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WOMEN IN INDUSTRY SERIES: No. 1

HOURS, EARNINGS, AND DURATION OF EMPLOYMENT OF WAGE-EARNING WOMEN IN SELECTED INDUSTRIES IN THE DISTRICT OF COLUMBIA

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INTRODUCTION AND SUMMARY.

This report relates to the hours, earnings, and duration of employment of working women in the District of Columbia. Three classes of employees are considered, viz, those in department and other retail stores, those in manufacturing and mechanical establishments, and those in hotels, restaurants, and miscellaneous establishments.

The largest employment of women in the District of Columbia is found in the retail stores. The pay rolls of 13 stores showed a total of 2,670 female employees on December 1, 1912. Of these employees, 332 were visited in connection with this investigation and detailed information was secured from 269. About 78 per cent lived at home; of those reporting as to age, 37 per cent were under 20 and 36 per cent from 20 to 25 years of age; of those reporting as to race and conjugal condition, 75 per cent were American white and 86 per cent were single.

Over four-fifths of these women in department and other retail stores worked from 55 to 59 hours per week and nearly 4 per cent worked 60 hours or over. The amount of overtime during the Christmas holiday season is significant. Of those reporting on this subject, 90 per cent worked overtime during the week preceding Christmas, 34 per cent of these being on duty from 70 to 74 hours and 35 per cent 75 hours or over.

Aside from the excessive overtime during the Christmas holidays the most noteworthy fact concerning the work of women in the department and retail stores is the prevailing long hours on Saturday. During the regular or normal season only 1 per cent worked fewer hours on Saturday than on other days of the week, 37 per cent had the same hours as on other days, and 62 per cent worked 11 hours or over. Of those who worked overtime, 92 per cent received no extra pay for such work, and for the small number who received extra pay the amount in no case exceeded $15 for the whole season. Of the women who reported an industrial experience of 1 year or more, 80 per cent were employed from 48 to 52 weeks during the year previous to December 1, 1912, and the average duration of employment was 47.65 weeks.

The wages of nearly three-fifths of the store women reporting were less than $7 per week. The average weekly earnings of 252 women furnishing individual reports were $6.55, as against $6.75 for the 2,670 women on the pay rolls.

According to the census of 1910, 828 women in the District of Columbia were employed in manufacturing and mechanical establishments, excluding laundries, and it is estimated that the laundry workers would increase the total to about 1,500. Of these women, 164 were interviewed, of whom 74 per cent lived at home. Of those reporting as to age, 28 per cent were under 20 and 36 per cent from 20 to 25 years of age; and of those reporting as to race and conjugal condition, 64 per cent were American white, 18 per cent were American colored, and 75 per cent were single.

Of the women in manufacturing and mechanical establishments who reported as to hours of work, 55 per cent worked from 48 to 54 hours, 27 per cent from 55 to 59 hours, and more than 10 per cent, worked 60 hours or over per week. Fifty per cent worked overtime and of these nearly 43 per cent worked 65 hours or more during overtime weeks and 32 per cent from 60 to 64 hours. In contrasting the per cent who worked overtime in this industry group with the 90 per cent working overtime in department and other retail stores, it should be remembered that for the stores only the women reporting overtime, during the Christmas holidays are included, the length of time during which overtime prevailed never exceeding 2 weeks, while in manufacturing and mechanical establishments women reporting overtime in any part of the year are included, over 40 per cent of these working overtime from 2 to 6 weeks and a small proportion for a half year or more. The average duration of employment during the year previous to December 1, 1912, was 45.29 weeks, and 59 per cent of the women worked from 48 to 52 weeks.

The average weekly wages of the women reporting in this industrial group were $7.13, or 58 cents more than the average for those in de-
partment and other retail stores, the difference being accounted for in great measure by the fact that 61 per cent of the overtime workers in manufacturing and mechanical establishments received extra pay for overtime, while only 8 per cent of the overtime workers in stores received extra pay. Pay roll data indicate an average wage rate of only $5.74 in manufacturing and mechanical establishments, but this is based upon a flat weekly wage and does not include overtime pay nor wages of some of the better-paid employees, such as those in the alteration rooms, which were included in the individual reports.

Detailed information was secured from 50 women in hotels, restaurants, and miscellaneous establishments. Of these, 10 per cent were under 20, 28 per cent from 20 to 25, and 36 per cent from 26 to 40 years of age; 67 per cent of those reporting as to race were American white and 19 per cent American colored; 44 per cent were single, 28 per cent married, and 28 per cent widowed, divorced, or separated.

The chief features of the working conditions of this group are the Sunday work and the frequency of night work. Thirty per cent worked on the average from 55 to 59 hours a week and 28 per cent 60 hours or over. Seventy-two per cent worked 7 days in the week and more than half of these reported no short day during the week. Nearly one-third of all in this industry group reported maximum working days of more than 12 hours. Eighty per cent of the women reporting as to duration of employment worked from 48 to 52 weeks during the year. Of those reporting as to earnings, 69 per cent earned from $3 to $3.99, but it should be noted that nearly four-fifths of these were getting room and board in addition to their wages.

SCOPE OF THE INVESTIGATION.

The data forming the basis of this report on hours, earnings, and duration of employment of women at work in trade, manufacturing and mechanical establishments, and in hotels, restaurants, etc., were drawn both from employers and from employees or members of their immediate families. The agents of the Bureau called at the homes of approximately 550 women workers, and secured more or less complete data for 468 of them. After these schedules were grouped according to industries and occupations, and then according to working hours and weekly earnings, the employers were called upon for pay-roll data and for the schedule of working hours. This information is so arranged as to afford opportunity for comparison. The wage earners and employing establishments are grouped under three heads, viz: Department and other retail stores; manufacturing and mechanical establishments; and hotels, restaurants, and miscellaneous establishments.
MANNER OF LIVING, AGES, AND OCCUPATIONS OF WOMEN EMPLOYEES.

DEPARTMENT AND OTHER RETAIL STORES.

The department and other retail stores are larger employers of women than either the manufacturing and mechanical industries, or the hotels and restaurants, the pay rolls for 13 establishments visited showing on December 1, 1912, over 2,600 female employees. Because of the time of the year at which the pay rolls were copied, this figure represents the maximum rather than the average number employed. The indications are that the average would be approximately 2,000.

Three hundred and thirty-two calls were made at the addresses of these department and other retail store girls, and pertinent information secured either from the girls themselves or members of their immediate families. Practically complete schedules were secured from 269, or 81 per cent, of the 332 women visited. The following table indicates the number of women living at home and the number boarding or lodging:

<table>
<thead>
<tr>
<th>WOMEN IN DEPARTMENT AND OTHER RETAIL STORES BOARDING, LODGING, OR LIVING AT HOME OR WITH RELATIVES.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women living at home or with relatives</td>
</tr>
<tr>
<td>Women boarding, lodging, or keeping house independently</td>
</tr>
<tr>
<td>Total women interviewed</td>
</tr>
</tbody>
</table>

More than a third of the 269 women from whom industrial data were secured were under 20 years of age and slightly more than a fourth were over 25 years. The ages of four-fifths of these women shown in the above table as boarding, lodging, or living independently fell in the last two groups shown in the following table, summarizing the ages:

<table>
<thead>
<tr>
<th>AGE OF WOMEN EMPLOYED IN DEPARTMENT AND OTHER RETAIL STORES.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age group.</td>
</tr>
<tr>
<td>---------------------------------------------------------------</td>
</tr>
<tr>
<td>Under 20 years</td>
</tr>
<tr>
<td>20 to 25 years</td>
</tr>
<tr>
<td>Over 25 years</td>
</tr>
<tr>
<td>Total number reporting</td>
</tr>
</tbody>
</table>

1 Not including 2 women whose ages were not reported.

About 42 per cent of the women from whom industrial information was secured are employed in the exclusive dry goods and specialties stores or in department stores in which considerable experience on the
part of the selling force is demanded. Over 50 per cent are employed in the other large department and candy stores. Only about 5 per cent were employed in the small neighborhood stores. Practically, therefore, the information is not applicable to the small retail establishments either in the center of the city or in the outlying districts. That the working hours in these small establishments are longer than in the large department stores, and that the wages are as low in the former as in the latter, seem to be indicated by the fact that the dozen or more women from such establishments from whom data were obtained show some of the longest hours and lowest weekly wages listed in the detailed table at the close of this report.

The proportion of women scheduled from stores dealing exclusively in dry goods and specialties and from higher grade department stores is a fair weighting of the industrial data, according to the reports of the proprietors of such establishments. The data submitted by employers show that approximately 41 per cent were employed in this group of stores, in which the 42 per cent of the women concerning whom the Bureau secured personal and industrial data were at work.

It is important to know, further, that the proportion of women employed in the several occupations, such as that of saleswoman, cash girl, etc., is substantially the same in the group of women concerning whom individual information was secured as that shown by the data taken from the pay rolls. This appears in the following table, which shows the per cent of women in each occupation:

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Individual schedules</th>
<th>Pay rolls</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash girls, messengers, bundle wrappers, errand girls, etc.</td>
<td>19</td>
<td>7.1</td>
</tr>
<tr>
<td>Inspectors (cashiers)</td>
<td>7</td>
<td>2.6</td>
</tr>
<tr>
<td>Saleswomen</td>
<td>192</td>
<td>71.6</td>
</tr>
<tr>
<td>Office help (clerical)</td>
<td>30</td>
<td>11.2</td>
</tr>
<tr>
<td>Other employees, including department heads and buyers</td>
<td>20</td>
<td>7.5</td>
</tr>
<tr>
<td>Total</td>
<td>268</td>
<td>100.0</td>
</tr>
</tbody>
</table>

1 Occupation of 1 of the 269 individuals scheduled not reported.

The data concerning individual women are therefore fairly representative both as to skill and experience as reflected in the grades of stores included and in the proportion of women employed in the several occupations.

As might be expected, the large majority of the women employed in the stores are American white, according to the individual reports.
The table below shows that less than 25 per cent were other than American. As might be expected, too, from the larger proportion of younger women in the stores, the table also shows that there is a larger proportion of single women than in either of the other two industrial classifications, 85.5 per cent of the women in the stores being unmarried—if the number individually reporting is fairly representative.

**Race or nationality and conjugal condition of wage-earning women in department and other retail stores.**

<table>
<thead>
<tr>
<th>Race or nationality</th>
<th>Single</th>
<th>Married</th>
<th>Widowed, divorced, or separated</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>Per cent</td>
<td>Number</td>
<td>Per cent</td>
</tr>
<tr>
<td>American, white</td>
<td>155</td>
<td>84.2</td>
<td>16</td>
<td>8.7</td>
</tr>
<tr>
<td>Hebrew</td>
<td>28</td>
<td>96.6</td>
<td>1</td>
<td>3.4</td>
</tr>
<tr>
<td>Irish</td>
<td>14</td>
<td>100.0</td>
<td>14</td>
<td>5.7</td>
</tr>
<tr>
<td>German</td>
<td>10</td>
<td>90.9</td>
<td>1</td>
<td>9.1</td>
</tr>
<tr>
<td>Other nationalities</td>
<td>6</td>
<td>85.7</td>
<td>1</td>
<td>14.3</td>
</tr>
<tr>
<td>Not reported</td>
<td>17</td>
<td>70.8</td>
<td>3</td>
<td>12.5</td>
</tr>
<tr>
<td>Total</td>
<td>230</td>
<td>85.5</td>
<td>21</td>
<td>7.8</td>
</tr>
</tbody>
</table>

1 Percent based on total number reporting nationality.

**Manufacturing and mechanical establishments.**

The census for 1910 reports an average of 828 women at work in the manufacturing and mechanical industries, exclusive of the women in the steam laundries. The Census Bulletin dealing with manufactures in the District of Columbia does not group the wage earners in steam laundries according to sex. It reports an average of 993 wage earners of both sexes. It is not, therefore, possible to say how many women are employed in the 17 steam laundries reported as operating in the District during 1909. However, basing an estimate upon the proportion of women to men in steam laundries generally, it is probably not far out of the way to assume that 650, or nearly two-thirds of the wage earners, are women. In other words, including the steam laundries, there are about 1,500 women employed in the mechanical and manufacturing industries of the District of Columbia.

One hundred and sixty-four, or over 10 per cent, of the women employed in this group of industries furnished individual reports as to manner of living, and 149 as to age, conjugal condition, and hours, earnings, and duration of employment.

1 Thirteenth Census, 1910, Manufactures: District of Columbia, p. 9. These figures cannot be compared with the figures in the forthcoming Bulletin from the Population Division of the Census because the information for the Bulletin of Manufactures is secured in the establishments, while that for the Population is secured by the agents of the Census in house-to-house canvass.
The table below shows how many were living at home and how many were boarding, lodging, or living independently.

**WOMEN IN MANUFACTURING AND MECHANICAL ESTABLISHMENTS BOARDING, LODGING, OR LIVING AT HOME OR WITH RELATIVES.**

| Women living at home or with relatives | 122 | 74.4 |
| Women boarding, lodging, or keeping house independently | 42 | 25.6 |
| **Total women interviewed** | 164 | 100.0 |

It will be observed from the foregoing table that over a fourth of the women visited were boarding, lodging, or keeping house independently, while the individual reports for department and other retail store women showed but 22.3 per cent of those visited to be living otherwise than at home or with relatives. This difference is due probably to the fact that there are not so many women of maturer years employed in the department and other retail stores as are found in the manufacturing industries. The older women are more frequently found to be without homes than the younger ones, owing to the normal disintegrating process of the family as a unit when the children grow into maturity.

