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



APRIL 8, 1913

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## HOURS, EARNINGS, AND DURATION OF EMPLOYMENT OF WAGE-EARNING WOMEN IN SELECTED INDUSTRIES IN THE DISTRICT OF COLUMBIA.<sup>1</sup>

BY MARIE L. OBENAUER.

### 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.

<sup>1</sup> This Bulletin is in continuation of the series of studies on Women in Industry represented by the following reports already published, relating to other localities or industries: Wage-Earning Women in Stores and Factories in Boston, Chicago, Minneapolis and St. Paul, New York City, Philadelphia, and St. Louis (printed as Volume V of the Report on Condition of Woman and Child Wage-Earners in the United States, Senate Document No. 645, 61st Congress, 2d session); Bulletin of the U. S. Bureau of Labor No. 91, Working Hours of Wage-Earning Women in Selected Industries in Chicago; Bulletin of the U. S. Bureau of Labor No. 96, Working Hours, Earnings, and Duration of Employment of Women Workers in Selected Industries of Maryland and of California.

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.<sup>1</sup> 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:

WOMEN IN DEPARTMENT AND OTHER RETAIL STORES BOARDING, LODGING, OR LIVING AT HOME OR WITH RELATIVES.

	Number.	Per cent.
Women living at home or with relatives .....	258	77.7
Women boarding, lodging, or keeping house independently .....	74	22.3
Total women interviewed .....	332	100.0

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:

AGE OF WOMEN EMPLOYED IN DEPARTMENT AND OTHER RETAIL STORES.

Age group.	Number.	Per cent.
Under 20 years .....	99	37.1
20 to 25 years .....	97	36.3
Over 25 years .....	71	26.6
Total number reporting .....	<sup>1</sup> 267	100.0

<sup>1</sup> 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

<sup>1</sup> See table on p. 21.



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:

NUMBER AND PER CENT OF WOMEN FURNISHING INDIVIDUAL REPORTS IN EACH OCCUPATION GROUP IN DEPARTMENT AND OTHER RETAIL STORES COMPARED WITH NUMBER AND PER CENT IN EACH OCCUPATION GROUP AS SHOWN BY PAY-ROLL DATA SECURED FROM EMPLOYERS.

Occupation.	Women reported on—			
	Individual schedules.		Pay rolls.	
	Number.	Per cent.	Number.	Per cent.
Cash girls, messengers, bundle wrappers, errand girls, etc.....	19	7.1	267	0.0
Inspectors (cashiers).....	7	2.6	45	1.7
Saleswomen.....	192	71.6	1,760	65.9
Office help (clerical).....	30	11.2	252	9.4
Other employees, including department heads and buyers.....	20	7.5	346	13.0
Total.....	268	100.0	2,670	100.0

<sup>1</sup> 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.

Race or nationality.	Single.		Married.		Widowed, divorced, or separated.		Total.	
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent of each race or nationality. <sup>1</sup>
American, white.....	155	84.2	16	8.7	13	7.1	184	75.1
Hebrew.....	28	96.6	.....	.....	1	3.4	29	11.8
Irish.....	14	100.0	.....	.....	.....	.....	14	5.7
German.....	10	90.9	1	9.1	.....	.....	11	4.5
Other nationalities...	6	85.7	1	14.3	.....	.....	7	2.9
Not reported.....	17	70.8	3	12.5	4	16.7	24	.....
Total.....	230	85.5	21	7.8	18	6.7	269	100.0

<sup>1</sup> Per cent 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<sup>1</sup> 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.

<sup>1</sup> Thirteenth Census, 1910, Manufactures: District of Columbia, p. 9. These figures can not 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.

	Number.	Per cent.
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.

Age group.	Number.	Per cent.
Under 20 years.....	40	27.6
20 to 25 years.....	52	35.8
Over 25 years.....	53	36.6
Total number reporting.....	<sup>1</sup> 145	100.0

<sup>1</sup> 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.**

Race or nationality.	Single.		Married.		Widowed, divorced, or separated.		Total.	
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent of each race or nationality. <sup>1</sup>
American, white.....	72	80.0	11	12.2	7	7.8	90	63.8
American, colored.....	12	48.0	7	28.0	6	24.0	25	17.7
German.....	5	71.4	-----	-----	2	28.6	7	5.0
Hebrew.....	6	85.7	1	14.3	-----	-----	7	5.0
Other nationalities.....	10	83.3	2	17.7	-----	-----	12	8.5
Not reported.....	6	75.0	1	12.5	1	12.5	8	-----
Total.....	111	74.5	22	14.8	16	10.7	149	100.0

<sup>1</sup> 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.

RACE OR NATIONALITY AND CONJUGAL CONDITION OF WAGE-EARNING WOMEN IN HOTELS, RESTAURANTS, AND MISCELLANEOUS ESTABLISHMENTS.

Race or nationality.	Single.		Married.		Widowed, divorced, or separated.		Total.	
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent of each race or nationality. <sup>1</sup>
American, white.....	17	53.1	5	15.6	10	31.3	32	66.7
American, colored.....			8	88.9	1	11.1	9	18.7
Other nationalities.....	4	57.1			3	42.9	7	14.6
Not reported.....	1	50.0	1	50.0			2	
Total.....	22	44.00	14	28.00	14	28.00	50	100.0

<sup>1</sup> 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:

SUMMARY OF OVERTIME WORKED IN DEPARTMENT AND OTHER RETAIL STORES DURING CHRISTMAS SEASON OF 1911, AS SHOWN BY INDIVIDUAL REPORTS.

Period of overtime worked during Christmas season, 1911.	Women working overtime during Christmas season.	
	Number.	Per cent.
Less than 1 week.....	19	9.1
1 to 2 weeks.....	169	80.9
Total working overtime.....	188	90.0
Women working no overtime.....	21	10.0
Total number reporting.....	209	100.0

<sup>1</sup> 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.

WORKING HOURS OF WOMEN WORKING OVERTIME IN DEPARTMENT AND OTHER RETAIL STORES DURING CHRISTMAS SEASON OF 1911, AS SHOWN BY INDIVIDUAL REPORTS.

Classified weekly working hours.	Women working specified weekly hours.	
	Number.	Per cent.
Less than 60 hours.....	4	2.1
60 to 64 hours.....	20	10.6
65 to 69 hours.....	35	18.6
70 to 74 hours.....	64	34.1
75 to 79 hours.....	59	31.4
80 to 82 hours.....	6	3.2
Total women working overtime.....	188	100.0

#### 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:

SUMMARY OF NORMAL WORKING HOURS IN DEPARTMENT AND OTHER RETAIL STORES, AS SHOWN BY INDIVIDUAL REPORTS.

Classified weekly working hours.	Women working specified weekly hours.	
	Number.	Per cent.
48 to 54 hours.....	43	16.0
55 to 59 hours.....	121 <sup>1</sup>	80.3
60 to 64 hours.....	4 <sup>2</sup>	1.5
65 to 69 hours.....	(3)	.....
70 hours or over.....	4 <sup>3</sup>	2.2
Total women reporting.....	269	100.0

<sup>1</sup> 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 59 hours, inclusive, a week.

<sup>2</sup> Including 1 who worked less than 60 hours for part of the normal season.

<sup>3</sup> 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.

<sup>4</sup> 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.

Classified hours worked on Saturday.	Women reporting specified working hours on Saturday.	
	Number.	Per cent.
More than 12 hours.....	11	4.1
11 to 12 hours.....	156	58.0
Same as other days.....	99	36.8
Working shorter hours than other days.....	3	1.1
Total number reporting.....	269	100.0

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.

	Number.	Per cent.
Women who reported having a half holiday during summer dull season <sup>1</sup> .....	280	34.6
Women who reported as working usual dull-season day on Saturday.....	18	7.8
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.....	133	57.6
Total number reporting .....	231	100.0

<sup>1</sup> 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.

<sup>2</sup> 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.

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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.

Estab- lish- ment num- ber.	Number of women em- ployed dur- ing week of Dec. 1, 1912. <sup>1</sup>	Working period, exclusive of Christmas season. <sup>2</sup>									Working period during Christmas season only.							
		Normal season.				When hours were extended for stock taking.				Dull season.					Number of weeks in which work- ing hours were ex- tend- ed.	Working hours.		
		Number of weeks.	Working hours.			Number of weeks.	Working hours.			Number of weeks.	Working hours. <sup>3</sup>			Average week- ly.		Day before Christ- mas.	Max- imum week- ly.	
			Usual day.	Sat- ur- day, or long day.	Average week- ly.		Average num- ber over- time per week.	Max- imum week- ly.	Sat- ur- day, or short day.		Average week- ly.							
1	8	51½	{ 9 12½ }	12½	464½	None.	.....	.....	None.	.....	.....	2	80½	12½	80½			
2	152	28	9½	11½	57½	2	3½	61½	21	{ 11 9½ }	54½ 50½	1	78	13	* 78			
3	478	33½	9½	11½	57½	2	3	57½	15½	{ 11 9½ }	54½ 50½	1	76½	14	76½			
4	13	48½	{ 6½ 9½ }	6½ 9½	39	None.	.....	.....	None.	.....	.....	3½	75½	13	75½			
5	789	32½	9½	11½	758½	None.	.....	.....	18½	{ 11½ 9½ }	55½ 50½	1	74½	13½	* 74½			
6	8	36½	9	9	54	None.	.....	.....	13	{ 5 5 }	50 50	1½	70½	12½	* 71			
7	419	31½	9½	9½	57	2	7	64	17½	{ 9 5 }	54 47½	1	70½	12½	10 70½			
8	95	32½	9½	11½	56½	1	1½	57½	16½	9½	{ 51½ 49½ }	1½	70½	13	70½			
9	37	50½	{ 8½ 9½ }	8½ 9½	54	None.	.....	.....	None.	.....	.....	1½	67½	13½	67½			
10	575	25	9½	9½	1255½	1	3½	59	25½	{ 8½ 8½ }	49½ 52½	½	62½	11½	62½			
11	64	42½	9	9	54	None.	.....	.....	8½	4½	44½ 46½	1	60	11	* 60			
12	79	13 13	9	11½	56½	None.	.....	.....	8	9½	50½	(12) (14)	.....	.....	.....			
13	36	14 9	9½	9½	55½	.....	.....	.....	(14)	8	48 51	.....	.....	.....	.....			
14	200	28½	9	9	54	None.	.....	.....	23½	{ 8½ 5 }	45 45	None.	.....	.....	.....			

<sup>1</sup> Or nearest representative week.

<sup>2</sup> Exclusive of hours prevailing in workrooms.

<sup>3</sup> Bracketed hours indicate two or more dull seasons.

<sup>4</sup> Work 9 hours per day 3 days in the week and 12½ hours 3 days, 2 employees working 9 hours on Sunday, making the weekly hours 73½ every fourth week for each employee.

<sup>5</sup> Two women employed in the office reported 81 and 82 hours, respectively.

<sup>6</sup> Day and night shift. Three work 6½ 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.

<sup>7</sup> Work 9½ hours on Monday.

<sup>8</sup> Twenty-three women scheduled reported a maximum week from 3½ to 6 hours in excess of 74½.

<sup>9</sup> Two women scheduled reported from 5 to 7 hours in excess of hours reported by firm.

<sup>10</sup> Four women scheduled reported from 4½ to 5½ hours in excess of the hours reported by firm.

<sup>11</sup> Not including 1 hour per week allowed for shopping.

<sup>12</sup> For 2 weeks prior to Christmas lunch hour is cut from ½ to ¼ hour, making 9½ hours per day, 57 hours per week.

<sup>13</sup> No report for months prior to July 1, 1912; records destroyed.

<sup>14</sup> 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.

## 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.

Classified weeks of employment.	Women reporting specified number weeks' employment.	
	Number.	Per cent.
48 to 52 weeks.....	170	80.2
44 to 47 weeks.....	16	7.5
40 to 43 weeks.....	5	2.4
36 to 39 weeks.....	7	3.3
32 to 35 weeks.....	3	1.4
26 to 31 weeks.....	5	2.4
Less than 26 weeks.....	6	2.8
Total.....	212	100.0
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.

Classified weeks of vacation with pay.	Women reporting specified number of weeks' vacation with pay.	
	Number.	Per cent.
1 week .....	64	64.0
2 weeks .....	32	32.0
3 weeks .....	2	2.0
More than 3 weeks .....	2	2.0
Total granted vacation with pay .....	100	47.2
Women granted no vacation with pay .....	112	52.8
Total number reporting .....	212	100.0

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.*

Occupation.	Women whose weekly earnings were within each classified amount.								Total.	Average weekly earnings.
	\$2 to \$2.99.	\$3 to \$3.99.	\$4 to \$4.99.	\$5 to \$5.99.	\$6 to \$6.99.	\$7 to \$7.99.	\$8 to \$8.99.	\$10 and over.		
Cash girls, bundle wrappers, errand girls, etc.....	9	9	1	.....	1	4	1	.....	19	\$2.93
Inspectors and cashiers.....	.....	13	36	34	27	19	36	14	179	6.36
Saleswomen.....	1	2	6	4	2	6	5	3	29	6.53
Office help (clerical).....	.....	.....	.....	.....	1	1	1	15	18	13.15
Other employees, including department heads and buyers <sup>1</sup> .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	10	24	<sup>2</sup> 44	38	31	30	43	32	<sup>3</sup> 252	6.55

<sup>1</sup> Not including workshop women, tabulated under manufacturing industries.

<sup>2</sup> Including 1, occupation not reported.

<sup>3</sup> Including 1, occupation not reported; but not including 17, earnings not reported.

## CLASSIFIED WEEKLY EARNINGS OF WOMEN EMPLOYED IN DEPARTMENT AND OTHER RETAIL STORES, AS SHOWN BY INDIVIDUAL REPORTS AND BY ESTABLISHMENT PAY ROLLS, BY OCCUPATIONS—Concluded.

