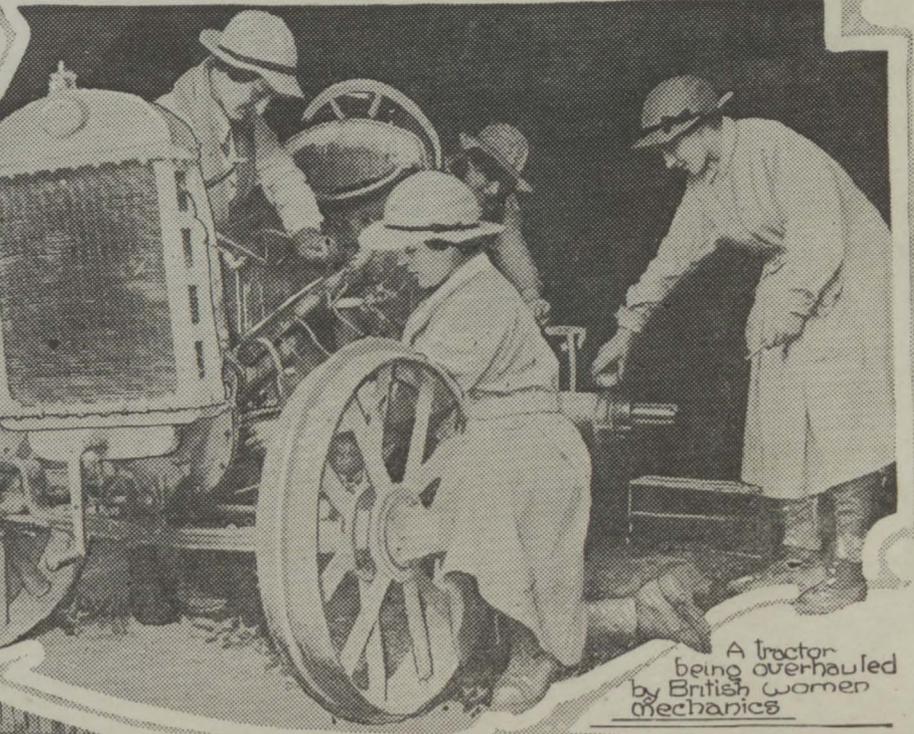


COUNCIL OF NATIONAL DEFENSE - COMMITTEE ON WOMEN IN INDUSTRY

Proper Conditions of Labor for Women War-Workers Imperative, Declare Women of National Defense Council



Women of work in a British shell-filling factory



A tractor being overhauled by British women mechanics



Women Carpenters at work in France

An Eight-Hour Day, Saturday Half Holiday, Adequate Meal and Rest Periods, Are Required to Attain Efficiency.

"In view of the urgent necessity for prompt increase in the volume of production of nearly every article required for the conduct of the war, vigilance is demanded of all those in any way associated with industry lest the safeguards with which the people of this country have sought to protect labor should be unwisely and unnecessarily broken down."

This sentence sounds the keynote of the industrial policy of the two great divisions of the United States Army,—today placing numberless contracts of fabulous size and value—the Ordnance Department and the Quartermaster's Department. In "General Orders No. 13," from which this sentence is quoted, issued not long ago by the Ordnance Department and later adopted by the Quartermaster General, are set forth in some detail the principles of this policy, and in no uncertain words the reason for its existence. "It is a fair assumption," it goes on to say, "that for the most part these safeguards are the mechanisms of efficiency. Industrial history proves that reasonable hours, fair working conditions, and a proper wage scale are essential to high production." Enlightened patriotism, in other words, demands not that the workers shall work long hours at top speed for the least possible wages, but that for the sake of output they shall make a steady, reasonable expenditure of strength for reasonable length of time under proper conditions. We have long heard these things demanded for the good of the workers, but now a new partnership has been formed. Efficiency and humanity go hand in hand.

From the time of our entrance into the war, the importance of conserving labor standards has been emphasized and re-emphasized by important officials in the government. The President himself, in welcoming at the White House the British Labor Commission which visited this country last spring, said that "nothing would be more deplorable" than "to set aside even temporarily the laws which have safeguarded the standards of labor and of life," when we are fighting in a cause which "means the lifting of the standards of life." Secretary Baker, as Chairman of the Council of Defense, in April of last year stated in a letter addressed to the governors of the states a resolution passed by the Council, "That the Council of National Defense urge upon the legislatures of the states, as well as all administrative agencies charged with the enforcement of labor and health laws, the great duty of maintaining the existing safeguards as to the health and welfare of workers, and that no departure from such present standards in state laws or state rulings affecting labor should be taken without the declaration of the Council of National Defense that such a departure is essential for the effective pursuit of the national de-

ference." The Council has since strongly reaffirmed this stand, and the Woman's Committee of the Council has taken, as its official standards for the employment of women, the standards issued by the Ordnance Department as part of General Orders No. 13. The Departments of Women in Industry of the Woman's Committee throughout the country are doing and will do all in their power to put this endorsement into practical effect, with the co-operation of the Department of Women in Industry of the Woman's Committee at Washington.

What are these standards, and why are standards for working women of such prime importance to the nation at this time? Proper conditions of women's labor have always been of peculiar importance to the state. In peace times the

made to restrict the work of women to eight hours," the Ordnance Department has in mind primarily the output of munitions. In urging the prohibition of night work, they state that "English investigators have found that night work for women involves proportionately larger costs for supervision and protection." The human cost of night work has long been known to social investigators. A world war has brought out its pecuniary extravagance.

The Saturday half holiday—"an absolute essential for women under all conditions,"—adequate meal and rest periods, and one day's rest in seven, also find place in this Government list of industrial standards. Even with the best will in the world, and despite the most ardent spirit of sacrifice, human beings cannot do continuous work without losing their efficiency. The English work-

Despite Most Ardent Spirit Of Sacrifice, Human Beings Cannot Do Their Best If Continuously at Work.

hours a week, not so much because they were compelled, don't get that into your heads, but because the very circumstances, the moral influence of doing something for these gallant lads to give them a chance compelled us all to forget hours and everything else.

"Now as the war went on the sickness returns showed an alarming increase. The general health of the people was going down. Holidays you must remember were abandoned and the strain was beginning to be felt. The Government set up a committee composed of employers, trade union representatives and government officials, an impartial tribunal. They came to the unanimous decision that long hours and Sunday labor were disastrous, not only to the health of the men and women, but to the efficiency of the service and they were unanimous in condemning long hours. And we say without hesitation, having regard to that experience, that it is uneconomical, it is unwise and it is bad management to work men or women abnormally long hours because it does not pay in the end."

Proper regulation of hours alone, however, will not solve the problem. The Ordnance Department knows that it will not help production to limit hours if the men and women who work these hours are not secured in the fundamental necessities of life—if they are hungry, poorly clothed and improperly housed. Therefore, it is urged that standards of wages "already established in the industry and in the locality should not be lowered." "that minimum wage rates bear a constant relation to increases in the cost of living," and that, in the case of replacement of men by women, there should be equal pay for equal work. In justice to our soldiers at the front, the standards of the jobs they have left behind must not be lowered by these new recruits, who will, in increasing numbers, take their places in the industrial army.

British official estimates state that since the war began, some 1,400,000 women have directly replaced men, and some 600,000 are employed directly on munitions. The replacement of men by women has, comparatively, not been extensive in the United States as yet. But day by day we hear of new occupations entered, and old ones extended. Women are the reserve labor power of the nation, and, if the war goes on, will inevitably be called into industry in greater and greater numbers. Increasing demands will be made upon them, unwise sacrifices will without doubt be demanded, short-sighted attempts will be made to break down labor laws. But because, in the light of England's experience, and, of our own best industrial practice, we know that exhausted workers mean decreased production,—and because in the case of women workers, they mean, too, a deterioration of the races, the people of the country must be on guard with that "vigilance" demanded by its Chief of Ordnance "lest the safeguards with which the people of our country have sought to protect labor should be unwisely and unnecessarily broken down."



Women and girls doing rough work in British naval yard

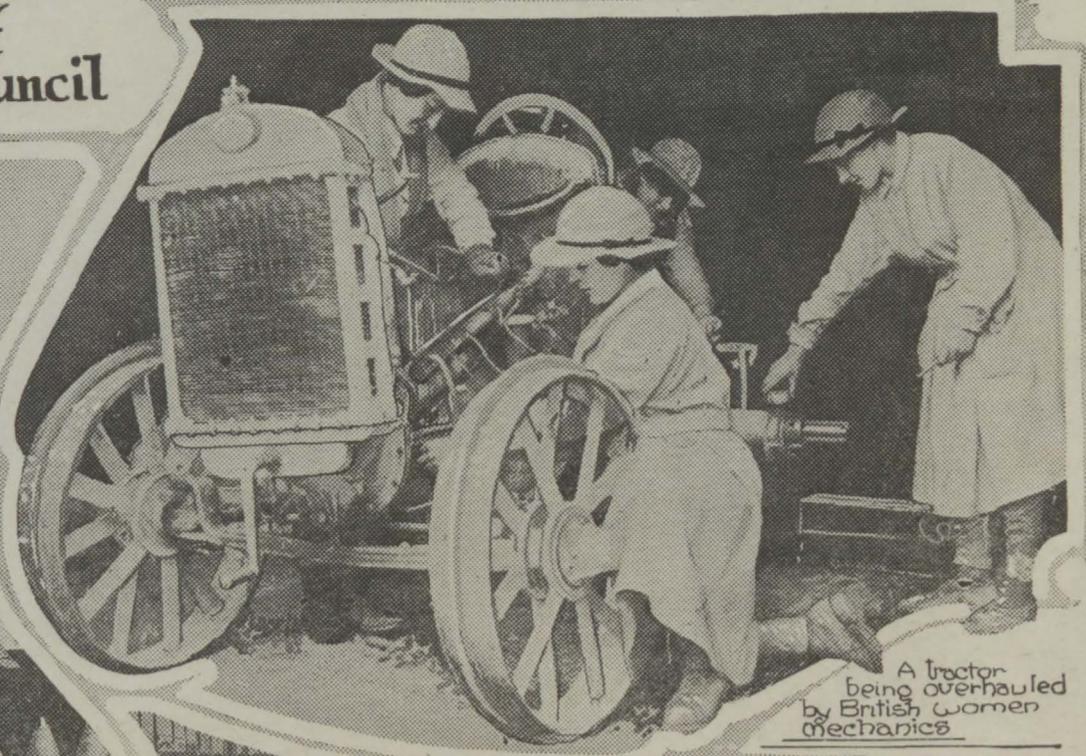
United States Supreme Court held that, for the sake of future generations, it was constitutional to limit the working hours of women to eight hours a day. Today in war time limitation of hours is important for an additional reason. Modern warfare is not fought in the trenches alone. The army at the front is helpless if the second line of defense, the army in factories, is not able to keep up production of supplies. In emphasizing the necessity of rigid enforcement of existing legal standards, and urging that "even where the law permits a nine or ten-hour day, effort should be

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Committee on Women in Industry
of the
Advisory Commission
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MAKING THE UNIFORMS
FOR OUR NAVY

WOMEN IN WAR INDUSTRIES SERIES, No. 2.

September, 1918.

Committee on Women in Industry
of the
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Council of National Defense
Advisory Commission

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OF THE
COMMITTEE ON LABOR.

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PREFACE

The present war has called for unprecedented production in military and naval supplies. The Navy was confronted at the outbreak of the war with the problem of clothing an enormously increased naval force on short notice. On the Provisions and Clothing Depot of the Brooklyn Navy Yard fell the weight of this new responsibility. Through the foresight of the Officer-in-Charge, the Depot was well stocked with the materials necessary for the uniforms, but the industrial problem was a more serious one. For the Brooklyn Naval Provisions and Clothing Depot depended on outside "pieceworkers," *i. e.*, home workers and small shop owners to make up the materials into uniforms when they had been cut in the Depot.

This report which was made by the Committee on Women in Industry describes the methods of production during the first year of the war; the gradual evolution of the policy encouraging direct dealing with the manufacturers; and the effort to bring the production of uniforms into establishments where the conditions of employment can be controlled.

The importance of this policy is apparent. The need for it is described in Chapter II on the Home Work System of Production for the Provisions and Clothing Depot. This investigation and the preliminary report was made by Mrs. Clara M. Tead of the New York State Committee on Women in Industry. The investigation extended over four weeks from October 15 to November 10, 1917. This Committee was aided in making the study by the co-operation of the State Department of Labor and by the Standing Committee on Industry of the Mayor's Committee of Women on National Defense.

The development of the new policy is described in Chapter I and the conditions of production at the beginning of the second year of the war are described in Chapter III by May Allinson, Executive Secretary of the Committee on Women in Industry, who also prepared the report for publication.

Visits were made to the Provisions and Clothing Depot in Brooklyn and conferences held with the Officers in Charge in April, June and August, 1918, and two days in June were spent with the

Depot Inspector visiting the shops of piece workers and manufacturers who were making naval uniforms.

This report of the conditions and methods of Making the Uniforms of our Navy is published with the approval and through the courtesy of the Navy Department.

The Committee has met throughout the investigation with the most cordial co-operation from the officials of the Navy Department who have uniformly offered every opportunity for inspection, observation and the collection of the data presented. The following extract from a letter from the Provisions and Clothing Depot expresses the attitude shown by the Department:

"The Officer-in-Charge wishes to record his appreciation of the work that has been done by the Committee on Women in Industry of the Advisory Commission of the Council of National Defense in investigating the production of uniforms for enlisted men of the Navy. The preparation of this report has required an infinite amount of painstaking investigation which has been most accurately and thoroughly done."

The Committee is gratified to learn that the report has proven of value to the officials immediately concerned with the production problems.

FLORENCE J. HARRIMAN, *Chairman,*
Committee on Women in Industry.

September, 1918.

MAKING THE UNIFORMS FOR OUR NAVY.

Recommendations.

One year's experience shows conclusively that the supervision of federal contracts should rest with the branch of the federal government which lets the contract. The department which is responsible for securing an acceptable product, must be in a position to insist on conditions of employment which will make these requirements possible.

In the opinion of the Committee on Women in Industry of the Council of National Defense and as a result of this detailed study of the methods of manufacture:

The Navy Department should assume responsibility for conditions of employment in the factories making naval uniforms and for the supervision and inspection of the plants.

This should be done not only to promote prompt delivery of acceptable product but in the interests of the workers themselves upon whom the Navy depends for its production, and in the interests of the enlisted men who wear the uniforms.

In view of the facts brought out in this report the Committee on Women in Industry makes the following specific recommendations:

1. The Navy Department should give authority to the Bureau of Supplies and Accounts
 - (a) to supervise conditions of work in the manufacture of navy clothing by private firms and factories, and
 - (b) to establish standards of employment as to wages, hours and physical conditions as has already been done by the industrial service sections in some of the other branches of the Government with great benefit to output;
2. The Navy Department should discontinue the giving out of work to be done in the homes as soon as practicable because of the waste of time and services and the dangers to health;
3. The contracts should be awarded only to manufacturers who can prove their ability to make the navy uniforms in accordance with the requirements of the Provisions and Clothing Depot and with the terms of the contract;

4. Naval inspectors should be stationed in the uniform factories as they are in the munitions and airplane factories to supervise production and conditions of employment.

5. Women agents should be appointed

(a) to work out the best methods of employing and developing the labor force of women workers, training them for and directing them into the specific occupations for which they are best fitted;

(b) to insure for them physical environment, conditions of employment and protection of health which will conduce to their highest productivity.

MAKING THE UNIFORMS FOR OUR NAVY.

CHAPTER I.

INTRODUCTORY.

Where the Uniforms are Made.

The uniforms of the whole United States Navy are made in only two centers, Brooklyn, New York and vicinity, and Charleston, South Carolina. The strength of the Navy, including marines and reserves, has long since passed the 500,000 mark. The Bureau of Supplies and Accounts of the Navy must, therefore, allow for a larger number in estimating the clothing supply, as the number is increasing all the time. Each sailor, when he enters the service of the Navy, is equipped with four pairs of trousers and three middies of white cotton; two pairs of trousers and two middies of blue flannel or serge; one overcoat; three white cotton hats and one blue flannel cap which he pays for out of his wages.

The rapid increase in the size of the Navy called for unprecedented supplies of clothing to outfit the new men. The new demands for replacement of garments worn are also continually increasing in proportion to the men in the service.

The following table shows the tremendous increase in production of naval uniforms during the year ending June 30, 1918 over the year ending June 30, 1917, and gives some conception of the enormous problems confronting the Bureau of Supplies and Accounts in the Navy Department.

TABLE I SHOWING THE INCREASE IN PRODUCTION OF NAVAL GARMENTS UNDER THE PROVISIONS AND CLOTHING DEPOT IN BROOKLYN DURING THE YEARS 1917 AND 1918.

GARMENTS PRODUCED	NUMBER GARMENTS PRODUCED DURING THE		
	Fiscal Year Ending June 30, 1917	Fiscal Year Ending June 30, 1918	Percentage of Increase
Blue Trousers.....	116,615	1,809,730	1,451.9
Blue Overshirts.....	134,276	1,330,111	896.5
Blue Undress Jumpers.....	23,136	192,749	733.1
Overcoats—Sailors.....	22,698	680,155	2,896.5
Chief Petty Officers Shirts.....	18,557	130,523	603.3
Sailors Cloth Caps.....	98,870	546,360	452.6
White Trousers.....	12,109	1,189,062	9,719.6
White Undress Jumpers.....	245,931	978,581	297.9
White Hats.....	436,260	1,295,802	197.2
Dungaree Trousers.....	.....	208,289	.....
Dungaree Jumpers.....	.....	205,187	.....
Total.....	1,108,452	8,566,549	672.9

The production of blue serge trousers increased 1,451 per cent; of sailors' overcoats, 2,896 per cent. and of white trousers, 9,719 per cent. The supply of woolen and white cotton garments as a whole was increased 672.9 per cent. The Provisions and Clothing Depot in Brooklyn was confronted with the responsibility of finding manufacturers who could meet these new demands.

All of the blue uniforms, *i. e.*, the trousers, overshirts, undress, jumpers, overcoats, petty officers' suits, a large part of the white cotton uniforms and all of the sailors' blue caps and white hats are made in Brooklyn and vicinity. White cotton uniforms and dungaree (blue cotton) uniforms for machinists and for gunners' mates on the ships are also made in Charleston, South Carolina.

Systems of Production.

Two quite different systems of manufacture prevail:

1. The Brooklyn Clothing and Provisions Depot's system of distributing the work from a central depot to home workers, piece workers and contractors to be made up into garments;
2. The Charleston (South Carolina) system of complete production under the roof of a Government-owned factory.

The Brooklyn Provisions and Clothing Depot.

The Home Work System. The Brooklyn Naval Clothing Depot dates back to 1879 and still retains the old out-work system of production which is also found in the old Quartermaster's Depots of the Army in Philadelphia and in Jeffersonville, Indiana.

Up to the beginning of 1918, the Brooklyn Clothing Depot was housed in one of the old buildings of the Brooklyn Navy Yard. The new production demands upon the depot and the need of water front for ship building resulted in the removal of the depot outside the Yard into a six-story building leased from the American Can Company. The same processes of manufacture were retained by the depot on a much larger scale.

All materials used in the uniforms made for the Brooklyn Clothing Depot are bought by the Depot, stored in great store-rooms; inspected; the flannels and serges steamed and sponged to avoid shrinkage; cut into garments; done up in bundles and given out to home workers, pieceworkers and to large contractors who have bid for the garments in competition to be made into garments

outside the Depot. The garments, when completed, are returned to the Depot, inspected and approved by depot inspectors, baled and packed up and sent to their destination. This system insures a standard material and a high grade of product since the Depot buys and inspects all the material which goes into the uniform and passes upon all uniforms received and accepted for the Navy.

While all the uniforms are made outside the Brooklyn Depot, several stages of production are discovered. The home work system secured a strong foothold at the time of the Spanish-American War because it brought a sudden and unforeseen demand for sailors' uniforms which was met by large numbers of women living in the vicinity of the Brooklyn Navy Yard who volunteered to take the work home, make the garments and return them to the Depot when completed. It became customary to let out work to the wives and other dependents of men who had served in the Navy or the United States Government in some capacity. The practice of "home finishing" on piece rates set by the Depot has continued in the Brooklyn Clothing Depot since that time but recently on a decreasing scale, as improved machinery and methods make it uneconomical.

Some of the more enterprising home workers gradually developed shops in their home and took on several workers. Some shops grew even larger and developed into small factories and some of these manufacturers even came to own several factories. One manufacturer says he began 23 years ago with three machines in one corner of the first floor of his four-story factory. He now owns eight small factories, making naval clothing on a piece work basis.

The Contract System of Production. In May, 1918, a new policy of competitive bidding for making the naval garments in large lots was inaugurated by the Bureau of Supplies and Accounts of the Navy. This new plan was a part of the general policy of the Navy in encouraging direct dealing with manufacturers and dealers. The large clothing manufacturers are finding their regular market cut off by the war and can afford to bid on large amounts at a comparatively small profit. Indeed, the competition was so keen that the prices were shaded to the limit—so much so that when these firms began actually to make up the samples they complained that they could not follow the specifications and requirements maintained by the Provisions and Clothing Depot.

Some of the old-time piece work manufacturers appreciated that this new method of large contracts, if continued, would soon

take all the work out of their hands and went in a delegation to Washington for a hearing before the Bureau of Supplies and Accounts. They were assured that those who had been working on naval garments before the war would be kept at capacity. Some of these firms have made naval uniforms for 20 years or more, have employees who have worked 15 or 20 years on naval uniforms and do a very high grade of work. Some pay higher salaries, maintain better working conditions and do higher grade work than the firms which were able to underbid them.

The pieceworkers who had been put on the rolls during the first year of the war, however, were ordered to be dropped in June, 1918, in the belief that these large contractors together with the old time pieceworkers could produce the Navy's uniforms.

But this admirable plan of concentrating the manufacture of naval uniforms in a comparatively few large establishments under factory conditions and state supervision has received a decided check from these same firms, who, six weeks after the award of the bids were not able to organize their factories properly for Navy work or to meet within 50 per cent. the output they had guaranteed in their bids. Nor have they turned in satisfactory work although some of them are among the best known garment makers throughout the country. In one case, 2,000 out of a delivery of 2,500 garments were rejected. Every garment rejected requires a reinspection when it is again submitted which doubles the cost of inspection and causes great delay in putting the clothing into use.

The Officer-in-Charge says the work of the old pieceworkers has been far superior to the work of the contractors,—it seldom being necessary to reject any of their work. These difficulties with the contractors are due to several causes: (1) The Navy demands a high standard of workmanship which the workers who have not made the uniforms before cannot immediately meet; (2) There is a great deal of special work, such as eyelets, taped and starred collars and double rows of stitching which cannot be done on double-needle machines and special methods of button-holing and button-sewing; (3) The employers have bid so low that they speed up their employees and attempt to resort to short cuts in order to make a small profit and the consequence is poor work which the Navy will not accept; (4) The workers in the trade are restless and are demanding increases in pay on which the employers did not count in naming their prices.

But, whatever the cause, the fact remains that the Navy has

been delayed in securing the necessary supply of clothing by the difficulties of these contractors in meeting the terms of their contracts. The Officer-in-Charge of the Depot has therefore recommended, in view of the fact that the contractors are not living up to the terms of their contracts that all the pieceworkers who were dropped from the rolls in June because they had not been employed before the outbreak of war, should be reinstated which will probably be granted.

The possibility of a self-contained Government-owned factory such as in Charleston has also been under consideration. The Officer-in-Charge, however, estimates that such a factory would require more than 6,000 machines to handle the production and believes that suitable space, equipment for the factory and an efficient working force could not be secured in less than 18 months. He urges that the time and energy of the Provisions and Clothing Depot should not be required for such a big undertaking under the present pressure of the war demands.

The Charleston Government-Owned Factories.

About four years ago a small clothing factory was established in the Navy Yard at Charleston, South Carolina, as an experiment in making the uniforms in a Government-owned factory. The product was confined to cotton garments. When war was declared, the Charleston factory was designated to make all the white cotton uniforms and blue cotton dungaree suits worn by mechanics and enlisted men. The small factory expanded into three buildings and the number of employees increased from 614 in May, 1917 to 1,142 in May, 1918, but has been able to meet only a small part of the demands for cotton uniforms. Bulletin No. 3 of this series describes the employment of women in the Clothing Factories of the Charleston Navy Yard.

CHAPTER II.

THE HOME WORK SYSTEM OF PRODUCTION FOR THE PROVISIONS AND CLOTHING DEPOT IN BROOKLYN DURING THE FIRST YEAR OF THE WAR.*

The manufacture of navy blue serge and flannel blouses and trousers, petty officers' shirts, overcoats, white working jumpers, trousers, caps and hats for the Brooklyn Provision and Clothing Depot may be roughly divided into two parts: the preparation of the material and cutting of the garments in the Clothing Depot, and the finishing of the garments outside the Depot by pieceworkers who take the garments to their homes, shops or factories and make them up at a definite piece rate set by the Government.

Processes of Manufacture in the Clothing Depot Work Rooms.

Only men workers are employed on the processes carried on in the Clothing Depot work rooms. They are engaged in the following processes:

Examining. All new material is examined for imperfections before it is cut. It is run over rollers by two hand-cranked machines. One man stands under the frame and behind the cloth and looks through it toward the light. Another looks at the other side with the light on the cloth. In up-to-date commercial factories, these examining rollers are driven by power.

Sponging, shrinking and pressing the material. All serge for uniforms is run over hot steaming rollers, where the cloth is steamed, shrunk and pressed.

Cutting. Long tables extend the width of a huge cutting room. The material is spread out on these tables in many thicknesses both by hand and by machine spreaders where it is then cut by electric cutters. The serge cloth can be cut 30 to 40 thicknesses at one time.

*This investigation was made by Mrs. Clara M. Tead of the New York State Committee on Women in Industry. One hundred nineteen visits were made to the homes and shops of workers on naval uniforms during October and November, 1917, as follows: Industrial home workers, 67; home shops, 13; piece workers, 21; home workers for contractors, 9; sub-contractors, 8; home workers for sub-contractors, 1.

Bundling. The pieces of the garments of similar material and color are bundled up, ready to be sent out to home workers or contractors for finishing. Bundles of cut garments and supplies used in finishing, such as thread, buttons, etc., are given to home workers and contractors. Records are kept of amounts taken out, rates and date when garments are expected to be returned in finished condition.

Inspection of finished garments. Each garment returned by home workers or contractors for finishing, is inspected in the Depot workrooms. If any of the work is poor, the garment is returned to the finisher, who is required to do the work over until it is satisfactory to the inspector. In case part of a garment is spoiled (if, for instance, a sleeve has been cut accidentally with scissors), a new part must be bought by the finisher at cost and the garment remade.

If the inspector finds that the number of finished garments returned does not correspond with the number given out, a charge is made against the finisher for each lost garment, according to the net cost of the garment to the Navy Department.

Outside the Provisions and Clothing Depot.

The finishing of garments cut in the Depot work-rooms has until June, 1918 been done largely by "pieceworkers" who might be "bundle women" working in their homes, home shop owners, or small manufacturers.

Civil Service Regulations. The bundle women and home shop owners are selected and employed under Civil Service as "seamstresses," and must meet the requirements which provide: 1. That the worker be a citizen of the United States; 2. Eighteen years of age or over; 3. That she present a health certificate from her own doctor, which costs \$1.00; 4. That she make her application under oath and file with the Labor Board, vouchers giving acceptable evidence of her good character, training and previous experience as a worker; 5. That she give the names and addresses of five persons in the United States who are competent to judge of her fitness for the work.

Applicants are then rated quarterly by the Civil Service Commission and those receiving 70 per cent. or more are eligible for appointment. Appointments are made according to percentage ratings. Because of the Civil Service requirements outlined above, the group of home finishers on the Navy Yard payroll is a picked group of

responsible, capable women workers who learn of the work through friends already employed. The Paymaster says the women who do home finishing directly for the Depot take a personal pride and interest in their work and in the fact that they are employees of the United States Government which make for a high grade of workmanship and the prompt delivery of finished garments.

Regulations of Home Work. The name and address of each home worker is filed with the New York State Department of Labor and the homes of finishers in tenements are inspected under the provisions of the Division of Home Work Inspection of the State Department of Labor, which require that tenements in which home work is done must be licensed by the Department of Labor. Although a dwelling house in which home work is done does not require a license, the finishers in one or two-family houses were visited by the home work inspectors of the Department of Labor, as far as it was possible, during the latter part of 1917 because of certain current rumors that home work was being done on naval garments under poor conditions. A home finisher for the Navy Yard may sublet to other workers who are not on the Navy Yard list the starring and taping of collars and may also employ other workers in her home which then becomes a "home shop."

The Bundle Women.

The individual home workers or bundle women are in the direct employ of the Navy Yard and are paid standard piece rates set by the Government for starring and taping the navy blue collars, which are most commonly done by the individual home workers, and for making the blue serge overshirts and the white cotton jumpers.

Through the co-operation of the New York State Department of Labor, a list was secured of the names and addresses of 102 individual home workers, of which 67 were visited. Twenty-five of the 67 home workers had been working for more than 10 years, and 30 since war was declared. Three times a week these bundle women receive bundles of cut garments of various kinds from the Clothing Depot. "Blue work" is distributed on Mondays, Wednesdays and Fridays and "white work" on Tuesdays, Thursdays and Saturdays.

Method of Work. The work on the blue blouses is sectionalized and done by three different women. The collars are stitched and the braid put on by one group of women called tape hands. They are returned to the Depot and sent out again to women called star hands, who embroider two stars on each collar. These women

again return them to the Depot and they are sent, with the material for the blouses, to women home workers, to home shops, or to contractors who stitch the garments and sew on the completed collar. As a rule, the completed blouse is sent by these last women to a shop where buttonholes and eyelets are made by machine before they are returned to the Depot. The four parties to a blouse may live literally miles apart.

Of 45 women found working on navy blue overshirts, 19 were taping, 18 were starring, and eight were stitching blouses. All of the eight stitchers were sending the garments out to shops to have the buttonholes and eyelets made. Eighteen women were found making white jumpers, and, of these, four were sending the blouses out to have the eyelets made by machine. The remaining 14 women were making the four eyelets in each jumper by hand.

Type of Workers. Fifty-six of the 67 workers were Americans, three colored, one Danish, one English, one German, two Irish, one Italian, and two not specified.

The families in whose homes this work for the Navy is done, are, for the most part, American families accustomed to a fairly high standard of living. The majority of the women would not think of taking ordinary finishing from a garment factory into their homes, or of going into a factory to work. The Navy work is considered a pleasant, superior kind of occupation. The fact that in many instances the work has been going on in the families for years and, that, as several women expressed it, "we feel that we are doing something for our country," relieves it of all the stigma usually attached to home work. The starring, since it is hand work, can be done in any part of the house, enabling the worker to entertain guests and embroider at the same time and therefore is very much in demand.

Number Working in a Family. In many cases the family consists of two or three sisters living together; of a mother and a grown daughter, or of a widow or unmarried woman living alone. In 28 of the 67 families visited, the entire family earnings were obtained from the Navy work. In 40 families only one person was working, in 19 families two persons were working, and in three families three people were working.

The Homes. Twenty-seven of the families lived in tenements, *i. e.*, houses accommodating three or more families. The remaining 40 lived in one or two-family houses, many of them very attractive and well furnished.

In 56 houses the home conditions were rated as good; in five as fair; three were classed as poor; and entrance was refused in the three other cases.

Most of the women do their sewing in the dining room and kitchen although a few have sewing rooms which they use for no other purpose. Nineteen used the dining rooms; 16 the kitchens and 12 the living-rooms as work-rooms. Eight had sewing rooms and five worked in bedrooms. In most cases, the work is carefully protected, the tables on which it is piled and the floor under the machines being covered with oil cloth or paper. In a few instances, the work was found piled on beds or couches not very attractive in appearance.

