sept. 16, 1936.)

### Rhode Island. Survey of the jewelry industry

The survey of the jewelry industry in Rhode Island is practically completed, and the Division of Women and Children is preparing the report to be presented to the minimum wage board for the industry which will be set up about November 1. (Communication to the Women's Bureau.)

### British Columbia. Women under minimum wage orders

Nearly 20,000 women and girls in British Columbia were covered by minimum wage orders in 1935, according to the report of the Department of Labor recently issued. A summary of reports for the past five years shows this number to be from 500 to 2,000 greater than any of the preceding 4 years, and to represent an 11 percent increase from the low point of 1933.

The distribution of women in various industries in 1935 was as follows: Office occupations, 24 percent; mercantile, 22 percent; fruit and vegetable packing and canning, 15.5 percent; public housekeeping and manufacture, nearly 12 percent each; telephone and telegraph, 8.5 percent; laundries, 4.5 percent; personal service, nearly 2 percent. The fishing industry in which the employment of women had declined from 98 in 1931 to 11 in 1935 will be disregarded in the following analysis. Of the other 8 industries, 5 reported in 1935 the highest employment for 5 years.

The average of weekly earnings of experienced women, who formed 96 percent of all women workers, was \$14.96 for all industries and ranged from \$12.27 in laundries to \$17.59 in offices. In 3 of the 8 industries, these average earnings are below the minimum fixed for experienced workers for a 48-hour week, but in none of the 8 industries did weekly hours average 48 and in the 3 in question did not reach 42. The

report shows that nearly half (48.8 percent) of all women (including the inexperienced) received more than the weekly minimum fixed for experienced workers for a 48-hour week, and under 3 orders this percent was exceeded, these being: Fruit and vegetable industry, 61.6 percent; office occupations, 61.8 percent; and telephone and telegraph occupations, 70.6 percent.

The Board of Industrial Relations which administers the act states in its report: "When the law first became effective (in 1918) predictions were made by certain factors not favorable to its enactment that increasingly large numbers of younger employees would be engaged at the lower rates set for them in the various Orders." A study of the percentage of such employees in 1918 compared to recent years "shows the fear to have been unfounded, and the reverse of what they expected has occurred." In 1918, the percent of girls under 18 ranged in 7 industries from 5.5 to 28.6 and was above 10 in 4 industries. In 1935 the percent was less than 1 in 2 industries and over 5 but less than 10 in only 2. (Province of British Columbia, Annual Report of the Department of Labor for the year ending December 31, 1935.)

#### EMPLOYMENT OF WOMEN

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

The August employment index for the nondurable goods industries, where the greater part of women's employment centers, was 98.5, and exceeded the level for any month since September 1930. It indicates that for every 1,000 workers employed during the base period (1923-25) 985 were employed in August 1936. The pay-roll index for these industries showed that \$912 was paid out in August of this year for each \$1,000 during the base period. Since August 1935, employment in the nondurable goods group had advanced 4.5 percent and pay rolls, 9.5 percent.

Employment and pay-roll gains from August 1935 to August 1936 in 4 of the 8 textile industries, and losses in 4, resulted in a net gain for the group of 5.5 percent in employment and 10.2 percent in pay rolls. The most important gain was of nearly 18 percent in cotton goods in employment and over 30 percent in pay rolls. Silk and rayon goods had lost 10 percent in employment and 8 percent in pay rolls; woolen and worsted goods, 8 percent in each.

Employment and pay rolls in wearing apparel industries each gained 6 percent, reflecting employment gains in all but 1 of the 6 industries and pay-roll gains in all industries. Employment showed a marked gain in women's clothing (9 percent), and in men's furnishings (16.6 percent).

Employment in the confectionery industry was 3 percent above August 1935, pay rolls, 7 percent. Cigars and cigarettes had gained 3 percent and 12 percent, respectively; paper boxes, 4 percent and 9 percent. Employment in the shoe industry had declined 1 percent, pay rolls, 0.4 percent.

Employment in the nonmanufacturing industries employing large numbers of women had advanced since August 1935 in every instance. Year-round hotels had gained 2.8 percent; telephone and telegraph establishments, 4.4 percent; laundries, 6.4 percent; general merchandising, 7.2 percent. Pay rolls in each case showed from 2 to 4 points greater gain than employment, ranging from 6.4 percent in hotels to 10.6 percent in laundries.

### Rhode Island. Employment status of women

An interesting analysis of the employment status of men and women in Rhode Island has recently been issued by the Department of Labor. The report covers nearly 200,000 men and over 82,000 women gainful workers.

Over three-fourths (77.4 percent) of the women compared with just under three-fourths of the men were employed full time. The most marked differences in the status of men and women was in employment on relief jobs and employment on part-time work. Only 1.6 percent of the women compared to 6.3 percent of the men were on relief jobs, while 7.2 percent of the women and 4.6 percent of the men were working part-time (less than 40 hours a week).

The bulk of the unemployed were able to work and were seeking jobs. Exactly the same proportion of women and of men, 11.8 percent, were in this group. Just under 1 percent of the men were sick or physically incapacitated (0.9 percent) and this was true of an even smaller part of the women (0.6 percent). (Communication to the Women's Bureau.)

### Southern States. Employment status of Southern Summer School students

A group of 23 girls who attended the Southern Summer School for Industrial Women at Brevard, N.C., presents many points of contrast to the group of 41 young women who attended the Southern Y.W.C.A. Conference held a little earlier in the summer. (See September NEWS LETTER.) The most important difference was in employment status. While none of the 41 girls at the Y.W.C.A. conference was unemployed and only 5 reported any unemployment in the past 3 years, 14 of the 23 girls at the Summer School were unemployed and 5 others reported some unemployment in the 3-year period.

In general, the summer-school group reported lower usual earnings. They were a somewhat older group but had had less education. That they desired a better education is shown by the fact that they were chosen from their own communities to attend the summer school.

These women, ranging in age from 1 under 18 to 3 between 30 and 40, reported their time as wage earners ranging from less than a year in only 3 cases to 15 years; 11 had worked 5 years or longer; 10 had worked all or nearly all of this time with one firm. All but 3 of them worked in factories, chiefly textile or clothing factories. One worked in a laundry, one in a restaurant, one in a 5- and 10-cent store.

With so many unemployed, 10 for more than 6 months, there could be little to report on contributions to the support of others. Of the 9 with jobs, 4 reported sharing in the support of the family, while 4 lived alone. In 15 of the families represented, there were from 1 to 4 unemployed workers (beside the woman student), although in 4 families some one or more of these workers had W.P.A. jobs. (Communication to the Women's Bureau.)

### Sweden. Employment of women in mines

The Government of Sweden has forwarded to the Secretariat of the League of Nations the formal ratification of the Convention concerning the Employment of Women on Underground Work in Mines of All Kinds, adopted by the International Labor Conference at its Nineteenth Session, June 1935.

Cuba, Greece, Great Britain and the Irish Free State also have ratified the Convention, while Brazil, France, Peru and South Africa have taken steps in that direction, according to the latest information available from the I.L.O.

The Convention prohibits the employment of women underground in any mine, although exceptions may be made for women in managerial, professional or other non-manual occupations. (Communication to the Women's Bureau.)

## HOURS AND OTHER WORK CONDITIONS

### Connecticut. Employment conditions of women on tobacco plantations

A report has just been received from the Connecticut Department of Labor and Factory Inspection regarding conditions of employment on 8 plantations where tobacco is grown under shade. The majority of the shed workers on these plantations are women and girls. While this work is not covered by the labor laws of the State, the growers have cooperated with the Department in accepting various suggestions as to sanitary conditions, living quarters for workers, etc.

The report shows that wages are still extremely low. Unskilled labor in the sheds is paid at the rate of from \$1.25 to \$1.75 a day. Sewers, who are on piece work, make around \$1.80 a day in their first season and \$2.50 in their second. Hours were in every case longer than those permitted by law for women and minors under 18 in manufacturing and mechanical occupations. Five of the plantations worked 9 hours a day and 54 hours a week. Two had a 9½-hour day and a 57-hour week, and one a 10-hour day and a 60-hour week. Working conditions are greatly improved over those existing before the agreement, but farms were still found where no toilet facilities were available, drinking water is not always provided, and in many places the provisions made along these lines need to be improved. (Communication to the Women's Bureau.)

