

Newsletter 1937

These items
concern the
working
conditions of
women in
industry and labor
laws affecting

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

News Letter

GAINFULLY EMPLOYED WOMEN
IN 1936

January 1937

Handwritten in red ink:
Oxley
C. J. Oxley

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GAINFULLY EMPLOYED WOMEN IN 1936

It is the custom of the Women's Bureau to review in January of each year the situation of employed women in the year just completed. For the most part, 1936 has represented a continuation of the upswing in women's employment and wages noted in the three years just preceding, though in the return of prosperity a tendency is shown toward too long working hours in some industries, and there are evidences of considerable part-time employment.

The Supreme Court ruling in June invalidating the New York minimum wage law struck a severe blow to efforts to improve the wages of women in the more sweated industries, but a similar law in Washington was upheld by the highest court of that State and before the end of the year a Federal District Court in Ohio had upheld the Ohio law.

The year closed with definite evidences of a more fully awakened desire among women, through their organizations, to cooperate more effectively than ever in formulating and promoting consistent efforts toward fuller opportunity for women, together with more effective safeguards from employment exploitation.

EMPLOYMENT OF WOMEN

Women's employment in the manufacturing industries has continued to increase in each year since the low point in 1932, according to the single source of such monthly data published by sex, the New York indexes (based on June 1923 as 100). For example, in October, the latest month reported, the index of women's employment was higher in 1936 than in any year since 1929. These October indexes since the 1932 low point are as follows:

1932	1933	1934	1935	1936
61	68	70	76	81

While in most months the levels for women were higher than for men (New York figures based on June 1923), the advances in employment usually had been greater for men than for women. Samples showing the points of increase in the employment indexes from 1933 to 1936 were as follows:

	Men	Women
May.....	18	15
October..	14	13

Though the figures are not separated by sex, an indication of the employment situation in 1936 in certain of the more important woman-employing industries can be gained from the employment indexes prepared by the Bureau of Labor Statistics (based on 1923-25 as 100).

In general, industries making non-durable goods, the groups where many women are at work, showed advances in employment in 1936. The entire manufacturing groups containing the fabrics, the clothing, and the food products showed employment advances for 1936, though there were substantial employment declines in silk and wool manufacturing. Employment had advanced in 1936 in stores, and both in hotels and laundries it had climbed steadily from the 1932 low point.

The extent to which women have benefitted from public employment projects is shown in a report of the Works Progress Administration that gives figures for May 1936. At that time more than 400,000 women were at work on such projects, and women formed 16 percent of all persons so engaged. Though somewhat less than two-thirds of the women were on "goods" projects (chiefly sewing and canning), over a fourth were engaged in educational, professional and clerical work.

Women formed practically a third (33.6 percent) of those in professional and technical projects in March, but considerably less than a sixth (13.3 percent) of those in unskilled work. It followed that in every region women's average monthly wage rate was somewhat higher than men's. However, taking the United States as a whole, women earned less than men, owing to the greater concentration of women on projects in the lower wage districts.

In March, practically a third of the women but less than a fourth of the men received less than \$30 a month. That earnings advanced somewhat with greater opportunity for a full month's employment is indicated by the fact that in December 1935 only 6 percent but in March 1936 11 percent of the women received \$70 or more.

Data on employment agency placements show considerable differences between men and women in the extent to which their placement is in private or public employment. Figures issued at the close of 1935 show that about a tenth of those placed over a period of 2½ years had been women, and that a much larger proportion of these than of the men had been given jobs in private employment. The percent of women and men placed in various types of work was as follows:

	Men	Women
In private employment..	16.6	70.3
In public employment...	32.2	3.1
On relief projects.....	51.2	26.6

(Includes W.P.A. and C.W.A.)

In April 1936, one-fifth of those who were on the active rolls of the public placement agencies were women.

In considering employment, account should be taken of those who, though having some work, have had only part-time jobs. The extent to which part-time work exists is not known, but any indications available show that it is very prevalent in woman employment, and that it may be on the increase.

Such jobs are of two types (not including work where undertime is prevalent, that is, weekly hours below the full schedule where the system of pay by the hour thus cuts the weekly earnings). In one type of part-time job, only certain days in the week are worked, as for the Saturday extras in many stores; in the other type of part-time job, the work is performed in only a few hours during the day, as with the extra check girls and other employees in cafeterias that have their greatest rush of business at midday.

Women's Bureau surveys in three States this year showed that the following proportions of the saleswomen reported in stores had only part-time work:

	Stores	
	General mercantile	Limited price
Arkansas....	32	45
Delaware....	38	52
Texas.....	20	49

WOMEN'S WAGES IN 1936

Advances in women's earnings in 1936

For the most part, women's average weekly earnings in all manufacturing industries taken together have increased in every month above the same month in each year from 1933 on, as shown by figures from the two States that publish such data by sex regularly for every month - Illinois and New York. For example, in the various years in October (the most recent month reported for 1936) the present increases in women's average weekly earnings in manufacturing were as follows:

	Illinois	New York
1933 to 1934	6.6	1.3
1934 to 1935	7.5	4.9
1935 to 1936	3.8	2.0

The great increases ordinarily were from 1933 to 1934, though the years following also show substantial advances. For example, in May

of each year, the percent increases in women's average weekly earnings in manufacturing were as follows:

	Illinois	New York
1933 to 1934	25.5	18.3
1934 to 1935	1.4	0.2
1935 to 1936	8.8	4.1

In certain of the more important woman employing industries, considerable advances were shown in New York, though in some there were declines in women's wages. Changes in these weekly earnings in October (the latest month reported for 1936) were as follows:

	1935	1936	Percent change
Shoes.....	\$12.71	\$13.80	8.6
Men's clothing.....	14.57	14.23	-2.3
Women's clothing.....	22.16	22.98	3.7
Knit goods.....	14.33	14.05	-2.0

Earnings very low for many women

It is probable that in 1936 more surveys of women's wages were being made than in any single previous year, owing to minimum wage activity in many States, in addition to continued Women's Bureau reporting. Despite the fact that these wages are on the increase, they are still at a very low standard for many women.

That wages too often are so far below the requirements for a decent livelihood emphasizes again the need for the fixing of a minimum level for women's wages. Reports from certain studies outstanding among those made in this year or late in 1935 show that the following proportions of women received less than \$12 for a week's work in manufacturing occupations:

	Percent
Arkansas, Women's Bureau survey.....	75.4 (white women) <u>1/</u>
Delaware, Women's Bureau survey.....	58.5
New Hampshire, Minimum Wage Division	
Clothing and accessories.....	35.1
Knit goods	62.9
Tennessee (late 1935).....	50.0 (white women) <u>1/</u>

1/ Wages of Negro women were considerably lower.

In New York, the State Department of Labor in a survey of women in packing and packaging processes in factories putting out food, drugs and chemicals, and cosmetics and toilet preparations, reported that 34.2 percent were paid less than 30 cents an hour. (This would be less than \$12 for a 40-hour week.)

Median week's earnings of women (one-half earning more, one-half less) as shown in Women's Bureau studies this year were as follows:

	Manufacturing	General mercantile (excludes 5-and-10)	Laundries
Arkansas (white women)..	\$9.60	\$11.85	\$7.10
Delaware.....	11.05	12.50	10.55
Tennessee (late 1935) (white women) <u>1/</u>	12.00	12.55	7.85
Texas	<u>2/</u> 10.15 and 10.30	13.30	8.65
West Virginia (not yet published).....	12.70	12.20	11.50

Increases in wages for women compared to men

While from 1933 to 1934 women's earnings, usually so far below men's in manufacturing industries, ordinarily increased much more than men's, as shown from the New York figures, yet in the other years men's increased somewhat more than women's. For example in May the percent increases in the average weekly earnings of the two sexes in manufacturing industries were as follows:

	1933 to 1934	1934 to 1935	1935 to 1936
Illinois			
Men.....	13.0	3.3	11.7
Women.....	25.5	1.4	8.8
New York			
Men.....	7.4	3.5	5.9
Women.....	18.3	0.8	4.1

Though in many months, as shown from available sources, the entire increase in average weekly earnings from 1933 to 1936 has been greater for women than for men, yet this is by no means always the case, and women employed

1/ Wages of Negro women were considerably lower.

2/ Respectively in men's cotton garments and in cotton textiles, the two major manufacturing groups.

in manufacturing industries in 1936 still are paid less than 60 percent of men's wages, as the following shows:

	Average weekly earnings		Percent women's earnings formed of men's
	Men	Women	
Illinois			
May.....	\$26.45	\$14.91	56.3
October....	27.50	15.68	57.0
New York			
May.....	27.86	15.54	55.7
October....	29.11	16.22	55.7

Women's wages compared to entrance rates for common labor

A comparison of women's wages with those paid as the entrance rates of common labor shows large proportions of women receiving less than these common labor rates, though these women are employed in industries where their jobs require considerable dexterity, concentrated attention, and often great speed of response. This is the case in cotton mills, for example, where the National Industrial Conference Board, organization of large manufacturing interests, reported women in northern cotton mills averaging only 39.3 cents an hour in September, though in the same month entrance rates for common labor averaged 53.2 cents an hour in the North, 61.2 cents in Massachusetts, 45.7 cents both in Connecticut and New Hampshire, 47.1 cents in Rhode Island.

Similarly in the shoe, knit goods, and men's clothing industries reported in New York, estimates from the average weekly earnings reported show women averaging, respectively, only 37.8 cents, 35.3 cents, and 48.4 cents, though entrance rates for common labor reported for the same month (September) averaged 58.7 cents an hour.

In the South, where common labor rates averaged 32.2 cents, reports from a Women's Bureau survey in one State (Tennessee) show the following proportions of women in the industry receiving only 30 cents or less, though such large proportions scarcely could be considered less skilled than those entering common labor pursuits:

	Percent of women reported who received 30 cents or less
Candy factories	81
Work clothes factories...	72
Paper box plants.....	42
Seamless hosiery mills...	41

In a recent study of wages in the manufacture of work clothes, made by the Women's Bureau for the board operating under the Public Contracts Act, reports were obtained for this industry in 14 States, about seven eighths of the payroll records in the entire study referring to women. In 10 of these States the average hourly wage in this industry was below the average entrance rate for common labor.

Some increase in wages of clerical workers in 1936

Clerical work is the largest woman occupation with the exception of domestic and personal service. Though monthly reports for the entire occupation do not exist, New York State shows in each year October earnings of office workers in factories. As is the case with manufacturing earnings, 1932 was the low year. While earnings are not back to the 1931 level, some increase is shown in each year. The extent of this from 1933 to 1936 is as follows:

	Average weekly earnings		Percent increase
	1933	1936	
Men.....	\$41.52	\$42.67	2.8
Women....	20.63	21.31	3.3

Women in these New York factory offices were paid only about 50 percent of the men's wage; in manufacturing occupations in the same month (October 1936) women were paid just over 55 percent of the men's wage.

WOMEN'S HOURS OF WORK

A slightly higher weekly wage is not an actual advance if a woman has to work just that much longer to obtain it. Data on hours of work as reported periodically are not separated by sex, but in general they show hours in manufacturing industries to be somewhat longer in every month of 1936 than in the corresponding month of 1935, and in a number of instances where the series go back comparably to 1933 hours were longer in 1936 than in 1933. Average weekly hours in manufacturing industries in the latest months reported were as follows:

	1933	1935	1936
Bureau of Labor Statistics			
September.....	36.1	37.4	38.7
Illinois			
September.....	35.6	38.2	39.8
October.....	35.6	39.1	41.8
New York State			
September.....	38.0	38.5	39.7
October.....	37.2	38.7	40.5

Those interested in legislation providing for maximum work hours have noted that hours are lengthening somewhat as prosperity advances. While for the most part when all industries are taken together hours have not reached 40 a week, yet lacking limitation there is a tendency in some industries to return to excessive work hours. Examples showing that many women still have far too long hour schedules are as follows:

A recent State industrial survey made in West Virginia by the Women's Bureau reported 800 women who were working more than 48 hours a week in manufacturing plants, and nearly a third of these had worked 54 hours or longer. (Survey not yet published.)

A similar survey in the small State of Delaware reported more than 130 women working 52 hours or longer.

In a survey of employed women in Arkansas made early in the year, 24 percent of the women in manufacturing had worked 48 hours or more.

In a survey of Texas industries made this year by the Women's Bureau, 8 percent of the women reported in cotton mills were working 54 hours or more in the week.

A report issued in June by the North Carolina Department of Labor showed from State inspectors' reports that 20 of the cotton mills visited were on a 55-hour schedule.

In certain clothing factories recently visited by the Women's Bureau, more than 75 percent of those at work in each of two States with large numbers reported had worked longer than 40 hours in the week, though in three other States less than 5 percent had worked so long.

Such instances show the tendency for hours of work to creep up to an unhealthful length if not restricted. Excessive work hours are especially likely to be found in the service industries; for example, the hours worked in September average 47.9 in hotels and over 42 in laundries, in each case above those of 1935. (Bureau of Labor Statistics and New York figures.) In one State survey made this year by the Women's Bureau (Texas), 16 percent of the women reported in laundries had worked 54 hours or longer in the week; in another (Arkansas) 29.5 percent had worked 48 hours or more.

Special mention should be made here of the act passed in Rhode Island limiting women's hours of work, since in 1936 few State legislatures were in session. The Rhode Island law, which went into effect June 1, fixes a 48-hour maximum work week.

THE MINIMUM WAGE FOR WOMEN IN 1936

The report for 1936 showed a fine growth of activity in a number of States in the fixing of minimum wages for women, and the development of sound administrative techniques. In this year the States probably have carried on more studies of women's wages in many industries than ever before, and increased attention has been paid to spreading the facts about these wages. At least 12 States having minimum wage laws have been at work throughout the year with organization and study directed toward making known the status of women's wages and raising standards of their payment.

During 1936 a severe set-back to minimum wage development occurred in the declaring unconstitutional of the New York minimum wage law, first by the highest court of the State and later by the United States Supreme Court. Some offset to this adverse action occurred in the upholding of the minimum wage law of Washington by the highest court in the State, and later in the year in the upholding of the Ohio law by a Federal District Court. These cases were carried to the United States Supreme Court, where arguments relative to the Washington law were heard in December.

The spirit of State minimum wage administrators was well expressed by the Secretary of Labor at a conference held by them shortly after the Supreme Court decision. She 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."

As one administrator said:

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

The Women's Bureau has made available a summary in mimeographed form of the actual wage rates fixed and the provisions of minimum wage orders issued in the past four years. Among the higher spots of activity in 1936 that look toward the improvement of women's wages in various States are the following:

California has continued the collections of back wages and adjustments through audits of pay rolls that have effected a very large increase in women's earnings. During the 8 months from March to October inclusive more than \$157,000 was collected for workers through such adjustments. In this State also the Pacific Coast Garment Manufacturers' organization adopted a resolution endorsing the minimum wage of \$16 a week that was for so many years required by the State.

Connecticut continued its minimum wage activities and during the year a board was appointed and held meetings to consider women's wages for the laundry industry in the State.

Illinois conducted an extensive survey of branches of the garment industry to discover the standards of wages paid women. A survey also was made of laundries to ascertain the effect of the minimum wage order for that industry. It was found that this order had resulted in the receipt by women of a slightly lower weekly average wage, but the hours of work had been very materially shortened. Before the order \$10.97 was the average for 44.1 hours of work a week, after the order \$10.90 for 41.4 hours.

Massachusetts has twice revised its law to meet changing needs. During the year directory wage orders have been issued in the following: Electrical Equipment and Supply, effective May 1; Retail Stores, effective October 1; Men's Clothing and Raincoat, to become effective Feb. 1. The work of the wage boards for the Brush and the Boot and Shoe Cut Stock and Findings industries is near completion, and sessions or hearings have been held by wage boards for the Candy, Corset, Men's Furnishings, Muslin Underwear, and Women's Clothing industries. Boards also are being formed for other industries.

Minnesota collected and paid to workers \$8,832 during the year ending June 30, 1936. This represented amounts that had to be paid to bring the wage up to the required minimum for minors, the only persons to whom the law can be applied at present. These payments were required of 206 firms, though in the preceding year, when the N.R.A. was in effect during most of the period, only 106 firms had to make such payments.

New Hampshire has issued directory wage orders in the year for the Restaurant industry (excluding hotel restaurants), effective April 1; and for Clothing and Accessories, effective Dec. 1, and including: Winter outfits and men's clothing; handkerchiefs, aprons, and gloves; women's house dresses; and other similar accessories. Surveys of women's wages have been made or are nearly finished for the Beauty Shop, Hosiery and Knit, and Boot and Shoe industries.

New Jersey has established a minimum wage division in the State department of labor, created an advisory board of 12 members, and begun the organization of activities to ascertain the standards of women's wages in the State.

New York, naturally most affected by the Supreme Court decision, has continued surveys of women's wages and other effective work. The Department of Labor offered to audit pay rolls of laundries applying for such service and would publish names of laundries whose wage standards were up to those fixed in the minimum wage order

previously listed. A partial check made early in the summer showed that 141 laundries were continuing to abide by the minimum wage law. In the fall the Department called a conference on the minimum wage situation. Meanwhile the Governor has announced this subject will form a part of his legislative program. Late in the year an extensive survey was made of the wages of women in packing operations in 621 plants in the State, including the packing or packaging of foods such as candy, olives, figs and dates, dried fruits, preserves and pickles, of cosmetics and toilet preparations, and powder puffs, and of drugs and chemicals.

North Dakota made an intensive study of the extent of woman employment in over 10,000 establishments in the State, and issued a minimum wage order extending to minors the provisions of the five orders already in effect for women (18 and over).

Ohio issued a directory minimum wage order for establishments furnishing food and lodging, effective July 1. Later in the year activities were retarded by the Ohio case pending in the Federal District Court, in which, however, a decision favorable to the minimum wage law was handed down in November. A wage board is being formed to examine wages of women and of minors of both sexes in retail stores.

Rhode Island organized a minimum wage division under its newly enacted minimum wage law, and immediately undertook an extensive survey of the Jewelry industry, which is important in this State. Late in the year, a board was established to recommend a minimum wage for women in this industry.

Wisconsin has continued the minimum wage activities that have been so effective for many years, and have been especially outstanding in the highly seasonal canning industries in this State. It will also be recalled that the minimum wage orders apply to domestic service, Wisconsin being the only State where this occupation is included in minimum wage coverage.

WOMEN AND THE INTERNATIONAL LABOR ORGANIZATION

The importance to employed women of the work of the International Labour Office has been emphasized this year by the decision of the Governing Body of the Organization at its session in February 1936 to develop information as to woman employment along two lines.

First, it determined, in response to a special resolution of the Assembly of the League of Nations, "to prepare a study on the legislation governing women's work, and secondly, with a view to satisfying a request made to the Office by a number of women's occupational associations, to develop to the greatest possible extent its studies of the question of the actual economic position of women workers as shown by the facts." 1/

1/ International Labor Office Year Book, 1935-36, page 189.

These decisions were made in the belief that, as was stated in Chile in January 1936 at the Conference of American States Members of the I.L.O., "a better knowledge of the real position of women workers would facilitate the taking of measures necessary to improve it." 1/

In obtaining information the Office ordinarily communicates with individual women in the various countries known to have a knowledge of the conditions of woman employment. These are called the Correspondence Committee on Women's Work (though not in the sense of an organized committee that holds sessions).

The Office also solicits and welcomes authoritative reports from organized groups of women, especially occupational groups or labor organizations. Various large national women's organizations in the United States that are making investigations of certain phases of the economic situation of women have asked the Women's Bureau as an official body to act as a center for such information, and to interpret it as a whole for transmission to the International Labor Office in connection with this inquiry that it is conducting. Representatives of these large women's groups also have formulated a statement for discussion in their various groups, outlining the general objectives sought for women, toward which their study and action is directed. This statement has been called the Women's Charter.

At its session in June, the International Labor Organization, composed of delegates from workers, employers, and governments, considered a number of matters of importance to women workers.

Outstanding among these was a proposal for a 40-hour week in the textile industry, nearly half of whose workers in this country are women. This was placed on the agenda for 1937. Meanwhile, the Governing Body is asked to convene a conference of representatives of the textile manufacturing countries to consider furthering work for improving conditions in the textile industry. The government of the United States has invited this conference to meet in Washington next April.

Among other acts of the International Labor Conference of importance to women were the following: Adoption of a draft convention for submission to the governments providing that workers shall have holidays with pay; recommendation for continued study of the subject of workers' nutrition; proposal for the calling of an international conference to take up the problem of the further control of diseases due to dust; placing the question of labor inspection on the agenda for 1938; consideration of including in an early agenda the freedom of association for workers; recommendation for study by the I.L.O. of the effects on employment of technological progress.

1/ Ibid., page 201.

WOMEN'S BUREAU SURVEYS PUBLISHED IN THE YEAR

During 1936 information on a wide variety of subjects of vital importance to employed women was made available through Women's Bureau surveys. These included studies of wages and working conditions in several important woman-employing industries and in a number of States, studies of special employment problems and factors affecting the health of women in industry, and several summaries showing the progress of minimum wage administration, and compilations of wage data indicating the need of fixing a bottom level to women's wages.

Each of these studies was made at the special request of some official or agency keenly interested in the conditions of woman employment, or upon the striking appearance of some particularly vital need of gainfully occupied women. Those reaching final publication in any one year often deal with continuing situations in woman employment and include data gathered somewhat earlier. Other studies are issued in mimeographed form and deal with some immediate practical situation. Not all the material made available in the year can be mentioned here, but certain of these publications dealing especially with women's wages and other phases of their employment problem are as follows:

Studies of Particular Industries

The Silk Dress Industry (In Bul. 141)

This study presents conditions as to women's wages and hours in 9 widely scattered cities before and after minimum wages and maximum hours had been fixed by the N.R.A. code and union agreement. The regulation of wages and hours resulted not only in marked weekly earnings increases, but the workers' added leisure for health and recreation also showed its value in definite increases in hourly earnings.

The Power Laundry Industry (In Bul. 143)

Factors affecting wages in this industry in 22 cities were analyzed and it was found that there is no consistent relationship between retail prices the public pays for laundry services and the wage rates of women operatives. There is a marked tendency for labor cost to approximate 50 percent of total operating costs. Variations in dollar volume of business per productive worker in the same city leave no doubt that correction of management defects in some laundries is necessary before all laundry workers will receive fair value for services rendered.

The Men's Work Clothes Industry

Wage data were collected in 21 States and the District of Columbia for the use of the board operating for this industry under the Public Contracts Act in its efforts to determine the wage prevailing. (Not available in published form.)

Department Stores (In Bul. 125)

This survey made in cities in five States shows something of recent trends in store practices as they affect employees. Payment by the quota bonus system seemed to be increasing, and employees at work under this method often complained of the difficulty of figuring what their pay envelopes would contain. Methods of spreading work in stores also formed a part of this inquiry.

Studies of Employed Women in States

During the year surveys of employed women were made in five States, as follows: Arkansas, Delaware, Tennessee (late 1935 data), Texas, and West Virginia (not yet published). Each of these surveys was undertaken at the special request of officials in the State who desired to better the employment situation of women. Findings were published in mimeographed form, and the data reported have been quoted above where wages and hours are considered.

Minimum Wage Studies

The major publication the Bureau has made this year in the field of minimum wage has been a compilation made at the request of State officials in Ohio of all data available as to the status of industrial women in that State that gave rise to passage there of a minimum wage act. (Bul. 145) The discrepancies in wages paid for identical work indicate that the wages paid bear no relation to the actual value of the services rendered by employed women. The information shows that women employed in the laundry and dry cleaning industries have benefitted greatly from the establishment of a wage minimum.

From time to time during the year, summaries of current minimum wage situations have been issued in mimeographed form by the Women's Bureau. These include:

- Suggested Language for a Standard Minimum Wage Bill
- History of the New York Case (June 1936), with Supplement (October 1936)
- Present Status of Minimum Wage Laws and Orders (June 1936)
- Report of Minimum Wage Conference, June 1936
- Provisions of Wage Orders of States Having Standard Act (October 1936)
- The High Cost of Low Wages (a popular style leaflet)

Special Conditions Affecting Women Workers

From time to time, as particular needs of employed women arise, the Women's Bureau makes special investigations of various types (other than those already described). Among those issued this year are the following:

Label for the Consumers' Protection (In Bul. 146)

At the request of representatives of eight national organizations of women meeting with a representative of the National Garment Label Council, the Women's Bureau has issued a bulletin of a popular type giving information for women buyers about the new Consumers' Protection Label of the National Coat and Suit Industry Recovery Board. This label assures the buyer that the product was made under good working conditions and also that she is getting full value for her money in the garment purchases. This label now is attached to women's, misses', infants' and children's coats, jackets, capes, wraps, riding habits, knickers, suits, ensembles and skirts. A label also is placed in women's hats, sponsored by the Millinery Stabilization Commission and the United Hatters, Cap and Millinery Workers' Industrial Union.

Occupational Diseases of Women (In Bul. 147)

From the five States reporting such data by sex, the Women's Bureau has analyzed information on the diseases that have occurred to women chiefly as a result of irritants and substances in constant use or other conditions especially connected with their occupations. The frequent introduction of new processes and materials into industrial use often causes increases in the number of such diseases to women, and the Women's Bureau has for several years past published such an analysis periodically.

Unemployed Women Seeking Relief (In Bul. 139)

Undertaken during the depths of depression, this survey of case records supplemented by interviews sought to form a picture of the situation of the women in five cities who were seeking relief chiefly because of loss of job, and most of whom were without close family ties.

Bibliography on Household Employment (In Bul. 138)

Prepared in response to an increased interest in the subject this list directs the inquirer to sources of information on the occupation employing the greatest number of women.

Effects of Dismissing Married Persons from the Civil Service

In this mimeographed report the Women's Bureau has analyzed the results of a questionnaire survey made by the Government Workers' Council to ascertain the results of a Federal policy that, while nominally so phrased as to apply to both sexes, nevertheless has affected women with especial force.

U.S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

February 1, 1937

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Effects on women's employment of a unique union agreement
New method of fixing piece rates in the dress industry

Minimum wage progress

Massachusetts. Progress of minimum wage

New Hampshire. Minimum wage activities

Ohio. Minimum wage activities

Rhode Island.

Report of the wage board for the jewelry industry

Earnings of women in the jewelry industry

Legislation affecting employed women

Employment of women

United States.

Employment of women in December

Young women aided by National Youth Administration

South Carolina. Employment of women in manufacturing

Wisconsin. Unemployed girls on N.Y.A. projects in Milwaukee

Problems of industrial home work

Problems of household employment

International. Continuing interest in household employment

Estonia. A government bureau for household employment

Accidents to women

Michigan and Illinois. Industrial accidents to women

List of bills introduced that especially affect employed women

Recent publications of the Women's Bureau

Don't take away

EFFECT ON WOMEN'S EMPLOYMENT OF A UNIQUE UNION AGREEMENT

New method of fixing piece rates in the dress industry

A unique and effective cooperation between employers and employees is the price settlement method now being used in the dress industry. This is of especially vital interest to women, since it concerns the making of goods worn exclusively by women, and since it safeguards the wages of workers in the industry, of whom women constitute a large majority. For this reason, the Women's Bureau recently has investigated the operation of this new venture in industrial cooperation.

Price settlement is a system for setting piece rates for the operators, finishers, and pressers who will work on each new style of dress designed for production. As there may be as many as 225,000 styles designed during a year, the complexity of the problem is obvious. Since the new system began to operate last April, prices for about 128,000 styles have been settled. The method is proving a greater protection for women working on cheap than on more expensive dresses since the high degree of skill of the latter operators enables them more definitely to protect their own interests. About 72 percent of all dresses are made to sell for less than \$10, and half of these for less than \$5. This new feature is part of the collective agreement made last February for a three-year period by the International Ladies' Garment Workers' Union and the Joint Board of Dress and Waistmakers' Union of Greater New York with the various dress manufacturers' associations in the New York area.

Though the union agreement established for time workers' weekly minima based on the 35-hour maximum week and for piece workers' hourly minima—a level in each case below which wages may not fall—the setting of fair piece rates for different styles of dresses was found to be also essential. Because such piece rates vary with each new design, price lists cannot be set up in advance but have to be determined for each lot of work which each employer plans to produce.

The price settlement system evolved, and now in force, has eliminated the many shop disputes that formerly caused work stoppages in the plants and has meant practically uninterrupted flow of production since the plan went into effect. In fact it has revolutionized the industry, raising wage standards very considerably, protecting employers against cut-throat competition, and promoting much better employer-employee relationships in the 2,800 individual shops in the dress industry in the metropolitan New York area, comprising New York City, Westchester County, and sections of New Jersey and Connecticut. In this area are manufactured over four-fifths of the women's street and evening dresses produced in the country.

These dresses are made partly by manufacturers in their own factories, known as inside shops, but largely by jobbers who buy materials, design styles, and in most instances do the cutting, then turn the job of completion over to plants known as contract shops. One employer may be both a manufacturer and a jobber, and all employers covered by the agreement must use only union labor. The new price settlement system forbids a jobber to award jobs to the lowest bidders among the contractors as was formerly done, but allows him a limited number of contractors on a permanent list. The object of the whole plan was to eliminate the competition between inside and outside shops, and among contracting shops—competition which was used for many years by jobbers and manufacturers to reduce the standards and earnings of the workers and resulted in sweatshop practices. Under the agreement these have been abolished, and comparatively little chiseling exists among the firms in the association.

After the price-settlement plan was formulated came the task of creating the necessary machinery for carrying it out. There was set up a neutral agency known as the Price Adjustment Bureau as part of the Administration Board for the Dress Industry, the Board being headed by Harry Uviller, the impartial chairman of the industry. The Bureau staff includes H. J. Rubenstein as the manager, and a number of impartial adjusters. Located at 263 W. 38th St., New York City, its headquarters include a number of small conference rooms, where the joint price committees may meet to settle prices, although the settlement may take place on a jobber's premises, if he prefers. The Committee in each case, consists of representatives of the jobber, of the workers in the contract shops concerned, and of the union. Uniform piece rates are then determined for the particular jobber and his contractors by direct settlement between the jobber and workers concerned. The jobber then settles with his contractors for a reasonable additional amount to be paid them for overhead and profits.

Rates must be set without delay, and must be determined in time to prevent any delay in the weekly payment of wages. After each settlement, there is prepared a complete description of each garment with the piece rates for operators and finishers definitely specified, copies being sent to all parties involved. An operator for example might get 40 cents or \$1.40 (or more or less) for making a dress, the rate varying with the intricacy of the garment and the skill required.

The staff of the Price Adjustment Bureau does not intervene in settlements unless the workers' and jobbers' representatives cannot agree. Then one of the impartial adjusters is called in to settle the dispute. After his decision, if either side still feels dissatisfied, an appeal is made to Mr. Rubenstein to review the case and to settle the matter. If, in a very occasional instance, his opinion might not be accepted by both sides, the case can be referred to Mr. Uviller, as the court of last resort.

The same system of price settlements is followed for inside shops, except that a shop committee may settle the prices, subject to the approval of the union.

By such procedure, the biggest industry in New York has brought order out of chaos and established high labor standards, and may serve as an example to other industries.

MINIMUM WAGE PROGRESS

Activities directed toward the establishment of an effective minimum wage are proceeding in a number of States. Massachusetts has established orders, shortly to go into effect, in five industries. New Hampshire and Ohio are checking the results of earlier orders and making studies as to the need for issuing new orders in additional industries. Rhode Island's first wage board has completed unanimous recommendations that fix a definite minimum and authorize its application to home workers. Further details of the progress in these States, with the amounts of the minimum provided, are given below.