Inspection. The 27 tenements in which the work was done at the time of the investigation were licensed. In 14 cases, however, where the women took on the work after the declaration of war in April, the date of granting the license by the Department of Labor was from one to three months later than the date when the women began work. With the exception of four or five houses, all the tenements had been inspected by the Division of Home Work Inspection of the Labor Department within the three months preceding the study. The others were inspected in May.

Hours. Before the war, home finishers for the Navy Yard were requested by officials of the Clothing Depot not to work more than eight hours per day on naval garments. With the declaration of war this ruling has been suspended and the home-workers have been asked to do as much work as possible.

The actual working hours of the bundle women vary greatly. The women keep no record and have a very vague idea as to the length of time spent in making a given amount. Their time is broken by household duties and many are afraid to make definite statements which might cause them trouble.

Twenty-nine of the 67 women said that they were working eight hours or less per day and 25 that they worked from nine to 14 hours. Thirty families estimated that they worked less than 50 hours per week and 23 that their weekly hours ranged from 50 to 80.

Night Work. No new work can be obtained from the Depot until the completed work is turned in. Thus, if a woman does not finish her taping by Wednesday, she cannot take it in and get new work until Friday—the next day for distribution of blue work. As a result, she must either let Thursday pass with no work to do

or else she must work extra time on Tuesday to have it ready by Wednesday. The latter is the course generally followed. Many women stated that they worked until late at night the day before the work was to be turned in.

Wages. Piece rates paid to home finishers are fixed by the Provision and Clothing Depot of the Brooklyn Navy Yard and submitted for approval to the Navy Department at Washington. The rates paid in November, 1917, were as follows: White jumpers—20 in bundle—finishing and stitching—\$5.00; navy blue collars—80 in bundle—taping and starring, \$4.00 (2½ cents per star).

Weekly earnings are difficult to get and the following data are offered as indications of amounts earned, rather than as actual facts.

TABLE 2 SHOWING NUMBER OF FAMILIES IN WHICH WEEKLY PER CAPITA EARNINGS WERE SPECIFIED.

WEEKLY EARNINGS	NUMBER OF WOMEN EMPLOYED ON					Total
	Taping	Starring	Blue Over-shirts	White Jumpers	Jumpers, Except Eyelets	
Less than \$5.....	...	2	1	2	...	5
\$ 5 and less than \$ 8	8	2	...	3	...	13
\$ 8 and less than \$10	...	1	...	1	2	4
\$10 and less than \$12	2	10	2	1	...	15
\$12 and less than \$14	...	...	...	...	2	2
\$14 and less than \$16	3	...	1	3	2	9
\$16 and less than \$18	1	...	3	...	...	4
\$18 and less than \$20	...	...	1	...	...	1
\$20 and more.....	3	...	...	1	1	5
Total....	17	15	8	11	7	58*

*No information was received from nine families.

Two-thirds of these home workers seemed to be earning less than \$12.00 a week. These figures were computed by multiplying the rate paid per bundle by the number of bundles which the worker said she finished per week and dividing by the number of workers in the family.

Charges. The weekly earnings quoted above do not represent actual income derived from home work since charges incidental to the work must be deducted.

Transportation is an important charge on home work. In some cases 10 cents carfare once or twice a week is the only expense in-

curred, but if the bundles are sent to and from the Depot by expressmen or errand boy, the worker is charged from 20 cents to 50 cents per bundle, according to size of bundle and distance.

Eyelets and buttonholes when sent out to a contractor to be made, cost 25 cents a bundle for eyelets in white jumpers and 54 cents a bundle for eyelets and buttonholes in navy blue blouses.

Installation of machines is another heavy expenditure. Several women have bought foot machines, costing from \$35 to \$40 and, in several cases, power machines have been installed which cost from \$49 to \$68 each. Machines are usually bought on the installment plan. The cost of the upkeep of machines varies according to the power used. The upkeep of foot machines is slight—oil, needles, etc.,—but upkeep of power machines, including cost of electricity, is considerable. Rent of machines may figure in the charges on the worker. Foot machines are in some cases rented at the rate of \$2.00 per month.

Charges for spoiled garments sometimes reduce the profits. If a garment is spoiled or lost the worker is obliged to pay for the material to replace the part spoiled or for an entire new garment and to make it up.

The Home Shops.

The home shop has developed as an outgrowth of the home finishing scheme just described. A home finisher was assisted by her daughters when they grew up; a neighbor desiring work was invited to join the group; one or two relatives came to work; sewing machines were added to the family's equipment and the work became better organized, with the original home finisher as the employer and forelady.

During the Spanish-American War several home shops sprang into being to meet the sudden demand for naval clothing.

Six of the 15 home shops visited have been in existence for several years and nine had been started as shops since April 1, 1917. Each finisher was asked personally and by letter to guarantee as large a weekly output as possible to be delivered on specified days. Those who already had small home shops were urged to install new machinery, hire more workers and expand as much and as quickly as possible. As a result, summer kitchens, wash houses and basements were pressed into use; foot machines and power machines were set up in dining-rooms, kitchens and wherever space allowed.

Location. The home shops show a greater variety in the type

of work room provided than was discovered among individual home workers. Those visited were located as follows:

Location	Number
Kitchen.....	2
Dining Room.....	2
Other room in house.....	2
Basement on ground floor.....	2
Wash house converted.....	1
Summer kitchen converted.....	1
Room added to house for purpose.....	2
Store.....	1
Old factory extension.....	1
Upper floor rented in adjoining house.....	1
Total.....	15

Kinds of Garments Made and Amounts of Output. Home shops do the same kind of work as the individual bundle women and the piecework manufacturers. The output varies greatly with size of shops, efficiency of management, and number of employees. Thirteen of the 15 home shops visited were producing naval garments as shown in the following table:

TABLE 3 SHOWING PRODUCT, NUMBER OF EMPLOYEES, AND WEEKLY OUTPUT OF 13 HOME SHOPS.

Article Produced	Shops	Number of Employees in Each Shop	Weekly Output. Number
White Duck Blouses	A	3	240
	B	3	120
	C	2	180
	D	8	400
	E	7	360
	F	8	600
Navy Blue Serge Trousers	A	20	1,200
	B	36	1,500
	C	43	1,600
*Navy Blue Overshirts or Blouses without Collars	A	3	180
	B	10	{ 300 blouses
	C	2	{ 200 collars
	D	8	80
			300

*In shops C and D taping, eyelets and buttonholes were sometimes sent out.

Amounts of Pay. While uniform rates are paid by the Clothing Depot of the Navy Yard to all home shop employers the wages paid by these employers to their own employees vary from shop to shop for each process. Some shops pay on a week work basis, some on a piece rate basis and some shops have both week workers and piece workers.

Equipment. In the small shops, employing two or three workers, foot machines are used for the stitching. Eyelets and buttonholes are often sent out to a contractor who does that work exclusively. Rates paid him are as follows: Buttonholes and eyelets, four of each in each navy blue blouse, 54 cents for a bundle of 20 blouses; eyelets, four in each white blouse, 25 cents for 20 blouses.

In the very small shops the crow-tacking is frequently done by hand by a finisher. The larger home shops have installed power-machines for stitching and in many instances special machines for making eyelets, buttonholes, crow-tacking and button-sewing. For example, one shop employing eight persons had invested in machine equipment as follows:*

Five power machines including motors.....	\$400.00
One eyelet machine.....	120.00
One buttonhole machine.....	165.00
One crow-tacking machine.....	200.00

The expansion in this shop has been taking place during the last seven years. The machines are placed in the kitchen and in an adjoining room. The owner said that it costs her about \$12.00 per month for power. Buttons are still sewed on by a woman at 15 cents per hour.

Transportation. Seven of the 15 shops studied have their cut material brought to them from the Depot, by an expressman who has regular routes among the bundle women and home shops. Four of the larger shops own automobiles and do their own transportation. The other four send boys for bundles or go for it themselves on the trolley car.

Supplies. Thread, buttons, tape, lacings, and all supplies used in the making of the garments are furnished to the home shop employer by the Navy Yard. The upkeep of machines, needles and leather belts for power machines are items which the shop-

*Figures given by owner.

keeper must meet herself. Charges for spoiled or lost articles are the same as for the bundle women.

Physical Working Conditions. Many of the shops are crowded because of the sudden expansion and the introduction of new machinery. One shop employing 37 workers, located on the ground floor of a dwelling house, is so crowded that the employer hit upon the bright idea of having the women operators and finishers sit upon piano stools.

Subletting of Work. It was impossible to ascertain the extent of the sub-letting of collars for taping and starring as the women were suspicious and unwilling to give any information which might cause their work to be taken away from them, or which "might be of use to the enemy" as a few naively said.

One owner of a home shop has three tapers whom she pays at the rate of \$4.00 per bundle of 80 collars. She herself receives \$8.00 per bundle for this work from the Provisions and Clothing Depot.

The Piecework Factories.

A number of factories also take out the uniforms and finish them on the piecework basis exactly as do the home shops. Twenty-one factories doing work of this type for the Brooklyn Navy Yard and eight sub-contractors employed by them were visited. Only two of these 21 piecework manufacturers employed home workers so far as could be discovered. One employed seven and one employed two home workers.

Regulations. If the manufacturer employs home workers who live in tenements, he is required to obtain a license from the New York Department of Labor and to register the names and addresses of all tenement home workers with the Home Work Inspection Division. A manufacturer may have sub-contractors, who in turn may have home finishers. The manufacturer who takes the clothing from the Depot is responsible for seeing that all work which he sends out to tenements is done in licensed tenements.

The seven home workers mentioned above lived in licensed tenements, which are old houses but fairly clean. These seven women were Italians and, with one exception, have started home work since the outbreak of the war. They all do some kind of hand finishing on navy blue serge or flannel trousers and are paid at the following rates:

Crow tacks.....	6 cents a pair*
Sewing on buttons.....	} 4 cents a pair†
Putting lacing in back.....	
“Cleaning” of threads, etc.....	
<hr/>	
Total.....	10 cents a pair

*2 cents each and three on each pair of trousers.
†15 buttons on each pair of trousers.

The thread, buttons and lacings are furnished by the contractor, who in turn, gets them from the Depot. Three women work at this shop during the day and finish on an average of 10 pairs of trousers each evening. One of these workers has two children and another three under 16 years of age. Another woman worked at the home of the owner during the day and finished about 10 pairs of trousers each night.

The other three home workers (one with three children and another with four children under 16 years of age) have relatives who work in this shop and bring the work home. They average about 15 pairs of trousers per day.

Practically all the home work is done in kitchens which serve as the family living rooms. The average hourly earnings of these seven home workers, as near as could be estimated from the available information, was between 15 and 20 cents per hour.

Efficiency of the factory system vs. the home work system.

For the majority of contractors, home finishing on naval garments is a thing of the past. There are two reasons for this. First, because orders have gone out from the Provision and Clothing Depot of the Navy that the state regulations regarding home work must be strictly observed in the making of naval garments, and, second and more important, is the reason that employers are realizing that home finishing does not pay. Some of the reasons given by manufacturers as to why it particularly does not pay on naval garments are that there is relatively little hand finishing to be done on them; these processes can be done much more quickly by machinery; the work is bulky to send out; and the pressure of war orders and the prospect of increasingly larger orders for some time ahead justifies them in making heavy initial expenditures for the installation of machinery by means of which they can attain maximum output in the shortest time. In short, the introduction of machinery for crow tacking, starring, button-sewing, and for hemming the bottoms

of the legs of trousers has changed the whole character of the home work situation as far as naval garments are concerned. This may be illustrated by briefly sketching the methods used in a few of the best shops.

One manufacturer employed 70 workers and turned out 3,000 pairs of serge trousers per week. In his shop each pair of trousers passed through 28 pairs of hands. The work is sectionalized and a man carries the material from one operator to another. All the latest machinery is utilized.

The crow tack process is divided into two parts, each being done by a different machine. The first machine embroiders the three points of the crow tack and the second machine outlines the crow tack with a long, heavy stitch. According to manufacturers, a machine crow tack is much stronger and more durable than one made by hand. A comparison of the amount of time used in making a crow tack by machine and by hand is sufficient. Two average experienced operators (one at each of the crow tack machines mentioned above), can together put three crow tacks on each of 350 pair of trousers or make 1,050 crow tacks in a nine-hour day. This means that each operator makes 525 crow tacks in 540 minutes, or roughly speaking, makes a crow tack per minute, with a steady output during the day upon which the employer can depend.*

Home workers have little conception of the actual amount of time required. The closest estimate is that it takes a woman from six to ten minutes to make a crow tack. In other words, it takes from six to ten times as long to make a crow tack by hand as by machine. Moreover the home workers' time is broken by household duties; their skill varies greatly and time is consumed in going for and taking back the work.

In this same shop, eyelet machines operated by women can each turn out an average of 4,000 eyelets in a 9-hour day, yet some home workers of the Navy Yard were found making eyelets by hand on white jumpers, because, as they said: "The sailor boys like them better by hand."

Button sewing is still done by hand in many shops. In this shop, buttons are sewed on the trousers by men operating button-sewing power machines at the rate of 3,500 buttons per operator in a 9-hour day.

The only hand finishing done in this shop is cleaning the trousers of threads and putting lacings through the eyelets.

* Figures as to daily output given by shop manager.

Another manufacturer had several sub-contractors working for him in the manufacture of serge blouses and trousers and white duck trousers, but had no home work on any of his output. He has found it does not pay. He secures the material from the Depot; cuts it in his own rooms, and has the garments made up in sub-contract shops and other shops under his control. He produces for the Navy an average of 3,500 navy blue and white duck blouses and 3,500 pairs of trousers per day.

This means that the production of blouses in his shops is never held up because of the slow output of tape hands and star hands, as is frequently the case under the present home work system of the Navy. Several of the contractors making blouses who have to use the collars made by the home workers remarked to the visitor that their output was often limited and held up because of the difficulty in getting from the Depot the finished collars (taped and starred by the home workers) in sufficient and regular amounts.

CHAPTER III.
THE SYSTEM OF PRODUCTION THE SECOND
YEAR OF THE WAR.
LARGE CONTRACT PRODUCTION

During the first year of the war, the Navy Department was able to handle the clothing of its enlisted men by the old time method of piecework production, but the war has changed the situation in two ways. Large clothing manufacturers are finding their market increasingly cut off by the war as more and more men are wearing only the khaki or navy blue. At the same time the Army and the Navy are suddenly confronted with demands for enormous quantities of clothing as shown in Table 1. The manufacturers are therefore willing to bid for contracts to make uniforms and the Government is turning to them since they have the equipment for large scale production. Bids for the making of about 6,000,000 garments for the Navy were advertised for May 9th, 1918, as follows:

- 500,000 blue cloth trousers;
- 500,000 blue serge or flannel overshirts;
- 250,000 blue serge or flannel undress jumpers;
- 1,000,000 white working jumpers;
- 1,000,000 white working trousers;
- 100,000 chief petty officers' blue flannel shirts;
- 200,000 sailors' overcoats;
- 25,000 chief petty officers' uniforms of blue cloth or serge (double-breasted coat, vest and trousers)
- 100,000 chief petty officers' uniforms of white drill;
- 10,000 chief petty officers' overcoats.

The Provisions and Clothing Depot in Brooklyn still cuts the garments and provides all materials used in making them up. The contractors at their own risk and expense call at the Depot for the supplies and return the garments to the Depot. This provision practically excludes all manufacturers outside the immediate vicinity of the depot because they can not pay express charges and compete with those who do not have to meet this additional expense.

Bidders must submit their bids on affidavit stating specifically the location of the shops in which all work is to be done; their interest in these shops; the firm name under which they do business,

and no work can be done at other shops except on written authority from the Officer-in-Charge. They must state the date on which they can commence work; the number of garments they can deliver weekly and the number of garments they will have to keep out in operation to deliver this weekly production. Bidders must also put up a bond sufficiently large to insure the proper performance of the contract and cover the value of all material and garments held.

About 25 manufacturers were awarded the contracts for making up this great number of garments. None were for lots of less than 25,000 garments and the majority were for lots of 100,000 to 200,000 garments with some contracts as large as 400,000 garments. Among the manufacturers receiving the large naval contracts were manufacturers of men's suits and shirts and women's dresses and waists who must seek a new market because of the war.

These new manufacturers enter the field as severe competitors for the small manufacturers who have been making naval uniforms for 20 years or so in small orders and on piece rates set by the Government.

TABLE 4 SHOWING SIZE OF CONTRACTS UNDERTAKEN BY CONTRACTORS IN COMPETITIVE MARKET AND COMPARING THEIR RATES WITH THE PIECEWORKERS LABOR PRICES.

GARMENTS	Number Manufacturers Receiving Contracts	Number Garments Contracted for		Rates Awarded Contractors		Piece-workers Labor Prices
		Min.	Max.	Min.	Max.	
Blue Serge Trousers.....	5	25,000	150,000	\$0.89	\$0.95	\$1.10
Blue Serge Over-shirts.....	4	25,000	250,000	.46*	.67	.55*
Blue Serge Undress Jumpers...	4	25,000	100,000	.42	.44	.44
White Working Jumpers.....	4	200,000	400,000	.175	.22	.25
White Working Trousers.....	6	100,000	350,000	.3875	.45	.50
Chief Petty Officers' Shirts..	2	25,000	75,000	.275	.28	.35

*Taped and starred collars furnished.

Few of the old time pieceworkers bid on the contracts and in most cases where they did, they submitted the rates at which they

had been making uniforms on a piecework basis, and were underbid by the large manufacturers.

One hundred sixty-eight pieceworkers were still on the rolls of the Brooklyn Depot in June, 1918. Indeed, they produced most of the uniforms for the Navy through the summer of 1918. For the first tendency of the new large contract system was to slow up production. Some of these manufacturers have never made the naval uniforms before. They try to use short cuts which the Provisions Depot will not accept. They do not have the force of skilled workers on this particular type of product and a large proportion of their garments are rejected. They hold large contracts which delay the delivery of large numbers of garments if they fail to meet the standard required. The piecework manufacturers have therefore been kept at full capacity as they are equipped for and experienced in the making of the Navy uniforms.

PIECEWORK PRODUCTION.

Geographical Distribution of Shops.

The factories and shops making naval uniforms on a piecework basis at the beginning of the second year of the war cover a wide geographical area. Thirteen different cities, villages or suburbs appear on the list of hands or pieceworkers on naval uniforms prepared by the Depot in June, 1918. They are distributed as follows:

TABLE 5 SHOWING GEOGRAPHICAL DISTRIBUTION OF PIECEWORKERS ON NAVAL UNIFORMS IN JUNE, 1918.

Location	Number of Hands Making Navy Uniforms
Long Island.....	155
Brooklyn.....	130
Corona.....	1
Flushing.....	2
Glendale.....	1
Jamaica.....	1
Lake Konkonkomo.....	1
Maspeth.....	10
Middle Village.....	1
Rockaway Park.....	2
Richmond Hill.....	3
Union Course.....	1
Woodhaven.....	2
New York City.....	13
Total.....	168

These figures do not represent the total number of shops. One of the New York manufacturers had 16 shops at the time of the visit in June, 1918, and one in Brooklyn had eight shops.

Ninety-four of these hands were garment makers, making undress jumpers, overshirts, trousers, overcoats, and hats, and 74 were star hands and tape hands. The 36 tape hands merely sew the three rows of white braid or tape on the sailor collar and the 38 star hands embroider the two stars on the corners of the sailor collar.

All the tape hands are located in Brooklyn except one at Lake Konkonkomo, L. I. The star hands are scattered over eight cities or villages in the following districts:

TABLE 6 SHOWING GEOGRAPHICAL DISTRIBUTION OF STAR HANDS ON NAVAL UNIFORMS.

Location	Number Star Hands in Each City
Long Island.....	37
Brooklyn.....	30
Flushing.....	2
Rockaway Park.....	1
Jamaica.....	1
Woodhaven.....	1
Richmond Hill.....	1
Corona.....	1
New York City.....	1
Total.....	38

Production.

Stars and Taped Collars. Some of the star and tape hands are women home finishers who can carry the bundles of collars back and forth. The wide variation in output, however, shows that most of them must employ helpers. Four of the tapers and 11 of the star makers produce on a large scale, making 2,000 or more collars each month.

Two firms tape 3,200 collars a month. Two firms star 4,480 collars, one stars 6,880 collars and one 7,740 collars a month.

TABLE 7 SHOWING WEEKLY OUTPUT OF STAR AND TAPE HANDS ON NAVAL UNIFORMS.

NUMBER	NUMBER WORKERS MAKING SPECIFIED AMOUNT	
	Tape Hands	Star Hands
Less than 500 collars.....	8	5
500 collars and less than 1,000.....	6	5
1,000 collars and less than 2,000.....	12	16
2,000 collars and less than 3,000.....	2	6
3,200 collars.....	2	..
3,280 collars.....	..	1
4,480 collars.....	..	2
6,880 collars.....	..	1
7,740 collars.....	..	1
Total.....	30*	37†

*6 firms not reported.

†1 firm not reported.

Taping the collars is also done in the large factories which make the overshirts. The factory making overshirts in large quantities finds it profitable to have its own taping machines, which are double-needle sewing machines with an attachment for holding the tape firm and straight as it is fed under the needles and stitched down on both edges at the same time. Even this work is sectionalized, one worker stitching only the first row, a second worker stitching only the second row and a third worker stitching only the third row.

The star embroidery machine, however, is a big cumbersome Swiss embroidery machine which only a few manufacturers, who make navy uniforms on a large scale, would find it advantageous to own. Many of the manufacturers, both large and small, therefore, receive their collars already made or at least already starred from the Depot.

The machine makes a much prettier and more perfect star than the hand workers. The star hands employed before the war will undoubtedly be retained during the war, but hand-starring is already doomed with the appearance of the embroidery machine in the industry, and more and more of it will be done by the machines which make twelve dozen stars at one time.

The difficulty of matching the material of the collar with the material of the middie on which it is to be sewed is also an important influence in abolishing outside taping and starring of collars. In

the factory each layer of cloth for every part of the garment is numbered or labeled so each section of the garment is made from the same piece of cloth. This is impossible when the collars are made by different people.

Undress Jumpers. The undress jumpers of blue flannel and of white cotton are also made by both home workers and manufacturers. These undress jumpers are similar to the overshirts except that they are made of lighter weight material, do not have the stars and tape on the collar, or the cuffs on the sleeves. Three of the 39 undress jumper hands made an average of less than 100 jumpers a month. The majority (23) made from 100 to 500 jumpers each month. Five shop-keepers made 500 and less than 1,000 jumpers per month, and seven had a weekly output of 1,000 and less than 5,000 jumpers. One firm manufactured 25,080 jumpers a month giving some indication of the size of the factory.

Blue Flannel Overshirts. The overshirts which are made of heavy blue serge or flannel are difficult to make because of the heavy material used, the double yoke, setting in of the pocket and the collar, and the necessity for a tailored finish. They are made mostly in factories and by men operators. Twelve of the 21 overshirt hands produced less than 500 overshirts a month. Six made from 1,000 to 5,000 shirts and three made 5,000 or more, one making 25,000 shirts a month.

Blue Flannel Trousers. The trousers are made in the factories almost entirely. Thirty processes are involved in making the sailors' trousers. Fifteen buttonholes and 15 buttons must be sewed on, double stitching around the belt and at the base of the pockets and the bottoms of the trousers must be felled so the stitches do not show through. Specialized machines make quick work of these processes but handwork and ordinary foot-power sewing-machines would be too slow to be profitable. None of the 21 trousers makers make less than 2,000 pairs a month. Four made from 15,000 to 21,000 a month and one made 62,292 pairs a month.

Overcoats and Jackets. The sailors' overcoats which are made of 30 ounce cloth and lined with heavy serge are made entirely in the factory. Each factory on the list produced from 11,000 to 12,000 overcoats each month. Men operatives do almost all the work on the overcoat. Women do the marking and cleaning, stitch the sleeve linings, the coat linings, fell the inside coat sleeve at the shoulder, make the pocket facings, trim the collars and flaps, and sew on the big buttons by hand.

White Hats. The white sailor hats are made by only three firms, two in Brooklyn and one in New York. One Brooklyn firm makes 250,000 white hats a month, which is more than the other two put together. The other Brooklyn firm makes 17,750 hats a month and the New York firm only 7,200 hats a month.

This is light work and is done entirely by girls. The largest firm, whose factory was visited, had developed a good deal of specialized automatic machinery for stitching the hat bands, which contain over 60 rows of stitching to stiffen the band. The band stitching machines run automatically so one girl can oversee three or four machines.

Sailors' Blue Caps. The largest white hat manufacturer also has a factory which makes the sailors' blue caps and white tops of officers' caps.

Increase in Number of Pieceworkers Making Navy Uniforms.

During the first year of the war, the Clothing Depot continued the old system of giving out its work in lots as large as the shop or factory could handle. Some of the old pieceworkers greatly increased their capacity. One of the manufacturers who had been making navy uniforms along with orders for civilian clothes for 20 years or more cancelled all orders for the latter at the outbreak of the war. He gave over his shop entirely to making the navy uniforms and took over in addition several shops which had been making dresses. At the time of the visit he had eight shops working on the Navy clothing.

New factories also agreed to make uniforms because the war had cut off their trade. The following table shows the increase in the number of firms making naval uniforms during the first year after the declaration of war.

Many of these firms make three or four different kinds of garments. They are listed for only one product. The interest of this table lies in the type of product which has been taken over by new "hands." The star and tape hands have almost trebled, the undress jumper hands have increased 50 per cent. and the trousers hands have doubled.

Many of the new firms have not the equipment and do not care to bother with starring and taping the collars. The Depot must provide the completed collars to these manufacturers. This undoubtedly means some increase in the number of home workers. Nine

of the 21* tape hands employed since April, 1917 made less than 500 collars a month, but eight made more than 1,000 collars. One large firm tapes 2,960 and one 3,200 collars a month.

TABLE 8 SHOWING INCREASE IN NUMBER OF FIRMS MAKING NAVY UNIFORMS SINCE OUR ENTRANCE INTO THE WAR.

PRODUCT	NUMBER FIRMS MAKING NAVY UNIFORMS		
	Before April 1917	Since April 1917	Total
Stars.....	10	28	38
Taped Collars.....	9	27	36
Undress Jumpers.....	18	26	44
Overshirts.....	20	2	22
Trousers.....	11	12	23
Overcoats.....	3	...	3
Sailors' Hats.....	2	...	2
Total.....	73	95	168

Only seven of the 28 star hands taken on since April, 1917 starred less than 1,000 collars a month and seven made more than 2,000 collars.

The overshirts, overcoats and hats are still handled by the old manufacturers who were on the rolls before April, 1917. The trousers involve less innovations and could be taken over more easily by manufacturers of civilian clothing.

Types of Shops and Factories and Physical Conditions of Work.

The factories and shops in which the naval uniforms are made vary greatly in size and equipment. In one afternoon one may visit a factory in Brooklyn which occupies two floors of a three-story wooden building designed to house three families, the owner occupying the other floor as a residence. We find shops occupying one floor of a small four or five story building, or all four floors of a factory building. In New York, we find shops springing up over night on the first floor of empty store buildings; we visit factories occupying a loft which rents for \$5,000.00 a year and again big factories filling six or seven stories all owned by one firm.

*Amount not reported for 5 tape hands.

In Brooklyn. The Brooklyn factories, which predominate on the Depot's list of pieceworkers range from a single floor in a factory building employing about 30 workers and owned by a man, or two floors of a three-story wooden building designed to house three families with the owner, a woman, occupying one floor for living quarters, to four and five story factory buildings owned and operated by one man. One Brooklyn manufacturer owns eight factories ranging from 30 workers to 150 workers.

Some of the buildings have iron stairways and some have only wooden stairways leading to the third, fourth and fifth floors where women work. In general, these buildings are small and fairly well-lighted with windows on two or three sides.

The smaller shops and factories are crowded, the machines placed end to end as close as possible and most of the open space piled high with cut materials from the Depot or completed garments ready to go back.

In some of the establishments only one type of garment, trousers, overshirt, etc. is made in a workroom. In others, not only different woolen but different cotton garments are made side by side presenting a most confusing situation to the visitor. One girl is making blue flannel trousers; the girl next to her, white blouses; the girl across the table, blue flannel overshirts. This occurs where the manufacturer has several small assignments for several hundred of the different kinds of garments.

The floors of the buildings visited were very clean and the uniforms were usually kept on low platforms, tables, on the seat beside the worker, or in large boxes set close to the machine between the workers.

In New York. The New York plants usually occupy upper floors in high buildings between 21st and 30th streets west of Fifth Avenue, though one was visited in an empty store building on the first floor. Some of these factory workrooms are rented for \$5,000.00 a year with practically no equipment for the comfort of the workers. In one of these \$5,000.00 lofts, only one side of the room had natural daylight from the windows. A small space was boxed off on one side of the room by a three-sided panel wall extending up about six feet, within which the women hung their coats and wraps. An open sink, stopped up and filled with water at one end and several porcelain

basins on the wall at the other end of the workroom constituted the washing facilities. In this factory, large piles of uniforms were stacked on the floor back of the workers' chairs.

Physical Conditions. Toilet facilities in most of these factories both in Brooklyn and New York were most primitive. In two factories, one toilet on one side of the workroom was boxed off by a wooden partition. One was screened only by a door at least three feet from the floor.

In two contract factories in New York, one of which made both army and navy uniforms, the power-machine operators sat on long low wooden benches in front of the machines; men and women, tall and short workers, sat side by side. The benches seemed low and certainly were not equally adapted to all the workers. The New York State law says: "suitable seats" shall be provided for the workers.

Most of the workrooms visited in Brooklyn were well lighted with windows on two and three sides which supplied the comparatively small rooms adequately with daylight. Some of the largest workrooms in the New York factories however, required artificial light in the center and sides of the workroom farthest from the windows. This light was supplied by shaded electric bulbs placed close to the needles of the machine.

In none of the factories were there lunchrooms or any place to eat lunch. In one which was visited at the noon hour, half a dozen workers sat eating their lunch at the machines. The others had left the building. One of the largest manufacturers in New York said he provided hot coffee for lunch but there was no place to drink it except in the workroom.

In general, the uniforms seem to be well looked after in the factories. The floors are kept very clean, but usually the uniforms are not allowed on the floor being kept on platforms, in boxes, or on the seats. In some cases, the Provisions and Clothing Depot has not been willing to allow the uniforms to be made in factory work rooms approved by the State Factory Inspection Department because it demanded better conditions for the manufacture of naval clothing.

On the other hand, the comfort of the workers in the factories seems to rest with the individual employers. Two inspectors are employed by the Navy who say they get around to the shops and factories about once in every two weeks. The home workers are

visited less frequently. The garments are not fumigated when returned to the Depot, which makes it most important that they should be made in clean and healthful places.

Personnel.

The personnel of a factory making Navy uniforms depends largely on the particular garment manufactured. In a large shop making overcoats and overshirts which employed about 350 workers not more than 50 were women. These garments are heavy tailored work which requires skill and strength. These men are aliens and will not be withdrawn by the war. They do practically all the machine work in the factory. The women do the cleaning (cutting threads); fell the sleeves in the coats by hand and sew on the buttons by hand. The buttons on the overcoat are about the size of a silver dollar and were sewed on by hand in the shop visited. A definite number of stitches through the button and around it are specified and required.

The women who sewed on the large buttons and felled in the sleeves were old women, and among them worked an old man of 70. Only a half dozen or so young women worked at the machine on such simple processes as stitching on tickets, stitching coat linings, etc. In a trouser factory owned by the same firm the women were mostly engaged in sewing on buttons by hand. Both these shops were entirely unionized. About a dozen colored women were employed in each of these factories, cleaning or cutting threads.

In a Brooklyn factory where overcoats were made on one side of the room, only men worked. The owner of this shop had done naval work for more than 20 years and most of his overcoat operators had been with him from 15 to 20 years. On the other side of the work-room where white jumpers and petty officers' white suits were made, mostly women were employed. Several men were working on white wear because there was nothing for them to do on the heavy work. In another small factory employing about 40 workers and making white trousers only women worked. White hats and caps are made entirely by women. In making the blue caps, men cut the materials, the canvas, make the whalebone bands which go into the sailors' blue cap, but girls do most of the stitching.