### Rhode Island. Enforcement of new 48-hour law

The law limiting hours of work for women to 48 a week, went into effect on June 1. During that month the Department of Labor tried to see that employers became familiar with the law, before beginning strict enforcement. In general, the Department met with a spirit of cooperation on the part of most employers. (Communication to the Women's Bureau.)

### Rhode Island. Applications for home-work licenses

The Division of Women and Children of the Rhode Island Department of Labor have received applications from firms representing 17 industries for licenses allowing them to send out home work. At the end of August, 27 firms had received licenses and 471 home workers had received certificates.

The Rhode Island home-work law, passed this year, went into effect June 1, 1936. The Director of Labor may issue certificates to home workers in any industry in which such work is customary in Rhode Island. This qualification applies to the most important industries, lace and jewelry, as well as to most if not all of the other industries listed in the present report. More stringent restrictions are called for in the law in the case of industries which have not hitherto used home workers.

Details have been issued regarding the first 34 firms to make application. Of these, the jewelry industry comes first in respect to numbers of firms, being 11 of the 34. The greatest number of home workers were represented by the lace industry, 9 firms wishing to employ 336 home workers. All firms together were applying for the right to employ 502 home workers. Other industries represented make the following products: Artificial flowers, brushes, display cards, dolls, greeting cards, machinery (jacquard supply), tags and labels, and textiles (silk, woolen and elastic).

Descriptions of the processes which these firms seek to have done in the workers' homes show them to be relative simple: Stringing of beads, linking of chains, sewing together dolls or making doll clothes, pulling threads in lace, stringing tags, various simple assembly jobs. Nevertheless it can be seen readily that a high degree of speed, deftness and accuracy are needed to obtain any adequate return for the time spent on such work. (Communication to the Women's Bureau and copy of home-work law.)

#### Venezuela. Labor legislation affecting women

A new Labor Act was promulgated by the Venezuelan Government on July 16, 1936. Most of the provisions of the law apply to both men and women, a few affect women only.

Hours of work are fixed at 8 a day and 48 a week for all manual workers, except domestic servants, both men and women and 44 a week for all commercial and office employees, with some few exceptions, such as for supervisors, etc. A weekly half holiday may be agreed on by lengthening the usual working day by not more than 1 hour, provided the weekly total remains 48 hours. The Federal Government may, if it thinks fit, appoint minimum wage fixing boards for specified industries or branches of industries, and in fixing rates shall not make distinction between the sexes. Annual leave with pay is provided for all workers including domestic servants. This is set at a week for manual workers and two weeks for non-manual workers and domestic servants; such annual leave is to be granted only after a year's employment.

Women may not be employed before 6 a.m. nor after 7 p.m., except for nurses, domestic servants, newspaper staffs, and employees of hotels, restaurants and theaters. Women may not be employed in mines nor at work which is dangerous, unhealthy or too arduous. A pregnant woman may not be engaged at work likely to interfere with the development of the embryo. She must leave work six weeks before confinement and remain absent for six weeks afterwards, being entitled for the whole of this period to benefit sufficient for her maintenance and that of her child. Her employment must be kept open for her until she returns. (Industrial and Labor Information, Sept. 7, 1936.)

#### EARNINGS OF WOMEN

##### United States. Earnings in women's occupations in the hosiery industry

Changes in average hourly earnings in the hosiery industry, both full-fashioned and seamless, are shown in a report just issued by the Industrial Research Department of the Wharton School of Finance and Commerce (University of Pennsylvania, Philadelphia). These data are given by occupation and by producing district, and cover a week in July 1929, July 1933, March 1934, and April 1935, thus giving earnings before the depression, just before the N.R.A., and for two periods during the N.R.A.

Although data are not given by sex, much information may be gained regarding women's earnings by consideration of the average hourly earnings in occupations chiefly or exclusively employing women <sup>1</sup>/<sub>1</sub>. Certain generalizations may be made from a survey of the material as a whole.

In the full-fashioned industry, and in most cases in the seamless, average hourly earnings in every woman's occupation were below the average for all occupations, and this was true in each of the four periods reported.

In the full-fashioned industry, at the latest date reported, April 1935, the pay was above 40 cents an hour in every women's occupation except stamping where it was 37.6 cents, and it ran as high as from 53 to 56 cents in the three important occupations of topping, looping and seaming. In these three occupations average earnings were lowest in northern New York and New England, North Carolina, and other southern States, where they were between 42 and 47 cents; they were highest in Reading and Philadelphia, up to 68 cents.

In seamless hosiery, a lower-paying industry, the wage range was much less, running from 34.9 cents an hour for stamping and rider ticketing to 38.4 cents for looping. Earnings of loopers, mock seamers and transfer knitters, reported by district, ran above 40 cents only in 5 cases in all the 7 districts. These three occupations paid lowest in Tennessee, where loopers received only 32.7 cents, and in Georgia, and usually highest in the North and West, running up to 46.6 cents for loopers in the West.

In the full-fashioned industry, in all occupations taken together, slightly less per hour was received in 1934 and 1935 than in 1929, but women's occupations were paid higher than in 1929. In the seamless industry, earnings in 1934 and 1935 were above those of 1929, though the gain for women's occupations was greater than for all occupations combined.

(Recent Changes in Hourly Earnings of Employees in the Hosiery Industry by Occupation and Geographical Classification for the Full-Fashioned and Seamless Branches, for One Selected Week in Each of the Years 1929, 1933, 1934, 1935, by George W. Taylor and Lillian P. Goodman. Industrial Research Department, Wharton School of Finance and Commerce, University of Pennsylvania, in cooperation with National Association of Hosiery Manufacturers. Industrial Research Department Monographs, Hosiery Series No. 1, August 1936.)

#### Southern States. Trend of wages in woman-employing industries

A report has been issued recently by the Southern States Industrial Council based on questionnaires filled out by 668 southern manufacturers employing 198,225 wage earners. The individual States covered are not reported. No data are given by sex, but of 18 specific industry groups included, 9 are large employers of women, these being textile and clothing industries, shoes, tobacco, and paper boxes and bags.

<sup>1</sup>/<sub>1</sub> Selection of these occupations is confirmed by occupational data presented in Bureau of Labor Statistics Bulletin No. 591, Wages and Hours of Labor in the Hosiery and Underwear Industry. The only occupations reported in this bulletin as employing men that have been considered for the purposes of the present analysis are: Winders, 15 percent men; toppers, 11 percent men; transfer knitters, 10 percent men.

Number of wage earners employed, average hours worked, average hourly rates, and average weekly earnings are reported by industry for February 1935 and February 1936. Employment in all industries covered had increased by 5 percent. In the 9 selected industries the combined increase was 4 percent. Over four-fifths (83.3 percent) of the employment in these 9 industries was in two groups, cotton textiles, which gained 3.5 percent, and hosiery, which gained 8 percent.

All industries reported showed a gain of nearly 6 percent in average weekly earnings but half of the 9 woman-employing industries showed a decline. Cotton had gained 1 percent and showed average earnings of \$13.09 in 1936. Hosiery had lost by over 5 percent, a decline from \$15.01 to \$14.28 a week.

Such gains as were shown in weekly earnings frequently were due to increases in hours. In the wool textile industry average hours were the same in each period, but earnings declined 7 percent. In the other 8 selected industries, hours had advanced by from 1 to 28 percent. However, only in shoes and paper boxes and bags did they exceed 40 in 1936, averaging 41.9 and 45.7 respectively, with weekly wages of \$19.13 and \$16.84.

Average hourly rates in the 9 industries ranged from just under 32 cents in cotton garments to 45.6 in shoes. This represented a loss of 25.8 percent in cotton garment plants and a gain of 4.8 percent in shoe factories. The only other gain in average hourly rates in the 9 industries was of 4.9 percent in tobacco. Cotton textiles showed the same average hourly rate in each year, 35.2 cents. In hosiery the average rate dropped from 39.9 to 37.4 cents. (Southern States Industrial Council, Bulletin No. 1, July 6, 1936.)

## HAZARDS OF WOMEN'S EMPLOYMENT

### Indiana. Industrial accidents to women

Industrial accidents reported in Indiana for the year ending June 30, 1935, numbered over 17,000, of which number over 900, about 5 percent, were accidents to women. In over one-third of the accidents affecting women no disability was reported, but the reporting of all such accidents is important from the point of view of prevention. In over one-fifth (22.8 percent) of all cases, the women had been disabled from 1 day to 1 week; in nearly one-fourth (24.4 percent) over one week but less than 5; in 17 percent of the cases, 5 weeks and over.