**AGE OF WOMEN EMPLOYED IN MANUFACTURING AND MECHANICAL ESTABLISHMENTS.**

<table>
<thead>
<tr>
<th>Age group</th>
<th>Number</th>
<th>Per cent.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 20 years</td>
<td>40</td>
<td>27.6</td>
</tr>
<tr>
<td>20 to 25 years</td>
<td>52</td>
<td>35.8</td>
</tr>
<tr>
<td>Over 25 years</td>
<td>53</td>
<td>35.6</td>
</tr>
<tr>
<td><strong>Total number reporting</strong></td>
<td>145</td>
<td>100.0</td>
</tr>
</tbody>
</table>

1 Not including 4 women whose ages were not reported.

The industries in which most of the women visited were employed were steam laundries, manufacture of paper boxes, confectionery, and patent medicine, printing and publishing, tailoring and dressmaking, millinery, outing goods manufacture, and telephone exchange service. The table below shows that 25, or 17.7 per cent, of the women in this group of industries who personally reported were of the colored race. It should be said that 24 of these were employed in the laundries. In other words, 54.5 per cent of the 44 laundry women personally reporting were colored.
RACE OR NATIONALITY AND CONJUGAL CONDITION OF WAGE-EARNING WOMEN IN MANUFACTURING AND MECHANICAL ESTABLISHMENTS.

<table>
<thead>
<tr>
<th>Race or nationality.</th>
<th>Single</th>
<th>Married</th>
<th>Widowed, divorced, or separated</th>
<th>Total</th>
<th>Per cent of each race or nationality.¹</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>Per cent</td>
<td>Number</td>
<td>Per cent</td>
<td>Number</td>
</tr>
<tr>
<td>American, white</td>
<td>72</td>
<td>80.0</td>
<td>11</td>
<td>12.2</td>
<td>7</td>
</tr>
<tr>
<td>American, colored</td>
<td>12</td>
<td>48.0</td>
<td>7</td>
<td>28.0</td>
<td>6</td>
</tr>
<tr>
<td>German</td>
<td>5</td>
<td>71.4</td>
<td>2</td>
<td>28.6</td>
<td>7</td>
</tr>
<tr>
<td>Hebrew</td>
<td>6</td>
<td>85.7</td>
<td>1</td>
<td>14.3</td>
<td>7</td>
</tr>
<tr>
<td>Other nationalities</td>
<td>10</td>
<td>83.3</td>
<td>2</td>
<td>17.7</td>
<td>12</td>
</tr>
<tr>
<td>Not reported</td>
<td>6</td>
<td>75.0</td>
<td>1</td>
<td>12.5</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>111</td>
<td>74.5</td>
<td>22</td>
<td>14.8</td>
<td>16</td>
</tr>
</tbody>
</table>

¹ Per cent based on total number reporting nationality.

HOTELS, RESTAURANTS, AND MISCELLANEOUS ESTABLISHMENTS.

The third group of women workers concerning whom information was received are employed in the down-town hotels, restaurants, and at cleaning in the public buildings. The figures apply to none of the apartment-house hotels, but only to hotels in the heart of the city catering to a strictly transient patronage. In none of these hotels are women employed as waitresses, such work being done exclusively by men. The work at which women are chiefly engaged is chamber work and char work. Women are employed also as pantry and parlor maids, glass washers, linen clerks, etc., but not in large numbers in any one occupation. In the restaurants where popular prices prevail, women are employed as waitresses. The total number of women employed in the 12 establishments visited is 382. Fifty, or 13 per cent, of these women were personally interviewed, and the information they gave was supplemented by hours and earnings data secured from their employers.

The information as to the proportion of women in this group who are living at home or otherwise is not comparable with the same information concerning the other groups because of the custom of giving housing or meals or both in addition to wages for hotel and restaurant service.

The ages of these 50 women are summarized in the following table:

| AGE OF WOMEN EMPLOYED IN HOTELS, RESTAURANTS, AND MISCELLANEOUS ESTABLISHMENTS. |
|-----------------------------------|--------|------|
| Age group.                        | Number | Per cent |
| Under 20 years                    | 5      | 10   |
| 20 to 25 years                    | 14     | 28   |
| 26 to 40 years                    | 18     | 36   |
| Over 40 years                     | 13     | 26   |
| Total number reporting            | 50     | 100  |
The small per cent of women under 20 years and the large per cent of women over 25 as compared with the women at work in the stores and in the manufacturing industries constitute the striking feature of this table. A corollary of this fact which is not apparent in the table is the much larger proportion of married, divorced, or deserted women among those employed in hotels, restaurants, etc., than among the other two groups of women wage earners.

Of the 50 women employed in hotels, restaurants, etc., and personally reporting, 9, or nearly a fifth, were colored. More significant, however, is the conjugal condition of this group of 50 women, as shown in the following table. Only 44 per cent compared with 85.5 per cent in the stores, and 74.5 per cent in the manufacturing industries, were single. The difference is due perhaps to the fact that hotel and restaurant work is more akin to domestic labor, and the married women overtaken by misfortune more readily find a field for service there than in organized trade or manufacture.

<table>
<thead>
<tr>
<th>Race or nationality</th>
<th>Single</th>
<th>Married</th>
<th>Widowed, divorced, or separated</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>Per cent</td>
<td>Number</td>
<td>Per cent</td>
</tr>
<tr>
<td>American, white</td>
<td>17</td>
<td>53.1</td>
<td>5</td>
<td>15.6</td>
</tr>
<tr>
<td>American, colored</td>
<td>8</td>
<td>88.9</td>
<td>1</td>
<td>11.1</td>
</tr>
<tr>
<td>Other nationalities</td>
<td>4</td>
<td>57.1</td>
<td>1</td>
<td>50.0</td>
</tr>
<tr>
<td>Not reported</td>
<td>1</td>
<td>50.0</td>
<td>1</td>
<td>50.0</td>
</tr>
<tr>
<td>Total</td>
<td>22</td>
<td>44.0</td>
<td>14</td>
<td>28.0</td>
</tr>
</tbody>
</table>

1 Per cent based on total number reporting nationality.

WOMEN EMPLOYED IN DEPARTMENT AND OTHER RETAIL STORES.

WORKING HOURS.

OVERTIME WORKED DURING CHRISTMAS SEASON.

The significant feature of the working hours in Washington department stores is the overtime during the week or more before Christmas. As this information was gathered previous to the Christmas of 1912, the overtime appearing in the tables and tabulations applies to the Christmas season of the year 1911. While there were evidences of some improvement this year in specific instances, interviews secured with individual women after Christmas, 1912, indicate no considerable reduction in the overtime compared with that demanded a year ago. The overtime season in the department stores, except in the alteration rooms, is confined largely to the week before Christmas, but for this
week the working hours are impressively long and should be taken into consideration with the fact that they come as a climax to a busy season of four to six weeks when the tension of service is steadily increasing though the working hours have remained practically the same.

The overtime in the alteration and manufacturing rooms of the department stores is more extended as it is an adjunct of the suit and millinery divisions, where the busy season is not concentrated in the Christmas season but extends over a number of weeks in the spring and fall. Because the demands of such work are rather those of a manufacturing industry than of a retail trade, the women employed in the alteration rooms of the department stores and personally interviewed have been classified, as have other fitters and sewing women in this report, with women at work in manufactures. Less than 15 per cent of the women in the stores are employed in the alteration rooms.

Overtime in the selling departments during other than the holiday season is occasioned by the preparation for or by the aftermath of special sales and by stock taking. That neither is considerable when compared with the working hours of the Christmas season or the regular Saturday night work throughout both the normal and busy seasons, is shown by individual tabulations at the end of this report.

The prevalence of overtime work during the holidays is shown by the fact that 188, or 90 per cent, of the 209 women reporting worked overtime during the week preceding Christmas. The overtime work of these 188 women is summarized in the following table:

<table>
<thead>
<tr>
<th>Period of overtime worked during Christmas season, 1911.</th>
<th>Women working overtime during Christmas season.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
</tr>
<tr>
<td>Less than 1 week...............................................</td>
<td>19</td>
</tr>
<tr>
<td>1 to 2 weeks...................................................</td>
<td>169</td>
</tr>
<tr>
<td>Total working overtime.....................................</td>
<td>188</td>
</tr>
<tr>
<td>Women working no overtime..................................</td>
<td>21</td>
</tr>
<tr>
<td>Total number reporting.....................................</td>
<td>209</td>
</tr>
</tbody>
</table>

1 Not including 5 who reported overtime but not during the Christmas season.

The detailed table at the close of this report shows that of the 269 women for whom detailed industrial data were secured 109, or approximately 40.5 per cent, worked 72 hours or more the week before Christmas, making 12 hours or more a day for 6 consecutive days. More than one-fourth of these worked an average of 13 hours a day. However, the detailed tabulations referred to show that the working hours were not evenly divided, but rose frequently the day
before Christmas to 14 or 15 hours. The number reporting a 14 or 15 hour "day before Christmas" explains the large number of reports to the Bureau's agents indicating that Christmas was a day of rest rather than of festivity.

Twenty-one, or 10 per cent, of the 209 women individually reporting and at work during the Christmas season, did no overtime work at all during this period. Nearly two-thirds, however, report 70 hours or more as the maximum week. The table below, which is based only upon reports from the 188 women working overtime during the Christmas season, summarizes the information contained in the detailed tabulation concerning the working hours during this season.

<table>
<thead>
<tr>
<th>Working Hours of Women Working Overtime in Department and Other Retail Stores During Christmas Season of 1911, As Shown by Individual Reports.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Classified weekly working hours.</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>Less than 60 hours.</td>
</tr>
<tr>
<td>60 to 64 hours.</td>
</tr>
<tr>
<td>65 to 69 hours.</td>
</tr>
<tr>
<td>70 to 74 hours.</td>
</tr>
<tr>
<td>75 to 79 hours.</td>
</tr>
<tr>
<td>80 to 82 hours.</td>
</tr>
<tr>
<td>Total women working overtime.</td>
</tr>
</tbody>
</table>

**NORMAL WORKING HOURS.**

The working hours during the normal season for more than four-fifths of the women from whom information was secured ranged between 55 and 59 per week, as shown by the following table:

<table>
<thead>
<tr>
<th>Summary of Normal Working Hours in Department and Other Retail Stores, As Shown by Individual Reports.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Classified weekly working hours.</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>48 to 54 hours.</td>
</tr>
<tr>
<td>55 to 59 hours.</td>
</tr>
<tr>
<td>60 to 64 hours.</td>
</tr>
<tr>
<td>65 to 69 hours.</td>
</tr>
<tr>
<td>70 hours or over.</td>
</tr>
</tbody>
</table>

1 Including 7 who worked shorter hours a part of the time, but for the greater part of the normal season their hours ranged between 55 and 69 hours, inclusive, a week.
2 Including 1 who worked less than 60 hours for part of the normal season.
3 Five worked 70 hours or more for 50 per cent or more of the normal season, working between 65 and 69 hours for the rest of the season.
4 Including 1 who worked in 2 establishments, in 1 of which 50 per cent of her season was over 70 hours and the rest 63 hours per week.
The cases of 60 hours and over shown in the foregoing table are largely due to work in small retail stores which require service alternating Sundays or every third Sunday. As stated before, this grade of stores is very slightly represented in this study.

SATURDAY WORKING HOURS.

Aside from the long hours during the Christmas season, the most impressive thing about the working hours in department and other retail stores in Washington is the prevailing long Saturday during the normal seasons.

The proportion of individual reports showing a long Saturday during the normal season is revealed in the following summary. According to this, 62 per cent of the women were working from 11 to 12 hours and more on Saturday all during the normal or regular season.

SATURDAY WORKING HOURS DURING NORMAL SEASON IN DEPARTMENT AND OTHER RETAIL STORES, AS SHOWN BY INDIVIDUAL REPORTS.

<table>
<thead>
<tr>
<th>Classified hours worked on Saturday.</th>
<th>Women reporting specified working hours on Saturday.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number.</td>
</tr>
<tr>
<td>More than 12 hours.</td>
<td>11</td>
</tr>
<tr>
<td>11 to 12 hours.</td>
<td>156</td>
</tr>
<tr>
<td>Same as other days.</td>
<td>99</td>
</tr>
<tr>
<td>Working shorter hours than other days.</td>
<td>3</td>
</tr>
<tr>
<td>Total number reporting</td>
<td>209</td>
</tr>
</tbody>
</table>

A number of the stores report two dull seasons, one immediately following Christmas and the other during July, August, and frequently a part of September. During the summer dull season a number of the women individually scheduled reported a half holiday, or rather a 1 o’clock closing hour which allowed nearly a half holiday, if not quite. In a large number of these cases, however, the Saturday working hours for the other dull season were longer than the regular working hours. The tabular summary below reveals the number and per cent of women reporting shorter working hours on Saturday during one dull season.
NUMBER OF WOMEN EMPLOYED IN DEPARTMENT AND OTHER RETAIL STORES
ACCORDING TO TIME WORKED ON SATURDAY DURING DULL SEASONS.

<table>
<thead>
<tr>
<th>Number. Per cent.</th>
<th>Number. Per cent.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women who reported having a half holiday during summer dull season</td>
<td>2 80</td>
</tr>
<tr>
<td>Women who reported as working usual dull-season day on Saturday</td>
<td>18</td>
</tr>
<tr>
<td>Women who reported as working more than regular schedule on Saturday of at least one dull season and having no half holidays during the other season</td>
<td>133</td>
</tr>
<tr>
<td>Total number reporting</td>
<td>231</td>
</tr>
</tbody>
</table>

1 All those reporting a 1 o'clock closing hour have been counted as enjoying a half holiday, even though the working hours were a little more than half the regular day.
2 Including 1 who reported working less than regular hours on Saturday, but did not receive a half holiday.

WORKING HOURS AS REPORTED BY EMPLOYERS.