Massachusetts. Progress in minimum wage

The reports of five wage boards have been presented to the Minimum Wage Commission, and have been accepted, so that the recommendations become effective at an early date. The industries so covered are brush, candy, women's clothing, men's furnishings, and men's clothing and raincoats. The wage boards for toys, games and

sporting goods and for stationery goods and envelopes are still at work. Boards for two new industries will soon be formed, jewelry and related lines, and bread and bakery products.

The wage rates recommended for the brush industry to become effective March 1, are 32½ cents an hour after 6 months' experience and 24 cents an hour for learners. Rates for the candy industry to be effective February 1, are 30 cents an hour or \$14.40 for a 48-hour week after 1 year's experience, 20 cents an hour or \$9.60 for a 48-hour week for the first 6 months' learning period, and 25 cents an hour or \$12 for a 48-hour week for the second 6 months. In the men's clothing and raincoat industry, two sets of rates are established to become effective February 1. In the manufacture of men's and boys' wool clothing, the rate for experienced workers (after 9 months) is to be 40 cents an hour for a 36-hour week. For the first 3 months of the learning period the rate is to be \$9 a week, for the next 6 months, \$12 a week. For the women's clothing industry 35 cents an hour is fixed as the minimum for workers after 36 weeks of employment (regardless of the number of plants in which she has worked) and 25 cents for apprentices. These rates become effective March 1.

For the men's furnishings and accessories industry a rather more elaborate system of apprenticeship is set up. A worker newly entered into the industry is to be an apprentice for not to exceed 3 months and is to be paid 21¼ cents an hour or \$8.50 for a 40-hour week. After 3 months, the worker shall be considered semi-skilled for a further period of not to exceed 3 months. The rate for the semi-skilled worker is set at 25 cents an hour or \$10 for a 40-hour week. After 6 months the worker is rated as of ordinary skill and must be paid not less than 35 cents an hour or \$14 for a 40-hour week. A worker with at least 3 months' experience in any plant may be classified as semiskilled. Experienced workers from an outside plant or any worker who has been away from the industry for 3 years or more are to be classified as semiskilled. Rates for this industry become effective February 1.

Administrative regulations for all the industries except women's clothing (where the full report of the wage board has not yet been received) are practically the same. Piece workers are to be guaranteed the minimum rates. Time spent on the employer's premises waiting for work is to be paid for at the individual worker's regular rate. No deductions are allowed except with the approval of the Minimum Wage Commission. Handicapped workers may be employed at lower rates only if licensed by the Commission. (Communication to the Women's Bureau with copies of Reports.)

New Hampshire. Minimum wage activities

The Minimum Wage Division of the Bureau of Labor of New Hampshire is at present engaged in reinspecting laundries which were covered by the first wage order issued in the State. Tabulation of the results of the restaurant order had begun. When completed, figures on wages, hours and other conditions will be available from over 400 New Hampshire restaurants employing women and minors. A check-up on the clothing order is also in process of completion.

The wage board for the hosiery and knit goods industries has made tentative plans for holding hearings in four or five centers in the State. Two such hearings already have taken place. The report of the board is expected about the middle of February. (Communication to the Women's Bureau.)

Ohio. Minimum wage activities

A recent report issued by the Ohio Division of Minimum Wage shows that from March 1934, when the Laundry Wage Order went into effect until late in the fall of 1936, \$3,886.72 had been collected in back wages for women and minors under its three orders now in effect. This amount was divided as follows:

<u>Laundry:</u>	\$525.00	under	Directory Order	(3-26-34 to 7-26-34)
	706.95	"	Mandatory Order	(7-26-34 to 9-17-36)
<u>Dry cleaning:</u>	566.52	"	Directory Order	(9-10-34 to 1-7-35)
	999.22	"	Mandatory Order	(1-7-35 to 9-17-36)
<u>Restaurants and hotels:</u>	1,089.03	"	Directory Order	(7-1-36 to 11-6-36)

The women and minors covered by these orders are: laundries, 5,489; dry-cleaning establishments, 2,074; food establishments and hotels, 35,000 (estimated).

The tabulation of wage and hour data secured in a study of retail stores is now being done. It is estimated that 60,000 women and minors are employed in this industry.

The Division has announced a hearing on February 4, before declaring mandatory Directory Order Number 3, covering food and lodging establishments. (Communication to the Women's Bureau.)

Rhode Island. Report of the wage board for the jewelry industry

The wage board for the jewelry industry, appointed in November, presented a report to the Director of Labor on January 4, 1937. Their chief recommendation (a unanimous one) was that a minimum rate of 30 cents an hour be set for the industry, this amount to be the lowest level for any worker whether beginner, learner, apprentice or unskilled. It was further recommended that no deductions from wages be allowed except those required by law, or deductions requested in writing by the employee, in behalf of and on the initiative of the employee. A study of the industry (reported below) showed that considerable proportions of workers had earned less than 30 cents an hour, as follows: All workers, 26.6 percent; men, 8.8 percent; women and girls, 36.7 percent; and 56 percent of the male minors (who represented a very small proportion of the total, as shown just below where details of the jewelry report are given).

In regard to time spent waiting for work the board recommended that such time spent by the employee on the employer's premises and at his request, shall be paid for at the employee's regular rate and in no case at less than 30 cents. It is further recommended that in the event an employee is requested to report for work and there is not at least 4 hours' work furnished, the employer shall nevertheless be required to pay for at least 4 hours at the regular rate.

The Wage Board, recognizing that the distribution of industrial home work constitutes a major obstacle to the efficient administration of a minimum wage order, recommended that no home-work licenses or certificates be issued for the industry except in cases in which the Director or Commissioner is able to ascertain that at least the minimum wage will be maintained. (Communication to the Women's Bureau.)

Rhode Island. Earnings of women in the jewelry industry

The first survey under the new Rhode Island Minimum Wage Law, made by the Division of Women and Children of the State Department of Labor, covers the jewelry industry, a manufacturing industry employing more women than any other in the State with the exception of textiles. The survey covered 19 branches of the industry, 150 establishments and 8,094 employees. Well over half (58 percent) of these employees, were women or girls, 38 percent men and 3 percent male minors.

The median of hourly earnings of all employees was 34.7 cents (half earned more half less). That for men was 47.5 cents; for women, 33 cents; and for male minors, 27.5. Thus the median of women's hourly earnings was but one-half cent more than the N.R.A. code minimum hourly wage; and 45 percent earned less than 32½ cents. Median hourly earnings are reported by occupation. Seven quite specific occupations employed at least 50 men and 50 women, giving an opportunity to compare earnings for fairly comparable work. The earnings of women (including female minors) ranged from 28 cents for colorers to nearly 39 cents for foreladies; men's from 37 cents for foot and hand-press operators to 86 cents for foremen.

The following table presents the information for these seven occupations.

Occupation	Number reporting		Median hourly earnings		
	Men	Women	Men	Women	Percent women's earnings are of men's
Foremen.....	150	53	86.2	38.8	45.0
Bundle hands.....	354	844	42.8	32.3	75.5
Power-press operators.	254	308	41.8	30.7	73.4
Foot and hand-press operators.....	327	641	37.3	31.9	85.5
Colorers.....	204	213	42.5	28.1	66.1
Stonesetters.....	328	381	63.5	32.6	51.3
Solderers.....	108	314	47.2	35.5	75.2

The median of hours worked during the week studied was 40 for both men and women; however, nearly 44 percent of men and 34 percent of the women had worked more than 40 hours, and 13 and 3 percent respectively, over 48 hours.

While 15 women and 215 men had earned over \$40 in the week studied, the median of week's earnings was \$12.67 in the case of women and \$19.37 in the case of men. Nearly 6 percent of the women had earned less than \$5 and nearly 27 percent, less than \$10. (Survey of Hours, Wages, and Other Conditions of Employment in the Jewelry Industry in the State of Rhode Island. Prepared by the Division of Women and Children of the Department of Labor.)

LEGISLATION AFFECTING EMPLOYED WOMEN

The legislatures of 43 States will meet in regular session during 1937, the exceptions being Alabama, Kentucky, Louisiana, Mississippi, and Virginia. The bills introduced that especially seek improvements for employed women are listed at the end of this NEWS LETTER. State officials in a number of States have made recommendations for the passage of laws to improve the situation of employed women, outstanding among such recommendations being the following:

The Department of Labor of Alabama in its First Annual Report (year ending Sept. 11, 1936), recommends a minimum wage law, perhaps for both men and women, and an hour law for women (40-hour week).

The Labor Commissioner of Connecticut urges an adequate appropriation for the enforcement of the State's minimum wage law, a 40-hour week for women and men in factories and a 48-hour week in hotels, restaurants and mercantile establishments.

The Governor of Illinois in his inaugural address (Jan. 11, 1937) recommended a law limiting women's work to 8 hours a day. He also recommended the regulation of home work.

In his message to the New York legislature, Governor Lehman stresses the need to "devote consideration at the earliest possible time to a new minimum wage law to protect women workers." He also recommended some limitation of hours in hotels which are not under the coverage of the present hour law.

In the First Annual Report of the Department of Labor of South Carolina, the Commissioner recommends a minimum wage law and a general 40-hour week law, both to cover men and women.

EMPLOYMENT OF WOMEN

United States. Employment of women in December

The report for woman-employing industries for the end of 1936 shows, in most cases, encouraging gains over December 1935. The index of employment in non-durable goods industries, where most women in factories are employed, was nearly 7 percent above the previous year; the index of pay-rolls, over 14 percent.

Employment in the textile group was practically 6 percent above December 1935, pay rolls more than 15 percent above. Of the 8 component industries of the group, three showed employment declines; silk and rayon goods, 6 percent; fur-felt hats, 1 percent; woolen and worsteds, less than 1 percent. Pay rolls had declined only in silk and rayon mills (2.4 percent). In cotton mills, employment had gained practically 12 percent; pay rolls, 24 percent. In knitting mills the gains were 6 percent and 12 percent respectively.

In clothing factories, employment in December 1936 was 8 percent above 1935, pay rolls, nearly 12 percent. Every industry in the group had gained except millinery. Women's clothing, a very large group, gained by 10 and 12 percent in employment and pay rolls, respectively.

No other group employs so many women as do the textile groups, but in other specific industries, important woman employers, there were also improvements, as the following table shows:

Industry	Percent increase in—	
	Employment	Pay rolls
Boots and shoes.....	4.8	6.8
Confectionery.....	2.5	3.1
Cigars and cigarettes....	2.9	7.3
Paper boxes.....	9.3	14.6
Druggists' preparations...	2.5	8.5

Among the nonmanufacturing industries, in only one (a mining industry) had employment declined from December 1935 to December 1936. General merchandising showed gains of 11 percent above the preceding December, in both employment and pay rolls. In year-round hotels, employment had gained 3.5 percent; pay rolls, 8 percent. In laundries the gains were 9 percent and nearly 13 percent respectively.

United States. Young women aided by the National Youth Administration

A report has just been received from the National Youth Administration showing numbers of young men and women students who had received aid in the form of part-time employment during the period from September 1935 to June 1936. At the latter date the young women among these numbered 95,211 and were 45 percent of all students receiving aid. The greatest number of young women were reported for April 1936—more than 180,000.

The type of part-time work given these students included clerical and research work for the school or college attended and work connected with various community activities. Wherever possible, students were given work which was allied to or directly concerned with the field of their major interest. In this way their knowledge of their field has been broadened and increased while earning an N.Y.A. wage. (The Student Aid Plan, Circular No. 10.)

South Carolina. Employment of women in manufacturing

The Department of Labor of South Carolina which was established by an act approved in May 1936, has issued its first report for the period from June 1, 1936, to January 1, 1937. It shows over 33,000 women more than 16 years of age employed in the factories of the State, and forming 30 percent of all persons so employed. Nearly 87 percent of these women were employed in textile mills, where they formed 34 percent of all workers. The only other industries employing women to any considerable extent were: canneries, 1,047 women, clothing, 1,196, and cigar and tobacco factories, 1,498.

The new department takes over and continues certain activities of the Department of Agriculture, Commerce and Industry, so that from reports for 1935 a picture may be secured of the progress of employment in the State. In all factories women's employment had increased by 5 percent, men's by nearly 4 percent; in textile mills,

women's by 3 percent and men's by 1.6 percent. Total wages paid to men and women also were reported: these had increased more than had employment, 8.3 percent for women, 7.7 percent for men, in all factories.

The Division of Inspection of the South Carolina Department of Labor, in the course of its inspections, has been able to check on the extent to which N.R.A. standards still are being maintained in the State. The results are, on the whole, encouraging. Of 220 textile mills inspected, 210 are still paying N.R.A. code wages (\$12 a week minimum for 40 hours). Of 220 manufacturing establishments, 193 were still operating 40 hours a week per shift, with not more than two shifts. In 449 mercantile establishments, the majority of the employees still are receiving wages above those fixed by the N.R.A. and are working on the code schedule of hours.

Wisconsin. Unemployed girls on N. Y. A. projects in Milwaukee

A report recently received from the superintendent of the N.Y.A. work for girls and young women in Milwaukee, shows that the needs of these girls for vocational education are being placed before any standard of production. In November some 360 girls were employed in sewing rooms making blouses and skirts for school girls, the garments being turned over to the Department of Outdoor Relief. Each girl was learning to make a complete garment. Only when the workers become more proficient, are operations subdivided as they would be in a factory. In addition to their work for project needs, the girls are privileged to use six hours a month to sew for themselves or their own families.

Handicraft weaving also is being taught, five-footpower all-purpose hand looms being used for this. On these, girls have learned to weave pattern rugs out of the cuttings left from the garments made. (Communication to the Women's Bureau.)

PROBLEMS OF INDUSTRIAL HOME WORK

Local postmasters are not permitted to post in their office notices from employers soliciting industrial home workers, according to a statement made by the Chief Post Office Inspector to the Department of Labor, in response to an inquiry from the Director of the Division of Women and Children of the New York State Department of Labor reporting instances in which New York employers had sent such notices to post offices in Connecticut. Both Connecticut and New York have laws restricting industrial home work. The Chief Post Office Inspector further informed the Department of Labor that he would appreciate being notified of any and all instances of such posting in local post offices of notices advertising for industrial home workers, since such posting is unlawful.

PROBLEMS OF HOUSEHOLD EMPLOYMENT

International. Continuing interest in household employment problems

A communication from the World's Y. W. C. A. (headquarters, Geneva) states:

"From the stream of magazines, papers and reports which come to our desks sent to us by other organizations and our national sections, it is evident that there is a live and growing interest in the question of household employment."

Outstanding activities along these lines are presented including the following:

At a conference of the Association des Foyers de Jeunes Filles held at Parizet, France, in July, the principal subjects discussed were household employment, the problems it presents as an occupation for women, ways of improving the status of household employees, different kinds of training, the possibility of establishing foyers or hotels in connection with schools for the training of household employees.

In August, an important three days' conference on "Household Employment as an Occupation for Women" was initiated by the Melbourne (Australia) Y. W. C. A. and the organizing committee representing 28 women's organizations, is now setting to work to find the best way of carrying into effect the resolutions which have been passed.

From New Zealand comes word that "A union for domestic workers is in course of organization."

The Y. W. C. A. in Canada recently held a "stock taking" in order to discover where the Association had arrived in their work on household employment. Finding that the development in different parts of the country was uneven an interesting exchange of experiences was carried on. The results have been summed up in a series of papers grouped under the title "The Growth of an Idea." (Information on Social and Industrial Questions, Nov. 30, 1936, issued by World's Y. W. C. A., 2. rue Daniel Golladon, Geneva, Switzerland.)

Estonia. A government bureau for household employment

Women in Estonia, interested in the status of all working women, have recently succeeded in persuading the government to establish a Household Chamber, which is an actual branch of the State, with a woman—Mrs. Linda Eenpalu—at its head. (Christian Science Monitor, January 22, 1937.)

ACCIDENTS TO WOMEN

Michigan and Illinois. Industrial accidents to women

Accident reports have been received recently from two States, that for Michigan being for the year ending June 30, 1936, that for Illinois, for 1934. In Michigan, of 22,180 compensable accidents women were involved in 1,255 or 5.7 percent of the total. In Illinois accidents to women numbered 2,089 and formed 6.6 percent of all accidents.

In each State the women involved were rather fairly divided between manufacturing and nonmanufacturing industries. The manufacturing industries reporting the greatest number of accidents in Michigan were laundries and machine shops, factories making automobile bodies and parts, and food, beverage and tobacco factories; in Illinois, food, textiles and metal factories.

Death resulted in nine cases in Illinois, three due to occupational disease or industrial poisoning, three to vehicles, one to handling objects, one due to some poisonous or corrosive substance, one to hoisting apparatus. Two deaths resulted in

Michigan, one due to elevators or hoists, one to hot corrosive or poisonous substances. A woman of 20 in Illinois was permanently and totally disabled. This type of disability is rare, and none was reported for women in Michigan. In Illinois just over one-fourth of women's accident cases closed during the year had resulted in some form of permanent partial disability, such as amputation or permanent stiffening of a member. In Michigan only 6 percent of women's cases resulted in this type of disability.

In report after report, it is noticeable that the two most important causes of women's accidents are falls and machinery. In the present reports, practically one-third of women's accidents in Illinois were caused by falls, in Michigan, 29 percent. Data reported only for Michigan show a great difference in the importance of falls in manufacturing and nonmanufacturing industries. While in manufacturing, only about 17 percent of the accidents were due to falls, in other industries 43 percent were so caused. While cause of accident and nature of injury are not correlated, injuries frequently caused by falls are fractures and sprains and strains. These injuries are reported much more frequently in nonmanufacturing than manufacturing, fractures being nearly 18 percent of all injuries in nonmanufacturing industries, sprains and strains nearly 22.

In Illinois, machinery caused 18 percent of all women's accidents, in Michigan, 27.5 percent. The details for Michigan show that 87 percent of all machine accidents occurred in manufacturing. None of these machine accidents in Michigan caused fatalities, but 18.6 percent of them compared with 6 percent of all accidents resulted in some permanent disability. (Cost of Industrial Accidents in Illinois for the year 1934 and Annual Compensable Accident Report, year ending June 30, 1936--Department of Labor and Industry, Michigan.)

BILLS INTRODUCED THAT ESPECIALLY AFFECT EMPLOYED WOMEN

Arizona. S.B. No. 8. Adds to the existing hour law for women a limitation of hours for men and minimum wages for females and males--\$15 for a 48-hour week for females and \$18 for a 59-hour week for males.

California. A.60 and A.508. Limits the hours of personal or domestic workers to 48 a week if the worker lives off the premises of the employer; 60 hours a week if worker lives on premises. Exempts persons employed exclusively in care or management of children; as graduate, undergraduate, or practical nurses or attendants chiefly in care of sick.

A.241. Provides 6-hour day, 5-day week for all employment, public or private, with certain exceptions.

Georgia. H.B.50. Limits hours of work of any person in mill, factory or manufacturing establishment to 8 in any 24. Allows daily overtime of 4 hours if time and a half is paid. Exempts watchmen or employees engaged in making necessary repairs or in case of emergency where life or property is endangered.

Massachusetts. S.68. Suspends, until April 1, 1938, 6 o'clock law for women in textile mills.

S. 26. Amends present hour law for employees in State institutions to provide that the 8 hours of labor shall be worked within 12 consecutive hours.

H.B. 125. Resolution memorializing Congress to provide 6-hour day, 5-day week.

H.B. 123. Petitions Congress to amend Constitution relative to minimum wages for women and minors.

Michigan. S. 28. Standard minimum wage bill for women and minors. Includes cost of living.

Minnesota. H.B. 12. Amends hour law for women to reduce weekly hours from 54 to 44. Provides also 8-hour day. Applies to public housekeeping, manufacturing mechanical, mercantile, or laundry occupation, or telephone operators. Certain exemptions are specified; the Industrial Commission may exempt any employer or class of employers, and may allow longer hours in emergencies not exceeding 4 weeks in a calendar year.

New Hampshire. H.B. 60. Amends hour law for women to limit hours to 9 $\frac{3}{4}$ a day, 48 a week in manual or mechanical labor in manufacturing plants. In other employment 10 $\frac{1}{4}$ hours a day, 54 hours a week apply as under the present law.

H.B. 51. Strikes out present law limiting women's hours and prohibits work between 11 p.m. and 6 a.m. for women and minors under 18 employed at manual or mechanical labor in any employment.

New York. S. No. 159. Limits hours of employees (including nurses) in hospitals to 8 a day, 48 a week, except in cases of extraordinary emergency. Administrative officials, professional employees (internes, pathologists, etc.) superintendents of nurses, and ambulance drivers, are exempt.

A. No. 167. Extends to women employed in dining rooms and kitchens of hotels the law limiting hours of women in restaurants to 9 a day, 54 a week, 6 days a week, and prohibiting employment between 10 p.m. and 6 a.m.

S. No. 148. Limits hours of persons employed in any retail grocery store, dairy, fruit and vegetable store, or other places where uncooked and unprepared food and food products are sold at retail to 6 days, 48 hours a week and 8 hours a day. Allows 10 hours on 1 day a week if week does not exceed 48 hours.

A. No. 102. Provides 30-hour week for employees in factories or mercantile establishments; six hours overtime allowed for extra pay.

A. No. 23. Reduces hours of women elevator operators from 54 a week, 9 a day, to 48 a week, 8 a day. Extends prohibition of work between 10 p.m. and 7 a.m. to women over 21 and to operators of all passenger and freight elevators.

S. No. 2 and A. No. 105. Minimum wage bill for women and minors. Like standard bill but omits reference to cost of living.

S. No. 196. Provides for fixing minimum fair wages for men, women and minors during period of emergency. Omits reference to cost of living. Provides for mandatory orders for minors.

S. No. 217. Provides for fixing minimum fair wages and maximum hours for men, women and minors.

North Carolina. H.B. 54. Provides 8-hour day, 40-hour, 6-day week, for persons in any mill, factory, manufacturing establishment engaged in manufacture of tobacco, or textile products or of cotton, silk, rayon or woolen garments. Allows exemptions, under terms defined by Labor Commissioner. Hours for other persons in gainful occupations, 8 a day, 48 hours, 6 days a week, with exceptions allowed.

Ohio. H.B. 61. Requires employers to provide seats for passenger elevator operators and prohibits compelling employees to stand for a longer period than 2 hours in any working day.

H.B. 41. Makes it unlawful for any female to operate punch presses, shearing machinery, milling machinery or other like machines. Provides that all women employed in factories and assigned to perform the same class of work as men, although the work has been rearranged so as to be healthful and fitted to their needs, shall be paid the same rate of pay as that of men.

Pennsylvania. H.B. 56. Prohibits employment of any person by any employer for more than 35 hours a week.

H.B. 73. Standard minimum wage bill including reference to cost of living.

S. 11. Provides for minimum wage of 50 cents an hour for workmen employed on per diem basis at any State institution and on any State project.

A. 51. Amends hour law for women by reducing hours from 54 a week, 10 a day, to 40 a week, 8 a day. Women employed in other than industrial establishments: 44 hours, 6 days week, 8 hours a day. Telephone and telegraph operators over 18: 2 hours daily overtime in emergencies but not more than 44 hours a week. Women employed in canning perishable fruits and vegetables: 10 hours in 1 day but not more than 40 hours, 6 days a week. Domestic service: 54 hours' maximum a week. Nurses are exempted and also women over 21 earning \$25 to \$35, according to the size of the city, in following occupations (1) bona fide executive positions, (2) learned professions, (3) court stenographers. Hours of continuous employment are reduced from 6 to 5.

Rhode Island. H.B. 509. Prohibits deductions from wages of women and minors in manufacturing and mechanical establishments, paid by day or hour for time lost because of stoppage of machinery, unless such workers are permitted to leave plant during repairs. Requires overtime pay for workers at regular rates for time spent in making up lost time if they have been kept in workrooms during repairs. Requires an employer who penalizes a worker for leaving without notice to pay a similar forfeiture if he discharges without notice.

H.B. 523. Provides that women and children shall not be employed in factories more than 5 hours consecutively without at least 45 minutes for a meal; six and one-half hours of continuous work allowed on day ending at 1 p.m. Exemptions allowed in certain continuous industries and may be allowed by department of labor in others if not injurious to health of women and children affected.

H.B. 519. Prohibits night work between 12 p.m. and 6 a.m. for women in factories, manufacturing or mechanical establishments. Exempts women working on shifts for public utilities.

South Carolina. H. 19. To make 40-hour bill passed in 1936 effective upon approval by Governor instead of effective when passed also by Georgia and North Carolina.

H. 19. To make same act effective June 1, 1937.

Texas. H.B. 43. Standard minimum wage bill, cost of living omitted. For men, women and children.

Utah. House Concurrent Memorial No. 1. Asks Congress to submit amendment to Constitution for 30-hour week with time and one-half for overtime.

Washington. House Joint Memorial No. 1. Petitions Congress to enact legislation for 6-hour day, 6-day week.

Also memorializes Congress to prohibit employment in industry or public utilities for more than 30 hours a week.

H.B. 45. Makes it unlawful to employ any person in excess of 30 hours a week.

H.B. 51. To repeal the Sunday closing law. (Repealing secs. 242, 249, S.L. 1909.)

Wisconsin. Assembly Joint Resolution No. 12. To amend State constitution to provide that the legislature is authorized to fix minimum wages in any employment.

RECENT PUBLICATIONS OF THE WOMEN'S BUREAU

Employed Woman Homemaker in the United States: Her Responsibility for Family Support.

Women's Employment in West Virginia (miemographed.)

March 1, 1937

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Minimum wage

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New Jersey. Activities of the Minimum Wage Division
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MINIMUM WAGE

Illinois. Earnings of women in the garment industries

Preliminary information is now available as to the earnings of nearly 15,000 women and minors in various branches of the garment industry in Illinois. The study made by the Minimum Wage Division covered a busy week in 1935 (usually in the fall). Earnings for the entire year of 1935 were also secured for approximately 10 percent of the workers for whom weekly records were secured. Nine classifications of the industry were made, including outerwear, underwear, headwear, neckwear and accessories.

For the entire group, median week's earnings in the busy season were \$14.43 (half earned more, half less); median hours worked, just over 39; and median hourly earnings, 38.3 cents. Median earnings varied considerably from one branch of the industry to another. The lowest median was reported for the largest group, \$12.67, for workers in factories making women's and children's cotton and rayon dresses, cotton aprons and uniforms. The highest median was for the next to the smallest group, \$18.81, in the making of men's neckwear. In the second and third largest groups, men's cotton wear and women's neckwear, medians were between \$14 and \$14.50. In all other groups, medians were \$15 or more a week.

Median annual earnings of 1,344 women were \$665.49 for a usual working year of 50 weeks. Here again the lowest earnings were in the cotton dress group, \$587.29. The highest median, \$791.67, was for workers on hats, caps and millinery. The median of the average weekly earnings of those workers whose records for the year were secured, was \$12.87. This amount more nearly indicates what the average worker has to live on week in and week out, than a median for a week when the industry is at its peak of production.

New Jersey. Activities of the Minimum Wage Division

The preliminary survey and inspection work for minimum wage in the laundry industry is nearly finished and the completed report is expected soon. (Communication to the Women's Bureau.)

Rhode Island. Order issued for the jewelry industry

The Rhode Island Department of Labor, under date of January 30, 1937, has issued its first minimum wage order, covering women and minors in the jewelry industry. The order follows the recommendations of the wage board (See February News Letter), and fixes an absolute minimum of 30 cents an hour, which "shall not be reduced by any arrangement or device." (Communication to the Women's Bureau, with copy of Order.)

EMPLOYMENT AND EARNINGS OF WOMEN

United States. Employment of women in January

For several months the increase in pay rolls in all manufacturing industries over the same month of the preceding year has been about twice as great as the gain in employment. This is an important feature of recovery as pay rolls had fallen lower than did employment. This tendency probably reflects both increases in wage rates and a general increase in hours of employment.

The increase in employment from January 1936 to January 1937 was 11 percent; in pay rolls, nearly 23 percent. In the manufacture of non-durable goods, industries in which many women are engaged, the increases were 8 percent and 16 percent respectively. These same tendencies are shown quite consistently in the chief employers of women. Reports for individual industries show the following increases:

	Percent increase January 1937 over January 1936	
	Employment	Pay rolls
Fabrics.....	9	22
Cotton goods.....	14	31
Knit goods.....	8	18
Silk goods.....	0.7	8.5
Woolen and worsted.	5	17
Clothing.....	9	10
Men's clothing.....	5	10
Shoes.....	6	11
Confectionery.....	7	16
Tobacco.....	3	7
Paper box.....	10	20

In the non-manufacturing groups, no clear pattern appears, although in general, pay rolls had increased more since January 1936 than had employment. This was true in year-round hotels, where employment had increased 5 percent, pay rolls, 9 percent, and in laundries, where the gains were nearly 9 percent and 12 percent respectively. In the general merchandising group employment had advanced nearly 11 percent, pay rolls, 9 percent.

California. Women applicants for work

The California State Employment Service has issued recently a detailed inventory of men and women seeking work in the State, by age and type of work asked for. This survey is based on the active file of November 30, 1935, and shows nearly 60,000 women and over 200,000 men applying for work on that date. These persons included "not only unemployed job seekers, but all persons working at security wages on relief works projects, and all persons with relief status awaiting assignment to relief works projects, and also a small number of persons employed but seeking better work opportunities."

Over 70 percent of the women were 20 but not 50 years of age, with each of the 10-year groups forming not far from the same proportion of the total. Over one-fifth were 50 or older, and about 7 percent under 20.

Nearly half of the women in the active files were seeking domestic or personal service jobs; 23 percent, clerical work; 11 percent, professional or administrative work. Only 8.5 percent were classified as skilled, semiskilled, or unskilled workers, predominant in the group being the semiskilled. Nearly 7 percent

were saleswomen or in related services. Only 2 percent of the women were unassigned to any occupational classification, this group consisting of the recent students, others without work experience, and the unemployables.

Two-thirds of the women applying for work were on relief. This proportion varied with the different occupational groups from 51 percent of the clerical workers to nearly 80 percent of the small group of skilled workers. Of domestic and personal service workers, 70 percent were on relief; of saleswomen, 64 percent; of the professional and administrative group, 76 percent. The proportions on relief varied with age also. Of the women under 25, nearly half were on relief; of those 25 to 39, less than two-thirds; of the older women, about three-fourths were on relief. (California State Employment Service, Active File Survey, Nov. 30, 1935.)

North Carolina. Registration and placement of women

The North Carolina Department of Labor has made public recently a summary of the activities of the public employment offices of the State for a three-year period ending July 1936. During this period, 135,359 women applied for work and 56,723 were placed, a ratio of 42 placed to each 100 applicants.

Women were, on the whole, less successful in securing jobs than were men as is shown by the fact that they formed 23 percent of all persons registered and only 17 percent of all persons placed. It is interesting to note that women formed 21 percent of all persons placed on relief jobs. This large proportion is contrary to the usual situation. A recent report for the country as a whole showed that women formed only 10 percent of persons placed on work relief projects for the year ending July 1936. ^{1/}

The proportions of all the women registered who were from the more important industries were approximately as follows: domestic and personal service, 39 percent; manufacturing, 13; agriculture, forestry and fishing, 7; trade, 6; professional service and commercial service, 4 percent each; government service, 3. Details show that women who were agricultural workers, those in domestic and personal service, and in trade, had more chances of securing this same work than did other groups. (North Carolina Labor and Industry, December 1936.)