Practically half of the women involved in accidents were under 30; one-fourth were 30 but not 40; one-sixth; 40 but not 50; and nearly 9 percent over 50.

Over half the women for whom accidents were reported were employed in manufacturing and nearly one-third in trade, chiefly retail. The others were scattered through quite a variety of industries, including: Institutions, 47; service, 46; and education, 23.

Cause of accident is given in very great detail. A general summing up shows that one-fourth were caused by falls from some elevation or by slipping or tripping, often resulting in falls. Practically 16 percent were caused by machinery, the worker usually being caught in the machine; 14 percent by striking against some

object; 11 percent by handling, lifting or carrying some object or objects; nearly 5 percent by flying objects.

An examination of the nature of injury resulting from women's accidents show the more important ones to be as follows: Contusion without bruise, 215; sprain or strain, 150; cuts, 148; infection, 68; burn or scald, 61; fracture or broken bones, 53. Details of the report giving both nature of injury, part of the body injured, and total compensation, show a very illuminating picture of what may result from an industrial accident. The approximate average compensation paid for certain types of injuries is given here as the only obtainable index to the severity of the accident, and some of the more severe, as judged by this index, have been selected for presentation. In this connection it should be noted that compensation ordinarily is paid weekly, at the rate of 55 percent of the usual wage (but not less than \$9.90 a week), no payment is made for the first week of time lost, and, in the present report, women's average weekly wage was \$13.83. Broken arms were suffered by 14 women, average compensation, \$59; broken wrists by 14 women, average compensation, \$42. Such injuries most frequently are the result of falls. Sprains or strains or dislocations are most likely to be caused by falls or by heavy lifting. Among such injuries were: 4 women, strain of hip, average compensation, \$51; 3 women, hernia, average compensation, \$152; 1 woman, internal strain, compensation, \$49; 2 women, dislocated knee, average compensation, \$54.

Among other rather severe injuries suffered in each case by one woman may be listed: Crushed fingers and thumbs, \$88; crushed both feet, \$44; bruised and cut hand, \$59; bruised and cut face, \$41; bruised and strained wrist, shoulder and back, \$151; lacerated heel, \$56. (Annual Report of The Industrial Board of the State of Indiana for the year ending June 30, 1936.)

## WOMEN'S PLACE IN HISTORY

### International. World Center for Women's Archives

Organization work preliminary to establishment of a World Center for Women's Archives will begin soon under the direction of a permanent committee headed by Mrs. Inez Haynes Irwin. (The address of the secretary, Miss Ruth Savord, is 45 East 65th Street, New York City.)

It is the aim of the sponsoring group to collect, preserve and make available for study and for reference those quantities of documents revealing the problems and achievements of women during the ages and which now are crumbling and fading away in attics and furnace rooms. History cannot well be accurately written or correctly interpreted, it emphasizes, unless these source materials can be isolated and preserved.

The announcement of the establishment of the Center states: "The women of the present have their roots in the past, as the women of the future are already being rooted in this present. But what do the women of today know about the women of yesterday to whom they are so closely linked for better or for worse? What are the women of tomorrow to know about the women of today? The source material to be collected includes factual records, statistics, surveys and reports; biographical data,

autobiographies, letters, journals, and diaries; speeches; books, unprinted manuscripts; every venture of the imagination that has made an idea visible. It includes portraits of women and their works of art."

Materials already deposited elsewhere will appear in the catalogue at this Center with descriptions of their character. This Center can therefore serve in part as a clearing house of information with respect to women in history. (New York Times, Sept. 13, 1936.)

#### RECENT PUBLICATIONS OF THE WOMEN'S BUREAU

The Women's Bureau has issued, in September, "A Policy Insuring Value to the Woman Buyer and a Livelihood to Apparel Makers", Bul. No. 146. The bulletin deals with a plan for industrial stabilization in the coat and suit and the millinery industry. An important feature of the plan is the use of a consumer's protection label which insures the purchaser an article made under sanitary conditions and for fair wages.

November 1, 1936.

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UNEMPLOYMENT

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Comparing the two years 1930 and 1935, certain facts are outstanding. Considered by age there was a drop in the number of female workers under 25 years, but the number 25-39 years old was almost unchanged. Among male workers there were important decreases in every age period under 40.

Wide differences were found in the number of employable (working or seeking work) women in different types of communities. In cities of over 40,000 population over a quarter of the women were in this class. The percentage varied directly with population until in rural townships only 13.8 percent of the female population were employable. Limited employment opportunities for women in metropolitan and rural townships probably help to account for the low percentage of female population in these communities (45.8 percent of total population in metropolitan townships and 44.6 percent in rural townships). In first and second class cities and towns and villages about half the persons over 15 years were women.

The percentage of unemployment among employable persons covered by the census of 1935 was much greater among men than among women (about 20 as compared to 14½ percent). Of the unemployed women about one-fifth had no previous work experience. About one-sixteenth of the men had no previous work experience. Among men and women alike nearly all the inexperienced workers were between 15 and 24 years of age. (Michigan Census of Population and Unemployment. Age, Sex, and Employment Status of Gainful Workers in Five Types of Communities, July 1936.)

## HOURS AND OTHER WORK CONDITIONS

### United States. Eight-hour schedule for nurses

The 8-hour schedule began in Los Angeles in June 1929. In August 1933 the American Nurses Association had information about 25 hospitals in which the 8-hour schedule had been established. These hospitals were located in 7 States and the District of Columbia.

In September 1936 the Association had information about 729 hospitals where the 8-hour day had been established for private duty nurses. These hospitals are located in 40 States and the District of Columbia.

In an evaluation of the results of effecting the change to an 8-hour schedule, patients have claimed that the quality of nursing service is improved as a result of better health, and less fatigue; that they are better satisfied because the nurse shows no evidence of weariness; that the cost is no greater for 3 nurses on 8-hour schedule than 2 on 12-hour schedule.

Nurses praise the 8-hour day because it makes it possible for them to give better nursing care; it gives them time for self development; it reduces sickness of nurses; it makes possible enjoyment of home and community life; it regularizes employment. (American Journal of Nursing, Oct. 1936.)

### Kentucky. Home work

A survey of 13 handicraft centers in 5 counties made by the Kentucky Department of Agriculture, Labor and Statistics showed several hundred women working in their homes many hours each week in excess of the 60 hours allowed by statute and receiving an amazingly low rate of pay. In many cases the workers were keeping their children out of school to help in finishing the weekly tasks which rarely netted the worker, sometimes the entire family, in excess of \$4 for 80 hours work. Chair caning, quilting, applique, needlework and weaving were the industries found to be exploiting workers through sweatshop wages for work done in homes. In chair caning 200 families were working 50 to 80 hours a week in their homes, while 48 men and 3 women worked 8 to 10 hours a day in the center. Quilting and applique employed the greatest numbers of women in the survey. Almost 1,000 women were found in such employment and their hours of work were similar to home workers in chair caning.

### Brazil. Maternity leave

The Brazilian Minister of Transport has confirmed the rule that women civil servants on maternity leave are entitled during that period to their full pay in accordance with the Federal Constitution. (Industrial and Labour Information, Oct. 5, 1936.)

### Great Britain. Factory Act proposed

A committee has been formed to look after the interests of women and children in connection with a factories bill to be introduced into Parliament at the next session.

Improvement in trade has resulted in a tendency to increase hours of work of women and young persons. Cases are found in the same works of men in an organized trade working 48 hours weekly, while women and girls over 16 are working up to as much as 60 hours weekly. Employers ignore the results of modern research on the effects of decreased fatigue on increasing hours. A fact to be noted is that the longest hours usually are worked by the least physically fit. The best workers tend to go to the best employers.

The new committee is asking for better health, safety, and welfare conditions, for a drastic limitation of working hours of women and minors under 18, and for limitation of overtime for women and its abolition for young people. (Great Britain Annual Report of the Chief Inspector of Factories and Workshops, 1935. And Christian Science Monitor, Oct. 17, 1936.)