The working hours as reported by employers show some discrepancies when compared with the individual reports, principally with reference to the working hours for the week before Christmas. These are due largely to differences in reports concerning the time allowed for lunch and the time of closing one or more nights before Christmas. The employers generally emphasized the 9 or 10 o'clock closing hour, but as customers are usually in the store when the doors are closed against newcomers, some of the saleswomen at least stay beyond the exact closing hour. Frequently, too, a girl is not able to get her stock in such order as to permit her to leave promptly and such overtime did not figure in the employers' report, though it did naturally in the individual's own report. The lunch hour was ordinarily a half or three-quarters of an hour, but many individual reports showed that, during Christmas week especially, time allowed for meals was materially shortened. In some instances employers themselves stated that when rushed, employees were asked at times to take "no more time for meals than was absolutely necessary," but emphasized the half or three-quarters of an hour lunch period. All these differences in emphasis account for the discrepancies between the working hours shown in the individual reports and those shown on the following summary of working hours reported by employers.
### HOURS OF LABOR OF WOMEN EMPLOYED IN DEPARTMENT AND OTHER RETAIL STORES DURING NORMAL PERIODS AND DURING RUSH SEASONS OF YEAR PREVIOUS TO DECEMBER, 1912, AS REPORTED BY EMPLOYERS.

<table>
<thead>
<tr>
<th>Establishment number.</th>
<th>Number of women employed during week of Dec. 1, 1912.</th>
<th>Normal season.</th>
<th>When hours were extended for stock taking.</th>
<th>Dull season.</th>
<th>Number of weeks in which working hours were extended.</th>
<th>Working period during Christmas season only.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number of weeks.</td>
<td>Usual day.</td>
<td>Saturday, or long day.</td>
<td>Average weekly.</td>
<td>Number of weeks.</td>
<td>Saturday, or short day.</td>
</tr>
<tr>
<td>1</td>
<td>8</td>
<td>51</td>
<td>9</td>
<td>12</td>
<td>54</td>
<td>None.</td>
</tr>
<tr>
<td>2</td>
<td>152</td>
<td>28</td>
<td>91</td>
<td>11</td>
<td>57</td>
<td>2</td>
</tr>
<tr>
<td>3</td>
<td>478</td>
<td>33</td>
<td>91</td>
<td>11</td>
<td>57</td>
<td>2</td>
</tr>
<tr>
<td>5</td>
<td>789</td>
<td>32</td>
<td>91</td>
<td>11</td>
<td>57</td>
<td>None.</td>
</tr>
<tr>
<td>6</td>
<td>8</td>
<td>30</td>
<td>9</td>
<td>9</td>
<td>54</td>
<td>None.</td>
</tr>
<tr>
<td>7</td>
<td>419</td>
<td>31</td>
<td>91</td>
<td>9</td>
<td>57</td>
<td>2</td>
</tr>
<tr>
<td>8</td>
<td>95</td>
<td>32</td>
<td>91</td>
<td>11</td>
<td>57</td>
<td>2</td>
</tr>
<tr>
<td>10</td>
<td>575</td>
<td>25</td>
<td>91</td>
<td>9</td>
<td>54</td>
<td>1</td>
</tr>
<tr>
<td>11</td>
<td>64</td>
<td>42</td>
<td>9</td>
<td>9</td>
<td>54</td>
<td>None.</td>
</tr>
<tr>
<td>12</td>
<td>79</td>
<td>18</td>
<td>91</td>
<td>9</td>
<td>54</td>
<td>None.</td>
</tr>
<tr>
<td>13</td>
<td>36</td>
<td>14</td>
<td>9</td>
<td>9</td>
<td>54</td>
<td>None.</td>
</tr>
<tr>
<td>14</td>
<td>200</td>
<td>28</td>
<td>9</td>
<td>9</td>
<td>54</td>
<td>None.</td>
</tr>
</tbody>
</table>

1 Or nearest representative week.
2 Exclusive of hours prevailing in workrooms.
3 Bracketed hours indicate two or more dull seasons.
4 Work 9 hours per day 3 days in the week and 12 hours per day on Sunday, making the weekly hours 73 hours every fourth week instead of the 57 hours when on the day shift.
5 Two women employed in the office reported 81 and 82 hours, respectively.
6 Day and night shift. Three work 6 hours each day on night shift, each employee taking turns by weeks, making the weekly hours 39 every fourth week instead of the 57 hours when on the day shift.
7 Work 9 hours on Monday.
8 Twenty-three women scheduled reported a maximum week from 44 to 4 hours in excess of 74 hours.
9 Two women scheduled reported from 5 to 7 hours in excess of hours reported by firm.
10 Four women scheduled reported from 44 to 45 hours in excess of the hours reported by firm.
11 Not including 1 hour per week allowed for shopping.
12 For 2 weeks prior to Christmas lunch hour is cut from 4 to 4 hours, making 9 hours per day, 57 hours per week.
13 No report for months prior to July 1, 1912; records destroyed.
14 No report for months prior to Oct. 1, 1912; records destroyed.

### DURATION OF EMPLOYMENT.

To judge fairly of the steadiness of employment afforded in the department and other retail stores of Washington, it is necessary to eliminate from consideration those who had gone to work for the first time during the period covered by this investigation, i. e., one year previous to December 1, 1912.
WAGE-EARNING WOMEN IN THE DISTRICT OF COLUMBIA.

WEEKS EMPLOYED DURING THE YEAR.

Of the 269 women concerning whom detailed information was secured, 212, or nearly four-fifths, had been wage earners for a year or more. An interruption in the year's employment was occasionally due to illness or other cause not chargeable to the industry. Because these causes were so inconsiderable they have not been taken into account in the following summary:

NUMBER OF WEEKS EMPLOYMENT DURING YEAR REPORTED BY WOMEN HAVING ONE OR MORE YEARS' INDUSTRIAL EXPERIENCE IN DEPARTMENT AND OTHER RETAIL STORES.

<table>
<thead>
<tr>
<th>Classified weeks of employment.</th>
<th>Women reporting specified number weeks' employment.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number.</td>
</tr>
<tr>
<td>48 to 52 weeks.</td>
<td>170</td>
</tr>
<tr>
<td>44 to 47 weeks.</td>
<td>16</td>
</tr>
<tr>
<td>40 to 43 weeks.</td>
<td>6</td>
</tr>
<tr>
<td>36 to 39 weeks.</td>
<td>7</td>
</tr>
<tr>
<td>32 to 35 weeks.</td>
<td>3</td>
</tr>
<tr>
<td>26 to 31 weeks.</td>
<td>5</td>
</tr>
<tr>
<td>Less than 26 weeks.</td>
<td>6</td>
</tr>
<tr>
<td>Total</td>
<td>212</td>
</tr>
</tbody>
</table>

Average number of weeks employed ......................................................... 47.65

It will be observed from the above summary that approximately four-fifths were employed for from 48 to 52 weeks during the year previous to December 1, 1912. It is important to take this fact into adequate consideration when comparing the weekly earnings of the women employed in department and other retail stores with the earnings of other groups of women workers.

VACATIONS WITH PAY.

Attention should be called here also to the fact that in some of the stores the women who have been employed continuously in the same establishment for a year, and in some instances for a year and a half, are granted a vacation of a week or more with pay. In such instances the vacation has not, of course, been deducted from the total weeks of employment, as it does not represent a loss of earnings. A footnote, however, marks every such case in the individual tabulations.

A summary of the vacations with pay reported for the women individually scheduled and at work for more than a year in the same establishment is presented in the following table, from which it appears that 47.2 per cent of those at work in the same establishment for one year or more had vacations with pay. In the two cases for which more than three weeks' vacation with pay was reported the workers were granted additional leave with pay because of illness. In one case the custom was to grant one week's vacation with pay and in the other, two weeks. As the workers credited the manage-
ments with a disposition to be liberal toward old employees when ill, and the purpose of these individual schedules was to set forth the actual facts for the period covered by this study, both cases have been listed as having more than two weeks' vacation with pay during the year previous to December 1, 1912.

**Vacations with Pay for Women Individually Reporting and at Work in the Same Store for a Year or More.**

<table>
<thead>
<tr>
<th>Classified weeks of vacation with pay</th>
<th>Number</th>
<th>Per cent.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 week</td>
<td>64</td>
<td>64.0</td>
</tr>
<tr>
<td>2 weeks</td>
<td>32</td>
<td>32.0</td>
</tr>
<tr>
<td>3 weeks</td>
<td>2</td>
<td>2.0</td>
</tr>
<tr>
<td>More than 3 weeks</td>
<td>2</td>
<td>2.0</td>
</tr>
<tr>
<td>Total granted vacation with pay</td>
<td>100</td>
<td>47.2</td>
</tr>
<tr>
<td>Women granted no vacation with pay</td>
<td>112</td>
<td>52.8</td>
</tr>
<tr>
<td>Total number reporting</td>
<td>212</td>
<td>100.0</td>
</tr>
</tbody>
</table>

**Weekly Earnings.**

Earnings as reported by individuals compared with rates of pay as shown by pay rolls.

Without exception the system of payment shown by the individual schedules and returns from employers alike was a flat weekly rate. The average weekly earnings during the period of employment is noted in the detailed tabulations for each woman scheduled, except where such information was not obtainable or was not sufficiently definite for other than footnote entry. Arranged in wage groups the data from individual schedules and pay rolls show the following distribution of weekly earnings and weekly rate of pay:

**Classified Weekly Earnings of Women Employed in Department and Other Retail Stores, as Shown by Individual Reports and by Establishment Pay Rolls, by Occupations.**

*Data from individual reports.*

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Women whose weekly earnings were within each classified amount</th>
<th>Total</th>
<th>Average weekly earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$2 to $2.99</td>
<td>$3 to $3.99</td>
<td>$4 to $4.99</td>
</tr>
<tr>
<td>Cash girls, bundle wrappers, errand girls, etc.</td>
<td>9</td>
<td>9</td>
<td>1</td>
</tr>
<tr>
<td>Inspectors and cashiers</td>
<td>13</td>
<td>36</td>
<td>34</td>
</tr>
<tr>
<td>Saleswomen</td>
<td>1</td>
<td>2</td>
<td>6</td>
</tr>
<tr>
<td>Office help (clerical)</td>
<td>1</td>
<td>2</td>
<td>6</td>
</tr>
<tr>
<td>Other employees, including department heads and buyers</td>
<td>10</td>
<td>24</td>
<td>44</td>
</tr>
</tbody>
</table>

1 Not including workshop women, tabulated under manufacturing industries.
2 Including 1, occupation not reported.
3 Including 1, occupation not reported; but not including 17, earnings not reported.
Data from establishment pay rolls.

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Women whose weekly earnings were within each classified amount.</th>
<th>Total.</th>
<th>Average weekly earnings.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$2 to $2.99.</td>
<td>$3 to $3.99.</td>
<td>$4 to $4.99.</td>
</tr>
<tr>
<td>Cash girls, messengers, bundle wrappers,</td>
<td>44</td>
<td>186</td>
<td>26</td>
</tr>
<tr>
<td>errand girls, etc.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Inspectors and cashiers</td>
<td>5</td>
<td>18</td>
<td>18</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Saleswomen 1</td>
<td>95</td>
<td>361</td>
<td>358</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office help (clerical)</td>
<td>14</td>
<td>45</td>
<td>43</td>
</tr>
<tr>
<td>Other employees, including department heads</td>
<td>12</td>
<td>18</td>
<td>14</td>
</tr>
<tr>
<td>and buyers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>56</td>
<td>313</td>
<td>446</td>
</tr>
</tbody>
</table>

1 Including the workshop women of one large department store, which included them with saleswomen in their pay-roll data.
2 In this average 9 buyers whose average wage was $80.75 a week were not included, as among the individuals scheduled there were none of this grade. With these 9 buyers included the average wage would be $7.

It will be observed that the earnings for nearly three-fifths of the women individually reporting fall below $7; that the largest single group falls in the $4 to $4.99 class. A few women individually reporting and employed in combination candy and restaurant establishments received meals in addition to wages. These cases are shown in the detailed table (p. 38), but are not taken into consideration in the foregoing summaries because they are not considerable in number. The average weekly earnings—$6.55—is 20 cents lower than the general average rate of pay as shown by the pay-roll data. The difference is undoubtedly due to the fact that the information secured from employers included the rates of pay for women in the alteration and other work rooms of the stores, where higher rates prevail, while the average earnings of the alteration hands individually reporting are not included in the average of $6.55, as these women have been grouped with those employed in manufacturing and mechanical establishments. Also it should be remembered that a rate of pay does not account for any losses, and the earnings account for all losses within the period of employment.

It is noteworthy that a slightly larger proportion of women are getting less than $7 a week according to the pay rolls than according to the individual schedules, the difference in percentage being 2.2. Furthermore, the table shows that the largest single group of women according to the pay rolls, as well as according to individual reports, are paid between $4 and $4.99 a week. A careful reading of the table will show that the pay-roll data furnish a substantial corroboration of the reports of individual workers.
OVERTIME EARNINGS AND EARNINGS FROM COMMISSIONS, PREMIUMS, ETC.

While the prevailing system of payment in the department and other retail stores of Washington is a flat weekly rate, there are some instances of payment for overtime and for commissions and premiums on special sales. These commissions are indicated in footnotes in the detailed table at the end of this report, but are not figured into the average earnings, except in one case where the commissions continued throughout the year without reference to overtime and were considerable enough to be regarded as an important part of the wage. Direct and definite payment for overtime is so rare among the 269 department and other retail store women individually scheduled in the selling and clerical occupations as to be entirely insignificant as a wage factor. Even if premiums, occasional commissions, and "presents" be all regarded as indirect compensation for overtime work whenever it may be required, the result is not impressive, as the following summary will show. Of the 269 women scheduled, 193 or 71.7 per cent reported overtime work during the period covered by this investigation. Only 16, or less than 6 per cent of the 269, reported direct or indirect compensation for overtime work. In seven of these cases no definite estimate of the amount thus earned could be secured because it was so scattered and uncertain. The largest figure named for any of these 16 was $15 for the whole season.

It should be remembered that this statement does not apply to women working overtime in the alteration rooms. There all overtime is paid for, but less than 15 per cent of the force is employed in such rooms.

Number and per cent of women in department and other retail stores reporting no compensation in excess of flat weekly rates of wages and of those who report direct or indirect compensation for overtime work, etc.