Oregon. Employment and earnings of women, 1934 and 1935

The Bureau of Labor of Oregon in a report recently issued summarizes the employment and earnings of men and women in the chief industries of the State in 1934 and 1935. The report also contains the usual hour schedules in these industries.

The food industries were the largest employers of women, with canning and packing the most important in the group. The textile and clothing group was second in importance; laundries and cleaning and dyeing establishments, third. It is less usual to find woodworking establishments important as employers of women; this group was fourth in the State in the employment of women, women being employed in plants making boxes and barrels, shingles and veneer and other wood products. In each of

^{1/} See Monthly Labor Review, December 1936, page 1528.

these four groups more than 500 women were reported in 1935 and the number had increased between 1934 and 1935, in some cases quite considerably. The proportion of women also had increased slightly.

The approximate median of women's weekly wage rates (computed in the Women's Bureau) had decreased or stood still in the three most important food industries. Such rates remained the same in the textile group, increased slightly in laundries and dry-cleaning establishments, and quite materially so in woodworking establishments. The following table shows these changes:

Industry	Approximate median weekly rate	
	1934	1935
Canning, packing, drying foods.....	15.50	14.50
Biscuits, confections, etc.....	14.50	14.50
Creameries, etc.....	17.50	16.50
Wearing apparel and knit goods.....	17.50	17.50
Woolen and linen mills.....	14.50	14.50
Laundries, cleaning and dyeing establishments	13.50	13.70
Planers, boxes, barrels, etc.....	13.50	15.50
Sash doors, etc.....	15.50	18.50
Shingles, veneer, etc.....	16.50	19.50

Scheduled hours reported were most frequently 8 a day and 40 a week, except in food establishments in which an 8-48 schedule was most frequent. Of the laundries and dry-cleaning establishments in 1935, 11 reported an 8-40 schedule and 10 one of 8-48 hours. (17th Biennial Report of the Bureau of Labor and the State Welfare Commissioner of the State of Oregon, July 1, 1934 - June 30, 1936.)

Pennsylvania. Employment and earnings of women, 1934

A final summary of the census of employable persons taken in Pennsylvania in the spring of 1934 has just been issued by the State Emergency Relief Administration. This census, which covered all but the rural farm population, showed 900,000 employable women, representing one-fourth of all the employable persons 15 years of age or older in the State.

Though women formed one-fourth of all employable persons and also of persons employed, they were 28 percent of the unemployed; a much greater proportion of the women than of the men who were unemployed had not had jobs previously. The report points out, however, that housewives and others who would not normally have become wage earners but reported themselves as "seeking work" solely because other potential workers were unemployed, were not included in the tabulations as "employable."

A greater proportion of women than men were unemployed. Considered by age groups, the greater unemployment of women compared to men was in ages 30 to 50. By large age groups the unemployment of men and women was as follows:

Age	Percent of all employables who were unemployed	
	Men	Women
All ages....	27.2	30.6
Under 20....	63.5	56.5
20-29.....	31.6	27.9
30-39.....	19.1	21.9
40-49.....	19.9	22.7
50 and over.	27.2	24.2

Unemployment by occupational groups has not been reported by sex. It has been of interest, however, to note the extent of unemployment in certain large occupation groups apt to be predominantly women. Stenographers, typists and domestic servants showed a greater unemployment than did all women; housekeepers, beauticians, trained nurses and telephone operators had a lower percent of unemployment, teachers a much lower percent.

Weekly earnings of men and women working full-time (30 hours or more a week) are reported by occupation. Such earnings were secured for nearly 500,000 women and the following table gives the median ^{1/} earnings of all women and of those in a few important occupations.

Occupation	Number of women reported	Median week's earnings
All occupations.....	484,348	\$16.85
Sewing machine operators.....	11,846	9.75
Telephone operators.....	7,846	16.85
Saleswomen in stores.....	34,965	15.15
Housekeepers and matrons.....	20,794	10.55
Domestic servants.....	68,941	9.45
Waitresses.....	11,007	11.55
Bookkeepers.....	16,161	19.50
Stenographers.....	35,588	20.55
Nurses, registered and graduate..	10,944	32.60
Professors and teachers.....	49,328	32.15

These earnings are based on the report of the workers and probably represent recent earnings. For persons on piece rates or paid by the hour, earnings will, of course, fluctuate more than do those of persons on a regular salary. (Census of Employable Workers in Urban and Rural non-farm Areas, Pennsylvania, 1934.)

^{1/} Median computed in the Women's Bureau.

Puerto Rico. Employment and earnings of women, 1936

Tobacco in various forms, and clothing, are the most important industries offering a living to women in Puerto Rico, according to the latest report of the Department of Labor (for the year ending June 1936). Nearly 6,500 women were employed in tobacco stripping, 339 in tobacco cultivation and 189 in the making of cigars. The needle trades gave employment to 2,828 women, the largest groups being at work on women's underwear and children's clothing. Fruit canning was third in importance as an employment for women, giving work to 782.

Women cigar makers averaged \$7.04 a week, which are higher earnings than were reported for any other important industry. The tobacco strippers averaged \$2.59 a week, and women on tobacco plantations \$1.59. In the clothing industries, average earnings ranged from \$3.67 in children's garment making to \$5.26 for work on men's suits. In fruit canneries, women averaged \$2.22 a week.

Average full-time hours for women never exceeded 48 a week, while average hours actually worked seldom reached 40 for any important group.

OTHER CONDITIONS OF WORK

North Carolina. Hours of work in textile mills

The North Carolina Department of Labor and Industry publishes from time to time data regarding operating hours in textile manufacturing, the State's most important industry. The most recent report on this subject, based on questionnaires, gives data on 382 mills. (An inspection report for 1935 showed nearly 55,000 women employed in the textile mills of the State and subject to the conditions found.)

It is encouraging that standards of work schedules set up by the N.R.A. still prevail to a considerable extent; 82 percent of the mills reported an 8-hour day; 80 percent, a 40-hour week; 82 percent operated with one or two shifts. An even larger proportion, 95 percent, reported a 5-day week. In 77 percent of the mills a lunch period is given.

It is discouraging that 66 mills have reverted to three shift operations. In 43 mills, 50 hours of work is the weekly schedule; in 12, more than 50 hours. In 86 mills, no lunch period is given, 52 of these being yarn mills. (North Carolina Labor and Industry, December 1936.)

HAZARDS TO WOMEN IN INDUSTRY

Massachusetts. Occupational diseases of women

The Division of Industrial Safety of the Massachusetts Department of Labor and Industries regularly investigates occupational diseases reported to them by physicians treating such cases. The report for 1935, which has been issued recently, indicates that 290 such cases were investigated, of which 48 were women's cases.

In the great majority of their cases, 431 women were affected by dermatitis, caused, as the details show, by a wide variety of substances, including

alkaline solutions, dyes, solvents, cements, and the like. Such substances are used in a very many industries, 12 different groups being specifically reported as having at least one case of dermatitis among its women. The industries involved are: Shoes, 10 cases; textiles, 8; electrical products, 8; food products, 4; foundry and machine shops, 3; rubber products and dress ornaments, 2 each; tanneries, metal products, chemicals, paper products, and clothing, 1 each.

There were reported 4 cases of women poisoned by gas or fumes, 3 in food plants, and one case of pneumoconiosis, the industry not being indicated.

It is interesting to note the increased reporting of dermatitis. At the same time there is a great decrease in reports of lead poisoning cases. The report for 1925 speaks of lead poisoning as "the commonest occupational disease", the department having investigated 67 cases in that year while only 8 cases of industrial dermatitis were reported. These data were not given by sex. Undoubtedly, preventive measures following the Department inspections have caused the great decrease in lead poisoning cases. As to dermatitis there probably has been an increase in the use of irritants likely to cause skin affections, and also an increase in the reporting of such affections as their cause is better understood. (Annual Reports of the Department of Labor and Industries for the years ending Nov. 30, 1935, and Nov. 30, 1925.)

Missouri. Industrial accidents to women

Nearly 5,000 Missouri women suffered from industrial accidents in 1935, according to the Report of the Missouri Workmen's Compensation Commission received recently. The great majority of these accidents, 4,832, resulted in temporary disability only. There were 2 fatalities and 29 cases of permanent partial disability. In 5 cases there was temporary loss of earning power due to the accident, although no time was lost from work. (Ninth Annual Report of the Missouri Workmen's Compensation Commission, the Statistical year of 1935 and operating year of 1936.)

PROBLEMS OF INDUSTRIAL HOME WORK

New York. Prohibition of home work on men's neckwear

Following a very comprehensive study of home work in men's neckwear in New York, made by the Division of Women in Industry and Minimum Wage, the Industrial Commissioner has issued an order prohibiting all home work in the industry after May 1, 1937 (with certain exceptions provided in the home work law). The report showed conclusively that home work lowered wage rates for all workers and caused a decline in the employment of factory workers.

The study of the industry covers three periods, before, during, and after the N.R.A. code. Since the code prohibited home work, the results of such prohibition could be studied and appraised. The survey included 124 firms employing at the time of the investigation 3,268 factory workers and 580 home workers. Three-fourths of the factory workers and practically all the home workers were women. The following summary of the study deals chiefly with hand sewers, known as slip-stitchers.

In the fall of 1933, before the code for the industry was adopted, 70 percent of the slipstitchers employed by the firms studied were home workers. Piece rates, which had been set at 70 cents a dozen ties by a union agreement in 1929, were so low in 1933 that the majority of workers were paid less than 45 cents a dozen, and one-fourth of the factory workers and 43 percent of the home workers, less than 30 cents.

In the N.R.A. code, adopted in March 1934, home work was by no means secured, the employment of factory slipstitchers increased in the plants studied from 569 to 1,363 and home workers decreased from 1,356 to 394. The code fixed a minimum piece rate of 45 cents a dozen for slipstitching, and in the fall of 1934 only 9 percent of the slipstitchers covered by the study received less than this amount. Analysis shows that enforcement of the code minimum was less effective in the case of home workers, as over one-fourth of them were paid less than 45 cents a dozen.

The shift from home work to factory work necessitated a marked change in factory set-up. It brought an increase in labor costs and also in overhead, part of which had formerly been borne by the home worker. These increased costs forced the manufacturers to turn their attention to better planning, more division of hand operations and more supervision of work in the shop. Nevertheless, many manufacturers stated that they profited by the better quality and increased speed of production.

By the fall of 1935, the first busy season after the nullification of the code, the employment of home workers had increased and that of factory workers had declined. Throughout the industry as a whole, piece rates for slipstitching had declined and some employers had cut the rate to 23 cents. Over one-fourth of all slipstitchers were receiving less than 45 cents and 14 percent less than 30 cents. A visit to certain of these firms in the fall of 1936 showed rates in some cases as low as 18 and 20 cents a dozen.

Visits were made to the homes of 249 home workers, 4 of whom were men. Although this was the busy season, one-fourth of the home workers who had worked without help of others in the previous week had earned less than \$5, and 56 percent less than \$10. Many of the home workers visited had also worked in the factory during the period when the code was in effect. These women expressed their preference for factory work, not only because of the higher piece-work rate paid, but also because of the greater regularity of work and their increased output under factory conditions. (Communication to the Women's Bureau with Summary of Report and Copy of Order.)

New Jersey. An exhibit of articles made in workers' homes

The Consumers' League of New Jersey has made an exhibit of industrial home work, collected through the courtesy of the State Department of Labor. The exhibit is being shown throughout the State in order to interest organizations and individuals in the Assembly Bill (No. 134) for the regulation of home work. The League has received a letter from the New Jersey Dress Manufacturers and Contractors Association pledging their help in passing the bill. (Communication to the Women's Bureau.)

Pennsylvania. The menace of industrial home work

Under the title of "Three Cents an Hour" the Bureau of Women and Children of the Pennsylvania Department of Labor and Industry, describes the exploitation of women and children who work in their own homes on various industrial processes. The report concludes: "Difficulties encountered by the Bureau of Women and Children during ten years of regulation of home work are so great that the consuming public as well as the home worker and the factory worker can be fully protected only by complete abolition of the home-work system. This the Bureau unequivocally recommends."

Descriptions of some of the more prevalent forms of home work, quoted in part below, are accompanied by case histories of women who are trying to supplement a meager income by this form of work.

"In small town and rural newspapers throughout the State there are constantly appearing advertisements seeking to recruit the large army of women knitting baby sacques, caps, bootees, and embroidering fine dresses at incredibly low wages. Employers maintain no factories; the plants are the humble homes, and the usual costs of production, light, heat and rent are borne by the women workers. Herein, also lies an interstate industrial problem.

"Another widely scattered form of industrial home work is the handwork on infants' and children's dresses. Even machine-made dresses require some handwork such as smocking, fagoting, embroidering and turning of collars and cuffs. Some manufacturers find it more profitable to send the work to Puerto Rico. Then there are the dainty all hand-made dresses which are sold in the finest shops in America. The home worker pays the price for the fortunate mother who insists upon exquisite handwork for her baby's things. Each dress sells for more than the price paid to the worker for a dozen.

"Several large firms in Pennsylvania employ hundreds of women to fashion by hand paper novelties widely used for parties. They cannot be turned out by machine because they lack the appearance given them by deft fingers. Earnings range from 2 cents to 10 cents per hour.

"Many of these workers are approaching blindness and wrecked nervous systems from the long tedious night and day knitting. The shelves of the fashionable shops are piled with the fruits of their labor, luscious in color, and fascinating in design. Little does Madame realize when she says, "Charge and send" a knitted suit at \$85 to \$145 that the overburdened foreign-born sister has been paid \$7 to \$10.50 for the inhumanly long hours entailed in its fashioning.

"The head of a firm with a large capitalization replied to official inquiry as to the necessity for distributing home work from his factory with the statement that since it was very costly and impracticable to card hooks, eyes, and bobby pins, etc., by machine, they were dependent upon workers to process them in their homes."

LEGISLATION AFFECTING WOMEN

United States. H.J.R. 237. Proposes an amendment to the Federal Constitution as follows: The Congress of the United States shall have the power and authority to regulate by law maximum hours, minimum wages, and working conditions in industry, mining, manufacturing in the United States and the several States.

The legislatures of 27 States are in session, and a very large number of bills have been introduced that affect employed women.

The following have passed one or both houses:

Arizona. H.J.A. 2. Memorializes Congress on a plan of cooperation between States to abolish depressions by setting minimum wages and maximum hours. Passed House February 17.

Arkansas. S. 116. Extends coverage of women's hour law to include hotels, restaurants, banks, building and loan associations, insurance companies, public utilities, and elevator operators. Passed both houses of legislature. Approved by Governor February 13.

California. A.J.R. 12. Memorializes Congress to enact legislation providing 30-hour week. Passed House January 15.

Massachusetts. H. 123. Both Houses have passed the petition to Congress for a constitutional amendment relative to minimum wages for women and minors.

Minnesota. H.B. 12. Provides 8-hour day and 44-hour week. Has been passed by House by a vote of 85 to 32 and reported favorably by the Senate Committee on Labor.

H. 11. To bring girls 18 to 21 years under minimum wage law. Has been passed by House and favorably reported by Senate committee.

Montana. H. 174. Provides minimum wage for women and minors. Based on living wage. Establishes a minimum wage commission. Passed House February 13.

H. 267. Regulates hours in hotels. Passed House February 16.

Minimum wage bills are under consideration in at least 13 States and the District of Columbia. Those that have passed one House in Montana and Minnesota already have been mentioned, as have the memorials to Congress from Arizona and Massachusetts. In New York joint hearings were held February 1 on a series of minimum wage bills that had been introduced both in the House and in the Senate as follows: S. 2 - A. 105; S. 193 - A. 234; S. 217; A. 629. These are designed to answer constitutional objections to this law. Bills in the lower houses of Arizona (H. 61) as well as that referred to in Montana (H. 174) base such a wage on the cost of living; those in the District of Columbia, Pennsylvania (H. 330), another Arizona House bill (H. 124), and an amendment in the California Assembly (A1922 & 1924), base the minimum wage on value of services rendered; and a second Montana bill (H. 53) seeks to fix a flat \$18 wage. In New Hampshire, H. 160 seeks to extend coverage of the minimum wage law to domestic service, and an Ohio House bill (H. 111) provides both hour and minimum wage standards for household employees. Several Colorado bills, both in House and Senate, provide minimum wages for employees in industry (H. 225 and H. 226), for telephone employees (S. 235), and for public utility employees (S. 236). Three other bills in the same State provide minimum wage for women (H. 65, H. 74, and H. 788), and one provides for regulation of wages in agriculture (H. 35). A minimum wage and maximum hour bill has been introduced in Nevada (H. 156) and a wage bill in New Mexico (H. 29) and in Washington (H. 194). A Wisconsin bill seeks to fix a minimum for employees of public penal and charitable institutions (A. 45).

Hour legislation of some type has been introduced in the great majority of the legislatures in session, and in many of them several bills are under consideration. In some cases these bills represent entirely new regulation, in some they shorten hours, in some they increase coverage, in some they provide one day's rest in seven, some seek to restrict night work for women. The bill passed in Arkansas, those through one house in Minnesota and Montana already have been mentioned.

A 30-hour week is the object of bills in Michigan (S. 52) and Washington (H. 88), the latter combined with collective bargaining provisions and of the memorial to Congress from California, already referred to. An Indiana bill proposes a 6-34-hour week (H. 34). The Wyoming Legislature memorializes Congress to enact legislation providing a 30-hour week in industry and public utilities (H.J.M. 1).

Provision for a 40-hour week, usually with an 8-hour day, sometimes with a 5-day or a 6-day qualification, is made in the following:

Connecticut. S. 757, S. 263, and H. 427.
 Manufacturing and mechanical.
California. A. 2435. Shortens women's hours to 40.
District of Columbia. H.R. 4409.
New York. S. 254; A. 273. Restaurants. Also removes the present exemption for cities under 50,000 and extends coverage to dining rooms and kitchens of hotels.
 S. 253; A. 272. Waiters and cooks in hotels and restaurants.
North Carolina. (H. 54). Mills and factories.

Provision for a 48-hour week is made in Connecticut for many types of establishments, some of the chief being restaurants, hotels and eating places (S. 755), beauty shops (S. 756), stores (S. 759, S. 215 and S. 321) and hotel lodging departments (S. 785). In most cases these exempt supervisory employees receiving over \$200 a month.

States proposing new laws for an 8-hour day are Indiana (H. 140), West Virginia (H. 249, also providing 48-hour, 6-day week), and also the District of Columbia (H.R. 4409, also providing 40-hour, 6-day week).

Shortened hours are proposed in Illinois (S. 45, S. 557, H. 143, reducing from 10 to 8-48), and in Nebraska (Bill 94, reducing from 9 to 8 a day). Increase in coverage is the purpose of bills in Colorado (H. 35, 8 hours for drug-store employees); Montana (H. 161, 8 hours in hotels, restaurants and cafes); New York (S. 253, A. 272, 8-48 hours for restaurants); Wisconsin (A. 45, 8-48 hours for public penal and charitable institution employees and also a minimum wage).

A series of bills has been introduced in New Hampshire and hearings have taken place. H. 1 reduces hours in manufacturing from 10 $\frac{1}{4}$ to 9 with a 45-hour week; H. 51 eliminates the present hour law; H. 60 provides 9 $\frac{3}{4}$ -48 hours in manufacturing; H. 2 requires lunch periods.

Domestic employees would be restricted to 56 hours with minimum wage coverage by an Ohio bill (H. 111) and to 60 hours by a Washington bill (S. 60). Montana bills fix hours for most occupations (H. 140) and especially for hotel workers (H. 267). A Pennsylvania bill does away with exemptions for overtime work and for cannery employees (S. 199). Nevada seeks to fix hours and minimum wages for women in one bill (H. 156).

Fuller regulation of industrial home work is sought in 6 States.

New laws, similar to that suggested by the Department of Labor have been introduced in Delaware (S. 37), New Jersey (A. 134), and West Virginia (H. 248).

Amendments to existing laws are proposed in:

Connecticut, S. 753, as to conditions of distribution; Massachusetts, S. 259, revisions; Pennsylvania, H. 72, H. 390.

RECENT PUBLICATIONS OF THE WOMEN'S BUREAU

State Labor Laws for Women, Bul. 144 (revision of Bul. 98)

Employment in Hotels and Restaurants, Bul. 123.

(1704)

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

April 1, 1937.

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Minimum wage

California. Minimum wage in canneries
Massachusetts. Progress in minimum wage
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Personnel

Recent publications of the Women's Bureau

MINIMUM WAGE LAW UPHELD

Judicial approval was accorded to one of the most important stepping stones to better labor standards for women that has been established in many years when the United States Supreme Court on March 29th upheld the minimum wage law of the State of Washington in the case of West Coast Hotel Company vs. Ernest Parrish and Elsie Parrish.

Since the District of Columbia law was thrown out in 1923 in the case of Adkins vs. Children's Hospital, minimum wage legislation based on cost of living has been under a cloud. Newer laws enacted based the minimum on value of service rendered as well. Courts in the State of Washington, however, still upheld its cost of living type law. Now the majority opinion handed down by Chief Justice Hughes in the new Parrish case gives the following definite assurance as to its legality:

"Our conclusion is that the case of Adkins v. Children's Hospital. . . should be, and is, overruled. The judgment of the Supreme Court of Washington is affirmed."

Concurring with Chief Justice Hughes were Justices Brandeis, Stone, Cardozo and Roberts.

This decision immediately infused new life into minimum wage procedure in States with laws long held inactive in the courts and renewed activities in many States to uphold, reenact or newly enact minimum wage laws. The first such legislation was passed in Massachusetts in 1913, and shortly after the following States enacted laws: California, Wisconsin, North Dakota, South Dakota, Colorado, Kansas, Minnesota, Arkansas, Oregon, Washington and the District of Columbia. Newer laws, under some of which great activity has been in progress, exist in New York, New Hampshire, Connecticut, Ohio, New Jersey, Illinois, Utah, and Rhode Island. A minimum wage law has just been passed in Nevada, and new minimum wage legislation is pending in Maryland, Florida, Pennsylvania, South Carolina, Montana, Arizona, New Mexico.

The Supreme Court decision just rendered states in part:

The [Washington] Legislature was entitled to adopt measures to reduce the evils of the "sweating system", the exploiting of workers at wages so low as to be insufficient to meet the bare cost of living, thus making their very helplessness the occasion of a most injurious competition. . .

There is an additional and compelling consideration which recent economic experience has brought into a strong light. The exploitation of a class of workers who are in an unequal position with respect to bargaining power and are thus relatively defenseless against the denial of a living wage is not only detrimental to their health and well-being but casts a direct burden for their support upon the community. What these workers lose in wages the taxpayers are called upon to pay. The bare cost of living must be met. We may take judicial notice

of the unparalleled demands for relief which arose during the recent period of depression and still continue to an alarming extent despite the degree of economic recovery which has been achieved. It is unnecessary to cite official statistics to establish what is of common knowledge through the length and breadth of the land. . .

California. Minimum wage in canneries

A voluntary association of canneries has been formed in Central and Northern California known as The California Processors and Growers, Inc. Its members own 61 fruit and vegetable plants and do 94 percent of the canning in the region. The primary object of the organization is to improve employer-employee relations and they consider that an important part of such a plan involves attention to wages, hours and working conditions.

For the season of 1937, minimum wages have been fixed for both men and women which are at least 25 percent higher than the rates paid in this region in 1936.

The minimum set for hourly workers are: men, 50 cents an hour; women, 40 cents an hour; for piece-workers, a base rate of $42\frac{1}{2}$ cents an hour. It is usual for the majority of women in canneries to be paid on a piece-work basis. (Communication to the Women's Bureau.)

Massachusetts. Progress in minimum wage

Two more wage boards have completed their work in Massachusetts. The report of the board for the corset industry was accepted and became effective on April 1. Hearings on the recommendations of the Board for the stationery goods and envelope industry were set for April 2.

The Corset Wage Board recommended a minimum rate of $29\frac{1}{6}$ cents an hour, or \$14 for a full week for employees at least 17 years of age who have had one year's experience in the industry. Apprentices are to receive $20\frac{5}{6}$ cents an hour or \$10 for a full week. Full time is defined as "the full number of hours per week required by employers and permitted by the laws of the Commonwealth." At least minimum hourly rates must be paid to all piece workers.

The Stationery Goods and Envelope Wage Board have recommended a minimum rate for workers of ordinary ability of \$14.50 a week for establishments working on a basic week of 40 hours or less. For establishments having a basic week of over 40 hours, a minimum of 32 cents an hour is recommended. This would mean \$15.36 a week if the full legal week of 48 hours is worked. Workers of ordinary ability are defined as persons 18 years of age and over who have had 9 months' experience.

For minors under 18 with 9 months' experience the recommended rates are \$13.75 for a week of 40 hours or less, or 30 cents an hour for a week of more than 40 hours. For learners with less than 9 months' experience, the rates recommended are respectively, \$11.50 a week for a week of 40

hours or less, or 27 cents an hour if more than 40 hours are worked.
(Communication to Women's Bureau with copy of Wage Board Reports.)

New Hampshire. Report of the Hosiery and Knit Goods Wage Board

The Wage Board for the Hosiery and Knit Goods Industry, after holding three public hearings on conditions in the industry, have recommended a minimum wage rate of 27½ cents an hour for all experienced women and minor employees, this rate to be guaranteed to piece workers as well as time workers.

For workers during their first 6 months' experience in the industry, a rate of 15 cents an hour is recommended. It is further recommended that in any factory apprentices shall not exceed 10 percent of all employees including men, except that every factory shall be entitled to at least 1 apprentice.

The report was accepted by the Labor Commission and a hearing conducted on March 24. (Communication to Women's Bureau with copy of report.)

New York. Earnings of women in laundries, October 1936

During the administration of the Laundry Wage Order (1933-36), the Division of Women in Industry and Minimum Wage provided, as one means of enforcing that order, for an annual sworn pay-roll report in writing from every laundry employing women or minors. Because of the interest in the effects of the Minimum Wage Law's invalidation, the Division requested these laundries voluntarily to submit pay rolls for the week ending October 31, 1936. That the laundry industry was also greatly interested in the problem was shown by the fact that of 2,031 laundries which had reported for a comparable week in 1935, responses were received from 1,993, five of these, however, being too late for tabulation. Employment had increased 5.2 percent over November 1935.

Analysis of these pay rolls show that since the laundry order had ceased to be in effect weekly hours had, in general, increased and weekly earnings had decreased, as follows:

	Median week's earnings	Median week's hours
November 1935...	\$13.42	41.8
October 1936...	13.40	42.1

That the changes were not greater is undoubtedly due to the interest of the majority of laundry owners in the maintenance of standards.

Those actually affected by the wage reduction (something more than half of all laundry women workers), of course, suffered more than the 1 percent wage decrease shown by the industry as a whole. In laundries employing from 10 to 24 workers the wage decrease from November 1935 to

October 1936 was 3 percent; in laundries employing from 50 to 99 workers, 1.3 percent; those employing 100 to 199 workers, 1.2 percent. These three classifications employ more than 50 percent of the women laundry workers.

The stabilizing effect that the Minimum Wage Law had on the laundry industry is recognized by its progressive employers who realize that a break-down in wage standards will endanger seriously the delicate equilibrium attained after three years of enforcement. At the public hearing on minimum wage legislation held before the joint Senate and Assembly Labor and Industry Committees on February 4, 1937, resolutions were presented in favor of such legislation by nearly all the laundry associations in the State. That wage standards have been depressed since the Law was declared unconstitutional is shown by the pay-roll records submitted but what is more important is that the unstable minority element of the industry appears to be the active factor in depressing the standard. Ten percent of the laundries continually lowering their wage standards may plunge the entire industry into a state of chaos. This vicious cycle, if again permitted to operate freely, may well result in a return to the cutthroat tactics which were common before the minimum wage laws went into effect. (The Industrial Bulletin, February 1937.)

North Dakota. Two years' work of the Minimum Wage Department

The Biennial Report of the Minimum Wage Department of the North Dakota Department of Agriculture and Labor for the period ending June 30, 1936, has been received recently.

The secretary of the Minimum Wage Department urges an increased appropriation for the Department, which would allow additions to be made to the staff. A field worker to assist in personal inspection is needed and "sufficient help to enforce the excellent sanitary rules which are contained in the wage orders." Additional clerical help is also needed in the office.

It is also recommended that a proposed Wage Claim Collection law be passed thus enabling the Labor Commissioner to collect minimum wage claims. At present, when conciliation fails, the Department can only advise the complainant to start civil action, a procedure too expensive in cases of small claims.

Need was felt for a more complete mailing list and considerable effort was expended in bringing such a list up to date. Lacking sufficient office force, the assistance of three clerks for a three months' period was secured from the Works Progress Administration.

Pay-roll blanks were sent out to over 8,000 firms, replies being sent from nearly 2,200. These results show again the need of a person to spend full time in the field securing the data required by the Department. (See July 1936 News Letter.) An analysis of the hours reported showed the following to be the median in the various industries covered by minimum wage orders.

Public housekeeping.....	59
Bakeries.....	45
Factories.....	48
Press.....	42
Creameries.....	46
Mercantile stores.....	45
Drug stores.....	51
Laundries.....	48
Independent telephone companies....	51½

(Compiled Agricultural Statistics of North Dakota for period ending June 30, 1936.)

EMPLOYMENT OF WOMEN

United States. Employment of women in February

As has been true for several months, employment and pay rolls in February 1937 have gained over February 1936 in nondurable goods industries, the group containing most of the women-employing industries and in the subgroups within that classification where most women are found. The most important industry groups show the following increases in the indexes of employment and pay rolls:

	Percent gain February 1936 to February 1937 in—	
	Employment	Pay Rolls
Nondurable goods.....	9.8	20.3
Fabrics.....	11.2	24.1
Wearing apparel.....	10.3	16.8
Boots and shoes.....	7.1	18.9
Food and kindred products...	8.9	15.9
Tobacco manufacture.....	4.3	13.6

It is interesting to note also the industry groups that may be considered to have returned to normal with an index at or above 100 (3-year average, 1923-1925). Employment in nondurable goods has been above 100 in every month after July 1936; the fabric industries since November 1936, the wearing apparel groups since July 1935. Employment in shoe factories just passed 100 in February of this year, while employment in confectionery and in tobacco manufacturing is still below that level.

In the nonmanufacturing industries employing many women, general merchandising had the highest level of employment in February 1937, 93.5, while in hotels and in laundries employment was between 85 and 90. In each of these industries both employment and pay rolls had advanced above the level of February 1936.

The reports of public employment offices throughout the country for February 1937, show a reduced pressure by job seekers, the number of new applicants being 26 percent below that of February 1936. The applications of women had declined 28.6 percent. The placements of women had decreased by 19.5 percent, and there were 32 percent fewer on the active files.

United States. Occupations of women eligible for Works Program employment

The W.P.A. has issued recently a report showing the usual occupation of persons eligible for Works Program employment on January 15, 1936. No family could be certified for such employment unless the family had relief status during the period from May 1 to November 1, 1935, except with specific authorization of the Works Progress Administrator. The group included nearly 1,800,000 women who formed 28 percent of all eligible workers.

Nearly one-third of the women were without work experience, this group being about evenly divided between young women 16 but under 25 and women 25 or older.