#### Venezuela. Labor law

The new Venezuelan Labor Act (passed July 16, 1936) contains the following provisions of special interest to working women:

Night work.--Women and minors under 18 years may not be employed before 6 a.m. or after 7 p.m. except for nurses, domestic servants, newspaper staffs, employees of hotels, restaurants and theaters.

Maternity leave.--A pregnant woman must leave work 6 weeks before confinement and remain absent for 6 weeks afterwards. She is entitled to benefit for maintenance during this period and her employment must be kept open for her until she returns. Nursing mothers are entitled to 2 half-hour rest periods daily. Establishments employing as many as 30 women must fit out premises adjoining the work place for women to leave children and nurse those under a year old. Wages of nursing mothers must be equal to those of other workers doing similar work.

Health.--Employment of women and persons under 18 years is prohibited in mines or at work which is regarded as dangerous, unhealthy, too arduous, or calculated to do moral harm.

Safety.--Women and minors under 18 may not be employed on industrial painting work in which certain lead products are used.

Domestic servants.--Domestic servants are excepted from provisions relating to hours, etc. They are entitled to a complete rest of at least 9 hours daily and a weekly half holiday. Those employed without break in one household for over a year are entitled to annual leave with full wages for two weeks. Contract of employment may be terminated with fortnight's notice or on payment of two weeks' wages except in certain special cases where special regulations are provided. (Industrial and Labour Information, Sept. 7.)

### HAZARDS OF WOMEN'S EMPLOYMENT

#### United States. Health hazards in the artificial silk manufacturing industry

No previous study has been made of the hazardous conditions of work in the manufacture of artificial silk in the United States, although this industry employed over 50,000 persons in 1935, one-third to one-half of them women.

About 80 percent of all artificial silk production is by the viscose method, and this is the most dangerous process in use as it requires the use of, or produces in process, the dangerous poisons carbon disulphide and sulphuretted hydrogen. Carbon disulphide is capable of causing almost as varied a picture as lead. It attacks the brain and spinal cord, the gastro-intestinal system, the genital system, and the ductless glands. Usually the nervous effect is so prominent as to overshadow the others.

The effects of work with this poison have been noted and studied in European countries. With regard to mental symptoms it has been noted that women may suffer a latent hysteria, associated with ideas of persecution. One observer found seven times as high an insanity rate among women using carbon disulphide as among those in the same factory but not exposed to it. In a group of 100 cases studied in Italy, 80 percent had involvement of the nervous system, 52 percent had psychosis, the others had polyneuritis, or paralysis agitans, or affection of the optic nerve. The remaining 20 percent had gastro-intestinal disturbances.

Sulphuretted hydrogen poisoning is a source of trouble in the spinning room. This poison results in inflammation of the eyelids and the covering of the eyeball among spinners. German physicians report the occurrence of many cases of severe inflammation and ulceration of the cornea. There are wide degrees of susceptibility and if a worker is susceptible he does not become acclimatized. (From lecture by Dr. Alice Hamilton before the Annual Conference of the International Association of Industrial Accident Boards and Commissions.)

#### Germany. Weight carrying

Orders for the protection of women from excessive weight carrying were issued in Germany in June and July 1936. The orders applied to the carrying of weights in the pottery and porcelain industries and the confectionery industry respectively. The Orders do not lay down any definite maximum but, while mentioning a weight of 15 kilograms (33 lbs.), leave the decision to medical officers attached to industrial health services. In the report reference is made to evaporating trays weighing 25 to 30 kilograms (55 to 66 lbs.) in the pottery industry and of cases weighing 40 to 60 kilograms (88 to 132 lbs.) in the confectionery industry. (Industrial and Labour Information, Sept. 21, 1936.)

#### Great Britain. Heating and ventilation in relation to comfort at work

The Medical Research Council of the Industrial Health Research Board based its investigation on human comfort in relation to warmth of surroundings on observation of workers in light industrial operations. Ninety-four percent of the observations were of women and most were young women and girls.

Measurement was made of the thermal environment and of skin temperatures in 12 factories heated and ventilated in a variety of ways. Workers were questioned as to their feelings of comfort.

Maximum comfort, that is the degree of warmth generally most suitable for work-rooms where sedentary or light work is performed, was 62.3 F. Change in humidity has only a small effect on the feeling of warmth at this temperature.

In arranging a ventilating system, care should be taken that the occupants are not exposed to direct currents from air inlets. (Warmth Factor in Comfort at Work, Report No. 76 of the Medical Research Council, Great Britain Industrial Health Research Board.)

#### Recent Publications of the Women's Bureau

Provisions of Wage Orders of States Operating under the Standard Minimum Wage Act. (Mimeographed.)

A New Chapter in the History of the New York Minimum Wage Case. (Mimeographed.)  
 Supplementary to the Brief History of the New York Minimum Wage Case.

(1640)

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

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The total population of Michigan had declined 2.3 percent from April 1930 to January 1935. The decrease was in numbers of males, the female population increasing slightly. Women (not including housewives) were 20 percent of all employable persons. About 22 percent of all women over 15 years were working or seeking work.

Comparing the two years 1930 and 1935, certain facts are outstanding. Considered by age there was a drop in the number of female workers under 25 years, but the number 25-39 years old was almost unchanged. Among male workers there were important decreases in every age period under 40.

Wide differences were found in the number of employable (working or seeking work) women in different types of communities. In cities of over 40,000 population over a quarter of the women were in this class. The percentage varied directly with population until in rural townships only 13.8 percent of the female population were employable. Limited employment opportunities for women in metropolitan and rural townships probably help to account for the low percentage of female population in these communities (45.8 percent of total population in metropolitan townships and 44.6 percent in rural townships). In first and second class cities and towns and villages about half the persons over 15 years were women.

The percentage of unemployment among employable persons covered by the census of 1935 was much greater among men than among women (about 20 as compared to 14½ percent). Of the unemployed women about one-fifth had no previous work experience. About one-sixteenth of the men had no previous work experience. Among men and women alike nearly all the inexperienced workers were between 15 and 24 years of age. (Michigan Census of Population and Unemployment. Age, Sex, and Employment Status of Gainful Workers in Five Types of Communities, July 1936.)

## HOURS AND OTHER WORK CONDITIONS

United States. Eight-hour schedule for nurses

The 8-hour schedule began in Los Angeles in June 1929. In August 1933 the American Nurses Association had information about 25 hospitals in which the 8-hour schedule had been established. These hospitals were located in 7 States and the District of Columbia.

In September 1936 the Association had information about 729 hospitals where the 8-hour day had been established for private duty nurses. These hospitals are located in 40 States and the District of Columbia.

In an evaluation of the results of effecting the change to an 8-hour schedule, patients have claimed that the quality of nursing service is improved as a result of better health, and less fatigue; that they are better satisfied because the nurse shows no evidence of weariness; that the cost is no greater for 3 nurses on 8-hour schedule than 2 on 12-hour schedule.

Nurses praise the 8-hour day because it makes it possible for them to give better nursing care; it gives them time for self development; it reduces sickness of nurses; it makes possible enjoyment of home and community life; it regularizes employment. (American Journal of Nursing, Oct. 1936.)

Kentucky. Home work

A survey of 13 handicraft centers in 5 counties made by the Kentucky Department of Agriculture, Labor and Statistics showed several hundred women working in their homes many hours each week in excess of the 60 hours allowed by statute and receiving an amazingly low rate of pay. In many cases the workers were keeping their children out of school to help in finishing the weekly tasks which rarely netted the worker, sometimes the entire family, in excess of \$4 for 80 hours work. Chair caning, quilting, applique, needlework and weaving were the industries found to be exploiting workers through sweatshop wages for work done in homes. In chair caning 200 families were working 50 to 80 hours a week in their homes, while 48 men and 3 women worked 8 to 10 hours a day in the center. Quilting and applique employed the greatest numbers of women in the survey. Almost 1,000 women were found in such employment and their hours of work were similar to home workers in chair caning.

Brazil. Maternity leave

The Brazilian Minister of Transport has confirmed the rule that women civil servants on maternity leave are entitled during that period to their full pay in accordance with the Federal Constitution. (Industrial and Labour Information, Oct. 5, 1936.)

Great Britain. Factory Act proposed

A committee has been formed to look after the interests of women and children in connection with a factories bill to be introduced into Parliament at the next session.