<table>
<thead>
<tr>
<th>Number</th>
<th>Per cent.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women reporting no earnings beyond flat weekly wage</td>
<td>177</td>
</tr>
<tr>
<td>Women reporting direct or indirect compensation</td>
<td>16</td>
</tr>
<tr>
<td>Total</td>
<td>193</td>
</tr>
<tr>
<td>Women reporting overtime payment</td>
<td>3</td>
</tr>
<tr>
<td>Women reporting &quot;presents&quot;</td>
<td>2</td>
</tr>
<tr>
<td>Women reporting commissions on sales and bonuses</td>
<td>11</td>
</tr>
<tr>
<td>Number reporting amount</td>
<td>4</td>
</tr>
<tr>
<td>Largest amount received by an individual during whole season</td>
<td>$15.00</td>
</tr>
</tbody>
</table>
WOMEN EMPLOYED IN MANUFACTURING AND MECHANICAL ESTABLISHMENTS.

WORKING HOURS.

The essential difference between the working hours in manufacturing and mechanical establishments and the hours in the retail stores lies in the fact that such overtime as is required of the first group is more or less irregular, spread over one or more seasons, and is more closely associated with the fluctuation of earnings.

OVERTIME WORKED DURING YEAR.

In the department and other retail stores the long working hours usually fall in the two weeks before Christmas and regularly on Saturday throughout the whole year except for 8 or 10 weeks in the summer. In the manufacturing and mechanical industries Saturday is not ordinarily a long day, the tendency on the contrary being to make that day shorter than other days. If the prevailing long Saturday, which the store managers and employees alike regard as a part of their "regular working hours," is classified as normal because it is a part of the regular schedule, then the women employed in the manufacturing and mechanical industries show a greater number of weeks during which overtime hours occurred than the individual schedules for women in the stores show.

The following table summarizes the individual reports concerning the number of weeks during which overtime work occurred:

<table>
<thead>
<tr>
<th>Classified weeks of overtime</th>
<th>Number</th>
<th>Per cent.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 2 weeks.</td>
<td>16</td>
<td>21.3</td>
</tr>
<tr>
<td>2 but under 4 weeks.</td>
<td>15</td>
<td>20.0</td>
</tr>
<tr>
<td>4 but under 6 weeks.</td>
<td>16</td>
<td>21.3</td>
</tr>
<tr>
<td>6 but under 8 weeks.</td>
<td>5</td>
<td>6.7</td>
</tr>
<tr>
<td>8 but under 10 weeks.</td>
<td>10</td>
<td>13.3</td>
</tr>
<tr>
<td>10 but under 14 weeks.</td>
<td>9</td>
<td>12.0</td>
</tr>
<tr>
<td>20 to 43 weeks.</td>
<td>4</td>
<td>5.4</td>
</tr>
<tr>
<td>Total working overtime.</td>
<td>175</td>
<td>50.3</td>
</tr>
<tr>
<td>Women working no overtime.</td>
<td>74</td>
<td>49.7</td>
</tr>
<tr>
<td>Total women reporting.</td>
<td>149</td>
<td>100.0</td>
</tr>
</tbody>
</table>

1 Excluding 22 who worked overtime in holiday weeks, but because of half time on the holiday their weekly hours are equal to or less than on normal weeks.

Before the table can be fairly compared with the analogous table on page 14, it should be noted that here women reporting overtime in any part of the year are included, while in the other table only women reporting overtime during the Christmas season are included. According to the footnote to that table, there were five
others reporting overtime during other periods of the year. Also it should be remembered that the prevailing long Saturday in the department stores is not called “overtime,” and therefore is not included in that table, although the working hours for such Saturdays are shown on the tabulations and summarized in special tables. In other words, there are more long-hour days in the department stores than the table referred to shows. However, the summary as it stands shows that 90 per cent of the women employed in the stores worked overtime during the rush season, while the foregoing table shows that of the women working in manufacturing and mechanical establishments but a little over 50 per cent worked beyond the usual hours at any time in the year. But the length of time during which overtime prevailed in the stores never exceeded two weeks, while this table shows that over 10 per cent of those working overtime in manufacturing and mechanical establishments worked from two to six weeks and that a small proportion worked overtime for a half year or more. The extreme cases, however, are reported by women who worked only during busy seasons in two or three different establishments. These firms did the same kind of work, but, catering to a different patronage, had their busy season at different times of the year. But such cases aside, the demand for overtime work covers a longer period, though the hours of the maximum week appear to be less extreme than the maximum weeks of women at work in the department and other retail stores.

WORKING HOURS DURING OVERTIME WEEKS.

The individual tabulation sheets for the two groups of wage earners show a maximum week of 82 hours for one woman employed in the department and other retail stores, while the other group shows 79 4 hours as the longest week worked by any woman. There are some other things to be considered, however, in the accompanying table summarizing the working hours during overtime weeks.

| Classified working hours during overtime weeks. | | Working hours during overtime weeks in | | MANUFACTURING | AND MECHANICAL | Establishments, as shown by individual reports. |
|-----------------------------------------------|-----|----------------------------------|-----------------|--------------------------------------------------|
| | | Number | Per cent. | | | |
| Less than 55 hours. | 5 | 6.7 |
| 55 to 59 hours. | 14 | 18.7 |
| 60 to 64 hours. | 24 | 32.0 |
| 65 to 69 hours. | 11 | 14.7 |
| 70 to 74 hours. | 19 | 25.3 |
| 75 to 80 hours. | 2 | 2.6 |
| Total working extended hours. | 75 | 100.0 |
The table on page 15 shows that over two-thirds of the women working overtime worked 70 or more hours in the maximum week. The table above shows that but 27.9 per cent worked such hours. This is further evidence that though there are more weeks of overtime in the manufacturing and mechanical industries than in the stores, overtime demands are not so sharp in that fewer workers are affected by the long hours. The largest group are working between 60 and 64 hours and nearly two-thirds work between 55 and 69 hours.

NORMAL WORKING HOURS.

The difference existing between the overtime seasons of the two groups of women wage earners has an analogy in the difference between their normal seasons. According to the table on page 15, four-fifths of the women in the department stores work normally from 55 to 59 hours per week. These hours include the long Saturday discussed in connection with the table. The table below shows that over 55 per cent of the women in the mechanical and manufacturing establishments work between 48 and 54 hours, and that an additional 7.5 per cent work less than 48 hours per week. On the other hand, over 10 per cent of the women employed in these establishments are working from 60 to 70 hours per week normally, while less than 4 per cent of the women employed in department and other retail stores worked over 60 hours in the normal season.

SUMMARY OF NORMAL WORKING HOURS IN MANUFACTURING AND MECHANICAL ESTABLISHMENTS, AS SHOWN BY INDIVIDUAL REPORTS.

<table>
<thead>
<tr>
<th>Classified weekly working hours</th>
<th>Women working specified weekly hours.</th>
<th>Women working specified weekly hours.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number.</td>
<td>Per cent.</td>
</tr>
<tr>
<td>Under 48 hours</td>
<td>1 11</td>
<td>7.5</td>
</tr>
<tr>
<td>48 to 54 hours</td>
<td>2 51</td>
<td>35.1</td>
</tr>
<tr>
<td>55 to 59 hours</td>
<td>3 40</td>
<td>27.2</td>
</tr>
<tr>
<td>60 to 64 hours</td>
<td>4 11</td>
<td>7.5</td>
</tr>
<tr>
<td>65 to 69 hours</td>
<td>3 8</td>
<td>2.0</td>
</tr>
<tr>
<td>70 hours and over</td>
<td>7 1</td>
<td>.7</td>
</tr>
<tr>
<td>Total number reporting</td>
<td>147</td>
<td>100.0</td>
</tr>
</tbody>
</table>

1 Including 1 who worked 49 hours every fourth week.
2 Including 2 who worked 47 3/4 hours part of the time; 1 worked 57 1/2 hours every third week; 1 worked 42 hours every fourth week; and 1 worked 47 hours every other week.
3 Including 7 who worked between 48 and 54 hours weekly in other establishments; 1 worked 51 hours every third week.
4 Including 1 who worked 54 hours every other week.

HOURS OF SHORT DAY.

As stated before, the long Saturday is not a feature of the working hours during the normal season as it is in the department and other retail stores. On the contrary, there is a marked tendency to shorter
hours on one day in the week, and in the case of steam laundries on two days in the week. With the laundries this tendency is due purely to the exigencies of the business. But whatever the purpose, the effect is the same. The table below shows that over one-third get a short day each week during the normal season. Among the department and retail store group of women the short day appears only in the dull season, during which time about one-third of the women individually scheduled enjoyed the half holiday.

NUMBER AND PER CENT OF WOMEN IN MANUFACTURING AND MECHANICAL ESTABLISHMENTS REPORTING A WORKING WEEK OF EQUAL HOURS EACH DAY, REPORTING A LONG DAY, AND REPORTING A SHORT DAY, ETC.

<table>
<thead>
<tr>
<th>Description</th>
<th>Number</th>
<th>Per cent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women reporting same hours throughout week</td>
<td>182</td>
<td>55.8</td>
</tr>
<tr>
<td>Women reporting a long day</td>
<td>10</td>
<td>6.8</td>
</tr>
<tr>
<td>Women reporting short days</td>
<td>55</td>
<td>37.4</td>
</tr>
<tr>
<td>Total</td>
<td>147</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Women reporting—

<table>
<thead>
<tr>
<th>Description</th>
<th>Number</th>
<th>Per cent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Two short days</td>
<td>15</td>
<td>27.3</td>
</tr>
<tr>
<td>One short day</td>
<td>37</td>
<td>67.3</td>
</tr>
<tr>
<td>Nine to ten hours</td>
<td>4</td>
<td>5.4</td>
</tr>
</tbody>
</table>

1 Including 4 who had a longer day in another establishment; 1 worked a longer day in alternate weeks.
2 Including 7 who reported another short day, but in excess of 6 hours.
3 Including 4 who reported another short day of 9 to 10 hours.
4 Including 2 who had another short day of 11 hours.

The individual tabulations at the end of this report do not show so long a "dull season" in the manufacturing and mechanical industries as in the department and other retail stores. This, however, is only apparent, because in the manufacturing and mechanical industries the dull season results more frequently in "lay-offs" than do the dull seasons in the other employment. Consequently there are a large number of "no dull season" reports on the individual tabulations which the column giving the number of weeks of employment and showing much less than a year explain.

WORKING HOURS AS REPORTED BY EMPLOYERS.

The discrepancies between the working hours as reported by employers and as reported by women at work in the manufacturing and mechanical establishments are not more serious, except in the case of the laundries, than the differences shown between the reports of store employers and those made by women employees, where the discrepancies were due more to the natural tendency among employers to emphasize the regular periods allowed for lunch and the regular time for closing and to slight the flexibility usual in busy seasons. There is also the tendency here to overlook the occasionally excessive hours
during rush periods which are an impressive part of the individual’s working experience. In the case of the laundry employers, however, there is a more serious discrepancy, as the subjoined tabulation of establishment reports will show if compared with the individual tabulations of laundry workers. The individual reports were secured from workers or members of their immediate families by agents of the Bureau who visited the homes, sometimes after working hours. There was no chance for collusion in the reports nor danger of the report of one woman influencing the report of another, since the information was secured by a number of agents working in different parts of the city at the same time. As these reports showed overtime and substantially to the same degree and for the same causes, they are accepted as correct by the Bureau in preference to the reports of the employing laundrymen. Another circumstance which strengthened this conviction was the fact that while all other employers cooperated willingly in giving data for this report and, with one exception, in permitting access to original records when such access was requested, some of the laundrymen, and particularly those whose reports are at greatest variance with the reports from individual workers, were very reluctant to give information, one declining outright to do so. In one laundry whose manager consented finally to give the Bureau’s agent his schedule of working hours, stating that the women never worked more than 54 hours, there were 15 women individually scheduled who reported from 55 to 72 hours as their maximum weeks. In fairness it should be said that two of the laundry proprietors interviewed showed no such reluctance, and that the interviews were sought only with laundrymen who employed women from whom individual schedules had been secured. Seven of the steam laundries were represented in the list, some of them among the largest in the city. As one of these refused outright to state the working hours for the women in his establishment, only six appear on the subjoined tabulation of establishment schedules. The reluctance described, therefore, should not be ascribed to the laundrymen as a whole, but only to those interviewed, and then with the two exceptions noted.

It should be said further that the hours shown in the table which follows for all employers, whether in manufacturing or mechanical establishments, particularly for the maximum weeks, do not necessarily nor ordinarily affect all the employees, sometimes less than half of the total number employed being affected.
WORKING HOURS OF WOMEN EMPLOYED IN MANUFACTURING AND MECHANICAL ESTABLISHMENTS, AS REPORTED BY EMPLOYERS.