*Data from establishment pay rolls.*

Occupation.	Women whose weekly earnings were within each classified amount.								Total.	Average weekly earnings.
	\$2 to \$2.99.	\$3 to \$3.99.	\$4 to \$4.99.	\$5 to \$5.99.	\$6 to \$6.99.	\$7 to \$7.99.	\$8 to \$9.99.	\$10 and over.		
Cash girls, messengers, bundle wrappers, errand girls, etc.	44	186	26	7	3	1	-----	-----	267	\$3.20
Inspectors and cashiers.	-----	-----	-----	5	18	11	8	3	45	7.30
Saleswomen <sup>1</sup>	-----	95	361	358	300	195	226	225	1,760	6.55
Office help (clerical)	-----	14	45	23	42	37	47	44	52	7.57
Other employees, including department heads and buyers	12	18	14	5	43	62	73	119	346	11.76
Total	56	313	446	398	406	306	354	391	2,670	\$ 6.75

<sup>1</sup> Including the workshop women of one large department store, which included them with saleswomen in their pay-roll data.

<sup>2</sup> In this average 9 buyers whose average wage was \$30.75 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.

	Number.	Per cent.
Women reporting no earnings beyond flat weekly wage.....	177	91.7
Women reporting direct or indirect compensation.....	16	8.3
Total.....	193	100.0
Women reporting overtime payment.....	3	.....
Women reporting "presents".....	2	.....
Women reporting commissions on sales and bonuses.....	11	.....
Number reporting amount.....	4	.....
Largest amount received by an individual during whole season.....	\$15.00	.....

## 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:

SUMMARY OF OVERTIME WORKED DURING YEAR, AS SHOWN BY INDIVIDUAL REPORTS OF WOMEN EMPLOYED IN MANUFACTURING AND MECHANICAL ESTABLISHMENTS.

Classified weeks of overtime.	Number.	Per cent.
Less than 2 weeks.....	16	21.3
2 but under 4 weeks.....	15	20.0
4 but under 6 weeks.....	16	21.3
6 but under 8 weeks.....	5	6.7
8 but under 10 weeks.....	10	13.3
10 but under 19 weeks.....	9	12.0
20 to 43 weeks.....	4	5.4
Total working overtime.....	<sup>1</sup> 75	50.3
Women working no overtime.....	74	49.7
Total women reporting.....	149	100.0

<sup>1</sup> 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 79½ 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.

#### SUMMARY OF WORKING HOURS DURING OVERTIME WEEKS IN MANUFACTURING AND MECHANICAL ESTABLISHMENTS, AS SHOWN BY INDIVIDUAL REPORTS.

Classified working hours during overtime weeks.	Women specified working weekly hours.	
	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.

Classified weekly working hours.	Women working specified weekly hours.	
	Number.	Per cent.
Under 48 hours.....	<sup>1</sup> 11	7.5
48 to 54 hours.....	<sup>2</sup> 81	55.1
55 to 59 hours.....	<sup>3</sup> 40	27.2
60 to 64 hours.....	<sup>4</sup> 11	7.5
65 to 69 hours.....	3	2.0
70 hours and over.....	1	.7
Total number reporting.....	147	100.0

<sup>1</sup> Including 1 who worked 49 hours every fourth week.

<sup>2</sup> Including 2 who worked 47½ hours part of the time; 1 worked 57½ hours every third week; 1 worked 42 hours every fourth week; and 1 worked 47 hours every other week.

<sup>3</sup> Including 7 who worked between 48 and 54 hours weekly in other establishments; 1 worked 51 hours every third week.

<sup>4</sup> 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.

	Number.	Per cent.
Women reporting same hours throughout week.....	1 82	55.8
Women reporting a long day.....	10	6.8
Women reporting short days.....	55	37.4
Total.....	147	100.0
Women reporting—		
Two short days.....	22	40.0
One short day.....	33	60.0
Women reporting short days of—		
Under six hours.....	2 15	27.3
Six to eight hours.....	3 37	67.3
Nine to ten hours.....	4 3	5.4

<sup>1</sup> Including 4 who had a longer day in another establishment; 1 worked a longer day in alternate weeks.

<sup>2</sup> Including 7 who reported another short day, but in excess of 6 hours.

<sup>3</sup> Including 4 who reported another short day of 9 to 10 hours.

<sup>4</sup> 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.

Es- tab- lish- ment num- ber.	Industry.	Number of wom- en em- ployed dur- ing week of Dec. 1, 1912. <sup>1</sup>	Normal season.				Dull season.			Busy season.			
			Number of weeks.	Working hours.			Number of weeks.	Working hours.		Number of weeks.	Working hours.		
				Usual day.	Short day.	Average week- ly.		Sat- ur- day.	Average week- ly.		Average week- ly.	Maxi- mum day.	Maxi- mum week.
1	Paper boxes .....	27	19	9	8½	53½	21	4½	49½	12	63	13½	76½
2	Engraving.....	3	49	8	None.	48	None.	.....	.....	3	76½	12½	76½
3	Laundry.....	40	43	{ 9½ 12½ }	9	75	3	6½	36½	36	75	12½	75
4	Paper boxes .....	32	32	9	8½	53½	6	4½	47	14	58½	12½	71
5	Confectionery...	2	48½	9	None.	54	None.	.....	.....	3½	69	11½	69
6	Outing goods...	29	25½	9	7½	52½	6½	5	50	20	66½	12	67½
7	Printing.....	4	29	8	None.	48	13	4	44	10	57½	13½	62½
8	Laundry.....	61	34	9½	None.	58	11	9½	55	87	58	12	58
9	Printing.....	7	41	8	4	44	None.	.....	.....	7	51½	13½	56½
10	Tailoring.....	9	35½	9	None.	54	None.	.....	.....	7	56	10	56
11	Laundry.....	12	36	9½	{ 6½ 8½ }	54½	None.	.....	.....	12 3	51½	9½	54½
12	Tailoring.....	16	39	9	None.	54	None.	.....	.....	None.	.....	.....	(13)
13	Bakery and confectionery.	8	52	9	None.	54	None.	.....	.....	None.	.....	.....	.....
14	Confectionery...	49	34½	9	None.	54	17½	6	51	None.	.....	.....	.....
15	Fur goods.....	5	43	9	4	49	None.	.....	.....	9	54	9	54
16	Laundry.....	50	26	10	6½	54	19	6	{ 50 53 }	157	52½	12½	54
17	do.....	15	45	9½	5	50	None.	.....	.....	177	41½	11½	50
18	Printing.....	11	34½	8	None.	48	17½	4	46½	None.	.....	.....	(18)
19	Supply house...	139	43	8	None.	48	9	5	47½	None.	.....	.....	.....
20	Laundry.....	100	52	7½	6	40	None.	.....	.....	None.	.....	.....	.....
21	Supply house...	3	43	6	None.	36	9	5	34	None.	.....	.....	.....

<sup>1</sup> Or nearest representative week.<sup>2</sup> Work 9 hours on Sunday.<sup>3</sup> A legal holiday fell in each of these weeks, and plant was in operation the whole day.<sup>4</sup> One woman scheduled reported a maximum week of 79 hours.<sup>5</sup> Maximum week occurs in normal season.<sup>6</sup> One woman scheduled reported a maximum week of 74 hours.<sup>7</sup> 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.<sup>8</sup> A legal holiday fell in each of these weeks; on 1 holiday was in operation the whole day; on 2, ½ 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.<sup>9</sup> Establishment employs no women for the weeks not accounted for.<sup>10</sup> The 13 weeks not reported were under a different management.<sup>11</sup> Occurring alternate weeks on Monday; 8½ hours on Saturday.<sup>12</sup> A legal holiday fell in each of these weeks, and plant was in operation half of each holiday.<sup>13</sup> Three women scheduled report overtime, their maximum weeks being 75, 61½, and 58 hours, respectively.<sup>14</sup> The longest set of hours reported by employer for any group of employees is given; 15 women scheduled, however, report hours in excess of 54, the maximum being 72 hours per week.<sup>15</sup> A legal holiday fell in each of these weeks; on 6 holidays plant was in operation an average of 5 hours in addition to 2½ hours' overtime for 2 nights in each of the 7 weeks.<sup>16</sup> 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.<sup>17</sup> A legal holiday fell in each of these weeks; on 1 holiday plant was in operation ½ day, and in addition 2 hours' overtime on 1 night in each of the 7 weeks.<sup>18</sup> One woman scheduled, however, reported 12 weeks' overtime, of 6 hours per week.<sup>19</sup> 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.

Classified weeks of employment.	Women reporting specified number of weeks' employment.	
	Number.	Per cent.
48 to 52 weeks.....	66	60.0
44 to 47 weeks.....	10	9.1
40 to 43 weeks.....	8	7.3
36 to 39 weeks.....	12	10.9
32 to 35 weeks.....	4	3.6
26 to 31 weeks.....	7	6.4
Less than 26 weeks.....	3	2.7
Total number reporting.....	110	100.0
Average number of weeks employed.....	45.29	

#### 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.

Classified weeks of vacation with pay.	Women reporting specified number of weeks' vacation with pay.	
	Number.	Per cent.
1 to 2 weeks.....	8	7.9
2 to 2½ weeks.....	14	13.7
Total granted vacation with pay.....	22	21.6
Women granted no vacation with pay.....	80	78.4
Total number reporting.....	102	100.0

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.

## WEEKLY EARNINGS.

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.

Classified average weekly earnings.	Women earning specified weekly amounts.	
	Number.	Per cent.
\$2 to \$2.99.....	2	1.4
\$3 to \$3.99.....	7	4.9
\$4 to \$4.99.....	<sup>1</sup> 24	16.8
\$5 to \$5.99.....	<sup>2</sup> 34	23.8
\$6 to \$6.99.....	14	9.8
\$7 to \$7.99.....	18	12.6
\$8 to \$8.99.....	20	13.9
\$10 or more.....	<sup>3</sup> 24	16.8
Total.....	143	100.0
Average weekly earnings.....	\$7.13	

<sup>1</sup> Seventy-five per cent were employed by laundries and drug companies.

<sup>2</sup> Fifty-five and nine-tenths per cent were employed by laundries.

<sup>3</sup> 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.

	Number.	Per cent.
Women who work overtime but who report no earnings beyond flat weekly wages...	<sup>1</sup> 29	38.7
Women reporting overtime payment.....	<sup>2</sup> 46	61.3
Total.....	75	100.0
Women reporting overtime payment at—		
Regular rate.....	<sup>3</sup> 18	39.1
Time-and-a-half rate.....	15	32.6
Double rate.....	<sup>4</sup> 6	13.1
Rate not reported.....	7	15.2

<sup>1</sup> Includes 1 not reporting whether or not pay was received.

<sup>2</sup> Includes flat rates which approximate given rates.

<sup>3</sup> Includes 1 who received double pay for Sunday work only.

<sup>4</sup> 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,<sup>1</sup> "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-

<sup>1</sup> Bulletin No. 91, U. S. Bureau of Labor, pp. 882 and 883.

rially increased. 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<sup>1</sup> 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.

Classified weekly earnings, etc.	Laundry.		Printing.		Confectionery.		Tailoring.		Supply house.		Paper boxes.		Total.	
	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.
Establishments reporting.....	3		3		2		2		1		1		12	
Women reporting.....	67		22		57		14		139		27		326	
Women receiving classified weekly rates of pay of—														
Under \$4.....	8	11.94							94	67.62	7	25.93	7	2.14
\$4 to \$4.99.....	40	59.70			1	1.75			15	10.79	2	7.41	58	17.79
\$5 to \$5.99.....	11	16.42			23	40.35			7	5.04	5	18.52	46	14.11
\$6 to \$6.99.....	6	8.96			22	38.60	1	7.14	6	4.32			35	10.74
\$7 to \$7.99.....			22	100.00			3	21.43	9	6.47	3	11.11	37	11.35
\$8 to \$9.99.....	2	2.98			11	19.30	10	71.43	8	5.75	1	3.70	32	9.82
\$10 and over.....														
Total.....	67	100.00	22	100.00	57	100.00	14	100.00	139	100.00	27	100.00	326	100.00
Average weekly earnings.....		\$5.47		\$8.16		\$7.14		\$9.86		\$5.25		\$5.30		\$5.74

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-

<sup>1</sup> 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.

Classified weekly hours.	Women working classified—			
	Average hours.		Maximum hours.	
	Number.	Per cent.	Number.	Per cent.
Under 48 hours.....	11	22.0	11	22.0
48 to 54 hours.....	10	20.0	6	12.0
55 to 59 hours.....	15	30.0	16	32.0
60 to 64 hours.....	8	16.0	8	16.0
65 to 69 hours.....	2	4.0	5	10.0
70 hours and over.....	4	8.0	4	8.0
Total number reporting.....	50	100.0	50	100.0

<sup>1</sup> 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.

NUMBER AND PER CENT OF WOMEN IN HOTELS, RESTAURANTS, AND MISCELLANEOUS ESTABLISHMENTS WORKING 6 AND 7 DAYS A WEEK, AND NUMBER AND PER CENT IN EACH GROUP REPORTING A SHORT WORKING-DAY DURING THE WEEK.

	Women working—				Total.	
	Six days.		Seven days.			
	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.
Women affected .....	14	28.0	136	72.0	50	100.0
Women in each group reporting a short day of—						
Under 6 hours .....			26	16.7	6	12.0
6 to 8 hours .....			11	30.5	11	22.0
Women in each group reporting no short day .....	14	100.0	19	52.8	33	66.0
Total .....	14	100.0	36	100.0	50	100.0

<sup>1</sup>Including 1 who worked a 6-day and a 7-day week alternately.

<sup>2</sup>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.

MAXIMUM WORKING-DAY REPORTED BY WOMEN EMPLOYED IN HOTELS, RESTAURANTS, AND MISCELLANEOUS ESTABLISHMENTS.