Improvement in trade has resulted in a tendency to increase hours of work of women and young persons. Cases are found in the same works of men in an organized trade working 48 hours weekly, while women and girls over 16 are working up to as much as 60 hours weekly. Employers ignore the results of modern research on the effects of decreased fatigue on increasing hours. A fact to be noted is that the longest hours usually are worked by the least physically fit. The best workers tend to go to the best employers.

The new committee is asking for better health, safety, and welfare conditions, for a drastic limitation of working hours of women and minors under 18, and for limitation of overtime for women and its abolition for young people. (Great Britain Annual Report of the Chief Inspector of Factories and Workshops, 1935. And Christian Science Monitor, Oct. 17, 1936.)

#### Venezuela. Labor law

The new Venezuelan Labor Act (passed July 16, 1936) contains the following provisions of special interest to working women:

Night work.--Women and minors under 18 years may not be employed before 6 a.m. or after 7 p.m. except for nurses, domestic servants, newspaper staffs, employees of hotels, restaurants and theaters.

Maternity leave.--A pregnant woman must leave work 6 weeks before confinement and remain absent for 6 weeks afterwards. She is entitled to benefit for maintenance during this period and her employment must be kept open for her until she returns. Nursing mothers are entitled to 2 half-hour rest periods daily. Establishments employing as many as 30 women must fit out premises adjoining the work place for women to leave children and nurse those under a year old. Wages of nursing mothers must be equal to those of other workers doing similar work.

Health.--Employment of women and persons under 18 years is prohibited in mines or at work which is regarded as dangerous, unhealthy, too arduous, or calculated to do moral harm.

Safety.--Women and minors under 18 may not be employed on industrial painting work in which certain lead products are used.

Domestic servants.--Domestic servants are excepted from provisions relating to hours, etc. They are entitled to a complete rest of at least 9 hours daily and a weekly half holiday. Those employed without break in one household for over a year are entitled to annual leave with full wages for two weeks. Contract of employment may be terminated with fortnight's notice or on payment of two weeks' wages except in certain special cases where special regulations are provided. (Industrial and Labour Information, Sept. 7.)

### HAZARDS OF WOMEN'S EMPLOYMENT

#### United States. Health hazards in the artificial silk manufacturing industry

No previous study has been made of the hazardous conditions of work in the manufacture of artificial silk in the United States, although this industry employed over 50,000 persons in 1935, one-third to one-half of them women.

About 80 percent of all artificial silk production is by the viscose method, and this is the most dangerous process in use as it requires the use of, or produces in process, the dangerous poisons carbon disulphide and sulphuretted hydrogen. Carbon disulphide is capable of causing almost as varied a picture as lead. It attacks the brain and spinal cord, the gastro-intestinal system, the genital system, and the ductless glands. Usually the nervous effect is so prominent as to overshadow the others.

The effects of work with this poison have been noted and studied in European countries. With regard to mental symptoms it has been noted that women may suffer a latent hysteria, associated with ideas of persecution. One observer found seven times as high an insanity rate among women using carbon disulphide as among those in the same factory but not exposed to it. In a group of 100 cases studied in Italy, 80 percent had involvement of the nervous system, 52 percent had psychosis, the others had polyneuritis, or paralysis agitans, or affection of the optic nerve. The remaining 20 percent had gastro-intestinal disturbances.

Sulphuretted hydrogen poisoning is a source of trouble in the spinning room. This poison results in inflammation of the eyelids and the covering of the eyeball among spinners. German physicians report the occurrence of many cases of severe inflammation and ulceration of the cornea. There are wide degrees of susceptibility and if a worker is susceptible he does not become acclimatized. (From lecture by Dr. Alice Hamilton before the Annual Conference of the International Association of Industrial Accident Boards and Commissions.)

#### Germany. Weight carrying

Orders for the protection of women from excessive weight carrying were issued in Germany in June and July 1936. The orders applied to the carrying of weights in the pottery and porcelain industries and the confectionery industry respectively. The Orders do not lay down any definite maximum but, while mentioning a weight of 15 kilograms (33 lbs.), leave the decision to medical officers attached to industrial health services. In the report reference is made to evaporating trays weighing 25 to 30 kilograms (55 to 66 lbs.) in the pottery industry and of cases weighing 40 to 60 kilograms (88 to 132 lbs.) in the confectionery industry. (Industrial and Labour Information, Sept. 21, 1936.)

#### Great Britain. Heating and ventilation in relation to comfort at work

The Medical Research Council of the Industrial Health Research Board based its investigation on human comfort in relation to warmth of surroundings on observation of workers in light industrial operations. Ninety-four percent of the observations were of women and most were young women and girls.

Measurement was made of the thermal environment and of skin temperatures in 12 factories heated and ventilated in a variety of ways. Workers were questioned as to their feelings of comfort.

Maximum comfort, that is the degree of warmth generally most suitable for work-rooms where sedentary or light work is performed, was 62.3 F. Change in humidity has only a small effect on the feeling of warmth at this temperature.

In arranging a ventilating system, care should be taken that the occupants are not exposed to direct currents from air inlets. (Warmth Factor in Comfort at Work, Report No. 76 of the Medical Research Council, Great Britain Industrial Health Research Board.)

#### Recent Publications of the Women's Bureau

Provisions of Wage Orders of States Operating under the Standard Minimum Wage Act. (Mimeographed.)

A New Chapter in the History of the New York Minimum Wage Case. (Mimeographed.)

Supplementary to the Brief History of the New York Minimum Wage Case.

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

December 1, 1936

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

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## MINIMUM WAGE

This month has brought with it outstanding developments in the field of minimum wage for women. The upholding of the Ohio law in a Federal court has given a new impetus to the effort to improve sweatshop wages. In Rhode Island, history was made by the calling of the first wage board under the minimum wage law, to which the State Department of Labor submitted a report on wages in the jewelry industry.

In New York employers, employees and consumers held a special conference to consider methods of continuing minimum wage development, after the Division of Women in Industry and Minimum Wage had issued an important report on women's wages today. The New Hampshire minimum wage division published a study of women's wages in knit goods manufacture; the North Dakota minimum wage department issued a report on women's wages in telephone exchanges; further efforts were made in New Jersey to develop the work of the minimum wage division; and progress in minimum wage continued in Massachusetts. Details follow.

### New Hampshire. Earnings and hours of women in the knit goods industry

The Minimum Wage Division has recently published a report of 733 women and minors employed in 13 plants manufacturing knit goods. Data were secured during March and April of this year. While 9 of the plants made hosiery only, the others made a great variety of products, including sweaters, bathing suits, gloves, caps, underwear, and bathrobes. In one plant an entirely new line of hand-loomed knitting has developed because of the present fashion for hand-knit suits and blouses for women. These garments are made on machines operated by turning a crank, but patterns are developed by hand arrangement of needles as work progresses.

The hours that the plants operated are not given, only the hours the individuals actually worked. It is probable, however, that some, if not much, of the undertime shown by the study is due to plant conditions, since 507 women had worked less than 40 hours and 300 less than 30 hours. In view of the fact that the State law allows women to be employed 54 hours a week, it is interesting to note that only 13 had worked as long as 50 hours or more.

While one-tenth of the women earned \$15 or more for the week studied, one-fifth earned less than \$7, and two-fifths less than \$10. Hourly earnings that were 50 cents or more for 39 women were under 35 cents for 62 percent, and under 25 cents for nearly 15 percent. From the evidence reported, the Division of Minimum Wage feels that there is need of the establishment of a minimum fair wage in these industries. (Hosiery and Knit Goods Industries in the State of New Hampshire, 1936, New Hampshire Bureau of Labor, Minimum Wage Division.)

### New York. Conference on minimum wage

Representatives of employers, employees and consumers, meeting in the office of the New York State Industrial Commissioner on November 6, decided that "ways must be found to maintain the economic standards of working women."

After the conference, which was private, Mr. Andrews, the industrial commissioner, issued the following statement: "Today's conference, attended by representatives of organizations of employees, employers, consumers, civic groups, welfare organizations and lawyers who have made a study of minimum wage and constitutional problems had a preliminary discussion of the entire field."

"In order to explore further the obvious conviction of all those present that ways must be found to maintain the economic standards of working women, the committee asked for the appointment of a subcommittee which should formulate the problems involved and report back as soon as possible to the whole group."