<table>
<thead>
<tr>
<th>Industry</th>
<th>Number of women employed during week of Dec. 1, 1912</th>
<th>Normal season</th>
<th>Dull season</th>
<th>Busy season</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number of weeks</td>
<td>Working hours</td>
<td>Working hours</td>
<td>Working hours</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Usual day</td>
<td>Short day</td>
<td>Average weekly</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Sat. day</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Average weekly</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paper boxes</td>
<td>27</td>
<td>9</td>
<td>83</td>
<td>534</td>
</tr>
<tr>
<td>Engraving</td>
<td>3</td>
<td>49</td>
<td>8</td>
<td>None</td>
</tr>
<tr>
<td>Laundry</td>
<td>40</td>
<td>43</td>
<td>9</td>
<td>None</td>
</tr>
<tr>
<td>Paper boxes</td>
<td>32</td>
<td>32</td>
<td>9</td>
<td>None</td>
</tr>
<tr>
<td>Confectionery</td>
<td>2</td>
<td>48</td>
<td>9</td>
<td>None</td>
</tr>
<tr>
<td>Outing goods</td>
<td>6</td>
<td>25</td>
<td>9</td>
<td>None</td>
</tr>
<tr>
<td>Printing</td>
<td>4</td>
<td>29</td>
<td>8</td>
<td>None</td>
</tr>
<tr>
<td>Laundry</td>
<td>61</td>
<td>54</td>
<td>9</td>
<td>None</td>
</tr>
<tr>
<td>Printing</td>
<td>7</td>
<td>41</td>
<td>8</td>
<td>None</td>
</tr>
<tr>
<td>Tailoring</td>
<td>10</td>
<td>35</td>
<td>9</td>
<td>None</td>
</tr>
<tr>
<td>Laundry</td>
<td>12</td>
<td>36</td>
<td>9</td>
<td>None</td>
</tr>
<tr>
<td>Tailoring</td>
<td>16</td>
<td>39</td>
<td>9</td>
<td>None</td>
</tr>
<tr>
<td>Bakery and confectionery</td>
<td>8</td>
<td>52</td>
<td>9</td>
<td>None</td>
</tr>
<tr>
<td>Confectionery</td>
<td>49</td>
<td>34</td>
<td>9</td>
<td>None</td>
</tr>
<tr>
<td>Fur goods</td>
<td>5</td>
<td>43</td>
<td>9</td>
<td>4</td>
</tr>
<tr>
<td>Laundry</td>
<td>50</td>
<td>26</td>
<td>10</td>
<td>6</td>
</tr>
<tr>
<td>...</td>
<td>15</td>
<td>45</td>
<td>9</td>
<td>5</td>
</tr>
<tr>
<td>Printing</td>
<td>11</td>
<td>34</td>
<td>8</td>
<td>None</td>
</tr>
<tr>
<td>Laundry</td>
<td>150</td>
<td>43</td>
<td>8</td>
<td>None</td>
</tr>
<tr>
<td>Laundry</td>
<td>100</td>
<td>52</td>
<td>7</td>
<td>None</td>
</tr>
<tr>
<td>Supply house</td>
<td>3</td>
<td>43</td>
<td>6</td>
<td>None</td>
</tr>
</tbody>
</table>

1 Or nearest representative week.
2 Work 9 hours on Sunday.
3 A legal holiday fell in each of these weeks, and plant was in operation the whole day.
4 One woman scheduled reported a maximum week of 79 hours.
5 Maximum week occurs in normal season.
6 One woman scheduled reported a maximum week of 74 hours.
7 Hours somewhat irregular. Proprietor states he is entitled to require employees to work 60 hours per week if necessary, but thinks they have never worked full 60 hours. When their work is done they are at liberty to go.
8 A legal holiday fell in each of these weeks; on 1 holiday was in operation the whole day; on 2, 4 day; in addition worked 2 hours' overtime for 4 nights during 2 of these weeks, and 2 hours' overtime for 2 nights during another week.
9 Establishment employs no women for the weeks not accounted for.5
10 The 13 weeks not reported were under a different management.
11 Occurring alternate weeks on Monday; 8½ hours on Saturday.
12 A legal holiday fell in each of these weeks, and plant was in operation half of each holiday.
13 Three women scheduled report overtime, their maximum week being 75, 614, and 68 hours, respectively.
14 The longest set of hours reported by employer for any group of employees is given; 13 women scheduled, however, report hours in excess of 54, the maximum being 72 hours per week.
15 A legal holiday fell in each of these weeks; on 6 holidays plant was in operation an average of 5 hours in addition to 24 hours' overtime for 2 nights in each of the 7 weeks.
16 The longest set of hours reported by employer for any group of employees is given; 3 women scheduled, however, reported hours in excess of 50, the maximum being 58 hours weekly.
17 A legal holiday fell in each of these weeks; on 1 holiday plant was in operation 1 day, and in addition 2 hours' overtime on 1 night in each of the 7 weeks.
18 One woman scheduled, however, reported 12 weeks' overtime, of 6 hours per week.
19 The longest set of hours reported by employer for any group of employees is given; 1 woman scheduled, however, reported a normal week of 52½ hours.

DURATION OF EMPLOYMENT.

WEEKS EMPLOYED DURING YEAR.

The table below shows that the average number of weeks of employment reported by the women individually reporting and at work in the manufacturing and mechanical industries for a year or more was a little more than 45 weeks in the year previous to December 1, 1912. This is approximately two weeks less than that reported by women
at work in the stores (see table on p. 19). But the significant difference lies in the fact that while over 80 per cent of the women employed in stores report from 48 to 52 weeks of employment, less than 60 per cent of the women in the manufacturing and mechanical industries show the same number of weeks, and over 22 per cent lost from three to six months and more compared with less than 10 per cent in the other group of wage earners.

NUMBER OF WEEKS' EMPLOYMENT DURING YEAR IN MANUFACTURING AND MECHANICAL ESTABLISHMENTS REPORTED BY WOMEN HAVING ONE OR MORE YEARS' INDUSTRIAL EXPERIENCE.

<table>
<thead>
<tr>
<th>Classified weeks of employment.</th>
<th>Women reporting specified number of weeks' employment.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
</tr>
<tr>
<td>48 to 52 weeks</td>
<td>66</td>
</tr>
<tr>
<td>44 to 47 weeks</td>
<td>10</td>
</tr>
<tr>
<td>40 to 43 weeks</td>
<td>8</td>
</tr>
<tr>
<td>36 to 39 weeks</td>
<td>12</td>
</tr>
<tr>
<td>32 to 35 weeks</td>
<td>4</td>
</tr>
<tr>
<td>26 to 31 weeks</td>
<td>7</td>
</tr>
<tr>
<td>Less than 26 weeks</td>
<td>3</td>
</tr>
<tr>
<td>Total number reporting</td>
<td>110</td>
</tr>
<tr>
<td>Average number of weeks employed</td>
<td>45.29</td>
</tr>
</tbody>
</table>

VACATIONS WITH PAY.

The following table shows the extent to which women employed in manufacturing and mechanical establishments were granted vacations with pay:

VACATIONS WITH PAY IN MANUFACTURING AND MECHANICAL ESTABLISHMENTS REPORTED FOR WOMEN INDIVIDUALLY REPORTING AND AT WORK IN THE SAME ESTABLISHMENT FOR A YEAR OR MORE.

<table>
<thead>
<tr>
<th>Classified weeks of vacation with pay.</th>
<th>Women reporting specified number of weeks' vacation with pay.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
</tr>
<tr>
<td>1 to 2 weeks</td>
<td>8</td>
</tr>
<tr>
<td>2 to 2½ weeks</td>
<td>14</td>
</tr>
<tr>
<td>Total granted vacation with pay</td>
<td>22</td>
</tr>
<tr>
<td>Women granted no vacation with pay</td>
<td>80</td>
</tr>
<tr>
<td>Total number reporting</td>
<td>102</td>
</tr>
</tbody>
</table>

It will be observed by comparing the foregoing table with the corresponding table on page 20 that the percentage of women in the stores who report vacations with pay is 47.2, or nearly half, compared with 21.6 per cent, or but little over one-fifth of the women employed in the manufacturing and mechanical industries who reported the same privilege. Moreover, none of the women in the latter group reported as much as three weeks vacation with pay, while the table on page 20 shows a few of the women in the stores enjoying three weeks or more.
Unlike the department and other retail stores, the employers in manufacturing and mechanical industries pay frequently on a piece-rate basis. This fact becomes an important factor in the earnings reported during the various seasons. For even though no overtime may be required, the demands of a busy season result frequently in increased earnings because the supply of material permits or necessitates working under high pressure.

**EARNINGS AS REPORTED BY INDIVIDUALS.**

On the same principle, a dull season may not mean shorter hours but only a slackening of orders or loosening of the working tension, reduction of output, and consequent limitation of earnings. Of course, where the hours are lengthened the earnings are automatically increased, even if the rate is the same for overtime as for regular hours. In a number of cases the rate was increased 50 per cent and in a few it was doubled. The average earnings shown in the following table include overtime earnings, which in turn account probably for the fact that they are nearly 60 cents more per week than the average earnings of the store women individually reporting. It should be remembered, as shown on page 22, that extra pay for overtime work in stores is unusual and the amount small. Also it should be remembered that the average duration of employment is shorter in the manufacturing and mechanical industries than in the stores. This difference in duration of employment means that the real difference in earnings is approximately but $11 during the year. There is the further consideration that a large group in the manufacturing and mechanical industries fall well below the average in duration of employment, while among the store women a much larger group reported more than the average duration of employment.

**AVERAGE WEEKLY EARNINGS OF WOMEN EMPLOYED IN MANUFACTURING AND MECHANICAL ESTABLISHMENTS.**

<table>
<thead>
<tr>
<th>Classified average weekly earnings</th>
<th>Number</th>
<th>Per cent</th>
</tr>
</thead>
<tbody>
<tr>
<td>$2 to $2.99</td>
<td>2</td>
<td>1.4</td>
</tr>
<tr>
<td>$3 to $3.99</td>
<td>7</td>
<td>4.9</td>
</tr>
<tr>
<td>$4 to $4.99</td>
<td>2 4</td>
<td>16.8</td>
</tr>
<tr>
<td>$5 to $5.99</td>
<td>2 4</td>
<td>23.8</td>
</tr>
<tr>
<td>$6 to $6.99</td>
<td>1 4</td>
<td>9.8</td>
</tr>
<tr>
<td>$7 to $7.99</td>
<td>1 8</td>
<td>12.8</td>
</tr>
<tr>
<td>$8 to $8.99</td>
<td>2 0</td>
<td>13.9</td>
</tr>
<tr>
<td>$10 or more</td>
<td>2 4</td>
<td>16.8</td>
</tr>
<tr>
<td>Total</td>
<td>143</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Average weekly earnings........................................................................................................... $7.13

1 Seventy-five per cent were employed by laundries and drug companies.
2 Fifty-five and nine-tenths per cent were employed by laundries.
3 Thirty-seven and five-tenths per cent were employed by tailoring establishments.
EFFECT OF OVERTIME ON EARNINGS.

While the overtime earnings are included in the general average weekly earnings the table below shows the number affected by such earnings and the prevailing rate of pay for overtime. Also it affords opportunity to compare the effect of overtime on earnings of women employed in manufacturing and mechanical establishments with its effect on the earnings of women in the stores, as shown on page 22.

### NUMBER AND PER CENT OF WOMEN IN MANUFACTURING AND MECHANICAL ESTABLISHMENTS WHO WORKED OVERTIME WITHOUT ADDITIONAL COMPENSATION AND OF THOSE WHO REPORTED OVERTIME PAYMENT AT VARYING RATES OF COMPENSATION.

<table>
<thead>
<tr>
<th>Description</th>
<th>Number</th>
<th>Per cent.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women who work overtime but who report no earnings beyond flat weekly wages</td>
<td>129</td>
<td>38.7</td>
</tr>
<tr>
<td>Women reporting overtime payment</td>
<td>46</td>
<td>61.3</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100.0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Description</th>
<th>Number</th>
<th>Per cent.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women reporting overtime payment at—</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Regular rate</td>
<td>3</td>
<td>18 39.1</td>
</tr>
<tr>
<td>Time-and-a-half rate</td>
<td>15</td>
<td>32.6</td>
</tr>
<tr>
<td>Double rate</td>
<td>4</td>
<td>6     13.1</td>
</tr>
<tr>
<td>Rate not reported</td>
<td>7</td>
<td>15.2</td>
</tr>
</tbody>
</table>

1 Includes 1 not reporting whether or not pay was received.
2 Includes flat rates which approximate given rates.
3 Includes 1 who received double pay for Sunday work only.
4 Includes 1 who worked in 2 establishments, receiving no pay for overtime in the second.

The above table shows that 75, or a little over 50 per cent of the 149 women reporting, worked overtime. Twenty-nine of these reported no earnings for overtime beyond the regular flat weekly wage. Forty-six, or more than 61 per cent of those working overtime, reported payment for overtime, compared with 8 per cent reporting such compensation among the women in the department and other retail stores, as shown in the table on page 22.

A peculiar situation presents itself in connection with the overtime required among laundry workers. As stated in another report,1 "the work of a steam laundry is ordinarily not seasonal, unless an establishment specializes in work that is itself seasonal or depends for patronage on a locality whose residents go away in large numbers for the summer. In laundry work a 'rush' period may be precipitated any week by the advent of a large convention * * * or an unexpected hotel order. Naturally such emergencies do not affect all laundries at the same time * * *. Aside from these emergencies all laundries doing hotel, restaurant, or Pullman car work run under more or less pressure during the weeks in which a holiday occurs, as there can be no delay in delivering the goods promptly to such patrons."

Laundries in Washington, D. C., do not differ in these respects from laundries in other large cities, except for the adjustment necessary to meet the demands when Congress is in session and patronage is mate-

The peculiar feature of the overtime during weeks in which holidays occur is that the long days occasioned thereby rarely result in a week that is longer than the normal week. This happens because a woman frequently works a number of evenings during a holiday week to make up for a part or the whole of the time she takes off on the holiday. According to reports, both from employers and employees interviewed during this investigation, the custom of requiring overtime to make up for a part or all of the time taken off on the legal holidays prevailed in all of the establishments visited except one, and was reported by a majority of the women laundry workers individually scheduled.

RATES OF PAY AS SHOWN BY PAY ROLLS.

While information concerning rates of pay was secured from employers in the manufacturing and mechanical industries, it is not possible to use it with entire satisfaction for comparison with individual reports on earnings, owing to the different systems of payment prevailing in this group of industries. Where the flat weekly rate of pay prevailed comparison, of course, was possible. With an average of but 828 women 1 employed in the manufacturing and mechanical industries of Washington, the pay-roll data from establishments employing 326 women, as shown on this table, are ample for purposes of comparison.