Classified working hours per day.	Women reporting days of specified hours.	
	Number.	Per cent.
More than 12 hours.....	16	32.0
11 to 12 hours.....	8	16.0
Under 11 hours.....	26	52.0
Total number reporting.....	50	100.0

## 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.

Establishment number.	Industry.	Number of women employed.	Working hours. <sup>1</sup>				Number of days worked per week.	Number of nights worked per week.	Maximum weekly hours.	Number of women affected.
			Usual day.	Short day.	Long day.	Average weekly.				
1	Hotel.....	37	10½	None.	15	{ 2 63 2 78	2 6 2 7	{ 2 3 2 4	78	3 2
2	do.....	64	11	None.	11	{ 77 2 7	7	7	77	4 7
3	do.....	64	{ 8 9 8 11	None.	11	{ 2 69 2 71	7	7	71	6 6
4	do.....	17	10	None.	10	70	7	None.	70	7 1
5	Restaurant.....	10	8 10	None.	10	70	7	None.	70	10
6	do.....	6	10	None.	10	{ 8 60 9 70	2 6 2 7	None.	70	2
7	Transportation.....	65	10	None.	10	{ 2 60 2 70	2 6 2 7	None.	70	60
8	do.....	46	10	None.	10	70	7	None.	70	46
9	Restaurant.....	24	9½	None.	9½	66½	7	None.	66½	6
10	Hotel.....	24	{ 8 9½ 8 10½ 10 8	16 5½ 10 8	10½	{ 2 63 2 64	7	None.	66	11 2
11	do.....	18	{ 8 5 8 12	None.	12	{ 2 56 2 63	7	{ 2 3 2 4	63	12 2
12	Restaurant.....	7	5	None.	5	30	6	None.	30	7

<sup>1</sup> 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.

<sup>2</sup> Alternate weeks.

<sup>3</sup> Twenty-four, the largest group of women employed, have an average week of 54 hours, with a maximum week of 62½ hours occurring every sixth week.

<sup>4</sup> 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.

<sup>5</sup> Alternate days.

<sup>6</sup> Thirty-two, the largest group of women employed, have an average week of 60 hours, with a maximum week of 62½ hours every fourth week.

<sup>7</sup> Eight, the largest group of women employed, have an average week of 66½ hours, with a shorter week of 63 hours every fourth week.

<sup>8</sup> Every tenth week have 6½ hours per day or a 45½-hour week.

<sup>9</sup> Have every tenth day off.

<sup>10</sup> Saturday and Sunday, alternately.

<sup>11</sup> Fifteen, the largest group of women employed, have an average week of 50½ hours, with a maximum week of 54½ hours.

<sup>12</sup> 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.

NUMBER OF WEEKS' EMPLOYMENT IN HOTELS, RESTAURANTS, AND MISCELLANEOUS ESTABLISHMENTS DURING YEAR REPORTED BY WOMEN HAVING ONE OR MORE YEARS' EXPERIENCE.

Classified weeks of employment.	Women reporting specified number of weeks' employment.	
	Number.	Per cent.
48 to 52 weeks.....	24	80.0
44 to 47 weeks.....	3	10.0
40 to 43 weeks.....	1	3.3
38 to 39 weeks.....	2	6.7
Total number reporting.....	30	100.0
Average number of weeks employed.....	49.3	.....

## 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.

Classified weekly earnings.	Number of women receiving—			
	Board and room in addition to wage.	One or more meals only in addition to wage.	Cash earnings only.	Total.
\$2 to \$2.99.....	2			2
\$3 to \$3.99.....	26	2	5	33
\$4 to \$4.99.....			1	1
\$5 to \$5.99.....	3		3	6
\$6 to \$6.99.....		1	1	2
\$7 to \$7.99.....			2	2
\$8 to \$8.99.....			2	2
Total.....	31	3	14	48
Per cent.....	64.6	6.2	29.2	100.0

<sup>1</sup> Not including two of the women individually scheduled, who did not report earnings.

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

*Department and other retail stores.*

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

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year previous to Dec. 1, 1912.	Average weekly earnings.
1	26	Single.....	Cashier.....	6	51	\$7.25
2	20	Married.....	Saleswoman.....	2	52	8.65
3	19	Single.....	Saleswoman and bookkeeper....	6	52	5.00
4	21	.....do.....	Clerical.....	3	47	7.00
5	20	.....do.....	Cashier.....	4½	51	7.50
6	32	Married.....	Saleswoman.....	1½	35	6.00
7	23	Single.....	.....do.....	7½	51	5.96
8	19	.....do.....	.....do.....	5	50	7.00
9	36	Widowed.....	.....do.....	6½	51	7.00
10	25	Married.....	.....do.....	7	51	8.00
11	20	Single.....	Clerical.....	4½	50	7.87
12	24	.....do.....	Saleswoman.....	1½	51	9.00
13	24	.....do.....	Department head.....	1½	52	13.00
14	17	.....do.....	Errand girl.....	½	41	3.95
15	(11)	.....do.....	Saleswoman.....	7	51	6.95
16	17	.....do.....	.....do.....	1½	46	4.00
17	20	.....do.....	.....do.....	6	51	5.97
18	19	.....do.....	.....do.....	2½	50	4.45
19	30	Married.....	Department head.....	10	52	(13)
20	19	Single.....	Saleswoman.....	2	52	7.65
21	20	.....do.....	.....do.....	2½	50	4.00
22	19	.....do.....	.....do.....	1½	44	5.00
23	17	.....do.....	.....do.....	2½	49	3.50
24	24	.....do.....	Department head.....	9½	52	10.00
25	25	.....do.....	Saleswoman.....	10	51	4.80
26	21	.....do.....	.....do.....	1½	49	5.50
27	38	.....do.....	Clerical.....	3	52	10.00
28	19	.....do.....	.....do.....	3	51	4.50
29	17	.....do.....	Saleswoman.....	1	50	4.34
30	18	.....do.....	.....do.....	7	52	6.00

<sup>1</sup> Including 1 week's vacation with pay.<sup>2</sup> Works 10 hours 4 days and 13½ hours 2 days a week and 12 hours every third Sunday; every other Saturday 10 hours.<sup>3</sup> In addition, meals.<sup>4</sup> 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.<sup>5</sup> Maximum week of 81 hours occurs in normal season.<sup>6</sup> Including 2 overtime weeks, 1 of 66 hours and 1 of 60½ hours.<sup>7</sup> 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.]

Normal season.				Dull season.			Christmas holidays only.				Other employ- ment.		Indi- vid- ual num- ber.
Weeks em- ploy- ed.	Working hours.			Weeks em- ploy- ed.	Working hours.		Weeks em- ploy- ed.	Working hours.			Weeks	Amount earned.	
	Usual day.	Satur- day.	Average week- ly.		Satur- day.	Average week- ly.		Average week- ly.	Day before Christ- mas.	Maxi- mum week- ly.			
42	9½	12	59½	8	9½	52	1	82	15	82	None.	.....	1
50	10 13½	13½	67 2 79	None.	.....	.....	1	81	15½	81	None.	.....	2
52	9 13½	15	69 4 81	None.	.....	.....	None.	.....	.....	(*)	None.	.....	3
29½	10	12½	62½	10½	9½	54½	1	81	14	81	None.	.....	4
26	9½	11½	59½	22	9½	52	2	70½	14½	80½	None.	.....	5
21	9½	11½	58½	13	9½	50½	1	80½	14½	80½	None.	.....	6
32½	9½	11½	59½	16½	9½	51½	1	80	14½	80	None.	.....	7
37	9½	11½	58	12	9½	54½	1	79½	15	79½	None.	.....	8
33	9½	11½	58	16	9½	50½	1	79½	13½	79½	None.	.....	9
32½	9½	11½	58½	16½	9½	50½	1	79½	14	79½	None.	.....	10
32½	9½	11½	59½	16½	9½	52	1	79½	14	79½	None.	.....	11
32½	9½	12½	59½	17½	9½	52	1	79½	14½	79½	None.	.....	12
35	9½	11½	58½	14	9½	50½	1	79½	14½	79½	None.	.....	13
30	9½	9½ 11½	55½ 57½	10	5	46½	1	79	14	79	None.	.....	14
32½	9½	11½	58½	16½	9½	50½	1	79	13½	79	None.	.....	15
30	9½	11½	58½	15	9½	50½	1	79	14	79	None.	.....	16
32½	9½	11½	58½	16½	9½	50½	1	79	14	79	None.	.....	17
32½	9½	11½	58½	16½	9½	50½	1	78½	13½	78½	None.	.....	18
33	9½	11½	57½	16	9½	50½	1	78½	12½	78½	None.	.....	19
51	10 13	13	66 13 78½	None.	.....	.....	None.	.....	.....	(14)	None.	.....	20
32½	9½	11½	58	16½	9½	50½	1	78½	14½	78½	None.	.....	21
27½	9½	12	59½	14½	9½	52½	1	78½	13½	78½	None.	.....	22
29½	9½	11½	58½	16½	9½	50½	1	78½	13½	78½	None.	.....	23
32½	9½	11½	58½	16½	9½	50½	1	78½	13½	78½	None.	.....	24
32	9½	11½	57½	17	9½	50½	1	78½	14½	78½	None.	.....	25
31½	9½	11½	59½	16½	9½	52	1	78½	13½	78½	None.	.....	26
40	9	9	54	9	5	45	1	78	13	78	None.	.....	27
32½	9½	11½	58	16½	9½	50½	1	78	15½	78	None.	.....	28
32½	9½	11½	58	16½	9½	50½	1	78	15½	78	None.	.....	29
32½	9½	11½	58	17½	9½	50½	1	78	14	78	None.	.....	30

\* 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 12½ hours every third Sunday; every other Saturday 10 hours.

\* Maximum week of 78½ hours occurs in normal season.

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

*Department and other retail stores—Continued.*

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year previous to Dec. 1, 1912.	Average weekly earnings.
31	19	Single.....	Saleswomen .....	3	48	(1)
32	17	...do.....	...do.....	2½	50	\$4.50
33	21	...do.....	...do.....	3	52	4.50
34	19	...do.....	...do.....	1½	51	4.00
35	17	...do.....	...do.....	2	41½	(2)
36	28	...do.....	Cashier.....	14	48	(3)
37	19	...do.....	Saleswoman.....	3	51	(4)
38	17	...do.....	Bundle wrapper.....	1½	48	3.35
39	26	...do.....	Saleswoman.....	10	39	10.00
40	34	...do.....	...do.....	2	52	7.00
41	45	Widowed.....	...do.....	10	51	8.50
42	20	Single.....	...do.....	6½	38	5.54
43	21	...do.....	...do.....	3	49	4.50
44	19	...do.....	Clerical.....	3½	46	5.00
45	21	...do.....	Cashier.....	5	51	6.00
46	26	...do.....	Saleswoman.....	3	49	6.00
47	22	...do.....	Cashier.....	3½	51	8.07
48	18	...do.....	Saleswoman.....	3	47	5.50
49	22	...do.....	...do.....	5	52	6.00
50	27	...do.....	...do.....	15	49	7.00
51	31	...do.....	Department head.....	9	46	10.00
52	20	...do.....	Saleswoman.....	3	51	4.00
53	24	...do.....	...do.....	10	51	5.00
54	17	...do.....	Bundle wrapper.....	1	50	3.02
55	18	...do.....	Helper in office.....	1½	50	4.82
56	25	...do.....	Saleswoman.....	9	51	8.00
57	19	...do.....	...do.....	2	50	4.08
58	37	...do.....	...do.....	10	49	7.00
59	19	...do.....	...do.....	4	51	3.00
60	18	...do.....	...do.....	½	18	4.00

1 Not more than \$5.

2 Including 1 week's vacation with pay.

3 Not reported.

4 Estimated at \$5.69.

5 Employed in 2 establishments.



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

## Department and other retail stores—Continued.

Normal season.				Dull season.			Christmas holidays only.				Other employ- ment.		Indi- vid- ual num- ber.
Weeks em- ploy- ed.	Working hours.			Weeks em- ploy- ed.	Working hours.		Weeks em- ploy- ed.	Working hours.			Weeks	Amount earned.	
	Usual day.	Satur- day.	Aver- age week- ly.		Satur- day.	Aver- age week- ly.		Aver- age week- ly.	Day before Christ- mas.	Maxi- mum week- ly.			
28½	9½	11½	58	18½	9½	50½	1	78	14	78	None.	.....	31
32½	9½	11½	58	16½	9½	50½	1	78	15	78	None.	.....	32
33	9½	11½	58½	17	9½	50½	1	77½	13½	77½	None.	.....	33
33	9½	11½	58½	17	9½	50½	1	77½	13½	77½	None.	.....	34
20	9½	11½	58½	20½	9½	50½	1	77½	13½	77½	None.	.....	35
37½	9½	11½	57½	9	9½	50½	1½	77½	14	77½	None.	.....	36
31½	9½	11½	58	17	9½	50½	1½	77½	13½	77½	None.	.....	37
30½	9½	11½	58½	16½	9½	50½	1	77½	13	77½	None.	.....	38
38	9 9½	9 13½	54 60	None.	.....	.....	1	77½	13½	77½	None.	.....	39
32½	9½	12½	57½	17½	9½	50½	1	77½	14½	77½	None.	.....	40
32½	9½	11½	58½	16½	9½	50½	1	77	13½	77	None.	.....	41
23	9½	11½	58½	14	9½	50½	1	77	13½	77	None.	.....	42
30½	9½	11½	58½	16½	9½	50½	1	77	13½	77	None.	.....	43
30½	9½	12	60½	14½	9½	53½	1	77	14	77	None.	.....	44
32½	9½	11½	58	17½	9½	50½	1	77	14	77	None.	.....	45
30½	9½	11½	58½	16½	9½	50½	1	76½	14½	76½	None.	.....	46
32½	9½	11½	58	17	9½	50½	1½	76½	12½	76½	None.	.....	47
28½	9½	12	59½	17	9½	50½	1½	76½	13	76½	None.	.....	48
32	9½	11½	58½	17	9½	50½	1	76½	12½	76½	None.	.....	49
32½	9½	11½	58	15½	9½	50½	1	76	14	76	None.	.....	50
28½	9½	11½	58½	16½	9½	51	1	76	13	76	None.	.....	51
32½	9½	11½	58	16½	9½	50½	1	76	13½	76	None.	.....	52
32½	9½	11½	58	16½	9½	50½	1	76	13½	76	None.	.....	53
32½	9½	11½	59½	16½	9½	52	1	76	13	76	None.	.....	54
32½	9½	11½	59½	16½	9½	50½	1	76	13	76	None.	.....	55
32½	9½	11½	58	16½	9½	50½	1	76	13½	76	None.	.....	56
32½	9½	11½	58	16½	9½	50½	1	76	14	76	None.	.....	57
32½	9½	11½	58	14½	9½	50½	1	76	14	76	None.	.....	58
32½	9½	11½	58	16½	9½	50½	1	76	14	76	None.	.....	59
18	9 9½ 12½	9 12½	58 60 77	None.	.....	.....	None.	.....	.....	.....	None.	.....	60

\* 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 12½ hours a day alternately, except every other Sunday 4½ hours.