In one of the large New York clothing factories which had recently received a large contract for navy trousers, men and women did the same stitching processes. Men had predominated but women

were coming in. The scarcity of workers had opened the opportunity for women who were being taken on more and more in this factory.

Processes in Making the Naval Uniforms.

The heavy serge or flannel is usually cut at the Clothing Depot in 40 layers and the various parts of the garment come to the manufacturer in piles of 40 layers. As serge varies in weight and shade, it is most important that all the parts of the garment come from the same piece. The first thing the manufacturer does when he lays out these piles of sleeves, yokes, fronts, backs, collars, etc., on a table or platform is to number each layer either by a chalk mark or by a ticket tacked on by a special tacking machine which takes two or three stitches over and over and automatically clips the thread. The girl who operates the machine tacks the ticket in two or three places for safety. All the parts from the first layer are labeled one number, from the second labeled another number, etc. The assembler must put only pieces of the same number into a garment.

Another preliminary process is called fitting. Some of the small accessory pieces, such as flaps, flies, and pockets, are not cut exactly to fit in the cutting room. Edges must be rounded off, trimmed or notched with a big knife on the cutting table. New contractors frequently get into trouble because they are not sufficiently familiar with the construction of the particular garment to know this.

The Clothing Depot provides all materials and requires heavy black silk thread to be used throughout the naval garments. The finest grade serges and flannels and only the highest grade workmanship are accepted.

Undress Jumpers.

The undress jumpers are made of blue flannel and of white cotton. The Provisions Depot sets the rate of 44 cents each for blue undress jumpers and 25 cents each for white undress jumpers for its "pieceworkers." These prices are subject to change, however, on account of the recent low bidding of the large contractors. Both men and women operators work on these undress jumpers, the women producing about 15 per cent. less according to one firm which employs both. The white cotton middy is also listed with the undress jumpers. The office of the clothing workers' union submitted three occupations and wage classifications for the making of this garment; power machine operators, piece workers, \$20.00 to \$30.00; zig zag operators, \$12.00; and cleaners, \$8.00 to \$11.00.

The processes are described in Bulletin No. 3, The Employment of Women in the Charleston Navy Yard Factories.

Blue Flannel Overshirt.

The blue flannel overshirt with starred and taped collars furnished, are made by the pieceworkers at a rate of 55 cents each. The manager of a large unionized shop says that women produce about 25 per cent. less than the men operators. The processes are as follows:

Processes.

1. Stitching seams of collar and turning out.
2. Starring collar.
3. Taping collar.
4. Making the pocket.
5. Crow tacks at each end of the pocket.
6. Joining the inside shoulder seam of the shirt front and back.
7. Joining the outside shoulder seam of the yoke.
8. Stitching the yoke to the shirt—two rows of stitching on a single needle machine.
9. Stitching on the collar.
10. Embroidering lower point of neck with button hole machine—clipped at upper end.
11. Stitching seams of cuff.
12. Stitching sleeve in six plaits to the cuff—turning out.
13. Stitching cuff down with double needle machine.
14. Stitching sleeves in the shirt.
15. Closing inside seams of shirt and sleeve with special "closing on" machine.
16. Hemming bottom of overshirts.
17. Making eyelets with eyelet machine.
18. Making buttonholes in cuffs.
19. Tacking buttonholes.
20. Sewing buttons on cuff by machine or hand.
21. Putting tape in bottom.
22. Tacking tape in bottom.
23. Cleaning.
24. Examining.
25. Pressing on Hoffman Machine—by men.

The office of the clothing workers' union submitted the following average weekly earnings for women on the following processes:

Embroiders—pieceworkers, \$20.00 to \$30.00; collar tapers, \$16.00 to \$20.00; bushelers, \$17.00 to \$20.00; button markers, \$13.00; sleeve turners, \$13.00; sleeve matchers, \$13.00 to \$16.00;

closing, \$25.00 to \$35.00; pulling tape, \$15.00 to \$20.00; tacking tape, \$13.00 to \$17.00; lacers, \$12.00 to \$16.00; cleaners, \$10.00 to \$12.00; examiners, \$13.00 to \$21.00.

Blue Cloth or Serge Trousers.

The style of the sailors' trousers is quite different from the civilian trousers, requiring a good deal more work. They open across the front and down about six inches on each side with thirteen buttons and buttonholes, representing the 13 original states, the Navy men tell us. Cloth or serge flaps fasten across the front underneath this front panel, fastened by two more buttons and buttonholes. These are called the bearers because they bear the 13 buttons. One of the first processes is to sew the two fronts together and the garment is practically completed before stitching up the back seam and the one inside seam of the trousers leg. At the base of the side placket and pocket, a special stitched design consisting of a double stitched oblong about 2 inches by 4 inches with diagonal rows of stitching from corner to corner strengthens the placket hole.

The buttons are sewed on both by hand and by machine. The Navy requires that the stitching of the button shall not criss-cross from hole to hole so the buttons can be scrubbed. A few manufacturers have button sewing machines which sew on the button like hand-sewing in two parallel lines. The usual button sewing machine cannot be used.

The Navy will not accept the buttonholes made by the usual buttonholing machine as they fray out with hard usage. A special buttonhole tacking machine gives the square end which characterizes the handmade buttonholes.

The sailors' blue serge or cloth trousers goes through 30 different hands in one large shop employing a large number of women stitchers.

Processes.

1. Sewing on tickets by tacking machine.
2. Fitting parts—cutting by hand.
3. Linings turned.
4. Join fronts and sew in lining.
5. Stitch on buttons.
6. Stitch on waistband.
7. First double stitch around waistband.
8. Sew lining in back.

9. Second double stitch at base of placket.
10. Stitching in pocket.
11. Taping inside seam.
12. Stitching back seam.
13. Taping back seam.
14. Marking eyelet holes.
15. Making eyelets by eyelet machine.
16. Making buttonholes by machine.
17. Stitching tongue in back.
18. Trimming bottoms of trousers.
19. Turning in and felling bottoms.
20. Pressing off on Hoffman pressing-machine operated by men.
21. Marking buttons.
22. Machine stitching buttons.
23. Finishing buttons, clipping threads.
24. Putting lacing in the back by hand.
25. Cleaning trousers—snipping threads, etc.
26. Crow toe—special machine.
27. Crow toes—finishing.
28. Examining.
29. Buttonhole tacks.
30. Final examination.

The manager of a large unionized shop employing both men and women in making blue trousers says the women's output is about 35 per cent. less than that of the men.

The office of the clothing workers' union submitted the following average weekly earnings for women on the following processes:

Stampers, \$10.00 to \$13.00; hemming lining, \$17.00; turners, \$15.00 to \$18.00; pants turners, \$12.00 to \$14.00; bottom sewers, pieceworkers, \$16.00 to \$20.00; embroiders, piecework, \$20.00 to \$30.00; button sewers, piecework, \$14.00 to \$20.00; cleaners, \$9.00 to \$12.00; lacers, \$10.00 to \$14.00.

White Working Trousers.

Women predominate in the manufacture of white cotton trousers. The Provisions Depot sets the rate of 50 cents a pair for its pieceworkers.

One firm which employs both men and women says the women's output is about 25 per cent. less than that of the men. The processes are described in Bulletin No. 3, The Employment of Women in the Charleston Navy Yard Factories.

Sailors' Overcoats.

The overcoats are made almost entirely by men except for facing the pockets, stitching linings, basting, felling seams, marking buttons and sewing on tickets. The Provisions Depot sets a rate of \$2.80 each for its pieceworkers.

White Hats and Sailor Blue Caps.

The white sailor hat goes through 15 different pairs of hands during the following processes:

Processes—White Hats.

1. Stitching three cornered sections of crown together.
2. Stitching tape over seams on double needle taping machine.
3. Snipping off ends of seams to make lower edge straight and less cumbersome.
4. Stitching in narrow cheese cloth head band.
5. Making hat bands.
 - (a) Stitching two pieces together. (The band used to come in one four inch strip curving something like a letter S, but to save goods in cutting, the band now comes in two curved pieces which must be stitched together.)
 - (b) Doubling over the band, slipping in a canvas stiffening and basting by machine with two rows of long stitches.
 - (c) Stitching bands with 60 rows of stitching by automatic machine.
6. Basting crown to band by machine.
7. Hemming inside head band on machine that hems both sides at once.
8. Stitching in inside head band.
9. Stitching loops in crown to hang hat by.
10. Cleaning.
11. Pressing.
12. Packing.

Processes—Blue Caps.

1. Stitching circular top of serge and lining of blue and white gingham.
2. Stitching outside circular strip—underside.
3. Turning outside and finishing with two rows of stitching on double needle machine.
4. Stitching canvas lining in band.
5. Stitching on sweat band.
6. Putting in whale bone—(bands made in sizes by men).
7. Stitching ribbon bows.
8. Putting on ribbon band and bow by hand.

CHAPTER IV.

SUMMARY.

The uniforms for the Navy as shown in this report are made in two centers under two different systems of production; (1) in Brooklyn where the great majority of the uniforms are made under the "outside" piecework and contract system and (2) in Charleston, South Carolina where the white and blue cotton suits are made in Government-owned factories.

Continuing the old home work system of production on a piece rate established by the Navy Department, the industry in Brooklyn has grown until at the beginning of the second year of the present war, 168 "pieceworkers" were taking out naval uniforms from the Provisions and Clothing Depot to be made up in a great variety of work places ranging from the small home employing no workers outside the family to the large factory employing several hundred workers.

The new contract system of competitive bids for making large lots of uniforms which was inaugurated at the beginning of the second year of the war is a part of the new general policy of encouraging direct dealing with manufacturers and producers. Bidders are definitely committed to manufacture the uniforms in specified shops; to guarantee a definite weekly output and to insure the proper performance of their contract.

At present, bundle women, home shopowners, factory pieceworkers and manufacturers who have secured large contracts by competitive bidding, are making the naval uniforms under different systems of production.

Home work production, such as the taping and starring of collars by the bundle women is uneconomical because:

- (1) It can be done better and faster by specialized machines.
- (2) It is difficult to match the color and material of the collar and blouse which have been made in separate places;
- (3) It requires an unjustifiable amount of handling, transportation, and inspection as the collars go from one bundle woman to another;
- (4) Under this system it is practically impossible to insure that the naval uniforms are made under safe and sanitary conditions;

(5) The earnings of the home workers are low. Two-thirds earned less than \$12.00 a week, without considering reductions resulting from many charges. In 40 per cent. of the families visited, their entire earnings were obtained from the Navy work.

The foundation for large scale production by a comparatively few manufacturers is undoubtedly well started. The old home work system will probably still persist for some time, however, for three main reasons: (1) the strong pressure exerted on the Navy to recognize the faithful service of old employees; (2) the lack of special equipment for starring and taping collars in many of the large shops receiving the large contracts and (3) the inability of the large manufacturers to meet the terms of their contracts and to adapt themselves to Navy standards and requirements.

Contract System. The competitive bidding and award to the lowest bidder also presents the serious problems of insuring (1) quick deliveries of acceptable garments and (2) proper conditions of employment.

1. The manufacturer is awarded the contract before he has been required to produce a sample lot of uniforms to prove that he can satisfactorily meet the terms of his contract. As a result, weeks elapse after he receives his contract before he has organized his workroom and working force to make the uniforms he has contracted for. In a number of cases he has turned in large deliveries below the standard which the Provisions and Clothing Depot can accept. A great loss in time and services results—the wasted time and services of

- (a) The workers who do defective work on the uniforms in the factory;
- (b) The men who transport them to the Depot;
- (c) The inspectors who look them over and refuse them,
- (d) The men who transport them back to the factory;
- (e) The workers who repair the defects;
- (f) The men who transport them back to the Depot;
- (g) The Depot inspectors who reinspect them.

The making, transportation and inspection has thus been unjustifiably increased.

(2) Some of the contractors have hastily acquired new premises to handle the large contracts. Crowded work rooms, wooden stairways, wooden benches, poor lighting, inadequate and primitive sanitary facilities and unclean floors are found in these factories as

well as among home workers and home shops. The wages are in some cases lower than those paid in the smaller shops which are being crowded out by competition. The uniforms are sometimes less well cared for during the processes of manufacture whether made in homes or factories. The uniforms are not sterilized on their return to the Clothing Depot. The conditions under which they are made are therefore most important.

The Paymaster of the Clothing Depot appreciates the importance of production under healthful conditions and welcomes the opportunity to bring more and more of it under the factory system. Two young inspectors for the Navy are maintained to inspect these many work shops, but, for the most part, the Navy assumes that the inspection of privately owned shops rests with the State inspection department. This report shows the inadequacy of this method of supervision. Under these circumstances, it seems conclusive that the Navy Department is the only agency which can enforce proper working conditions.

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Published February 18, 1918

COMMITTEE ON WOMEN IN INDUSTRY

of the

Advisory Commission of the Council of National Defense

Council of National Defense Building

WASHINGTON, D. C.

December 10th, 1917.

PURPOSE

The Committee on Women in Industry was appointed by the Committee on Labor to advise on means for safeguarding the health and welfare of women workers during the war. It aims to serve as a national center at this time for co-ordinating the efforts of existing organizations for the improvement of the conditions of women's employment, and through investigation to recommend methods of increasing the efficiency of women's work as an important factor in the successful conduct of the war.

In the supreme test of the nation's strength and endurance, continuous production of war-supplies is the great service which the workers are called upon to perform. This aim can be attained only by insuring their health and welfare. In order to secure their fullest working capacity, wage-earning women must be assured proper hours, adequate remuneration and wholesome conditions of work.

Moreover, women must be protected against the bad effects of overwork or unwholesome conditions not merely as workers whose efficiency is needed in the war, but as citizens upon whose well-being the future of the country largely depends.

ORGANIZATION

The Committee has a membership of eighty-four women, thirty-five of whom are representatives of labor. It holds bi-monthly meetings in Washington. The Executive Committee, consisting of fourteen members, holds meetings once a month.

It outlines plans of work and supervises all field work and investigations.

Twenty-three state committees have already been appointed to co-operate with the national committee in securing information about local conditions, to encourage co-operation between organizations representing the interests of wage-earning women in each state, to co-operate with the state departments of labor in protecting women workers, and to serve as a center of information regarding their conditions of work and their most effective use in local industries. The national committee co-ordinates the work of its state committees by keeping an oversight of the entire field, and serves as a channel of communication in reporting to the Government.

The members of all committees serve without compensation. The Council of National Defense provides headquarters in its new building and also furnishes clerical help and use of the mailing frank for the national office. The additional funds required have been raised through contributions from persons interested in the purposes of the organization. State committees raise their own funds from local sources.

CO-OPERATION WITH THE WOMAN'S COMMITTEE

The Woman's Committee, appointed by the Council of National Defense to represent the interests of women and to co-ordinate their activities for the country during the war, includes women's work in its program. Plans for co-operation between the Woman's Committee and the Committee on Women in Industry are being satisfactorily developed in such a way as to insure united effort. In the majority of states the state chairman of the Committee on Women in Industry is also the representative of the industrial interests of the Woman's Committee.

STANDARDS FOR THE EMPLOYMENT OF WOMEN IN WORK ON WAR SUPPLIES

AS SUBMITTED BY

The Committee on Women in Industry

TO THE

Advisory Commission of the Council of National Defense

Your Committee on Women in Industry urges the adoption of the following standards for work done for the Government in order to secure the fullest possible protection for women wage-earners. They bear the chief burden of industrial readjustment caused by the war, and will increasingly replace men. In the present emergency it is essential to secure maximum continuous output compatible with the health and welfare of the workers. We cannot afford to ignore our own industrial experience or that of the other warring countries. In this supreme test of national strength and endurance short-sighted methods of manufacturing and unjust profiteering must not be allowed to prevail. The recommendations submitted herewith are not theoretical. They are based on the best industrial practice now being followed in the United States. In detail these recommendations are:

1.—**Tenement House Work.** No work shall be done in a room which is used for living purposes nor in any room having direct connection therewith in any dwelling or tenement.

2.—**Child Labor.** No child under the age of 16 years shall be employed. X

3.—**Protection of Mothers.** No woman shall be employed during a period of two months prior or two months subsequent to childbirth.

4.—**Wages.** Wages shall be determined as follows:

(a) The wages shall be the rate established under the latest collective agreements for the locality, for every industry and occupation in which such agreements exist.

(b) Whenever there are no collective agreements, the minimum wages paid shall be based on the cost of living for the locality and shall be subject to increase as the cost of living increases.

(c) Whenever women are employed for work customarily done by men they shall be paid the same rates as are paid the men. If the processes are not identical, an adjustment of wages should be made according to the skill and output of the workers. But in no case shall the wage scale for any department or process be reduced for no other reason than that women are replacing men.

(d) A Wage Adjustment Committee shall, when necessary, determine rates of pay as above specified and shall adjust wages from time to time as rendered necessary by any increase in the cost of living and shall act in all disputes concerning wages. When a dispute occurs in any industry in which women are employed in appreciable numbers they shall have representation on the Adjustment Committee.

5.—Hours of Work. Adequate steps shall be taken to safeguard all employees from fatigue and overstrain, and to this end

(a) Each employee shall have one day's rest in seven.

(b) Eight hours shall constitute the working day unless Executive Order suspends the operation of the act limiting the hours of labor. In no case shall the hours exceed 10 per day and all overtime beyond 8 hours shall be paid at the rate of time and a half.

(c) Women shall not be employed on night shifts. They shall in all cases be allowed a period of rest at night of at least eight hours.

6.—Seats. Wherever the nature of the work allows, seats with backs shall be provided and their use permitted. Wherever women must stand at their work, seats shall be provided and be readily accessible and time off allowed for their use at stated intervals.

7.—Extra Heavy and Extra Hazardous Occupations. The employment of women at extra heavy and extra hazardous occupations shall be restricted and safeguarded.

Preference shall be given to older men, not subject to military service.

8.—**Dangerous Trades.** No woman shall be employed in any dangerous trades except under the regulations of the Divisional Committee on Industrial Diseases and Poisons of the National Committee on Labor, and she shall not be so employed until medical examination shall have established her fitness for the intended occupation and similar medical examinations shall be made at stated intervals to determine her fitness to continue such employment.

9.—**Heavy Lifting.** No woman shall be required to lift repeatedly any heavier weight than 25 pounds, and no woman shall be employed for lifting heavy weights or pushing heavy trucks without medical examination to ascertain her fitness for such work.

10.—**Exposure to Heat and Cold.** No woman shall be employed where there is excessive heat or cold without medical examination to certify her physical fitness to endure such exposures and such examination shall be made at stated intervals to determine her fitness to continue such employment.

The Committee will further include in its standards such recommendations affecting women as may be submitted by other committees of the Committee on Labor, including Welfare Work, Structural Safety, Fire Prevention, Dust and Fumes, Sanitation, Lighting and Industrial Diseases and Poisons.

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COUNCIL OF NATIONAL DEFENSE
WASHINGTON

December 19, 1918.

FIELD DIVISION

Circular No. 35.

EMPLOYMENT OF WOMEN

TO THE CHAIRMEN OF THE STATE DIVISIONS
OF THE WOMEN'S COMMITTEE:

The re-employment of returning soldiers and sailors and of workers released from war industries is the most immediate and pressing problem before the country. Chief responsibility for the direction of this work rests with the U. S. Employment Service and a plan for cooperation with that service in the establishment of local bureaus has been transmitted to you with Bulletin No. 13, Circular No. 28 of the Field Division.

Women have a special responsibility at this time in securing employment for women released from war industries and in safeguarding women workers from injustice and exploitation. While it is just that a returning soldier or sailor should be given back the position he held before the war if he desires it, this policy should not be made the pretext for forcing women into lower paid and less desirable work. At the same time there must be insistence on the principle of equal pay for equal work, lest women be used to break down the hard-won industrial standards established by men.

To secure the assistance of women in the solution of employment problems and to insure the representation of their point of view, the U. S. Employment Service has announced the policy of appointing a woman assistant to the federal director in each state, two women on the state advisory council and two women on each community labor board. One woman on each advisory council and community labor board should be nominated by, and represent the workers of the community while the other should represent management. Both have full voting power.

Reports indicate that in many states this plan for the participation of women in the work of the U. S. Employment Service has not been carried to completion. The need for immediate action in this matter might be brought to the attention of the Federal Director and the State Advisory Board of the U. S. Employment Service by the State Divisions and local units of the Women's Committee, and if necessary, the names of women well qualified for these responsible positions might be suggested. Before making such suggestions however, representatives of organized workers and of employers should be consulted.

General Order B-8, Sept. 3, 1918, of the U. S. Employment Service defines the qualifications of the women representatives as follows:

"It is highly essential that each representative shall be a woman who has practical familiarity with the problems involved, that she shall command the respect of the community, and shall be capable of taking a broad vision of the Nation's needs and of exercising conservative judgment."

Enclosed herewith is a statement issued by the Woman in Industry Service of the U. S. Department of Labor, relative to the employment of women in the reconstruction period. The industrial code which should govern the conditions of women's work was issued on December 12 by the Woman in Industry Service with the approval of the War Labor Policies Board and has already been transmitted to you.

Very truly yours,

Hannah J. Patterson

Associate Director.

Enclosure.

Issued through Information and Education Service, Educational Division.

For Release Dec. 12, 1918.

U. S. DEPARTMENT OF LABOR
Woman in Industry Service
WASHINGTON

STANDARDS GOVERNING THE EMPLOYMENT OF WOMEN IN INDUSTRY.

In peace or in war, women's work is essential to the nation. During the war the experience of all countries has shown that women were ready and able to take the places of men withdrawn for military service. So important did their work become that in Great Britain it was actually the War Department which declared that "efforts must be devoted to amplify and extend the scope of usefulness by which alone our country can hope to emerge victorious from a struggle without parallel in her long and glorious history."

The experience to which the war has drawn public attention was true before the war and will be equally true when peace is restored. Before the war the number of women gainfully employed increased in the decade before 1910 from five to eight million, of whom two million, five hundred thousand, were in manufacturing, trade, transportation or public service. Since then the indications are that in numbers and proportions, women have become increasingly important in industry.

The greater necessity for control of the standards of women's employment is due to the fact that women have been in a weaker position economically than men. Reconstruction will give an opportunity for a new up-building of safeguards to conserve alike the industrial efficiency and the health of women, and to make it impossible for selfish interests to exploit them as unwilling competitors in lowering standards of wages, hours, working conditions and industrial relations which are for the best interests of the workers, the industries and the citizenship of the country.

During the war, by vote of the War Labor Policies Board, all contracts of the federal departments have contained a clause requiring full compliance with state labor laws, and in each state an official of the state labor department has been deputized by the head of the contracting departments of the federal government to co-operate with federal agencies in enforcing these provisions of the contract. This affords a basis and a precedent for continued relations between state and federal agencies in the up-building of standards for women's labor. As the number of contracts grows fewer with the coming of peace, the responsibility of the states increases. But the recognition of the national and international importance of standards of labor conditions will still be paramount since in peace, no less than in war, the nation will depend for its prosperity upon the productive efficiency of its workers. No other foundation for commercial success will be so sure as the conservation of those practices in industry which make for the free and effective co-operation of the workers. Protection of the health of women workers is vital as an economic as well as a social measure of reconstruction.

Therefore at this time in recognition of the national importance of women's work and its conditions, the federal government calls upon the industries of the country to co-operate with state and federal agencies in maintaining the standards herein set forth as a vital part of the reconstruction program of the nation. These standards have been adopted by the War Labor Policies Board.

STANDARDS RECOMMENDED FOR THE EMPLOYMENT OF WOMEN. *

I. HOURS OF LABOR

1. DAILY HOURS. NO WOMAN SHALL BE EMPLOYED OR PERMITTED TO WORK MORE THAN EIGHT HOURS IN ANY ONE DAY OR FORTY-EIGHT HOURS IN ANY ONE WEEK. THE TIME WHEN THE WORK OF WOMEN EMPLOYEES SHALL BEGIN AND END AND THE TIME ALLOWED FOR MEALS SHALL BE POSTED IN A CONSPICUOUS PLACE IN EACH WORK ROOM AND A RECORD SHALL BE KEPT OF THE OVERTIME OF EACH WOMAN WORKER.
2. HALF HOLIDAY ON SATURDAY. Observance of the half-holiday should be the custom.
3. ONE DAY OF REST IN SEVEN. EVERY WOMAN WORKER SHALL HAVE ONE DAY OF REST IN EVERY SEVEN DAYS.
4. TIME FOR MEALS. AT LEAST THREE-QUARTERS OF AN HOUR SHALL BE ALLOWED FOR A MEAL.
5. REST PERIODS. A restperiod of ten minutes should be allowed in the middle of each working period without thereby increasing the length of the working day.
6. NIGHT WORK. NO WOMAN SHALL BE EMPLOYED BETWEEN THE HOURS OF TEN P. M. AND SIX A. M.

II. WAGES

1. EQUALITY WITH MEN'S WAGES. WOMEN DOING THE SAME WORK AS MEN SHALL RECEIVE THE SAME WAGES WITH SUCH PROPORTIONATE INCREASES AS THE MEN ARE RECEIVING IN THE SAME INDUSTRY. Slight changes made in the process or in the arrangement of work should not be regarded as justifying a lower wage for a woman than for a man unless statistics of production show that the output for the job in question is less when women are employed than when men are employed. If a difference in output is demonstrated the difference in the wage rate should be based upon the difference in production for the job as a whole and not determined arbitrarily.
2. THE BASIS OF DETERMINATION OF WAGES. WAGES SHOULD BE ESTABLISHED ON THE BASIS OF OCCUPATION AND NOT ON THE BASIS OF SEX. THE MINIMUM WAGE RATE SHOULD COVER THE COST OF LIVING FOR DEPENDENTS AND NOT MERELY FOR THE INDIVIDUAL.

III. WORKING CONDITIONS.

1. COMFORT AND SANITATION. State labor laws and industrial codes should be consulted with reference to provisions for comfort and sanitation. Washing facilities, with hot and cold water, soap and individual towels, should be provided in sufficient number and in accessible locations to make washing before meals and at the close of the work day convenient.

*In the following outline the word "shall" and the larger type indicate those provisions which are of the most vital importance.

Toilets should be separate for men and women, clean and accessible. Their numbers should have a standard ratio to the number of workers employed. Workroom floors should be kept clean. Dressing rooms should be provided adjacent to washing facilities, making possible change of clothing outside the workrooms. Rest rooms should be provided. Lighting should be arranged that direct rays do not shine into the workers' eyes. Ventilation should be adequate and heat sufficient. Drinking water should be cool and accessible with individual drinking cups or bubble fountain provided. Provision should be made for the workers to secure a hot and nourishing meal eaten outside the workroom, and if no lunch rooms are accessible near the plant, a lunch room should be maintained in the establishment.

2. POSTURE AT WORK. Continuous standing and continuous sitting are both injurious. A seat should be provided for every woman employed and its use encouraged. It is possible and desirable to adjust the height of the chairs in relation to the height of machines or work tables, so that the worker may with equal convenience and efficiency stand or sit at her work. The seats should have backs. If the chair is high, a foot rest should be provided.
3. SAFETY. Risks from machinery, danger from fire and exposure to dust, fumes or other occupational hazards should be scrupulously guarded against by observance of standards in State and Federal codes. First aid equipment should be provided. Fire drills and other forms of education of the workers in the observance of safety regulations should be instituted.
4. SELECTION OF OCCUPATIONS FOR WOMEN. In determining what occupations are suitable and safe for women, attention should be centered especially on the following conditions which would render the employment of women undesirable if changes are not made:-
 - A. Constant standing or other postures causing physical strain.
 - B. Repeated lifting of weights of 25 pounds or over, or other abnormally fatiguing motions.
 - C. Operation of mechanical devices requiring undue strength.
 - D. Exposure to excessive heat, - that is, over 80 degrees, or excessive cold, that is under 50 degrees.
 - E. Exposure to dust, fumes, or other occupational poisons without adequate safeguards against disease.
5. PROHIBITED OCCUPATIONS. WOMEN MUST NOT BE EMPLOYED IN OCCUPATIONS INVOLVING THE USE OF POISONS WHICH ARE PROVED TO BE MORE INJURIOUS TO WOMEN THAN TO MEN, SUCH AS CERTAIN PROCESSES IN THE LEAD INDUSTRIES. Subsequent rulings on the dangerous trades will be issued.
6. UNIFORMS. Uniforms with caps and comfortable shoes are desirable for health and safety in occupations for which machines are used or in which the processes are dusty.

IV. HOME WORK

1. NO WORK SHALL BE GIVEN OUT TO BE DONE IN ROOMS USED FOR LIVING OR SLEEPING PURPOSES OR IN ROOMS DIRECTLY CONNECTED WITH LIVING OR SLEEPING ROOMS IN ANY DWELLING OR TENEMENT.

V. EMPLOYMENT MANAGEMENT.

1. HIRING, SEPARATIONS AND DETERMINATION OF CONDITIONS. In establishing satisfactory relations between a company and its employees, a personnel department is important charged with responsibility for selection, assignment, transfer or withdrawal of workers and the establishment of proper working conditions.
2. SUPERVISION OF WOMEN WORKERS. Where women are employed, a competent woman should be appointed as employment executive with responsibility for conditions affecting women. Women should also be appointed in supervisory positions in the departments employing women.
3. SELECTION OF WORKERS. The selection of workers best adapted to the required occupations through physical equipment and through experience and other qualifications is as important as the determination of the conditions of the work to be done.

VI. COOPERATION OF WORKERS IN ENFORCEMENT OF STANDARDS.

1. THE RESPONSIBILITY SHOULD NOT REST UPON THE MANAGEMENT ALONE TO DETERMINE WISELY AND EFFECTIVELY THE CONDITIONS WHICH SHOULD BE ESTABLISHED. THE GENUINE COOPERATION ESSENTIAL TO PRODUCTION CAN BE SECURED ONLY IF DEFINITE CHANNELS OF COMMUNICATION BETWEEN EMPLOYERS AND GROUPS OF THEIR WORKERS ARE ESTABLISHED. THE NEED OF CREATING METHODS OF JOINT NEGOTIATION BETWEEN EMPLOYERS AND GROUPS OF EMPLOYEES IS ESPECIALLY GREAT IN THE LIGHT OF THE CRITICAL POINTS OF CONTROVERSY WHICH MAY ARISE IN A TIME LIKE THE PRESENT. EXISTING CHANNELS SHOULD BE PRESERVED AND NEW ONES OPENED IF REQUIRED, TO PROVIDE EASIER ACCESS FOR DISCUSSION BETWEEN EMPLOYER AND EMPLOYEES.

VII. COOPERATION WITH OFFICIAL AGENCIES.

The United States Government and State and local communities have established agencies to deal with conditions of labor, including standards of working conditions, wages, hours, employment and training. These should be called upon for assistance especially in the difficult problems of adjustment in the period of reconstruction following the war.

Inquiries regarding the employment of women may be addressed to the Woman in Industry Service, Department of Labor, Washington, D. C. and these will be dealt with directly or referred to the official federal or state agency best equipped to give the assistance needed in each instance.

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Committee on Women in Industry
of the
Advisory Commission
of the
Council of National Defense
Bulletin No. 1.

~~PRELIMINARY REPORT~~ ^{under}
~~ON THE MANUFACTURE OF ARMY SHIRTS AND OTHER ARTICLES~~
~~WITH A SURVEY OF THE HOME WORK SYSTEM~~
~~AT THE MANUFACTURER'S DEPOT~~ ⁱⁿ
~~JEFFERSONVILLE, IND.~~

by
Amy Dewes - Ph. S.

May 1918.

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PRELIMINARY REPORT
OF THE MANUFACTURE OF ARMY SHIRTS AND OTHER ARTICLES
WITH A SURVEY OF THE HOMEWORK SYSTEM,
AT THE QUARTERMASTER'S DEPOT, 17
JEFFERSONVILLE, IND. IAKA

(Col. Winthrop S. Wood in command.) 2
Chapter I

INTRODUCTION.