NUMBER AND PER CENT OF WOMEN IN SPECIFIED INDUSTRIES RECEIVING COMPENSATION WITHIN EACH CLASSIFIED RATE OF WEEKLY WAGES.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Establishments reporting...</td>
<td>3</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>12</td>
</tr>
<tr>
<td>Women reporting...</td>
<td>67</td>
<td>22</td>
<td>67</td>
<td>14</td>
<td>159</td>
<td>27</td>
<td>326</td>
</tr>
<tr>
<td>Women receiving classified weekly rates of pay of—</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Under $4.</td>
<td>8</td>
<td>11.94</td>
<td>1</td>
<td>7.75</td>
<td>94</td>
<td>67.63</td>
<td>7</td>
</tr>
<tr>
<td>$4 to $4.99.</td>
<td>30</td>
<td>50.70</td>
<td>23</td>
<td>49.35</td>
<td>15</td>
<td>10.79</td>
<td>2</td>
</tr>
<tr>
<td>$5 to $5.99.</td>
<td>11</td>
<td>16.42</td>
<td>22</td>
<td>33.60</td>
<td>7</td>
<td>5.94</td>
<td>5</td>
</tr>
<tr>
<td>$6 to $6.99.</td>
<td>6</td>
<td>8.96</td>
<td>22</td>
<td>33.60</td>
<td>1</td>
<td>1.74</td>
<td>6</td>
</tr>
<tr>
<td>$7 to $7.99.</td>
<td>6</td>
<td>8.96</td>
<td>22</td>
<td>33.60</td>
<td>1</td>
<td>1.74</td>
<td>6</td>
</tr>
<tr>
<td>$8 to $9.99.</td>
<td>1</td>
<td>1.43</td>
<td>3</td>
<td>21.43</td>
<td>9</td>
<td>6.47</td>
<td>3</td>
</tr>
<tr>
<td>$10 and over.</td>
<td>2</td>
<td>2.98</td>
<td>11</td>
<td>16.30</td>
<td>10</td>
<td>71.43</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>67</td>
<td>100.00</td>
<td>57</td>
<td>100.00</td>
<td>139</td>
<td>100.00</td>
<td>326</td>
</tr>
<tr>
<td>Average weekly earnings</td>
<td>$5.47</td>
<td>$8.16</td>
<td>$7.14</td>
<td>$9.86</td>
<td>$5.25</td>
<td>$5.30</td>
<td>$5.74</td>
</tr>
</tbody>
</table>

The foregoing table shows an average weekly rate of pay of $5.74, or $1.39 lower than the average earnings shown by the individual schedules. The difference is easily accounted for by the fact that the individual schedules include women in the alteration rooms of the department stores where higher rates of pay prevail, by the over-

1 Thirteenth Census, 1910, Vol. IX, Manufactures, p. 185.
time earnings included in the individual schedules, and by the fact that this table is based upon a flat weekly wage only which excludes any overtime earnings.

WOMEN EMPLOYED IN HOTELS, RESTAURANTS, AND MISCELLANEOUS ESTABLISHMENTS.

WORKING HOURS

The individual table at the close of this report, and the summary tables here presented tell their own story for the women employed in hotels and restaurants. The salient features in the working conditions of this group of women are the Sunday work, the frequency of night work, and the fact that in addition to wages most of the women in hotels get both meals and housing. In some of the restaurants meals and not housing are given in addition to the wage.

As might be expected, there is no recurring period in the year when overtime falls as in the other two groups of employments. Sunday work and night work are a part of the lot of women employed in many of the hotels and restaurants. For these women other overtime is ordinarily required when there are banquets, balls, or other social or public functions. Such functions differ greatly in the extent of service required, and any attempt to present it in tabular form would result in statistical fiction. The hours shown in the tabulations and summarized in the following tables, therefore, have to do with the regular working hours, overtime due to balls, banquets, etc., being indicated only in footnotes to establishment schedules.

AVERAGE AND MAXIMUM WEEKLY HOURS.

The accompanying table, which summarizes the average and maximum weekly hours, serves but to emphasize the fact that long hours are not confined to short seasons. For example, 8 women reported maximum weekly working hours as between 60 and 64, but 8 women not necessarily of the same group worked an average of between 60 and 64 hours per week. Four reported an average of 70 hours or over, and the same number reported maximum weeks of equal length.

AVERAGE AND MAXIMUM WEEKLY HOURS OF WOMEN AT WORK IN HOTELS, RESTAURANTS, AND MISCELLANEOUS ESTABLISHMENTS.

<table>
<thead>
<tr>
<th>Classified weekly hours</th>
<th>Women working classified—</th>
<th>Average hours</th>
<th>Maximum hours</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>Per cent.</td>
<td>Number</td>
</tr>
<tr>
<td>Under 48 hours</td>
<td>11</td>
<td>22.0</td>
<td>11</td>
</tr>
<tr>
<td>48 to 64 hours</td>
<td>10</td>
<td>20.0</td>
<td>8</td>
</tr>
<tr>
<td>55 to 59 hours</td>
<td>15</td>
<td>30.0</td>
<td>16</td>
</tr>
<tr>
<td>60 to 64 hours</td>
<td>8</td>
<td>16.0</td>
<td>8</td>
</tr>
<tr>
<td>65 to 69 hours</td>
<td>2</td>
<td>4.0</td>
<td>5</td>
</tr>
<tr>
<td>70 hours and over</td>
<td>4</td>
<td>8.0</td>
<td>4</td>
</tr>
<tr>
<td>Total number reporting</td>
<td>50</td>
<td>100.0</td>
<td>50</td>
</tr>
</tbody>
</table>

1 Including 1 who worked 55 hours per week in another establishment
THE SEVEN-DAY WEEK.

As stated before, the salient feature in the working hours of women in this group is the prevailing Sunday work. This is clearly revealed in the table below, which shows that over 70 per cent of the women individually scheduled report a seven-day week. The table also shows, however, that nearly half of the women working seven days a week have a short working-day during the week.

<table>
<thead>
<tr>
<th>Women working—</th>
<th>Total.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Six days.</td>
</tr>
<tr>
<td>Women affected</td>
<td>14 28.0</td>
</tr>
<tr>
<td>Women in each group reporting a short day of—</td>
<td></td>
</tr>
<tr>
<td>Under 6 hours</td>
<td>6 16.7</td>
</tr>
<tr>
<td>6 to 8 hours</td>
<td>11 30.5</td>
</tr>
<tr>
<td>Total</td>
<td>14 100.0</td>
</tr>
</tbody>
</table>

1 Including 1 who worked a 6-day and a 7-day week alternately.
2 Including 5 who had a second short day of 7½ or 8 hours.

MAXIMUM WORKING-DAY.

Nearly one-third of the women scheduled reported a long day of more than 12 hours. The longest day reported in this group was 16½ hours, as shown in the table at the end of this report.

<table>
<thead>
<tr>
<th>Classified working hours per day.</th>
<th>Women reporting days of specified hours.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
</tr>
<tr>
<td>More than 12 hours</td>
<td>15</td>
</tr>
<tr>
<td>11 to 12 hours</td>
<td>8</td>
</tr>
<tr>
<td>Under 11 hours</td>
<td>26</td>
</tr>
<tr>
<td>Total number reporting</td>
<td>50</td>
</tr>
</tbody>
</table>
WAGE-EARNING WOMEN IN THE DISTRICT OF COLUMBIA.

WORKING HOURS AS REPORTED BY EMPLOYERS.

Because the regular and maximum weekly working hours of women engaged in the several occupations differ for each group, it is not possible to construct a table which will represent anything like the prevailing hours for the majority of women and which at the same time will show to what extent long hours are required. Inasmuch as it is desirable to so arrange the information secured from employers as to afford a comparison with the extreme hours reported by individuals, there has been entered in the following table the longest set of hours required of any occupation group, the number of women affected also being entered. In case such group does not contain the greatest number of women wage earners in the establishment, the working hours for the largest group are entered as a footnote. By this arrangement it is possible to know whether the extreme hours reported by individuals are ever exacted, according to the reports of employers.

REGULAR WORKING HOURS THROUGHOUT THE YEAR OF WOMEN EMPLOYED IN HOTELS, RESTAURANTS, AND MISCELLANEOUS ESTABLISHMENTS, AS REPORTED BY EMPLOYERS.

<table>
<thead>
<tr>
<th>Establishment number</th>
<th>Industry</th>
<th>Number of women employed</th>
<th>Working hours</th>
<th>Number of days worked per week</th>
<th>Number of nights worked per week</th>
<th>Maximum weekly hours</th>
<th>Number of women affected</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Hotel</td>
<td>37</td>
<td>10 10</td>
<td>15 63</td>
<td>6 6 7 7</td>
<td>78</td>
<td>2</td>
</tr>
<tr>
<td>2</td>
<td>do</td>
<td>64</td>
<td>11 10 10</td>
<td>11 77</td>
<td>7 7 7 7</td>
<td>77</td>
<td>7</td>
</tr>
<tr>
<td>3</td>
<td>do</td>
<td>64</td>
<td>11 11 11</td>
<td>11 60</td>
<td>7 7 7 7</td>
<td>71</td>
<td>7</td>
</tr>
<tr>
<td>4</td>
<td>do</td>
<td>17</td>
<td>10 10 10</td>
<td>10 70</td>
<td>7 7 7 7</td>
<td>70</td>
<td>1</td>
</tr>
<tr>
<td>5</td>
<td>Restaurant</td>
<td>10</td>
<td>10 10 10</td>
<td>10 70</td>
<td>7 7 7 7</td>
<td>70</td>
<td>10</td>
</tr>
<tr>
<td>6</td>
<td>do</td>
<td>6</td>
<td>10 10 10</td>
<td>10 60</td>
<td>7 7 7 7</td>
<td>70</td>
<td>2</td>
</tr>
<tr>
<td>7</td>
<td>Transportation</td>
<td>65</td>
<td>10 10 10</td>
<td>10 70</td>
<td>7 7 7 7</td>
<td>70</td>
<td>60</td>
</tr>
<tr>
<td>8</td>
<td>do</td>
<td>46</td>
<td>10 10 10</td>
<td>10 70</td>
<td>7 7 7 7</td>
<td>70</td>
<td>46</td>
</tr>
<tr>
<td>9</td>
<td>Restaurant</td>
<td>24</td>
<td>10 10 10</td>
<td>10 60</td>
<td>7 7 7 7</td>
<td>66</td>
<td>6</td>
</tr>
<tr>
<td>10</td>
<td>Hotel</td>
<td>24</td>
<td>10 10 10</td>
<td>10 63</td>
<td>7 7 7 7</td>
<td>63</td>
<td>12</td>
</tr>
<tr>
<td>11</td>
<td>do</td>
<td>18</td>
<td>5 12 None</td>
<td>12 63</td>
<td>7 7 7 7</td>
<td>63</td>
<td>12</td>
</tr>
<tr>
<td>12</td>
<td>Restaurant</td>
<td>7</td>
<td>5 None</td>
<td>5 63</td>
<td>7 7 7 7</td>
<td>63</td>
<td>7</td>
</tr>
</tbody>
</table>

1 The longest hours worked by any set of women is given. Occasional overtime, occurring on special occasions, as banquets, balls, etc., is not included in tabulation.

2 Alternate weeks.

3 Twenty-four, the largest group of women employed, have an average week of 54 hours, with a maximum week of 62 hours occurring every sixth week.

4 Twenty-seven, the largest group of women employed, have an average week of 56 hours, with a maximum week of 57 hours occurring every fourth week.

5 Alternate days.

6 Thirty-two, the largest group of women employed, have an average week of 60 hours, with a maximum week of 57 hours every fourth week.

7 Eight, the largest group of women employed, have an average week of 60 hours, with a maximum week of 62 hours every fourth week.

8 Ever tenth week have 64 hours per day or a 48-hour week.

9 Have every tenth day off.

10 Saturday and Sunday, alternately.

11 Fifteen, the largest group of women employed, have an average week of 56 hours, with a maximum week of 54 hours.

12 Ten, the largest group of women employed, have an average week of 53 hours, with a maximum week of 59 hours.
DURATION OF EMPLOYMENT.

The table following summarizes the information as to the steadiness of employment as reported by women at work in the hotels, restaurants, and miscellaneous establishments. It will be noted that, while the proportion of those at work for a year or more who reported from 48 to 52 weeks of employment is no larger than that reported by the wage-earning women in the department stores, the average number of weeks is greater by over a week. This is a factor of course in the wage problem. Six, or 20 per cent, of the women who were at work in the same establishment for a year or more were granted from one to three weeks vacation with pay.

<table>
<thead>
<tr>
<th>Classified weeks of employment</th>
<th>Women reporting specified number of weeks' employment.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
</tr>
<tr>
<td>48 to 52 weeks</td>
<td>24</td>
</tr>
<tr>
<td>44 to 47 weeks</td>
<td>3</td>
</tr>
<tr>
<td>40 to 43 weeks</td>
<td>1</td>
</tr>
<tr>
<td>38 to 39 weeks</td>
<td>2</td>
</tr>
<tr>
<td>Total number reporting</td>
<td>30</td>
</tr>
<tr>
<td>Average number of weeks employed</td>
<td>49.3</td>
</tr>
</tbody>
</table>

WEEKLY EARNINGS.

The subjoined table, summarizing the information contained in the detailed table as to the earnings of women employed in hotels, restaurants, and miscellaneous establishments, takes account of the food and housing included as partial payment for services. It will be observed that nearly two-thirds of the women get both housing and food in addition to cash earnings. The quality of either housing or food is not taken into account in this report. A number of cases are noted on the individual table which show that women did not avail themselves of this perquisite. Sometimes the worker had a home in the city and preferred to stay there. In one or two instances the food or housing was rejected on the ground of quality. Quality aside, however, it should be noted that while a larger proportion of women in this group than in either of the two other groups earn between $3 and $4, nearly four-fifths of them are getting room and board in addition to wage. The pay-roll data secured from hotel employers consisted in a statement that the rates of pay of given occupations were $10, $14, $15, and in some cases $25 a month in addition to board and housing. Reduced to a weekly basis this report agrees substantially with the reports of individuals.
WOMEN EARNING CLASSIFIED WEEKLY AMOUNTS IN HOTELS, RESTAURANTS, AND MISCELLANEOUS ESTABLISHMENTS, AND NUMBER IN EACH WAGE GROUP RECEIVING BOARD OR ROOM OR BOTH IN ADDITION TO SPECIFIED WAGE.