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

*Department and other retail stores—Continued.*

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year previous to Dec. 1, 1912.	Average weekly earnings.
61	41	Separated.....	Saleswoman.....	5	28	\$7.50
62	20	Single.....	do.....	$\frac{1}{2}$	13	<sup>1</sup> 8.00
63	36	do.....	Cashier.....	10	<sup>4</sup> 49	( <sup>5</sup> )
64	23	do.....	Saleswoman.....	5	<sup>6</sup> 50	5.00
65	(7)	(7).....	Cashier and bookkeeper.....	10	<sup>4</sup> 52	(7)
66	32	Single.....	Department head.....	12	<sup>4</sup> 50 $\frac{1}{2}$	9.50
67	23	do.....	Saleswoman.....	$3\frac{1}{2}$	50	6.08
68	21	do.....	Clerical.....	$1\frac{1}{2}$	<sup>6</sup> 52	7.20
69	26	do.....	Floorwalker.....	8	<sup>4</sup> 52	10.00
70	35	do.....	Department head.....	15	<sup>6</sup> 51	20.00
71	18	do.....	(7).....	$\frac{1}{2}$	12	4.00
72	25	Married.....	Saleswoman.....	5	<sup>4</sup> 52	8.00
73	35	do.....	do.....	4	<sup>4</sup> 48	6.00
74	17	Single.....	do.....	4	<sup>6</sup> 52	5.00
75	21	do.....	do.....	7	49	5.96
76	19	do.....	Clerical.....	5	<sup>4</sup> 51	8.00
77	20	do.....	do.....	$2\frac{1}{2}$	<sup>8</sup> 52	4.76
78	25	do.....	Saleswoman.....	6	<sup>4</sup> 49	6.49
79	17	do.....	do.....	2	51	3.50
80	22	do.....	Department head.....	7	<sup>4</sup> 52	7.00
81	26	do.....	Saleswoman.....	( <sup>10</sup> )	<sup>4</sup> 50	5.16
82	23	do.....	Assistant advertisement writer..	8	50	10.00
83	16	do.....	Saleswoman.....	1	50	4.00
84	26	do.....	do.....	9	<sup>4</sup> 51	(7)
85	19	do.....	Clerical.....	4	50 $\frac{1}{2}$	7.00
86	18	do.....	Saleswoman.....	3	50	5.00
87	28	do.....	Clerical.....	14	<sup>6</sup> 52	<sup>11</sup> 12.00
88	19	do.....	Saleswoman.....	2	50	5.00
89	20	do.....	do.....	5	37	5.00
90	20	do.....	do.....	$7\frac{1}{2}$	<sup>4</sup> 52	4.56
91	18	do.....	do.....	$1\frac{1}{2}$	50	4.26
92	34	do.....	Assistant buyer.....	15	<sup>4</sup> 50	( <sup>12</sup> )
93	20	do.....	Saleswoman.....	( <sup>13</sup> )	<sup>4</sup> 50 $\frac{1}{2}$	7.00

<sup>1</sup> In addition, 2 meals.<sup>2</sup> Works 10 hours 3 days and 12 $\frac{1}{2}$  hours 3 days a week and 8 $\frac{1}{2}$  hours every other Sunday; no time deducted for lunch.<sup>3</sup> Maximum week of 76 hours occurs in normal season.<sup>4</sup> Including 1 week's vacation with pay.<sup>5</sup> \$6.50 or \$7.<sup>6</sup> Including 2 weeks' vacation with pay.

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

## Department and other retail stores—Continued.

Normal season.				Dull season.			Christmas holidays only.				Other employ- ment.		Indi- vid- ual num- ber.
Weeks em- ploy- ed.	Working hours.			Weeks em- ploy- ed.	Working hours.		Weeks em- ploy- ed.	Working hours.					
	Usual day.	Satur- day.	Average week- ly.		Satur- day.	Average week- ly.		Average week- ly.	Day before Christ- mas.	Maxi- mum week- ly.	Weeks	Amount earned.	
16½	9½	11½	58	10½	9½ 11½	50½ 55½	1	76	13½	76	None.	.....	61
13	10 12½	10 12½	67½ 76	None.	None.	None.	None.	None.	(*)	None.	.....	.....	62
40	9½	11½	58	7	9½	50½	1	76	14	76	None.	.....	63
32½	9½	11½	58	14½	9½ 11	50½ 55	1	76	14	76	None.	.....	64
40½	9½	9½	58	9	5½	48½	1½	76	12½	76	None.	.....	65
31	9½	11½	57½	16½	9½ 11½	50½ 55½	2	75½	15	75½	None.	.....	66
42	9½	11½	58	7	9½	50½	1	75	13	75	None.	.....	67
37	9	9	54	11	5	45	2	72	12½	75	None.	.....	68
25	10½	10½	63	25	5 9 9½	50½ 54 57	1	75	12½	75	None.	.....	69
32½	9½	11½	58½	15½	9½ 11½	50½ 55½	1	74½	13½	74½	None.	.....	70
11	9½	11½	58½	None.	None.	None.	1	74½	13	74½	2	\$15.00	71
32½	9½	11½	58½	17½	9½ 11½	50½ 55½	1	74½	13½	74½	None.	.....	72
30½	9½	11½	58½	15½	9½ 11½	50½ 55½	1	74½	13½	74½	None.	.....	73
32	9½	11½	58	17	9½ 11½	50½ 55	1	74½	13½	74½	None.	.....	74
32½	9½	11½	58½	15½	9½ 11½	50½ 55½	1	74½	13½	74½	None.	.....	75
32½	9½	11½	58½	16½	9½ 11½	50½ 55½	1	74½	13	74½	None.	.....	76
13	9 9½	9 11½	54 58	35	4½ 8 11½	42 48 55	1	74½	13½	74½	None.	.....	77
32½	9½	11½	58½	14½	9½ 11½	50½ 55½	1	74½	14½	74½	None.	.....	78
33	9½	9½	55½	17	5 9½	46½ 50½	1	74½	13½	74½	None.	.....	79
33	9½	9½	55½	17	5 9½	46½ 50½	1	74½	13½	74½	None.	.....	80
30½	9½	11½	58½	17½	9½ 11½	50½ 55½	1	74½	14½	74½	None.	.....	81
32½	9½	11½	58½	16½	11½	55½	1	74	13½	74	None.	.....	82
26	9½	11½	57½	22	9½ 11	50½ 54½	2	73½	13½	74	None.	.....	83
32½	9½	11½	58½	16½	9½ 11½	50½ 55½	1	74	13½	74	None.	.....	84
40	9½	11½	57½	9	9½ 8½	50½ 48	1½	74	12½	74	None.	.....	85
28½	9½	11½	58½	20½	11½ 11½	55½ 55½	1	74	12½	74	None.	.....	86
39	9½	11½	57½	9	11½	55½	2	71½	13½	73½	None.	.....	87
32½	9½	11½	57½	16½	9½ 11½	50½ 55½	1	73½	13½	73½	None.	.....	88
(7)	9½	11½	57½	(7)	9½ 11	50½ 55	1½	72½	13	73½	None.	.....	89
41	9½	11½	57½	8	11½	55½	2	71½	13½	73½	None.	.....	90
32	9½	11½	57½	17	9½ 11½	50½ 55½	1	73½	13½	73½	None.	.....	91
31½	9½	11½	57½	16	9½ 11½	50½ 55	1½	73½	12½	73½	None.	.....	92
26	9½	11½	57½	21½	9½ 11	50½ 55	2	72½	13½	73½	None.	.....	93

7 Not reported.

8 Including 3 weeks' sick leave with pay; 2 establishments.

9 3 dull seasons in 2 establishments.

10 5 or 6 years.

11 In addition received Christmas present of \$25.

12 At least \$18.

13 Several years.

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

*Department and other retail stores—Continued.*

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year previous to Dec. 1, 1912.	Average weekly earnings.
94	20	Single.....	Saleswoman.....	7	50	\$8.00
95	20	....do.....	....do.....	2	39	<sup>1</sup> 6.00
96	16	....do.....	Bundle wrapper.....	1	46½	2.97
97	22	....do.....	Saleswoman.....	2	52	( <sup>4</sup> )
98	22	....do.....	....do.....	1	50	8.00
99	17	....do.....	Bundle wrapper.....	1½	45	3.28
100	20	....do.....	Saleswoman.....	1	<sup>6</sup> 52	4.45
101	21	....do.....	....do.....	3	49	<sup>6</sup> 7.00
102	23	....do.....	....do.....	1	<sup>6</sup> 50	5.78
103	19	....do.....	Clerical.....	1½	<sup>9</sup> 52	5.00
104	24	....do.....	Saleswoman.....	5	50	6.00
105	16	....do.....	....do.....	( <sup>10</sup> )	26	3.50
106	18	....do.....	....do.....	3	49	4.00
107	25	....do.....	....do.....	( <sup>11</sup> )	48	8.00
108	25	Married.....	....do.....	8	<sup>12</sup> 25	6.75
109	26	Single.....	....do.....	5	50	9.00
110	( <sup>4</sup> )	Married.....	Buyer.....	( <sup>14</sup> )	<sup>15</sup> 52	( <sup>16</sup> )
111	18	Single.....	Clerical.....	( <sup>11</sup> )	46	5.00
112	22	....do.....	....do.....	2	<sup>6</sup> 52	7.00
113	18	....do.....	Timekeeper.....	2	52	6.00
114	27	....do.....	Saleswoman.....	10½	<sup>17</sup> 52	14.28
115	21	....do.....	Timekeeper.....	6	47	6.00
116	( <sup>19</sup> )	Married.....	Saleswoman.....	7	51	15.00
117	33	....do.....	....do.....	5	<sup>6</sup> 52	( <sup>4</sup> )
118	25	Single.....	....do.....	4	50½	6.00
119	23	....do.....	....do.....	2	41	5.00
120	22	....do.....	....do.....	7	<sup>6</sup> 51	8.00
121	33	....do.....	....do.....	12	<sup>16</sup> 52	9.00
122	37	Widowed.....	....do.....	5	<sup>6</sup> 52	( <sup>4</sup> )
123	25	Married.....	....do.....	10	50	10.00
124	30	Single.....	....do.....	9	50	9.00
125	23	....do.....	Clerical.....	9	48	7.00
126	25	....do.....	Saleswoman.....	12	50	( <sup>20</sup> )
127	20	....do.....	....do.....	4	50	5.00
128	22	....do.....	....do.....	4	49	7.00

<sup>1</sup> In addition to 3 meals each day; \$10 for 3 months, no meals furnished.<sup>2</sup> 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.<sup>3</sup> Maximum week of 73½ hours occurs in normal season.<sup>4</sup> Not reported.<sup>5</sup> Including 1 week's vacation with pay.<sup>6</sup> Receives percentage on sales for 1 week.<sup>7</sup> Including 13 weeks' overtime of 57½ hours each.<sup>8</sup> This week and 2 weeks of the normal season not recorded belong to another establishment.<sup>9</sup> Including 2 weeks' vacation with pay and 2 weeks' sick leave with pay.<sup>10</sup> At least 1 year.

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

## Department and other retail stores—Continued.

Normal season.				Dull season.			Christmas holidays only.				Other employ- ment.		Indi- vid- ual num- ber.
Weeks em- ploy- ed.	Working hours.			Weeks em- ploy- ed.	Working hours.		Weeks em- ploy- ed.	Working hours.					
	Usual day.	Satur- day.	Average week- ly.		Satur- day.	Average week- ly.		Average week- ly.	Day before Christ- mas.	Maxi- mum week- ly.	Weeks	Amount earned.	
37	9½	11½	58	12	{ 9½ 11½ }	{ 50½ 55 }	1	73½	12½	73½	None.	.....	94
39	2 { 10 11 }	10	{ 63 73½ }	None.	{ 9½ 11½ }	{ 50½ 55 }	None.	.....	(3)	None.	.....	95	
34½	9½	11½	58	10½	{ 9½ 11½ }	{ 50½ 55 }	1½	72½	13½	73½	None.	.....	96
41½	8½	8½	51	9	{ 8 8 }	{ 48 48 }	1½	72	13	73½	None.	.....	97
32½	9½	11½	58½	16½	{ 9½ 11½ }	{ 50½ 55½ }	1	73½	12½	73½	None.	.....	98
27	9½	11½	58½	17	{ 8½ 11½ }	{ 48 55½ }	1	73½	12½	73½	None.	.....	99
32½	9½	11½	57½	17½	{ 9½ 11½ }	{ 51½ 56½ }	1	73	12½	73	None.	.....	100
32½	9½	11½	58	15½	{ 8½ 11½ }	{ 49½ 55½ }	1	73	12½	73	None.	.....	101
7 39	9	8	53	9	{ 4½ 4½ }	{ 49½ 49½ }	8 1	73	11½	73	1	\$6.00	102
36	8½	8½	51	11	{ 4½ 4½ }	{ 44½ 44½ }	1	73	12	73	None.	.....	103
37½	9½	11½	57½	11	{ 9½ 11 }	{ 50½ 55 }	1½	72	13½	72½	None.	.....	104
24½	9½	9½	57	None.	.....	.....	1½	71½	13½	72½	None.	.....	105
38½	9½	9½	57	9	{ 5 5 }	{ 47½ 47½ }	1½	71½	13½	72½	None.	.....	106
29½	9½	9½	57	17	{ 5 9 }	{ 47½ 49 }	1½	72	12	72	None.	.....	107
24	{ 8½ 9 9½ }	{ 8½ 11 11½ }	{ 12 25½ 12 29 12 57½ }	None.	.....	.....	1	72	12	72	None.	.....	108
32½	9½	11½	58	16½	{ 8½ 11½ }	{ 49½ 55½ }	1	72	12	72	None.	.....	109
31½	9½	9½	57	17	{ 5 9 }	{ 47½ 49 }	1½	72	12	72	None.	.....	110
35½	9½	9½	57	9	{ 5 5 }	{ 47½ 47½ }	1½	72	12	72	None.	.....	111
40½	9½	9½	57	9	{ 5 5 }	{ 47½ 47½ }	1½	72	12	72	None.	.....	112
41½	9½	9½	57	9	{ 5 5 }	{ 47½ 47½ }	1½	72	12	72	None.	.....	113
18 40	{ 8 8½ 9 }	{ 9½ 9½ 9 }	{ 50½ 54 54 }	11	5	45	1	72	12	72	None.	.....	114
36	9½	11½	59½	9	{ 9½ 9½ }	{ 52½ 54½ }	2	71½	12½	71½	None.	.....	115
40	9½	11½	59½	9	{ 9½ 9½ }	{ 54½ 54½ }	2	71½	12½	71½	None.	.....	116
29½	9½	11½	58	20½	{ 9½ 11 }	{ 50½ 55 }	1	71½	11½	71½	None.	.....	117
31	9½	11½	58½	18	{ 8½ 11 }	{ 50½ 55½ }	1½	70½	13½	71½	None.	.....	118
32	9½	11½	57½	8	{ 9½ 9½ }	{ 50½ 50½ }	1	71½	13½	71½	9	50.00	119
33	9½	11½	57½	16	{ 9½ 11½ }	{ 50½ 55½ }	1	71½	11½	71½	None.	.....	120
32½	9½	11½	57½	16½	{ 9½ 11½ }	{ 50½ 55½ }	1	71½	11½	71½	None.	.....	121
32½	9½	11½	57½	17½	{ 9½ 11½ }	{ 50½ 55½ }	1	71½	11½	71½	None.	.....	122
32½	9½	11½	57½	16½	{ 9½ 11½ }	{ 50½ 55½ }	1	71½	11½	71½	None.	.....	123
39½	9½	9½	57	9	{ 5 5 }	{ 47½ 47½ }	1½	71	11½	71	None.	.....	124
32½	9½	9½	55½	14½	{ 5 8½ }	{ 46½ 52½ }	1	71	12½	71	None.	.....	125
32½	9½	9½	55½	16½	{ 5 8½ }	{ 46½ 52½ }	1	71	12½	71	None.	.....	126
32½	9½	9½	55½	16½	{ 5 8½ }	{ 46½ 52½ }	1	71	12½	71	None.	.....	127
32½	9½	9½	55½	15½	{ 5 8½ }	{ 46½ 52½ }	1	71	12½	71	None.	.....	128