Scope. This report is principally concerned with the manufacture of army shirts cut and given out at the Quartermaster's Depot in Jeffersonville, Indiana, and made up by women in their homes. It includes also information relative to the clothing factory in the Depot.

Sources of Information. The data were secured

- (1) from conferences with (Colonels Wood and Hart) at the Depot on January 8th and February 4th; (2) from inspections of the Depot on the same dates in company with (Captain Biggard); (3) from visits to the sub-stations in Louisville and Frankfort; (4) from individuals in Louisville, including clothing manufacturers, a public health nurse, ~~the secretary of the Associated Charities,~~ and the President of the Kentucky Consumers' League; and (5) from visits to the homes of 193 women engaged in stitching

one of the officers / ?

(the officers) in charge / ?

the shirts, located as follows:

In Louisville, Ky.	164
In Frankfort, Ky.	10
In Pewee Valley, Ky.	19

The addresses for these visits were for the most part taken at random from the Government lists. In addition, some workers were visited at the suggestion of social agencies in Louisville or of other women shirt-workers.

Location and numbers employed. The Jeffersonville ^{Depot} was established in the seventies. Since the beginning of the present war a large amount of land and many buildings have been added. The production of army shirts by women working at home has very rapidly increased until in January, 1918, ~~it was~~ ^{the} stated by officials at the Depot that shirts were being given out to a list of approximately 21,000 women. Ordinarily about 15,000 of these women receive work from the sub-station located in Louisville. The number of active operatives varies from week to week. During the week of February 4th, at which time a cloth shortage prevailed, the number of active operatives

was stated to be 20,700, distributed as follows:

Louisville,	10,000
New Albany,	3,500
Jeffersonville,	2,500
Frankfort,	2,000
Madison,	1,500
Scottsburg,	1,200

The practice obtained of allowing to each woman only one bundle (10 shirts) a week in order to distribute the work as widely as possible and give employment to a large number. This method, which increases the time necessary for transportation and the chances of delay, obviously impedes production.

When the demand came for increased production and storage, at the beginning of the war, the available labor in Jeffersonville, which had a population of 10,412 at the time of the 13th census, became wholly inadequate. Men and women were drawn from surrounding towns, including Louisville, in numbers sufficient to put a strain upon train and trolley facilities which made regular service almost impossible. Partly in order to relieve the congestion, the sub-station was opened in the Armory in Louisville, and this, according to Major Clay, "at one stroke took 9000 women off the crowded cars."

*to the officer
in charge of
the substation*

spell out

Growth of the Home Work System. Both Col-

*officers in charge
of the depot*

onel Wood and Colonel Hart expressed satisfaction with the homework system of manufacture because it offers an almost inexhaustible source of labor supply for the Depot and at the same time furnishes employment for many women whose family income is insufficient. Both (Colonel Wood and Major Clay, who was in charge at the Louisville sub-station,) expressed the belief that the work should be so given out as to relieve the poor. [This philanthropic opportunity appeared so important to them that the existence of poverty, rather than the cleanliness of the homes or the ability of the workers, determined the distribution.]

Homework has (therefore been resorted to and) steadily ^{been} extended, (in spite of the serious wastes inherent in production carried on in that way, (in spite of unemployment existing in the real clothing centers of the country) and contrary to the recommendations of the Quartermaster General specifically stated as follows in Standards of Employment in War Work, [Summary of Recommendations to Employers,] dated

October 15, 1917:

"No work shall be given out to be done in rooms used for living purposes or in rooms directly connected with living rooms in any dwelling or tenement."

The first objection to home-work of this nature is that of its wastefulness at a time in the country's affairs when the most efficient production is imperative. This has to do specifically with the loss of time in transporting material, particularly when an effort is made to give only small amounts of work to each woman; with the inevitable delays and losses on account of the separation of the workers from the inspectors and supervisors of the work such as those which occur when women have to travel back and forth from the factory several times in order to rectify minor errors in the make-up of a bundle of pieces; and with the great opportunity for poor workmanship and injury to the materials. In the second place, the employment of unskilled clothing workers drawn from an extended rural district is expensive, when, in the clothing centers of the country, experienced workers who could doubtless perform the work

far more quickly and efficiently are idle.*

The recommendations of the Quartermaster General were undoubtedly made, not only with these facts in mind, but also in view of the danger of spreading diseases which is inherent in dwelling or tenement-house manufacture, unless such manufacture is under more complete supervision than has yet been devised.

So great an extension of the home work system undoubtedly is a disorganizing factor in the clothing trade of the country. The output of the Louisville Sub-station alone was stated to be 17,000 to 20,000 shirts a day. In the long run the clothing

* The chief men's clothing centers of the country, according to the 1914 Census of Manufactures, (U. S. Bureau of the Census, Abstract of Census of Manufactures, 1914, p. 269,) are New York, Chicago, Baltimore, Philadelphia and Rochester. In New York, which in 1914 produced more than one-third of the value of the country's product, the garment trades were reported by the Federal Employment Service to be laying off workers during the winter of 1917-18. (Official Bulletin January 11, 1918, p. 4). Early in January, 1918, an official of the Pennsylvania State Federation of Labor stated that it has been reported to him that about 3,000 garment workers in Philadelphia were idle on account of lack of work. (Correspondence with H. M. Semple, Pennsylvania Department of Labor and Industry.)

trade in civilian shirts probably suffers a loss equivalent to such important increases in the manufacture of army shirts. Meanwhile the corresponding work, instead of going to the regular shirt factories, is performed in the homes. Clothing manufacturers in Louisville stated that they were facing the necessity of closing the factories on account of dearth of orders. They had offered to take government orders and to add the necessary equipment for that type of manufacture, but had received no notice that their application had been received.

Chapter II
THE DISTRIBUTING SYSTEM.

New page

The Character of the Work. The principal product of home work manufacture is the army shirt, but overalls and bed sacks are also given out. Materials for all these are received at the Jeffersonville Depot. Here they are cut and tied into bundles. Practically all the cutting is done by electric machines through many layers of folded cloth. The operatives are men who earn from \$90.00 to \$250.00 a month on piece work.

Each shirt is made from 27 pieces and the shirts are in five different sizes. Moreover, the pieces of khaki cloth are not uniform in shade. Mistakes in assembling the 270 pieces which should be in each woman's bundle not infrequently occur, according to the workers, who have to bring back the material and lose the time of the extra trip. Many of the women complained that their bundles contained pieces which did not match and they lost much time in returning the material to the station before they could get the right shade to complete their garments. Badly cut pieces, due to the occasional twisting of the cloth in the cutting, are another cause necessitating a return to the factory before the work can be finished.

Demonstrators were at hand at the giving-out stations to teach the method of making up the garments. A new worker is allowed to take home a sample shirt from which to learn. Women who are familiar with sewing can learn the process from the demonstrator or from the sample. The unskilled women

learn from their more experienced neighbors, or from their own mistakes. The number of women at the Depot who were busy ripping out stitching in which mistakes had been made, is an indication of the proportion of errors. The ordinary domestic sewing machines are used. It was stated that a motor attachment, costing \$15.00, made it possible to make twice as many shirts in the same length of time, but few workers possessed them. Only two of the 193 workers visited had machines with motors.

Work on the bed sacks and denim jackets is much heavier. It is not popular with the women workers who object to the delay and expenses caused by broken needles on the heavy material. The Depot gives out the jackets and bed sacks only when there are no shirts for distribution.

The prices paid for the articles manufactured are as follows:

\$4.45 per bundle of 10 O.D. shirts* or 44½ cents per shirt;

* This is a slightly lower price than is paid for home work at the Schuylkill Depot in Philadelphia (\$4.50 per bundle.)

Before the present war all of the women sewers came to Jeffersonville for the bundles; but with the increase of work the sub-stations were established to supplement the main Depot. These are located at Louisville, New Albany, Frankfort, Scottsburg, and Madison. Jeffersonville and the sub-stations draw workers from great distances as is indicated by the following lists of towns in which the workers who are registered at New Albany, Louisville and Frankfort live.

Towns in which workers live who receive
work from the New Albany Sub-station.

Alton, Ind.	80 miles down river
Battletown, Ky.	60 miles from Louisville, on Texas R. R.,
Bedford, Ind.	53 miles, C. I. & L.,
Bennetsville, Ind.	17 miles, C. I. & L.,
Birdseye, Ind.	53 miles, Southern R. R.,
Bloomington, Ind.	100 miles, C. I. & L.,
Borden, Ind.	20 miles, C. I. & L.,
Bradford, Ind.	15 miles by stage,
Brandenburg, Ky.	40 miles down river, (Approx.)
Campbellsburg, Ind.	53 miles, C. I. & L.,
Carwood, Ind.	10 miles inland,
Central, Ind.	60 miles down river, 7 miles inland,
Charleston, Ind.	17 miles, Interurban line,
Corydon, Ind.	25 miles, Southern R. R.,
Grandall, Ind.	14 miles, Southern R. R.,
Davidson, Ind.	40 miles down river, (Approx.)
DePauw, Ind.	25 miles, Southern R. R.,
Deputy, Ind.	40 miles, B. & O. R. R. out of Jeffersonville,
Dogwood, Ind.	20 miles inland, (Approx.)
Doelittle, Mills, Ind.	49 miles, Southern R. R. Eckerty, 5 miles inland.
Dry Run, Ind.	49 miles, Southern R. R. Eckerty, 4 miles inland,
Eckerty, Ind.	49 miles, Southern R. R.,
Elizabeth, Ind.	16 miles, inland by stage,
English, Ind.	39 miles, Southern R. R.,
Evans Landing,	30 miles down river, (Approx.)
Farabee, Ind.	51 miles, C. I. & L.,
Fredericksburg, Ind.	27 miles, inland by stage,
Galena, Ind.	10 miles inland by stage,
Georgetown, Ind.	9 miles, Southern R. R.
Grantsburg, Ind.	39 miles to English, 5 miles inland,
Greenville, Ind.-	12 miles, C. I. & L.,
Hardinsburg, Ind.	27 miles, Southern, Milltown, 10 miles inland,

Howard Park, Ind.	3 miles, Interurban line.
Huntingsburg, Ind.	66 miles, Southern R. R.,
Laconia, Ind.	40 miles down river, 2 miles inland, (Approx.)
Lanesville, Ind.	13 miles inland,
Leavenworth, Ind.	75 miles down river,
Lexington, Ind.	22 miles out of Jeff. on B. & O.,
Little York, Ind.	30 miles, Scottsburg, Interurban, 7 miles inland,
Locust Point, Ind.	9 miles down river,
Magnet, Ind.	80 miles down river, (Approx.)
Magnolia, Ind.	39 miles, Southern to English, 7 miles inland,
Marengo, Ind.	32 miles, Southern R. R.
Martinsburg, Ind.	20 miles, C. I. & L. to Borden, 4 m. inland,
Martinsville, Ind.	81 miles, Penn. R. to Franklin, 20 m. Big Four,
Marysville, Ind.	16 miles on B. & O. out of Jeffersonville,
Mauckport, Ind.	40 miles down river,
Miflin, Ind.	45 miles, Southern R. R.,
Milltown, Ind.	27 miles, Southern R. R.,
Mitchell, Ind.	63 miles, C. I. & L.,
Mooreville, Ind.	81 miles, Penn. R. to Franklin, 31 m. Big Four,
Nabb, Ind.	19 miles B. & O. out of Jeff.
New Amsterdam, Ind.	60 miles down river, (Approx.)
New Middletown, Ind.	14 miles inland,
New Philadelphia, Ind.	32 miles, C. I. & L. to Morris, 4 miles inland,
New Salisbury, Ind.	17 miles, Southern Junction,
Newton Stewart, Ind.	49 miles, Southern R. R. 7 miles inland,
North Vernon, Ind.	53 miles, B. & O. ,
Oriole, Ind.	80 miles down river to Alten, 7 miles inland,
Orleans, Ind.	58 miles, C. I. & L.,
Otisco, Ind.	19 miles, B. & O. from N. A.
Oxonia, Ind.	
Palmyra, Ind.	20 miles, inland by stage,
Paoli, Ind.	58 miles to Orleans, C. I. & L. 6 miles S. on C. I. & L.,
Paris Crossing, Ind.	43 miles, B. & O.

Pekin, Ind.	25 miles, C. I. & L.,
Princeton, Ind.	105 miles, Southern R. R.,
Ramsey, Ind.	20 miles, Southern R. R.,
Riddle, Ind.	59 miles, to English, Sou. R. R., inland, 5 miles,
Salem, Ind.	28 miles, C. I. & L.,
Sattilo, Ind.	51 miles, C. I. & L.,
Sellersburg, Ind.	8 miles Interurban line,
Smedley, Ind.	40 miles C. I. & L.,
South Boston, Ind.	34 miles C. I. & L. to Faribee, 5 miles inland,
Sulphur, Ind.	39 miles, English, Sou. R. R., 16 miles inland,
Taswell, Ind.	45 miles Southern R. R.,
Temple, Ind.	35 miles Southern R. R.,
Tower, Ind.	65 miles down river, (Approx.) 2 miles inland,
Valeeno, Ind.	32 miles Southern R. R. to Marengo, 5 miles inland,
West Fork, Ind.	45 miles Southern to Taswell, 6 miles inland,
West Point, Ky.	20 miles from Louisville, (Approx.)
White Cloud, Ind.	25 miles to Corydon, Southern R. R., 5 miles inland,
Wickliffe, Ind.	49 miles Sou. R. R. to Bekerty, 8 miles inland,
Wolf Creek, Ky.	

Towns in which workers live who receive
work from the Louisville Sub-station.

Ammons	Brownsburg	Crestwood
Anchorage	Brooks	Crenshaw
Bardstown	Buckner	Custer
Bedford	Buechel	Deatsville
Belmont	Chapeze	Early Times
Big Clifty	Campbellsburg	Eastwood
Big Ben	Caneyville	Ekron
Black Rock	Carrellton	Elizabeth
Blossfield	Cecelia	Elizabethtown
Bonnieville	Cecelian	Eminence
Bondville	Clarkiston	Fern Creek
Boston	Clermont	Finchville
Brandenburg	Cloverport	Fisherville
	Colesburg	Frymore

Forrest Station	Lotus	Pilcher
Garfield	Lydon	Raywick
Gethsemane	Lyons	Richardson Lodge
Glasgow	Mcquady	Rineyville
Glendale	Hollywood	Rock Haven
Goshen	Middletown	Shelbyville
Guston	Milton	St. Helen
Harned	Mt. Eden	St. John
Harrods Creek	Mt. Washington	St. Mathews
Hazelwood	Muldraugh	Shepherdsville,
Hodgenville	Neaddy	Shively
Horse Cave	Nelsonville	Simpsonville
Hubers	New Castle	Skylight
Irvington	New Haven	Senora
Jeffersonton	New Hope	South Park
Jericho	New Liberty	Stithton
Kennosdale	Helen	Sulphur
La Grange	O'Bannon	Taylorville
Lawrenceburg	Okblona	Valley Station
Lakeland	Owensboro	Veechdale
Lebanon Junction	Orell	Vine Grove
Leithfield	Paducah	Waddy
Lincoln Ridge	Paris	Webster
Lodisburg	Pendleton	Willisburg
Long Grove	Park Haven	White Mills
Long Run	Pewee Valley	Woodlawn
Loretta	Pleasure Ridge	
	Prospect	

Towns in which workers live who receive
work from the Frankfort Sub-station.

Bagdad	Green Hill	Pleasureville
Bell Point	Hutton	Polsgrove
Benson	Honeysuckle	Spring Station
Bethlehem	Jett	Stamping Ground
Blackville	Leestown	Stanford
Christiansburg	Lexington	Swallowfield
Cropper	Lockport	Switzer
Elkhorn	Midway	Thornhill
Elmville	Monterey	Truesville
Falls	Muir	Tyrone
Farmdale	New	Versailles
Franklington	Nicholasville	West Point
Georgetown	Orville	Westport
Gest	Ottersville	Woodlake
Glenz's Creek	Payne's Station	Worthington

The workers in some of the distant towns do not appear to make much out of the sewing. In two instances they stated that the money received from the work was nearly all spent on the railroad fare to the sub-station, but it made possible a trip to the city which could not have been taken otherwise. It is evident that in such cases the shirts are turned in only at such time as is convenient for making the trip. This often means that they are greatly delayed in reaching the sub-station.

The Louisville sub-station is located in the Armory, and occupies most of the enormous floor space of the building. The room is divided into aisles, on the general plan of the inspection room in Ellis Island. Each woman waits with her bundles until a number is thrown out to show that one of the 44 inspectors is ready to examine her work, and then moves down one of the aisles to the long tables, on the other side of which the inspectors stand. The bundles are opened and the work graded on a card which also shows the time

the work was taken out and returned. If the work is in need of correction, and unless some radical change has to be made, the sewer may repair it on machines provided in the building to save the worker from carrying it home again. The "Trouble Desk" explains in detail what is wrong, gives advice, and supplies extra pieces of goods when necessary. When the inspectors are not all busy, some of them may also assist in the repairing. The worker cannot get her pay until her bundle is accepted, nor can she turn in part of her bundle; so that if she does her repairing at home all ten shirts have to be carried back although only one may have failed to pass the inspectors. After her work has been graded, the worker then takes her card to the pay window and on to the place where new bundles are given out. If the worker declines to make the desired changes, she turns in her bundle; loses her pass, and receives no pay for the bundle.

Both men and women inspect returned work. The women are paid \$50.00 a month. The men, who do exactly

the same work, receive \$100.00 a month.

Agents for sewing machines, needles and motors are allowed to have stands in the Armory. They do not pay for this concession. The Government sells at cost bags suitable for carrying the bundles. Workers are encouraged to use them in order to protect the cloth.

The Sub-station at Frankfort, Kentucky, is situated in the old Capitol building. When it was visited (January 24, 1918) it had been open four months. Very few women were in the station, though quantities of packages of both shirts and bed sacks were ready to go out. Signs on the wall urged women to show their patriotism by sewing army shirts. A woman was seen taking away an unwrapped bundle of shirts contrary to the injunction not to take the bundles out before wrapping them.

Fumigation. The fumigating apparatus at Jeffersonville and at Louisville was inspected. After examination the inspectors spread the shirts on racks or tables behind them. These racks are wheeled into the fumigating room at the end of the day and subjected

to the fumes of formaldehyde during the night. Every garment is supposed to go through this process, but it is to be noted that the capacity of the fumigator at Louisville is 14,000 shirts, while 17,000 to 20,000 shirts are received each day. It is manifestly impossible for all shirts to be fumigated when the substation is receiving the normal number. ~~It was stated by~~ ^T the officer in charge of the process ^{said} that it is effective in destroying vegetable germs only. The plant is not equipped with any means of applying steam under pressure to destroy the forms of animal life which may inhabit the garments. When the appearance of the shirts is suspicious, they are left for several days in the fumigating room.

✓ Inspection. ^{of Home} ^{an official report} (Capt. H. H. Cheal) (writing) from ^d

the Jeffersonville office January 16th stated:

"The total number of sewing operatives employed at the several stations being operated under the direction of this office is approximately 21,000 and the number of sanitary inspectors employed is 15."

Two of the 15 inspectors are women and receive \$50.00 a month. The men receive \$60.00. Each inspector

is expected to make about 30 visits a day and keep ~~his or her records~~ ^{the of visits} up to date.

The department has established three marks for denoting the condition in which a house is found as follows:

- Class A - Entirely satisfactory and not to be reinspected for at least six months.
- Class B - Fair and to be inspected at an early date.
- Class C - Unsatisfactory. A reasonable opportunity is given to change conditions and the pass necessary to take work out is forfeited if this is not done.

Thirty visits were made with the officer in charge of the Inspection Department of the Louisville district and with one of his staff. The investigator who accompanied the Chief of the Inspection Department agreed with him in the classification of the homes visited and reported that in his explanations to the home workers of what was expected of them he was clear, kind and decisive. The Chief is accustomed to make visits to check up the work of his staff.

In the country and in the small towns the workers are given cards, which they are asked to return

after they have had a physician's signature to the statement that the condition of the house is sanitary. Notices in the sub-station in Frankfort stated that an inspector was to visit the homes, but no inspection had been made of any of the 10 homes visited January 24th, 1918. In Pewee Valley none of the 19 homes visited January 11th, 1918, had been inspected, but after the women had been working five months cards were distributed for them to sign. Even in the city of Louisville itself, a woman who had been working for four years said that her home had not been inspected during that time.

The Louisville Sub-station receives a daily report from the City Health Department giving the location of contagious disease. Women who have sewing at any of these addresses receive the following notice:

"WAR DEPARTMENT. Office of the
Depot Quartermaster, Jeffersonville, Ind.

Address reply to DEPOT QUARTERMASTER,
and quote File No.

From: Sanitation Bureau,
Sub-station Q. M. Depot, Louisville, Ky.

To:

Subject: Contagion.

1. THE CONTAGIOUS DISEASE (of) at your home being reported to this office, it is directed that you retain the shirts in your possession until your home has been thoroughly fumigated.

2. Please have the attending physician certify on the enclosed card (which requires no postage) that your home has been fumigated, mailing promptly to this office before returning work, that inspection may be made.

Respectfully,

Captain Q. M. U. S. R."

The Sub-station calls in the sewing after it receives notice that the quarantine is lifted.

The Department of Sanitary Inspection in Louisville has charge of "delinquents." This term is used to designate the women who have kept work more than a month. After a month has elapsed the women are notified by mail to return the work and if they do not comply, they are visited by a sanitary inspector.

The Time Lost. The continuance of ^{this} method of manufacture which has become an industrial anachronism, because of the long delays inherent in it, ~~calls for~~ ^{is to be regretted} particular criticism, especially at a time when the need for army uniforms is urgent. To the time consumed in

distributing the goods to the sub-stations and the transportations to the widely scattered homes of the workers must be added the unproductive time when the sewer is engaged in household and other tasks. In some cases the sewing is a very secondary employment. The files in the sanitary inspector's office at Louisville contain the cards of a group of workers who must be visited at night because they are employed in factories or are away from home as domestic helpers during the day.

It is the rule that a bundle of shirts must be returned after two weeks, but they are frequently kept out much longer. One worker said that she asked at the sub-station if she should bring back unfinished a bundle she had had out for four weeks, and was told to keep it until she could finish it.

In addition to the delays and waste of time due to the scattering of the workers and their slowness in returning materials, account must also be taken of the fact that the process of home manufacture itself is of necessity a very slow one. In

order to obtain the rate, the women visited were classified according to their output. The 173 women* who gave their output were divided into groups of almost exactly even thirds. Fifty seven (32.9%) were able to make just one bundle of 10 shirts each week; sixty (34.6%) were not able to complete the bundle in a week's time and the last third (32.4%) were able to make more than one bundle a week. The difference in the number of shirts made is to be largely accounted for by the amount of time the women were able to devote to sewing, but also to the fact that some very slow workers were included. [As explained in another place (p. 4) the need of a supplement to income rather than ability of the stitchers determined the distribution of work. ~~at~~ ^{to} the time the study was made ~~and~~ ^F for some time previous a cloth shortage had been the occasion of the rule that one worker should be allowed not more than ten shirts a week, ^{so} in order that no one should be entirely without work. This rule in itself may have operated to

* Seven of the 193 women visited were working on bed ticks and 13 were unable to make a definite statement as to the number of shirts they were able to make in a week.

speed
out

speed out

speed
out

reduce the number returned to the stations. In any case it is evident at a time when the cloth shortage made it especially difficult to keep up the output, a very considerable amount of material was held up in the workers' homes.

The workers visited often spoke of women whom they knew who were making large numbers of shirts. These were followed up whenever possible and only seven women were found who could make more than 20 shirts a week regularly. Three were visited who claimed that they could occasionally make 30 shirts a week, two claimed they were able to make 40 in a week, and one woman ^{said} ~~stated that~~ she had once made 10 shirts between 3 A. M. and midnight, but that she would never try to do it again. On the other hand, instances were found of work that had been out a long time; in one case, three months; in five cases, more than one month.

Even the largest claims of the home workers as to the number of shirts they were able to make in one week (40), are below the ordinary output of the worker

under factory organization. The foreman of the Jeffersonville factory when army shirts were being made there (See p. 33) ^{he said} stated that he thought one woman in the factory could make eight shirts a day or 48 ^{shirts} a week.

Chapter III

new page

THE SEWING WOMEN AND THEIR HOMES.

Composition of the Group. A difference in the making of army shirts in the homes in war times and home work under other auspices lies in the fact that the Government employees now include a considerable number of women in very comfortable circumstances who sew from patriotic motives. One of these was a member of the Kentucky State Committee on Women in Industry of the Council of Defense. She stated that the pay was so poor that only patriotic impulses led her to undertake the work, which she preferred to knitting. She stated that she knew many of "the best women in the city" were stitching shirts. Another worker was a hotel keeper and a third was making payments on a home. At the other extreme are the very poor in whose favor it is the

policy of the Louisville Sub-station to discriminate in giving out work. Some of these were receiving aid from the Associated Charities at the time the visits were made.

Character of the Poorer Dwellings. One family was living in squalid surroundings in an old barn. Equally undesirable dwellings were occupied by the workers who lived in the "shanty boats" along the banks of the river. The shanties are picturesque, but many of them are unsuited for human habitation. They are entirely without sanitary conveniences and are situated on low ground which is covered with water at the flood season when some of them are actually afloat. The general disorder which is shown in the photographs also characterizes the interiors. In the picture on the next page, in which the figure of the investigator indicates the height of the room^s inside, (there was a ~~few~~ case of pneumonia on February 5th.) The house contains four rooms in two of which chickens and a pig were kept at the time the Government sewing was done. A second

27?

picture shows the city dump in the rear. The third picture is that of the home of a woman who was an invalid and who had not been out for 18 years. She was able to use the sewing machine, but could not walk. [(Pictures are numbered I, II, and III.) S]

The colored workers in Pewee Valley live in cabins, many of which are dirty, in poor repair and without conveniences. Rural occupations are combined with the Government stitching. At the time of the visit one worker who was about 18 years old had been engaged for the previous two weeks in hog killing. Her family consisted of herself, her husband, who was a farm hand, and two uncared-for children of two years and six months respectively. The elder was sickly and had never walked.

The Work Room. In no instance a special room set apart for the stitching was discovered. In nearly two-thirds of the cases the work was done in either the kitchen or the bed rooms. In five instances the workers lived and worked in a single room.

Comments about Work. In general the work was regarded as an opportunity to be much appreciated, though it was not looked upon as easy. In order to make a success of it, the women thought ^{one should} ~~it necessary~~ to be a steady worker and to possess good eyes and a good machine. Some women appeared to be working under a good deal of nervous strain. One hired another woman to make the fronts of the shirts for her. In only one case ^{had} ~~was~~ the worker-a-~~woman-who-had~~ had previous experience in a stitching factory. Others had been in other factories, however, and two workers had determined to return to the factories in order to earn more. One had already gone back to a cigar factory where she intended to remain until the Government work was more plentiful.

A source of real dissatisfaction was the limit of one bundle of shirts a week. Some workers complained that others with "influence" were able to get more than they. One woman was using four passes in order to get a larger number of shirts. The passes were given her by "ladies" she worked for who did not

themselves want to sew any longer. She said there was no objection at the sub-station to this arrangement.

Chapter IV

new page

THE CLOTHING FACTORY AT JEFFERSONVILLE.

In December, 1917, the Government created at the Depot a factory for the manufacture of army clothes. Army shirts of the same kind as those made by the home workers were being produced here at the time of the January inspection, but when it was again visited on February 4th, the plant had been given over to the production of army uniforms. At that time about 200 women were being employed, the majority of whom were white. Two hundred and fifty women were said to be on the waiting list for factory positions. It was anticipated that 1500 women will be employed next summer.

True?

The Process of Manufacture. The cloth for the uniforms as well as that for the army shirts made by the home workers is received, inspected, and cut at the Depot Factory. The inspection is done by

women who sit under a framework over which the cloth is passed in such a way that the cloth is between the inspector and the light. A crank turned by hand moves the cloth over the frame. Similarly a hand crank is used when the cloth is passed between rollers for sponging. In factories with up-to-date equipment, a power driven mechanism is used for both of these purposes.

The cutting is all done by men with the use of cutting machines. Men also assemble the pieces for the home workers' bundles and count off the appropriate number of buttons for each. In performing the latter occupation they were seated and the work was as light and easy as any that could be found in factory production.

The stitching room was equipped with special one-and two-needle power machines for work on the coats and trousers of uniforms. The foreman stated that operatives were for the most part women who had had no previous experience in power machine stitching. At one end of the room women

were pressing on the Hoff-Man machine. This re-
quires throwing the entire weight of the body on the
release. In the report of the United States Bureau
of Labor Statistics on the Employment of Women in
Power Laundries in Milwaukee,* the opinions of medi-
cal authorities are cited showing that such occupa-
tions endanger the health of young women, possibly
producing a distortion of the spine with a one-sided
development of the body and possibly pelvic disorders.
If it is not expedient to install presses operated
pneumatically in order to prevent this strain and
danger to the women workers, it should be possible
to substitute the men engaged upon such light tasks
as that of sorting buttons for the women at the
presses.

? yes
still used?

Colored women were employed in a separate
room to repair the shirts made by home workers. They
were also employed in the packing room.

Hours. The schedule of hours at the time
of the inspection provided for a nine-hour day from
7:30 A. M. to 4:00 P. M., with one-half hour for lunch.

* U. S. Bureau of Labor Statistics. Report on the
Employment of Women in Power Laundries in Milwaukee.
Bulletin # 122, May 1913. p.-21.

~~It was stated that~~ ^{said to be} the schedule was regularly maintained.

Wages. A flat rate of \$50.00 a month was paid to all women operatives in the stitching room regardless of occupation, skill or output. Women who inspect cloth were also paid \$50.00 a month, though men were paid \$100. for the same work.

Provisions for Health and Comfort. At the time of the inspection only five toilets were available for the use of the 200 women employees. These were used by white and colored women indiscriminately. A sixth toilet was used as a locker for the mops and buckets of the janitress. Additional toilet accommodations begun at the time of the first inspection were no nearer ready for use at the second visit. The location of the toilets in use was such that workers in the stitching room had to pass through several other rooms and out of doors in order to reach them.

Improved?

There was no provision of a rest or wash room of any kind and no arrangement for hanging

?

up outside clothing. The hats and coats of the workers were in the work room on chairs and piles of cloth.) ?

A lunch room is provided in a separate building and hot food is served in cafeteria fashion, but the room is not large enough to accommodate comfortably the officers and other Depot workers. Although it is open to employees, none of the women workers in the clothing factory use it. The greater number bring their lunch and eat it in the work rooms. Some of them patronize a small grocery just outside the gate which does a thriving business at noon.

Medical Care. Two medical officers are stationed at the Depot. A Red Cross first-aid room furnishes the usual emergency service.

Welfare Work. Three welfare secretaries are maintained in Jeffersonville by the Government. They are not especially trained for this work. No statement of their specific duties could be secured. / ?

RECOMMENDATIONS

The Committee holds the opinion that several changes should be made with respect to the manufacture of army shirts and other supplies as carried on at Jeffersonville, and accordingly makes the following recommendations:

1. Home work on army shirts and other articles for military use manufactured at the Jeffersonville Depot should be abolished. The efficient manufacture of standardized articles of clothing requires skilled workers, constant supervision and inspection, the application of power machinery, and countless incidental economies of time and effort. None of these are possible under a home work system. The delays due to the transportation of the workers for long distances, the slowness of the women in returning garments, mistakes in the distribution of materials, and faulty workmanship on account of lack of supervision should be eliminated at once.
2. Army shirts should be manufactured, either by private concerns or in Government factories, in the established clothing centers of the coun-

try. These clothing centers are already suffering from unemployment, their workers are numerous and are already adequately trained and experienced for this type of work, and the potential labor supply for steady factory work is greater.