<table>
<thead>
<tr>
<th>Classified weekly earnings</th>
<th>Board and room in addition to wage</th>
<th>One or more meals only in addition to wage</th>
<th>Cash earnings only</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>$2 to $2.99</td>
<td>2</td>
<td>2</td>
<td>5</td>
<td>33</td>
</tr>
<tr>
<td>$3 to $3.99</td>
<td>26</td>
<td>2</td>
<td>5</td>
<td>33</td>
</tr>
<tr>
<td>$4 to $4.99</td>
<td>3</td>
<td>1</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>$5 to $5.99</td>
<td></td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>$6 to $6.99</td>
<td></td>
<td>1</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>$7 to $7.99</td>
<td></td>
<td></td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>$8 to $8.99</td>
<td></td>
<td></td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Total</td>
<td>31</td>
<td>3</td>
<td>14</td>
<td>148</td>
</tr>
</tbody>
</table>

Per cent: 64.6 6.2 29.2 100.0

1 Not including two of the women individually scheduled, who did not report earnings.
<table>
<thead>
<tr>
<th>Individual number</th>
<th>Age</th>
<th>Conjugal condition</th>
<th>Occupation</th>
<th>Years of experience in present industry</th>
<th>Weeks employed during year previous to Dec. 1, 1912</th>
<th>Average weekly earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>26</td>
<td>Single</td>
<td>Cashier</td>
<td>6</td>
<td>51</td>
<td>$7.25</td>
</tr>
<tr>
<td>2</td>
<td>20</td>
<td>Married</td>
<td>Saleswoman</td>
<td>2</td>
<td>16</td>
<td>8.65</td>
</tr>
<tr>
<td>3</td>
<td>19</td>
<td>Single</td>
<td>Saleswoman and bookkeeper</td>
<td>6</td>
<td>52</td>
<td>2.50</td>
</tr>
<tr>
<td>4</td>
<td>21</td>
<td>. . . .</td>
<td>Clerical</td>
<td>3</td>
<td>47</td>
<td>7.00</td>
</tr>
<tr>
<td>5</td>
<td>20</td>
<td>. . . .</td>
<td>Cashier</td>
<td>4½</td>
<td>1½</td>
<td>7.50</td>
</tr>
<tr>
<td>6</td>
<td>32</td>
<td>Married</td>
<td>Saleswoman</td>
<td>1½</td>
<td>35</td>
<td>6.00</td>
</tr>
<tr>
<td>7</td>
<td>23</td>
<td>Single</td>
<td>. . . .</td>
<td>7½</td>
<td>1½</td>
<td>5.96</td>
</tr>
<tr>
<td>8</td>
<td>19</td>
<td>. . . .</td>
<td>. . . .</td>
<td>5</td>
<td>50</td>
<td>7.00</td>
</tr>
<tr>
<td>9</td>
<td>36</td>
<td>Widowed</td>
<td>. . . .</td>
<td>6½</td>
<td>1½</td>
<td>7.00</td>
</tr>
<tr>
<td>10</td>
<td>25</td>
<td>Married</td>
<td>. . . .</td>
<td>7</td>
<td>1½</td>
<td>8.00</td>
</tr>
<tr>
<td>11</td>
<td>20</td>
<td>Single</td>
<td>Clerical</td>
<td>4½</td>
<td>50</td>
<td>7.87</td>
</tr>
<tr>
<td>12</td>
<td>21</td>
<td>. . . .</td>
<td>Saleswoman</td>
<td>1½</td>
<td>51</td>
<td>9.00</td>
</tr>
<tr>
<td>13</td>
<td>24</td>
<td>. . . .</td>
<td>Department head</td>
<td>1½</td>
<td>9 ½</td>
<td>18.00</td>
</tr>
<tr>
<td>14</td>
<td>17</td>
<td>. . . .</td>
<td>Errand girl</td>
<td>½</td>
<td>10½</td>
<td>3.95</td>
</tr>
<tr>
<td>15</td>
<td>.</td>
<td>(4) . . .</td>
<td>Saleswoman</td>
<td>7</td>
<td>1½</td>
<td>6.95</td>
</tr>
<tr>
<td>16</td>
<td>17</td>
<td>. . . .</td>
<td>. . . .</td>
<td>1½</td>
<td>48</td>
<td>4.00</td>
</tr>
<tr>
<td>17</td>
<td>20</td>
<td>. . . .</td>
<td>. . . .</td>
<td>6</td>
<td>1½</td>
<td>5.97</td>
</tr>
<tr>
<td>18</td>
<td>19</td>
<td>. . . .</td>
<td>. . . .</td>
<td>2½</td>
<td>50</td>
<td>4.45</td>
</tr>
<tr>
<td>19</td>
<td>30</td>
<td>Married</td>
<td>Department head</td>
<td>10</td>
<td>9 ½</td>
<td>(9)</td>
</tr>
<tr>
<td>20</td>
<td>19</td>
<td>Single</td>
<td>Saleswoman</td>
<td>2</td>
<td>1½</td>
<td>7.65</td>
</tr>
<tr>
<td>21</td>
<td>.</td>
<td>20 . . .</td>
<td>. . . .</td>
<td>2½</td>
<td>50</td>
<td>4.00</td>
</tr>
<tr>
<td>22</td>
<td>19</td>
<td>. . . .</td>
<td>. . . .</td>
<td>1½</td>
<td>14</td>
<td>5.00</td>
</tr>
<tr>
<td>23</td>
<td>17</td>
<td>. . . .</td>
<td>. . . .</td>
<td>2½</td>
<td>9½</td>
<td>3.50</td>
</tr>
<tr>
<td>24</td>
<td>24</td>
<td>. . . .</td>
<td>Department head</td>
<td>9½</td>
<td>9 ½</td>
<td>10.00</td>
</tr>
<tr>
<td>25</td>
<td>25</td>
<td>. . . .</td>
<td>Saleswoman</td>
<td>10</td>
<td>1½</td>
<td>4.80</td>
</tr>
<tr>
<td>26</td>
<td>21</td>
<td>. . . .</td>
<td>. . . .</td>
<td>1½</td>
<td>49</td>
<td>5.50</td>
</tr>
<tr>
<td>27</td>
<td>38</td>
<td>. . . .</td>
<td>Clerical</td>
<td>3</td>
<td>9½</td>
<td>10.00</td>
</tr>
<tr>
<td>28</td>
<td>19</td>
<td>. . . .</td>
<td>. . . .</td>
<td>3</td>
<td>1½</td>
<td>4.50</td>
</tr>
<tr>
<td>29</td>
<td>17</td>
<td>. . . .</td>
<td>Saleswoman</td>
<td>1</td>
<td>50</td>
<td>4.34</td>
</tr>
<tr>
<td>30</td>
<td>18</td>
<td>. . . .</td>
<td>. . . .</td>
<td>7</td>
<td>1½</td>
<td>6.00</td>
</tr>
</tbody>
</table>

1 Including 1 week's vacation with pay.
2 Works 10 hours 4 days and 13½ hours 2 days a week and 12 hours every third Sunday; every other Saturday 10 hours.
3 In addition, meals.
4 Works 9 hours 3 days and 13½ hours 2 days a week and 12 hours every other Sunday. No regular meal hours allowed, therefore no time for meals deducted.
5 Maximum week of 81 hours occurs in normal season.
6 Including 2 overtime weeks, 1 of 66 hours and 1 of 60½ hours.
7 Not including premiums on special sales not exceeding $10.
MENT OF WAGE-EARNING WOMEN, WASHINGTON, D. C.

Department and other retail stores.

[Unless otherwise indicated, bracketed hours signify two dull seasons.]

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<thead>
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<th>Normal season.</th>
<th>Dull season.</th>
<th>Christmas holidays only.</th>
<th>Other employment.</th>
<th>Individual number.</th>
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* Including 6 overtime weeks of 62 hours each in normal season.
† Including 2 weeks' vacation with pay.
\^ Employed in 2 establishments.
\$ Over 25 years.
\% Not reported.
\* Works 10 hours 4 days and 13 hours 2 days a week and 12\(\frac{1}{2}\) hours every third Sunday; every other Saturday 10 hours.
\# Maximum week of 78\(\frac{1}{2}\) hours occurs in normal season.

Digitized for FRASER
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Federal Reserve Bank of St. Louis
<table>
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<th>Individual number</th>
<th>Age</th>
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<th>Occupation</th>
<th>Years of experience in present industry</th>
<th>Weeks employed during year previous to Dec. 1, 1912</th>
<th>Average weekly earnings</th>
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</table>

1 Not more than $5.
2 Including 1 week's vacation with pay.
3 Not reported.
4 Estimated at $5.60.
5 Employed in 2 establishments.
### WAGE-EARNING WOMEN IN THE DISTRICT OF COLUMBIA.

#### OF WAGE-EARNING WOMEN, WASHINGTON, D. C.—Continued.

**Department and other retail stores—Continued.**

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<th>Dull season</th>
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<th>Other employment</th>
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* Including 1 week with 1 day of 4 hours' overtime.
* Including 2 weeks' vacation with pay.
* Not including premiums on special sales not exceeding $2.40.
* Works 9 and 12 hours a day alternately, except every other Sunday 4 hours.

Digitized for FRASER
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Federal Reserve Bank of St. Louis
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<th>Individual number</th>
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<th>Average weekly earnings</th>
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<td>(18)</td>
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</tr>
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</table>

1 In addition, 2 meals.
2 Works 10 hours 3 days and 12½ hours 3 days a week and 8½ hours every other Sunday; no time deducted for lunch.
3 Maximum week of 76 hours occurs in normal season.
4 Including 1 week's vacation with pay.
5 $5.60 or $7.
6 Including 2 weeks' vacation with pay.
## WAGE-EARNING WOMEN IN THE DISTRICT OF COLUMBIA.

OF WAGE-EARNING WOMEN, WASHINGTON, D. C.—Continued.

Department and other retail stores—Continued.

<table>
<thead>
<tr>
<th>Normal season.</th>
<th>Dull season.</th>
<th>Christmas holidays only.</th>
<th>Other employment.</th>
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<td>9</td>
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</table>

* Not reported.
* Including 3 weeks’ sick leave with pay; 2 establishments.
* 3 dull seasons in 2 establishments.
* 5 or 6 years.
* In addition received Christmas present of $35.
* At least $55.
* Several years.


### HOURS OF LABOR, EARNINGS, AND DURATION OF EMPLOYMENT

#### Department and other retail stores—Continued.

<table>
<thead>
<tr>
<th>Individual number</th>
<th>Age</th>
<th>Conjugal condition.</th>
<th>Occupation.</th>
<th>Years of experience in present industry.</th>
<th>Weeks employed during year previous to Dec. 1, 1912.</th>
<th>Average weekly earnings.</th>
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<td>...do...</td>
<td>4</td>
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</table>

1 In addition to 3 meals each day; $10 for 3 months, no meals furnished.
2 Works 10 hours 3 days and 11 hours 3 days a week and 10½ hours every other Sunday. Meals taken when not busy and no time deducted.
3 Maximum week of 73½ hours occurs in normal season.
4 Not reported.
5 Including 1 week's vacation with pay.
6 Receives percentage on sales for 1 week.
7 Including 13 weeks' overtime of 57½ hours each.
8 Including 2 weeks' vacation with pay and 2 weeks' sick leave with pay.
9 At least 1 year.
<table>
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<th>Normal season.</th>
<th>Dull season.</th>
<th>Christmas holidays only.</th>
<th>Other employment.</th>
<th>Individual number.</th>
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<td><strong>Weeks employed.</strong></td>
<td><strong>Working hours.</strong></td>
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<td>9 1/4</td>
<td>9 1/4</td>
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<td>164</td>
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</tbody>
</table>

11 Over 1 year.  
12 Employed in 3 establishments.  
13 Worked 3 days each week.  
14 Several years.  
15 Including 2 weeks' vacation with pay.  
16 $25 or more.  
17 Employed in 4 establishments.  
18 Hours for 4 different establishments.  
19 Over 40 years of age.  
20 At least $10.
### Hours of Labor, Earnings, and Duration of Employment

*Department and other retail stores—Continued.*

<table>
<thead>
<tr>
<th>Individual number</th>
<th>Age</th>
<th>Conjugal condition</th>
<th>Occupation</th>
<th>Years of experience in present industry</th>
<th>Weeks employed during year previous to Dec. 1, 1912</th>
<th>Average weekly earnings</th>
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<tbody>
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1 Not reported.
2 Including 1 week's vacation with pay.
3 Including 2 weeks' vacation with pay.
4 Not including occasional premiums, amount not reported.
5 Over a year.
6 Including 1 week's vacation with pay; employed in 2 establishments.
WAGE-EARNING WOMEN IN THE DISTRICT OF COLUMBIA.  

OF WAGE-EARNING WOMEN, WASHINGTON, D. C.—Continued.

Department and other retail stores—Continued.

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<th>Weeks employed.</th>
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<th>Christmas holidays only.</th>
<th>Other employment.</th>
<th>Individual number.</th>
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7 Employed in 2 establishments.
8 Many years.
9 Including 2 weeks with 1 day each of 3 hours of overtime.
10 Works 83 hours 3 days and 9 hours 3 days a week in this establishment.
11 Including 3 weeks' vacation with pay.
### Hours of Labor, Earnings, and Duration of Employment

**Department and other retail stores—Continued.**

<table>
<thead>
<tr>
<th>Individual number</th>
<th>Age</th>
<th>Conjugal condition</th>
<th>Occupation</th>
<th>Years of experience in present industry</th>
<th>Weeks employed during year previous to Dec. 1, 1912</th>
<th>Average weekly earnings</th>
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1. Employed in 3 establishments.
2. In addition received commissions during 9 weeks; amount not reported.
3. Including 2 weeks' vacation with pay.
4. Over $15.
5. $8 or over.
6. Excluding 1 weeks' vacation with pay.
7. Also $5 at Christmas.
8. Works 5½ hours 3 days and 9½ hours 3 days a week.
9. Including 2 weeks with 1 day each of overtime.
10. Premiums in summer for a few weeks.
11. Not reported.
WAGE-EARNING WOMEN IN THE DISTRICT OF COLUMBIA.