Nearly one-fourth of the women had usually been employed in domestic and personal service. About one-sixth had been semiskilled workers, the majority of these operatives in factories. One-twentieth had been office workers; 3 percent had been in professional or technical occupations; 3 percent in sales or kindred occupations; and 3 percent, farm workers.

In each family one worker was selected to be given preference in employment, this person being designated the economic head of the family. This decision was based on the qualifications of the different members of the family, the attitude of the household, and the occupational skill which should be developed or preserved. In nearly 700,000 families, 15 percent of the total, this person was a woman. Women economic heads of families were 38 percent of all women certified for work. They were nearly twice this proportion of the women in the professional and the administrative groups, and a relatively high proportion of the office workers and of the skilled workers. (Usual Occupations of Workers Eligible for Works Program Employment in the United States, Jan. 15, 1936.)

United States. Women certified for Works Program employment

The Works Progress Administration has recently issued a "Survey of Cases Certified for Works Program Employment in 13 Cities", based on a random sample of cases of families with a member employed on the works program as of April 1936, and a similar number with no member employed. The collected data, based on the combined figures for all 13 cities, are presented in brief form, with facts shown in the form of percent distribution.

About one-sixth of the economic heads of families were women. Over one-third of these women give domestic or personal service as their usual occupation, and over one-fifth, semiskilled work. One-fifth had no usual occupations. Other occupations represented by these women were: Office

work, 9 percent; sales and kindred work, 5 percent; professional and technical work, 3 percent; proprietors, managers and officials, 2 percent.

Of the economic heads of families employed on the Works Program, only 14 percent were women. They were one-fourth of those not employed but able to take an assignment, and 19 percent of those not able to take an assignment. The report points out that men secured Works Program employment more easily than did women because the prevailing type of works projects were unsuited to women. (Research Bulletin, Series IV, No. 2 W.P.A.)

United States. Women in State legislatures

A total of 137 women are members of the 1937 State legislatures in 34 States, a gain of 7 over 1936. Of this number 12 are State senators, a gain of one over the last two years. States having the largest numbers of women legislators are New Hampshire with 19, Connecticut with 18 and Vermont with 14.

Not far from half of these women, 44 percent, are entering on at least a second term, and many are serving third, fourth and fifth terms. Outstanding in length of service is Miss Eleanor Miller who has been a member of the California House since 1922, and Mrs. Mabeth H. Paige and Mrs. Hannah Kempfer who have served in the Minnesota legislature since 1923. (Information furnished by the National League of Women Voters.)

New York. Equal opportunities for women teachers

The teachers' union of New York City is sponsoring a bill that would do away with all sex distinction in examinations given for teaching positions and in eligible lists, except in connection with teaching of certain specific subjects such as sewing or carpentry where it would seem reasonable.

In a supporting brief the union points out that women meet the same eligibility requirements as men and take the same examinations but are then put on separate eligible lists. Regarding the License No. 1 list, there are 10 women to every man, yet the ratio of appointments is 4 women to every man. Appointments of 15 men from the list of December 1930, passed over 1,300 women on three prior lists.

In the matter of examinations, for 6 years examinations for high-school French and science were closed to women, and a German examination scheduled for March 29, 1937, will be closed to them.

The union feels that allowing sex to enter into the matter is a violation of the merit system. In every other type of civil service there is only one list. (Communication to the Women's Bureau.)

EARNINGS OF WOMEN

New York. Earnings of women in clothing factories

Because of reports of very low wages being paid in certain branches of the clothing industry, the Division of Women in Industry and Minimum Wage made a survey in the fall season of 1936 covering 41 plants, all located outside of New York City and all non-union shops.

The report shows that earnings of women in the plants studied were indeed low. The median week's earnings were \$10 in factories making dresses, \$11.32 in those making other women's clothing, and \$11.99 in the making of shirts. At least one-fourth of the 4,000 women covered had earned less than 25 cents an hour, the proportions for workers on the different types of garments being: shirts, 24.9 percent; dresses, 38.4 percent; other women's clothing, 28.6 percent. From two-thirds to over three-fourths of the women in the different groups had earned less than 35 cents.

The contrast between earnings in New York City clothing factories (often unionized) and in factories in the remainder of the State is shown in the regular monthly report of average weekly earnings as of January 1937. These are as follows:

Industry	Average weekly earnings of women in—	
	New York City	Remainder of State
Men's clothing.....	\$17.98	\$16.32
Men's furnishings...	15.85	12.84
Women's clothing....	22.63	12.59
Women's underwear...	17.42	11.33

(The Industrial Bulletin, February 1937.)

Texas. Employment and earnings of women

The 14th Biennial Report of the Texas Bureau of Labor Statistics just issued, shows nearly 50,000 women employed in Texas in factories, stores, hotels, restaurants, laundries, and telephone and telegraph establishments. The classified wage scale for men and women is also shown. These data are based on information secured in the course of inspections during the biennium ending August 31, 1936. Women formed 42 percent of all employees reported. Just over 40 percent were classified as operatives ^{1/} in factories, nearly 20 percent as office workers, nearly 19 percent as operatives in stores. Smaller proportions were found in laundries, hotels and restaurants, telephone exchanges and the like.

^{1/} All workers not office workers are designated as operatives.

The report points out that 8,740 women were employed at wage scales below \$9 a week and emphasizes the fact that such rates cannot be considered sufficient for self support. Over one-third of all the women reported (17,959) received less than \$12 a week. The proportions of women in different important groups whose wage scales were at these levels is shown in the following table:

	Percent of all women receiving less than--	
	\$9 a week	\$12 a week
Factory operatives.....	19.5	43.0
Clothing factories.....	7.6	15.3
Food factories.....	63.8	71.6
Office workers in factories....	1.3	2.0
Operatives in stores.....	6.1	18.8
Operatives in hotels.....	38.1	90.0
Operatives in laundries.....	43.9	88.0
Operatives in restaurants.....	54.9	84.7
Office workers not in factories	17.6	22.7

It is interesting to note that wage scales of women in factory offices are much better than are those of office workers in stores, laundries, hotels, etc. The low scales for workers in food factories is due chiefly to rates for workers in miscellaneous food factories, which includes pecan shelling. Two-thirds of the women in this group were on wage scales of \$3 but less than \$5.

LEGISLATION AFFECTING WOMEN

Of the 44 legislatures meeting thus far this year at least 18 are reported to have adjourned (March 26, 1937). The most outstanding legislative action affecting women (in addition to that reported in the NEWS LETTER of March 1) has been as follows:

Hours of work

Final action has been taken in New Hampshire on amendments to the women's hour law. The new act reduces hours for women in manual or mechanical labor in manufacturing establishments only, from $10\frac{1}{4}$ a day, 54 a week to 10 a day, 48 a week and adds a provision whereby the Labor Commissioner, after hearing, may exempt establishments for 8 weeks in any 6-month period. During such time hours may not exceed $10\frac{1}{4}$ a day, 54 a week.

A bill providing an 8-hour day for women has been introduced in Michigan.

Washington is reported to have adopted a law providing a maximum 60-hour week for all household or domestic employees, except in emergency, and specifying double compensation for overtime.

Legislation is pending in Wisconsin that would extend to domestic service certain provisions of the Labor Law including the daily and weekly hour and night-work regulations for women in industry and the requirement for 24 consecutive hours of rest in every 7 consecutive days.

In Minnesota the 44-hour bill met defeat and another measure has been introduced providing a 9-hour day, 48-hour week and a 90-day annual exemption for summer resort public housekeeping occupations.

The bill to continue suspension of the six o'clock law in Massachusetts has passed one House.

Bills are pending in Illinois to extend the coverage of the day-of-rest law and to prohibit the employment of women on a tip basis in hotels, restaurants, checkrooms or as maids.

Home work law

A bill to regulate industrial home work is pending in Missouri.

Minimum wage laws

After years of effort Minnesota has enacted legislation defining minors under the minimum wage law as persons of either sex under 21, thus making the minimum wage applicable to girls as well as boys between 18 and 21 years of age.

In New York the minimum wage bill S. 2 - A. 105 (Fischel-Steingut) has passed the Senate. (Further details will be given in a later issue of this bulletin.)

Minimum wage bills have been introduced in Maryland and South Carolina.

PROBLEMS OF HOUSEHOLD EMPLOYMENT

United States. Household service demonstration projects

The Works Progress Administration is instituting a series of projects known as Household Service Demonstration Projects. This type of project takes the place of the classes which have been conducted for the training of household employees. The projects are planned to demonstrate proper methods of housekeeping. At the same time they are designed as consultative centers to which either household workers or their employers may bring their problems.

Persons eligible for employment are to be certified as in need of relief in the usual way. These persons employed must have sufficient experience to be able to act as demonstrators under supervision. Provision is also made for the inclusion of women as assistants or trainees without pay. It is planned that such trainees shall continue on the project until fitted for private employment. Both demonstrators and persons being trained will be given assistance in securing private employment.

The projects work toward three results:

1. To equip needy women interested in obtaining experience and preparation for household work to hold jobs in private employment.
2. To place those who are successful in obtaining a certificate from the demonstration centers in homes of employers who maintain acceptable standards of work.
3. To organize committees who are interested in permanently raising the standards in household work.

Ohio. Trend of housework wages in Lakewood

The office of the Ohio State Employment Service at Lakewood, a residential suburb of Cleveland, has compiled a wage-rate chart covering housework placements made by that office from July 1, 1934, to December 31, 1936. This shows clearly an upward trend in wages in the vicinity. While placements at \$5 a week are still in the majority, those at less than \$5 are decreasing rapidly in numbers, and those at over \$5 are increasing even more rapidly.

The rates at which placements have been made in this period is shown by half years in the following table:

Half year	Number of placements	Percent of all women placed at—			
		Under \$5	\$5	Over \$5	Over \$9
Last half, 1934...	138	36	48	16	3.5
First " 1935...	145	33	41	26	3
Last " 1935...	132	39	33	28	2
First " 1936...	194	13	45	42	15
Last " 1936...	160	11	24	65	24

(Ohio State Employment Service Broadcast, February 1937.)

West Virginia. Wages offered for household employment in Fairmont

The Y.W.C.A. of Fairmont, W. Va., maintains an employment service for household employees, and also conducts a club for such workers. Their records show that household workers are commanding higher wages than they were a year ago. Wages offered by employers have ranged from \$9 down to \$2 a week, but jobs offering less than \$3 a week can no longer be filled, regardless of how little work there may be to do. The following shows the numbers of women offering wages within various ranges:

Total women.....	186
Number offering—	
\$5 and over.....	29
\$4.....	41
\$3 to \$3.50.....	96
Less than \$2.....	20

A total of 381 applicants sought employment through the Y.W.C.A. last year. Of this number, 237 were white applicants for general housework. Their average age was 24, and half were under 20. Negro applicants for general housework, numbering 38, averaged 27 with only 30 percent under 20. Women applying for day work were older than the other applicants, 77 white women averaging 31, and 29 negro women, just over 36. (Times-West Virginian, March 7, 1937.)

Canada. Proposed legislation for household workers

In five Canadian provinces Government agencies have lately been lending their support to efforts to raise the status of domestic service and improve the conditions of domestic workers.

Extension of existing minimum wage legislation to apply to domestic servants was provided for in a Bill which this year passed its second reading in the Manitoba Legislature. Similar action was asked for by organized houseworkers in Alberta and by a representative delegation in British Columbia, while a brief argument for legislative protection of domestic workers has been laid before the Government of Saskatchewan. Although difficulties in the way of enforcement have discouraged immediate legislative action, the Governments have addressed themselves to the study of existing conditions and the possibilities of regulation. Manitoba has set up an investigating committee, and British Columbia has circulated to employers questionnaires to be returned to the Minister of Labour and appointed an agent to direct investigation of conditions of employment. In these provinces and in Alberta, Ontario and Saskatchewan, the Governments are assisting in the promotion of experimental training courses for domestic workers, either by direct subvention or through the services of departments of education and employment bureaus.

Meanwhile the Young Women's Christian Association has made personal budget studies and promoted consultation and experimentation by household workers and their employers to draw up timetables for household work, and requirements with respect to time off and living-in conditions, which have been made the basis of a voluntary code to be observed by household workers and their employers as a means of systematizing their work and giving them some definite status. (Industrial and Labor Information, Feb. 22, 1937.)

Norway. Study of problems of household employment

In Norway the problem of the conditions of work of housewives and domestic servants and the occupational training of the latter has in recent years received particular attention from the housewives' and domestic servants' associations and women's organizations in general.

The Government showed its interest in this matter by setting up in the autumn of 1936 a special service for domestic questions in the Department of Agriculture. Further, in order to give effect to proposals made by a committee appointed in 1935 by the Department, 20 travelling instructresses have been appointed to organize domestic science courses in different parts of the country.

The Central Statistical Office has undertaken an enquiry into domestic servants' wages, and the Department of Social Affairs has appointed a committee of five women, including a graduate in law, a housewife, and the president of the Domestic Servants' Federation, to ascertain whether domestic employment can be regulated by law, and if so to draft a Bill to that effect.

Recently, a non-political association of housewives and domestic servants was set up to promote mutual goodwill and comprehension in the field of domestic employment and to raise the occupational and social standards of domestic servants. The rules of the new association state that servants in search of employment must give full particulars regarding age, domicile, place of birth, occupational training, last place and health, while housewives seeking servants must supply information as to the size of the house, the size of the family, the nature of the employment and hours of work, any extra labor employed, payment for overtime, etc.

The rules also state that servants are entitled to have a decent bedroom, to finish work at 7 p.m. except in special circumstances, to be free one afternoon a week from 2 p.m. and every second Sunday from 10:30 a.m., and to a holiday of 14 days with pay, plus a subsistence allowance of 2 crowns a day, after six months' service, and one week's holiday after three months' service. In case of illness the servant is entitled to be cared for during one month in the employer's house or elsewhere at the expense of the employer. Disputes may be submitted to the office of the association. (Industrial and Labor Information, March 8, 1937.)

Sweden. Conditions of work of women domestic servants

The Swedish Social Board has recently published the report on an enquiry undertaken in accordance with a Royal Order of 29 December, 1933 into the conditions of life and work of female domestic servants. The enquiry was carried out with the help of experts specially appointed for the purpose.

Information was secured through a general questionnaire sent to public and private employment agencies, to domestic training schools, and to other institutions, as well as to certain individuals who were expected to have some knowledge of the subject. Two other more detailed questionnaires, practically identical in form, were sent through the public employment exchanges and the occupational organizations to employers and employees. These questionnaires called for data regarding hours, wages, amount of work required, training and experience of employees, and the like.

A study of the general questionnaires revealed a shortage of skilled servants, which has indeed been noted for many years back. The supply falls especially short of the demand in the case of general servants between the ages of 20 and 30 who have learnt their work either in a domestic training school or by sufficient experience. On the other hand, in the country as a whole, except in the large towns and a few industrial centers, there is a surplus of less skilled workers, especially of girls between the ages of 15 and 18 with no vocational training. This state of affairs is due in the first place to the absence of sufficient opportunities for

domestic training, but it must also be noted that many girls decline to enter domestic service because the work is generally looked down upon and because the conditions, particularly as regards hours of work and free time, are much less satisfactory than they are in other female occupations. Domestic service is usually looked upon as a temporary occupation, and many domestic servants, if they do not marry, try to find a better post; they often take posts as waitresses in restaurants or cafes or as hotel chambermaids, or find employment in industrial or commercial occupations.

It should be noted that the experts who took part in this enquiry propose shortly to put forward a Bill to deal with vocational training for domestic servants, followed later on by a Bill to regulate their conditions of employment. (International Labour Review, January 1937.)

PERSONNEL

New York

Miss Rose Schneiderman has been appointed secretary of the New York State Department of Labor as a successor of Mrs. Maud O'Farrel Swartz who died February 22. Miss Schneiderman is president of the New York Women's Trade Union League. Under the National Recovery Administration she was the one woman member of the Labor Advisory Board.

Italy

Dottorressa Amalia Fassio has been appointed Directoress of a newly formed Office for Women and Youth's Work, the Ufficio Per Il Lavoro Femminile E Minorile of the Confederazione Fascista Dei Lavoratori Dell' Industria. (Communication to the Women's Bureau.)

RECENT PUBLICATIONS OF THE WOMEN'S BUREAU

The Benefits of Minimum Wage Legislation for Women (mimeographed).

(1725)

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

May 1, 1937

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Legislation affecting women

Minimum wage laws
Hours of work

Employment of women

United States. Employment of women in March
United States. Personnel policies affecting women
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employment offices
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LEGISLATION AFFECTING WOMEN

Minimum wage laws

The outstanding events of the month affecting employed women have had to do with the progress of minimum wage legislation and administration, which has been given new impetus by the recent decision of the United States Supreme Court upholding the Washington State law, which enables a wage minimum to be fixed on the basis of living costs.

Two new States, Oklahoma and Nevada, have passed minimum wage laws; the Oklahoma law applies to men, women and minors; the Nevada law applies to females. The Nevada act also fixes the wage rates—\$3 daily, \$18 weekly.

Bills to provide minimum wage fixing machinery are pending also in Michigan, Missouri, Pennsylvania, and Texas. The Pennsylvania bill has passed the Senate and has reached second reading in the House. The Missouri bill has passed the House.

The new minimum wage bill which has been adopted in New York is patterned in general after the law formerly in effect. It contains, however, a provision basing the minimum on the cost of living, and work has been started on this aspect of the law.

A minimum wage bill is pending in Wisconsin which will repeal the oppressive wage law for women and authorize the Industrial Commission to determine living wages for women as well as minors. Wage rates in effect under the present act shall continue in effect until new rates are determined.

In Utah the legislature has made an appropriation for enforcement of the minimum wage law and in Colorado an appropriation bill for enforcement of the minimum wage law is pending as well as a bill to amend the law slightly.

In the District of Columbia the minimum wage law, invalidated in 1923, has been revived and again becomes enforceable through the decision of the United States Supreme Court in the Washington State minimum wage case which reversed the 1923 decision in the District of Columbia case.

In Minnesota, also, the minimum wage law is again applicable to adult women, according to a ruling of the State's Attorney General who has held that the recent decision of the United States Supreme Court in the Washington case, reversing the 1923 decision in the District of Columbia case, makes the Minnesota law again enforceable for both women and minors.

The Massachusetts Minimum Wage Commission has formed two new wage boards, one for jewelry and related lines, and one for muslin underwear industries. This is the second board for the latter industry, the report of the first board having been rejected by the Commission.

In Ohio, Minimum Wage Order No. 3 governing food and lodging establishments, was declared mandatory on March 30, to become effective May 1.

Hours of work

In North Carolina a new law has been adopted providing a 9-hour day, 48-hour, 6-day week for females. Employers of not more than 8 persons are exempted and also many industries including hotels, tobacco redrying plants and warehouses, cotton gins, and cotton seed oil mills.

Measures reported passed in New York reduce to 48 the maximum hours of women elevator operators, women employed on street railroads and in hotels and extend the one day's rest in seven law to hotels and restaurants.

Massachusetts has again suspended the operation of the 6 o'clock law for one year.

In Illinois and Minnesota a 48-hour bill for women has been approved by one house.

A new enactment in Nevada provides again an 8-hour day but reduces the weekly hours to 48 from 56. In emergencies, however, up to 12 hours a day, 56 a week may be allowed if time and a half the regular wage rate is paid for hours over 8 a day, 48 a week.

The Colorado legislature is considering a bill reducing the maximum work week for women.

A new hour law in Vermont provides a 9-hour day and 50-hour week. (Hours were $10\frac{1}{2}$ daily, 56 weekly.)

Syria. Laws governing employment of women

A Legislative Decree was promulgated by the President of the Syrian Republic on June 14, 1936, regulating the employment of women and children. The principle regulations regarding women (over 16 years of age) are as follows:

It is forbidden to employ women more than eight hours a day, excluding one or several compulsory breaks for rest amounting in all to not less than one hour. Breaks must be arranged so that women do not work more than four consecutive hours in one spell. It is forbidden to employ women between 9 p.m. and 5 a.m. These regulations do not apply to women employed otherwise than on manual labour. A weekly rest of at least 24 consecutive hours must be granted to every employed woman. The Decree mentions a number of trades in which women may not be employed. On producing a medical certificate, any woman in a state of pregnancy may absent herself from work for one month before her confinement. No woman may be required to work during the fortnight following confinement, and this period may be prolonged by a fortnight at the woman's request. An employer may not dismiss a woman who is absent from work for this reason, but the woman cannot claim wages for such periods of absence. The employer is entitled to dismiss the woman if it can be shown that she was employed elsewhere during her absence.

(Industrial and Labor Information, March 15, 1937.)

EMPLOYMENT OF WOMEN

United States. Employment of women in March

Employment and pay rolls in March in woman-employing industries continue to show substantial gains over the same month of 1936, and in a number of cases have reached the normal levels of the years 1923-25 that are used as a base for measurement. In nondurable goods industries as a whole, the gains were greater than those for January and February, as the following figures show:

	Percent change in indexes of--	
	Employment	Pay rolls
January 1936 to January 1937...	8.0	16.1
February " to February " ...	9.7	20.6
March " to March " ...	10.6	21.4

In textile goods industries in March, employment was nearly 12 percent and pay rolls 24 percent above March 1936. Gains in employment and pay rolls in cotton goods were even more marked, 17 percent and 34 percent, respectively. In the other important textile industries, knit goods, silk and rayon goods and woolen and worsted goods, gains in employment were between 7 and 10 percent and in pay rolls between 12 and 22 percent.

In the garment industries employment had advanced by nearly 9 percent since March 1936 and pay rolls by nearly 15 percent. Pay rolls in shoe factories increased by nearly 29 percent in the years period, an advance from an index of 69 to one of 89. Employment, with a gain of about 9 percent, stood at nearly 103 in March 1937.

Employment and pay rolls in confectionery and in cigars and cigarettes were still far from normal, but employment in each had gained by about 4 percent, pay rolls by about 11 and 15 percent, respectively.

In the nonmanufacturing industries employing the most women, the gains since March 1936, were as follows:

	Percent change March 1936-March 1937	
	Employment	Pay rolls
General merchandising...	9.1	13.5
Hotels (year-round).....	5.5	11.5
Laundries.....	8.1	10.8

United States. Personnel policies affecting women

The National Industrial Conference Board, among other activities, has furnished much information regarding the policies of representative business firms on a great variety of subjects. A recent report "Personnel Practices Governing Factory and Office Administration", covers such points as attendance, employment and pay-roll procedure, working rules, and discharge and

resignation. While most practices presented would apply equally to men and women, two are of especial concern to women: the preference stated as to the employment of men or women on work that might be done by either; and policies regarding women employees who marry.

Of 201 companies reporting on preference for men or women wage earners on similar work, a few gave no preference, but over 3 in 10 preferred women and 6 in 10 preferred men. Regarding salaried employees, something over half of 276 industrial and 38 financial concerns preferred men, while about one-fourth had no preference. In the case of 2 financial concerns a preference was reported for men in supervisory positions but for women as clerks.

In the question of allowing married women to remain at work, wage earners were in a more favorable position than were salaried workers. Of 344 companies reporting, only 8 percent stated that women wage earners were not allowed to remain at work after marriage. This was the policy regarding salaried workers in practically 15 percent of 395 industrial establishments, and 55 percent of 53 financial establishments. Furthermore, women salaried workers must resign after a period of from 1 to 6 months in 3 percent of the industrial firms and 11 percent of the financial firms.

North Carolina. Age of women served by public employment offices

During the year ending June 30, 1936, the month-to-month reports of the employment offices of the State show that a total of nearly 65,000 women applied for work.

For every 100 women applying, 47 secured jobs. The women 25 but under 45 were most successful in securing work. Women under 20 were even more unsuccessful than were the older women—those over 55, and even those over 60.

The age groups of those applying and the relative ease or difficulty with which those at various ages found jobs were as follows:

	Percent of those applying	Number of women placed in each 100 applicants
Under 20.....	18	27
20, under 25....	18	46
25, under 45....	44	57
45, under 60....	16	45
60 and over.....	4	38

When consideration is given to the industries in which women found work, the situation is seen to be an abnormal one. Over half of the women were placed on relief jobs. Only half that many were placed in domestic and personal service. (Biennial Report of the Department of Labor of North Carolina, July 1, 1934, to June 30, 1936.)

Pennsylvania. Women's work under the W.P.A.

A report just issued by the Works Progress Administration for Pennsylvania gives a very comprehensive picture of the work done during the year ending June 30, 1936. It describes the way in which projects are started, the way persons are selected and put to work, the type of work done and its value to the communities. In general, the statistics are not by sex, but it is possible to point out achievements in work more usually done by women.

The making of clothing for needy persons was entirely a woman's project. About 19,000 women, representing as many families, were so employed. In many cases, these women were the sole employable persons in their families. Up to June 30 these women had made over 2,000,000 articles, mostly wearing apparel.

The library projects, also carried on chiefly by women, reported a total of over 450,000 books cleaned, mended or rebound as needed and nearly 140,000 books, magazines and newspapers catalogued and indexed.

Nearly 175,000 men and women were enrolled in educational classes in the month ending May 15, 1936. Of these 15,737 were taking home economics courses; 7,084, home nursing, hygiene and child care; and 399, domestic service. Thus about 13 percent were in those three types of classes that it is fairly safe to assume were of interest primarily to women. (One Year of W.P.A. in Pennsylvania.)

Virginia. Employment and working hours of women

The Annual Report of the Department of Labor and Industry of Virginia for the year ending September 30, 1936, presents statistics as to the employment of men and women in 1935. It shows over 47,000 women employed in the State in manufacturing, in laundries and cleaning and dyeing establishments, and in public utilities. While the numbers of both men and women had increased since 1934, the proportion of women had declined slightly—from 30 to 29 percent.

The manufacturing industries offering the greatest employment opportunities to women are, in order of importance, textiles, food, tobacco and clothing. Negro women were found most frequently in the tobacco industries, especially tobacco rehandling, and in food industries, chiefly canning of fruits and vegetables or the cleaning, shelling and grading of peanuts.

The hours of work reported for manufacturing plants show the trend to a reduced working week. Though the law permits women to work 60 hours a week, few persons of either sex worked more than 54 hours. Hours were more often short for women than for men, as 11 percent of the women but about 22 percent of the men worked more than 43 hours. If under 40 hours be considered less than full time, considerably larger proportions of women than men were subject to undertime work. The following table shows the hours reported for the two sexes:

	Percent of men and women working specific hours per week—				
	Under 40	40-43	44-48	49-54	55 and over
Men.....	28.1	50.1	13.7	3.5	4.6
Women...	40.6	47.7	5.5	2.4	3.7

Women working more than 43 hours were found chiefly in three industries: tobacco rehandling, canning of fruits and vegetables, and laundry and dry-cleaning establishments. Over 4,000 women, all negro, worked in tobacco rehandling plants. Of these one-fourth worked more than 48 hours. In laundry and dry-cleaning establishments, of 2,775 women employed over half were negro. Of the 2,775 women, two-thirds had worked more than 43 hours and nearly one-fourth more than 48 hours.

Chile. Working women covered by insurance

The end of 1936 found nearly 400,000 women insured under the Compulsory Insurance Fund of Chile, which administers a scheme for compulsory insurance of manual workers which covers the risks of sickness, maternity, invalidity and old age. In 1930 nearly 260,000 women were insured, and the number has increased steadily each year. In 1936 women represented 31 percent of all workers covered by the Fund. (Industrial and Labor Information, March 29, 1937.)

Germany. Trends in women's employment

According to statistics published by the National Statistical Office, 1,463,000 women were employed in German industry during the first half of 1936. Although the absolute number of women so employed had increased by about 36 percent since 1933, the ratio of women to all persons so employed had fallen from 30.1 to 24.5 percent.

The President of the National Institute for Employment Exchanges and Unemployment Insurance, speaking on the employment situation, has stated that the elimination of women from employment would be an error, but that their health should be considered in choice of an occupation and that night work is inadvisable.

In a recent interview, Mrs. Scholtz-Klink, head of all the German women's organizations, spoke against the tendency to consider certain occupations as exclusively feminine simply because they involved domestic or welfare work; women had long since proved their aptitude for office and commercial work, and teaching, medicine and law offered wide fields for qualities which women possessed; by their occupational activities women made an indispensable contribution to the national life.

With a view to eliminating the employment of women in work of too strenuous a nature, various collective regulations prescribe that for such work women must receive the same wages as men. Collective regulations of this sort have been issued for the hat-making industry throughout Germany and for the brick industry in certain districts. (Industrial and Labor Information, April 5, 1937.)

India. Employment of women in factories

A report issued recently giving for the year 1935 statistics of factories, subject to the Factories Act of 1934, shows nearly 240,000 females employed, 96 percent of them being adults, that is 17 years of age and over. Since the Act covers only places that at some time in the year employ at least 20 persons, and, in addition uses some power-driven machinery, the figures are seen to be far from a complete picture of women's employment in factories.

About one-third of the women were employed in seasonal factories. These are defined in the Act as doing cotton ginning or cotton or jute pressing, or processing of ground nuts, coffee, indigo, lac, rubber, sugar or tea.

Women formed over one-third of all adults in seasonal but only 12 percent of those in "perennial" factories. In cotton spinning and weaving mills and in jute mills women were between 14 and 15 percent of all adult workers.

Though hours for adults in perennial factories shall not exceed 54 a week, nearly one-third of those reporting hours for women, had a normal week of 48 or less, and nearly 15 percent, of 42 or less.

While seasonal factories may require adults to work 60 hours a week, hours for women were 54 or less in 45 percent of those reporting, and 48 or less in 35 percent (Statistics of Factories Subject to the Factories Act, 1934, for the year ending December 31, 1935. Index and copy of Factories Act of 1934).

WOMEN HOME WORKERS

Ohio. Women engaged in home work in Cleveland

The Consumers' League of Ohio has been making a study of home work in Cleveland, with the view of discovering its extent, and the conditions under which it is done. This work is limited to a few lines of production, most of them having to do with women's clothes, particularly knitted garments. Some women are knitting entire sweaters by hand, others are doing handwork on machine knitted dresses, such as crocheting belt buckles and balls, embroidering flowers (part of the popular Tyrolean fad), appliqueing, making hand buttonholes.

A very decided difference was found in the wages paid to the women doing finishing on machine made garments, and to those making the entire garment by hand. The latter received unbelievably low pay—40 cents or 50 cents for a sweater, depending on the design. No record of hours worked is kept, of course, and knitters differ in their speed. A few women said they could make a sweater in four hours—which would mean 12½ cents an hour for the 50 cents sweater; but the great majority took 10 hours or more, and thus their wage amounted to 4 cents or 5 cents an hour. When there was deducted from this the carfare spent in getting materials and delivering garments, the payment became a mere pittance. One woman who lived about two miles from the factory made a point of walking one way when delivering the

sweaters, otherwise her payment for 12 hours would have amounted to 35 cents. Among 30 women visited who were knitting sweaters, the highest weekly earning reported was \$4 for 75 hours' work. This was a marginal income which had kept the family from applying for relief.

The work sent out by the knitting mills is much better paid for. Some women estimated that they were getting 25 cents an hour; others, 15 cents, 18 cents and 20 cents. The payment is all by piece, and it naturally is impossible to estimate the hourly rate with accuracy, in the absence of time records. (Quarterly Bulletin of the Consumers' League of Ohio, April 1937.)