3. Economic distress of individuals and families in Louisville and vicinity, whether previously existing or arising from the abolition of home work should be relieved by local charitable agencies.
- ? | The present policy of the Depot, that of awarding work on the basis of the financial necessity of the applicant, although doubtless due to admirable philanthropic motives, tends to divert the function of charitable assistance from the local unit to the federal government. It has continually been the policy in this country to leave to the local authorities, in part, and to the State authorities, in part, the administration of charitable funds. The assumption of this task by the federal government, without special authorization, appropriation, or machinery, means confusion of responsibility in whatever communities it is adopted.

4. The maintenance of the Jeffersonville factory should not be continued. Jeffersonville lacks the trained labor, proper transportation, and adequate housing facilities for the forced development of a clothing center. Only less results from the utilization of untrained and unskilled workers at a time when experienced women are available in other clothing districts. The factory building itself could be used for storage. The many supplies piled in the open indicated that additional storage space is urgently needed.

5. (Provisional Recommendation). In case it is found inexpedient to discontinue the Jeffersonville factory immediately, the following recommendations are made:

a. The process of manufacture should be reorganized by an experienced clothing manufacturer. It is assumed that this would include^{the} substitution of machinery for the hand work in the preliminary processes of examining and preparing the cloth,^{and} the substitu-

stitution of women for men in the light work of sorting pieces and buttons for the bundles, and the substitution of men for women in the operation of the Hoff-Man machines.

b. The basis of pay should be revised in accordance with the value of the worker to the establishment. The present flat \$50.00 a month pay for all women employees should give way to a system in which comparative output is recognized, while at the same time the hardships of a strict piece work system are avoided.

c. Immediate provision of a sufficient number of toilets conveniently located, should be made. *for*

d. Rest and cloak rooms should be provided.

~~831~~
88

January 13, 1919.

Miss Belle Sherwin, Chairman,
Woman's Committee, Ohio Branch,
Council of National Defense,
State House,
Columbus, Ohio.

My dear Miss Sherwin:-

I have delayed replying to your letter until plans for my engagements in Indianapolis should be definite. I must be in Indianapolis by noon on Tuesday, January twenty-eighth. I regret to say that it would not be possible for me to leave here early enough to reach Columbus by January 23. I shall be going from New York on the 26th, and could take a train which I believe reaches Columbus at 1:20 P. M. so that I would be available Monday afternoon and evening, provided I could count on reaching Indianapolis not later than one o'clock on Tuesday.

Will you let me know by wire, preferably, whether the Monday afternoon or evening date will be convenient for you?

If necessary, I could arrange, I think, to be in Cleveland Thursday, January 30, although I cannot be quite sure of it at this moment. I shall, therefore, not write Mrs. Sanford until my plans are more definite.

Looking forward to seeing you on the 27th, believe me,

Sincerely yours,

Mary Van Kleeck, Director
Woman in Industry Service

MVK-K

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JAN 9 - 1919

WOMAN'S COMMITTEE
OHIO BRANCH
COUNCIL OF NATIONAL DEFENSE

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MISS LUCIA B. JOHNSON

FIELD SECRETARY STATE HOUSE, COLUMBUS
MRS. HENRY R. SPENCER

January 7, 1919.

Miss Mary Van Kleeck,
Director, Woman in Industry Service,
U. S. Department of Labor,
Washington, D.C.

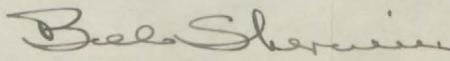
My dear Miss Van Kleeck:

I am very glad to learn that you can be in this part of the world before the end of January. As Miss Johnson has written you, it would fit in very suitably with plans we are making if you could be in Columbus the afternoon and evening of Thursday, 23rd. On that afternoon we are holding a State Executive meeting of the Woman's Committee, and I should count it a privilege to have the committee meet you, with a possibility of discussion, as well as to offer them the opportunity of hearing you speak to a larger group in the evening.

If it is not possible for you to be in Columbus so early, I should be glad to arrange an evening meeting for Monday, 27th. Will you be so good as to let me know at your earliest convenience which date will suit you best, and I will take pains to secure for you the audience I should like you to have.

If you are to be in Ohio this month, would it be possible for you to arrange to talk in Cleveland? In that case, may I suggest that you write, naming my request, directly to Mrs. Henry L. Sanford, Woman's City Club, Stillman Theatre Building, Cleveland. I think it very desirable that you should have an opportunity for stating your position to the group of women whom Mrs. Sanford would be able to assemble for you. Miss Jones has already gone south, but you would be assured of the same audience she could command, as well as many others ~~persons~~.

Believe me, sincerely yours,


Chairman.

BS:G

Miss P. P. P.
Mrs. Chicago
file

331

address, Council of Defense
State House Columbus.

3328 EUCLID AVENUE
CLEVELAND

11. 18. 18.

NOV 20 A.M. 88

Dear Miss Van Hook:

I'm talking with Miss
Edith Campbell on Saturday we
discovered that each of us was won-
dering what you would find as
your subject for a public meet-
ing, now that women are be-
ing drawn out of industry. We
were wondering whether you
would wish to talk, except to
a small and interested group.

I can leave to Cleveland for
Sunday and I have talked with
Miss James who shares the same
wonder. Will you be good enough
to let me know - by
wire preferably - in Columbus,
just what you prefer.

Mr. Costar thinks it would
not be wise to call in the Com-
munity Labor Board, as we had
planned, but I can have a choice
invited and interested group any
Friday the 29th particularly if
you could be there both after.

3328 EUCLID AVENUE
CLEVELAND

noon and evening;
Will you not let me hear
just what you would like
to do?

Most sincerely yours,
Beal Sherman

Miss Mary Van Fleet,
Division Bureau of Industry
Department of Labor
Washington, D.C.

NEWS LETTER
OF THE
Woman's Committee Council of National Defense.

HEADQUARTERS:
1814 N STREET NW., WASHINGTON, D. C.



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Miss HANNAH J. PATTERSON, *Resident Director.*

APRIL 1, 1918.

NUMBER EIGHTEEN

THE ROAD TO FRANCE.

By DANIEL M. HENDERSON.

[From issue No. 1, Special Sammies' edition of Le Pollu.]

Thank God, our liberating lance
Goes flaming on the way to France!
To France—the trail the Gurkhas found!
To France—old England's rallying ground!
To France—the path the Russians strode!
To France—the Anzac's glory road!
To France—where our Lost Legion ran
To fight and die for God and man!
To France—with every race and breed
That hates Oppression's brutal creed!

THE "CHILDREN'S YEAR" CONFERENCE.

Statements of reasons why the "Children's Year" plan of the Children's Bureau of the Labor Department is emergency war work were considered by some of those present as one of the best products of the conference called by the Woman's Committee and held March 14 and 15 at Washington. Dr. Jessica B. Peixotto, head of the Committee's Department of Child Welfare, presided. Miss Julia Lathrop acted as honorary chairman. Numerous state chairmen of the Child Welfare Department and delegates, as well as eminent experts on various phases of the subject, were present.

Full plans for the "Children's Year" have been previously announced in Children's Year Leaflet No. 1 and the working program. The patriotic emergency angle of this work was well set forth by several of the speakers.

"We must see that the children of the present are properly prepared to take the place of those who are being mowed down in Europe," said Miss Grace Abbott, of the Children's Bureau. "These children will be asked to solve multitudinous social and economic difficulties developed by the war. They will be asked to assume the enormous national debt. We must give them every advantage possible so that they may at least reach maturity in condition to cope with great problems. We must stake out a new claim for the protection of children; commercial claims upon them should be entirely turned aside."

Mr. W. Frank Persons, of the Red Cross, said that he considered this plan of the Children's Bureau real

Red Cross work, and was therefore sending their program to the Home Service Sections of the Red Cross all over the country.

Dr. P. C. Claxton, Chief of the Federal Bureau of Education, made several vigorous and striking statements; "War is not now a question of galloping horses and shining swords; it is a question of laboratories and higher mathematics. Two educated young men may save 10,000 by invention and computation. Keep your boys in school." He dwelt on the need, not of nine months, but twelve months of schooling for the sort of training which will fit children to take advantage of this democracy which we are sacrificing so much to obtain.

"Conservation of children is the war measure," said Mrs. Joseph R. Lamar. "For the saving of different kinds of food a whole administration has been created, but we have been in the war a year and it remains for this Committee to start a campaign for the conservation of the greatest crop of all—children. The success of the campaign depends upon reaching the greatest number of children. This is what our Committee is particularly able to do."

Various phases of the program were discussed at length; some of the main features of the discussions and reports will be found in the following notes.

MEASURING—AND MILK AS A SOLID.

Dr. Dorothy Mendenhall, introduced by Miss Lathrop as the person who developed the plan for the weighing and measuring contest incorporated in the "Children's Year" program, said that she had just returned from a ten weeks' trip for the Department of Agriculture through Wisconsin. After discussing the weighing and measuring test, she said that it had been found perfectly possible, after the children in Wisconsin had been located, to register them; then to arrange according to locality for the work.

Dr. Mendenhall discussed some conditions of the problem of nutrition, telling of four towns in the state where fresh milk was no longer sold. Because milk had gone to eight cents a quart and dairies had been forced out of business, parents decided that the family could do without this "luxury." Milk was still considered to be only a pleasant, watery liquid. Dr. Mendenhall held that it was necessary to teach—paradoxically—that milk is a solid food.

Many at the conference expressed alarm at the mistaken way, especially so far as children were concerned, that the Food Administration's suggestions on substitutes had been put into practice. In some schools where milk had been sold for one cent a glass it had been discontinued so that the children might put their pennies into the Red Cross fund.

COUNT YOUR CHICKENS—DELAWARE SPREADS THE GOSPEL VIA TRAVELING LIBRARIANS.

Jeannette Eckman, of Delaware, stated that the first thing Delaware had to do was to find out how many children it had. She also spoke of their plan for spreading the gospel of child welfare by the book-wagon libraries sent through the country. In rural districts the librarian in charge is by force of circumstances a social worker, and the Delaware committee is expecting valuable publicity through the propaganda she can spread.

FIND THE NUMBER OF NURSES.

Miss Boyd, of Connecticut, reported that her state had concerned itself immediately with a survey of nurses; 280 had been found, 230 more were urgently needed. She urged upon the conference the enormous need for public-health nurses.

DOES HOME ECONOMICS INCLUDE THE CHILD?

Mrs. Charles W. Green, chairman of the Child Welfare Department of Missouri, made a plea for instructing home economics directors as child-welfare workers. Miss Julia Lathrop said that at a home economics conference she had once felt impelled to call attention to the fact that there had been no mention made of child-welfare work, although homes and economics are both mainly for the "sheltering, feeding, and otherwise solacing of children." No action was taken upon Mrs. Green's suggestion, but it was obvious that many present felt that the training of home economics directors to do child-welfare work, although a slow process, would be something we could not begin too soon.

ILLINOIS DEVELOPMENTS.

The chairman of the Child Welfare Department of Chicago, also the executive secretary of the Elizabeth McCormick Memorial Fund, Mrs. Ira Couch Wood, told of the intensive plans already in operation in Illinois.

Several hundred women are ready now to commence a house-to-house canvass to try to secure a 100 per cent registration. Illinois will make a campaign for a community nurse for every county, considering this a first requisite in infant-welfare work, maternity protection, dispensaries, etc. Some plan for training nurses for public-health work is being considered as an immediate step toward decreasing the rate of infant mortality.

Chicago will formulate a plan to assist the state department of health through its established clinics for infantile paralysis. It will endeavor to secure physicians for baby-week demonstrations and maternity clinics in different parts of the state. The creation of a central supply station for all child-welfare exhibit material, moving-picture reels, charts, photographs, and lectures is an essential part of the general scheme. Bulletins will be issued on all aspects of the work. Speakers and organizers will be sent throughout the state. Many different classes of people are pledging their support.

Illinois is also training public-health nurses, and surprising success is attending public-health lectures which are being given to children. This series of lectures was prepared in the face of discouragement from all sides. Everyone predicted that children could never be made to listen to lectures on health. Nevertheless they were prepared and tried on large groups of children in Chicago. Contrary to all predictions, they were enthusiastically received.

They were told of a boy who wanted to be a soldier but couldn't, and why he couldn't, and what he might have done to make himself strong and well enough to be accepted. A picture was taken of the children from the rear of the room to prove their attention, and when the picture was developed it showed that out of five hundred boys present only one had his face turned around to see what the camera man was doing.

Another encouragement Illinois offers is to urge that women be not afraid to ask for money. There is a tendency to think that women can get things done with less money than men would need for the same undertaking, but there is little truth in that theory. It is a needed work and requires money, and the response is usually very ready when the case is well presented. Money giving gives the public an added interest in the campaign.

IOWA'S RECORD.

Dr. Lenna Meanes, of Iowa, read a paper on the remarkable plan her state is pushing. In the last six years Iowa has made tremendous progress. The first baby-measuring and scoring-card contest was held six years ago in the kitchen of the agricultural school; the following year it was done at the State Fair in an ordinary tent; the third year they had a house tent; the fourth year a Woman's and Children's Building was erected. From having a staff of a few volunteers, they now have twenty-two doctors and nurses on the pay roll. Their crowning achievement is the Child Research Station at the State University, for which the State Legislature is appropriating \$25,000.

Dr. Meanes was most hopeful of obtaining a vital-statistics law in Iowa.

AMERICANIZATION VIA CHILD WELFARE.

Mrs. Buttenhelm, of New Jersey, told of the excellent organization of her state and the questionnaire to ascertain the general conditions surrounding children. She had caused the child-welfare material to be translated into foreign languages; now she can send to Russian, Polish, and Hungarian mothers instructions in their own tongues.

CENTERING ON CITIES.

Mrs. Elizabeth B. Piper, of Cambridge, reported that Massachusetts was concentrating on the baby campaign. In most states the main difficulty seems to lie with the rural districts. Massachusetts has centered its work on its many large manufacturing cities. About seventy are now organized. Eight supervisors are making a survey of the state and directing the work.

SCHOOLS; CLINIC MOTHERS.

Mrs. Arthur T. Cox, of Indiana, told something of the work directed by Mrs. Albion Fellows Bacon, of Evansville, Ind. Mrs. Bacon hopes to have children's day celebrated in all schools on April 6 to inaugurate the weighing and measuring test. In the country places it will be accompanied by a noon picnic lunch at the schoolhouse. Autos will be sent for all mothers with little children under five. Either a room of the schoolhouse or a corner screened from the drafts will be set apart for the weighing and measuring. A trained nurse or perhaps the country doctor will be there, or if neither is available the right kind of mother will be in charge. In Evansville the Baby Clinics will probably do the work. The "clinic mothers" responsible for their very efficient clinic will carry out the scheme.

THE H. H. V.'S.

One of the many delegates, not Child Welfare chairmen, speaking on the subject of securing women to train as public-health nurses, took up the question of Home Health Volunteers. She insisted that this was not a new departure, but a more systematic working of the public-health nurse idea, extremely valuable under expert supervision.

HOW TO WORK.

Mrs. W. L. Notestein spoke for South Dakota, Dr. Ellen A. Stone for Rhode Island, Miss McCord for Pennsylvania, Mrs. Arneill for Colorado, Mrs. George F. Morris for New Hampshire. Mrs. Morris said that her state was now so organized that they believed they were ready to card every baby. Various delegates objected to the house-to-house canvass. Nevertheless, since many states have no adequate birth registration, it is considered almost the only way to find the children. The question was raised as to whether the canvassers might be resented as intruders, and other means of inducing people to bring their children to be weighed and measured were suggested. One state intends to use stores as places for registration. The interest of the storekeeper assured, he will be asked to send word to parents that their children can be weighed and measured at certain appointed times. Dates will be set and scales provided. It was deemed important to have a financial committee to secure funds—for instance, to furnish enough scales. Doctors will be asked to give their services free. In rural communities it may be necessary to do the work on Saturday afternoons or Sundays, when farmers' families come to town.

PURE LIVE STOCK.

Mrs. Schilke, of Oregon, heartened the whole convention by telling of her experience in addressing a pure live-stock association of that state on the importance of child welfare. The following day the association passed a resolution that henceforth children were to be considered "just as important as any other live stock."

HOME CARE AND INCOME.

Mrs. Florence Kelley, of New York, of the National Consumers' League, spoke on the need of securing proper income and home care and persistently guarding against the breaking down of legislative safeguards thrown around children and women in industry. She told a touching story of the experience of a public nurse in a family below the poverty line, where the death of a sick baby and the baby's father resulted from the lack of money to secure coal.

FOR YOUNG AMERICA.

Mr. Owen Lovejoy, of the Child Labor Association, informed the conference that this was the first audience he had faced in the past few months who would look him in the face. All the others were afraid lest they should drop a stitch. He hoped they would go right on knitting, and when they had finished making all the soldiers warm and comfortable perhaps they would be able to see to it that every child in the country had a pair of nice woolen stockings. Mr. Lovejoy emphasized the fact that standards must be raised rather than lowered if young America be able to face the future.

HOOVERIZING MOTHER AND CHILD.

"Since the beginning of the war, we have been very busy Hooverizing food," said Dr. S. Josephine Baker, head of the Bureau of Child Hygiene of New York City, "but the time has come when we must be just as busy Hooverizing the child." Dr. Baker has done notable work in this line in the last three years, and will doubtless be able to render a proper account for New York's quota. "America is getting over her primary inertia, but she has yet to realize that protecting children is war service of the first magnitude. Consider the tremendous loss abroad and the enormous need for these children to fill their fathers' places," was her serious injunction.

One of the most interesting statements of the entire conference was made by Dr. Baker concerning the care of mothers. "Prenatal work is the child-welfare work of the future. It will avoid the necessity of a large proportion of the curative work which now has to be done. Compared with remedial child-welfare work, it is inexpensive. Intelligent provision for mothers before birth would cut the death rate of children under a year old to one-half. A good many cases of disease and subnormality of children are due to congenital causes, and it has been found that this class of cases never grows less. The problem is now hardly attacked at all."

We hope that all Committee Conferences will prove as suggestive as this one, a record of which, if space permitted, we would like to print in its entirety. Before our next issue, the weighing and measuring of children will have begun. We hope that there will be no lack of volunteers to assist our child-welfare departments in the several states.

WHAT THE STATES ARE DOING TO HELP WIN THE WAR.

PUTTING THE AMERICAN WOMAN ON HER JOB.

"Registration for war service is the biggest piece of work which has been given to the women of Michigan to do," Gov. Albert E. Sleeper told the Committee at the recent convention held in Detroit. He gave to the project his heartiest indorsement and pointed out in no uncertain terms the importance of the undertaking.

A chairman of registration in one township in South Dakota struggled valiantly through the cold, snow, and rain to make a house-to-house canvass for women who would give time to the Government.

Again, in South Dakota, there is a woman whose husband is farming a three-quarter section. That means tremendously heavy work for the housewife on a farm. Nevertheless, she took the unit chairmanship, saying "Some one must, and all farmer women are busy. I'll do my best." This is the spirit which sends boys to the front and makes it possible for them to stay there.

A woman in Kansas City, Mo., registered that she had served in Poland as a policewoman, and offered her services in that capacity wherever she might be needed. The daily papers were much interested in the case and ran a story about it. The next day a telegram came to headquarters of registration from a city in the state, asking if it would be possible to get into communication with this woman. The necessary information was given, and within three hours she had been employed by the city making the inquiry.

A call to the Kansas City registration headquarters for 250 stenographers to go to Washington was filled from registration cards. Later calls were received for social-service workers, and 100 were furnished. In St. Louis forty social-service workers were secured for the Provident Association through reference to the cards.

WOMEN SOLDIERS.

The Colorado division is taking a census of nurses, especially needed now both in Army and civil life. They have appointed additional directors for the work. "The people are responding to the call like real soldiers."

In North Carolina, Kansas, and Delaware a complete survey of nurses has been made, and a number of classes started in the latter state, where local sanitation is being studied and violations of the law reported to the board of health.

PREPARING TO FARM.

Experimental work in teaching and training girls in agriculture is one plan of the Illinois Division. A land army has been formed, and units will be sent to the dairy districts. Others will be trained for truck gardening. A costume of some serviceable design and material (not khaki) is under consideration.

In Springfield, Ill., the local unit will establish a store where instructions on gardening will be given

by experts, and seeds will be for sale in connection with an exhibit of garden tools. It will be a strong character, and one embittered about gardening, that goes into that store when spring is in the air and comes away without an outfit for a summer's garden and a head full of plans. A map of the city hangs on the wall showing vacant lots and the names of owners who are being interviewed in respect to using the land for gardens. Advice about the kind of seed to plant and how to plant it can always be secured, and plow factories will demonstrate plows on vacant lots and incidentally cultivate the land. Seed is provided free to anyone not able to buy it. There is even an expert on hand to tell exactly how to cope with garden insects.

YOUR WAR HOUSE IN ORDER.

In the spring a woman's fancy turns to house cleaning, and state conferences are the means many divisions are using to put their houses in order. The Michigan conference, which is the only one whose results have been reported as we go to press, took place on March 12 and 13. The two subjects considered were increased food production and registration, one day being given to each subject. The state chairman reports that it was a wonderful and thrilling occasion with a large attendance, and that great enthusiasm was aroused both for registration and for the "Woman on the land."

The New Jersey conference took place on March 19 and 20 at Trenton. Though held under the auspices of the Committee, it was not only for members but for all women interested in war work or war problems.

The Tennessee conference will be held at the state capitol on April 4 and 5. Reports from all women's war organizations of the work they have done will be submitted, and records made of it to send to Washington. Dr. Anna Howard Shaw will be present to address this meeting.

PRACTICAL ART.

The Michigan and Illinois Divisions have arranged for a course in mechanical drawing and drafting for girls. The Government needs draftswomen.

SONG STIRS THE BLOOD.

The formation of a "Liberty Chorus" in every county of Idaho is one of the efforts of that Division. Sometimes it is made up chiefly of high-school students. They are to be used at all community meetings, so that the Nation's famous war songs can be made familiar and sung by both chorus and audience as often as possible.

THE FARM BUREAU.

The Connecticut state chairman has issued a letter urging all the county chairmen to do everything possible to assist the County Farm Bureau membership campaign. The letter runs, "This campaign offers the best opportunity which the people of Connecticut, who are not actual producers of food, will have to contribute directly to the solution of food production and

conservation problems within the state. The farm bureau exists for the women as well as for the men. At least 100,000 women throughout the State will be reached by the demonstrations during the coming year and as many more will be reached by other means."

INFORMATION ON PRICES.

Reporting unreasonable charges for food is one way in which the New Jersey Division is cooperating with the State Food Administration. Notices are inserted in the papers asking women to advise headquarters of exorbitant or unlawful sales.

AGE DOES NOT DISCOURAGE THIS WOMAN.

The Jasper County (Mo.) unit has the honor of sending in the registration card of a woman 103 years old, who is a trained nurse, born and educated in Scotland. She offers her services for the period of the war, saying that she will serve anywhere.

SAVING TIN FOIL AND FABRICS.

Saving tinfoil and collapsible tubes, in wide use for dentifrices, paints, and other materials, is a real war-time saving which is being encouraged by the New York Division, because it is saving without false economy—the regeneration of material which otherwise would be lost.

This Division will cooperate with the National Retail Drygoods Association in their plan to eliminate the sample-giving evil, as it is estimated that an average of 1 per cent in fabrics is given away in samples, although the result in sales is insignificant.

PATRIOTIC WOMEN NEEDED.

A local unit is getting under way at Live Oak, Fla. In this county, through which the famous Suwanee River flows, thirty-two draft opposers were recently captured as they were escaping, hoping to reach Bumbebee Island, refuge of outlaws.

RUMMAGE SALE.

The Columbia Unit of Missouri raised money by a monster rummage and auction sale. Some of the women went to the farmers soliciting donations of corn, obtaining a bushel here, two bushels there, until they filled a wagonload. This netted them a handsome sum. Eggs, chickens, sets of eggs, oats, and a pig were collected. The State Director of Child Welfare donated her prize rooster, which created the greatest interest and enthusiasm.

CANS COMING.

Florida has set itself the stint of raising and canning three million cans of "garden sass" in 1918. This may sound presumptuous, but Florida's canning clubs are in earnest, and cans are already bought and being shipped into the state.

USING THE HOME EXTENSION SERVICE.

Ohio's division sent out a county agent to explain the food situation to the farmers' wives in the "hill counties" away from the railroads last year. She returned reporting that she must study further on the "Home Extension service of the agricultural colleges,"

"I couldn't make a dent in those people until I talked to them about 'extension,'" said the agent.

WHO KNITS.

In a little village of 600 inhabitants, in Hope, N. D., a recent sale to procure money for knitting material brought in \$4,000 in one day. The story of that day is inspiring. Everything from a canary bird to an automobile was sold. "One hen egg brought \$47.50."

GOOD RECRUITS.

One of the recruits of the Indiana Speaker's Bureau did such efficient work that she was called into the national service, going to South Dakota under the auspices of the Food Administration, making a whirlwind campaign of thirty-four speeches in eight days.

IN THE MOVIES.

The Committee is getting into the films in a number of places. In Kennett, Mo., reels illustrating various kinds of war work of the local unit are shown once a week. Patriotic addresses are given in the picture houses.

NATURAL PAINT GROWN IN GARDENS.

Georgia reports she is getting ready to plant gardens everywhere, and it is estimated that last year Georgia cut in half the amount she paid for food-stuffs as compared with what was spent in 1914. They propose this year to reduce the amount still more. Farmers' wives report that they have never before spent so little at the near-by stores as this winter, and their pantry shelves are still well supplied with canned fruit and vegetables.

One of Georgia's most prominent speakers is constantly calling attention to the fact that gardening and outdoor work will give natural color to girls' cheeks, so that they will break themselves of the habit of depending so largely upon the drug stores.

TOWELS FOR THE SOLDIERS.

A towel shower is one of the efforts to which Georgia women are giving much time and thought. Base hospitals in Atlanta needed towels. Already 10,000 have been received and distributed.

THE GOSPEL OF FOOD.

"The food war is fought right here," says the Iowa Division. Not only how to save food, but the reasons for the war, are being taught in the domestic-science classes of the Iowa schools, owing to a happy cooperation between the education and food administration departments of the committee. The Chairman of Education, finding that many of the teachers did not themselves know enough about history or current events, succeeded in getting the three great state schools, the University, the Teachers' College, and the Agricultural College, to give courses for teachers in

different phases of food conservation. The State Chairman writes:

"We are going to reach the people who skip everything but the locals in the newspapers and never go to public meetings. For their children go to school." Telling people what they ought to do has little value unless you can make them also see why they ought to do it.

COALING.

The Illinois Division accomplished a great deal during the two weeks of acute coal famine. Sixteen thousand three hundred and thirty-nine orders for coal were filled by the woman's section of the Illinois Fuel Administration.

THE HELPFUL HEN.

Colorado is another state stressing poultry this year, especially the Hinsdale County unit.

BE A SOLDIER OF THE SOIL.

The appended card is a real contribution:

Maryland Council of Defense—Women's Section.

Food Production Committee,
518 North Charles Street.

I pledge myself to do my bit, as a soldier of the soil, in _____ during the year 1918, by:

Planting a food garden.....
Raising chickens.....
Raising pigs.....
Increasing dairy products.....
Fruit growing.....

(Place a cross opposite the work you intend to undertake.)

Name..... This pledge secured by:
Address.....

THE EXAMPLE OF THE CHILDREN.

The Children's Public Market has proved itself of extreme interest in Sante Fe. The school children in the thrift clubs above the fourth grade provided themselves with an outlet for their garden produce. It proved itself very useful for disposing of stuff already planted for family purposes. The children made tables of light and easily transportable material, suitable for displaying their products. Some brought their goods on little wagons and lined them up so they could be examined. The market, which offered vegetables, fruits, squabs, chickens, and eggs, was open Saturday morning from 9 until 11. The sale was supervised by a committee of five women in turn. This coming summer Sante Fe will have a market for adults as well as children.

The State division urges maintenance of open markets in every city and town in New Mexico; it does not matter on how small a scale the market be started, the main thing is to begin. They call markets New Mexico's "big thing."

A BAS SUBMARINES!

In Vermont, Massachusetts, New York, and Michigan the committee is assisting in the enrollment of ship-builders.

THE COMMITTEE PLAYS DETECTIVE.

Word came some time ago to the agricultural county agent's office in Crow Wing County, Minn., that men calling themselves representatives of the Food Administrator were examining the supplies in the cellars of people living near Crosby and Ironton. He called up the county and town chairmen of the Woman's Committee at once. Within 10 minutes after the message came the town chairman of Crosby had put in the hands of the printer copy of a handbill asking everyone to assist in apprehending these "misrepresentatives" of the Food Administration.

THE VALIANT POLICEWOMAN.

Indianapolis has secured a policewoman, due to the efforts of the health and recreation department of the Indiana division. She will assist in maintaining desirable conditions in the camp at Fort Benjamin Harrison this summer.

REAL COOPERATIVE ENTERPRISES.

To put an end to profiteering, the New York State division is urging the organization of all persons now cooperating in a minor way in buying and selling in the state. It is the experience not only of our own people but of a great number of other countries that, if purchaser and seller can be brought into agreement on the principles of eliminating unnecessary middlemen, profiteering may be cut out and the cost of commodities so reduced that the workingman's purse feels less hardship.

UNIQUE FEATURE IN LONE STAR PARADE.

On Texas independence day our division in Texas took part in a big patriotic parade. Instead of flags, the Texas publicity chairman suggested using small gas balloons, in red, white, and blue. These were to have strings 8 feet long, and on these strings were fastened bulletins on food conservation, thrift, etc. At a given point in the parade these balloons were liberated to float away and carry their messages to other parts of the state.

WE ATTEND TO TEETH, TOO.

In Delaware a dental committee was formed by the state division, which equipped a dental clinic and secured the volunteer services of a number of prominent local dentists. Here recruits who otherwise would not be able to pass the examination for service in Navy or Army were given treatment. One hundred and thirty-one recruits were benefited by the work of the clinics. The committee continued its work as long as the need was felt, and, although temporarily disbanded, is ready to reorganize whenever called again.

In England this sort of relief station is called the "Ivory Cross."

LOOKING BRAVELY TO REEDUCATION.

The Missouri department of courses of instruction is assembling information as to the courses available in St. Louis for the training of teachers to be employed in the reeducation of handicapped men returned from the battle fields. To this end an advisory committee has been formed, consisting of two medical men, one business man, one labor representative (the superintendent of a trades school), and they succeeded in establishing an employment bureau for crippled civilians (sponsored by the chamber of commerce and indorsed by the war board) in order to ascertain in what forms of industry the various classes of cripples may be valuable. A record will be kept of the findings of these experiments for vocational guidance.

CONVENIENCE PLUS PROTECTION IN DELAWARE.

A tea house with a small dormitory for women and girls visiting soldiers has been established at Delaware City.

SEEING IS BELIEVING.

Missouri excels in the matter of pageants, and arrangements for the performance of the "Progress of Liberty" have been made through the month of July. These performances will take place twice a month in different parts of the state. The pageant is an educational one, and has already been successful, as was the "Building of a Nation" last year.

CONSERVATION MATHEMATICS.

"Vital statistics" may make dry figures interesting to the children in the public schools in Evanston, Ill. The conservation committee there has prepared arithmetic and algebra textbooks, which the schools have introduced. Instead of finding out how much faster A can run than B, the children have such problems as this:

The average use of wheat flour is 4.9 pounds per person each week. If on wheatless days no wheat flour is eaten and normal amounts are used on other days, what would be the saving in flour per person each week? For Evanston? For the whole nation of 100,000,000? About how many barrels of 196 pounds each will be saved by the Nation weekly?

So interested are the children in these problems, which have been carefully compiled according to figures obtained from the Food Administration, that they go themselves to the grocery and butcher shops to find out prices, weights, amounts, and to compute what can be accomplished by various kinds of saving.

SURVEYS.