OF WAGE-EARNING WOMEN, WASHINGTON, D.C.—Continued.

Department and other retail stores—Continued.

<table>
<thead>
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<th>Weeks employed.</th>
<th>Working hours</th>
<th>Weeks employed.</th>
<th>Working hours</th>
<th>Weeks employed.</th>
<th>Working hours</th>
<th>Other employment.</th>
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13 This includes commissions on sales paid by a manufacturing company, amounting to $1.
14 Includes 1 week with 1 day overtime.
15 Including 1 week's vacation with pay and 5 weeks' sick leave with pay.
16 Over 4 years.
17 Employed in 2 establishments.
18 Not including commissions for 29 weeks; amount not reported.
19 Including 2 weeks of 6 days each of one-half to three-quarters of an hour overtime.
20 3 or 4 years.
21 Several years.

84525—13—4
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* Including 1 week's vacation with pay. Employed in 2 establishments.
* In addition to board; earnings do not include 4 weeks when she received $5 exclusive of board.
* Works 8 hours 3 days and 10 hours 3 days a week.
* Over 2 years.
* 4 or 5 years.
* Not reported.
* Including 2 weeks' vacation with pay.
* Employed in 2 establishments.
### Wage-Earning Women in the District of Columbia

**Department and other retail stores—Continued.**

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* Works 94 hours on Monday in this establishment.
* Not more than $5.
* 1 morning (5 hours) off each week.
* Employed in 2 establishments; hours in 1 establishment not reported.
* 5 to 8 weeks.
* Including 1 week's vacation with pay.
* Estimated to be $7.50.
* Works 8$ hours 3 days and 9 hours 3 days a week.
### Hours of Labor, Earnings, and Duration of Employment

**Department and Other Retail Stores—Concluded.**

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1. Not including 2 weeks' vacation; no report as to pay for same.
2. Including 1 week's vacation with pay.
3. Estimated to be $6.50.
4. Works 8 hours 3 days and 9 hours 3 days a week.
5. Over 8 years.
6. Including 2 weeks' vacation with pay.
7. Not reported.
8. Including 2 weeks' sick leave with pay.
WAGE-EARNING WOMEN IN THE DISTRICT OF COLUMBIA.

OF WAGE-EARNING WOMEN, WASHINGTON, D. C.—Continued.

Department and other retail stores—Concluded.

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<th>Dull season.</th>
<th>Christmas holidays only.</th>
<th>Other employment.</th>
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<td>94</td>
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</table>

9 Not including premiums amounting throughout year to $15.
10 About 3 years.
11 Not including premiums on special sales, the amount of which was not reported.
12 $8 or $8.50 a week.
13 Over $20 a week.
14 Not including 1 week's vacation; no report as to pay for same.
15 Employed in 2 establishments.
### HOURS OF LABOR, EARNINGS, AND DURATION OF EMPLOYMENT

**Manufacturing and mechanical establishments.**

[Unless otherwise specified, bracketed hours signify two dull seasons.]

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<thead>
<tr>
<th>Individual number</th>
<th>Age</th>
<th>Conjugal condition</th>
<th>Industry</th>
<th>Occupation</th>
<th>Years of experience in previous industry</th>
<th>Weeks employed during year previous to Dec. 1, 1912</th>
<th>Average weekly earnings</th>
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1 Includes women employed in alteration and millinery departments of mercantile establishments.
2 At least $4.75.
3 Employed in 3 establishments.
4 ½ years at least.
5 Employed in 2 establishments; 2 with 58 hours, 1 with 55½ hours.
6 Not reported.
7 Over $20 per week.
8 Over 1 year.

---

[Digitized for FRASER](http://fraser.stlouisfed.org/)

Federal Reserve Bank of St. Louis
OF WAGE-EARNING WOMEN, WASHINGTON, D. C.—Continued.

Manufacturing and mechanical establishments.

[Unless otherwise specified, bracketed hours signify two dull seasons.]

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</table>

* Including 50 weeks at other employment.
+ As pieceworker, $12 to $15 per week; as time worker, $9.50 per week.
\$ Several years.
\$ Not including overtime pay, amount not reported.
\$ Employed in 3 establishments; 1 with 69 hours, 2 with 11$\frac{1}{4}$ hours.
\$ Including 5 weeks at other employment.
== Works Sundays, alternate week, throughout year.
## HOURS OF LABOR, EARNINGS, AND DURATION OF EMPLOYMENT

### Manufacturing and mechanical establishments—Continued.

<table>
<thead>
<tr>
<th>Age</th>
<th>Conjugal condition</th>
<th>Industry</th>
<th>Occupation</th>
<th>Years of experience in previous industry</th>
<th>Weeks employed during year previous to Dec. 1, 1912</th>
<th>Average weekly earnings</th>
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1 A legal holiday fell in all but 4 of these weeks; on all but 1 holiday she worked an average of 5 hours in addition to 24 hours overtime for 2 nights during each holiday week.
2 Over 1 year.
3 Including 2 weeks vacation with pay.
4 Every third Sunday works 6½ hours.
5 Exclusive of overtime earnings, which were not reported.
6 A legal holiday occurred in each of these weeks, on which she worked 5 hours per day.
7 Maximum week occurs in normal season.
8 A legal holiday fell in each of these weeks; on 6 she worked an average of 5 hours in addition to 24 hours overtime for 2 nights during the 7 weeks.
9 A legal holiday fell in each of these weeks; on 6 she worked an average of 5 hours in addition to 24 hours overtime for 2 nights during each holiday week.
10 Not reported.
11 At least $7.
12 About $3.
13 Employed in 3 establishments—9 hours in 1, 9½ hours in 2 others.
14 Employed in 2 establishments.
15 A legal holiday fell in this week on which she worked 5 hours; 1 night during the week she worked 1 hour overtime.
WAGE-EARNING WOMEN IN THE DISTRICT OF COLUMBIA.

OF WAGE-EARNING WOMEN, WASHINGTON, D. C.—Continued.

Manufacturing and mechanical establishments—Continued.

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<th>Normal season.</th>
<th>Dull season.</th>
<th>Busy season.</th>
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</table>

* A legal holiday fell in each of the 7 weeks; on 6 of these she worked an average of 5 hours and in addition worked 24 hours overtime on 2 other nights for the 7 weeks.
* A legal holiday fell in this week on which she worked 5 hours; on 2 nights during the week she worked 24 hours overtime.
* A legal holiday fell in each of the 2 weeks; on 1 holiday she worked 5 hours; on 1 night during each of the 2 weeks she worked 24 hours overtime.
* Earned this for 3 months; earnings during other 3 months not reported.
* Hours reported are for 13 weeks worked in 1 establishment; hours for second establishment not reported.
* Employed in 3 establishments.
* Over 13 years.
* Estimated at $25.
* Estimated at $20.
* Including 24 weeks' vacation with pay.
### HOURS OF LABOR, EARNINGS, AND DURATION OF EMPLOYMENT

#### Manufacturing and mechanical establishments—Continued.

<table>
<thead>
<tr>
<th>Individual num.</th>
<th>Age</th>
<th>Conjugal condition</th>
<th>Industry</th>
<th>Occupation</th>
<th>Years of experience in previous industry</th>
<th>Weeks employed during year previous to Dec. 1, 1912</th>
<th>Average weekly earnings</th>
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</table>

1 A legal holiday fell in this week on which she worked 5 hours; on 2 nights during the week she worked 24 hours overtime.
2 Maximum week occurs in normal season.
3 Several years.
4 Including 1½ weeks' vacation with pay.
5 Not reported.
6 A legal holiday fell in each of the 7 weeks; on 6 of these holidays she worked an average of 5 hours, and in addition worked 23 hours overtime on 2 other nights for the 7 weeks.
7 Employed in 2 establishments.
8 A legal holiday fell in each of the 7 weeks; on 2 of these holidays she worked an average of 5 hours, and in addition worked 23 hours overtime on 2 other nights for the 7 weeks.

**BULLETIN OF THE BUREAU OF LABOR STATISTICS.**

**http://fraser.stlouisfed.org/**

Federal Reserve Bank of St. Louis
OF WAGE-EARNING WOMEN, WASHINGTON, D. C.—Continued.

Manufacturing and mechanical establishments—Continued.

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<th>Normal season</th>
<th>Dull season</th>
<th>Busy season</th>
<th>Weeks at other employment</th>
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</table>

1 A legal holiday fell in this week, on which she worked one-half day, and in addition worked 1½ hours on 2 other nights in this week.
2 Including 2 weeks' vacation with pay.
3 Including 2 weeks' vacation with pay; worked 7 hours on Sunday every other week in normal season.
4 Worked 7 hours on Sunday every other week.
5 A legal holiday fell in each of these weeks; on 6 of these she worked an average of 5 hours and in addition worked 2½ hours overtime on 2 nights of the 7 weeks.
6 A legal holiday fell in this week, on which she worked one-half day, and in addition worked 2½ hours overtime on 2 nights during the week.
7 Employed in 2 establishments, hours for second establishment not reported.
8 A legal holiday fell in each of these weeks; on 1 she worked 1½ hours and in addition she worked 2 hours overtime for 2 nights in each week.
**HOURS OF LABOR, EARNINGS, AND DURATION OF EMPLOYMENT**

*Manufacturing and mechanical establishments—Concluded.*

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<th>Age</th>
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<th>Industry</th>
<th>Occupation</th>
<th>Years of experience in previous industry</th>
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| 138               | 16  | Single              | Printing | Linotype operator | 4 | 11 | 4.00 |
| 139               | 17  | do                  | do       | Machine operator | 2 | 52 | ($) |
| 140               | 23  | do                  | do       | Soda fountain supplies | (16) | 51 | 6.00 |
| 141               | 18  | do                  | do       | do        | ½ | 40 | 5.97 |
| 142               | 24  | do                  | Printing | Folder | 4 | 32 | 3.30 |
| 143               | 16  | do                  | do       | Sorter | ½ | 26 | 5.00 |
| 144               | 35  | Widowed             | do       | Family hand ironer | (14) | 52 | 6.00 |
| 145               | 22  | Single              | Tailoring | Attendant | 2 | 47 | 9.00 |
| 146               | 20  | do                  | Tobacco | Stripper and packer | 3 | 50 | 4.63 |
| 147               | 17  | do                  | Drugs    | Mail clerk and telephone operator | 2½ | 45 | 13.51 |
| 148               | 16  | do                  | Trade school | Mail clerk | ½ | 12½ | 4.00 |
| 149               | 24  | Widowed             | Drugs    | Typist | 3 | 52 | 14.60 |

1 Maximum week occurs in normal season.
2 Including 1 week in which occurred a legal holiday on which she worked a half day.
3 $4.50 or $5.
4 A legal holiday fell in each of these weeks; on 1 she worked 4½ hours and in addition worked 2 hours overtime in each of the 6 holiday weeks.
5 Including 2 weeks' vacation with pay.
6 Every fourth Sunday, 7 hours.
7 Including 1 week's vacation with pay.
### Manufacturing and mechanical establishments—Concluded.

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8 In specialty supply house.
9 Not reported.
10 Over 2 years.
11 A legal holiday fell in each of these weeks; on one she worked a half day and in addition 2 hours overtime for 1 night for the 3 weeks.
12 At least 20 years.
13 Received $2.50 in addition for Christmas.
14 In addition, room and board.

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Federal Reserve Bank of St. Louis
### HOURS OF LABOR, EARNINGS, AND DURATION OF EMPLOYMENT

**Hotels, restaurants, and miscellaneous establishments.**

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* Work between 10 p. m. and 6 a. m. is termed night work.
* Alternate weeks.
* Including 10 days' vacation with pay.
* Every fifth night works to 1 a. m.
* Not reported.
* Once a week till midnight.
* Reports some overtime; this is not taken account of in the average hours per week, but is used in the maximum weekly hours.
* Including 2 weeks with pay (1, vacation; 1, sick).
* Except supper when working evenings in holiday season.
### WAGE-EARNING WOMEN IN THE DISTRICT OF COLUMBIA.

#### 63

OF WAGE-EARNING WOMEN, WASHINGTON, D. C.—Continued.

*Hotels, restaurants, and miscellaneous establishments.*

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<th>Sun days worked per month</th>
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10 Employed in 2 establishments.
11 Every fourth Sunday works nominal hours.
12 Lodging included, but prefers to live outside.
13 Every fourth Sunday works 14 hours.
14 Including 2 weeks’ vacation with pay.
15 Including 1 week’s vacation with pay.
16 3 included, but takes 1 at home.
17 Every sixth night till 11 p. m.
18 Including 3 weeks’ vacation with pay.
19 And meals.
### HOTEL, RESTAURANT, AND MISCELLANEOUS ESTABLISHMENTS—Concluded.

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<th>Individual number</th>
<th>Age</th>
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<th>Industry</th>
<th>Occupation</th>
<th>Weeks employed</th>
<th>Average weekly earnings</th>
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<td>20</td>
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<td>Hotel</td>
<td>Charwoman</td>
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<td>47</td>
<td>38</td>
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<td>do</td>
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<td>48</td>
<td>25</td>
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<td>Dishwasher</td>
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<td>49</td>
<td>26</td>
<td>do</td>
<td>do</td>
<td>Pantry girl</td>
<td>52</td>
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<td>50</td>
<td>27</td>
<td>do</td>
<td>do</td>
<td>Dishwasher</td>
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<td>3.00</td>
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1 Reports some overtime; this is not taken account of in average hours per week, but is used in the maximum weekly hours.

2 For 12 weeks worked 3 days per week in scattering days; for 2 weeks worked 6 days per week.
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<tr>
<th>Number of meals included</th>
<th>Working hours</th>
<th>Sundays worked per month</th>
<th>Night or day work</th>
<th>Average weekly hours (normal worked)</th>
<th>Maximum weekly hours worked</th>
<th>Weeks at other employment</th>
<th>Total earnings at other employment</th>
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<td>1 3</td>
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* Also charwoman in another establishment.
* Not reported.
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