The group came to this decision after hearing the report of a survey which showed that wages of as low as 4 cents an hour were being paid to women workers in the packaging of manufactured goods and food and other products in the State. (This report is summarized in the next article.)

Charles C. Burlingham, former president of the American Bar Association, was chosen as head of the subcommittee to make a study of the problem and its possible solution. (New York Times, Nov. 7, 1936.)

#### New York. Some facts on women's wages and responsibilities

The Division of Women in Industry and Minimum Wage of the New York State Department of Labor has recently issued a very important report regarding women's earnings in New York State. The first part concerns industries in which the minimum wage law has been applied, the second part other selected industries.

Data regarding the laundry industry and the hotel and restaurant industries summarized in the first part of the report have been presented in previous issues of the NEWS LETTER. A study of the beauty shop industry was begun in February 1936. About 1,600 shops employing a total of 6,221 workers were covered in representative districts and communities throughout the State. Data regarding wages, hours, and working conditions are not yet available but a preliminary analysis of family responsibility of women in beauty shops has been completed for the 4,063 full-time regular employees for whom this information was available.

The majority of the women, 3,332 of the 4,063, lived with their families, relatives or friends in households in which there were two or more persons. All except 5 percent of these women contributed part or all of their earnings to the household. Of the 3,332 women, 43 percent turned in all of their earnings to the household, 11 percent contributed half or more, and 15 percent contributed from one-fourth to one-half of their earnings. The women who reported that they "shared expenses" or gave "nearly all" or "as much as possible" are included in a group for whom the amount of contribution was not reported. The extent of family responsibilities also is indicated by the number of wage earners in the household. Workers who reported that there were other wage earners in the family frequently added that these were employed part time, or had only temporary or irregular employment. Of the 3,332 women, 728 or 22 percent were the only persons in the household who were employed.

The widespread public interest following the Supreme Court decision on the New York minimum wage law has led the Division of Women in Industry and Minimum Wage to survey current wages of women in low-paid industries and occupations in the State. The occupations selected were packing, bottling or labeling in food, drugs, cosmetics and other miscellaneous industries. Records of wages and hours were obtained in the fall of 1936 for nearly 10,000 women in these industries in New York City, and 2,000 in the remainder of the State. Preliminary information for New York City is now available.

The median week's earnings of the 9,880 women covered was \$13.05, that is, half earned less than that amount half more. The median weekly hours worked were between 40 and 41; the median hourly earnings, 31.5 cents. Nearly 650 women had earned less than 20 cents an hour, and nearly 70, less than 10 cents.

The highest earnings were found in the drug industry, with a median of \$14.39 a week and nearly 36 cents an hour. For 215 women packing powder puffs, the median of week's earnings was \$9.53, of hourly earnings, 23 cents. This was the lowest-paid occupation studied.

The work is described as in general "of an unskilled nature, routine, monotonous, and in some cases, disagreeable in character." Some of the industries are highly seasonal. (Some Facts on Women's Wages in New York State, New York Department of Labor, Division of Women in Industry and Minimum Wage, November 1936, mimeographed.)

#### North Dakota. Earnings of women in telephone exchanges

The Minimum Wage Department of North Dakota has issued a report covering 270 telephone exchanges and 693 employees in the State, 145 of these exchanges representing three large companies, the others independent companies. Average weekly earnings for operators are given for different companies. The following table gives average weekly hours and earnings for operators receiving no other compensation.

Company	Average hours	Average weekly earnings
No. 1.....	37.6	\$15.65
	44.0	14.46
2.....	56.0	16.12
3.....	48.0	13.05
Independents...	48.0	13.26

(Communication to the Women's Bureau.)

#### Ohio. Minimum wage law upheld

The Ohio minimum wage law has been upheld by the Federal Court of the Southern District of Ohio, Eastern Division. The decision, which was unanimous, was delivered by Judges Florence E. Allen, Mell G. Underwood, and Robert Nevin. An appeal to the Supreme Court of the United States, it is announced, will be taken by the plaintiff.

The Court contrasted the present law with the earlier type of law thrown out in the Adkins case, claiming "that the standard set under the Ohio act can be fixed upon a basis of reasonableness" since the law provides for a wage "reasonably commensurate with the value of the services rendered." (Washington Evening Star, Nov. 20, 1936.)

The Women's Bureau has prepared in a separate mimeograph a more complete discussion of this decision.

### Rhode Island. First minimum wage board appointed

The State Director of Labor, L. Metcalfe Walling, has taken the first step in fixing minimum wages for women and minors in industry in Rhode Island by appointing a 9-member board to study and recommend such minimum wages in the jewelry industry. Three of these members represent employers, three employees and three the general public.

The jewelry industry has been selected for the first minimum wage order because employers in the industry are particularly sympathetic to the attempt to maintain decent working conditions and had actively favored the minimum wage bill when it was being considered by the Legislature. The jewelry industry of the country is largely centralized in Rhode Island and southern Massachusetts, is one of the largest industries in the State and employs more women than any other manufacturing industry in the State with the exception of textiles.

The Department of Labor's division of women and children has made a survey of more than 60 percent of the jewelry industry and includes individual records of 8,833 employees. (Providence, R.I. Journal, Nov. 6, 1936.)

### EMPLOYED WOMEN AND THE THIRD NATIONAL CONFERENCE ON LABOR LEGISLATION

The Third National Conference called by the Secretary of Labor was held in Washington in the week of November 9th, and considered many problems of great importance to employed women.

Because women so frequently are massed in the long-hour, low-pay industries and occupations, they are especially affected by regulations applying to hours of work and industrial home work, and by provision for a wage minimum.

Hours of work.—The conference recommended that a 5-day week, an 8-hour day, and a 40-hour week should be the maximum work requirements, pointing out that "industry as a whole was able to adjust itself to a 40-hour schedule under the N.R.A.", and that "a close relationship exists between the efficiency and the hours and earnings of the working population." Exceptions to this were recommended to be made only after public hearings by labor departments and then only for an industry but not for individual employers. The conference urged ratification by the United States of 40-hour conventions submitted to this country by the International Labor Conference.

Minimum wage.—The conference recommended that "every effort be made by the States and the Federal Government to develop mandatory minimum-wage laws", especially since recent studies of wages paid in various parts of the United States show that "the need for mandatory minimum-wage legislation to prevent the payment of sweatshop wages is as urgent as ever." The recommendations continue as follows:

It is recommended that the Secretary's Committee, appointed last August to coordinate the States' efforts to revise their minimum-wage laws, and to explore the possibilities of drafting new legislation in light of the expected decisions of the Supreme Court in pending minimum-wage cases, continue its activities, and in cooperation with other interested groups, undertake a study of the ideal principles which should form the basis of a model law under a possible constitutional amendment, and report its findings as early as circumstances permit.

In the meantime, while solutions of these problems are being sought, we recommend that States now operating under minimum-wage laws administer those laws as they have in the past, and that States without such laws institute wage investigations to show the urgency of the situation.

Some States, which have not enacted minimum-wage laws are without the right of entry and without power to inspect and transcribe pay rolls—powers necessary if wage investigations and surveys are to be made. It is therefore recommended that bills empowering the officials of State labor departments to enter places of employment and make such transcriptions be introduced into the next sessions of the legislatures of such States.

When constitutional means have been devised for setting minimum-wage standards, the committee recommends that States pass as rapidly as possible minimum-wage laws for women and minors, and, where the time seems ripe, for men as well.

It is recommended that administration of minimum-wage and workmen's-compensation and unemployment-insurance laws cooperate to such an extent that their interpretation of what constitutes a wage may result in the greatest benefit to the workers under each law.

In order that the collection of wages due employees covered by minimum-wage orders be as effective as possible the closest cooperation between the minimum-wage and wage-claims divisions of State labor department is recommended.

The proper enforcement of minimum-wage laws requires minute inspection of the hours worked by employees as well as wages received. Both require careful investigation of pay rolls, time cards, and posted hour schedules. Hour and minimum-wage laws apply to minors as well as women. In the interest of efficient administration and enforcement, it is recommended, therefore, that wherever feasible the administration of hour, minimum-wage, and child-labor laws be placed under one director in a division of the department of labor.

Industrial home work.—In connection with industrial home work, the Conference urged its elimination "through the passage of Federal and State legislation, with adequate provision for enforcement." The committee at work on this subject "has been working on a draft of a standard State bill and it has been attempting to work out some machinery to control the growing, difficult situation arising from interstate traffic in home work."