Through its questionnaire called "Industrial Survey of Women Employed Outside the Home," the Minnesota division (Committee on Women in Industry) has effected a piece of valuable work which saves other surveys by organizations perhaps not in a position to do the job so well. The associated charities of Minne-

apolis has been planning a survey dealing with the hours of labor, sanitation, women replacing men, and the history of married women with dependent families. One large industry in Minnesota also proposed a similar investigation. The Minnesota division made their questionnaire comprehensive, and the answers secured will be available to everybody.

WOMEN AT WORK.

"One canner," reports the California Women in Industry department, "who was complaining about an inadequate labor supply last season was asked if he knew where women could be housed and fed. He did not know this, nor the cost of board nor where his workers could get board. Yet this man was complaining because he could not get women to come from Los Angeles when not even he knew how they could be taken care of." The California division investigates such cases.

In Delaware, where the Women in Industry department has four subdivisions, the one dealing with standards reports an increase of women in clerical positions and women replacing men in mechanical positions in various mills, railroad shops, and factories. A uniform is worn by the workers. Women are grinding tools, operating drill presses, distributing tools and materials in storerooms. So far as the committee could discover, no articles weighing over 25 pounds are handled. The committee has under consideration the housing problem at Newcastle.

In Illinois, Secretary Baker's ruling on tenement-house labor and the standards for Government contracts have been sent to the trade-unions and many other organizations. The Women in Industry department there has made recommendations, as a result of its investigation, which include such items as higher wages, an eight-hour day, no night work for women, and one day's rest in seven.

LITERATURE.

No state has put out a more excellent group of pamphlets than California. Their subjects are public health, information and library service, Americanization, maintenance of social agencies, women in industry, girls' war service, and conservation recipes.

ANOTHER REASON FOR ENGLISH.

There are many reasons for pushing Americanization—the usual one is patriotism. Another angle is presented by the chairman of the Committee on Women in Industry in Illinois: "Because many women do not speak English they are always the first to be exploited; they are always the first to be victimized. They are the victims of circumstances because they can not read the signs. They can not understand the boss when he says 'watch out.'" The Illinois division is actively at work on the campaign to teach English to all men, women, and children.

WOMEN DOCTORS MARSHAL RESOURCES.

A woman doctors' committee, with a representative in each county, recognized by Surgeon General Gorgas, is one of the new features of the work of the Connecticut division. A unit for emergency medical relief has been organized on the plan of the one that was so efficient in Halifax. A census of medical resources, ambulances, automobiles, chauffeurs, Red Cross equipment of beds, bedding, and available houses for receiving patients, etc., has been taken, and the Home Guard is being drilled for its part in giving aid. The extension of this plan throughout the state will be subject to the Surgeon General's orders.

OUR WORK.

THE WRITTEN WORD FROM WASHINGTON.

During the past month these circulars not previously mentioned have been issued:

No. 97, sent at the request of the Labor Department, which tells of the establishment by the United States Employment Service of a teachers' and professional service employment bureau in Chicago. The manner of sending circular letters and bulletins is covered in Nos. 99 and 99a. Two bulletins from the Council of National Defense, one on regular committees and the other on retail deliveries, were transmitted with No. 101. The Educational Department sent out in Nos. 103 and 105 information on Americanization of aliens, and transmitted a pamphlet by the National Americanization Committee. Dr. J. B. Peixotto inclosed the figures assigning to each state its quota of children to be saved during children's year in No. 104. In circular No. 106 Miss Tarbell writes of the scope and function of state publicity departments. A call for H. H. V.'s, or Home Health Volunteers, was made in circular No. 107 by Dr. Peixotto in the Child Welfare campaign; while Nos. 108 and 109 inclose a reference book and other material for speakers transmitted through the Educational Department. Nos. 110 and 110a announce the Conference on Child Welfare, which is reported elsewhere in this issue. Miss Patterson incloses an outline for bi-monthly reports in No. 111. Mrs. Lamar writes of annual elections in No. 112. No. 113 transmits to honorary members of the committee Dr. Esther Lovejoy's report upon her return from France (No. 113a to State Chairmen). State Chairmen are informed by circular No. 114 of plans for State Conferences of Representatives. No. 115 transmits a call for a conference of State Chairmen of Women in Industry. The American Library Association's request for books is the subject of No. 116. No. 117 incloses a letter from the Committee on Public Information on Americanization agencies. No. 118 is devoted to the transmissal of labor standards adopted by the Committee for Women in Industry. No. 119 is from Miss Tarbell to the publicity chairmen with a request for reports and directions on organization matters.

ORGANIZATION NOTES.

In four states the chairman of the Division is a member of the Executive Committee of the State Council, Florida, Arizona, Pennsylvania, and Utah. In thirty-five states the chairman of the Woman's Committee is a member of the State Council.

The State Council of Defense in Utah has been very liberal in its appointments, asking six representative women of the state, besides five members of the executive board of the Woman's Committee, to serve on the state executive committee. Utah women are very proud of this.

Our state, county, and town units now number over nine thousand, and in addition to these there are nearly a thousand precinct, ward, and district units. This month thirty-two states record an increased number of local units.

Six states give account of the organization of colored units. A school for colored girls has been opened in Daytona, Fla., the State Council financing the colored organizer's work.

Missouri has recommended that chairmen of units be put on all local councils. The governor of the state of New York has requested the County Councils to place the county chairmen of the Women's Committee of county executive committees.

FROM OUR FOREIGN NEWS BUREAU.

In a few lines of the address of Gen. Bordeaux at the funeral of the first American soldiers to fall on the French soil lies a message to the mothers of America:

"These graves, the first to be dug in our national soil, at but a short distance from the enemy, are as a mark of the mighty hand of our allies, firmly clinging to the common task, confirming the will of the people and Army of the United States to fight with us to a finish; ready to sacrifice as long as it is necessary, until final victory for the noblest of causes—that of liberty of nations, the weak as well as the mighty.

"We will, therefore, ask that the mortal remains of these young men be left—be left to us forever. We will inscribe on their tombs: "Here lie the first soldiers of the United States Republic to fall on the soil of France for justice and liberty."

"The travelers of France, of the allied countries, of America, the men of heart who will come to visit our battle field of Lorraine, will go out of their way to come here—to bring to these graves the tribute of their respect and of their gratefulness.

"Corporal Gresham, Private Enright, Private Hay: In the name of France, I thank you. God receive your souls. Farewell."

UNDERGROUND HOUSES AND INSURANCE.

In a number, dated November 23, of that wonderful little sheet, l'Independence Belge, published here, there, anywhere, voicing the still indomitable spirit of Belgium, there is an account of life in Paris, under date of February 19, written by Jean Bernard. He says that—

"Formerly one advantage of a Paris apartment house was that you did not have to know your neighbors." He had lived twenty years in the same one

without having his acquaintance with any of his neighbors go beyond the stage of a formal lifting of the hat when he met them in the hall.

"Air raids have changed all that. The cellar is the latest salon for polite conversation, and there one makes acquaintances.

"The porter who comes to warn you of an impending raid tells you as he knocks at your door that the gentleman from the first floor has already descended and that the lady from the second floor will not keep anyone waiting. All descend to cellars that have gradually become furnished. A few chairs and a table have been carried down to one. Some one else has installed a "divan de fortune," ready to pass the night under steamer rugs.

"The large hotels have converted part of their underground apartments into bedrooms, comfortable if not luxurious, putting in electricity and the necessary heating appliances. Here favored strangers pass the night in absolute safety. These bedrooms are always engaged.

"Practical men lose little time. Agents of insurance companies now visit you, proposing contracts that guarantee your property against damage from aerial raids. These policies have a short term. One signs for a year and hopes one may not have to renew. The tariff is high—three to the thousand—without counting the stamp, or the fee for registering, or the natural tax.

"As to insurance against personal injury, one pays a premium of twenty francs for 5,000 in case of death. The companies do much business. It is certain to be a useless precaution, but people take these policies just the same. At least it has given a little life to the insurance business, which has fallen upon dull days since the war began."

BOOKS RECENTLY RECEIVED FOR THE WAR LIBRARY AT NATIONAL HEADQUARTERS.

American Women and the World War. Ida Clyde Clarke. (D. Appleton & Co., New York.) \$2. A national service handbook of women's work. The first of its four parts is devoted to the work of the Woman's Committee with a chapter on each department. Part II tells of the state organizations, Part III the war-relief organizations, and Part IV a directory of the leading women's organizations doing defense work. It shows how women organized, what they have accomplished, and something of their plans for the future.

Women and War Work. Helen Fraser. (G. Arnold Shaw, New York.) \$1.50. With a foreword by President H. N. MacCracken, of Vassar College, was written to tell American women what English women have done. It tells of their organization, their relief work, their industrial replacement, and of the reconstruction that is to follow.

The World War. Elbert Francis Baldwin. (MacMillan Co., 1914.) \$1.35. How it looks to the nations involved and how it looks to us.

The Restoration of Europe. Dr. Alfred H. Fried. (MacMillan Co., 1916.) \$1. Suggestions for a world court or world state.

Nationalism, War and Society. Edward Krehbiel. (MacMillan Co., 1916.) \$1.50. With an introduction by Norman Angell. "For the dissemination of ideas and ideals which shall make for a reduction of war."

The Things that Men Fight For. H. H. Powers. (MacMillan Co., 1917.) \$1.50. With some applications to present conditions in Europe.

Roadside Glimpses of the Great War. Arthur Sweetser. (MacMillan Co., 1916.) A newspaper man's experiences in France. *Mr. Brillling Sees It Through.* H. G. Wells. (MacMillan Co., 1917.) \$1.60. One of the best stories of the war.

The Diplomacy of the Great War. Arthur Bullard. (MacMillan Co., 1917.) \$1.50. Written to help the American reader understand the diplomatic moves before the war.

The World at War. Georg Brandes. (MacMillan Co., 1917.) \$1.50. Including his "Foreboding—1881," and the "Conclusion" as to what must be the basis of lasting peace.

The Campaign of 1914 in France and Belgium. G. H. Perris. (Henry Holt & Co., 1915.)

War Bread. Edward Eyre Hunt. (Henry Holt & Co., 1916.) A personal narrative of the war and relief in Belgium.

Atlantic Monthly. Vols. 115, 116, 117, 118. (The Atlantic Monthly Co., 1915-1916.) Containing some of the best war stories in print.

Order by Battle. Frederick Scott Oliver. (MacMillan Co., 1917.) "In its practical teachings the best book that this war has produced."—Theodore Roosevelt.

Better Meals for Less Money. Mary Green. (Henry Holt & Co., 1917.) "A cook book with an economical and scientific viewpoint."

Carry On. Lieutenant Comingsby Dawson. (John Lane Co., 1917.) \$1. Letters in wartime.

Women of Belgium. Charlotte Kellogg. With an introduction by Herbert Hoover. (Funk & Wagnalls Co., 1917.) \$1.50. Concerning relief work in Belgium.

Italy, France, and Britain at War. H. G. Wells. (MacMillan Co., 1917.) \$1.50.

The Aftermath of Battle. Edward D. Toland. With an introduction by Owen Wister. (MacMillan Co., 1916.) \$1. With the Red Cross in France.

With the Flying Squadron. Harold Roosher. Introduction by Arnold Bennett. (MacMillan Co., 1916.) \$1.25. Letters to his family.

The War for the World. Israel Zangwill. (MacMillan Co., 1916.) \$1.75.

A Hilltop on the Marne. Mildred Aldrich. (Houghton, Mifflin Co., 1915.) Letters written June 3-September 8, 1914.

The Socialists and the War. William English Walling. (Henry Holt & Co., 1915.) Statement of the position of Socialists of all countries, with special reference to their peace policy.

The Heritage of Tyre. William Brown Meloney. (MacMillan Co., 1916.) 50 cents. Suggestions for the recovery of our sea heritage.

Women as Munitions Makers. Amy Hewes and Henriette R. Walter. (Russell Sage Foundation, 1917.) 75 cents. Study of conditions in Bridgeport, Conn., and Summary of Reports issued by British Ministry of Munitions.

Women at The Hague. Jane Addams, Emily Balch, and Alice Hamilton. (MacMillan, 1916.) 75 cents. The International Congress of Women and its results.

The Principle of Nationalities. Israel Zangwill. (MacMillan Co., 1917.) 50 cents.

Mobilizing America. Arthur Bullard. (MacMillan Co., 1917.) 50 cents.

Their True Faith and Allegiance. Gustavus Ohlinger. Foreword by Owen Wister. (MacMillan Co., 1917.)

Belgium. R. C. K. Ensor. (Henry Holt & Co.) Home University Library. 60 cents.

Poland. W. Allison Phillips. (Henry Holt & Co.) Home University Library. 60 cents.

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March 3, 1919.

Miss Lucia B. Johnson, Executive Secretary
Woman's Committee, Ohio Branch,
Council of National Defense,
State House, Columbus, Ohio.

My dear Miss Johnson:

This will introduce to you Mrs. Helen B. Irvin of the staff of the Woman in Industry Service, who is in charge of work for us in the special problems of Negro women in industry. She is planning to make a brief survey of conditions affecting Negro women in industry in various places in Ohio, preparatory to a conference to be held under the auspices of the Division of Negro Economics of the Department of Labor. We should be very grateful if you would give Mrs. Irvin the advice and assistance which she needs.

As I am not sure whether Miss Sherwin is in Columbus, I am sending this letter to you with the hope that you will introduce Mrs. Irvin to Miss Sherwin and to any others who will help her in getting in touch with conditions in Columbus and in other places in Ohio which she will visit.

Sincerely yours,

Mary Van Kleeck, Director
Woman in Industry Service.

MVK/ALL

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March 6, 1919.

Miss Lucia B. Johnson, Executive Secretary
Woman's Committee, Council of National Defense,
State House, Columbus, Ohio.

My dear Miss Johnson:

Miss Van Kleeck is out of town for several days so she has asked me to acknowledge your letter of the 18th and explain the status of our appropriation.

The Woman in Industry Service was the only war service recommended for continuance by the Committee on Appropriations but the appropriation recommended was only \$40,000. Efforts were made by Miss Rankin to amend it to provide for \$150,000 and after an interesting debate, which was in a sense a victory for us because of the statements of approval of our work, the motion to increase the appropriation was defeated by vote of 68 to 58. The house finally passed the bill carrying the appropriation of \$40,000, and no one raised the point of order which might have been sustained against us. The Senate, however, did not consider the Sundry Civil bill, so we must wait for the next session to know whether our work will go on after June 30th. In any event all of us must get together to work for the establishment of a Women's Bureau on a statutory basis. The report of this year's Committee on Appropriations and the debate on the amendment give us good material as a basis for such a campaign. We are counting on your interest.

Sincerely yours,

ALL

Secretary to Miss Van Kleeck.

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WOMAN'S COMMITTEE
OHIO BRANCH
COUNCIL OF NATIONAL DEFENSE

BELL 3690, 3691, 3692 STATE HOUSE, COLUMBUS CITIZEN 7883, 7031

February 18, 1919.

CHAIRMAN STATE HOUSE, COLUMBUS
MISS BELLE SHERWIN

VICE CHAIRMEN

MRS. GEORGE ZIMMERMAN - FREMONT
MRS. S. B. SNEATH - - - TIPPIN
MRS. LAWRENCE MAXWELL - CINCINNATI
MRS. MALCOLM L. McBRIDE - CLEVELAND
MRS. ELIZABETH WOLF - - - DAYTON

SECRETARY

MRS. W. O. THOMPSON - - - COLUMBUS

TREASURER

MRS. CLARENCE E. MACK - CINCINNATI

EXECUTIVE SECRETARY STATE HOUSE, COLUMBUS
MISS LUCIA B. JOHNSON

ASSISTANT SECRETARY - - - STATE HOUSE, COLUMBUS
MRS. HENRY R. SPENCER

Miss Mary A. VanKleeck,
Women in Industry Service,
Department of Labor,
Washington, D. C.

My dear Miss Van Kleeck;

At Miss Maher's suggestion, we sent letters under date of February 12th, to Ohio Representatives in Congress, asking for a substantial appropriation for the Women in Industry Service.

We thought you might be interested to see a copy of the letter, and are enclosing one. I assure you that our interest in the continuation of your Department and our appreciation of services rendered to the state, is most genuine and sincere.

Very cordially yours,

Lucia B. Johnson
Executive Secretary.

Encl.

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(C O P Y)

February 12, 1919.

Hon. Nicholas Longworth,
House of Representatives,
Washington, D. C.

My dear Mr. Longworth:

We shall be grateful if you will indicate to the Honorable Swagar Shirley, chairman of the Committee on Appropriations, that we are hoping to see an adequate and substantial appropriation made to the Women in Industry Service of the Department of Labor.

Information collected and policies developed by this Service have been of material benefit to the women of Ohio. The help given to women's organizations, such as our own Committee on Women in Industry, has been invaluable and leads us to believe that discontinuance of the Service would be disastrous. We believe that it is absolutely necessary at this time and that it has been wisely and efficiently administered.

Thanking you for your interest and cooperation, I am

Very truly yours,

Executive Secretary.

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STATEMENT PREPARED FOR THE NEWS LETTER OF THE WOMAN'S COMMITTEE

COUNCIL OF NATIONAL DEFENSE

The establishment of the Woman in Industry Service in the Department of Labor is a recognition of the national importance of women's work. Plans for it antedated the war by eight years, and it may be said that the importance of women's work antedated the establishment of the Woman in Industry Service some centuries. A women's bureau was asked for in 1909 by the National Women's Trade Union League to safeguard women in industry, and the request then made by wage-earning women themselves was prophetic of the larger view of women's work and of all labor which is now becoming clearer.

The two great needs of the nation are efficient and vigorous production and efficient and vigorous citizenship. The man-power of the nation is being drafted in overwhelming proportions into military service. Women must soon constitute the reserve force as well as the front line of the industrial man power.

The Woman in Industry Service, called into action during the war, therefore conceives of its task not as representing the interests of women as a separate class but as expressing in all its policies the nation's two-fold need for women's work, - the need for productive man-power and the need for the finest type of citizenship now and in the generation to follow. A new conception of women's service as normal and essential, so long as it be wholesome and efficient, in any occupation necessary to the national life, is the best promise of the new freedom for women, - freedom to serve their country through their industry not as women but as workers judged by the same standards and rewarded by the same recompense as men.

Protective measures necessary to safeguard health should be maintained and enlarged for women and men. They should have been extended long ago to men as well as to women, as the protection of equal citizenship and the rights of voluntary association should have been assured women as well as to men, from the moment when they took their place in industry. Women like men should not be given tasks harmful to them because of undue demands upon muscular and nervous endurance. Women will differ from men in physical capacity, but so also do men differ from one another in the work which it is physically safe for them to undertake. The great task now is not to set apart women from industry, but to apply the medical and engineering knowledge of the country to making all work safe and healthful for the men and women who are producing for the nation's needs.

The challenge of the nation to industry and labor at this time is to make industry safe and healthful, democratic and just, not in the interest of any one group, men or women, capital or labor, not because a nation's crusade for freedom imperatively requires it. The present stage of the crusade is war and production for the war. The next stage will be reconstruction and new growth. Upon the foundation of economic justice to all citizens must the new state be built.

OFFICERS

MRS. BORDEN HARRIMAN
CHAIRMAN
MISS MARY EDITH CAMPBELL
VICE CHAIRMAN
MRS. V. EVERIT MACY
TREASURER
MISS PAULINE GOLDMARK
SECRETARY
MISS AMY HEWES
EXECUTIVE SECRETARY

COMMITTEE ON WOMEN IN INDUSTRY
OF THE
ADVISORY COMMISSION
OF THE
COUNCIL OF NATIONAL DEFENSE
WASHINGTON, D. C.

EXECUTIVE COMMITTEE

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THE OFFICERS AND
MISS GRACE ABBOTT
MISS MARY ANDERSON
MRS. FRANCES C. AXTELL
MISS SOPHONISBA P. BRECKINRIDGE
MRS. SARA A. CONBOY
MISS MARY E. McDOWELL
MRS. GIFFORD PINCHOT
MISS MELINDA SCOTT
MISS FLORENCE THORNE
MISS MARY VAN KLEECK

NOTED
APB3 1918

April 2, 1918.

Miss Mary VanKleeck,
Room B, 3- 112,
New Ordnance Bldg.,
Washington, D. C.

My dear Miss VanKleeck:

Thank you for finding the time when you are so very busy, to go over the Jeffersonville report. It has been considerably smoothed out since you read it and I am now incorporating your suggestions. Miss Abbott and Miss Goldmark were very prompt with theirs this time, but I have not yet had corrections from Miss Anderson, and I am afraid to submit the reports without hearing from her. This is the only piece of work which is keeping me now.

I have telegraphed to Miss Anderson this morning and ought to hear from her today. This will make it possible for me to begin work with the Ordnance Department on Thursday morning, and I shall report then unless you hear from me to the contrary tomorrow.

Yours very truly,

Amy Hewes
Executive Secretary.

AH-DD.

OFFICERS

MRS. BORDEN HARRIMAN
CHAIRMAN
MISS MARY EDITH CAMPBELL
VICE CHAIRMAN
MRS. V. EVERIT MAÇY
TREASURER
MISS PAULINE GOLDMARK
SECRETARY
MISS AMY HEWES
EXECUTIVE SECRETARY

COMMITTEE ON WOMEN IN INDUSTRY
OF THE
ADVISORY COMMISSION
OF THE
COUNCIL OF NATIONAL DEFENSE
WASHINGTON, D. C.

EXECUTIVE COMMITTEE

161
88
THE OFFICERS AND
MISS GRACE ABBOTT
MISS MARY ANDERSON
MRS. FRANCES C. AXTELL
MISS SOPHONISBA P. BRECKINRIDGE
MRS. SARA A. CONBOY
MISS MARY E. MCDOWELL
MRS. GIFFORD PINCHOT
MISS MELINDA SCOTT
MISS FLORENCE THORNE
MISS MARY VAN KLEECK

March 16, 1918.

Miss Mary VanKleeck,
Room 301, 1330 F St.,
Washington, D. C.

My dear Miss VanKleeck:

Enclosed is the draft of the letter to the Chairman in the states where there are two representatives. Mrs. Field is unwilling to allow the reference to Dr. Shaw to stand if we keep the words: "subject to the approval of the Chairman of the Labor Committee", which Mr. Gompers wishes added. As there is no question of omitting this, the letters have gone out without the phrase indicating Dr. Shaw's approval. I am sorry for this; it seems that no concession whatsoever can ever be secured from the other side, but I suppose the matter is one which will soon belong to history.

Yours very sincerely,

Amy Hewes
Executive Secretary.

AH-DD.

March 16, 1918.

(Sanville, Guggenheimer, Gee, Drier)

In order to eliminate the confusion arising from two committees on women in industry in the several states, conferences have been held and a plan drawn for merging the state committees of the Labor Committee and the Woman's Committee. This plan has the approval of Mr. Samuel Gompers, Chairman of the Labor Committee and ~~Dr. Anna Howard Shaw, Chairman of the Woman's Committee~~, and is outlined in the report of the Committee on Co-operation as follows:

"Recommended by the Committee on Cooperation with the Woman's Committee that the state committees of the Committee on Women in Industry should be merged with the state committees on women in industry of the Woman's Committee. It is understood that these committees will be brought in close relation to State Councils of Defense. It is also recommended that the chairmen of these Committees on Women in Industry should be designated by this Committee as its State Representatives. If in any state there are at present different chairmen, it should be suggested to them that both should resign and a new chairman should be appointed by the Woman's Committee, subject to the approval of the Chairman of the Labor Committee."

In order that the adjustment may accordingly be made, I am instructed to ask your co-operation through the tendering of your resignation. You will, of course, understand that this is asked for, not without full appreciation of the valuable services which you have already rendered to the Committee and with the expectation that these will be continued under the new plan. In any case the continuance of your membership on the General Committee is urgently desired.

Yours very sincerely,

AH-AB.

Executive Secretary.

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March 15, 1918.

FINAL NOTICE

A meeting of the Committee on Women in Industry will be held in the Auditorium of the Interior Building, 18th and F Sts., Washington, D. C. at 10 :30 on Monday, March 25th, 1918.

Arrangements are being made for the members to have lunch in the cafeteria in the Food Administration Building, two blocks away. For this purpose it will be necessary to inform the management of the exact number to be served. Will you kindly let this office know whether you intend to be present at the meeting and whether you would like to take lunch in the Food Administration Building?

Amy Hewes
Executive Secretary.

Teleph. Will come to lunch.

Room 8800 -
New Interior
Building

3 Green (put in Picatimny)
Smith

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- MISS FLORENCE THORNE
- MISS MARY VAN KLEECK



March 15, 1918.

Miss Mary Van Kleeck,
Industrial Service Section,
Ordnance Department,
Washington, D. C.

My dear Miss Van Kleeck:

At last Miss Abbott and Miss Goldmark have agreed on the recommendations for the Picatimny report and it is being formally submitted to the Secretary of War and to Dean Schneider. I am inexpressably sorry that this formal final action has been so long delayed.

Will you be so kind as to return or destroy the preliminary drafts of the report which were sent to you in January?

Yours very sincerely,

Amy Hewes

Executive Secretary.

AH-AB.

161
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MISS MARY VAN KLEECK

Feb. 16, 1918.

Miss Mary VanKleeck,
Rm. 301, 1330 F St.,
Washington, D. C.

My dear Miss VanKleeck:

The copy of the Picatinny Arsenal report sent to 1912 G St. when we understood you were confined to the house, has been returned to this office this morning. I had hoped to send you today the report in final form but have received, only this morning from Miss McConnell who has had a typed copy since January 26th, a request for several changes, which are not yet made. However, I would suggest that you use the enclosed copy instead of the drafts that were formerly sent you if you wish to refer to the Picatinny material in the meantime.

Yours very sincerely,

Amy Hewes

Executive Secretary.

AH-DD.

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MISS MARY VAN KLEECK

February 14, 1918.

Miss Mary Van Kleeck,
Room 301, 1330 F St.,
Washington, D. C.

My dear Miss Van Kleeck:

I now have the Picatinny report in shape for transmission though I am still holding it in order to clear up one or two minor points with Miss McConnell. These were taken up with her some time ago, but West Chester appears to be a very inaccessible place and mail is very much delayed in reaching her.

I have written to find out from Miss Goldmark if the recommendations of the committee are ready. As soon as I receive these, they will be typed and the report formally transmitted.

Yours very sincerely,

Amy Hewes.

Executive Secretary.

AH-AB.

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Washington, February 14, 1918.

Miss Mary Van Kleeck,
Room 301, 1330 F St.,
Washington, D. C.

My dear Miss Van Kleeck:

I have talked over the Committee's future with Miss Abbott and Mrs. Macy. They both agree that there is no question, but that the best opportunity for effective work should be seized. They also agree, however, that it would be very desirable if the Committee could hold together long enough to secure the following things:

1. Recommendations for the supervision of woman labor in the Navy Department on the basis of the Brooklyn and Charleston reports;
2. Recommendations for the supervision of woman labor in the Quartermaster's Department on the basis of the Jeffersonville report;
3. Recommendations for the supervision of woman labor on the railroads;
4. The recommendation of an able person to head the Woman's Division in the Department of Labor.

It is Miss Abbott's idea that if these things can be done the Committee's further function of advice and criticism might be rendered through a different organization and personnel from the present.

Miss Abbott is going to try to arrange to be at the Committee meeting on Monday afternoon. Can we depend on you to be there at that time? If so, I will try to arrange the agenda so that the questions which require important action shall come up at that session.

Yours very sincerely,

Allen Hewes

*Send Applicant
Jensen*

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MISS MARY VAN KLEECK

Feb. 11, 1918.

Miss Mary VanKleeck,
1330 F. St.,
Washington, D. C.

My dear Miss VanKleeck:

I can not explain why a copy of the Picatinny report has not reached you unless it was treated as second-class mail matter, because enclosed in a manilla envelope. This sometimes happens. When the report was first typed on February 1st, we could not reach your office by telephone. Later on February 5th, Miss Bradford was informed that you were still at home and the report was sent to you at 1912 G St.

I am enclosing herewith another copy. Miss Mc Connell has not yet sent in any corrections for this. Changes in form will doubtless have to be made. It was sent out to the committee in order to expedite action in the hope that the committee might draw up recommendations in the present form of the report, so that it might be filed sooner than otherwise.

Yours very sincerely,

Amy Hewes
Executive Secretary.

AH-DD.

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MISS MARY VAN KLEECK

January 24, 1918.

Miss Mary VanKleeck,
Room 301, 1330 F. St.,
Washington, D. C.

My dear Miss VanKleeck:

The enclosed additional reports on the
Condition of the Garment Trade in Philadelphia
have just been received from Mrs. Semple.

She says in a letter accompanying the
reports:

"You will notice that they bear out the
general tenor of the information contained in
the earlier reports, with the exceptions arising
from the fact that a larger proportion of these
places are located in the better district of the
city. You will notice that these reports reveal
to a limited extent the practice of sub-contract-
ing; they also in at least one instance show that
"home work" is employed. In this lot of reports
33 places are covered, bringing the total in our
inquiry up to 143. I feel that we may consider
this a fairly representative number."

Yours very sincerely,

Amy Hewes
Executive Secretary.

AH-DD.

No. 1.
January 2nd.
D. Klein & Bro. 927 Market Street.

Do custom work for officers cutting and alteration done here.
Garments sent out to workshops.
One woman in office and one making alterations.
Fire escape opening from windows on rear of building.
Fire buckets and wood stairway in front of building.
Sanitation good.
Wages of woman \$9.00; formerly \$7.50 per week.

Samuel Sternberger & Co., 10th & Filbert St.

Mfg. shirts for Government and commercial trade.
Females employed on Government about 150.
Building equipped with sprinklers, water buckets and extinguishers.
Fire escapes are on front of building and two sides. These open from windows, and where Government is made entirely, there are three exits without steps.
Sewing machines well guarded.
Sanitation good, except that two toilets ventilate into building. Understood this condition will be charged.
General working condition excellent.
Women on Government work were said to be making more than those doing commercial work.
Government week workers paid \$9.00 and \$10. per week.
Government piece workers making an average of \$12.00 per week.
One old woman earns but \$5.00 and one over \$30.00 per week.

Park Bros. & Crane, 10th and Filbert Sts.

4th Floor Mfg. overcoats. Fire, building and sanitary conditions same as above.
General working conditions good.
Wages \$14.00 to \$18.50 for time workers. One button sewer earns \$25.00.
Machine piece workers about \$25.00.
About twenty-five women employed.

J. Rinish & Son, 1001 Filbert Street.

Contract completed. No more work in view.

S. Weiss & Son, 1026-28 Filbert Street.

Mfg. bed sacks. Contract will be completed in two or three days.
No women employed on Government work.
Two girls doing finishing on dress skirts.

Nathan Faggen & Sons, 1026-28 Filbert St.

This place is branch of Nathan Faggen & Sons, 13th & Rave Sts., of which report was made on Saturday.
Commercial work only made here.

H. J. Altman, 1026-28 Filbert St., 6th Floor.

Mfg. bed sacks. Seventeen women and one minor girl employed.
Fire escape opening from window. No steps. Was told Fire Dept.
gave order to owners of building to provide steps.
General working conditions and sanitation good.
Size of work congests operation exit on wall side of room.
Guards on machines used by women. Majority of machine operators
are men.
Piece workers paid same wage as men.
When full week of fifty hours is made wages are from \$20.00 to
\$35.00.
Minimum women wage \$18.00.

Newfort Mfg. Co. 1010 Race St.

Mfg. bed sacks. About 30 females employed.
Fire tower in front of building; fire escape in rear which opens
through window with steps leading to it. Sprinkler system and
water buckets.
General working conditions and sanitation good.
Sewing machines well guarded.
Maximum wage for piece workers \$35.00 to \$36.00 per week.
Minimum time workers \$7.00; Maximum \$13.00 per week.