<sup>11</sup> Over 1 year.<sup>12</sup> Employed in 3 establishments.<sup>13</sup> Worked 3 days each week.<sup>14</sup> Several years.<sup>15</sup> Including 2 weeks' vacation with pay.<sup>16</sup> \$25 or more.<sup>17</sup> Employed in 4 establishments.<sup>18</sup> Hours for 4 different establishments.<sup>19</sup> Over 40 years of age.<sup>20</sup> At least \$10.

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

*Department and other retail stores—Continued.*

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year previous to Dec. 1, 1912.	Average weekly earnings.
129	24	Single .....	Saleswoman .....	10	50	( <sup>1</sup> )
130	20	....do.....	Clerical.....	4	<sup>2</sup> 51	\$8.00
131	19	....do.....	Saleswoman .....	1 <sup>1</sup> / <sub>2</sub>	42	4.00
132	40	Separated.....	Department head.....	18	<sup>2</sup> 51	12.00
133	21	Single.....	Saleswoman .....	3	<sup>2</sup> 51	5.00
134	18	....do.....	....do.....	1	48	4.73
135	26	....do.....	Department head.....	8	<sup>2</sup> 51	12.00
136	23	....do.....	Saleswoman .....	6	<sup>2</sup> 52	<sup>4</sup> 9.00
137	26	....do.....	....do.....	3	<sup>2</sup> 46	4.90
138	30	Widowed.....	Buyer.....	13	<sup>2</sup> 52	30.00
139	26	Married.....	Saleswoman .....	1 <sup>1</sup> / <sub>2</sub>	<sup>2</sup> 51	9.00
140	16	Single.....	Timekeeper .....	1 <sup>1</sup> / <sub>2</sub>	46	3.83
141	18	....do.....	Saleswoman .....	( <sup>5</sup> )	50 <sup>1</sup> / <sub>2</sub>	4.00
142	23	....do.....	....do.....	3	<sup>6</sup> 50	6.00
143	30	....do.....	....do.....	3 <sup>1</sup> / <sub>2</sub>	<sup>7</sup> 30	6.39
144	35	Widowed.....	....do.....	( <sup>8</sup> )	50	10.00
145	18	Single.....	....do.....	4 <sup>1</sup> / <sub>2</sub>	48	4.19
146	28	....do.....	Head cashier.....	14	<sup>2</sup> 49	14.00
147	19	....do.....	Saleswoman.....	6	50	5.46
148	26	Separated.....	....do.....	3	48	7.00
149	33	Married.....	....do.....	2 <sup>1</sup> / <sub>2</sub>	<sup>7</sup> 50	17.00
150	23	Single.....	....do.....	5	50	5.00
151	27	....do.....	Clerical.....	9	49 <sup>1</sup> / <sub>2</sub>	9.00
152	24	....do.....	Saleswoman.....	5	<sup>11</sup> 51	8.00
153	18	....do.....	Clerical.....	3	<sup>7</sup> 47	5.93
154	18	....do.....	Stock girl.....	3	<sup>2</sup> 52	6.75
155	19	....do.....	Saleswoman.....	1 <sup>1</sup> / <sub>2</sub>	50	3.50
156	17	....do.....	....do.....	1 <sup>1</sup> / <sub>2</sub>	50	3.26

<sup>1</sup> Not reported.<sup>2</sup> Including 1 week's vacation with pay.<sup>3</sup> Including 2 weeks' vacation with pay.<sup>4</sup> Not including occasional premiums, amount not reported.<sup>5</sup> Over a year.<sup>6</sup> Including 1 week's vacation with pay; employed in 2 establishments.

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

## Department and other retail stores—Continued.

Normal season.				Dull season.			Christmas holidays only.				Other employ- ment.		Indi- vid- ual num- ber.
Weeks em- ploy- ed.	Working hours.			Weeks em- ploy- ed.	Working hours.		Weeks em- ploy- ed.	Working hours.			Weeks	Amount earned.	
	Usual day.	Satur- day.	Aver- age week- ly.		Satur- day.	Aver- age week- ly.		Aver- age week- ly.	Day before Christ- mas.	Maxi- mum week- ly.			
32½	9½	9½	55½	16½	5 8½	46½ 52½	1	71	12½	71	None.	.....	129
32½	9½	9½	55½	16½	5 8½	46½ 52½	1	71	12½	71	None.	.....	130
23	9½	11½	58	18	9½ 11½	50½ 55	1	70½	11½	70½	None.	.....	131
32½	9½	11½	57½	16½	9½ 11½	50½ 55	1	70½	12½	70½	None.	.....	132
26	9½	11½	57½	22	9½ 11	50½ 54½	2	70	12½	70	None.	.....	133
23½	9½	9½	57	23	8½ 9	51 54	1½	70	11½	70	None.	.....	134
38½	9½	11½	59	9	9½ 9½	54½ 54	1½	69	12	69½	.....	.....	135
32½	9½	11½	57½	17½	9½ 10½	50½ 55½	1	69½	11½	69½	None.	.....	136
21	9½	11½	57½	22	9½ 11	50½ 54½	2	69½	12	69½	None.	.....	137
32½	9½	9½	55½	16½	5 8½	46½ 52½	1	69½	12½	69½	None.	.....	138
32	9½	11½	57½	17	9½ 11½	50½ 55½	1	69½	12½	69½	None.	.....	139
22½	9½	9½	58½	22	5 8½	48½ 52½	1½	69½	11½	69½	None.	.....	140
26½	9½	11½	57½	22	9½ 11	50½ 54½	2	69½	11½	69½	None.	.....	141
25	9½	11½	57½	22	9½ 11	50½ 54½	2	69½	11½	69½	None.	.....	142
40½	9 9½	9 11½	54 57½	8	9½	50½	1½	69	11½	69	None.	.....	143
31	9½	11½	57½	17½	9½ 11	50½ 54½	1½	69	11½	69	None.	.....	144
22½	9½	9½	57	24	5 8½	47½ 51	1½	69	11½	69	None.	.....	145
28½	9½	9½	57	18	5 9	47½ 54	1½	69	11½	69	None.	.....	146
24½	9½	9½	57	24	5 8½	47½ 51	1½	69	11½	69	None.	.....	147
22½	9½	9½	57	24	5 8½	47½ 51	1½	69	11½	69	None.	.....	148
39	10½ 8½ 9	9	51½	10	5	46	1	69	11½	69	None.	.....	149
33	9½	9½	57	16½	4½ 9	47 54	½	68½	11½	68½	None.	.....	150
30½	9½	11½	57½	17½	9½ 11	50½ 54½	1½	68½	12	68½	None.	.....	151
24½	9½	9½	55½	22½	5 8½	46½ 49½	1	68	11½	68	None.	.....	152
33	9½	9½	55½	13	5 8½	48½ 52½	1	68	11½	68	None.	.....	153
38	9	9	54	11	4½ 5	42 46½	1	67½	11½	67½	None.	.....	154
30½	9½	9½	55½	18	5 8½	46½ 52½	1½	67½	11½	67½	None.	.....	155
30½	9½	9½	55½	18	5 8½	46½ 52½	1½	67½	11½	67½	None.	.....	156

7 Employed in 2 establishments.

8 Many years.

9 Including 2 weeks with 1 day each of 3 hours of overtime.

10 Works 8½ 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.*

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year previous to Dec. 1, 1912.	Average weekly earnings.
157	50	Widowed.....	Saleswoman.....	10	1 35	<sup>2</sup> \$10.44
158	29	Single.....	do.....	12	38	8.00
159	35	Widowed.....	Assistant buyer.....	10	<sup>3</sup> 39	( <sup>4</sup> )
160	26	Single.....	Saleswoman.....	1 $\frac{1}{2}$	48 $\frac{1}{2}$	( <sup>5</sup> )
161	16	do.....	do.....	$\frac{1}{2}$	1 16	4.50
162	37	do.....	do.....	8	<sup>6</sup> 51	<sup>7</sup> 10.00
163	17	do.....	Bundle wrapper.....	1	51	3.00
164	21	do.....	Saleswoman.....	5	30 $\frac{1}{2}$	5.00
165	52	do.....	do.....	32	<sup>8</sup> 52	9.00
166	26	Divorced.....	do.....	3	<sup>6</sup> 52	<sup>10</sup> 14.00
167	21	Single.....	do.....	5	51	7.00
168	26	Separated.....	do.....	7 $\frac{1}{2}$	50	9.48
169	20	Single.....	do.....	$\frac{1}{2}$	15	5.00
170	24	do.....	do.....	1 $\frac{1}{2}$	50	6.00
171	28	do.....	Buyer.....	1 $\frac{1}{2}$	<sup>2</sup> 52	( <sup>11</sup> )
172	37	do.....	Saleswoman.....	20	50	9.00
173	21	do.....	do.....	3	50	<sup>12</sup> 6.00
174	27	do.....	do.....	12	50	8.00
175	33	do.....	do.....	( <sup>13</sup> ) 15	<sup>6</sup> 51	7.00
176	35	do.....	do.....	15	<sup>12</sup> 52	8.00
177	24	Married.....	do.....	5	<sup>9</sup> 51 $\frac{1}{2}$	8.00
178	28	Single.....	do.....	( <sup>14</sup> )	17 38 $\frac{1}{2}$	<sup>18</sup> 8.00
179	25	do.....	Assistant buyer.....	9	<sup>2</sup> 51	15.00
180	20	do.....	Saleswoman.....	6	<sup>2</sup> 50	9.00
181	20	do.....	do.....	( <sup>20</sup> )	1 52	6.00
182	26	do.....	do.....	( <sup>21</sup> ) 6	<sup>6</sup> 51	( <sup>11</sup> )
183	21	do.....	do.....	6	<sup>2</sup> 51	10.96
184	28	do.....	do.....	8	<sup>6</sup> 51	8.00
185	21	do.....	do.....	$\frac{1}{2}$	17 14	5.00
186	23	do.....	do.....	3	<sup>2</sup> 52	8.50

<sup>1</sup> Employed in 3 establishments.<sup>2</sup> In addition received commissions during 9 weeks; amount not reported.<sup>3</sup> Including 2 weeks' vacation with pay.<sup>4</sup> Over \$18.<sup>5</sup> \$3 or over.<sup>6</sup> Including 1 weeks' vacation with pay.<sup>7</sup> Also \$5 at Christmas.<sup>8</sup> Works 8 $\frac{1}{2}$  hours 3 days and 9 $\frac{1}{2}$  hours 3 days a week.<sup>9</sup> Including 2 weeks with 1 day each of over time.<sup>10</sup> Premiums in summer for a few weeks.<sup>11</sup> Not reported.



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

Department and other retail stores—Continued.