Pennsylvania. Industrial home work in 1936

A report on industrial home work prepared by the Bureau of Women and Children of the Pennsylvania Department of Labor and Industry shows that while the number of firms licensed to give out home work in 1936 was much below 1935, 547 compared with 977, the number of home workers reported had increased by over one-fifth from 5,513 to 6,737.

An analysis of the types of industries giving out home work (as of December 1936) shows 57 different classifications although men's, women's or children's clothing accounted for over half of the firms and over two-thirds of the home workers. Among other types of home work employing considerable numbers of workers may be noted tobacco stripping; the carding of hooks, eyes, snaps and pins; sewing of rags for rugs and carpets; and the covering by crochet work of rings for window shades.

The difficulties of arriving at the hours spent by the worker on these forms of industrial production, and the earnings received in relation to the time spent, are great. The home worker is most usually the mother who cannot leave her family. Often, of course, she is assisted by other members of the family, frequently school children. Information as to hours and earnings was secured by personal interviews with over 2,000 workers, representing the best estimate the chief wage earner was able to make.

Hours worked, reduced to a median or average for the workers in each industry represented, ranged from 21 a week in tobacco stripping to nearly 49 in the sewing of rags. It must be realized that such medians conceal a far greater range of hours for the individual worker, than would a median of hours of workers in a factory.

Estimated weekly earnings ranged from \$1.16 for hand knitting on children's clothing to \$8.14 for work on hosiery. Median hourly earnings ranged from 3 cents for hand knitting on children's clothing to 26 cents for work on boots and shoes. Median earnings were less than 20 cents an hour in 14 and less than 10 cents in 7 of the 18 industry groups represented. The data for industries in which more than 100 women reported are as follows:

Industry	Hours		Earnings		
	Workers reporting	Median weekly hours	Workers reporting	Median hourly earnings	Estimated weekly earnings
Children's clothing, hand-knit.....	342	38.8	327	\$.03	\$1.16
dresses.....	361	39.2	423	.143	5.60
Women's clothing, hand-knit.....	385	47.5	369	.063	2.99
Men's clothing.....	96	41.9	112	.183	7.66
Tobacco.....	106	21.0	103	.137	2.87

A bill which would further limit industrial home work is at present before the State legislature. It would prohibit such work in certain industries such as infant's and children's clothing, food, tobacco and drugs—industries in which there exists a health hazard to the consumer and in which rates paid for home processing are far below subsistence level. By imposing special fees on home-work employers in other industries, the proposed bill attempts to equalize the competitive advantages enjoyed by the employer who utilizes home work over the employer who has all work done in his factory.

INDUSTRIAL HAZARDS AFFECTING WOMEN

Maryland. Industrial accidents to women in 1936

The report of the State Industrial Accident Commission of Maryland, recently issued shows that compensation was allowed for 767 accidents to women, these forming nearly 8 percent of all claims allowed in the year ending October 31, 1936. The women's cases included two fatalities and 27 cases of permanent disability.

The only other item reported by sex was the age of persons whose claims were allowed. The following table shows the age distribution of these women:

	Percent of women injured
All ages.....	100.0
Under 20.....	13.7
20 not 30.....	38.0
30 not 40.....	22.6
40 not 50.....	15.1
50 not 60.....	6.7
60 and older...	3.9

Great Britain. Accidents to women due to weight lifting

The Home Office of the British Government has issued recently a study entitled "Weight Lifting by Industrial Workers," one of a series of safety pamphlets. It analyzes about 2,000 accidents due to weight lifting, of which 94 occurred to women or girls.

For two periods of three months each, one in 1929 and one in 1933, all reported accidents caused by the manipulation of loads were analyzed. In each period, such accidents to adult women (18 years and over) formed 38 percent of all those to adults. Among young people, girls suffering from lifting formed 26.5 percent of all young persons so affected in 1929 and 18.2 percent in 1933.

For both men and women, the most usual injury was muscular strain, and with regard to this the report states:

"It is difficult to determine the results of muscular strain. There may be recovery in a few days; on the other hand it may be the origin of chronic ill-health, while between the two lie many possibilities."

Other types of injuries suffered by women or girls were hernia, fracture, contusions and lacerations, injury to blood vessels and dislocation of joints.

The study reaches the conclusions that to prevent such accidents, it is of first importance that the question of a safe maximum load should be studied. Certain theoretic ratios have been tentatively established between the body weight of the worker and the weight carried, age of the worker also entering into this consideration. Ideally, all loads should be based on physical data relating to the individual worker. If the job requires fairly continuous lifting, the load must be less than if the lifting is intermittent.

Other points to be considered are: (1) Bulk. The more compact a load, the easier it is to carry. (2) Level of lifting. The nearer a load can be kept to the same level, the less the work will be. (3) Method. New workers on a job must be trained as to best ways of doing the work. (4) Pace of work and rest pauses. (5) Use of mechanical devices.

PUBLICATIONS OF INTEREST TO WOMEN WORKERS

Survey of the laundry industry—Project 6006—Workers Education, W.P.A.

This study is intended for the use and information of teachers of the Workers Education Project. It gives a brief survey of the industry since 1929, with details for New York State. Earnings are given and the effects on earnings of minimum wage orders.

The women's garment industry. An economic analysis by Lazare Teper

A brief history of the industry, a discussion of its problems, effects of union agreements and of the N.R.A.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

June 1, 1937

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Minimum wage

New laws

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MINIMUM WAGE

New laws

A minimum wage bill has passed both houses of the legislature in Pennsylvania, and was signed May 27 by the Governor. This brings to three the number of new States having passed such laws and to a total of 21 the jurisdictions having such laws, i.e., 20 States and the District of Columbia.

Minimum wage bills in Michigan and Missouri have passed one house, and a bill is pending in Florida. Revisions of minimum wage laws are also pending in Massachusetts and Wisconsin.

New York. Administration of minimum wage law

Since the new minimum wage law was signed on April 27, the Division of Women in Industry and Minimum Wage has been flooded with inquiries from both employers and employees asking what minimum rate was in effect in the industry in which the enquirer was interested. This situation has led the Industrial Commissioner to issue a statement outlining the steps that the law requires shall be taken and the probable time that will elapse before orders may actually be issued.

Since the minimum wage is to insure an income "sufficient to provide adequate maintenance and to protect health" the first step is to determine what items should be provided in the working woman's budget, and what these items cost in various parts of the State. The information thus secured can then be drawn upon in establishing a budget for workers in various industries. For example, the clothing needs of a saleswoman will be different from those of a factory worker.

It will require at least four months to complete this initial study so that the first minimum wage board cannot begin work before September 1. Considering the time allowed in the law for the various steps following the formation of a wage board, it is reasonable to hope that the first minimum wage order will become effective by Thanksgiving, 1937. Since other boards may be formed before the first one has completed its work it will be possible during the fall and winter of 1937-38 to apply the law to three or four of the industries most urgently in need of minimum wages for women and minors.

Employers in the laundry and restaurant industries have petitioned that the minimum wage law be applied to them as soon as possible. On April 28, the day after Governor Lehman approved the law, the New York State Restaurant Association, meeting in Buffalo, adopted a resolution inviting the Industrial Commissioner to "take steps forthwith leading to the establishment of a minimum wage order applicable to restaurants at the earliest possible date." The resolution pledged the association's "full cooperation in collecting data upon which such minimum wage order must be based; in expediting a report of a minimum wage board, and in enforcing any fair minimum wage order." (Communication to the Women's Bureau.)

District of Columbia. Revival of minimum wage activity

The recent Supreme Court decision upholding minimum wage legislation gave new life to the District of Columbia law still on the statute books. The Commissioners of the District have appointed a committee to study questions concerning the law's operation, amount of personnel needed, and the funds necessary to carry on its administration. Members of this committee are Fay Bentley, Judge of the Juvenile Court, Elwood Street, welfare director, and Dr. George C. Ruhland, health officer of the District, under whose department the women's hour law is administered. This committee is advisory and differs from the minimum wage administration board provided for in the law.

Recommendations made to the Commissioners by the Corporation Counsel of the District included the suggestion that the law be given a 6-month test beginning July 1, before amendments are proposed, and that consideration be given to its extension to include men. These recommendations await the report of the committee appointed by the Commissioners. The importance of public sentiment behind the law is evidenced by the fact that the advertisements of at least one prominent department store include the statement that its employees all receive more than the minimum wage formerly fixed.

To test the retroactive character of the decision, suits for the payment of wages under the law back to 1923 when it was thrown out, have been instituted by a waitress and a laundress. The minimum fixed for these occupations was \$16.50. The suits were argued May 19 before Judge Ellen Ready, only woman on the Municipal Court bench. The claims were based on the fact that, though declared unconstitutional, the law never was repealed.

Minnesota. Enforcement of minimum wage law

The most recent development in the operation of Minnesota's minimum wage law has been the reinstatement of the 1921 wage orders for adult women. Pending the fixing of new rates, the rates in effect in 1925 automatically are in force. These rates have had legal publication in daily papers in all towns over 100,000. A new advisory wage board has been chosen and will begin consideration of new rates early in June.

Although employers have quite generally cooperated to the extent of complying with the present wage order, wage discrepancies covering several hundred adult women have already been corrected by requiring payment in full of unpaid minimum wages which have accrued since April 16, when the attorney general advised the Industrial Commission to renew enforcement of the wage law. The wage discrepancies which have been disclosed have occurred largely in beauty parlors where a recent survey revealed the median wage as being approximately \$11 in the larger cities of the State. The present order fixes a wage of \$12 for workers of ordinary ability. (Communications to the Women's Bureau.)

Utah. Survey of women's wages planned

At the request of Mr. William M. Knerr, Commissioner of Labor of Utah, the Women's Bureau will assist in making a survey of the wages paid to women in the State. This material will be used in a report to be submitted to the first wage conference to be called in the State.

Although the minimum wage law was passed in 1933, it has never been put into operation because of lack of appropriation. The present session of the legislature has granted \$20,000 for the enforcement of the law and Mr. Knerr is eager that the women of the State shall have the benefits of the law as soon as possible.

Other States

A wage board for the garment industry is now meeting in Illinois and one for the apparel industry is in session in Rhode Island.

Quebec. Minimum wage fixed in the food industry

A new minimum wage order for the food industry recently issued in Quebec went into effect June 1, 1937. The law as now in force in Quebec, provides that minimum wage orders shall apply to all males who replace females. The new order declares that all work in the food industry shall be considered women's work thus making the order apply to all employees.

The effect of the new order is to raise rates for the majority of the employees in the industry. Under the old order, the minimum hourly rates for Montreal provided 21 cents for 65 percent of all employees. In the new order the industry is divided into two groups. Group 2 includes the manufacture of beverages, certain groceries, and meat packing, and 65 percent of the workers in these industries must receive at least 26 cents; group 1, includes other food manufacturing, and the hourly rates for Montreal provide that 23 cents must be received as a minimum by 65 percent of the employees. Lower rates are fixed for the remaining workers and rates for the remainder of the province outside Montreal are from 2 to 3 cents lower. (The Labor Gazette, Canada, April 1937.)

LEGISLATION AFFECTING WOMEN

(See also Minimum Wage section above)

Division of women and children

The Illinois legislature has adopted legislation providing within the State Department of Labor a superintendent of women's and children's employment.

Home work

Pennsylvania has adopted new legislation, approved by the Governor May 18, to regulate and in some cases prohibit industrial home work. The act requires employers' licenses and home workers' certificates. The Department of Labor and Industry is charged with enforcement and is authorized to set up regulations.

In New Jersey and New Hampshire bills to prohibit and regulate industrial home work have passed the House.

Night work

In New Jersey a bill to fix a penalty for violation of the night-work law has passed the House.

Seating

Ohio has passed new legislation requiring seats for passenger elevator operators and prohibiting employers from compelling employees to stand for a longer period than 2 hours in any working day.

Hours of work

Colorado. A law recently passed provides a 9-hour day for drug-store employees.

Connecticut. Revision of the hour law for women in mercantile establishments reduces hours from 9 a day, 52 a week, to 8 a day, 48 a week.

Illinois. The 48-hour bill has passed the Senate.

Massachusetts. Removed the exemption for restaurants from the law requiring one day's rest in 7 for all employees.

Michigan. A substitute hour bill in the Senate provides an 8-hour day, 48-hour, 6-day week for women and minors. The present law allows a 9-hour day, 54-hour week.

New York. New legislation now means that a maximum of 48 hours is provided for all groups of women in this State covered by hour laws.

Hours are reduced from 9 a day, 54 a week to 8 a day, 48 a week for women elevator operators and women employed on street railroads, and from 54 a week to 48 a week, for women employed as messengers for telegraph or messenger companies.

For the first time New York has enacted a law affecting women employed in hotels. By this act their working hours are limited to 8 a day, 48 a week, with a provision for one 10-hour day and 4 days of 9 hours in order to make a short day of $4\frac{1}{2}$ hours. The same provisions

apply, under new legislation to women in restaurants as well as an exemption for "resort" and "seasonal" hotels and restaurants in places of less than 15,000 population.

A new section has been added to the New York labor law permitting women over 18 in sauerkraut canneries to be employed between September 1 and December 1, as long as 10 hours a day, 60 hours a week.

Ohio. Hours for women in manufacturing were reduced to 8 a day, 45 a week, and to 8 a day, 48 a week in other employments with specified exemptions and with overtime privileges for mercantile, laundry and dry cleaning establishments at specified times.

Pennsylvania. The Senate has passed a bill providing an 8-hour day, a 44-hour and $5\frac{1}{2}$ -day week for women.

EMPLOYMENT OF WOMEN

United States. Employment of women in April

Employment and pay rolls in the nondurable goods industries, where most of the women in manufacturing are employed, continue to be somewhat above the average for 1923-25. In April 1937, employment was 10 percent, and pay rolls 23 percent above April 1936.

Employment in the textile goods industries was 13 percent above the level of April 1936, pay rolls practically 30 percent. Each of the 8 component industries showed gains. The following table gives these increases for the 4 largest industries:

Industry	Percent above April 1936	
	Employment	Pay rolls
Cotton goods.....	19.1	43.5
Knit goods.....	7.1	15.3
Silk and rayon goods.....	8.0	20.4
Woolen and worsted goods.	12.1	36.8

Employment in the wearing apparel group in April 1937, was 6 percent above 1936 and pay rolls 12 percent. In one of the 6 industries, millinery, these had declined between 3 and 4 percent, all others showed gains. Increases were greatest in 3 industries manufacturing men's wear.

The status of 6 other industries should be noted because of the large numbers of women employed. The gains from April 1936 to April 1937 were as follows:

Industry	Percent above April 1936	
	Employment	Pay rolls
Boots and shoes, leather	8.8	31.0
Canning and preserving..	18.0	42.5
Confectionery.....	4.5	16.2
Cigars and cigarettes...	2.6	18.4
Paper boxes.....	14.1	26.6
Rubber boots and shoes..	10.4	28.9

In nonmanufacturing industries, employment and pay rolls are compared to an average for 1929. For several years hotels and laundries have been below this level, and general merchandising has been above only during the Christmas holiday season. All three show advances over April 1936, as follows:

Industry	Percent above April 1936	
	Employment	Pay rolls
General merchandising....	2.2	9.7
Hotels (year-round).....	6.2	12.1
Laundries.....	6.7	11.0

United States. Placement of women in April

Over 1,500,000 women were actively registered for work in the offices of the United States Employment Service on April 30. Over 90,000 new applications were received from women during the month and just over 80,000 women were placed, the great majority in private employment.

Women formed 21 percent of all persons in the active files at the end of April and nearly 32 percent of all new applicants. While they received less than one-fourth (22.9 percent) of all jobs, they were over one-third (35.7 percent) of the persons given private employment.

United States. Employment problems of deaf and hard-of-hearing women

An investigation of the employment problems of men and women handicapped by some degree of deafness, made by the United States Office of Education, has recently reported interviews with more than 6,000 women and 13,000 men who were or had been employed. These represented, of course, a sample rather than an exhaustive enumeration of deaf and hard-of-hearing adults. The findings were intended primarily as a help in the vocational guidance of deaf and hard-of-hearing young people.

Practically half of the women were employed at the time of the interview. Of the unemployed, only one-fifth gave their defective hearing as the reason, while practically half gave reasons that might be summed up as due to the depression.

The occupational distribution of these women differed rather markedly from that of all employed women. The largest group was classified as operatives and laborers. These represented chiefly factory employment and formed 30 percent of the total. Just under one-fifth were in domestic and personal pursuits, 18 percent in clerical occupations, and 14 percent in professional or semiprofessional services.

In comparing the proportions of women not employed in these chief occupational groups it is seen that 55 percent of the operatives and laborers compared with 37 percent of those in professional service were not employed. It must be noted, however, that reasons for nonemployment are not given by occupation. About half of the clerical workers and of those in domestic and personal service were not employed.

An important point to be considered in the placement of these handicapped workers is the extent of the hearing defect. Practically 60 percent of the women could understand loud speaking without ear phones while 36 percent could not hear speech at all understandingly. Comparing these two chief groups among those employed at the time of the interview, it is found that half of those practically totally deaf were either operatives or laborers, while the hard-of-hearing were more evenly distributed among the several groups. The following table shows these facts for chief occupation groups.

Present occupation	Percent of women whose present occupation was specified	
	Understand loud speech without ear phones	Cannot understand speech at all
All occupations.....	<u>100.0</u>	<u>100.0</u>
Professional occupation.	21.5	12.9
Domestic and personal occupation.....	19.7	19.7
Clerical occupation.....	27.1	6.1
Operatives and laborers.	14.8	50.7
Other.....	16.9	11.5

Nearly 900 women reported that they had received vocational training in schools for the deaf. A comparison of the type of training with the type of occupation followed at the time of the interview, shows that the vocational training had not been used to any considerable extent. There was a marked overtraining in mechanical pursuits such as dressmaking and in domestic service, and an undertraining in

factory occupations. Details reported for certain occupations show that 338 women had received training as domestic servants compared with 100 so employed, and 355 women were trained as dressmakers while only 38 were following this trade. (The Deaf and Hard-of-Hearing in the Occupational World. U.S. Department of the Interior, Office of Education. Bulletin 1936, No. 13.)

Michigan. Employment and unemployment of women, 1934

A series of reports being issued by the State Emergency Welfare Commission of Michigan based on a census taken in January 1935, give considerable detail regarding over 300,000 women who were or had been gainfully occupied. These women formed not quite one-fifth (18.8 percent) of all workers enumerated.

The distribution of these women in the chief industry groups differed in two important respects from the distribution in 1930. About 90 percent in each year were in manufacturing, trade, professional service or domestic and personal service, but in 1935 the proportion in professional service industries had decreased and in domestic and personal industries had increased, as the following table shows:

Industry group	Percent of gainfully occupied women in specified group	
	1930	1935
All groups.....	<u>100.0</u>	<u>100.0</u>
Manufacturing and mechanical industries.....	22.8	22.9
Trade.....	18.6	18.8
Professional services.....	18.4	17.9
Domestic and personal services.....	30.0	32.3
Other.....	10.2	8.1

Distributed according to the type of occupation, 31 percent of the women in 1935 were doing clerical work; 25 percent, semi-skilled; nearly 23 percent, unskilled; and 14 percent, professional work. The proportion of employed women doing clerical work was much above that in 1930, when 21.8 percent were so engaged. Data are not available for comparison as to the other occupational classifications.

Of all the women for whom industry and occupation was reported, just under one-tenth were unemployed in 1935. Of the important industrial groups here discussed, unemployment was greatest in domestic and personal service, 12.1 percent, and least in professional service, 4.3 percent. In the four large occupation groups unemployment was greatest among the unskilled, 14.6 percent, and least among the professional workers, 3.5 percent.

An interesting correlation can be made between the education of these women and their employment status. Unemployment was

greatest in the small group with no education, and least among those who had finished college. Nearly three-fourths of the women had either finished eighth grade or had entered or completed high school. The following list shows the percent of women unemployed at the various educational levels:

	<u>Percent</u>
No education.....	21.2
Eighth grade not completed....	19.5
Eighth grade completed.....	14.2
High school not completed.....	15.6
High school completed.....	10.5
College not completed.....	8.3
College completed.....	4.4

The median period of unemployment was approximately 7 months (half more, half less) at the time of the Census. The median unemployment of women in domestic and personal service was also 7 months. In the other large industry groups they were longer as follows: manufacturing and mechanical, 8 months; trade, nearly 10 months; professional services, nearly 12 months. When duration of unemployment is correlated with age the women 45 but under 55 showed the longest unemployment, a median of 11 months, girls under 20, the shortest, a median of 4 months.

All workers enumerated were asked to report their total income for 1934. Over 115,000 men and women had earned nothing for the year. The median annual income of women who reported earnings was \$583. Women between the ages of 25 and 55 earned appreciably more than those either younger or older. The median earnings for the various age groups were:

15 - 24.....	\$432	45 - 54.....	\$632
25 - 34.....	746	56 - 64.....	485
35 - 44.....	710	65 and over....	405

(Michigan Census of Population and Unemployment, Employment and Unemployment Statistics, First Series Nos. 3-6 inclusive.)

Switzerland. Mobility of women workers

The Swiss Federal Office of Industry, Arts and Crafts and Labor has for several years made inquiry as to the numbers of unemployed persons who were prepared to change their place of residence in order to secure work. The inquiry shows that there were more transferable unemployed persons among men than among women. In 1935, 18 percent of the men were transferable and in 1936, 21 percent, while the percent of women was 15 in each year. (Industrial and Labor Information, May 3, 1937.)

CONDITIONS OF WOMEN'S EMPLOYMENT

Canada. Problems of working girls

Nearly 1,000 Canadian girls filled out a questionnaire sent out by the National Council of the Young Women's Christian Associations in Canada, giving information on many points, including their work and working conditions and their economic responsibility. These girls represent office work, housework, business, industry and the professions, the largest groups being office and housework.

Of the entire group 24 percent had others dependent on them. For two groups the proportion was higher, being 27 percent for office workers and 28 percent for those in the professions.

Financial obligations and expenses are large in proportion to earnings. Though 19 percent professional and 15 percent business girls are able to live at home and keep all their earnings for their own use, only 4 percent of the industrial and 4 percent of the office girls are in this happy position; 56 percent pay board at home. Those in industry and business pay a much larger proportion of their salaries than those in office, housework and the professions, their earnings undoubtedly being more needed at home although they earn less. Financial responsibility of those on low salaries is greatest among the industry and housework groups.

For over half of the women in industry, daily hours were 9, 10, or even longer. For office workers 8 or 8½ hours a day were the usual schedules but overtime was frequent. Half of the girls in domestic service worked 12 hours or longer a day.

Provincial health insurance schemes as worked out in Canada to date cover persons earning from \$500 to \$1,800 a year. One-eighth of the office workers, over one-fifth of those in factories, nearly one-fourth of those in professional work, and one-third of the business girls would not be eligible because their earnings were less than \$40 a month or \$480 a year. (The Woman's Press, May 1937.)

LEGISLATION AFFECTING WOMEN IN LATIN-AMERICAN COUNTRIES

Cuba. Regulations governing the employment of women

The President of Cuba in March, issued new regulations concerning the employment of women to supersede those issued in November 1935. These regulations went into effect early in April. The following provisions, to safeguard the rights of women, are included in the decree:

Article 1.—The same rights are recognized for women as for men as regards the amount of compensation in similar work and in the enjoyment of the benefits of social laws, without further exception than the prohibition of carrying on unhealthful or dangerous work.

Article 2.—The payment of the salary should be made in view of the nature of the work and not in consideration of the sex of the workers.

Article 3.— * * * Single or married women shall receive their salaries directly.

Article 4.—No woman may be dismissed from work for the reason that she has married nor as a consequence of the application of the provisions as to night work. In the latter case employers who use women at night shall be obliged to give them work during the daytime.

(Communication from the American Embassy, Havana, Cuba, with copy of decree.)

Peru. State control of home work

The President of Peru, in March 1937, promulgated a law for the control of industrial home work. By its provisions employers giving out home work must keep complete records of the home workers, the work given out to them, and the amount of their compensation.

To further protect the home worker "every employer of home labor will deliver to each of his workers a booklet in which will appear the value and kind of materials which the worker receives, the pay due him, and the date on which the work must be delivered. There must be noted, also, the date on which the completed articles are returned by the worker, and the price paid for the work."

"The remuneration of the home worker shall not be less than that received for the same work, in the same locality, and under equal conditions by the worker who works under the immediate direction of an employer and in the employer's factory or workshop." (Communication from the American Consulate General, Callao-Lima, Peru, with copy of law.)

INDUSTRIAL ACCIDENTS TO WOMEN

Illinois. Injuries to women in 1936

Compensable injuries to women reported in Illinois during 1936 increased by 15 percent over those reported in 1935. At the same time, the percent that women's injuries formed of the total increased slightly, from 6.1 to 6.3 percent.

Not far from half of the women for whom injuries were reported were employed in manufacturing; over one-fourth were in services other than government or professional, and one-sixth in trade and finance. About 7 percent were in professional services. In manufacturing industries, the greatest concentration of women's injuries was found in food, metal, paper and textile (including clothing) industries. Such comparison as can be made with the 1930 Census as to employment in

factories, shows that injuries to women in food factories and in metal factories are nearly twice what their employment would seem to warrant. The following table shows this comparison for the four manufacturing groups:

Industry	Percent reported in specified industries	
	Of all women's injuries 1936	Of all women operatives and laborers, 1930 Census
Food products.....	25.5	12.3
Metals and metal products.	22.3	11.2
Paper and paper products..	9.9	7.5
Textile products.....	16.7	31.0

Not far from one-third (30.3 percent) of women's injuries were caused by the fall of the person injured; 19 percent were caused by machinery; 18 percent by handling objects; 11 percent by striking against objects or persons, while 5 percent were due to hot substances or flames. Of the 15 women who lost their lives due to accident, 3 were killed by explosions and 3 by occupational diseases or industrial poisons. One death resulted from each of the following causes: handling objects, hoisting apparatus, poisonous and corrosive substances, striking against objects or persons, and vehicles. For 4, the cause was not given.

Of the 1,922 cases of compensable injuries to women that were closed during the year, 68 percent lost time from work but suffered no permanent injury, 29 percent were left with some permanent disability and just over 2 percent were compensated for disfigurement. There were 10 fatal cases closed and one case of permanent total disability, that is, the person so injured can never work again. (Cost of Industrial Accidents in Illinois for the Year 1936. Illinois Department of Labor, Division of Statistics and Research.)

RECENT PUBLICATIONS OF THE WOMEN'S BUREAU

Employment of Women in Tennessee Industries—Bul. No. 149.
 Women's Employment in West Virginia—Bul. No. 150.
 Wages and Hours in Florida Industries (Mimeographed).

RECENT PUBLICATIONS CONCERNING WOMEN IN OTHER COUNTRIES

Women Who Work—Joan Beauchamp (Great Britain).
 Position of Women in Contemporary France—Frances I. Clark.
 The Position of Women in the U.S.S.R.—G. N. Serebrennikov.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

July 1, 1937.

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

I. L. O. urges full opportunity for women workers

Minimum wage administration

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increase under minimum wage
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Employment of women in May
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Salaries of public-health nurses improved in 1937
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Recent publications of the Women's Bureau

I. L. O. URGES FULL OPPORTUNITY FOR WOMEN WORKERS

As Activities Affecting Gainfully Employed Women is in final preparation, word comes that a resolution advocating full opportunity for women workers has been passed by the International Labour Conference in session in Geneva. The resolution, sponsored by the Government Delegates from the United States, Mr. Edward F. McGrady and Miss Grace Abbott, reads as follows:

Whereas, in view of the social and political changes of recent years and the fact that women workers have suffered from special forms of exploitation and discrimination in the past, there is need to re-examine their general position; and

Whereas, it is for the best interests of society that in addition to full political and civil rights and full opportunity for education, women should have full opportunity to work and should receive remuneration without discrimination because of sex, and be protected by legislative safeguards against physically harmful conditions of employment and economic exploitation, including the safeguarding of motherhood; and

Whereas, it is necessary that women as well as men should be guaranteed freedom of association by Governments and should be protected by social and labour legislation which world experience has shown to be effective in abolishing special exploitation of women workers; therefore be it

Resolved, that the Twenty-third Session of the International Labour Conference, while recognizing that some of these principles lie within the competence of other international bodies, believes them to be of the greatest importance to workers in general and especially to women workers; and therefore requests the Governing Body to draw them to the attention of all Governments, with a view to their establishment in law and in custom by legislative and administrative action.

District of Columbia. New Minimum Wage Board begins activities

The District Minimum Wage Board whose duty is to enforce the minimum wage law, have taken office and have begun to formulate their plans. Mrs. William Kittle, past president of the Voteless D. C. League of Women Voters, representative of the public, has been elected chairman. John Hanna, Chairman of the Board of the Capital Transit Company, represents employers and Arthur L. Schoenthal, Vice-President of the Washington Building Trades Council, represents labor.

One of the first major tasks of the new board will be a survey of wages paid to women and minors in the District. For this purpose, the Board is expected to make use of data of the Department of Labor. The Women's Bureau very recently has made available a preliminary report of a study of the earnings of 12,742 women found in laundries, stores, hotels and restaurants, factories, cleaning establishments and beauty parlors. Pay-roll data was for a week in March or April of 1937.

Comparisons were made between the present earnings of women and the minimum rates fixed for certain industries during the period that the law was in effect (1919-1922). Large proportions of the women whose earnings were reported in 1937 received less than these minima, as the following table shows.

Industry	Rate set by Board	Percent of women whose earnings in 1937 were—		
		Less than rate	Same as rate	More than rate
Laundries.....	\$15.00	89.1	1.9	9.0
Dry cleaning.....	15.00	70.1	4.9	25.0
Stores.....	16.50			
Department $\frac{1}{2}$...		45.7	8.0	46.4
Ready-to-wear $\frac{1}{2}$		30.5	6.2	63.3
Limited price $\frac{1}{2}$		100.0	---	---

$\frac{1}{2}$ Full-time workers only.

Further details show that about one-fifth of women in all industries had earned less than \$10 in the week studied, and about one-third, less than \$12.

Massachusetts. New minimum wage orders issued

Reports of 2 wage boards have been accepted by the Minimum Wage Board of Massachusetts and their recommendations become effective as orders, for the stationery goods and envelope industry on July 15, and for toys, games and sporting goods industries on August 1.

In stationery goods and envelopes occupations, experienced employers 18 years of age and over shall be paid not less than \$14.50 a week in establishments working 44 hours or less nor less than 33 cents an hour for over 44 hours. For experienced minors under 18, the rates are \$13.75 a week or 31 $\frac{1}{2}$ cents an hour. The rates for learners

44
33
132
132
14.50

are \$11.50 a week or $26\frac{1}{2}$ cents an hour. An employee is experienced after 9 months' work in the industry, not necessarily continuous nor for the same employer, on any specified operation in the industry.

The minimum rates set for toys, games and sporting goods occupations are as follows: employees with 1 or more years' experience, 35 cents an hour or \$14 for a 40-hour week; employees with 6 weeks' to 1 year's experience, $32\frac{1}{2}$ cents an hour or \$13 for a 40-hour week; employees with 1 to 6 weeks' experience, $27\frac{1}{2}$ cents an hour or \$11 for a 40-hour week. (Communication to the Women's Bureau with copy of orders.)

Minnesota. Immediate rise in women's wages results from law

The experience of Minnesota gives a vivid illustration of the benefit of minimum wage laws in raising women's wages. The reinstatement of Minnesota's minimum wage order for adult women is resulting in wage adjustments being paid to approximately 250 women since May 1. A significant majority of these discrepancies occurred in beauty parlors and low-priced mercantile establishments.