U. S. Knitting Mills, 1010 Race St. 4th Floor.

Mfg. Sweaters for Navy.
Have just finished contract and are now waiting for yarn, to begin
new contract just received.
Fire equipment and building conditions same as above.
Sanitation and general working conditions excellent.
Sewing machines guarded over shaft.
Machine operators average \$14.00 to \$15.00 per week.
Before War operators averaged \$9.00 to \$10.00 per week.
Time workers average \$9.00 to \$14.00 per week.
Before War " \$8.00 to \$8.00 " "

American Uniform Emb. Co. 1207 Race St. 1st Floor.

Emb. for officers' uniforms. Not over two women employed.
This work is done for jobbers.
General working conditions and sanitation good.
Could not get definite information as to wages. Said women were
making more than before War.

No. 1. January 3rd.

Wannaker & Brown, 1427 Vine Street.

Mfg. Trousers.

Fire proof building. Fire tower and fire proof stairway in front of building. Equipped with sprinklers and water buckets.

Sewing machines have modern guards.

General working conditions good, except congestion from clothing on one floor. Some difficulty in getting it removed as rapidly as it should be.

Asked several females regarding wages. Was told by one that - they could make from \$20.00 to \$25.00 per week.

Another made \$23.00 per week. One from \$16.00 to \$17.00 and one beginner \$9.00 per week.

Before inspection was completed employes on the 7th floor walked out. Demanded more money.

Telephones to office of strike and matter was at once placed in Mr. Young's hands for investigation.

W. F. Allen & Co. 1427 Vine St. 5th Floor.

Building conditions same as above.

Mfg. Trousers.

This place has very recently been opened and sewing machines are not yet guarded, but, it is expected to have guards placed by January 15th.

Congestion on this floor for reason reported above.

Toilet arrangements good. Some difficult, at present, throughout building owing to frozen pipes.

Female piece workers earn to \$23.00 per week.

Trimmers on time work are paid \$8.00 to \$9.00 per week.

W. Bernstein & Co. 527 -553 N. 8th St.

Mfg. Overcoats.

Employ 10 to 12 females.

Fire tower front and rear of buildings. Springler system and water buckets.

Monthly drill given by Fire Department.

Modern guards on sewing machines.

Sanitation and general conditions good.

Contract almost completed. Have only been at work on it about two weeks.

Could not get satisfactory information regarding wages as no females had worked a full week.

No difficulty in getting help.

W. T. Allen & Co., 533 N. 11th St. branch of 1427 Vine St.

Mfg. Overcoats and Trousers.

Fire proof building; two fire towers; sprinkler system and fire buckets.

General building conditions exceptionally good. Windows on four sides of room. Sewing machines placed in short rows with very wide passage-ways. A great improvement over the usual long row.

Place opened only a few days and machine guards ordered are not yet on.

No. 2. Jan. 3rd.

Could get no information of wages which was satisfactory as place has been in operation less than a week.

Charles E. Shedaker & Sons, 533 N. 11th St.

Mfg. Drawers.

Building conditions and fire equipment same as above.

Modern guards on sewing machines.

Employes not making as much as on some lines of Government work.

Was told that contract price on this line of work is very low.

Average wage \$12.00 - Maximum \$23.00 - Minimum, except one minor child \$8.00.

533 North Eleventh St.

Girl in this building operating elevator.

Receiving \$9.00 per week. Promised later an increase to \$11.00

Not a man's wage.

1st.

Jan. 7th.

Dryfous & Land, Broad & Wallace Sts. Given on list.
Are doing no Government work and have done none.

Wannmaker & Brown, Broad & Wallace Sts.

Mfg. Blouses.

Fireproof building. Two fire towers & fire proof stairway.
Also life lines, fire tank & water buckets, sprinklers & extinguishers.
This plant has been opened but a few days and a small number of
machines are now running. When in full operation expect to have
about 300 machines. These machines are being guarded as rapidly
as possible.

General conditions promise to be exceptionally good.

At present 30 women are working.

Minimum week wage \$9.00

Maximum " " 12.00

Said minimum piece would be \$15.00

" maximum " " " 24.00 to 26.00.

Wertheimer & Co. Broad & Wallace Sts.

Had a small Government contract which has been completed. Tried
to get another but failed. Looked the place over and found ex-
cellent condition in every way.
Building as above. Was told that sub-contract work had been offered
but refused.

A. B. Kirschbaum & Co. 15th & Wallace Sts.

This is the same building described above. Fire equipment
sprinkler system, buckets & extinguishers. Fire towers were locked
and keys kept near. This is done to prevent stealing. Think some
other way should be arranged to prevent this.
Sewing machines, the 1st. found, are of new construction with shaft
encased and raised to height above danger point. A few machines of
old style are guarded.

A nurse has recently been installed and seemed to be doing useful
and efficient work. Sweeping is very well done for a plant of the
size, but toilets were not as they should be, this condition, in
large part, I think is due to the freezing of pipes. The nurse
is trying to have a woman placed in charge of women's toilets and
I think it will be arranged. Lights are also needed in two toilets.
180 to 200 females are employed.

Minimum time workers paid \$12.00

" piece " " 15.00

Maximum time " " 18.00

" piece " " 32.00

\$5,000 overcoats are made each day.

#1st. Jan. 8th.

Bernstein & Braun, 22nd. & Arch Street,
Removed from 1012 Arch St., Address given on list,
Doing no Government work.

Quaker Robe Company, 22nd. & Arch St.
Mfg. Knitters. Employ about 70 women.
Fire Proof Building. 4 fire towers, extinguishers, sprinkler system.
Machines guarded. Sanitation & general conditions exceptionally
good.
Piece workers earn from \$12 to \$25.
Time " " " \$ 9 to \$12.
Prices formerly paid for work were equally good.
Vocal lessons are given on certain days by the Y. W. C. A.
A piano and victrola are in the factory. Was told that dancing
is also allowed during the noon recess.

Sweet, Orr & Co. Inc., Mfg. Shirts.
Fire proof building. Two fire towers, sprinkler & hose.
Sewing machines guarded. Commercial done on them.
General conditions good.
No Government work done here except cutting, pressing and folding.
Sewing on this work done outside City at Company's factories.
9 women on Army shirts.
Average \$12.00 per week.

B. Axe & Company, 1315 Cherry Street.
Mfg. Bed Sacks & Breeches.
Employ from 50 to 60 women.
Sewing machines equipped with guards.
Fire proof building. Sprinkler system & hose.
Two fire towers & fire proof stairway.
Passageways to fire towers congested.
Building conditions good. Sanitation very poor.
Excuse given for this. Moving old machines to another building.
Minimum piece workers \$18.00 Min. time machines \$12.00
Maximum " " 28.00 Max. " " 20.00
Minimum time " 16.00 Trimmers
Maximum " " 10.00 "

Sure fit Skirt Company, 303 Arch Street.
Given on list of addressed. Building closed.

B. A. Bittan, 505 Market Street.
Mfg. "Slickers" for Army.
Fire tower in rear has two exits. Fire equipment consists of
water buckets.
A few employes are on a floor leading from the main workroom,
which is but seven feet in height and the room directly under this
is slightly over 8 feet high. These rooms are without doors
which gives better ventilation than would be expected.

#2nd. Jan. 8th.

Passage ways badly congested and sanitation not of the best.
Frozen pipes, in part, to blame.
Wages for piece work vary from \$18.00 to \$35.00 per week.
" " time " " " 7.00 " 18.00 " "
No sewing machines guarded. Said guards were ordered.

The Hirmac Company., 133--137 N. 7th Street.

Mfg. Breeches.
Fire tower & Fire escape on rear of building. Exits to fire escapes
open from windows. No proper steps, and window sills filled with
various things.
Building equipped with sprinkler and water buckets.
Fire drill given by Fire Department.
Sewing machines well guarded.
General working conditions are good.
Over 130 females are employed and the two floors occupied have
but three toilets for their use. Another one could be given them
but the number would still be insufficient. Toilets were kept in
as good condition as possible with the class of people employed,
but were far from sanitary, due, I think, to poor plumbing.
Wages for piece work varied from \$15.00 to \$30.00 per week.
" " time " " " 12.00 to 15.00 " "
Trimmers from 6.00 to 8.00 " "

No. 1 - January 9th.

Carney & McLaughlin, 601 Vine St.

Mfg. Army Hat Cords.

Employ twenty-five women of whom six are working on Government contract. Was told that some of the work was given to "home workers". Building is equipped with buckets of water and a fire tower in rear. Machinery partly guarded, but very light and with little danger. General conditions fair.

Max. piece workers paid \$12.00 per week. Min. \$10.00
All time " " \$18.00 " "

Gatty and Leopold, 8th & Vine Sts.

Given on list. Commercial work only.

Louis Fleisher, 1217 Vine Street.

Mfg. Overcoats.

Employ thirty females.

Building fire proof. Fire tower and fireproof stairway.

Sprinkler system and fire buckets.

Machinery satisfactorily guarded and general conditions of factory satisfactory.

Max. piece workers \$27.00 per week.

Min. " " \$12.00 " "

Max. Time " \$22.00 " "

Min. " " \$12.00 " "

Factory opened for this work.

S. Abrahams, Juniper & Vine Sts.

Given on list. Commercial work done here and cutting. Government work at outside factories. Tried to reach one on North side without success. Could not locate from address given.

Joseph Cramer, 210-12 N 13th St.

Mfg. Shirts on sub-contract.

Place is a workshop.

Building fireproof and equipped with water buckets and extinguishers.

There is a fire tower and a fireproof stairway. Machines guarded.

Building conditions good.

Sanitation poor, owing to serious illness of porter.

Effort being made to supply his place.

Max. piece workers \$25.00 per week.

Min. " " \$18.00 " "

No time workers as finishing is done at factory of contractor.

Jacon Cohen, 11th & Race Sts.

Mfg. Bed Sacks.

Contract just completed. Hope to get another.

Building fireproof; two towers, sprinkler system and water buckets.

General conditions exceptionally good. Machines well guarded.

No. 2 - January 9th.

About 16 women were employed on this work.
Wages of piece workers ranged from \$8.00 to \$28.00 per week.
Time workers were paid \$10. per week.
Wages said to be higher than paid for the regular line of work.

OFFICERS

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COUNCIL OF NATIONAL DEFENSE
WASHINGTON, D. C.

EXECUTIVE COMMITTEE

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THE OFFICERS AND
MISS GRACE ABBOTT
MISS MARY ANDERSON
MRS. FRANCES C. AXTELL
MISS SOPHONISBA P. BRECKINRIDGE
MRS. SARA A. CONBOY
MISS MARY E. MCDOWELL
MRS. GIFFORD PINCHOT
MISS MELINDA SCOTT
MISS FLORENCE THORNE
MISS MARY VAN KLEECK

January 23, 1918.

Miss Mary Van Kleeck,
Room 301, 1330 F St.,
Washington, D. C.

My dear Miss Van Kleeck:

Mrs. Macy telegraphed Mrs. Rockefeller yesterday about the statement in the Y. W. C. A. housing pamphlet in which it is stated that the Y. W. C. A. Committee has been co-operating with this Committee. Mrs. Macy said to Mrs. Rockefeller that she thought it was misleading to the public and not fair to the Y. W. C. A. to give credit to this committee for work in which it had had no part.

Mrs. Macy is chairman of the committee for conference with Miss Nestor and Mrs. Field about the work in the states and she suggests that the other members of the committee,- Miss Goldmark, Miss Abbott and yourself,- with Miss Nestor and Mrs. Field come to her house for lunch or dinner some day next week. Would Tuesday or Wednesday be possible for you?

Mrs. Macy is writing to Secretary Roosevelt with reference to a possible conference for next week.

Yours very sincerely,

Amy Hewes

Executive Secretary.

AH-AB.

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OFFICERS

MRS. BORDEN HARRIMAN
CHAIRMAN
MISS MARY EDITH CAMPBELL
VICE CHAIRMAN
MRS. V. EVERIT MACY
TREASURER
MISS PAULINE GOLDMARK
SECRETARY
MISS AMY HEWES
EXECUTIVE SECRETARY

COMMITTEE ON WOMEN IN INDUSTRY
OF THE
ADVISORY COMMISSION
OF THE
COUNCIL OF NATIONAL DEFENSE
WASHINGTON, D. C.

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MRS. GIFFORD PINCHOT
MISS MELINDA SCOTT
MISS FLORENCE THORNE
MISS MARY VAN KLEECK

January 19, 1918.

Miss Mary Van Kleeck,
Room 300, 1330 F St.,
Washington, D. C.

My dear Miss Van Kleeck:

Miss Campbell has appointed you a member of the following committees:

1. Committee to confer with the Secretary of the Navy regarding action on the reports already submitted, Mrs. Macy, Chairman.
2. Committee for the consideration of the Picatinny and Jeffersonville reports when they are completed, Miss Goldmark, Chairman.
3. Committee for Conference with Woman's Committee regarding work of the State Committees, Mrs. Macy, Chairman.
4. Committee to consider and report on the material on The Manufacture of Tents in Baltimore by Miss Guggenheimer, - Miss Goldmark, Chairman. (Material enclosed.) Miss Guggenheimer desires to have a special investigation made.
5. Committee to consider the material on the Garment Trade in Philadelphia, Miss Goldmark, chairman, (Material enclosed.)

Yours very sincerely,

Amy Hewes

Executive Secretary.

Encls.
AH-AB.

161
88

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MISS MARY E. MCDOWELL
MRS. GIFFORD PINCHOT
MISS MELINDA SCOTT
MISS FLORENCE THORNE
MISS MARY VAN KLEECK

Received Jan 9 - 18

Memorandum for Miss Van Kleeck:

Reported to H.S.
Sent to H.S.

I send you herewith, a copy of the preliminary draft of the Picatinny Arsenal, a copy of the letter of Mr. E. C. Felton, ^{*} Director of the Department of Civilian Service and Labor for Pennsylvania and some miscellaneous notes regarding the Frankford Arsenal. I doubt very much if the latter will be of any value to you.

Amy Hewes.

January 9, 1918.

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OFFICERS

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MRS. GIFFORD PINCHOT
MISS MELINDA SCOTT
MISS FLORENCE THORNE
MISS MARY VAN KLEECK

January 5, 1918.

Miss Mary Van Kleeck,
130 E. 22nd St.,
New York City.

Dear Miss Van Kleeck:

I am afraid the enclosed letter which was received yesterday from Mrs. Rockefeller will exhibit some of the difficulties in co-operating with the Y. W. C. A. Housing Committee. Our repeated attempts to see the plans have not as yet secured for us a copy of them.

Yours very sincerely,

Amy Hewes

Executive Secretary.

AH-AB.

WAR WORK COUNCIL
of the
NATIONAL BOARD
of
THE YOUNG WOMENS CHRISTIAN ASSOCIATIONS
of the United States of America
600 Lexington Avenue,
New York City
New York

10 West 54th Street,
New York City,
January 3rd, 1918.

Dear Miss Hewes:-

The Traffic man of the Pennsylvania Railroad told us that it was impossible for them to guarantee that any train would go through to Washington in any stated time; in fact they wouldn't guarantee that their trains could get through, as the cold had so disabled the engines, and the Government order to rush coal to New York had so entirely disarranged their schedules. We, therefore, telephoned Mr. Fosdick and asked him to present the letters which we had written to Secretary Baker and Mr. Eidlitz, and to ask them if they would object to our publishing the plans before they saw them.

Of course we did not include the name of the Committee of Women in Industry, as we knew you would not care to join us without having seen the plans. We deeply regret this, and hope that you or Miss Campbell may be able to see the plans next week. We are going to get out a booklet, which we will send to all the manufacturers in the United States, and if you would allow us to use your name in this, I think it would have as much weight as it would have had with Secretary Baker and Mr. Eidlitz.

We have been greatly disappointed that Miss Van Kleeck has not been able to come to any of our meetings. If she had been, I should have felt differently about suggesting that you allow us to use your name without having seen the plans.

Will you be kind enough to tell Miss Campbell the various changes and rearrangements made necessary by the weather conditions. You may ask why it was necessary for us to do this at once. We felt it essential on account of the Y W C A campaign which is to start in New York next Monday, the 7th. Our advisors felt that it would be most helpful in raising money if the public knew of this branch of our work.

Sincerely,
Abby A. Rockefeller .

January 5, 1918.

Mrs. Harry Bremer,
600 Lexington Ave.,
New York City.

My dear Mrs. Bremer:

I feel that some report should be made to you of the attempted co-operation in the matter of housing which you initiated at the meeting on December 4th.

I regret that we do not seem to have accomplished very much though I cannot feel that this has been due to any lack of effort on the part of the Committee. Miss Campbell and Miss McDowell went on to New York for the conference on December 9th and Miss Van Kleeck was also there. It was agreed at this conference to jointly make recommendations to the Secretary of War. Since that time we have been trying to secure the plans which your Housing Committee was then drawing up and which we were to jointly submit.

On December 15th, Miss Simms, the secretary of the Housing Committee, wrote to me that she would send a copy of housing standards after the following Tuesday. Although several letters and telegrams have been sent to Mrs. Rockefeller in order that we might have time to see the plans before the meeting which she arranged for January 4th, we have not yet received them. I enclose a copy of a letter which came yesterday from Mrs. Rockefeller.

Miss Van Kleeck's inability to attend some of the meetings may have been due to the fact that she did not know of them beforehand. I remember in one case a notice regarding a meeting was received at this office the day of the meeting when Miss Van Kleeck was in New York.

It does seem a great pity in a situation where so little attention is being given to the very real problems surrounding the housing of women by the Government that the organizations for the welfare of women should not be able to join forces in the matter.

Mrs. Harry Bremer, -2-

If you think there is anything left to be done in the way of co-operation with your committee, I should be very glad to know it.

Yours very sincerely,

Amy Howard

Executive Secretary.

AH-AB.

161
88

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MISS MELINDA SCOTT
MISS FLORENCE THORNE
MISS MARY VAN KLEECK

January 2, 1918.

Miss Mary Van Kleeck,
130 E. 22nd St.,
New York City.

Dear Miss Van Kleeck:

Miss Campbell has been having some telegraphic communication with Mrs. Rockefeller about a conference with Secretary Baker on Friday of this week. In spite of several requests we have not received any copy of the plans and the recommendations which the Y. W. C. A. Committee is to submit to the Secretary and I personally am very reluctant to go into conference with them until we have had a chance to study them and until I know the opinion of the Committee regarding them. Miss Campbell has wired me saying that she is very anxious to have us take part in the conference and has told Mrs. Rockefeller that I will go with her on Friday, but has insisted that we must know beforehand what they propose. I have just wired Mrs. Rockefeller to send the plans to you in case she has not done so already. Will you please let me know directly what attitude you think the Committee should take regarding them?

A great many important plans which may change the labor situation seem to be in the air and I think your arrival will be very timely. I have been asked to submit a statement outlining the functions of a possible woman's division and would very much like to have your immediate assistance in this matter which, according to Mr. Marshall, is to go before the Council very soon. If you can make a rough draft of such a statement it would be of enormous value to me.

I am planning to make a flying trip to Jeffersonville the end of this week, but hope to be back in Washington Wednesday the 9th.

With best wishes for 1918, I am,

Yours very sincerely,

Amy Hewes

Executive Secretary.

AH-AB.

P. S.³ I made with Miss McConnell an inspection of the Picatinny Arsenal at Dover last Friday and Miss McConnell stayed in Dover to see a number of the home workers. I am hoping that we can soon have a report ready on that whole subject. The plan for a large cantonment on the reservation has been entirely abandoned.- AH.

All communications should be addressed to "The Chief of Ordnance, U. S. Army, Washington, D. C."

161
88

MVK/lr

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
WASHINGTON

January 22, 1918

In replying refer to No.

Miss Amy Hewes,
Council of National Defense,
Washington, D. C.

My dear Miss Hewes:

I have just received your letter of January 11th. As you know, I have been out of town. I have the various enclosures including letter from Mrs. F. Louis Slade which will be turned over to our Civilian Personnel Division. I understand that plans are being made by that Division to help in the housing difficulty for the civilian employes of the Ordnance Department. I think that you will hear from Capt. Van Dusen, or he will reply direct to Mrs. Slade.

Evidently Mrs. Ines is mistaken in her interpretation of the letter addressed by the Council of National Defense to the Governors of States. That letter does not set aside the labor laws effecting women but rather limits the conditions under which such suspension shall be possible. Of course all of this is clear to you.

Sincerely yours,

Mary Van Kleeck

IN CHARGE OF WOMEN'S DEPARTMENT

Hull-House, Chicago

Jan. 22nd.1918.

Miss Amy Hewes,
Committee on Women in Industry,
Council of National Defense,
Washington, D. C.

Dear Miss Hewes:

I am returning your report on Frankford Arsenal which seems to me excellent. I specially admire the way you begin with a comparison between General Crozier's statement of principles, the laws of Pennsylvania, and the actual practice at the Arsenal.

There is nothing important I could add to it. Your statement about women eating lunch in the room in which TNT is handled puzzles me. No women were there when I visited the room and there was no work there that women could do. It must be that some temporary job requiring women was carried on while you made your visit. Undoubtedly if women worked there they would be allowed to eat their lunch in the room, for the men do it now. I spoke to Colonel Montgomery about it, but I do not think he was much impressed. The whole matter of handling TNT there I am postponing till they have their new shell loading department working, then I shall make a visit and report directly to the War Department.

I believe there are two points you ought to go into more thoroughly before considering your report complete; first, do women actually work overtime, second, how many women work on the night shift. I cannot give you anything on poisons to add to it, because, as usual, all that work is done by men, except for some handling of fulminate, which does occasionally give rise to itch. The Arsenal has always dealt pretty well with its itch cases, and there are few among the women, partly because they take more care to keep clean, partly because they do not come in contact with it as much as men do. Brass poisoning from polishing or buffing does not exist, only from pouring, and that is work which women never do. Lead poisoning from the use of solder is a danger, and from something in the report I gather that women do soldering. That ought to be looked into. But the important points are those of general

sanitation, as you have empasized.

Sincerely yours,
Alice Hamilton

The danger of fulminate itch can be used as an argument for
ample washing facilities, soap, water and towels.

File: Amy Hewes

161

C O P Y

January 25, 1918.

Hon. William G. McAdoo,
Director General of the Railroads,
Washington, D. C.

My dear Sir:

The Committee on Women in Industry is of the opinion that the employment of women in the new occupations on the railroads should be made the object of special study and recommends to you the appointment of a board of experts for this purpose.

The Committee recognizes that some of the new occupations are not unsuited to the strength and general aptitude of women. On the other hand, women are now being employed at some occupations and under some conditions which are clearly undesirable, such as those necessitating the continuous lifting of heavy weights. This cannot be done without injury to health and working efficiency.

It seems of utmost importance to the Committee on Women in Industry that all occupations in which the use of women is contemplated should be classified with reference to the suitability of the employment of women and that this should be done on the basis of the requirements of health and with thorough knowledge of the job requirements.

It is suggested that a study should be made making possible the listing of occupations as follows:

1. Occupations in which preference should be given to women;
2. Occupations in which women should be admitted only after changes are made in

conditions under which the work is done

3. Occupations in which the jobs must be fundamentally changed to render the employment of women practicable. (Such changes as the introduction of conveying machinery are contemplated.)
4. Occupations in which women should be employed under no circumstances.

The Committee urges the appointment of a board composed of experts of first grade among whom should be included a woman physician, a safety expert and a person qualified to report on industrial fatigue.

The Committee offers its services in any way in which you can make use of it in this connection and should be glad to submit names upon your invitation.

Yours very respectfully,

Executive Secretary.

AH-DD.

File - Amy Hewes

After discussion it was voted to recommend to our Committee on Co-Operation that it consider the plan of having a joint conference of representatives of the Committee on Women in Industry and the Industrial Department of the Woman's Committee issue instructions and recommendations to the State Committees on all work they are to carry on at the request of the National Committees, it being understood that the states will report to this conference. The National Committee on Women in Industry may, however, ask the states for incidental help in any of the inquiries it may be carrying on without referring to the Joint Conference. It should, moreover, be understood that the National Committee on Women in Industry will itself make investigations and submit recommendations in regard to all Government-owned plants.

Voted to refer the above recommendations to the Committee on Co-Operation for immediate report.

MEMORANDUM FOR MISS VAN KLEECK.

The above is an excerpt from Miss Goldmark's minutes which we have just received. In a letter she says: "I understand, of course, that the minutes of the last meeting will be considered in conference with Miss Nestor and Mrs. Field before the next meeting of our committee. I have read this paragraph over the phone to Miss Nestor who said that the statement is not in accordance with her understanding of the agreement at the meeting. I suppose this will further delay the issuing of the minutes and the understanding of the Committees.- Amy Hewes.

161

*Account paid of
MVK/ag
for - [unclear] in [unclear]*

230.6
743

INDUSTRIAL SERVICE SECTION
1330 F. Street

February 9, 1918.

Miss Amy Hewes,
Room 515,
Council of National Defense Bldg.,
Washington, D. C.

Dear Miss Hewes:

You will recall sending me an inquiry from Mrs. F. L. Slade concerning the plans of the Ordnance Department for assisting its women employees in finding rooms in Washington.

I enclose a reply to this inquiry just received from the Civilian Personnel Division. Will you send it to Mrs. Slade?

Sincerely yours,

MARY VAN KLEECK,

In charge of Women's Division,
Industrial Service Section.

1 Incl.

Personal file copy.

9877

161

MVK/ag

230.6
743

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February 9, 1918.

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Dear Miss Hewes:

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MARY VAN KLEECK,

In charge of Women's Division,
Industrial Service Section.

1 Incl.

Personal file copy.

9877

To Amos Hennes
from Mr. Ketch
Sub - Housing in Washington

Personal file copy.

Women's Committee
Council of Natl. Defense

COUNCIL OF NATIONAL DEFENSE

WASHINGTON

WOMAN'S COMMITTEE
1814 N STREET NW.

August 23, 1918.

Miss Mary Van Kleeck, Director
Women in Industry Service
Department of Labor, Ouray Bldg.
Washington D.C.

My dear Miss Van Kleeck:

I am sending you for your files copies of our
recent circulars.

Sincerely yours,

Margaret S. Harding

(Mrs. Samuel B. Harding)
Executive Chairman
Department of Women in Industry

Miss Agnes Nestor, Chairman

H.B/
Encls.

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COUNCIL OF NATIONAL DEFENSE
WASHINGTON

Woman's Committee
1814 N Street N.W.

August 8, 1918.

CIRCULAR NO. 206.

DEPARTMENT OF WOMEN IN INDUSTRY CIRCULAR NO. 9.

Correcting a Mis-statement in Circular No. 198.
Department of Women in Industry Circular No. 8.

TO THE STATE CHAIRMEN OF THE
DEPARTMENT OF WOMEN IN INDUSTRY:

Since sending out Circular No. 198, Department of Women in Industry Circular No. 8, we have discovered a statement in the "Voiceless Speech" from the Illinois Exhibit, which is open to misinterpretation.

The statement made that, "The British Government now enforces the eight-hour day for women", might suggest that an eight hour day is universal. This is to explain that while eight hour shifts are worked, it is frequently in alternation with shifts of greater lengths. For example in one of the largest British munitions factories, weekly shifts of eight, nine and ten hours follow in succession, making an average 54 hour week.

The chart enclosed herewith gives approximately the present situation as to hours of work for women in British munition factories.

*For chart see
Information file*

Sincerely yours,

Margaret S. Harding

(Mrs. Samuel B. Harding)
Executive Chairman
Department of Women in Industry.

Miss Agnes Nestor, Chairman

All communications should be addressed to "The Chief of Ordnance, U. S. Army, Washington, D. C."

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WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
WASHINGTON
INDUSTRIAL SERVICE SECTION
1335 F Street, N. W.

MVC/ocg

In replying refer to No.

February 21, 1918.

Miss Amy Hewes,
Room 515, Council of Defense Bldg.,
Washington, D. C.

O. O. WAR D.F.P.T.
230.6
979
FEB 21 1918

My dear Miss Hewes:

I have just noticed in the minutes of the last Executive Committee meeting the statement that a special sub-committee has made recommendations on the Alton Report which was submitted by the Illinois Committee. I note that the report was sent to the War Department. It has not yet reached my desk. As it would be convenient for me to have a copy, I should be glad if you would send me one.

By direction of the Acting Chief of Ordnance.

Very truly yours,

MARY VAN KLECK

Personal File Copy

In charge Women's Division,
Industrial Service Section.

All communications should be addressed to "The Chief of Ordnance, U. S. Army, Washington, D. C."

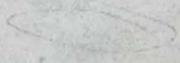
Van R

Mr. Heuser

Request for report

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
WASHINGTON

In reply refer to No.



O. O. WAR BLDG.

FEB 27 1918

Personal File Copy

MVK/ag

INDUSTRIAL SERVICE SECTION
1333 F Street

February 21, 1918.

23016
960

Miss Amy Hewes,
Committee on Women in Industry,
Council of National Defense Bldg.,
Washington, D. C.

My dear Miss Hewes:

Your letter of February 19th, accom-
panying the report on the Curtin Supply Company of
Chicago, Ill., is received.

Will you not thank the Department of
Women and Children in Industry of the Illinois Coun-
cil of National Defense for sending us this informa-
tion? We shall keep it on file for the future use
of the supervisor who will be appointed for that
district. Meanwhile, if there are any recommendations
regarding this investigation that the Department of
Women and Children in Industry wish to refer to us
at once, we shall be glad to receive them.

By direction of the Acting Chief of Ord-
nance.

Sincerely yours,

MARY VAN KLEECK,

In charge of Women's Division,
Industrial Service Section.

Personal file copy

All communications should be addressed to "The Chief of Ordnance, U. S. Army, Washington, D. C."

161

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
WASHINGTON
INDUSTRIAL SERVICE SECTION
1330 F Street, N. W.

HVK/oag

February 20, 1918.

In replying refer to No.

Miss Amy Hewes,
Room 515,
Council of National Defense Bldg.,
Washington, D. C.

O. O. WAR DEPT.
130.6
2/24
FEB 20 1918

My dear Miss Hewes:

I acknowledge with thanks the additional copy of your report on the "Employment of Women at Picatinny Arsenal", received this morning.

By direction of the Acting Chief of Ordnance.

Very truly yours,

MARY VAN KLEECK

Personal File Copy

In Charge Women's Division,
Industrial Service Section.

Yau K
Mrs. Hines
Employment of Women at Treatment

WASHINGTON
OFFICE OF THE CHIEF OF ORDNANCE
WAR DEPARTMENT



In reply refer to No.

U.S. WAR DEPT.
FEB 11 1918

Personal File Copy

88

NEWS LETTER OF THE Woman's Committee Council of National Defense

HEADQUARTERS:
1814 N STREET NW., WASHINGTON, D. C.



IDA M. TARBELL,
CHAIRMAN NEWS DEPARTMENT

Dr. ANNA HOWARD SHAW, *Chairman.*
Miss IDA M. TARBELL, *Vice Chairman.*
Mrs. PHILIP N. MOORE, *Secretary.*
Mrs. STANLEY McCORMICK, *Treasurer.*
Miss HANNAH J. PATTERSON, *Resident Director.*

Mrs. CARRIE CHAPMAN CATT.
Mrs. JOSIAH E. COWLES.
Mrs. ANTOINETTE FUNK.
Mrs. JOSEPH R. LAMAR.
Miss AGNES NESTOR.

Miss MAUDE WETMORE.

SEPTEMBER 15, 1918.

NUMBER TWENTY-NINE

THE NATIONAL IMPORTANCE OF WOMAN'S WORK.

The establishment of the Woman in Industry Service in the Department of Labor is a recognition of the national importance of women's work. Plans for it antedated the war by eight years, and it may be said that the importance of women's work antedated the establishment of the Woman in Industry Service some centuries. A women's bureau was asked for in 1909 by the National Women's Trade Union League to safeguard women in industry, and the request then made by wage-earning women themselves was prophetic of the larger view of women's work and of all labor which is now becoming clear.

The two great needs of the Nation now are efficient and vigorous production and efficient and vigorous citizenship. The man power of the Nation is being drafted in overwhelming proportions into military service. Women must soon constitute the reserve force as well as the front line of the industrial man power.