Normal season.				Dull season.			Christmas holidays only.				Other employment.		Individual number.
Weeks employed.	Working hours.			Weeks employed.	Working hours.		Weeks employed.	Working hours.					
	Usual day.	Satur-day.	Average week-ly.		Satur-day.	Average week-ly.		Average week-ly.	Day before Christ- mas.	Maxi- mum week-ly.	Weeks	Amount earned.	
33	{ 9½ 9½ 9½	{ 9½ 11½ 11½	{ 55½ 57½ 59½	1	11½	55½	1	67½	11½	67½	None.	.....	157
29	9	9	54	8	8½	51	1	67	12	67	None.	.....	158
28	9	9	54	8	8½	51	1	67	12	67	None.	.....	159
37½	9½	9½	54½	10	5	45½	1	66½	11½	66½	None.	.....	160
15½	9½	{ 9½ 11½	{ 55½ 57½	None.			3	66½	11½	66½	None.	.....	161
49	{ 8½ 9½	9½	54	None.			1	66½	14	66½	None.	.....	162
32½	9½	9½	55½	17½	{ 8½ 8½	{ 46½ 52½	3	66½	12½	66½	None.	.....	163
16½	9½	9½	55½	13½	{ 8½ 8½	{ 46½ 52½	3	66½	12½	66½	None.	.....	164
49	8½	12½	56½	None.			1	66	12½	66	None.	.....	165
32½	9	11	56	17½	9	49	1	66	11	66	None.	.....	166
32½	9	11	56	17½	10½	53	1	66	11	66	None.	.....	167
41	9	9	54	8	5	45	1	66	11	66	None.	.....	168
14½	9½	9½	55½	None.			½	65½	12½	65½	13	\$65.00	169
33	9½	9½	55½	16½	{ 8½ 8½	{ 46½ 52½	3	64½	11½	64½	None.	.....	170
33	9½	9½	55½	16½	{ 8½ 8½	{ 46½ 52½	3	64½	11½	64½	None.	.....	171
33	9½	9½	55½	16½	{ 8½ 8½	{ 46½ 52½	3	64½	11½	64½	None.	.....	172
39½	9½	9½	55½	9½	{ 8½ 8½	{ 46½ 52½	3	64½	11½	64½	None.	.....	173
33	9½	9½	55½	16½	{ 8½ 8½	{ 46½ 52½	3	64½	11½	64½	None.	.....	174
41½	9	9	54	8	8	48	3	64	13	64	None.	.....	175
36½	9	9	54	9	8	48	3	64	13	64	None.	.....	176
26	8½	8½	51	22	8½	{ 46 48½	1½	63	11	63	None.	.....	177
37	{ 8½ 9½	{ 8½ 9½	{ 51 55½	None.			1½	63	10½	63	None.	.....	178
24½	9½	9½	55½	19 24	{ 5 8½ 8½	{ 46½ 49½ 52½	½	62½	11½	62½	None.	.....	179
24½	9½	9½	55½	23	{ 8½ 8½ 8½	{ 46½ 49½ 52½	½	62½	11½	62½	None.	.....	180
42½	{ 9 9 9½	{ 9 11 11½	{ 54 56 57½	9	9½	50½	½	62	12	62	None.	.....	181
40½	9½	9½	55½	9	5	47½	½	62	12	62	None.	.....	182
40	9½	9½	55½	8	5	46½	1	61½	11½	61½	None.	.....	183
25	9½	9½	55½	25½	{ 8½ 8½	{ 52½ 49½	½	60½	11½	60½	None.	.....	184
13½	9½	{ 9½ 11½	{ 55½ 57½	None.			½	60	11½	60	None.	.....	185
40	9	9	54	9	5	45	1	60	11	60	None.	.....	186

12 This includes commissions on sales paid by a manufacturing company, amounting to \$1.

13 12 or 14 years.

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.

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

Department and other retail stores—Continued.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year previous to Dec. 1, 1912.	Average weekly earnings.
187	20	Married.....	Saleswoman.....	3 <sup>1</sup> / <sub>2</sub>	1 51	<sup>2</sup> \$6.00
188	20	Single.....	do.....	3	1 51	6.00
189	( <sup>4</sup> )	do.....	do.....	( <sup>5</sup> )	1 51	6.00
190	15	do.....	do.....	<sup>1</sup> / <sub>2</sub>	11	3.77
191	16	do.....	Bundle wrapper.....	<sup>1</sup> / <sub>2</sub>	3	2.50
192	17	do.....	Clerical.....	<sup>1</sup> / <sub>2</sub>	8	4.00
193	20	do.....	Saleswoman.....	<sup>1</sup> / <sub>2</sub>	13	4.65
194	18	do.....	do.....	<sup>1</sup> / <sub>2</sub>	12 <sup>1</sup> / <sub>2</sub>	( <sup>6</sup> )
195	15	do.....	Cash girl.....	<sup>1</sup> / <sub>2</sub>	12	2.50
196	18	do.....	Saleswoman.....	<sup>1</sup> / <sub>2</sub>	8	4.00
197	21	do.....	Mail-order clerk.....	5	1 52	8.00
198	19	do.....	Saleswoman.....	<sup>1</sup> / <sub>2</sub>	3	( <sup>6</sup> )
199	16	do.....	Clerical.....	<sup>1</sup> / <sub>2</sub>	4	2.50
200	16	do.....	Saleswoman.....	<sup>1</sup> / <sub>2</sub>	15 <sup>1</sup> / <sub>2</sub>	3.87
201	19	do.....	do.....	<sup>1</sup> / <sub>2</sub>	22	4.50
202	19	Married.....	do.....	<sup>1</sup> / <sub>2</sub>	4	5.00
203	16	Single.....	do.....	<sup>1</sup> / <sub>2</sub>	13	3.95
204	19	do.....	do.....	2 <sup>1</sup> / <sub>2</sub>	6 <sup>1</sup> / <sub>2</sub>	4.50
205	17	do.....	do.....	<sup>1</sup> / <sub>2</sub>	13	3.44
206	16	do.....	Errand girl.....	<sup>1</sup> / <sub>2</sub>	3	2.50
207	18	do.....	Saleswoman.....	2	<sup>8</sup> / <sub>45</sub>	4.00
208	18	do.....	do.....	<sup>1</sup> / <sub>2</sub>	8	4.00
209	17	do.....	do.....	<sup>1</sup> / <sub>2</sub>	22	4.00
210	35	do.....	do.....	5	4	12.00
211	15	do.....	Cash girl.....	<sup>1</sup> / <sub>2</sub>	2	2.50
212	16	do.....	Clerical.....	<sup>1</sup> / <sub>2</sub>	24	3.00
213	20	do.....	Saleswoman.....	<sup>1</sup> / <sub>2</sub>	26	( <sup>10</sup> )
214	25	do.....	do.....	<sup>1</sup> / <sub>2</sub>	14	4.86
215	18	do.....	Errand girl.....	<sup>1</sup> / <sub>2</sub>	18	2.00
216	35	Widowed.....	Saleswoman.....	7	28	7.00
217	17	Single.....	do.....	<sup>1</sup> / <sub>2</sub>	<sup>8</sup> / <sub>16</sub>	3.43
218	20	do.....	do.....	<sup>1</sup> / <sub>2</sub>	5	3.60
219	15	do.....	Bundle wrapper.....	1 <sup>1</sup> / <sub>2</sub>	13	3.00
220	16	do.....	Saleswoman.....	<sup>1</sup> / <sub>2</sub>	13	4.00
221	15	do.....	Bundle wrapper.....	<sup>1</sup> / <sub>2</sub>	<sup>8</sup> / <sub>31</sub>	3.00
222	16	do.....	do.....	<sup>1</sup> / <sub>2</sub>	13	2.77
223	17	do.....	Saleswoman.....	<sup>1</sup> / <sub>2</sub>	<sup>8</sup> / <sub>43</sub>	3.40
224	18	do.....	Clerical.....	<sup>1</sup> / <sub>2</sub>	11 <sup>1</sup> / <sub>2</sub>	40.0
225	21	Married.....	Saleswoman.....	3 <sup>1</sup> / <sub>2</sub>	<sup>18</sup> / <sub>44</sub>	5.80
226	16	Single.....	do.....	<sup>1</sup> / <sub>2</sub>	25 <sup>1</sup> / <sub>2</sub>	4.00
227	17	do.....	Bundle wrapper.....	<sup>1</sup> / <sub>2</sub>	22	3.20
228	16	do.....	do.....	<sup>1</sup> / <sub>2</sub>	34	2.63
229	16	do.....	Saleswoman.....	<sup>1</sup> / <sub>2</sub>	24	4.00
230	29	Widowed.....	do.....	( <sup>18</sup> )	14 51	( <sup>18</sup> )
231	17	Single.....	Cash girl.....	<sup>1</sup> / <sub>2</sub>	8	2.50
232	28	Divorced.....	Saleswoman.....	<sup>1</sup> / <sub>2</sub>	23	4.00
233	30	Single.....	Clerical.....	6	21	9.00

<sup>1</sup> Including 1 week's vacation with pay. Employed in 2 establishments.<sup>2</sup> In addition to board; earnings do not include 4 weeks when she received \$5 exclusive of board.<sup>3</sup> Works 9 hours 3 days and 10 hours 3 days a week.<sup>4</sup> Over 20 years.<sup>5</sup> 4 or 5 years.<sup>6</sup> Not reported.<sup>7</sup> Including 2 weeks' vacation with pay.<sup>8</sup> Employed in 2 establishments.

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

## Department and other retail stores—Continued.

Normal season.				Dull season.			Christmas holidays only.				Other employ- ment.		Indi- vid- ual num- ber.
Weeks em- ploy- ed.	Working hours.			Weeks em- ploy- ed.	Working hours.		Weeks em- ploy- ed.	Working hours.			Weeks	Amount earned.	
	Usual day.	Satur- day.	Average week- ly.		Satur- day.	Average week- ly.		Average week- ly.	Day before Christ- mas.	Maxi- mum week- ly.			
48½	9	9	57	None.			1½	59½	11	60	None.		187
48½	9	9	57	None.			1½	59½	11	60	None.		188
48½	9	9	57	None.			1½	59½	11	60	None.		189
11	9½	12	59½	None.			None.				None.		190
3	9½	11½	59½	None.			None.				None.		191
8	9½	12	59½	None.			None.				None.		192
13	9½	11½	59½	None.			None.				None.		193
12½	9½	11½	59	None.			None.				None.		194
12	9½	11½	59	None.			None.				None.		195
8	9½	12½	58½	None.			None.				None.		196
23½	9½	9½	55½	24½	8½ 8½ 5	49½ 52½ 46½	2	58½	10½	58½	None.		197
3	9½	11½	58½	None.			None.				28	(*)	198
4	9½	11½	58½	None.			None.				None.		199
13½	9½	11½	58½	2	11½	55½	None.				None.		200
22	9½	11½	58½	None.			None.				None.		201
4	9½	11½	58½	None.			None.				None.		202
13	9½	11½	58½	None.			None.				None.		203
6½	9½	11½	58½	None.			None.				None.		204
13	9½	11½	58½	None.			None.				None.		205
3	9½	11½	58½	None.			None.				None.		206
33½	9½	9½	55½	11	9½ 11½	50½ 55½	½	58½	11½	58½	None.		207
8	9½	12½	59	None.			None.				None.		208
13	9½	11½	58½	9	9½	50½	None.				None.		209
4	9½	11½	58	None.			None.				42	\$4.20	210
2	9½	11½	58	None.			None.				None.		211
15	9½	11½	58	9	9½	50½	None.				None.		212
26	9½	11½	58	None.			None.				None.		213
14	9½	11½	58	None.			None.				None.		214
13	9½	11½	58	5	9½	50½	None.				None.		215
20	9½	11½	58	8	9½	50½	None.				None.		216
9	9½	11½	58	11½	11½	55½	None.				None.		217
5	9½	11½	58	None.			None.				3	15.00	218
13	9½	11½	58	None.			None.				26	121.00	219
13	9½	11½	58	None.			None.				None.		220
26	9½	9½	55½	5	5	46½	None.				None.		221
13	9½	11½	58	None.			None.				None.		222
24½	9½	9½	55½	18½	5 8½ 8½	46½ 49½ 52	None.				None.		223
11½	9½	11½	57½	None.			None.				None.		224
34	9½	11½	57½	10	9½	50½	None.				None.		225
12½	9½	11½	57½	13	9½ 11	50½ 54½	None.				None.		226
11	9½	11½	57½	9	9½	50½	None.				None.		227
26	9½	11½	57½	8	9½	50½	None.				None.		228
15	9½	11½	57½	9	9½	50½	None.				None.		229
49	9½	9	52½	None.			1	57½	11½	57½	None.		230
8	9½	11½	57½	None.			None.				None.		231
14	9½	11½	57½	9	9½	51½	None.				None.		232
12	9½	9½	57	9	5	47½	None.				None.		233

\* Works 9½ hours on Monday in this establishment.

10 Not more than \$5.

11 1 morning (5 hours) off each week.

12 Employed in 2 establishments; hours in 1 establishment not reported.

13 7 or 8 years.

14 Including 1 week's vacation with pay.

15 Estimated to be \$7.50.

16 Works 8½ hours 3 days and 9 hours 3 days a week.

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

*Department and other retail stores—Concluded.*

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year previous to Dec. 1, 1912.	Average weekly earnings.
234	23	Single.....	Saleswoman.....	3	1 50	\$7.00
235	17	do.....	Bundle wrapper.....	$\frac{1}{2}$	9	4.00
236	20	do.....	Saleswoman.....	4	2 51	( <sup>3</sup> )
237	19	do.....	Demonstrator.....	2	17 $\frac{1}{2}$	11.00
238	27	Married.....	Saleswoman.....	$\frac{1}{2}$	30 $\frac{1}{2}$	6.00
239	26	Single.....	do.....	( <sup>4</sup> )	6 52	( <sup>7</sup> )
240	17	do.....	do.....	$\frac{1}{2}$	3 $\frac{3}{4}$	5.00
241	30	Married.....	do.....	$\frac{1}{2}$	14 $\frac{3}{4}$	5.50
242	21	Single.....	do.....	2	33	6.00
243	16	do.....	Bundle wrapper.....	$\frac{1}{2}$	16	3.00
244	21	do.....	Saleswoman.....	1	50	7.00
245	22	Married.....	do.....	4	6 51	( <sup>7</sup> )
246	18	Single.....	do.....	1	8 50	6.48
247	18	do.....	do.....	1 $\frac{1}{2}$	6 50	5.00
248	21	do.....	do.....	1 $\frac{1}{2}$	49	<sup>9</sup> 6.12
249	20	do.....	do.....	2 $\frac{1}{2}$	48	5.68
250	26	Divorced.....	do.....	( <sup>10</sup> )	2 51	8.00
251	24	Single.....	do.....	6 $\frac{1}{2}$	26	<sup>11</sup> 8.00
252	21	do.....	do.....	2 $\frac{1}{2}$	6 51	7.00
253	32	do.....	Department head.....	5	6 50	16.00
254	24	do.....	Saleswoman.....	3 $\frac{1}{2}$	6 50	( <sup>12</sup> )
255	25	do.....	do.....	7 $\frac{1}{2}$	2 47	8.00
256	45	Widowed.....	do.....	12	40	( <sup>13</sup> )
257	17	Single.....	do.....	1	13	5.50
258	16	do.....	do.....	$\frac{1}{2}$	13	5.84
259	35	Divorced.....	do.....	11 $\frac{1}{2}$	52	8.63
260	17	Single.....	do.....	$\frac{1}{2}$	14 26	6.00
261	19	do.....	do.....	1 $\frac{1}{2}$	2 47	7.00
262	22	do.....	do.....	$\frac{1}{2}$	8 $\frac{1}{2}$	8.00
263	20	do.....	do.....	7	6 51	( <sup>7</sup> )
264	18	do.....	do.....	1	50	6.00
265	17	Married.....	Clerical.....	$\frac{1}{2}$	26	4.00
266	25	Single.....	Saleswoman.....	$\frac{1}{2}$	13	8.00
267	17	do.....	do.....	$\frac{1}{2}$	11	( <sup>7</sup> )
268	18	do.....	Cashier.....	$\frac{1}{2}$	9	7.00
269	32	do.....	Saleswoman.....	$\frac{1}{2}$	16 27 $\frac{1}{2}$	12.00

<sup>1</sup> Not including 2 weeks' vacation; no report as to pay for same.<sup>2</sup> Including 1 week's vacation with pay.<sup>3</sup> Estimated to be \$6.50.<sup>4</sup> Works 8 hours 3 days and 9 hours 3 days a week.<sup>5</sup> Over 8 years.<sup>6</sup> Including 2 weeks' vacation with pay.<sup>7</sup> Not reported.<sup>8</sup> Including 2 weeks' sick leave with pay.