The bill proposed prohibits home work in certain types of industry where there is an especial hazard to health or to safety, such as articles of food or drink or to be used with food and drink, toys of various kinds, children's clothing, drugs, sanitary goods, and fireworks. For the home-work products permitted, the bill requires the employer to obtain an annual permit based on the number of his home workers.

The committee recognized "that prohibition means continued checking up on the sources of home work which are with us constantly because home work does mean that the manufacturer shifts a good deal of his cost and can take advantage of the worker's inability to maintain her equality with factory standards... Those States

which require licensing have been reporting to each other where they thought that manufacturers were sending work across State lines. Copies of the reports have cleared through the United States Department of Labor, and we have for the first time a partial picture of what is happening...

"Six States have been clearing through the United States Department of Labor and several additional States have reported that so far as they know, no industrial home work has crossed their borders, either coming in or going out. The six States that have reported actual passage of home work are Delaware, Maine, Massachusetts, New Jersey, New York, and Pennsylvania. The records say, New Jersey is the source of most of that home work. One hundred and seventy-one manufacturers in New York State have been sending out home work into 16 States and Puerto Rico.

"Much of the outgoing New York home work consisted of infants' sacks and bootees, and so forth, and in these seven States it is a matter of nobody's concern whether there is disease in the homes where the women work at the rate of 3 cents an hour, or whether children are working on the materials, or whether the work is being performed under any of the other characteristic conditions of home work."

Other subjects considered at the Conference.—Other subjects considered by the conference that are of especial importance to employed women, as well as those referring to hours of work, minimum wage, and industrial home work, were unemployment compensation and employment services, wage payment and wage collection, vacations with pay, and industrial health and safety.

The conference called attention to the fact that protection against occupational disease has lagged behind accident prevention, and that the constant development of new processes in industry makes it essential that special facilities for detection and control of industrial health hazards be given to the labor law or other enforcement agencies in the States.

## EMPLOYMENT OF WOMEN

### United States. Employment of women in October

Employment in nondurable goods industries, where the chief woman employers are classified, again stood above the index period of 1923-25, being 104.6 for October. All manufacturing is still below 100 by nearly 5 points.

Among the seven groups of industries classified as nondurable, four had exceeded the level of the base period. These were textiles and their products, 104.2; food, 123.9; paper and printing, 103.9; and chemicals 120.4. Of the three other groups, employment in tobacco stood at 64; leather at nearly 93; rubber at nearly 98.

In the fabric group, cotton small wares, dyeing and finishing and knit goods were above 100. Of the three, knit goods at 121 represents the greatest employment of women. Cotton goods was 97.5 percent of normal, silk nearly 82 percent. The clothing group stood at 118 with men's clothing, women's clothing, men's furnishings and shirts and collars all above 100.

In the paper and printing group, all industries but job printing (94) were above 100. Paper boxes, a large woman employer, was 105. Druggists' preparations, the most important woman employer in the chemical group, stood at 104. Employment in

candy factories was nearly 91, in shoe factories nearly 93, in cigar and cigarette factories, 65.

Employment in general merchandising always rises with the approach of the holiday season. However, the index of October of this year is above the two preceding years as follows: 1934 - 94; 1935, 97; 1936, 103. Employment in hotels and laundries also shows similar improvement, the indexes for the three years being: laundries, 82, 82, 88; hotels, 81, 82, 86.

United States. Discrimination encountered by business and professional women

The National Federation of Business and Professional Women's Clubs has just issued an interview study of 212 business and professional women "in a search for factors other than age that enter into the employability of women." The study shows that "appearance, health, and getting on with people" are among the factors to be considered.

While the group is small, many occupations are represented and all parts of the country except New England. Nearly 65 percent were 41 or older, 26 percent being over 50. Nearly two-thirds were single, 18 percent married, 19 percent widowed, divorced or separated. One-fifth were in an independent business or partnership. Nearly two-thirds were in business or clerical positions, one-third in various professions.

"In a day when security has vanished, and in a world with a shortage of jobs, the race is to those best adapted to swiftly changing conditions. It is a streamlined world, not necessarily a youthful world, but one of vigor and initiative. These women have taken its measure."

Of especial importance is the evidence on discrimination, showing the difficulties to be met and problems to be solved by women who would advance to better positions. For the report states that "In this group (clerical and saleswomen, assistants to doctors, etc.) with little or no direction of others, was found the smallest percentage of experience with discrimination." On the other hand, of 47 independent women, 25 reported discrimination of some sort. Of 73 women executives, 53 percent reported discriminations. Of the 38 women who supervised men and women together, 60 percent reported "the type of friction which we designate as discrimination against women in favor of men."

As to causes of discrimination, 50 reported "the baldest form, discrimination on the basis of sex"; 26, discrimination because of marriage; 24, because of age.

The basis of discrimination reported were, in order of frequency, community sentiment, policy of firm, policy of man supervisor, policy of department, personnel policy, policy of educational institution.

"Community habits and attitudes are still a force operating against the advancement of women, no matter what their ability and training for their work. It was the expressed opinion of many women that in the confusion created by depression conditions, these old attitudes have emerged in unexpected strength in the midst of modern conditions under which the work of women is a necessity, even in occupations heretofore considered peculiarly their own." (A Study of Employability of Women in Selected Sections of the United States, by Iva Lowther Peters, Ph.D.)

Ohio. Employment office activities for women in 1935

The Ohio State Employment Service recently has issued a statistical report of its work for 1935. This shows that nearly 400,000 gainfully employed women were reported for the areas served by the offices (1930 census estimate), that nearly 54,000 women applied for work during the year, and that nearly 40,000 were placed.

An analysis of the women applicants shows that not far from half, 43 percent, were under 25, and 22 percent were 40 or older. The industry reported for the applicant was the last industry in which she worked for more than one month. On this basis 39 percent had been domestic or personal service workers, nearly 13 percent in professional service, finance or trade, nearly 12 percent in manufacturing, nearly 4 percent in government service. Over one-fifth (22.4 percent) were without work experience. Over 37,000 were workers, unemployed at time of seeking work, and of these, one-third had been unemployed for more than a year. The total number of relief applicants is not given for the year, but an inventory of individuals registered for employment in all State offices in November 1935 shows that practically half of the women were relief clients.

Only 8.5 percent of the women were placed on jobs financed by public funds. Practically 80 percent were given domestic and personal service jobs, showing that many women accepted such work although their experience was along other lines. This may also have been work most easily secured by the inexperienced. About 5 percent were placed in manufacturing, 5 percent in government service, and 5 percent in professional, finance or trade occupations.

The report shows that for every 100 applications received from women during the year, there were 68 placements on nonrelief work. For those 35 to 50 years of age there were more than 100 placements per 100 applications. The lowest ratios of placements to applications was 34 for women 60 to 64 years of age, and 40 for young women under 20.

Pennsylvania. Philadelphia Institute on Household Occupations

The Young Women's Christian Association of Philadelphia has recently established an Institute on Household Occupations which is planned "to serve as a city-wide personnel and counseling agency for both employers of houseworkers and the houseworkers themselves."

In addition to training and placement work for the young women seeking household employment, it is planned to conduct classes for housewives and employers of domestics who are interested in learning more themselves about household occupations, the time element involved in certain occupations, and what they can legitimately expect of their houseworkers in a given length of time. Trained domestic science counselors on the staff will help employers and employees to work out schedules of hours and duties. By these methods it is hoped to show that regular and shorter schedules of hours for houseworkers are both possible and desirable.

The Institute hopes "by talking to employers in groups and helping them solve their problems individually, gradually to change the generally deplorable attitude of employers toward houseworkers." It is further hoped "by coordinating the activities of various public agencies such as the Pennsylvania State Employment Service and the Domestic Science Department of the Public School System with the Institute, to instill in young women a respect for housework as a vocation and thus to recruit

desirable candidates from various sources for the training courses and counseling at the Institute." (Communication to the Women's Bureau.)

### EARNINGS OF WOMEN

#### Wisconsin. Beginning wage of women placed in private employment

A report has recently been received from the Wisconsin State Employment Service giving the starting wage of men and women placed in private employment in the first six months of 1936. Earnings are expressed as average hourly earnings for a comparable group of workers. Thus 129 general stenographers were placed in regular jobs at an average of 34 cents an hour, and 1,327 maids for general housekeeping and cooking found positions averaging 10 cents an hour in cash plus room and board.