Minnesota's present wage order for all occupations provides for a wage of \$12 per week of 36 to 48 hours in towns over 5,000 with a wage of \$10.25 in towns under 5,000. Provision is made for a sliding scale of rates for learners. Because the wage is such a modest one it is surprising that so many discrepancies have occurred. It indicates that the median wage in beauty shops was less than \$11. In the cut-price shops the majority of licensed beauty operators received wages between \$5 and \$8 per week for full-time employment. With the reinstatement of the minimum wage law and the organization of beauty parlor operators, the wages of many licensed operators have been doubled within the last six weeks.

The recently created advisory board composed of 5 employer, 5 employee and 1 public representative is functioning and is about to consider new rates in line with the present cost of living. (Communication to the Women's Bureau.)

New York. Women experience marked wage increase and also employment increase under minimum wage

As more and more States are continuing to put into operation minimum wage legislation, it is of interest to note a bit of new evidence of the fact that under minimum wage laws employed women experience very decided advances in pay, while at the same time the numbers employed continue to increase.

The Women's Bureau recently has analyzed pay-roll data for a large sample of the laundry employees in New York, where a minimum wage was in effect at the time surveyed, and the adjoining State of Pennsylvania in which industrial conditions are similar so far as laundries are concerned, but which had not fixed a wage minimum for such workers. Records were taken for more than 4,300 employees in each of these States

at three pay-roll dates, May 1933, before any measure had been taken to prevent exploitation of women workers through low wages; November 1933, after a minimum wage had been fixed in New York by a directory order; and November 1935, when the order had been made mandatory.

Before any effort had been made to raise their wage level, three-fourths of these New York women laundry workers earned less than $27\frac{1}{2}$ cents an hour. After this amount was fixed as a minimum by a directory order, in effect urging voluntary compliance, the proportion paid so low declined markedly, and after the mandatory order scarcely any women were so low paid.

In Pennsylvania, however, while at first a much larger proportion of the women received less than $27\frac{1}{2}$ cents than was the case in New York, and while the influence of the N.R.A. toward better wage levels somewhat decreased this proportion, as did also the progress of recovery, yet in November 1935, when practically all the New York women who formerly had received a low wage had experienced some wage increase due to the fixing of a minimum, three-fourths of these Pennsylvania women still were paid less than $27\frac{1}{2}$ cents an hour.

The following figures show how striking was the proportion of women who experienced benefit from the fixing of a minimum wage in a single industry in one State, in contrast to women for whom no such efforts at raising wage levels had been undertaken:

State	Percent of women who received less than $27\frac{1}{2}$ cents an hour		
	May 1933	November 1933	November 1935
New York.....	74	15	Less than 1
Pennsylvania....	87	81	74

At the same time, the employment of women had increased in New York under the minimum wage in almost twice as great a proportion as in Pennsylvania where no wage was fixed. This proportion of increase from May 1933 to November 1935 in the plants reported was as follows:

	Percent
New York.....	5.6
Pennsylvania....	2.9

In New York City, where a higher minimum was fixed than in the remainder of the State, the increase in employment of women was greater than in the State as a whole.

Besides increasing the amounts received by women in the lowest earnings levels, the New York minimum wage experience showed increases in numbers of women earning considerably above the minimum, a situation similar to that experienced in California over a long period of years during which minimum wage provisions were in effect. In Pennsylvania there was some upswing in numbers receiving the higher amounts, but this was far exceeded by the increase in New York under minimum wage operation. The advance in proportions paid well above the minimum was greatest in New York City where the minimum was highest.

The following shows the proportion of women who earned \$15 or more:

	May 1933	November 1935
Pennsylvania.....	3.4	7.0
New York:		
Whole State.....	9.9	16.2
New York City...	11.9	19.0
Outside City....	4.9	8.9

Rhode Island. Women's earnings rise markedly under jewelry wage order

The Division of Women and Children of the Department of Labor has received its first sworn pay-roll reports from jewelry manufacturers, for a period about 1 month after a directory order for the industry went into effect, fixing a minimum of 30 cents an hour.

A survey made before the wage order showed that 36.2 percent of all women in the jewelry industry received less than 30 cents an hour. (See February NEWS LETTER.) The sworn pay rolls showed that only 5.6 percent were receiving less than 30 cents one month after the order became effective. While 9 of these women were office workers not covered by the order, most represented violation of the wage order. Under the directory order the law provides no way to bring an employer into line except by moral suasion or by publishing the names of violators. However, several employers paid the sums necessary to raise earnings to 30 cents, either at once or after some persuasion from the Division.

It is often stated that under a wage order the minimum tends to become the maximum, that employers lower wages in the higher brackets to offset increases in the lower brackets. This has not proven true in the jewelry manufacturing industry in Rhode Island. Before the wage order 34 percent of the women were receiving between 30 cents and 35 cents an hour; after the order 58 percent were in this wage group, about half of them receiving more than 30 cents. The increase in this wage group is due to the fact that women formerly earning between 3 cents and 29 cents an hour have had wage rates increased, rather than because wages in the higher brackets have been decreased. (Communication to the Women's Bureau.)

Other States. Minimum wage activities

A wage board for the laundry industry has been appointed by the Commissioner of Labor of New Jersey, Mrs. Helena N. Simmons, executive secretary of the Consumers League of New Jersey having been chosen as chairman.

The Commission for Minimum Wage in Oklahoma has been appointed and is compiling data on retail mercantile and department stores, garages, retail automobile establishments, and laundries and cleaning establishments. The law, it may be recalled, covers both men and women.

The Industrial Commission of Utah has appointed Mrs. Lottie Shupe as an inspector for the enforcement of laws governing the employment of women and children. These will include the minimum wage law and the 48-hour law for women. At the request of State authorities, the Women's Bureau now has begun the survey of women's hours and wages in Utah that was noted in the May 1 News Letter as having been requested.

In Washington a conference of employers and employees with the Industrial Commissioner unanimously recommended an increase in the minimum rate for women in canneries from 30 to 32½ cents to 37½ cents. (Communications to the Women's Bureau.)

Australia. Basic wage rates of women in Queensland

The Industrial Court of Queensland, on March 22, 1937, raised the Basic weekly wage rates of women by 2 shillings and of men by 4 shillings, making the rate for women 2 pounds 1 shilling and of men 3 pounds 18 shillings. The ratio of women's to men's rates, while low, is higher than in the 3 earlier awards. The percent women's rates formed of men's in the various awards were as follows:

	<u>Percent</u>
September 1925...	50.6
August 1930.....	51.3
December 1930....	51.0
July 1931.....	52.7
March 1937.....	52.6

(Industrial and Labor Information, June 7, 1937.)

British Columbia. Minimum wage rates for women janitors

The Board of Industrial Relations which administers both the "male" and the "female minimum wage act", has issued recently 2 wage orders, one covering women employed as janitors in apartment houses, one covering men so employed. The rates fixed and the conditions of labor and employment in the 2 orders are identical. British Columbia was the first Canadian Province to enact a minimum wage law for men, such a law having been in effect a little more than 10 years.

Rates fixed in the orders for resident janitors range from \$22 a month in a building containing 5 residential suites to \$125 where there are more than 50 suites. The minimum for janitors on an hourly basis is 37½ cents an hour. These rates went into effect June 1, 1937. (Communication to the Women's Bureau with copies of orders.)

NEW LEGISLATION AFFECTING WOMEN

Outstanding events of the past month in the field of labor legislation applying to women are as follows:

Hour legislation

Illinois has passed a law fixing maximum hours for women at 8 a day, 48 a week, the final favorable vote in the House being 109 to 22. The coverage of the old law is extended to include barber shops, beauty parlors, and offices. The most important exceptions are telephone operators working at night if allowed to sleep 4 out of 10 hours, and telephone operators at private switchboards; establishments canning perishable fruits and vegetables direct from the field between June 1 and October 15. Certain overtime provisions are included. The hour law added to the minimum wage law now in effect for several years, helps in building toward more adequate labor standards for women in the State. In addition, a new division of the labor department devoted to enforcement of such legislation has been created (as reported in the Women's Bureau May NEWS LETTER).

Pennsylvania has passed a maximum hour law providing an 8-hour day, and a week of 44 hours, $5\frac{1}{2}$ days. Hours are thus reduced from 10 daily, 54 weekly, 6 days weekly. This is the first State to have legislation fixing such short weekly hours, though a 44-hour week was fixed in Oregon by a labor department order. Occupations exempted in the law are: Agricultural occupations, domestic service in private homes, employment in orphan homes and industrial schools, all employees over 21 earning at least \$25 a week in executive positions. This, with the new law in the State further regulating industrial home work, should greatly improve women's working conditions in Pennsylvania. An additional hour law passed covers men as well as women, and also provides for an 8-hour day, 44-hour week schedule.

In New Jersey the night work law for women has been amended by adding a penalty for violation and by changing the period during which employment is prohibited from 10 p.m. to 6 a.m. to 12 p.m. to 7 a.m.

New legislation in Michigan reduces working hours for women to 8 daily, 48 weekly. The old law provides a 9-hour day, with 10 hours possible, and a 54-hour week.

In Vermont the law has been amended to reduce the hours of women working in manufacturing and mechanical establishments, mines or quarries, from $10\frac{1}{2}$ to 9 a day and from 56 to 50 a week. A new provision also requires that a record of the daily and weekly hours worked by women shall be kept by the employer.

A bill in Wisconsin to reduce the hours of women workers from 9 a day, 50 a week to 8 a day, 44 a week, has passed the House. The Wisconsin House has also passed a bill providing that mercantile establishments shall not employ persons (with certain exceptions) who work less than 30 hours a week or who receive pay for less than 4 hours a day.

Industrial home work laws

New legislation, modeled on the standard bill, to regulate and prohibit industrial home work has been adopted in Massachusetts; Connecticut has amended its home work law, and Texas has enacted such legislation for the first time. The Texas act places administration in the State Board of Health, instead of the Labor Department, and places the emphasis on the health and welfare of the worker and the public. Employers' permits, costing \$50, and home workers' certificates costing 50 cents are required annually. The home worker must present a health certificate or other evidence of good health. The State Board of Health has power to make investigation of an industry, and, after a hearing, to prohibit home work.

Minimum wage laws

The Pennsylvania minimum wage bill has passed the legislature and was approved by the Governor May 27. It becomes effective September 1, 1937.

Minimum wage legislation has been passed by the legislature in Arizona and sent to the Governor for approval.

Connecticut has amended the minimum wage law of that State to provide that directory orders may be made mandatory after 3 months instead of 9 as before. The Connecticut legislature also has provided a small appropriation for minimum wage enforcement.

Colorado also has appropriated funds (for the first time) for minimum wage enforcement.

In Arkansas, the minimum wage law of 1915 has been revived as a result of the recent reversal of opinion by the United States Supreme Court, and movement is under way to revise wage rates and to make the act effective.

In Puerto Rico, also, the minimum wage law of 1919 has recently been revived as a result of the 1937 opinion of the United States Supreme Court. The law applies to "industrial occupations, or commercial or public service undertakings" and the Commissioner of Labor interprets it as applicable to home-work industries. In consequence, practically all needlework has been stopped in the Island and the question of application of the law to home-work industries has been carried to the courts. It is reported that tobacco stripping employers and fruit canners also claim exemption under the law which excepts "agricultural industries." Commercial establishments and factories, however, are complying. The law fixes wage rates of \$6 a week for women over 18 and \$4 a week for those under that age.

The Wisconsin bill to extend to women the present minimum wage act for minors and to repeal the oppressive wage law, has passed one house of the legislature.

EMPLOYMENT OF WOMEN

United States. Employment of women in May

In comparing employment and pay rolls in 1937 with the corresponding month in 1936, gains in pay rolls have been consistently greater than have gains in employment. Two factors probably combined to bring this about, increases in wage rates and increases in schedules of hours, or more steady employment. Employment in May 1937 in nondurable goods industries was 9 percent above May 1936 and pay rolls 22 percent.

Nearly half of the women in manufacturing industries are concentrated in the making of textiles or of wearing apparel. Employment in textile factories in May 1937 was nearly 13 percent above May 1936, while pay rolls were 30 percent above. In both respects 7 of the 8 individual industries had advanced over 1936. Employment in the wearing apparel group had gained by practically 5 percent, pay rolls by 9 percent, and 4 of the 6 industries of the group were above the level of May 1936.

The paper and printing industries had gained 8 percent in employment over 1936 and 17 percent in pay rolls, each of the 4 industries in the group showing gains.

Employment in shoe factories in May 1937 was nearly 8 percent above 1936, pay rolls 30 percent. In confectionery manufacturing the gains were 1 percent and 3 percent respectively. In the tobacco industries employment was slightly below 1936 but pay rolls had gained nearly 10 percent.

In nonmanufacturing industries also, pay rolls had in general increased more than had employment. The following shows the gains in industries which together normally employ at least 2,000,000 women:

Nonmanufacturing industry	Percent change since May 1936	
	Employment	Pay rolls
General merchandising...	6.3	13.0
Hotels (year-round).....	4.5	11.5
Laundries.....	5.7	7.9

United States. Employment opportunities for college women

The Vocational Office of Smith College reports 30 percent more openings for women in business, research, government and other noncommercial organizations in the last nine months than a year ago.

Other indications of rising trends in employment of college graduates are the visits of more employers to the campus on recruiting trips; the reinstatement of paid training courses by telephone, advertising, business machine and other industries; increasing salaries; and the number of openings discovered in the course of field work by placement workers.

Of the placements of Smith College alumnae and seniors by mid-April, 39 percent were in teaching; 28 percent in business; a like percent in government departments, hospitals, research foundations, and other nonprofit-making organizations; 2 percent in social work; and 3 percent in miscellaneous fields. Within the business group the largest number have been placed in secretarial work. Other fields in order of number placed are: department stores, research, insurance, service representative work for telephone companies, copywriting, statistics, fashion and libraries.

Already there is a shortage of well-trained secretaries, personable and willing to shoulder responsibility; a lack of statisticians with either previous experience or secretarial training; a demand for graduates with science majors and language equipment; and openings for placement and employment specialists.

Social work agencies are experiencing a marked shortage of workers because trained persons occupied with relief problems during the depression have been reabsorbed by private agencies and the government.

In teaching, however, the shift from an oversupply to a scarcity of good candidates is less marked than in business. Despite enlargements of teaching staffs and some increasing demands for teachers, there is not yet a serious shortage. However, there are indications that such a shortage will soon come about.

In the department-store field the usual beginning position continues to be selling. From this as a start, college graduates go into buying positions, advertising, styling, personnel, and all the other outgrowths, but selling first seems to be absolutely necessary. (Placement Trends for College Women by Marjory P. Nield and Ruth Houghton—Occupations, June 1937.)

United States. Opportunities for women in journalism

"Promising opportunities for men in journalism but less promising opportunities for women, are suggested by the placement records of collegiate schools and departments of journalism, as reported to the National Occupations Conference." (March 1937.)

Reports on the subject were secured from 21 institutions and these show that of 388 men graduates, 85 percent were known to their alma maters to have secured jobs in journalism. Of a total 262 women who were graduated at the same time, 64 percent are known to be working in the profession for which they prepared. (Opportunities in Journalism--Robert Hoppock--Occupations, June 1937.)

Maryland. Employment of women declining and hours of work lengthening

Nearly 83,000 women were at work in factories, stores, offices, telephone establishments, hotels, restaurants, laundries and the like in Maryland in 1936, according to the report of the Commissioner of Labor Statistics issued recently. These women formed practically 30 percent of all persons so employed and about one-third of those in factories, stores and service establishments.

Comparing the figures for 1936 with those of 1935 it is seen that the numbers of women reported had declined while the total employment had increased. The result is a material decrease in the proportion of women, as they formed practically 35 percent of the 1935 employment.

On an industrial basis, 59 percent of the women were employed in manufacturing, 22 percent in mercantile, and nearly 10 percent in service establishments. On an occupational basis, nearly 59 percent were workroom employees, 18 percent sales, and nearly 16 percent clerical.

Reports on the hours worked daily by these women show that while the majority still work 8 hours or less a day, the proportion working longer hours was larger than in 1935. The only important industry group showing a decrease in this respect was the mercantile industry, while public utilities showed a marked increase. The following table shows these changes.

Industry	Percent of women working more than 8 hours daily	
	1935	1936
All industries.....	<u>13.0</u>	<u>20.8</u>
Manufacturing.....	8.5	19.0
Mercantile.....	20.2	9.9
Office.....	0.4	0.0
Public Utilities....	4.6	60.5
Service.....	26.1	37.4

INDUSTRIAL HOME WORK

Many States now active in controlling industrial home work

Women administrators of labor laws in a number of States recently conferred as to the new and continued activities being undertaken to reduce the ills of industrial home work. New laws enabling home-work regulation have been passed in Pennsylvania, New Jersey and Massachusetts, and such legislation is pending in Illinois. A Rhode Island law has been in operation for a year, those in Connecticut and New York, for several years.

Most of these laws prohibit home work on certain processes, and for other types of work they require the employer to secure annually from the State labor department a license permitting the employment of home workers, and for this license a fee is paid; they also require that home workers be given certificates before engaging in such employment. Texas has passed a law for regulation of industrial home work too recently to enable her representative to attend this conference.

Wisconsin has a somewhat different type of regulation, and since 1920 has required the manufacturers to pay their home workers the minimum wage fixed for experienced women. This has tended to keep home work of various types from flooding the State. There are now reported 142 women working at home for 13 employers in Milwaukee. The largest group of these do mending, and sometimes clocking, of hosiery.

Two women administrators from Connecticut reported that in 1933 at the time the law went into effect there were 7,000 home workers in the State, 600 of them children at work on bead bags. All sorts of processes were performed, such as sewing on infants' dresses, garter making, carding snaps and hooks and eyes, knitting children's garments, wrapping wire for kid curlers. At the present time only 137 women hold certificates allowing them to do home work.

Massachusetts and Pennsylvania administrators stated that they are now acquainting employers with the new law.

The New Jersey woman representative reported that surveys showed that in certain sewing industries about the same number of home workers in her State were employed by New York firms as by firms resident in New Jersey.

According to the New York administrator, employers of home workers as well as of factory labor are subject to workmen's compensation and unemployment insurance provisions. Effort is made to issue any new prohibitory orders, as well as to issue notices of requirement of permits, considerably before the peak season in an industry, so as to allow plenty of opportunity for the employer to adjust his work well before his busiest time. In addition to the prohibitions in the law, the commission has issued orders refusing to permit home work to be done on men's and boys' outer clothing and men's and boys' neckwear.

Both in New York and Rhode Island, licenses must be taken out by the actual employer of the workers.

The Rhode Island woman administrator stated that in cities in that State, zoning ordinances do not permit factory operations to be performed within certain areas, and consequently permits to do home work are not granted to persons residing in these parts of a city.

New Jersey and New York. Cooperation on home-work regulation

New York contractors cannot send, nor give out, work to home workers living in New Jersey, under a cooperative arrangement between the Departments of Labor in New York and New Jersey, which has been announced recently by Commissioners of the two States.

The Industrial Commissioner of New York states:

"New Jersey's Commissioner of Labor . . . merits the thanks of wage earners and the friends of decent labor standards not only in New Jersey but in other States because of his initiative in barring home work sent into the State by distributors located outside the State. If the same cooperation is given by labor commissioners in other States, we can lick the home-work evil. The Commissioner's department, which is in charge of licensing home workers in New Jersey, is refusing to issue licenses to home workers employed by distributors who live outside the State."

(News Release of the New York State Department of Labor, June 16, 1937.)

Rhode Island. The first year of home-work regulation

The Rhode Island Act prohibiting home work on certain processes, and for other types of work requiring employers to obtain licenses annually, went into effect June 1 of last year.

At the end of a year's operation, 72 employers have been granted licenses, and 972 home workers have secured certificates. One employer was refused a license and 75 home workers failed to obtain certificates, in most cases either because the worker had other employment outside the home so that if she did home work in addition she would have longer total hours of labor than the maximum allowed by law, and in some instances because of insanitary conditions in certain homes.

The greatest number of home workers in Rhode Island are in the jewelry industry, doing some 20 different processes, including stone setting, engraving, box work, carding, soldering, enameling, cutting chains, sewing hands for wrist watches, and other work varying from little skilled to a high degree of skill. Lace making employs the next largest group of home workers, and others are at work on artificial flowers, mechanical pencils, textile mending, greeting cards, arms and legs of dolls, knit underwear, metal findings, handkerchiefs, leather and wirework for jewelry supplies, tags, optical parts, brushes, textile machinery, paper boxes, and custom tailoring.

When an employer's application for a license to employ home workers is received, together with his list of prospective home workers, both factory and homes are visited. At the factory, the investigator considers the rate of home-work pay in relation to the factory wage, method of transporting the work to and from the homes, adequacy of plant records kept, and compliance with other labor laws, such as hours of work, minimum wage, and posting of labor laws. Unless the applicant for home work is handicapped physically, the administrator may refuse a license if it appears that home work would unduly jeopardize factory workers' wages, or injure the health and welfare of the home worker, or be detrimental to the public health or safety.

In issuing licenses to employers sending out industrial home work the investigator assumed that where home work was paid for at the same rate as such work was paid for in the factory that it did not jeopardize the wages of factory workers. Where the work done in the home of the worker is not the same as that done in the factory it is difficult to tell whether the piece rates for home workers are oppressive and unreasonable because no records of hourly earnings of home workers can be obtained. The only way to find out is for the investigator to sit with a home worker and figure how much she can earn in an hour at the rate which she is paid. In the jewelry industry one woman who was linking chains was found to earn 60 cents an hour. Another who was linking short chains to tie clips received only 15 cents an hour; while one who was sewing watch bracelets earned 25 cents an hour.

Many problems come up concerning the advisability of issuing home-work licenses, for example: one concern has a type of work done in the home which his competitors are doing in the factory with machinery. In order to meet his competitors' prices he has had to reduce rates paid to home workers. The line of work he sends to the homes is not done at all in his own factory. An investigator has timed the home workers and the rate earned is very low, sometimes as low as $12\frac{1}{2}$ cents an hour. In the tag industry studies were made of the amount earned by 3 home workers. One was doing spangling for which she was paid 40 cents a box. It took her 2 hours to do a box and she could not earn over 20 cents an hour. Some weeks she has no work and the weeks which she has work she rarely earns over \$2. Another home worker was stringing tags. The pay per box varied according to the type of tag but on the ones which she was working on at the time she earned 10 cents an hour. A third worker was found to earn $12\frac{1}{2}$ cents an hour on slipknot tags. On spangles she could earn about 14 or 15 cents an hour according to the type of spangle. But these home workers are all physically handicapped and have depended for years on home-work earnings and would consider it a great hardship to have the opportunity refused them to obtain the pittance which they can earn at these lowered rates. The employer has been granted a temporary license, while an effort is being made to get work for these employees at the Bureau of the Handicapped or find some way of having them taken care of.

WOMEN'S EARNINGS AND HOURS OF WORK

United States. Salaries of public-health nurses improved in 1937

Each year the National Organization for Public Health Nursing presents data on the salaries of nurses and supervisors employed by public-health nursing associations, health departments and boards of education. The information for 1937, giving salaries being paid in January, shows that earnings continue to improve.

The salary most frequently paid to staff nurses was \$125 a month in both private organizations and in health departments, as was true in 1936, but the proportion of nurses receiving more than \$125 increased from 59 to 68 percent. The most usual annual salary paid to school nurses was \$1,800 while in 1936 it was \$1,700. More than one-third of the school nurses receive \$1,800 or more.

In reply to the question, "Have salaries been increased since January 1936?", about half of the private organizations replied, "Yes." Approximately the same proportion of the health departments have increased salaries and two-thirds of the boards of education reporting on this question have done so. In the majority of cases, where increases were general rather than for particular considerations in individual cases, the increase was a restoration of cut previously made rather than an automatic increase due in accordance with a salary schedule.

In approximately 40 percent both of the private agencies and of the health departments, salaries are at their pre-cut level. This is true of the salaries of nurses in only 22 percent of the boards of education. Last year this figure was 10 percent for these departments. In almost half of the agencies in which salaries have not been restored in full, they are 10 percent or less below the level prior to cuts. (Public Health Nursing, June 1937.)

United States. The growth of an 8-hour day for nurses

The American Nurses' Association reports that the number of calls for nurses for 8-hour service continues to increase and those for 12-hour service to decrease. Reports from nurses' registries for 3 different periods show this trend.

Period	Number of registries reporting	Percent of calls for—	
		8-hour service	12-hour service
March 1934 - February 1935...	48	41.9	49.7
March 1935 - December 1935...	77	58.3	33.2
January 1936 - December 1936...	72	59.8	32.3

In April 1934, the American Nurses' Association listed 278 hospitals using an 8-hour day for special nurses. In October 1935, the number so listed had increased to 580, in 80 of which the plan was optional. The March 1937 list showed 855 hospitals in 41 States using the 8-hour plan. In 176 of these the plan was optional. (The American Journal of Nursing, May 1937.)

Connecticut. Women's earnings in lock and wood screw industries below N.R.A. level

The Department of Labor and Factory Inspection of Connecticut has completed a study of the lock and wood screw industries of the State and has issued a brief summary of the findings. The full report will be published soon.

Investigations were made of 10 factories employing 4,223 persons, nearly 30 percent of whom were women. Wage information was secured for a week in the latter part of 1936. Most employees made between \$15 and \$25 a week and worked from 40 to 50 hours.

Median hourly earnings of men were 29 percent higher than those of women (54 cents as compared with 42 cents). This was due partly to the greater degree of skill and effort required to perform the men's work, and partly to the tradition of paying men higher rates than women.

The majority, 94 percent, of the workers received at least the N.R.A. minimum rate. However, 3 shops paid a substantial number of their workers less than this. A higher proportion of women than men failed to receive the N.R.A. minimum. As yet the State has not fixed a minimum for women in this industry, but these data add to the already long list that show how women in particular, usually the lowest paid workers, stand in need of the fixing of a wage bottom. (Communication to the Women's Bureau.)

New Hampshire. Enforcement of hour law for women

As a first step to the enforcement of the new 48-hour law in manufacturing establishments, the Bureau of Labor of New Hampshire, prior to the date on which the law became effective, sent a form letter enclosing a copy of the amended law to all companies subject to the new provision. Returns were made by these companies showing the new schedule of hours which would be adopted. These will be checked by the factory inspectors on their regular inspection. Any special complaints of violations will be checked personally by the Commissioner as soon as possible after their receipt. (Communication to the Women's Bureau.)

Pennsylvania. Women's wages lower and hours longer since N.R.A.

The Bureau of Research and Information has issued recently preliminary findings of a survey begun in the spring of 1936. The object of the study was to determine from the workers themselves the effect of the discontinuance of the N.R.A. upon their hours and wages.

A sample of approximately 1,500 women workers was selected from the Department's files of workers involved in industrial accidents. Special investigators called upon these women and obtained a record of their weekly earnings and hours both under and after the N.R.A. period, and the industry and occupation in which they worked. The returns of 1,223 visits were found complete enough for inclusion in the study.

Only 10 women reported no change in hours or earnings, while for 85.5 percent the changes were unfavorable. Over three-fourths of the women in manufacturing industries and just over half of those in nonmanufacturing reported the most unfavorable change, that is, wages were decreased and hours increased. Nearly 14 percent of the women in all industries reported favorable changes and nearly 3 percent reported both a wage increase and a decrease of hours.

A comparison of actual hours reported by women during and after the N.R.A. shows that under the N.R.A. half of the women in all industries and nearly two-thirds of those in manufacturing worked between $37\frac{1}{2}$ and $42\frac{1}{2}$ hours. This shows, undoubtedly, the influence of the general establishment of a 40-hour week especially in manufacturing. The number working more than $42\frac{1}{2}$ hours increased after the N.R.A. by nearly 26 percent in all industries and by 60 percent in manufacturing.

Considering actual weekly earnings the most significant change is in the group earning less than \$12.50. These increased by nearly 16 percent in all industries and by 43.5 percent in manufacturing.

OTHER CONDITIONS OF EMPLOYMENT

India. Maternity protection in Mysore

The Mysore Maternity Benefit Regulation recently adopted by the Legislative Council came into effect April 1, 1937. It prohibits the employment of, or work by a woman for 4 weeks after her confinement and entitles her to absent herself from work upon notification that she expects to be confined within 4 weeks.

The employer is required to pay maternity benefits for not to exceed 8 weeks at the rate of the woman's average daily wage during the 3 months immediately preceding notification, or 8 annas a day, whichever is less, providing the woman has been employed by him for at least 3 months immediately preceding the notification, and that she does not work in any factory while in receipt of maternity benefits. The employer is forbidden to dismiss a woman during the period of maternity benefits or to give her notice of dismissal expiring within that period. (Industrial and Labor Information, June 7, 1937.)

RECENT PUBLICATIONS OF THE WOMEN'S BUREAU

Bul. No. 151—Injuries to Women in Personal Service Occupations in Ohio.

Women's Hours and Wages in the District of Columbia in 1937. (Mimeographed.)

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

August 1, 1937

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Minimum wage administration

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MINIMUM WAGE ADMINISTRATION

California. Minimum wage adjustments in women's wages

The report of the Division of Industrial Welfare of the California Department of Industrial Relations shows that \$42,000 was added to women's earnings during the fiscal year ending June 30, 1937. This represented adjustments made in cases of violations of the minimum wage rates. Over two-thirds of these shortages were found in routine inspections of the Division; the others represented complaints made by the workers.

An additional feature in insuring the payment of at least the minimum to pieceworkers is the regular audit made in fruit and vegetable canning establishments and in places where nuts are cracked and sorted. As a result of these audits nearly \$151,500 in wage adjustments were paid.

Another duty of the Division of Industrial Welfare is the issuing of licenses to learners, and to elderly and infirm workers, and permits to industrial home workers; licenses issued to learners numbered 4,454 during the year ending June 1937; 1,589 licenses were issued to elderly and infirm workers, and 463 such licenses renewed. There were issued 55 certificates allowing industrial work to be performed in the home (Communication to the Women's Bureau).

District of Columbia. Orders issued by the Minimum Wage Board

Two orders have been issued recently by the Minimum Wage Board of the District of Columbia. The first order provides that all previous orders and amendments to orders of the former Board are rescinded as of July 15. The second order provides that all employers of women or minors (under 18) shall keep the following information concerning each such employee:

- | | |
|-----------------|---|
| 1. Name in full | 4. Date of birth of all minors |
| 2. Address | 5. Total hours worked per week |
| 3. Occupation | 6. Amount of wages paid each pay period |

Such records shall be kept on file for at least three years and shall be open to inspection by the members and any duly authorized representatives of the Board. (Copy of orders.)

Minnesota. Advisory Board appointed

An advisory board of 11 members was set up late in June by the State Industrial Commission to recommend minimum wages for women in industry. The Minnesota Employers' Association named five members and the Minnesota State Federation of Labor named five. These two groups will name the eleventh member, a woman, who will represent the public.

Nevada. Rulings regarding application of minimum wage law

Two opinions regarding the application of the minimum wage law have been rendered by the Attorney General of Nevada. One concerns graduate nurses, the other the duties of the District Attorney in each of the various counties in cases of violations of the law.

Regarding nurses the opinion stated that "trained" or "graduate" nurses are independent contractors rather than employees and hence neither their wages nor their hours are controlled by the Minimum Wage Law.