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

## Department and other retail stores—Concluded.

Normal season.				Dull season.			Christmas holidays only.				Other employ- ment.		Indi- vid- ual num- ber.
Weeks em- ploy- ed.	Working hours.			Weeks em- ploy- ed.	Working hours.		Weeks em- ploy- ed.	Working hours.			Weeks	Amount earned.	
	Usual day.	Satur- day.	Aver- age week- ly.		Satur- day.	Aver- age week- ly.		Aver- age week- ly.	Day before Christ- mas.	Maxi- mum week- ly.			
33	9½	9½	57	17	{ 5 8	45 48	None.	.....	.....	None.	.....	234	
9	9½	9½	57	None.	.....	.....							None.
49	{ 9 9 9	9	51	None.	.....	.....	1	56	10	56	None.	.....	
13		11	56	4½	9	49	None.	.....	.....	.....	None.	.....	237
19½		8½	11½	55½	11	9½ 46½	51	None.	.....	.....	.....	None.	.....
28	9½	9½	55½	22	{ 8½ 8½	49½ 52½	None.	.....	.....	None.	.....	239	
3½	9½	9½	55½	None.	.....	.....							None.
11½	9½	9½	55½	3	5	46½	None.	.....	.....	.....	None.	.....	
29	9½	9½	55½	4	8½	52½	None.	.....	.....	.....	None.	.....	242
11	9½	9½	55½	5	4½	43½	None.	.....	.....	.....	None.	.....	243
41	9½	9½	55½	9	5	51½	None.	.....	.....	.....	None.	.....	244
32	9	9	54	17	{ 8 5	48 45	None.	.....	.....	None.	.....	245	
32	9	9	54	16	5 8	45 48							None.
31	9	9	54	17	5 8	45 48	None.	.....	.....	.....	None.	.....	247
32	9	9	54	17	5 8	45 48	None.	.....	.....	.....	None.	.....	248
27½	9	9	54	20½	4½ 8	44½ 48	None.	.....	.....	.....	None.	.....	249
31½	9	9	54	18½	5 8	45 48	None.	.....	.....	.....	None.	.....	250
13	9	9	54	13	5	45	None.	.....	.....	.....	None.	.....	251
27	9	9	54	22	8 4½	48 42	None.	.....	.....	.....	None.	.....	252
30½	9	9	54	17½	5 8½	47½ 51	None.	.....	.....	.....	None.	.....	253
33	9	9	54	15	5 8½	47½ 51	None.	.....	.....	.....	None.	.....	254
31	9	9	54	15	5 8½	47½ 51	None.	.....	.....	.....	None.	.....	255
29	9	9	54	11	5 8	45 48	None.	.....	.....	.....	None.	.....	256
13	9	9	54	None.	.....	.....	None.	.....	.....	.....	37	(?)	257
13	9	9	54	None.	.....	.....	None.	.....	.....	.....	None.	.....	258
41	9	9	54	11	5	45	None.	.....	.....	.....	None.	.....	259
13	9	9	54	13	8½ 5	51 45	None.	.....	.....	.....	None.	.....	260
31	9	9	54	15	5 8	45 48	None.	.....	.....	.....	None.	.....	261
8½	9	9	54	None.	.....	.....	None.	.....	.....	.....	None.	.....	262
28	9	8½	53½	21	{ 5 8½ 8	45 51 48	None.	.....	.....	None.	.....	263	
50	9	8	53	None.	.....	.....							None.
17	8½	8½	51	9	4	46½	None.	.....	.....	.....	None.	.....	
13	8½	8½	52½	None.	.....	.....	None.	.....	.....	.....	None.	.....	266
11	8½	8½	52½	None.	.....	.....	None.	.....	.....	.....	4	8.00	267
9	8½	8½	51	None.	.....	.....	None.	.....	.....	.....	39	179.00	268
27½	8	8	48	None.	.....	.....	None.	.....	.....	.....	None.	.....	269

<sup>9</sup> Not including premiums amounting throughout year to \$15.

<sup>10</sup> About 3 years.

<sup>11</sup> Not including premiums on special sales, the amount of which was not reported.

<sup>12</sup> \$3 or \$3.50 a week.

<sup>13</sup> Over \$20 a week.

<sup>14</sup> Not including 1 week's vacation; no report as to pay for same.

<sup>15</sup> 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.]

Individual number.	Age.	Conjugal condition.	Industry. <sup>1</sup>	Occupation.	Years of experience in previous industry.	Weeks employed during year previous to Dec. 1, 1912.	Average weekly earnings.
1	24	Widowed	Laundry	Shaker	1½	29	\$5.14
2	33	Single	Tailoring	Skirt maker	7½	39½	9.96
3	34	do	do	Head fitter	11	51	15.00
4	35	do	Outing goods	Seamstress	4	40	8.07
5	19	do	Paper boxes	Box maker	1	48	5.05
6	21	do	do	General helper	6	30	5.16
7	26	do	Millinery	Trimmer	9	47	12.55
8	18	do	Confectionery	Chocolate dipper	1½	4	( <sup>2</sup> )
9	21	do	do	Candy maker	2½	50	6.06
10	42	Married	Tailoring	Coat alterer	8	* 28½	10.14
11	45	do	Dressmaking	Embroiderer	½	24	7.34
12	28	Widowed	Laundry	Sorter	6	51	7.78
13	21	Single	do	Body ironer	8	48	5.00
14	24	do	do	do	10	43	6.00
15	16	do	do	Flat-work ironer	1½	30	5.58
16	17	do	Paper boxes	Gluer	2	30	3.07
17	50	Widowed	Laundry	Machine ironer	7	51	5.00
18	23	Single	Paper boxes	Lacer and trimmer	1½	4	5.00
19	20	do	Millinery	Maker	( <sup>4</sup> )	* 39	8.89
20	23	do	do	Milliner and designer	7	46	16.00
21	24	do	do	Trimmer	5	46	10.57
22	32	do	Paper boxes	Box maker	6	43	5.09
23	( <sup>6</sup> )	do	Millinery	Trimmer	10	34	( <sup>7</sup> )
24	30	do	Tailoring	Alteration hand	( <sup>8</sup> )	* 52	8.00
25	38	Married	Laundry	Flat-work ironer	7	37	6.35
26	28	Single	Paper boxes	Forewoman	2	* 52	7.06
27	18	do	Telephone exchange	Local operator	3	* 50	5.00
28	17	do	do	do	2	* 51	5.00
29	22	do	Outing goods	Sewing-machine operator	5	51	( <sup>10</sup> )
30	18	do	Laundry	Collar ironer	3	51	5.00
31	23	do	Printing	Folder	3	47½	8.86
32	22	do	Laundry	( <sup>9</sup> )	( <sup>11</sup> )	46	( <sup>9</sup> )
33	20	do	Telephone exchange	Local operator	( <sup>9</sup> )	( <sup>9</sup> )	( <sup>9</sup> )
34	16	do	Paper boxes	Bender	3	50	2.54
35	30	Widowed	Laundry	Hand ironer	4	52	5.77
36	46	do	do	do	2	39	5.80
37	23	Single	Outing goods	Forewoman	7½	48	<sup>12</sup> 13.50
38	24	do	Millinery	Maker	1	<sup>13</sup> 32	3.68
39	17	do	Telephone exchange	Operator	1½	<sup>14</sup> 52	5.60
40	20	do	do	Local operator	( <sup>9</sup> )	<sup>14</sup> 52	7.00
41	23	do	Laundry	Starcher	2½	46½	5.00

<sup>1</sup> Includes women employed in alteration and millinery departments of mercantile establishments.<sup>2</sup> At least \$4.75.<sup>3</sup> Employed in 3 establishments.<sup>4</sup> 1½ years at least.<sup>5</sup> Employed in 3 establishments; 2 with 58 hours, 1 with 55½ hours.<sup>6</sup> Not reported.<sup>7</sup> Over \$20 per week.<sup>8</sup> Over 1 year.

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

*Manufacturing and mechanical establishments.*

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

Normal season.				Dull season.			Busy season.				Weeks at other employment.	Total earnings at other employment.	Individual number.
Weeks employed.	Working hours.			Weeks employed.	Working hours.		Weeks employed.	Working hours.					
	Usual day.	Short day.	Average weekly.		Satur- day.	Average weekly.		Average week- ly.	Maxi- mum day.	Maxi- mum week.			
25	10	{ 6½ 7	63½	None.	.....	.....	4	78	13½	79½	None.	.....	1
38	9	None.	54	None.	.....	.....	1½	75	12½	75	None.	.....	2
35½	9½	None.	57½	14½	{ 9½ 11	{ 50½ 54½	1½	73½	14½	74	None.	.....	3
30	9	None.	54	9	5	47½	1	74	12½	74	2	\$15.00	4
43	9	None.	54	None.	.....	.....	5	70	13	74	None.	.....	5
25	9½	None.	57	None.	.....	.....	5	69½	12½	73½	None.	.....	6
35½	9½	None.	57½	10½	{ 9½ 11	{ 50½ 54½	1	73	13½	73	None.	.....	7
3	10	None.	70	None.	.....	.....	1	72½	12½	72½	None.	.....	8
23	9½	None.	59	7	9½	52	20	64½	12	72	None.	.....	9
21	{ 9 9½	None.	54	5½	10½	50½	2½	72	12	72	None.	.....	10
22	10	None.	60	None.	.....	.....	2	72	12	72	None.	.....	11
36	{ 10½ 11	9 9½	61½	7	8	56	8	72	13	72	None.	.....	12
36	{ 11½ 12	10 11	68	4	8½	59	8	72	13½	72	None.	.....	13
35	{ 11½ 12	11 11	68	None.	.....	.....	8	72	13½	72	None.	.....	14
17	9½	None.	58½	None.	.....	.....	13	68½	13	71½	13	58.50	15
28	8½	None.	51	None.	.....	.....	2	71	12½	71	None.	.....	16
40	10	8	68	None.	.....	.....	11	68½	12½	71	None.	.....	17
None.			None.	None.	.....	.....	4	71	12½	71	None.	.....	18
38	9½	None.	{ 55½ 58	None.	.....	.....	1	70½	11½	70½	None.	.....	19
35½	9½	None.	58	9½	{ 9½ 11½	{ 50½ 55	1	70½	11½	70½	None.	.....	20
35½	9½	None.	58	9½	{ 9½ 11½	{ 50½ 55	1	70½	11½	70½	None.	.....	21
38	9	None.	54	None.	.....	.....	5	69	12	69	None.	.....	22
33	9½	None.	57½	None.	.....	.....	1	69	11½	69	None.	.....	23
29	9½	None.	58	17½	{ 9½ 11½	{ 50½ 54½	4½	69	11½	69	None.	.....	24
25	9½	{ 8½ 6½	53½	None.	.....	.....	12	66½	14	68½	None.	.....	25
32½	8½	None.	51	16½	5	47½	2	66	12	68½	None.	.....	26
39	9½	None.	55½	9	5	46½	1	67½	11½	67½	None.	.....	27
40	9½	None.	57½	9	9½	50½	1	67½	11½	67½	None.	.....	28
30½	9	7½	52½	16½	5	50	4	67½	12	67½	None.	.....	29
35	{ 9½ 10½	None.	60	8	9½	57	8	66	13	66	None.	.....	30
28½	8	None.	48	11	5	45	8	66	11	66	None.	.....	31
36	{ 9½ 11½	7	59½	2	7	54½	8	65½	13	65½	None.	.....	32
(9)	{ 10½ 11	None.	64½	None.	.....	.....	None.	.....	.....	.....	None.	.....	33
35	9	None.	54	11	5	45	4	63½	12½	63½	None.	.....	34
39	10	None.	60	9	7½	45	4	63½	13½	63½	None.	.....	35
26	10	None.	60	9	7½	45	4	63½	13½	63½	None.	.....	36
37	9	7½	52½	5	5	50	6	60½	12½	63	None.	.....	37
31	9½	None.	{ 55½ 58	None.	.....	.....	1	63	11½	63	None.	.....	38
50	9	None.	{ 54 56	None.	.....	.....	None.	.....	.....	.....	None.	.....	39
39½	9½	None.	57	9	5	52½	1½	63	11½	63	None.	.....	40
40½	10½	{ 8½ 6½	56½	None.	.....	.....	6	62½	12½	62½	None.	.....	41

<sup>9</sup> Including 1 week's vacation with pay.<sup>10</sup> As pieceworker, \$12 to \$15 per week; as time worker, \$9.50 per week.<sup>11</sup> Several years.<sup>12</sup> Not including overtime pay, amount not reported.<sup>13</sup> Employed in 3 establishments; 1 with 9 $\frac{1}{2}$  hours, 2 with 11 $\frac{1}{2}$  hours.<sup>14</sup> Including 2 weeks' vacation with pay.<sup>15</sup> Works Sundays, alternate week, throughout year.