The Woman in Industry Service, called into action during the war, therefore conceives of its task not as representing the interests of women as a separate class but as expressing in all its policies the Nation's twofold need for women's work—the need for productive man power and the need for the finest type of citizenship now and in the generation to follow. A new conception of women's service as normal and essential, so long as it be wholesome and efficient in any occupation necessary to the national life, is the best promise of the new freedom for women—freedom to serve their country through their industry not as women but as workers judged by the same standards and rewarded by the same recompense as men.

Protective measures necessary to safeguard health should be maintained and enlarged for women and men. They should have been extended long ago to men as well as to women, as the protection of equal citizenship and the rights of voluntary association should have been assured to women as well as to men, from the moment when they took their place in industry. Women like men should not be given tasks harmful to them because of undue demands upon muscular and nervous endurance. Women differ from men in physical capacity, but so also do men differ from one another in the work which it is physically safe for them to undertake. The great task now is not to set apart women from industry, but to apply the medical and engineering knowledge of the country to making all work safe and healthful for the men and women who are producing for the Nation's needs.

The challenge of the Nation to industry and labor at this time is to make industry safe and healthful, democratic and just, not in the interest of any one group, men or women, capital or labor, but because a Nation's crusade for freedom imperatively requires it. The present stage of the crusade is war and production for the war. The next stage will be reconstruction and new growth. Upon the foundation of economic justice to all citizens must the new state be built.

Director of the Woman in Industry Service, United States Department of Labor.

WOMEN IN THE WAR LABOR ADMINISTRATION.

That American women must enter industry in increasing numbers becomes more apparent each day. Up to the present time the indications are that replacement of men by women has not taken place to any considerable extent in this country, nor have the ranks of wage-earning women been materially augmented. The operation of the new draft law, including as it does all men between the ages of 18 and 45, must inevitably alter materially the industrial situation. Millions of men will be withdrawn from the work of production and this at a time when the United States Employment Service announces (Aug. 27) that the country is faced with a shortage of approximately 1,000,000 unskilled laborers in the war industries and an equally serious shortage in the skilled trades.

It is fortunate indeed that we are not facing this situation unprepared. Forewarned by the experience of our allies, the War Labor Administration of the United States Government has given increasing recognition to the interests of women workers. New services have been organized to meet the new needs and others already organized have been greatly expanded. A large number of women of wide experience in their respective fields have been appointed to responsible positions in the various departments under the labor administration. Indeed scarcely a day passes without some interesting development in connection with woman's position in the field of industry.

Of the new services perhaps the one most significant of the importance which women's work and welfare is assuming in the national consciousness, is the Woman in Industry Service of the Federal Department of Labor. To this service has been committed the task of coordinating the work for women in all of the divisions of the Department of Labor and in the industrial service sections of other departments. To this end the service is intrusted with the formulation of policies and methods which will aid in making women's work more productive and which will at the same time preserve national standards of well being and safeguard the coming generation.

How broad and forward looking is the conception of this service, is apparent in the statement of the director, Miss Mary Van Kleeck, which forms the front page of this News Letter. Miss Van Kleeck brings to the Woman in Industry Service both scientific training and practical experience in the handling of industrial problems. She was formerly engaged in industrial research for the Russell Sage Foundation.

When the Woman's Branch of the Industrial Service Section, Ordnance Department, was organized in January, she was appointed chief and conducted that work until the recent establishment of the Woman in Industry Service of the Department of Labor.

She has a most able assistant in Miss Mary Anderson, who was also associated with her in the Ordnance Department. Miss Anderson has that first-hand knowledge of industrial conditions and sympathetic understanding of the working woman's point of view which comes from years of actual factory work. She is widely known among trade-union women as a member of the executive board of the International Boot and Shoe Workers' Union and national organizer for the Woman's Trade Union League.

A service which though not newly created, has been reorganized and expanded rapidly within recent months, is the Woman's Division of the United States Employment Service. The President's order giving the United States Employment Service exclusive control of the recruiting of unskilled labor for war industries, has been interpreted as including women workers as well as men. It is the expectation that the order will in the near future be extended to cover skilled work also. The service, however, does not confine its efforts to placing workers in war industries but endeavors to meet the needs of all classes of workers and employers, in so far as is compatible with the national war program.

Mrs. Margaretta Neale, Chief of the Women's Division, has been with the Employment Service since its inception. She served as acting superintendent for New Jersey when the service was under the jurisdiction of the Bureau of Immigration. When reorganization took place last January, Mrs. Neale became superintendent of the women's division of the main New York City office. She was later made assistant superintendent of the district comprising New York, New Jersey, and Connecticut. From this position she was transferred in July to Washington to have national charge of the employment of women.

Miss Melinda Scott, who was an associate with Miss Nestor on the recent labor mission to England and France, has been appointed a special representative of the Employment Service. Miss Scott is chairman of the department of women in industry of the woman's committee of New Jersey. Her industrial experience began at the age of 13 and she has worked in many factories since then. She was formerly president of the Hat Trimmers' Union and is now vice president of the National Women's Trade Union League.

The Conditions of Labor Service which will deal with the questions of safety, sanitation, and other working conditions has as its assistant director Miss Florence C. Thorne. Miss Thorne, a member of the Newspaper Writers' Union, and of the Women's Trade Union League, has been for several years assistant to Mr. Samuel Gompers, in editing the "American Federationist."

Miss Gertrude Barnum, assistant director of the Investigation and Inspection Service, is a labor journalist. She has been for 20 years actively connected with the trade-union movement among women. She assisted in the organization of some of the earliest women's unions in Chicago and more recently has been an organizer for the International Ladies' Garment Workers' Union. She has interested herself especially in securing the arbitration of industrial disputes, in particular the protocol in the garment trades.

A still more recent development is the addition of women to the staffs of the War Labor Policies Board, the War Labor Board, and the Railroad Administration. Miss Grace Abbott, formerly director of the Immigrants' Protective League of Chicago, and later director of the Child Labor Division of the Children's Bureau, has been appointed research consultant of the War Labor Policies Board. Miss Abbott is a member of the Federal Employees' Union and of the Women's Trade Union League.

The War Labor Board announced on August 27 the establishment of a Women's Department with two divisions. One, the Division of Examiners, is under Miss Marie L. Obenauer, industrial chairman National

League for Women's Service. This division will make investigations of plants coming under the jurisdiction of the War Labor Board and report to the board. When awards are made representatives of the division will go to the plants and enforce the rulings. The other, the Division of Field Representatives, is in charge of Miss Elizabeth Christman, of Chicago. Miss Christman is secretary-treasurer of the International Glove Workers' Union and a member of the executive board of the Chicago Women's Trade Union League. Her division has the duty of preparing the cases of women for presentation to the board, informing them of their rights, and putting their petitions in proper form.

Most recent is the creation, on August 29, of a Woman's Service Section of the Division of Labor, United States Railroad Administration. Miss Pauline Goldmark, secretary of the National Consumers' League, has been appointed manager. The Washington Post announces that "she will give especial consideration to the employment of women telegraphers, station agents, clerks, crossing watchers, and even track laborers."

In the Woman's Branch of the Industrial Service Section, Ordnance Department, Mrs. Clara Tead has succeeded Miss Van Kleeck as director. Mrs. Tead has been a supervisor in this department since its organization in January. She formerly worked with the firm of Valentine, Tead & Gregg, industrial advisers, and is the wife of Mr. Ordway Tead, a writer and lecturer on labor problems.

The assistant director of the Woman's Branch is Mrs. Lois B. Rantoul, of Boston. Mrs. Rantoul was also associated with Mr. Valentine, of Valentine, Tead & Gregg, making studies of the relations between output and hours of work. She is second vice president of the Boston Women's Trade Union League.

To coordinate these various divisions dealing with labor problems as they relate to women, Miss Van Kleeck, director of the Woman in Industry Service, has organized a Women's Council, which meets weekly. The council is composed of women representatives from each of the divisions of the Department of Labor and from the industrial service sections of other departments. It also includes a representative from the committee on women in industry of the Advisory Commission and from the department of women in industry of the Woman's Committee, Council of National Defense. Miss Van Kleeck as a member of the War Labor Policies Board, brings the recommendations of this Women's Council before the policies-making body of the unified War Labor Administration.

In General Orders No. 13 of the Ordnance Department, in the policies adopted by the War Labor Policies Board and in the general principles guiding the action of other departments, the United States Government is raising labor standards which can be accepted with enthusiasm by the workers of the country. The support of every public-spirited citizen should be enlisted to uphold these standards in deed as in word, that maximum production may be secured for the period of the war and that in the exigencies of war there may be preserved the democracy for which our armies are fighting.

Margaret S. Harding

Executive Chairman, Woman in Industry
Department, Woman's Committee.

SAFEGUARDING THE WORKERS.

The women of our country are responding to the calls of the Government and doing so generously and earnestly. There are many ways in which women can serve at this time and through the departments of women in industry in the States they can be useful and meet a particular need. Surely no phase of our national life is more important to-day than the industrial field. We are depending upon the wheels of industry moving to supply our munitions of war. The women are eager to do their part. They are going into war industries and replacing men called to military service. The women want to do their part, but they must be dealt with fairly and not used as "cheap labor." When a woman replaces a man she should receive the same wages for the same work and wherever she is doing the same work as men she should receive the same pay. The women must not be used as underbidders or in any way lower our industrial standards.

Women must not be employed under conditions that will be harmful to their health. "Health is wealth" to a nation and this will react on the Nation itself. The policy of the Government has been to maintain industrial standards, to have democracy in industry at home while the men are fighting to make the world safe for it. But does the country know and understand these policies? Under the national war labor administration, labor policies are being adopted in the different branches of service and the country must be guided by these.

The department of woman in industry under the Woman's Committee of the Council of National Defense will transmit to the woman of the country through the state departments of women in industry these policies and such other important information and documents as they should be familiar with.

We ask the state divisions of the Woman's Committee to be on guard in each state and see to it that all women are informed regarding these policies and that their activities are properly directed. They can help in the enforcement of these policies by informed public opinion.

The women of each State must prevent any misinterpretation of these policies and be on guard to prevent any repeal of the safeguards already surrounding the employment of women. Additional safeguards are needed and we have learned from Great Britain that working long hours does not pay. To have efficiency and production, men and women must not work too long hours. The industries in each State should be measured by the standards known as Orders No. 13, issued by the Ordnance Department. There is much to be done to safeguard our women workers and every woman is called upon in this service.

Agnes Nestor

Chairman, Women in Industry Department,
Woman's Committee.

Americans in Paris have already unpacked their native humor in the French capital. They call the telephone girl "Mademoiselle pas libre," Miss Busy.—
From the Foreign News Bureau.

WE WISH TO ANNOUNCE—

HOSPITAL ASSISTANTS.

The Dean of the Army School of Nursing has asked the Woman's Committee, Council of National Defense, to transmit to the women of the country, information in regard to the Surgeon General's call for hospital assistants.

This work is open to single women between 35 and 45 years of age, or married women between 21 and 40, whose husbands are in over-seas service. Applications of candidates who are eligible for enrollment in the United States Student Nurse Reserve will not be considered. The services of hospital assistants are to be given in this country only. They will receive such training as is necessary to make them useful assistants to graduate nurses in military hospitals to which are sent wounded and convalescent soldiers. Their training will not lead to a degree of graduate nurse. Candidates must be women of good health and character, and they must be graduates of a high school or present a certificate of equivalent education.

SURVEY OF COOKED FOOD AGENCIES.

A survey of agencies for the sale of cooked foods to be consumed away from the place of sale is being made by the food production and home economics department of the Woman's Committee, working in collaboration with an advisory committee. The plan of the survey in general is to collect all available data regarding such enterprises in the United States and abroad, those which have been developed in Europe since 1914, and those which are started here as a result of the war. An attempt is being made to estimate the economy in materials, labor, and money, secured by the wholesale preparation of cooked food, as compared with household preparing of food. It is hoped that a disinterested answer may be given to many of the questions which arise concerning the practicability of cooperative feeding in the United States.

Exterminating the Rat.

Cooperating with the plans inaugurated by the Biological Survey of the United States Department of Agriculture, the department of food production and home economics will aid in an effort to combat national indifference on the subject of rat extermination. "Rat proofing" campaigns have been carried on successfully in several cities of this country, notably in those seaports through which ships were likely to bring in rodents infected with the bubonic plague. This campaign will be under the supervision of the director of extension of the colleges of agriculture, to whom the state and local organizations of the Woman's Committee are being asked to pledge their heartiest cooperation.

Middle West-Conference.

In Chicago, on September 13 and 14, chairmen and representatives from the women in industry departments of a group of State divisions assembled for a conference on matters related to their work. Miss Agnes Nestor, chairman of the woman in Industry department of the Woman's Committee, and Mrs. Samuel B. Harding, executive chairman of this department, attended the conference.

SENT FROM WASHINGTON.

The plan of cooperation between the department of woman in industry and the recently created Women's Division of the United States Department of Labor is transmitted in Circular No. 211, published by the department of woman in industry for its State chairmen. A description of the relationship of the council organized to handle problems related to women in industry to the various bodies represented in its personnel, is embraced in the circular. With this circular goes a concise statement of the Government's attitude on employment of women as outlined by the War Labor Policies Board. Also a report of the findings of the National War Labor Board in the Bethlehem Steel case.

The department of educational propaganda announces the appearance and objectives of the Truth Series, in Circular No. 213. Truth Series No. 1, which gives definite facts to combat indefinite German falsehoods, is inclosed.

The matter of children's health centers is the special topic treated in Circular No. 214, recently issued to the child welfare chairmen of the State divisions by the department of child welfare. Where such centers exist, the weighing and measuring tests prove that the children are in better condition than in places having no such center. Attached to the circular is a leaflet, which presents details concerning the establishment, maintenance, and equipment of such centers.

Educational propaganda chairmen of the State divisions are addressed in Circular No. 215 on the matter of using their influence to have all clubs and societies lay aside, wholly or in part, their ordinary programs and substitute some of the subjects given in a revised copy of Circular No. 68-A, "An Outline for Study in Clubs." Attached thereto is a copy of the revised circular, which has undergone some omissions and additions, and contains a fuller list of reference.

Information regarding the releasing of the news stories from the news department is transmitted through Circular No. 216 to the State chairmen of the Woman's Committee. It carries Circular No. 217 (News Department Circular No. 20) as an inclosure, and this in turn has attached to it press release No. 27, which is a list of Do's and Don'ts from the Bureau of War Risk Insurance.

Information concerning the availability of the official brassard for those who have lost kinsmen in action is transmitted to the State chairmen through Circular No. 218. A copy of a letter addressed to the local units of the Woman's Committee and the chapters of the American Red Cross by Dr. Anna H. Shaw and Henry P. Davidson, is inclosed.

A letter from Dr. Anna Howard Shaw to the State chairmen of the Woman's Committee appealing for aid toward achieving a complete registration for the new draft of 18 to 45 years of age, forms Circular No. 219.

FOOD ORDERS—SEPTEMBER 15 TO OCTOBER 1.

CONTINUING WHEAT CONSERVATION.

The food administrators of the United States, England, France, and Italy have recently made a survey of their combined food resources. It appears that in order to maintain enough supplies and reserve stocks, conservation of wheat flour must continue throughout the coming year.

The allies have agreed to use a bread composed of 80 per cent wheat flour and 20 per cent of some other grain. We should join with them in this and not use more than 80 per cent of wheat in our bread.

The United States Food Administration will continue to rely largely on voluntary action to insure the success of this measure. It is confidently expected that householders will mix at least 20 per cent substitute cereals with the wheat flour they use at home.

The chief substitutes will be barley flour, corn flour, and corn meal. Corn flour is the ideal corn substitute for wheat, but there is an insufficient supply of corn flour available. It is therefore necessary to include corn meal in the list of substitutes.

Corn meal is to be used for quick breads and breakfast cereal. It should be purchased in addition to the 20 per cent purchase required in combination with 80 per cent wheat flour. This is a necessary measure for the conservation of wheat. Housewives are urged to continue the normal household consumption of corn meal for other purposes than in combination with wheat flour. New regulations will provide for the distribution and marketing of a mixed flour, called "Victory Mixed Flour," purchasable for household use. Where retailers sell straight wheat flour they will be required to sell 20 per cent of some other cereal flour to the same customer. All bakers' bread, of course, will contain 20 per cent substitutes.

The old 50-50 rule is therefore superseded. The retailer must now sell 1 pound of barley flour, corn meal, or corn flour to each 4 pounds of wheat flour. He must carry at least one of these substitutes in stock, and he may not force any other substitutes in combination upon the buyer.

In some localities where other substitutes are available the retailer may wish to carry them in stock and the consumer may wish to purchase them. Under these circumstances the following substitutes in combination of 1 pound of substitute to 4 pounds of wheat flour may be sold at the request of the customer. Fererita flour and meals, rice flour, oat flour, kaffir flour, milo flour, peanut flour, bean flour, potato flour, sweet potato flour, and buckwheat flour. Pure rye flour or meal may be sold as a substitute, but must be sold in proportion of at least 2 pounds of rye to 3 pounds of wheat flour.

In London a certain wounded Tommy spends his hours away from the hospital in riding around town on the bus of which his wife is the conductress. She has kept the family together since he went to the front.—From the Foreign News Bureau.

WHAT THE STATES ARE DOING. WOMEN IN INDUSTRY.

Replacement in New Jersey.

The vice chairman of the New Jersey division of the women in industry department tells of a special study of the replacement of men by women that is being made in her State. She adds that it is difficult to secure accurate figures because the employment of women in new industries and in positions formerly filled by men is largely experimental, and changes from day to day.

"Women are now to be found winding armatures, operating lathes, drill presses, tapping and other machines, running elevators, working in glass factories, tending gates at railroad crossings, acting as conductors and guards on electric trains, switch tenders, machinists' helpers, and messengers in railroad yards. Two firms manufacturing high explosives now employ over 6,000 women. They need twice that number. Several hundred are working in airplane factories, a new industry in this State. The Public Service Corporation is employing hundreds of women as conductors and the number is rapidly increasing. In spite of the fact that the War Labor Policies Board considers this an unfit employment for women until conditions as to hours and rest rooms are standardized, many women prefer this employment to work in factories. Inspection of many plants where Government work is done has been made by Federal investigators at the request of the committee of women in industry and an inspection of homes where work is done for the Government was made by the secretary of the Consumers' League of New Jersey whose services were loaned by the league. The transportation problem is a serious one, not only in rural districts but in industrial centers as well. An appeal was sent to the Public Service Corporation urging that an increased number of cars needed by workers in industrial plants be put in operation during rush hours. This has been done. The department at the same time offered cooperation in carrying on a propaganda urging shop-ers not to use cars during these same hours.

"The New Jersey Department of Labor has shown a gratifying confidence in the work done under the department of women in industry, by requesting that the chairman and vice chairman visit the plants needing workers and report conditions to the commissioner before an appeal for workers for these plants shall be sent out."

Minnesota Industrial Survey.

An industrial survey of women employed outside of the home is being undertaken throughout the whole State of Minnesota, under direction of the department of women in industry, in cooperation with the Bureau of Women and Children, Department of Labor. Most of the work in connection with the making of this survey is being done by volunteers, although the women factory inspectors of the State are assisting and directing in this work. In addition to the report on the personnel of the workers and data concerning the family, etc., there are subdivisions of this survey which carry information as to hours of work for women and children, sanitation of the plants in which they are employed, and a special survey of women who have replaced men.

A New Bureau.

Believing that the peculiar problems created by the entry of women into new branches of industry during the war, demand a special body to attempt their solution, the industrial commission of the State of New York has created a new bureau of women in industry. A petition urging this action had been sent to the commission by the women in industry department of the state division of the Woman's Committee. Miss Nelle Swartz, the chief of the bureau created by the industrial commission, was formerly secretary of the department of women in industry of the New York State division. The creation of this bureau, it is believed, will be not only a distinct advantage to the working women of the State, but will also aid the employers who for the first time are confronted with the necessity of employing women in new occupations and new processes.

Diversified Work in Wisconsin.

The women in industry department of the Wisconsin division has had two definite types of work given to it during the summer months. To this department in each county of the State was delegated the responsibility of furnishing volunteers to do industrial classification for the draft board. Reports received from 56 counties of the State showed that in 35 counties a committee of women from the department of women in industry assisted the draft boards, 1,340 women having given 6,000 hours of service. This does not take account of the work done by the women of Milwaukee. In this city 700 women assisted the work of the draft boards and answered altogether more than 3,000 calls. The second piece of work was of a quite different character. In the 27 counties of the State where pea canneries operate, the chairman of the department of women in industry was asked to furnish emergency help if it should be needed in the canneries, so that the hours of labor for the regular workers should not be lengthened. It was promised that such emergency workers should receive the usual pay per hour given for the kind of work done. The chairman of the department in each of the counties where canneries existed, interviewed the canners on the subject of this help and promised that adequate help would be secured.

Statement of Principles.

The Kansas war board, created at the suggestion of the department of women in industry of the Kansas division, makes the following statement of the general principle to which the board will adhere:

"The exigency of war has created, and will doubtless continue to create, a tendency on the part of employers to ignore the rulings of the industrial welfare commission heretofore adopted and to appeal to the commission for a suspension of these rulings during the continuance of the war. We believe that such a disposition on the part of employers is unwarranted and unwise, and detrimental to the best interests of the women workers of the State. It interferes with the maximum production of war supplies and is not to the best interests of the Nation in the prosecution of its war program."

Investigation and Inspection.

The following reports come from the women in industry department of the Indiana division: "We have investigated reports of overtime and improper working conditions in factories of the State, and with the aid of the State woman factory inspector, who is vice chairman of this committee, many of these conditions have been corrected. One large factory doing war work, whose plant is some distance from the city, had difficulty on account of poor street-car service, in getting its employees to the plant. In order to overcome this, the factory operates a number of cars morning and night, and has put young women on the cars as conductors. These conductors are women who are also employed at the factory. The State council of defense has passed a resolution to the effect that the State chairman of the woman's division shall, at the request of the Indiana Board of Industries, appoint a committee of three in each community to assist the State factory inspector."

Upholding Standards.

"The increase of women in industrial occupations necessitates, in the opinion of this committee, an additional number of inspectors employed in the State board of labor and industry," is the report of the Massachusetts committee on women in industry. "A special committee of the legislature was appointed to consider the advisability of having these additional inspectors, and the chairman of the women in industry department appeared before this body and urged the passage of a bill granting additional inspectors. Five new inspectors for factories were appointed as a result of this hearing. The committee is also engaged at present with collecting data for exhibits concerning women in industry, to be displayed at State fairs. In these exhibits this committee advocates a system whereby the attention of women is called to various industrial occupations now existing in Massachusetts, together with hours of labor, wages paid, where employment may be secured, and other necessary information. Arrangements have been made whereby the standards of the committee will be prominently displayed. An earnest effort has been constantly made by this committee to discourage the employment of women until we were assured that the man power in the fields of labor thrown open to women were exhausted. We have also endeavored to dissuade the woman intent on 'doing her bit' through choice and not necessity from becoming a competitor with those girls whose employment is to themselves an economic necessity. In this we have called especial attention to the flow of labor caused by women working at seasonal trades and have advocated that women so employed be changed from one form of labor to another, so as to keep actively at work over as long a period of time as possible. In all its efforts the Massachusetts committee on women in industry has been working in close harmony with the Massachusetts committee on public safety and has also obtained the cooperation of existing State boards and other organizations devoted to the interests of labor, including the Massachusetts State branch of the American Federation of Labor."

Colored Women in Industry in Chicago.

"According to the last available census, about 3 per cent of white women continue to be wage earners after they marry. About 26 per cent of the married negro women continue to be wage earners, although almost the only way in which the colored women could obtain entrance into a trade has been by scabbing in time of strikes, or by underbidding their white sisters, as their white sisters have underbidden the men workers." This is the striking statement made in a report sent in by the chairman of the Illinois subcommittee on colored women in industry. This report goes on to state three things which this subcommittee has been able to accomplish. First, it has developed cordial relationship with the national and with the Chicago Women's Trade Union League, and with the help of these organizations, conferences were arranged between leaders of the colored people and leaders of the State and city federations of labor. Second, the committee directed its energy toward finding new lines of employment suitable for colored women, into which they might go without lowering standards of work and pay. They also cooperated with the national Woman's Committee in doing definite educational work along trade-union lines, with groups of colored women workers. The third line of work undertaken by the committee was in securing day nursery care for the children of colored working mothers.

New Committees.

A workers' committee has been formed as a subcommittee of the women in industry department of the Rhode Island division. Through this committee thousands of workers can be kept in touch with the plans and work of the department. Copies of the laws of the State in simplified form concerning labor are being circulated and every girl is asked to report to the chairman the violation of any of these laws. Through the cooperation of the factory inspectors, the reported violations are quickly investigated and, if verified, are stopped. The eventual object of the workers' committee is to have thousands of mill workers sufficiently informed concerning the laws and necessity for their enforcement to constitute themselves inspectors and to report violations. A second subcommittee, one on tests, is also a part of the women in industry department of the Rhode Island division. The tests are used before and after the day's work. They are now being given to women farmers in the State and will soon be applied to elevator girls, workers in metal trade factories, and all workers in dangerous munitions plants.

Protection for Women on Railroads.

A protest has been sent to the Director General of Railroads by the women in industry department of the Ohio division, stating that the recommendations of the railroad wage commission in regard to pay for women are not being carried out. "Women are used to undercut men," this report states. "They are now employed in freight yards and roundhouses for 22 cents an hour, while men are paid 30 cents an hour for the same work. Serious and fatal accidents are frequent." In Toledo, the department reports, where the majority of freight handlers are colored women, their hours have been reduced from 60 and 68 a week to 50 a week, since the Government took over the railroads.

REGULATION OF DAY NURSERIES.

"Early in the year this division went on record as opposing the establishment of day nurseries, feeling at that time that young women with small children should not as yet enter industry, if it could be avoided," says a report from the Ohio department of women in industry. "In Cleveland we have had constant reports of the establishment of small home nurseries, where women who wished to go into the factories could leave their children with some older woman neighbor. Thus many children are left in charge of one woman and kept in small homes, under bad conditions, with absolutely no supervision." This report goes on to tell of a factory nursery "where conditions were perfectly shocking." The factory frankly admitted that their reason for running the nursery was to call back their skilled weavers who had been married. The women pay 25 cents per day for each child in the nursery and only the most skilled workers were allowed to keep their children there. The children were crowded into upstairs rooms; there was no outdoor playground, no medical examination for entrance, no medical supervision, no trained nurse in charge. The children were pale, dirty, and sickly looking. Many had boils and sores on their bodies. They were fed with food and milk from the regular factory restaurant. It is stated that there is in Cleveland a day nursery and kindergarten association that controls almost all the nurseries throughout the city. This association, in conjunction with the Cleveland women in industry department of the Woman's Committee, has drawn up a day nursery ordinance, patterned on the New York and Chicago ordinance, and presented it to the city council. The report concludes with these words: "We think the passing of this ordinance the very best possible way of discouraging married women with young children from going into factories. It will mean that factories will find it very difficult to establish nurseries, as strict requirements for medical supervision, adequate buildings, and nurses in attendance will be enforced. It will cut out the small home nursery. We know there are 20 such nurseries now in existence in this city, and we are learning of more every day. The committee of course realizes that it may have to revise its point of view concerning women in industry as the war continues, but for the present at least we strongly believe that married women with young children should not work, and when the time comes that they are needed in the factory this ordinance will at least assure them of decent places to put their children in the day time. If this plan works well in Cleveland, we shall try to see it spread throughout the State."

The committee on colored women in industry, which is a subcommittee of the Illinois division department of women in industry, has been interested in securing day nursery care for the children of the colored working mothers. Since there has been substantially no provision made in the past for such care, the committee felt that the establishment of standardized nurseries for colored children might prove an effective device for educating certain neighborhoods in proper methods of child care. Conferences were held with the committee on day nurseries, and the League on Urban Conditions Among Negroes. Out of these conferences grew a special joint committee on day nursery care for colored children. One nursery has been opened and plans for two others are under way.

"Essential standards of a day nursery" is the self-explanatory caption of a list of requirements which has been officially adopted by the New York center of the Day Nursery Association, and sent out as steps toward the ideal for which the department on housing and day nurseries of the Connecticut women's division of the State council of defense is striving. The increasing number of women going into factories and other shops has aroused more than a lukewarm interest in the places where the children of these new workers are forced to spend their days.

The New York center includes the day nurseries of New York, New Jersey, and Connecticut, and no nurseries are accepted as members unless they have signified that they have accepted the essential standards or are endeavoring to do so. In Connecticut there exists no ordinance with regard to the regulation of day nurseries and an effort will be made by the State division committee on day nurseries to get one passed at the next legislature, since without such a law it is impossible either to raise the standards of such existing nurseries or to prevent the establishment of improperly equipped and unsupervised nurseries. In Chicago such an ordinance has been passed, one is under way for Massachusetts, whose chairman writes: "At the request of our committee, the State committee on public safety has set aside a sufficient sum of money for an investigation of the Massachusetts day nurseries, and we are now engaged upon that task. There is, at present, no method of regulating day nurseries in this state. They may be started anywhere, in tenement houses, or working establishments; under proper medical supervision, or without any medical supervision. This investigation is being conducted for the purpose of obtaining data to help the committee to later draft competent legislation for the establishment of such institutions." After an unsuccessful attempt, another effort is to be made to have such an ordinance for Pennsylvania.

The following is a copy of "Essential Standards for a Day Nursery":

1. Hygienic plumbing.
2. Walls, ceilings, floors must be finished so as to be washable.
3. Examination of child by physician before entrance.
4. Examination of children by physician once a month, stripped if possible.
5. Investigation of case before entrance.
6. Thorough investigation of cases where exceptional.
7. All children should be given two meals a day.
8. All children should wear nursery aprons, and infants be dressed in nursery clothes where possible.
9. Dietary recommended by federation should be used.
10. Separate towels, spoons, etc., for each child obligatory.
11. Only 8 infants or 16 roundabouts should be under the care of one attendant. A kindergarten teacher should have an assistant for more than 30 children.
12. Simple records of each child must be kept. Annual report should be printed following suggestions of federation.

CHILD WELFARE.

Country Child Versus City Child.

Complete vindication of scientific methods as opposed to the old-fashioned ideas of "letting nature take its own course" in the business of rearing children has been made through the statistics published by the child welfare department of the Minnesota division. Percentage averages are given of all available figures regarding the health defects of the child reared in the country as compared with those of his city cousin. These statistics show that in the instance of malnutrition alone, 16 per cent of the country children are below normal against 7.65 per cent below normal for the city-dwelling child. It is further stated that the present physical inferiority of the country child is due to the rural prejudice against "new fangled" notions. City mothers do not entertain this sentiment, and in the toothbrush brigades or nail-cleaning drills which they enforce they have done a large part toward making the city a safer place to live. The draft for the American Army added evidence to this conclusion, for the city boy passed higher physical tests than the boy who had lived in ignorance of scientific health training.

Child-Labor Legislation.

To help keep the young children out of the cotton mills and to regulate conditions under which older children may be employed now that the Federal child-labor law has been declared unconstitutional, the women of the North Carolina division are planning to cooperate with the Southern Manufacturers Association in a campaign to have the general assembly pass an adequate child-labor law for the State.

Following Up the Work.

As a result of the interest in child welfare, aroused by the child welfare department of the State division and the Mothers' Congress in Texas, a kindergarten association has been formed at Texarkana. The objective is to have a free kindergarten in the schools, so that not only the health but the early education of the boy or girl may be directed into proper channels.

Play and the Demonstration Agent.

The idea of patriotic play week will be brought to the attention of the home demonstration agents at their annual meeting held at Tallahassee, Fla., during the first two weeks of September, by the child welfare department of the State division. It is hoped that through these agents enthusiasm would be aroused to have supervised play continued throughout the whole year.

A Fortune for Play.

New Jersey's department of child welfare in the state division has been invited to assist in the wise and efficient expenditure of \$25,000 which the State has appropriated to increase the health and education of its rising generation. A definite plan is to be outlined for best means of using the money which has been available since July 1 of this year.