Of 114 women placed as regular sales women, 58 percent were at an average of 25 to 30 cents an hour and 28 percent at 20 to 25 cents. The majority (93.7 percent) of the 143 women securing temporary sales jobs averaged between 25 and 30 cents an hour. Of 261 regular clerical workers, nearly two-thirds averaged between 30 and 35 cents, and 14 percent, more than this. Practically 89 percent of the 152 temporary clerical workers were placed at an average of 35 cents or more, 50 cents being the highest reported.

The report shows 282 women who were placed chiefly in factories as craftsmen or skilled workers, production workers, and laborers. Of these 59 percent averaged between 25 and 30 cents an hour and 37 percent, more than 30 cents. Of 96 temporary workers in this group, the proportions were 64 and 15 percent respectively.

Average earnings in regular jobs in the service industries present a much different picture, since here meals or lodgings, or both, are usually included. Of 3,304 household workers two-thirds were placed at an average of 10 cents or less an hour and 94 percent at less than 20 cents. Of 1,018 service workers in hotels, institutions, etc., two-thirds were placed at an average of less than 20 cents although nearly 19 percent were paid an average of 25 cents or more.

Temporary household workers less frequently received meals or rooms. Of 3,500 such women, 87 percent were placed at an average of between 25 and 30 cents and only one-tenth at less than 20 cents. Average earnings of other service workers on temporary jobs were more varied, for 23 percent earnings were from 20 to 25 cents, for 25 percent, 25 to 30 cents and for 43 percent, 30 to 35 cents.

A similar report was issued for April, May and June of 1934, but differences in reporting make valid comparisons difficult for most occupations. In respect to certain phases of household employment however, it seems safe to conclude that beginning rates for women are increasing. In 1934 of 1,086 women placed as cooks, or general houseworkers at weekly rates 30 percent received less than \$4 a week, one-third \$4 but less than \$5.

In 1936 for 3,137 such workers, the lowest rates reported were 6 and 7 cents an hour for 50 women. These would yield \$3 or \$3.50 for a 50-hour week. All other average earnings would yield at least \$4 for 50 hours. For 78 percent of these women, their average hourly earnings for a 50-hour week would mean earnings of \$5 or more.

The situation for day workers is harder to evaluate. Of 1,230 women placed at hourly rates in 1934, 80 percent received 25 or 26 cents an hour and 16 percent, 30 cents or more, meals were seldom included. In 1936, 96 percent of 3,136 day workers, both regular and temporary, averaged between 25 and 30 cents an hour, meals in addition being reported for about one-sixth of them. Only 29 women, however, received 30 cents or more.

## EMPLOYMENT AND WORK CONDITIONS OF WOMEN ABROAD

### Australia. Employment of women in factories

A summary of Australian Production Statistics for 1934-35, recently issued by the Commonwealth Bureau of Census and Statistics, shows that over 127,000 women were employed in factories in that period, forming 28 percent of all persons so employed.

Not far from half (45 percent) of the women were in clothing factories, 18 percent in textile mills, 13.5 percent in food, drink and tobacco factories, nearly 8 percent in paper and printing industries.

Considering the type of position held by these women, 89 percent were skilled and unskilled workers, 9 percent clerical workers and 2 percent working proprietors or managers or overseers. One-tenth of the men were in this category while 4 percent were clerical. (Production Bulletin No. 29, issued by the Commonwealth of Australia Bureau of Census and Statistics.)

### Estonia. Wages of women agricultural workers

Agricultural wages of both men and women in Estonia have continued to rise during the current year, due mainly to a shortage of labor. The average monthly rates of women workers on a yearly contract are 49 percent above the low point of 1933 and 22 percent above 1935. Increases for women seasonal workers are 52 percent and 21 percent, respectively. The average working day was 11.5 hours in 1935 and 11.6 in 1936. (Industrial and Labor Information, Oct. 12, 1936.)

### Japan. Health of women workers improved by factory plans for food

In the larger Japanese factories, and especially those which provide dormitories for their women workers, the question of nutrition has been under consideration for a considerable time past, and a number of these factories make provision for the proper nourishment of their workers. In the smaller factories, however, the matter has not until lately received the same attention, and there existed much malnutrition among their workers as a result of the poor quality and quantity of the food consumed.

The owners of these factories found it difficult to improve matters in this respect by individual action, but they have now begun to solve the problem by cooperation.

Particulars are available of 32 joint kitchens established by agreement among the heads of small undertakings. Of these, 26 furnish meals to 972 factories (mostly in the silk spinning and weaving industry) and to 170 work places other than factories.

The effects of suitable feeding on the health of workers are stated to be good. In 12 factory groups in one district a reduction of 60 percent in the sickness rate among workers was reported after the establishment of the joint kitchens. Measurements of 200 women workers were made before and after the establishment of the kitchens, with a year's interval between. The average weight of these women had increased by 4.2 percent, their height by 2 percent and their chest measurement by 2.7 percent. (Industrial and Labor Information, Oct. 26, 1936.)

#### New Zealand. Basic wage rate for women

The New Zealand Industrial Commission, acting under legislative powers conferred upon it within the year has fixed upon a basic wage of \$8 for women workers and \$18 for men. The intention was to fix a rate not higher than the least skilled and least remunerative work likely to be covered by agreements between employers and unions. The decision does not apply to non-unionized fields, the chief of which is agriculture.

The rates were set under government instructions that directed the court to take into consideration general economic conditions and the necessity of enabling a man to support in a "fair and reasonable standard of comfort" a wife and three children. (New York Times, Nov. 22, 1936.)

#### Scotland. Women farm workers

Practically 24,000 women and girls were farm laborers in 1935, according to returns collected annually by the Department of Agriculture for Scotland. These figures are presented in the report of a committee appointed in January 1936 "to examine the existing system of employment and remuneration of farm workers in Scotland..."

Considering employment since 1921, "the most striking feature is a decline in the amount of female labor employed. Of the total fall between 1921 and 1935 female workers accounted for about 69 percent. Much of the odd work on the farms formerly carried out by women is now partially or wholly neglected, but on the other hand evidence shows that female labor is scarce throughout the country, and in some districts unobtainable. Ample employment seems available for women on the land." According to the data presented by the 1931 census, one-third of the women agricultural workers were employed in tending cattle, dairy, etc. No other large occupation was designated.

The committee "comes unhesitatingly to the conclusion that there is a direct and immediate need for the introduction by statute of some form of machinery for securing the proper regulation of wages and conditions of employment." (International Labour Review, October 1936.)

Switzerland. Employment of women in 1935

The Swiss Federal Department of Public Economy recently published the reports of the Federal factory inspectors on their activities during 1935. This shows nearly 111,500 women workers, forming over one-third of all factory workers. Their employment concentrates largely in textile factories (29.5 percent), clothing (28.5 percent), watches and jewelry (11.4 percent), and food and drink (10.8 percent).

Two industries employing women are especially stressed in reports. In the first district the situation in the watch industry continued to improve, the value of the export trade having increased by nearly 30 percent compared with 1933 and 14 percent compared with 1934.

The situation of the embroidery trades continues to be desperate, and many women workers are practically reduced to starvation. The report adds that the efforts of every kind made to find work, by intensive placing, for a large number of the unemployed, encounter almost insuperable difficulties even in places where there is a shortage of labor, the explanation being the inadequate training of the workers and the impossibility of adapting them to new work or of getting them to change their place of residence. (Industrial and Labor Information, Oct. 19, 1936.)

RECENT PUBLICATIONS OF THE WOMEN'S BUREAU

Employment Conditions in Department Stores in 1932-33. A study in selected cities of five States. Bul. No. 125. Covers nearly 7,000 women in 46 stores.

Employment of Women in Delaware (mimeographed). Covers 5,000 women in 13 industries.

Conservation of the Woman Power of Texas (mimeographed). Covers 15,340 women in over 17 industries.

The High Cost of Low Wages (leaflet).

OTHER PUBLICATIONS OF INTEREST TO WOMEN

Bibliography of References on Vocational Guidance for Girls and Women. Vocational Division, Office of Education, U.S. Department of the Interior.