In the second opinion it is stated, that, while, it is the mandatory duty of every District Attorney to prosecute violations of the act, he is not required to act in the case of any complaint unless he is also furnished with the necessary data and information concerning violations either by the Labor Commissioner or an aggrieved person. (Communication to the Women's Bureau.)

Other States. Mandatory orders and hearings

The laundry wage order in Illinois has been made mandatory, effective August 2, and that for the jewelry industry in Rhode Island effective August 1.

In Oklahoma, hearings are scheduled for laundry, dry cleaning and mercantile establishments, garages and filling stations.

Ontario. Wages of women improved in 1935

The minimum wage law for women in Ontario, passed in 1920, continues to serve women workers, and to be of help to an increasing number in the industries covered by various orders. The report of the Minimum Wage Board for the year ending March 31, 1936, issued recently, shows 105,840 women and girls covered in 1935 as compared with 88,304 in 1934. It also shows that wage rates in general are improving. The proportions of women paid wage rates well above the minimum for experienced workers had increased from 60 percent in 1934 to 63 percent in 1935.

The following tabulation shows, for the industries or occupations employing 5,000 or more women, the large proportions receiving well above the minimum:

	Percent of women receiving rates well above the minimum
Retail trade.....	34.8
Offices.....	84.6
Hotels, restaurants, etc.....	52.6
Seasonal canneries.....	19.6
Textile trades.....	65.9
Needle trades.....	74.4

From the data compiled from reports of employers to the Minimum Wage Board, it is impossible to determine exactly how many women and girls are receiving more than the minimum rate, and hence certain women on rates that may be 50 cents or nearly \$1 above the minimum have necessarily been omitted. Thus the data presented here 1/ are the more striking. Long apprenticeship periods are also allowed under most orders, usually of at least 6 months and sometimes 2 years. The information here presented is confined only to persons receiving well above the minimum for experienced workers.

The order for seasonal canneries defines inexperienced workers as all below 18 or over 60 years of age, and at least 69 percent of the workers reported must have been in these age groups. (The Seventeenth Report of the Department of Labour, including the Sixteenth Report of the Minimum Wage Board, Province of Ontario.)

LEGISLATION AFFECTING WOMEN

Married persons in Federal service

Section 213 of the 1932 Federal Economy Act, known as the "married persons" clause, has been repealed by Congress. The repeal bill was signed by the President July 26.

Section 213 directed heads of Government agencies in the classified civil service to dismiss husband or wife, if both were employed by the Federal Government, before single persons, whenever personnel reductions were necessary. Hundreds of married persons, most of them women, lost their jobs during the 5 years the Act was in effect. The great majority of these were in the lower salary ranges.

State legislation

Regular sessions of State legislatures, with two exceptions, have come to an end. New Hampshire is still meeting and New Jersey has recessed until November. Arizona is now holding its third special session, Michigan will reconvene in special session July 30, and it is possible there will be other special sessions at a later date.

Michigan Hour Bill

An early report from Michigan authorities, quoted by the Women's Bureau on July 1, 1937, to the effect that an 8-hour law for women had been passed was later found to be in error.

1/ Compiled by the Women's Bureau from Ontario report.

Several days after adjournment of the legislature it was found by the State authorities that on the last night of the session the bill had lost in the House by 15 votes.

It is now reported, however, that maximum hour and minimum wage bills are scheduled for further consideration at the special session of the legislature called for July 30.

New Jersey Home Work Bill

The bill to regulate and prohibit industrial home work under consideration in the New Jersey legislature was erroneously reported to have been enacted into law. The bill passed the lower house but did not reach a vote in the Senate.

EMPLOYMENT OF WOMEN

United States. Employment of women in June

Employment in nondurable goods industries, where most woman employment is found, may be considered to have been at least normal for 11 consecutive months, that is with an index of at least 100 (based on 1923-25 average employment). Pay rolls have been normal for 4 months. Employment in nondurable goods in June 1937 was 8 percent above June 1936 while pay rolls were 21 percent above.

Employment in the textile group as a whole was practically normal and had increased by 10 percent over 1936. Pay rolls were 6 points below normal but with a gain of 25 percent since June 1936. Employment in the wearing apparel group was nearly 110; pay rolls, only 83; and both had gained since 1936 by 2 percent and 85 percent, respectively.

The following table shows the status in certain other important woman employing industries; most of which had gained since 1936 but still were below the 1923-25 level, both of employment and pay rolls:

Woman-employing industries	Index of—		Percent change since June 1936	
	Employment	Pay rolls	Employment	Pay rolls
Boots and shoes.....	93.7	73.1	8.6	26.5
Confectionery.....	68.9	68.2	0.4	14.2
Tobacco manufacture.	60.0	55.6	- 0.3	11.0
Paper box.....	103.1	104.4	12.9	21.5

In nonmanufacturing industries employing many women, only employment in stores, "general merchandising", has reached normal in recent years. The present situation is as follows:

Nonmanufacturing industries	Index of—		Percent change since June 1936	
	Employment	Pay rolls	Employment	Pay rolls
General merchandising.	102.8	92.0	6.7	13.2
Hotels (year-round)...	87.0	73.9	3.6	10.9
Laundries.....	93.6	85.4	7.3	12.6

United States. Placements of women in June

The report of the United States Employment Service activities in June show that nearly 85,000 women were given jobs, the great majority of them in private employment. Just over 112,000 women applied for work during the month and 1,121,507 were in the active files on June 30, 1937.

Women applying during the month were one-third of all new applicants, while they were just over 22 percent of persons placed and of those in the active file.

United States. Occupations of prominent American women

The second volume of American Women, the official Who's Who among women of this country has been issued recently giving brief bibliographies of nearly 8,000 women prominent in many lines of work. The first volume came out in June 1935 and contained 6,214 names.

A brief summary of data regarding the women listed in the 1937-38 volume shows that 43 percent are married and that over 2,300 have one or more children in their homes. Half of the women were under 40 years of age, and nearly a third were 50 or older.

Most of the women are engaged in some professional work, the largest group, 28 percent, being in educational work. Authors and other writers form 18.5 percent of the total, these not including 58 poets. Nearly 7 percent are engaged in various lines of art, nearly 6 percent are librarians, 4 percent in musical lines, and 4 percent doing editorial work. Government officials and personnel or business executives each form 3 percent of the total. Other pursuits represented by 100 or more women were law, medicine and surgery, sociology, and research.

The volume is a good indication of the progress women have made, the great variety of fields in which they have gained prominence, and the breadth of their interests.

ECONOMIC PROBLEMS OF WOMEN

United States. Transient and homeless women in 1936

Two surveys of the transient and homeless population in selected cities--the first made immediately after the closing of intake at F.E.R.A. transient bureaus in September 1935 and the second made one year later, show a marked decline in the size of this group. They also show an increase in the proportion of women in the group receiving relief of some form. The report states:

During the operation of the F.E.R.A. Transient Program, women constituted a relatively small proportion of the cases receiving care. This small proportion was particularly marked among unattached transients, of whom not more than 3 percent were women. Although more women were heads of transient family groups, the proportion seldom exceeded 15 percent. The relatively small number of women at the transient bureaus reflected the difficulties and hardships attending their migration.

Surprisingly, a year after the closing of transient bureau intake the proportion of women, both unattached and heads of family groups, had increased. Among unattached persons the proportion of women increased from 3 percent in 11 States on September 30, 1935, to 8 percent at agencies in the 12 cities in September 1936. The corresponding increase among heads of families was from 14 percent to 39 percent. At private agencies in the 12 cities the increases were even more marked.

In spite of the general increase in the proportion of women under care, it does not necessarily follow that the transient and homeless population included a higher proportion of women in September 1936 than it had a year before . . . In September 1936 both public and private agencies, because of demands in excess of their funds and facilities, accepted only the more distressed cases. Unattached women and women with families, including unmarried mothers, were usually accepted for care in preference to less urgent cases. (A Survey of the Transient and Homeless Population in 12 Cities, September 1935 and September 1936 - W.P.A. Division of Social Research.)

New York. Women receiving old-age assistance for the first time in 1936

Some picture of the women who are receiving old-age assistance in New York City may be secured from data regarding new recipients of assistance given in the Annual Report of the Department of Public Welfare for the year 1936. This shows over 4,000 women added during the year to the number of persons receiving this type of aid, these forming 53 percent of all new recipients. Nearly 3,000 of these women, 70 percent of the total, had been previously employed. This is not surprising. There is repeatedly presented evidence as to low wages of women in many industries, wages too low to make possible any saving for old age.

Over half of the women were widows, well over a fourth were married and more than a tenth single. Less than 5 percent were divorced or separated. Nearly three-fourths of the women lived with others, the greatest majority with relatives other than their husbands. Most of those living alone were either keeping house or living in a rooming house.

Nearly two-thirds, while not having had a physical examination, were reported as having some ailment or health complication, while some illness, usually chronic, was reported for nearly one-fifth. For about one-third of the women, provision for medical care was included in their budget. (New York Advancing Toward Social Security, Annual Report of the Department of Public Welfare of the City of New York for the year 1936.)

Southern States. Economic responsibilities of working girls

That working girls and women contribute to the support of others is shown again in information furnished by girls attending the Southern Industrial Conference of the Y.W.C.A. held the last week in June at Camp Merrie Woode, Sapphire, N.C.

It is evident that many girls with economic responsibilities would be unable to attend such a conference, since they could ill afford to take even a week's vacation without pay, although the expenses of the trip were met for them. As it was, 14 of the 36 girls attending were at least partially responsible for the support of others on earnings ranging from \$10 to \$26 a week. Only 2 earned as much as \$20 and 6 earned less than \$15 a week.

A looper in a hosiery mill was attempting to support herself and child on earnings estimated at \$10 for a full week. She was unemployed at the time of the conference. A girl doing clerical work in a store had the entire responsibility of herself and her mother on \$15.50 a week. A timekeeper in a hosiery mill earning \$16.50 a week helped to support 4 brothers and sisters.

Of the 14 girls who contributed to others, 8 estimated their yearly earnings in amounts ranging from \$663 to \$900. Most of these estimates were based on a full week's work for from 42 to 52 weeks in the year, a goal often difficult to achieve when sickness on the one hand and one or more slack seasons on the other hand, have to be taken into consideration. (Information secured by a representative of the Women's Bureau attending the conference.)

HOURS AND OTHER CONDITIONS OF EMPLOYMENT

International. Reduction of hours of work in textile industries

Of especial interest to working women is the action of the International Labor Conference at the meeting in June 1937, in adopting a draft convention reducing hours of work in the textile industry. In general the convention calls for a 40-hour week, or 42 hours for persons

on successive shifts on continuous processes. The convention was adopted by a vote of 88 to 41. The convention was supported from the beginning by the entire American delegation.

The importance of the industry to women is shown by the data compiled by the International Labour Office to be presented at the Tripartite Technical Conference on the textile industry which met in Washington in April. While these data are not all for the same year, and while it has not always been possible to exclude employers and managers, it shows that over 6,000,000 women workers are, or recently have been employed in 22 countries in this most important of woman-employing manufacturing industries. They formed 54 percent of all persons reported and in 10 countries were almost or more than two-thirds of the workers.

In 5 countries, unemployment was also reported. This showed over 650,000 persons out of work, 53 percent of whom were women. Since these figures were for 1931 or earlier in all but one country, unemployment undoubtedly increased at a later date.

It is hoped and expected that a reasonable decrease in the weekly schedule will reduce unemployment and make for more stabilized employment for those who work. The 6,000,000 women who in the main were factory wage earners, tenders of spindles and looms, working overtime this week and laid off next will be grateful to the I.L.O. for the step forward. (Industrial and Labor Information, June 28, 1937, and The World Textile Industry—Economic and Social Problems, Vol. II, Parts II-V, I.L.O.)

United States. Home work voluntarily abolished by the tag industry

At a general meeting of the Tag Manufacturers' Institute held late in June, it was unanimously agreed that all home work should be discontinued. This action had been recommended by the Executive Committee at a meeting in May.

An educational campaign for such action has been carried on for some time by the officers of the Tag Institute, with the cooperation of the Women's Bureau. An attempt was made under the N.R.A. code to fix minimum rates for home work, but experience again demonstrated that uniform piece rates do not insure minimum earnings under the inefficient and unsatisfactory home conditions of production.

Voluntary action such as has been taken by the tag industry is an important aid to the efforts of State Labor Departments to do away with what has always been a low paid type of work. (Communication to the Women's Bureau.)

United States. A consumer's group studies working conditions

An organization known as the League of Women Shoppers has appeared on the scene rather recently, originating in New York City. Their purpose is to insure that the goods and services they purchase are produced under fair labor conditions.

The New York League has been studying the laundry situation in that city and has now issued a bulletin "Consider the Laundry Workers" which is based on visits to 44 laundries and interviews with 102 laundry workers. The study brings out vividly the problems of the workers and cites many individual stories.

The bulletin points out in conclusion that both a minimum wage order for the industry and unionization of the workers are necessary to meet the problems which the investigation showed.

New York. Enforcement of the hour law for women in hotels and restaurants

Administration of the new law which for the first time limits the hours of women employed in restaurants in smaller cities and in all hotels (with a few exceptions) has been assigned to the Division of Women in Industry and Minimum Wage, as has also the law providing one day's rest in seven for both women and men in hotels and restaurants. The inspection staff, augmented by eight new investigators has been enforcing the law since July 1. Inspection was undertaken first in New York City where splendid cooperation was given by the industry. Inspectors have recently been sent to other parts of the State. (Communication to the Women's Bureau.)

Ohio. Occupational diseases of women in 1936

During 1936 Ohio physicians reported to the Division of Hygiene of the State Department of Health 1,453 cases of occupational disease, one-sixth of which were women's cases. Among compensable cases women's formed 17.4 percent and numbered 234. The discussion here is confined to these compensable cases.

Nearly two-thirds of the women were reported as suffering from dermatitis. These skin diseases were caused by a great variety of substances, which, for many persons appear to be harmless. Among the more common materials reported were cleansers of various sorts, such as soap, soap powders or chemicals; lubricating oils or greases; juices of fruits and vegetables; dyes, usually in cloths or garments, and a great variety of chemicals, dusts and so on.

Tenosynovitis, usually of the wrist, was reported for 57 women. This disease manifests itself in inflammation of the tendons and their sheaths and is caused by continuous or excessive strain of a joint. The women so affected were frequently reported as wrappers, packers, rollers, folders or trimmers of heavy materials.

Women's cases of chrome ulceration had increased from 3 in 1935 to 24 in 1936. Most of the latter cases occurred in metal stamping plants and were associated with plating operations or the handling of plated materials.

It is of interest to note the more important occupations associated with diseases of women in 1936, in the terminology of the doctor.

The following list shows the occupations each of which were reported in 10 or more cases of women's diseases:

<u>Occupation</u>	<u>Number of women</u>
Electroplaters.....	29
Food handlers, bakers and confectioners	28
Machinists or machine operators, mechanics.....	26
Window shade workers.....	20
Cleaners, janitors, etc.....	18
Rubber workers.....	16
Dyers, handlers of dyed cloth and clothing.....	14
Clerks, retail merchandising.....	13
Painters, enamelers.....	10
Paper workers.....	10

(Industrial Medicine, June 1937, and unpublished material of the Ohio Industrial Commission.)

(1771)

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

September 1, 1937

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Minimum wage administration

Connecticut. Earnings of women in pants factories
District of Columbia. Wage board being formed for retail trade
Illinois. Minimum wage administration
Massachusetts. Hearings and orders
Minnesota and Ohio. Minimum wage adjustments for women
New Hampshire and Utah. Minimum wage administration
New Jersey. Proposed rates for laundries will raise women's wages
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Employment of women

United States
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Earnings and hours of women

New York. Women's work conditions materially improved by a union agreement
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Sweden. Equal pay for women teachers

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United States. Women applying for old-age insurance
Pennsylvania. Supplementary relief to wage-earning women

Other problems of employed women

Maryland. Health facilities and health hazards affecting women
New York. Activities of the Bureau of Home Work, 1936

MINIMUM WAGE ADMINISTRATION

Connecticut. Earnings of women in pants factories.

Relatively low wages for women accompanied by irregular employment are the outstanding features of work in the men's pants industry as shown in a recent study of nine Connecticut factories employing 148 men and 570 women. Wage data were secured for four busy weeks and four slack weeks in each plant.

During the busy season women's median weekly earnings were \$11.68 (half earned more, half less) and 519 women were found employed. In the slack season the median was \$6.92 for 417 women. Thus in the slack season employment was practically 20 percent and earnings 41 percent below the busy season. All but one of the factories did contract work and it is interesting to note that this one factory reported steady work throughout the year "probably due to the fact that it could exercise direct control over sales and inventory."

In each season earnings varied markedly from plant to plant, and not always directly with the hours worked. In the busy season, women's median weekly earnings ranged from \$8.25 in one plant where median hours were nearly 43, to \$13.58 in another plant for 42 hours of work. In the slack season the range was from \$3.43 to \$11.25, but records of hours in these plants were not available.

Women's median hourly earnings were 31.5 cents in the busy season and 66 percent had earned less than 35 cents, the minimum set for the industry in the N. R. A. Code. During the slack season median hourly earnings were 24.6 cents and 73 percent of the women had earned less than 35 cents.

In summoning a wage board for the industry, the Commissioner of Labor states:

"The payment of arbitrary and oppressive wages in this industry has established a condition which is detrimental to employers and employees alike."
(Communication to the Women's Bureau and Copy of report).

District of Columbia. Wage board being formed for retail trade.

Retail trade is to be the first industry for which a wage rate will be set in the District of Columbia. Steps are now being taken to form a wage board for the industry.

Two meetings of store employees were called by the District Minimum Wage Board. At the first meeting, the workings of the law and the procedure for forming wage boards and setting rates, were carefully explained. At the second, 9 store employees were nominated as employee representatives. Three of these will eventually be selected as members of the board for the retail industry. Three representatives of employers and of the public also are to be selected.

Illinois. Minimum wage administration.

Miss Kate O'Connor, who for four years has headed the Minimum Wage Division of the Illinois Department of Labor, has been made chief of the new Division of Women's and Children's Employment. This division will enforce the new 8-hour day law, the law requiring one day's rest in seven, and the regulation of industrial home work, as well as the minimum wage law.

The wage board for the cotton garment industry has set a rate of 37 cents an hour for that industry. The candy industry is now being surveyed. (Communication to the Women's Bureau.)

Massachusetts. Hearings and orders.

Hearings were held during August on reports of two minimum wage boards, women's and children's underwear, neckwear, and cotton garments, and jewelry and related lines. At the latter hearing it was agreed that the board should deliberate further before submitting a final report to the Minimum Wage Commission.

The report of the board for the garment industry was accepted. It provides that employees with six months' experience shall be eligible for \$14 a week or 35 cents an hour. For workers with less than three months' experience, the rates are \$8.50 a week or 21½ cents an hour; for those with from three to six months' experience, \$10 a week or 25 cents an hour. For the purpose of the order, 40 hours shall be regarded as a full week.

Effective October 1, the Commissioner of Labor and Industries has declared that the first 10 directory orders are to become mandatory. These orders cover the following industries: Laundry and dry cleaning, electrical equipment and supplies, retail store, boot and shoe cut stock and findings, men's clothing and raincoat, candy, men's furnishings, brush, women's clothing, and corset. (Communication to the Women's Bureau.)

Minnesota and Ohio. Minimum wage adjustments for women.

With the reinstatement of the minimum wage law for adult women in Minnesota, and through the activities of the Division of Women and Children of the Industrial Commission, wages of women workers in the lower-paid groups are being definitely increased, in some cases by as much as 50 percent. In the two months ending August 1, a total of \$4,804.26 was collected in wage adjustments. Of this, \$2,727.63 was paid to 298 women and \$2,076.63 to 88 male minors.

In Ohio the Minimum Wage Division of the Department of Industrial Relations has collected to date more than \$12,000 for employees under the three wage orders in effect in the State. The amounts in each industry were as follows:

Laundries.....	\$3,350.14
Dry cleaning.....	4,900.55
Food and lodging..	3,754.77

(Communications to the Women's Bureau.)

New Hampshire and Utah. Minimum wage administration.

Notice was published by the Commissioner of Labor of New Hampshire for a hearing to consider making mandatory the directory order for the clothing and accessories industry. The hearing was set for August 27.

In Utah a board has been selected for retail trade, composed of three representatives of employers, three employees and one representative of the Industrial Commission. (Communications to the Women's Bureau.)

New Jersey. Proposed rates for laundries will raise women's wages.

The report of the wage board for the laundry industry was accepted and a hearing held on August 19. The arguments advanced by various interested persons at the hearing are now being considered by the Labor Commissioner.

The board recommended the division of the State into three areas, A, the northern part centering around Newark; B, that part centering around Camden and, between June 1 and October 1, the part centering around Atlantic City; C, the remainder of the State. The proposed rates for all workers except those especially licensed as handicapped, are: Area A, 33 cents an hour; Area B, 30 cents; Area C, 26 cents. It is further proposed that a bonus of 10 percent be added to the basic rate per hour in all cases where the employees' total wage for the week is less than the amount the basic minimum hourly rate would yield for 40 hours. Area C would be excepted from this provision.

While at the hearing certain owners of small laundries opposed the bonus provision and also asked for a lower rate for a short learning period, another laundry owner opposed these suggestions saying that laundries should encourage higher wages. The bonus provision, he said, would force owners to spread their work over a 40-hour week. If a learning period were permitted, owners would be tempted to employ beginners all of the time. The Secretary of the Southern Laundryowners' Association urged that shore hotels be included in the wage provisions because they operate their own laundries and sometimes do outside work in competition with commercial laundries.

The survey upon which the laundry wage board based its findings covered 98 laundries in 52 different cities of the State. There were found 5,295 employees engaged in actual laundering operations of whom, 4,253 or 80 percent were females. Wage data was secured for 4,013 women and minors for a week in November 1936.

Since three areas are set up in the proposed order for the industry, the findings of the study should be considered for each of these areas. About 80 percent of the women covered worked in Area A, 10 percent in Area B, and 10 percent in Area C.

The tabulation for Area A does not show the exact number receiving less than 33 cents, but 55 percent received less than 32 cents an hour. The basic week of 40 hours at 33 cents an hour would yield \$13.20 but the median week's earnings were \$12.78. When only women working 41 hours or more are considered, over one-third had earned less than \$13 a week.

In Area B, 88 percent of the women had earned less than 30 cents an hour. Median week's earnings were \$11.07 and 45 percent of those working 41 hours or more had received less than \$12, the equivalent of 30 cents an hour for 40 hours.

In Area C, less than one-third of the women received 26 cents or more, and only one-third received \$10 or more in the week. A short week was more prevalent than in the other areas and 59 percent of the women had worked less than 37 hours. (Communication to Women's Bureau; Copy of wage report and study; New York Times, Aug. 22, 1937.)

Oklahoma. Hearings in progress.

The Commissioner of Labor of Oklahoma states that it is their purpose to conduct as many public hearings as possible in the industries employing the greatest numbers of employees before issuing wage orders. Then orders for these industries may be issued at about the same time. In this way no one industry will be put at a disadvantage.

Hearings have been held on the following industries: Laundries and dry cleaning, automobile repair and filling stations, wholesale and retail mercantile establishments and drug manufacturing. Hearings are set for the hotel and restaurant industries. It will be remembered that the law in this State applies to both men and women.

An estimate of the number of women in certain of these industries may be obtained from the Census of Business for 1935, recently available. In that year over 13,500 women were employed in retail distribution (including restaurants), 1,500 in wholesale distribution, and 1,000 in hotels. (Communication to the Women's Bureau.)

Oregon. New minimum wage orders issued.

The State Welfare Commission of Oregon has issued a series of new orders for most of the industries of the State. These were promulgated on July 16, 1937, and will go into effect October 1.

In most orders the important change is a reduction of hours for women from 9 a day and 48 a week to 8 a day and 44 a week, with a change from 27½ cents to 30 cents an hour for experienced persons. Thus earnings for the full week allowed remain \$13.20 but for women working less than 44 hours earnings will be higher than under the old orders. Apprenticeship rates are such that earnings for 44 hours are a little higher than they formerly were for 48 hours. These changes are found in orders for the following industries: Manufacturing, personal service, telephone and telegraph, public housekeeping.

The rate for mercantile occupations was already set at 30 cents an hour for experienced workers and is not raised, but hours are reduced from 9 - 48 to 8 - 44. The order for office occupations reduces hours from 48 a week with no daily limit to 44 a week and 8 a day. A rate of 35 cents an hour for experienced workers will yield \$15.40 for 44 hours compared to approximately \$13.80 for 48 hours (\$60 a month). An order affecting student nurses reduces hours from 56 to 48 a week. No minimum rates have been set for this group of women. (Communication to the Women's Bureau with copy of orders.)

Rhode Island. Earnings of women in wearing apparel industries.

The earnings of a considerable number of women working on wearing apparel and accessories, should be raised materially if the recommendations of the wage board for the industries are finally accepted. The report of the board recommended a minimum of 35 cents an hour for all women except learners and persons certificated as handicapped by the Department of Labor. It was further recommended that all occupations in the industry shall be covered, including clerical work. The report was accepted by the Director of Labor and hearings on the recommendations were held August 12.

Other important recommendations were as follows: Not more than 10 percent of the workers may be classed as learners. The rates for learners are to be 20 cents an hour for the first 240 hours and 25 cents for the second 240 hours, but if on piece work, learners shall be entitled to whatever they earn above the minimum. Waiting time on the employer's premises shall be paid for at the workers' regular rate and if asked to report for work, employees shall be paid for at least 4 hours. Home work is prohibited except in the case of handicapped persons who hold certificates from the Department of Labor in accordance with the provisions of the home work law.

The study which furnished information for the guidance of the wage board, covered 60 firms employing 4,451 workers, a large proportion of whom were women. Wearing apparel as covered by the study included headwear and footwear; accessories, handkerchiefs, handbags and the like. A few places doing alteration work and other work on curtains, rugs and mattresses were also included. Wage data were secured for a week in the fall of 1936.

Well over half of the 3,486 women covered by the survey earned less than 35 cents an hour, the minimum suggested for the industry. Over one-third earned less than 30 cents and one-fifth less than 25 cents.

The median week's earnings for all women were \$13.10 and for women who worked 40 hours or more the median was \$14.16. Over 2,000 women had worked so long hours and, over 1,100, 44 hours or longer. Median week's earnings of women by type of product ranged from \$8.53 for workers on cotton garments to \$17.03 for those on raincoats. The largest single group of women, 1,042, worked on knit garments, earning a median of \$13.73 a week.

EMPLOYMENT OF WOMEN

United States. Employment of women in July.

July indexes in woman-employing industries show the level of employment and pay rolls still above that of 1936 in most instances. Employment in nondurable goods was 6 percent above July 1936 and pay rolls 17 percent above.

Employment in the textile fabrics group was nearly 7 percent above July 1936 and pay rolls 16 percent. Each of the 8 component industries had gained in employment but fur-felt hats, and three, cotton textiles, dyeing and finishing and knit goods were above 100 (average 1923-25). No industry showed declines in pay rolls. Knit goods was above 100, the others below.

Employment in the wearing apparel group ^{1/} had decreased nearly 2 percent, due to declines in women's clothing and millinery. However, women's clothing stood above 100 as did men's clothing, men's furnishings and shirts and collars. In none of the 6 clothing groups were pay rolls at 100 or above, but there was a slight gain since 1936 for the group and for 4 of the 6 industries.

^{1/} In the August issue of Activities Affecting Gainfully Employed Women, the gain in pay rolls in the wearing apparel group from June 1936 to June 1937 should have been 8.5 instead of 85 percent.

The level of employment and pay rolls and the improvement since 1936 are shown for other important industries in the following table:

Woman-employing industries	Index of—		Percent change since July 1936	
	Employment	Pay rolls	Employment	Pay rolls
Boots and shoes.....	98.6	81.7	7.1	16.2
Confectionery.....	69.3	64.0	3.7	14.1
Tobacco manufacture...	60.6	55.9	0.0	9.6
Paper boxes.....	101.7	99.8	10.2	16.7

In nonmanufacturing industries, no woman-employing industry had reached 100 in this month. All showed improvement over July 1936, however. In employment the gains were: General merchandising, 5.2 percent; hotels, 3.4 percent; laundries, 5.1 percent; in pay rolls: General merchandising, 12.6 percent; hotels, 11.3 percent; laundries, 10 percent.

United States. Placement of women in July.

The end of July found over 1,120,000 women on the active files of all offices of the United States Employment Service. This was a decrease of less than 0.1 percent since the end of June. The numbers of women applying for work for the first time during the month had declined by 18 percent, and placements of women by 14 percent.

Over 91,000 women applied for work in July and over 72,000 were placed, so that for every 100 new applicants, 79 women found work. This was a higher ratio than in June when there were 76 placements for each 100 new applications.

United States. Employment opportunities for women in retail stores.

The opportunities for employment for men and women in retail stores are set forth in a very comprehensive study by Dorothea de Schweinitz sponsored by the National Vocational Guidance Association and the United States Employment Service. The study is designed as a vocational guide and various occupations are analyzed from that point of view. The analysis is based on field work conducted in the fall of 1934 and the winter and spring of 1935. The field work was done in 18 cities and communities and 3,820 stores employing 61,598 workers (including proprietors) were visited. For a small number of workers sex was not specified, and the discussion here is based on the 58,448 persons for whom sex was reported.

Women's greatest opportunity for employment was found to be in department stores which accounted for 60 percent of all women. Nearly one-sixth were in groceries or meat markets and nearly one-tenth in limited-price stores. The next largest groups were less

than 4 percent in drug stores and in women's apparel stores. Men's opportunities were more varied, the largest group being 42 percent in groceries and meat markets.

In respect to occupations, 67 percent of the women compared to 47 percent of the men were in merchandising, chiefly selling. One-fifth of the women and not far from one-half of the men were engaged in store management, including maintenance, while 11 percent and 6 percent respectively did clerical work.

A special analysis of executive positions shows that women held only 14 percent of them. In point of numbers, the most usual positions for women in these lines were: Store manager or superintendent, buyer or assistant buyer, department head or head of sales. Of the 26 personnel managers or assistants, 19 were women and the 27 training directors and assistants were all women. (Occupations in Retail Stores, Dorothea de Schweinitz.)

New York. Placement of women in 1936.

Over 90,000 women were placed in various lines of employment by the New York State Employment offices in 1936, according to the Annual Report of the Industrial Commissioner, issued recently. Supplementary information compiled from the Industrial Bulletin, issued monthly, shows that over half of these women were placed in domestic and personal service, while less than one-sixth were given W.P.A. jobs. Women formed nearly 31 percent of all new applicants registering for work during the year, and 24 percent of all persons placed. They were 7 percent of those placed with the W.P.A.

Wisconsin. Placement of women by public and by private agencies.

A recent report from the Industrial Commission of Wisconsin gives the work of 10 licensed private employment agencies for a series of years. Two agencies for domestics had placed 1,314 persons in the fiscal year ending June 30, 1937, and had taken in \$3,627 in fees. Three agencies for clerical workers had placed 2,663 persons in the same year and had received \$29,298 in fees. Placements are not reported by sex but considerable numbers of women are undoubtedly included.

A compilation of the persons placed in these occupations by the free employment offices of the State for the same twelve months' period show 3,806 placed in clerical work, 54 percent of whom were women and 20,174 placed in domestic service, 86 percent of them being women. Persons placed by the State, compared with those patronizing fee charging agencies saved on an average \$2.75 each if they were domestic servants and \$11 each if they were clerical workers.

Great Britain. Women registered as unemployed.

Nearly a quarter of a million women 18 years of age and over were registered as unemployed in Great Britain on May 3, 1937, these forming one-sixth of the total so registered. While the number of unemployed women had decreased by 19.5 percent since May 1936, unemployed men had decreased by 22 percent. A comparison of unemployed boys and girls (under 18) also shows a greater advantage for the boys in securing work, the numbers unemployed having decreased 43 percent in the year, while the numbers of girls had decreased only 26 percent.

Comparing certain age groups of women registered as unemployed in 1936 and 1937 it is seen that the reduction in unemployment has been greatest in the group 18 but under 25 and least among those 45 and over. The following table shows these changes and the relative size of the age groups:

	<u>Percent of all women in 1937 in each group</u>	<u>Percent decrease in each group since 1936</u>
All ages.....	100.0	19.5
18 - 24.....	30.0	31.7
25 - 44.....	46.6	18.0
45 and over.....	23.4	6.9

The report for May 1937 shows that nearly 42 percent of the unemployed women were married, and this was true of over half of those 25 but under 45 years of age.

The extent of unemployment by localities, recorded in The Local Unemployment Index of May 1937 shows women's unemployment lower than men's, 12 percent of all insured men 16 to 64 inclusive being unemployed, and 7 percent of all insured women. In England the unemployment was lower, in Scotland higher. Unemployment was less in London than in the country as a whole, and greater in Lancashire where the textile industry centers. (The Ministry of Labor Gazette, July 1937 and The Local Unemployment Index prepared by the Ministry of Labor Statistical Branch, May 1937.)

EARNINGS AND HOURS OF WOMEN

New York. Women's work conditions materially improved by a union agreement.

A union agreement secured between The United Laundry Workers Local 300 of the Amalgamated Clothing Workers of America has been negotiated with a large firm which is in the towel and uniform supply laundry business. The agreement covers drivers and also about 8,000 inside workers, by far the greatest proportion of whom are women.

It is provided that hours for women shall immediately be limited to 45 a week and for men doing inside work the same limit will be set as soon as 85 percent of the firms in the same business in Greater New York shall have signed similar union contracts. In the meantime a 48-hour week is established for inside men.

A minimum wage is fixed for inside employees of \$15.75 for a 45-hour week with a guaranteed minimum of \$15 a week for 11 months. All wage rates are to be raised at least 10 percent with a minimum raise of \$2 unless a greater raise is required to bring the weekly earnings up to \$15.75. Piece-work prices are also raised.

All inside employees after 1 year's service are to have a week's vacation and 3 days' sick leave with pay. Any unused sick leave may be taken as vacation at the end of the year. Employees are in general to receive 7 fixed holidays with pay, though if they do not work on holidays the time is to be made up by a reasonable addition of hours on other days, without additional pay. If asked to work on holidays it shall be at time and one-half their regular rates.

Looking to the future two commissions are formed representative of workers and the employer. One is to study the feasibility of extending the 5-day week to plants now working 6 days. The other is to study the industry and to make recommendations aimed at stabilization. Active work is to be carried on by the union to secure similar contracts with other firms in the business in order that the one employer shall not be placed at a disadvantage. (Communication to Women's Bureau with Copy of Contract.)

Virginia. Women in household employment in Lynchburg.

The Y.W.C.A. of Lynchburg, with the assistance of other interested groups has secured information regarding the working conditions in 141 homes. The data were recorded in questionnaires filled out by means of interviews with 77 employees and 64 employers. The interviewing was begun in 1936 and finished in 1937.

The answers descriptive of the general status of the employee showed a wide variety of ages, ranging from 12 to 60 years. The number of single employees was approximately equal to the number who were, or had been, married. A majority (72 as compared to 54) of those who answered the question reported that they supported other persons. A majority also carried insurance. The largest group left school between the ages of 15 and 18, though the range was from 7 to 23. School records ranged from 1 year of grammar school to completion of college and the largest group had 5 to 8 years of grammar school.

Wages ranged from \$1.50 to \$10 a week, but the most usual wage was \$5 or \$6 a week. The typical work week was 72 hours, although there was one report of 91 hours and 16 of 80 to 90. Some time for rest during the day was normal and also two free afternoons a week.

Among the needs brought out by the study, most important are a better standard of working conditions especially of wages and hours, and a better standard of performance, probably best secured by courses of training. (Household Employment, Lynchburg Study, by Gladys Boone. Sweet Briar College.)

Great Britain. Earnings and hours of women.

A survey of over 5,500,000 work people recently made public, shows that the average weekly earnings of women (18 years old and over) were only 48 percent of the average weekly earnings of men (21 years old and over). Women's earnings in all industries averaged 31s. 3d. (about \$7.50) compared with 64s. 6d. (about \$15.50) for men. The survey was based on earnings for the week ending October 12, 1935.

Women's earnings were about 29 or 30 shillings in 7 of 15 industry groups, including the textile industries. In clothing and in paper and printing industries women's earnings averaged about 33 shillings. Their highest average earnings were 38s. 10d. in Government industrial establishments.

The inquiry also covered prevailing hours for the same week, not, however, reported by sex. Selecting certain woman-employing industries it is seen that scheduled weekly hours are most frequently 47 or 48. This was true of 85 percent of the work people reported in textile industries, nearly 79 percent of those in paper and printing industries and about 66 percent of those in clothing and in food, drink and tobacco industries. (The Ministry of Labor Gazette, July 1937.)

Sweden. Equal pay for women teachers.

A law was passed recently by the Riksdag, one feature of which is to establish the same schedule of salaries for men and women teachers.

Thirty years ago, the custom of paying the men and women elementary and infant school teachers in Sweden an equal salary for what was regarded as equal work, was abandoned in favor of a system which gave to women a lower rate than it gave to men. The women, believing such a change was unjust, immediately banded together in an association, and, ever since have striven to have their grievances redressed.

In the campaign for the measure the argument that men have families to support was met by the recital of figures which proved that, in just as many instances, women are supporters of parents—since Swedish law enforces upon young people the necessity of such responsibilities. (The Christian Science Monitor, Aug. 14, 1937.)

ECONOMIC PROBLEMS OF WOMEN

United States. Women applying for old-age insurance.

An analysis of the first 11,500,000 applicants for participation in the Federal old-age benefits program shows that nearly 27 percent of them were women compared to 22 percent of all gainfully employed persons reported by the Census in 1930 in the age groups 15 to 64 inclusive. Women formed larger proportions of all applicants in the younger age groups, being 43 percent of those 15 but under 20 and only 12 percent of those 60 but under 65.

Nearly half the women applying for social security accounts were between the ages of 20 and 30 and 72 percent between 20 and 40. These age groups among the gainfully occupied women in 1930 were respectively 38 and 58 percent of the total. (Social Security Board Release of August 2, 1937.)

Pennsylvania. Supplementary relief to wage-earning women.

A study of the problem of supplementary relief has been issued recently by the Philadelphia County Relief Board. It includes a study of cases (each representing a family) approved for relief in Philadelphia in February 1937. Of 2,787 cases, 511 or about 18 percent were granted relief supplementary to earnings from private employment of some member of the family.

There were 546 workers in the 511 families so that in most cases there was but one wage earner. Women or girl workers numbered 204, young as a whole, 41 percent being under 24 and about 22 percent 40 or over. Nearly half were daughters in the family and over one-third wives of the head of the family.

Several factors led to the need for relief in these families, chiefly low wages, under-employment, unemployment of some other wage earner, large families. The median week's earnings of the 546 workers was \$4.52, but 46 percent worked part-time (less than 30 hours a week) and 29 percent were casual workers. Still the median for full-time workers was only \$10.07.

In two-thirds of the families there was no unemployed worker, in one-fourth, one such worker, in one-tenth, two, three, or four. One-third of the families had 5 or more members, but one-fifth were one-person families. Regarding the two factors of under-payment and under-employment the report states:

"... if the principle of the living wage means anything at all, it does not mean simply the rate of pay but also a minimum amount of employment. The best rates per hour are a mockery unless the average number of hours per week and weeks per year come up to a certain level. Under-employment infringes upon the standards of life as does under-payment and their effects

are indistinguishable. In fact, under employment is only an indirect form of under-payment—a sweating by irregular earnings as disastrous as any sweating by low wages."

The report discusses various phases of the problem and notes questions that require further study. It sums up other earlier studies on the same subject. (Grants in Aid of Wages. Philadelphia County Relief Board.)

OTHER PROBLEMS OF EMPLOYED WOMEN

Maryland. Health facilities and health hazards affecting women.

The health hazards to which men and women are exposed in certain industries in Maryland was determined by a study conducted jointly by the United States Public Health Service and various agencies of the State. It covered the chief manufacturing industries of the State, retail trade, laundries and dry-cleaning establishments. The sampling method was used and the 136,422 persons covered formed 31 percent of all persons in the selected industries. The sample included over 35,000 women, about one-fourth of the total. The study was made in the latter half of 1936.

The extent to which medical facilities were supplied was indicated by showing the percent of all workers in each industry for whom such services are available. Hospitals provided for one-fourth of all workers, were available in only two woman-employing industries, food and allied for nearly 4 percent of the workers and paper and printing for 1 percent. First-aid rooms, provided for over half the workers were available to less than one-fourth of those in laundries and dry-cleaning establishments, clothing, and food industries. Part-time physicians were available to many workers in the woman-employing industries, full-time physicians to relatively few. Nurses, either full- or part-time were seldom available. Retail-trade establishments provided well for the health of their workers, over 95 percent having a first-aid room, a full-time nurse, and a part-time doctor available.

The prevalence of certain health hazards is indicated by the percent of workers in a given industry exposed to a given material capable of causing occupational disease. Since these data are not given by sex, it is impossible to judge of the exposure of women except in certain cases noted as follows:

In cotton mills, 64 percent of the employees were exposed to organic dusts and in shoe factories, 57 percent.

In fruit and vegetable canning, 71 percent of the workers were exposed to agents frequently causing dermatitis.

In summing up the results of the survey the report states in part:

"It is realized that some of the large establishments are now carrying on effective programs of industrial hygiene, but the data resulting from the present survey show that half of the workers in Maryland are employed in small plants which are incapable of carrying out an effective and economical program of occupational disease control. It is apparent, therefore, that the health of a large percentage of the industrial population of Maryland must necessarily be the concern of State government."
(Evaluation of the Industrial Hygiene Problems of a State, Public Health Bulletin No. 236, U.S. Public Health Service.)

New York. Activities of the Bureau of Home Work, 1936.

Both certificates issued to home workers and permits to send out work increased in the course of 1936 according to the report of the Bureau of Home Work of the New York Department of Labor recently issued. There were over 36,000 home workers' certificates in force at the end of the year, an increase of 78 percent. Permits to employers to send out home work numbered 1,154, an increase of 11 percent during the year. Over half of the home workers visited during the year were found without work. (Annual Report of the Industrial Commissioner of New York State for the 12 months ended December 1936.)

(1779)

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

October 1, 1937

ACTIVITIES AFFECTING GAINFULLY EMPLOYED WOMEN

Current developments in minimum-wage administration

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CURRENT DEVELOPMENTS IN MINIMUM WAGE ADMINISTRATION

Colorado. Survey in progress

In order to form a basis for determination of minimum wages, a survey of the wages and working hours of employed women throughout the State is being made by the Colorado Industrial Commission, with the assistance of the Women's Bureau of the U.S. Department of Labor. A study of living costs is also in progress.

Connecticut. Wage Board for women making men's pants

A wage board in Connecticut has under consideration the fixing of a minimum for workers making men's pants. The summary of the study of this industry reported in the September Activities Affecting Gainfully Employed Women cited the code minimum as 35 cents. This should have been 40 cents. More than 80 percent of the women reported had received less than this amount.

District of Columbia. Living costs of store workers studied

The board composed of representatives of employees, employers, and public to propose a minimum wage for women in stores in the District of Columbia has had under consideration estimates for a budget representing a minimum for health and decency for such workers. The Minimum Wage Board has investigated prices of more than 1,000 rooms in the District, and prices of clothing and of food in restaurants. The budget resulting from their studies gave an estimated minimum of costs for healthful living at about a third more weekly than another minimum-cost budget submitted as the result of study by the industrial interests committee of the Board of Trade. The two budgets were as follows:

	Employees' Budget Based on Wage Board Study	Board of Trade Budget
Clothing (including upkeep).....	\$4.66	\$3.37
Food.....	7.00	5.00
Room.....	5.00	3.00
Sundries.....	<u>4.85</u>	<u>3.20</u>
Total weekly.....	21.51	14.57

The costs of items of clothing as cited in the two budgets correspond fairly well, that of the Board of Trade seeming to tend toward somewhat greater quantity of a poorer quality article, as for example 4 nightgowns at 59 cents where the other budget provided 3 at \$1; or 3 handbags at \$1 as against 2 at \$2.95. Both allowed 24 pairs of hosiery, 1 at 69 cents, 1 at 89 cents. The Board of Trade budget presupposed that a girl would do practically all her own laundry and much of her cleaning, allowing only 50 cents a week for cleaning, repairs, soap and sewing materials, a year's amount of \$26, while the other budget estimated a yearly \$3.50 for shoe repair, \$26 for laundry and washing, and \$14 for cleaning of dresses and coats. Here it must be remembered that girls in stores must keep themselves fairly well groomed.

The transportation allowance of the Board of Trade was only 90 cents, despite the fact that a week's street car or bus pass costs \$1.25, approximately the amount allowed for this item in the other budget. Certain of the other miscellaneous items contributing to a decent living standard were estimated at the following weekly rate:

	Employees' Budget Based on Wage Board Study	Board of Trade Budget
Amusements, movies, lectures, etc.	\$.57	\$.20
Church and charity.....	.23	.10
Doctor, dentist, medicine.....	.75	.50
Beauty parlor, toilet soap, tooth- brush, cosmetics, etc., and magazines.....	.74	.60
Vacation.....	.40	.25
Insurance and savings.....	.51	.35

Massachusetts. Minimum wage to be fixed in additional industries

Wage boards have been formed in Massachusetts, and hope to begin work October 1: Bread and bakery products; druggists' preparations; paper-box making; pocketbooks and leather goods. (Communication to the Women's Bureau.)

New York. Cost-of-living study in progress

Clothing, shoes, food, fuel and light, rent, medical and dental care, a few beauty items and other services, including some recreation items, are to be priced in 15 representative cities throughout the State within the next four weeks by 20 trained field representatives of the State Department of Labor, Industrial Commissioner Elmer F. Andrews announced today.

This pricing is a second step in the determination of the cost of living which the legislature set as one of the standards to be used in establishing minimum-wage schedules for women and minors. The other two factors to be considered in setting minimum-wage schedules are: fair value of services rendered by wage earners and the wages paid for comparable work by other employers in the State.

"On Monday, September 20, 1937, a historic step will be taken when for the first time the State of New York will go into the principal industrial communities of the State to find out what it costs wage earners to live, as a preliminary to establishing minimum wages for women and minors who as a group are notoriously the most exploited and underpaid of the wage earning population", Commissioner Andrews said.

"For the past five months, Miss Frieda S. Miller, Director of the Division of Women in Industry and Minimum Wage, has been developing a budget necessary for adequate maintenance and the protection of health. This work has been done in collaboration with experts in the fields of nutrition, housing, clothing and medical care. The items to be used in the final drafting of this budget have been listed; the next job is to take this list,

based on the best scientific and field experience, into the market places of the State to get prices in the various localities.

"Representative stores, shops and professional offices will be visited by these field representatives. The assistance of chambers of commerce, trade associations, and real-estate boards and other local groups will be sought in planning this work."

Among the items to be priced in the cities included in the survey are:

Clothing: Winter coat, rayon dress, cotton dress, felt hat, gloves, nightgowns, slip, bloomers, hose, street shoes, dress shoes, rubbers, shoe repairs.

Food: Cereal and bakery products, dairy products, meats, fish and poultry, fresh fruits and vegetables, canned fruits and vegetables, coffee, tea, fats and oils, sugar.

Housing: Rents—family dwellings; rents—furnished rooms; fuel

Other items: Meals in restaurants, medical care, dental care, drugs and toiletries, beauty-shop services, street-car and bus fares, motion-picture admissions. (Communications to the Women's Bureau.)

Rhode Island. Laundry industry surveyed

The Rhode Island Division of Minimum Wage has completed a survey of the laundry industry preparatory to the consideration of a minimum wage for its workers. (Communication to the Women's Bureau.)

Utah. Wage Board for manufacturing

In Utah a wage board has been formed to consider fixing a minimum for the more than 2,500 women employed in manufacturing industries in the State. (Communication to the Women's Bureau.)

PRESENT STATUS OF MINIMUM WAGE

In addition to the information that has been given from time to time, the following pages summarize the present minimum-wage status as a whole.

Number of States having minimum-wage laws.

Minimum-wage laws now exist in 24 jurisdictions in the United States—22 States, the District of Columbia and Puerto Rico. These laws all apply to "women and minors" or "females", and that of Oklahoma also includes men.

Types of laws in the various States.

1. Value of services rendered.

"The fair value of the services rendered" is the principle upon which the minimum-wage laws are based in the following 8 States: Connecticut, Illinois, Massachusetts, New Hampshire, New Jersey, Ohio, Pennsylvania, and Rhode Island. The New York law is similar to that of these States, though, as reenacted in April 1937, it requires the value of services rendered to be taken into account, though placing emphasis on the cost of living. The Arizona law provides that the minimum shall equal both the value of the service rendered and the necessary cost of living. The laws of Massachusetts and Pennsylvania provide that the cost of living be taken into account in determining the value of the services rendered.

2. Cost of living.

The cost of living is the basis of the laws in the 9 States of California, Colorado, Minnesota, North Dakota, Oklahoma, Oregon, Utah, Washington, Wisconsin, and the District of Columbia. This was upheld by the United States Supreme Court in the Washington case, March 29, 1937. The Oklahoma law also is of this type, applying to men as well as women. A wage is written into the Arkansas law, which may be adjusted by the Commission to equal the cost of living. Wisconsin, which had changed its law in 1925 from a "cost of living" to an "oppressive wage" principle, restored the former in 1937 after the Washington decision.

3. Flat-rate laws.

The minimum to be paid is written into the law in Arkansas, Nevada, South Dakota, and Puerto Rico.

Activities of the 1937 legislatures.

Minimum-wage legislation was enacted in four new States this year, as follows:

Nevada. The Governor signed, March 29, a bill setting \$18 as the minimum wage for women and minors for a 48-hour week.

Oklahoma. The only State law to include men was signed by the Governor, April 22, 1937.

Pennsylvania. The standard bill was signed by the Governor, May 28, 1937.

Arizona. The standard bill was signed by the Governor, June 28, 1937.

• In addition to these new laws, New York and Wisconsin, as referred to above, amended their laws to include the cost-of-living principle.

Rulings of Attorneys General.

District of Columbia. The Attorney General of the United States ruled April 3, 1937, that the District law, due to the Washington decision, is now a valid act of Congress and may be administered in accordance with its terms.

Minnesota. The legislature of Minnesota passed a bill extending the age of female minors to 21 to correspond to the provision covering male minors. Since 1925 the Minnesota bill has not been applied to adult women due to a ruling of the Attorney General following the Adkins decision. The Commissioner of Labor of Minnesota asked the Attorney General to rule on the effect of the Washington decision upon the validity of the Minnesota law in its application to women. On April 16, 1937, the Attorney General ruled that the law is again applicable to women. The \$12 rate is now being enforced.

Arkansas. In May 1937, the Attorney General of Arkansas ruled that the law of that State, held unconstitutional, 1927, by the Supreme Court of the State, is now valid due to the Washington decision.

Puerto Rico. The Attorney General of Puerto Rico advised the Commissioner of Labor that the minimum wage law declared unconstitutional by the Supreme Court of Puerto Rico, 1924, is now valid as a result of the Washington decision.

Appropriations, 1937.

Utah. The legislature appropriated \$20,000 for the administration of the minimum wage law. The law has never been enforced due to lack of appropriations.

Colorado. Colorado has received an appropriation which has enabled the State to begin enforcement.

Activities of wage boards since the Washington decision, March 29, 1937.

Rhode Island. A wage board for the wearing-apparel industries in Rhode Island recommended a 35 cents hourly rate for that industry. The report was accepted by the Commissioner July 22. A public hearing was held August 12. A directory order for the industry becomes effective October 18, 1937.

Illinois. A wage board for the wash dress-industry industry began negotiations April 1937, and made its report to the Commissioner in July, recommending a minimum of 37 cents an hour for a 40-hour week.

New Jersey. On July 14, 1937, the Laundry Wage Board recommended minimum hourly rates of 33, 30, and 26 cents for three zones in the State of New Jersey. The report was accepted by the Commissioner and a public hearing held August 19. The Commissioner issued a directory order effective September 6.

Mandatory orders issued after the Washington decision, March 29, 1937.

Illinois. Hearings were held in Illinois May 24 and 25, preparatory to making the minimum wage order for the laundry industry mandatory. The order was made mandatory, effective August 2, 1937.

Massachusetts. A directory order for the corset industry was issued April 1, 1937; similar orders were issued for the stationery goods and envelopes; toys, games and sporting goods; and women's and children's neckwear and cotton garments, industries July 15, August 1, and October 1, respectively. On October 1, 1937, the orders for 10 industries, laundry and dry-cleaning, electrical equipment and supplies, retail stores, boot and shoe, cut stock and findings, men's clothing and raincoats, candy, men's furnishings, brush, women's clothing and corsets, become mandatory.

New Hampshire. The order for the clothing and accessories industry has been made mandatory, effective October 1.

Ohio. The minimum wage order for hotels and restaurants was declared mandatory by the Director of Industrial Relations, March 30, 1937.

Oregon. Beginning September 14, 1937, the minimum rate in Oregon will be 30 cents an hour for 44 hours, instead of \$13.20 for 48 hours in manufacturing, telephone and telegraph, public housekeeping and personal service industries, and 35 cents an hour for 44 hours for office workers. A new order providing 32½ cents for 44 hours for cherry stemming and pitting will become effective October 6, 1937.

Washington. Effective May 6, an hourly rate of 37½ cents was set for the canning and preserving of food products. In the beauty-culture industry, a rate of \$15 for 48 hours or 35 cents an hour was fixed effective September 7.

EMPLOYMENT OF WOMEN

United States. Employment of women in August

While employment and pay rolls in nondurable goods industries were above August 1936, by 3.7 and 12.3 percent respectively, increases in the more important woman employing industries were not as general as has been true for several months.

Textile fabrics, shoes, confectionery and paper and printing industries were above the level of 1936. Employment in textiles had gained nearly 3 percent and pay rolls over 7 percent. Cotton goods was well above August 1936, knit goods had advanced slightly. Employment in silk and rayon goods gained a little, pay rolls lost a little; while in woolen and worsted the employment had lost and pay rolls gained. In boots and shoes employment was 3 percent above 1936, pay rolls nearly 1 percent. Employment and pay rolls had advanced in paper boxes by 7 percent and 11 percent respectively, in book and job printing, by 5 percent and 12 percent.

Employment in the wearing apparel group was nearly 3 percent below August 1936, pay rolls over 1 percent. There were declines in four of the six component groups, the most important being in women's clothing, over 7 percent in employment and 5 percent in pay rolls. Employment in the tobacco group was nearly 2 percent below 1936, but pay rolls had advanced by 6 percent.

All of the nonmanufacturing industries of importance to women were in an improved position compared with August 1936, as the following shows:

	Increase since August 1936 in—	
	Employment	Pay Roll
General merchandising.....	5.3	12.3
Hotels.....	3.9	11.4
Laundries.....	5.1	12.1
Telephone and telegraph.....	8.6	13.4

United States. Placement of women in August

During August the United States Employment Service found work for 85,205 women in private employment, these forming over one-third of all persons so placed. Placements on public relief and nonrelief jobs were not reported by sex.

The end of August found over 1,100,000 women actively registered for work, a decline of 1.4 percent from the number in the active files at the end of July.

Illinois. Women workers on relief in 1935

A study of the occupational characteristics and background of employable men and women who were on relief in February 1935, has been recently issued by the Illinois Relief Commission. This showed that 273,215 families (including one-person families) received relief during the month studied. In these families were over 420,000 potential workers, nearly 23 percent of whom were women.

More than 350,000 women and girls in these families were 16 years old or over and over half of these were or had been gainful workers. At the time of the study, 23 percent, though without work, were considered employable and 3.5 percent were actually at work. This latter group though proportionately small, consisted of 12,500 women whose earnings were being supplemented by relief.

Of the 96,000 women who were potential workers, over one-third either had no experience or reported no occupation. Over one-fourth were servants or allied workers and over one-fifth were classified as semiskilled, many in factories. Clerical workers formed nearly 12 percent of the total and professional or managerial workers just over 2 percent.

A woman was head of nearly 48,000 families and women were over one-sixth of all family heads. Only 5 percent of these women were working

but one-third were employable but out of work. (Illinois Persons on Relief, by Elizabeth A. Hughes.)

Kansas. Employment of women in 1936

Over 5,000 women were found employed in the course of inspections of factories and workshops during the calendar year 1936. These were one-sixth of all persons so employed.

Among the industries inspected, the food group accounted for by far the largest number of women, 40 percent of the total. The majority of these were employed in slaughtering and meat packing or poultry packing. About one-fifth of the women were employed in clothing factories, chiefly in the making of women's dresses, and one-tenth in paper and printing, chiefly printing. One-sixth were workers in laundries. (Annual Report of the Commission of Labor and Industry of Kansas for the year ending December 31, 1936.)

Canada. Placement of women in Alberta

Nearly 5,000 women secured jobs through the Employment Service of Alberta during the year ending March 27, 1937, being practically one-fifth of all persons placed. With 8,664 women applying for work during the year, the ratio of placements was 58 for each 100 applicants.

The principal occupations represented by women applicants were: Domestic and personal, 58 percent; casual, 21 percent; agricultural, 14 percent; clerical and mercantile, 5 percent. The ratio of placements to applications varied greatly among these groups. Among women farm workers, 81 were placed for each 100 applying; among casuals, 73; domestic and personal, 52; clerical and mercantile, 4. (Annual Report of the General Superintendent of Employment Service of the Province of Alberta for the year ending March 27, 1937.)

HOURS OF WOMEN'S WORK

New York. Enforcement of hour law in hotels and restaurants

Since the 1st of July when the new law providing a 6-day, 48-hour week for women in hotels and restaurants, inspectors of the New York State Department of Labor have covered some 800 hotels, employing approximately 30,000 workers. The first check of hotels in the Metropolitan Area of New York and in a number of up-State cities has been almost completed, and the inspectors have continued to get good cooperation from the industry. (Communication to the Women's Bureau.)

Pennsylvania. Regulations governing women's hours under the new law

The new hour law for women providing in general an 8-hour day and a 44-hour, 5½-day week contains the provision that the Department of Labor

and Industry with the approval of the Industrial Board may provide variations from this schedule of hours when strict application of the law imposes an unnecessary hardship and violates the intent and purpose of the act. The Industrial Board, representing women and children, employees in general, employers and the public, after hearings, formulated general regulations and also rules for certain specific industries to be followed in enforcement of the law which went into effect September 1. These regulations may be modified and added to from time to time.

Among the general regulations, are the following:

None but a temporary variation is allowed from the 44-hour maximum except for the canning of perishable foodstuffs. If more than 8 hours are permitted in any one day, time and one-half shall be paid for such overtime. The half day provided in the Act shall be considered not more than 4 hours, except that where employees work less than 44 hours in the week, the half day may be interpreted to be 5 consecutive hours. Any employer who employs a person on a full-time schedule of 5 consecutive days a week may permit the person to work 9 hours in any one day, but not in excess of 44 hours a week. Existing contracts involving longer hours, if negotiated before September 1, may be permitted to stand until the expiration of such contracts, providing they are the result of bona fide collective bargaining.

Laundry owners may permit employees to work 10 hours on one day in the week. Employees in retail trade may work 10 hours on Saturday and on a day preceding a holiday on which they are not permitted to work. In public-utility service and in newspaper publishing, employment may be extended to 10 hours in any day of the week in order to prevent a sudden and unreasonable termination of the services. In all these cases time and one-half shall be paid for the hours in excess of 8 and the weekly limit of 44 hours shall be maintained.

Until the end of the fiscal year, the limit for hospital employees shall be 10 hours a day and 48 a week. Until such time as the Department may complete a study of the hour problem in banks, such institutions shall be permitted an average of 40 hours a week over a 13-week period beginning September 1 (520 hours in 13 weeks) but employment shall not exceed 10 hours a day nor 54 a week.

For one period in the year, not to exceed 12 weeks, employees engaged in canning, drying or packing fruits and vegetables may be employed for not more than 10 hours in any one day, or more than 48 hours in any one week or more than 6 days in any 7. All hours worked over 8 in any day or over 44 in any week shall be paid for at the rate of time and a half the regular rate, whether that rate be based on time or piece work. (Copy of regulations as released September 1.)

INDUSTRIAL INJURIES TO WOMEN

Massachusetts. Women injured in industrial accidents

Over 3,600 women were injured in industrial accidents in Massachusetts in the year ending June 30, 1936, being practically 11 percent of all persons so injured.

The great majority of the women suffered only temporary injury, but 75 were left with some permanent disability, 9 died as the result of accident and one was permanently and totally disabled.

The preponderance of younger women among those injured is marked. Of all the women injured one-tenth were under 20, nearly half under 30 and more than one-tenth, 50 or older. No data are available to show exposure to accident by age. However, the following comparison of age distribution among injured women and women found employed full time in the Massachusetts Census taken in 1934, may be of some interest.

	<u>Percent distribution of women</u>	
	Injured 1935-36	Employed full time, 1934
Total.....	100.0	100.0
Under 20.....	10.3	7.6
20 - 29.....	38.4	40.8
30 - 39.....	21.6	22.4
40 - 49.....	18.5	15.2
50 - 59.....	7.9	9.1
60 and over.....	3.4	4.9

(Annual Report of the Department of Industrial Accidents of Massachusetts for the year ending June 30, 1936.)

WOMEN IN INDUSTRIAL DISPUTES

United States. Women affected by industrial disputes in July and August

Nearly 42,000 women were reported as directly affected by industrial disputes which were referred to the Conciliation Service of the Department of Labor during July and August. In a selected list of woman-employing industries, 164 disputes were referred to the Conciliation Service but in only 95 cases was there a report by sex of the workers involved. This showed 91,650 workers, 45.7 percent of whom were women and the following discussion is based on these 95 disputes.

Two-thirds of all workers involved and eight-tenths of the women were employed in textile manufacturing chiefly silk. Over 1,500 women were clerks in stores, over 1,700 were in clothing factories, nearly 1,000 in laundries, 700 were enamelers, over 600 were optical workers, over 400 in shoe factories, nearly 300 in cigar factories.

Women formed from one-half to two-thirds of the workers affected by disputes in the following industries: Canning, enameling, optical goods, shoes, textiles, hotels, restaurants, stores. They were three-fourths or more of those in cigars, clothing and laundries. (Analysis by the Women's Bureau.)

RECENT PUBLICATIONS OF THE WOMEN'S BUREAU

Minimum Wage Laws and Orders, 1936-37 (Mimeographed).