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

*Manufacturing and mechanical establishments—Continued.*

Individual number.	Age.	Conjugal condition.	Industry.	Occupation.	Years of experience in previous industry.	Weeks employed during year previous to Dec. 1, 1912.	Average weekly earnings.
42	24	Married.....	Laundry.....	Head ironer.....	4	43	\$4.50
43	37	do.....	do.....	Hand ironer.....	(2)	44	5.00
44	20	Single.....	Outing goods.....	Cutter.....	5	49	6.45
45	19	do.....	Paper boxes.....	Machine operator.....	2	50	7.31
46	18	do.....	Telephone exchange.....	Operator.....	3	51	7.00
47	40	Widowed.....	Tailoring.....	Skirt maker.....	3	38	10.00
48	50	do.....	Outing goods.....	Lining machine operator.....	2	36	5.19
49	33	Separated.....	Laundry.....	Head ironer.....	1	17	7.00
50	26	Single.....	Confectionery.....	Chocolate dipper.....	7	48	7.00
51	18	do.....	Laundry.....	Flat-work ironer.....	(3)	40	4.00
52	20	do.....	do.....	Machine ironer.....	2½	52	5.00
53	32	Married.....	do.....	Bosom ironer.....	1	31½	5.00
54	20	Single.....	Tailoring.....	Skirt maker.....	2½	27	10.24
55	60	do.....	Dressmaking.....	Alteration hand.....	(10)	49	(10)
56	37	do.....	do.....	do.....	5½	49	(11)
57	22	do.....	do.....	do.....	4½	50	(12)
58	35	do.....	Tailoring.....	Fitter.....	1	37	15.00
59	30	do.....	Fur goods.....	Finisher.....	2	24½	(11)
60	23	do.....	Millinery.....	Maker.....	1½	29	7.00
61	71	Widowed.....	Printing.....	Folder.....	31	43	6.75
62	17	Single.....	Laundry.....	Bookkeeper.....	1	8	5.50
63	22	do.....	do.....	{Hand and machine ironer.....}	1	12	4.67
64	20	do.....	do.....	Marker and sorter.....	1½	50	5.00
65	50	do.....	Outing goods.....	Sewing-machine operator.....	(17)	50	8.58
66	(10)	Divorced.....	Printing.....	Compositor.....	5	48	12.77
67	18	Single.....	Paper boxes.....	Machine operator.....	1½	49	3.46
68	37	Widowed.....	Outing goods.....	Hand sewer and sewing-machine operator.....	17	49½	8.56
69	17	Single.....	Tailoring.....	Helper.....	1	11	3.05
70	52	Married.....	do.....	Alteration hand.....	1½	13	8.19
71	15	Single.....	Laundry.....	Flat-work ironer.....	1	12	3.00
72	46	Married.....	do.....	do.....	1	17	4.00
73	30	Single.....	Tailoring.....	Skirt maker.....	4	51	7.04
74	22	Separated.....	Laundry.....	Clerical.....	1	13	4.50
75	27	Single.....	Millinery.....	(10)	14	26	18.00
76	18	do.....	do.....	Maker.....	1	41	2.95
77	28	do.....	Outing goods.....	Forewoman.....	(22)	52	(24)
78	29	do.....	do.....	Assistant forewoman.....	(25)	52	(25)
79	22	do.....	Paper novelties.....	Packer.....	3	52	6.00

<sup>1</sup> 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 2½ hours overtime for 2 nights during each holiday week.

<sup>2</sup> Over 1 year.

<sup>3</sup> Including 2 weeks vacation with pay.

<sup>4</sup> Every third Sunday works 8½ hours.

<sup>5</sup> Exclusive of overtime earnings, which were not reported.

<sup>6</sup> A legal holiday occurred in each of these weeks, on which she worked 5 hours per day.

<sup>7</sup> Maximum week occurs in normal season.

<sup>8</sup> A legal holiday fell in each of 4 weeks on which she worked an average of 5 hours in addition to 2½ hours overtime for 2 nights in each holiday week.

<sup>9</sup> A legal holiday occurred in each of these weeks; on 6 she worked an average of 5 hours in addition to 2½ hours overtime for 2 nights during the 7 weeks.

<sup>10</sup> Not reported.

<sup>11</sup> At least \$7.

<sup>12</sup> About \$9.

<sup>13</sup> Employed in 3 establishments—9 hours in 1, 9½ hours in 2 others.

<sup>14</sup> Employed in 2 establishments.

<sup>15</sup> A legal holiday fell in this week on which she worked 5 hours; 1 night during the week she worked 1 hour overtime.



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

*Manufacturing and mechanical establishments—Continued.*

Normal season.				Dull season.			Busy season.				Weeks at other em- ploy- ment.	Total earn- ings at other em- ploy- ment.	Indi- vid- ual num- ber.
Weeks em- ploy- ed.	Working hours.			Weeks em- ploy- ed.	Working hours.		Weeks em- ploy- ed.	Working hours.					
	Usual day.	Short day.	Aver- age week- ly.		Satur- day.	Aver- age weekly.		Aver- age week- ly.	Maxi- mum day.	Maxi- mum week.			
29	10	8	58	4	6	54	10	59½	12½	62½	None.	.....	42
25	10	8	58	8	6	56	11	59	11½	62½	None.	.....	43
38	9	None.	54	7	5	50	4	62	12	62	None.	.....	44
26	9	None.	54	15½	5	47½	8½	59½	12	62	None.	.....	45
46	8½	None.	{ 51 59½	None.	.....	.....	3	61½	10½	61½	None.	.....	46
36	9	None.	54	None.	.....	.....	2	61½	11½	61½	None.	.....	47
9	9	7½	52½	2	5	50	25	60½	12	61½	None.	.....	48
15	{ 10 10½	None.	61½	None.	.....	.....	2	56½	10½	(?)	None.	.....	49
45	9	None.	54	None.	.....	.....	1	61	12½	61	None.	.....	50
19	10	8	58	8	8	54	13	60	12½	61	None.	.....	51
45	11	{ 9½ 7	60½	None.	.....	.....	7	59½	13½	(?)	None.	.....	52
27½	{ 11½ 10½	8½	60½	None.	.....	.....	4	60	14	(?)	None.	.....	53
21	9	None.	54	None.	.....	.....	6	60	12	60	None.	.....	54
41	9	None.	54	None.	.....	.....	6	60	11	60	None.	.....	55
41	9	None.	54	None.	.....	.....	6	60	11	60	None.	.....	56
41	9	None.	54	7	5	45½	2	60	11	60	None.	.....	57
24	9	None.	54	9	5	50	2	60	11	60	None.	.....	58
19½	8½	None.	51	None.	.....	.....	5	60	10	60	26	\$130.00	59
28	{ 18 9 18 9½	None.	{ 54 57½	None.	.....	.....	1	60	11	60	11	66.00	60
None.				None.	.....	.....	43	38	14	60	None.	.....	61
8	{ 14 9½ 8½	None.	{ 59½ 48½	None.	.....	.....	None.	.....	.....	.....	None.	.....	62
11	{ 14 9½ 10	{ 7½ 8 9	{ 53½ 59	None.	.....	.....	1	55	11	.....	36	96.50	63
43	10	7	59	None.	.....	.....	7	58½	13½	.....	None.	.....	64
39	9	None.	54	7	5	50	4	59	11½	59	None.	.....	65
25	8	None.	48	13	4	44	10	57½	12	58½	None.	.....	66
36	9	None.	54	11	5	45	2	58½	10½	58½	None.	.....	67
10½	9	7½	52½	14½	5	47½	24½	54½	12	58½	None.	.....	68
9	9	None.	54	None.	.....	.....	2	58	11	58	None.	.....	69
8	9½	None.	55½	None.	.....	.....	5	58	11½	58	None.	.....	70
11	10	8	58	None.	.....	.....	1	58	12½	(?)	None.	.....	71
15	10	8	58	None.	.....	.....	2	52½	12	(?)	14	49.50	72
38	9	None.	54	9	5	45½	2	54	11	58	None.	.....	73
13	9½	None.	58	None.	.....	.....	None.	.....	.....	.....	27½	170.00	74
26	11 9½	None.	57½	None.	.....	.....	None.	.....	.....	.....	None.	.....	75
41	{ 8 9½	None.	{ 48 57½	None.	.....	.....	None.	.....	.....	.....	None.	.....	76
38	9	7½	52½	8	5	50	4	57½	11½	57½	None.	.....	77
38	9	7½	52½	8	5	50	4	57½	11½	57½	None.	.....	78
36½	9	None.	54	11	8	48	2	57½	10½	57½	None.	.....	79

<sup>18</sup> 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 2½ hours overtime on 2 other nights for the 7 weeks.

<sup>17</sup> 6 or 7 years.

<sup>18</sup> A legal holiday fell in this week on which she worked 5 hours; on 2 nights during the week she worked 2½ hours overtime.

<sup>19</sup> 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 2 hours overtime.

<sup>20</sup> Earned this for 3 months; earnings during other 3 months not reported.

<sup>21</sup> Hours reported are for 13 weeks worked in 1 establishment; hours for second establishment not reported.

<sup>22</sup> Employed in 3 establishments.

<sup>23</sup> Over 13 years.

<sup>24</sup> Estimated at \$25.

<sup>25</sup> 5 or 6 years.

<sup>26</sup> Estimated at \$20.

<sup>27</sup> Including 2½ weeks' vacation with pay.

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

*Manufacturing and mechanical establishments—Continued.*

Individual number.	Age.	Conjugal condition.	Industry.	Occupation.	Years of experience in previous industry.	Weeks employed during year previous to Dec. 1, 1912.	Average weekly earnings.
80	23	Single.....	Dressmaking.....	Alteration hand.....	4	51	\$8.18
81	20	do.....	Laundry.....	Cashier.....	1	52	5.00
82	22	do.....	do.....	Flat-work ironer.....	$\frac{1}{2}$	5	3.90
83	39	Married.....	do.....	Hand ironer.....	$4\frac{1}{2}$	48	6.00
84	20	Single.....	Telegraph office.....	Clerk.....	( <sup>1</sup> )	452	25.44
85	46	Married.....	Dressmaking.....	Dressmaker.....	20	30 $\frac{1}{2}$	9.07
86	30	Single.....	Millinery.....	Trimmer.....	( <sup>5</sup> )	41	27.07
87	27	do.....	Laundry.....	Sorter.....	12	50	7.00
88	25	do.....	do.....	do.....	9	50	7.00
89	41	Married.....	Dressmaking.....	Fitter.....	$3\frac{1}{2}$	11	14.00
90	64	do.....	Laundry.....	Shaker and folder.....	$\frac{1}{2}$	6	4.00
91	19	Single.....	do.....	Collar starcher.....	1	39	4.50
92	21	do.....	do.....	Collar ironer.....	3	51 $\frac{1}{2}$	5.00
93	27	do.....	do.....	do.....	$3\frac{1}{2}$	49	5.00
94	21	do.....	Dressmaking.....	Fitter.....	$1\frac{1}{2}$	43	6.26
95	( <sup>5</sup> )	Married.....	do.....	do.....	$\frac{1}{2}$	8 $\frac{1}{2}$	15.00
96	18	Single.....	Tailoring.....	Seamstress.....	$\frac{1}{2}$	7	4.00
97	19	Married.....	Hair dressing.....	Hair dresser.....	$\frac{1}{2}$	8 $\frac{1}{2}$	10.00
98	24	Single.....	Dressmaking.....	Alteration hand.....	3	52	8.00
99	18	do.....	Drugs.....	Clerical.....	$\frac{1}{2}$	13	( <sup>5</sup> )
100	30	Married.....	Printing.....	Binder.....	10	50	6.09
101	25	do.....	Confectionery.....	Packer.....	2	52	5.00
102	38	Single.....	Tailoring.....	Department head.....	14	39	22.50
103	25	Single.....	do.....	Skirt maker.....	2	39	12.00
104	18	do.....	do.....	Fitter.....	1	47 $\frac{1}{2}$	6.00
105	18	do.....	Telephone exchange.....	Operator.....	3	52	7.02
106	38	Married.....	Printing.....	Binder.....	2	52	8.46
107	34	do.....	Fur goods.....	Finisher.....	$\frac{1}{2}$	18	10.91
108	18	Single.....	Drugs.....	File clerk.....	$\frac{1}{2}$	25	4.00
109	16	do.....	Paper boxes.....	Box maker.....	$\frac{1}{2}$	17	4.00
110	20	do.....	Tailoring.....	Skirt maker.....	2	34	9.00
111	( <sup>6</sup> )	do.....	do.....	Seamstress.....	4	37	8.00
112	30	Widowed.....	Laundry.....	Forewoman.....	15	41	7.81
113	29	Single.....	do.....	Flat-work ironer.....	$\frac{1}{2}$	13	4.00
114	17	do.....	Telephone exchange.....	Operator.....	$\frac{1}{2}$	24 $\frac{1}{2}$	5.33
115	23	do.....	Cigar.....	Bander.....	3	49	7.50
116	21	do.....	Laundry.....	Collar ironer.....	6	51	7.50
117	23	Married.....	do.....	Collar starcher.....	2	52	5.00
118	25	Single.....	Outing goods.....	Machine operator.....	5	52	10.00
119	19	Married.....	Laundry.....	Starcher.....	6	50	4.98
120	16	Single.....	do.....	Helper.....	$\frac{1}{2}$	13	4.00
121	16	do.....	Paper boxes.....	Box maker.....		28	4.00
122	18	do.....	Drugs.....	File clerk.....		39	4.00
123	36	Married.....	Fur goods.....	Collar maker, designer.....	12	39	10.00

<sup>1</sup> A legal holiday fell in this week on which she worked 5 hours; on 2 nights during the week she worked 2 $\frac{1}{2}$  hours overtime.

<sup>2</sup> Maximum week occurs in normal season.

<sup>3</sup> Several years.

<sup>4</sup> Including 1 $\frac{1}{2}$  weeks' vacation with pay.

<sup>5</sup> Not reported.

<sup>6</sup> A legal holiday fell in each of the 7 weeks; on six of these holidays she worked an average of 5 hours, and in addition worked 2 $\frac{1}{2}$  hours overtime on 2 other nights for the 7 weeks.

<sup>7</sup> Employed in 2 establishments.

<sup>8</sup> A legal holiday fell in each of these weeks; she worked a half day on each in addition to 2 $\frac{1}{2}$  hours overtime on 2 other nights in each week.

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

*Manufacturing and mechanical establishments—Continued.*

Normal season.				Dull season.			Busy season.				Weeks at other employment.	Total earnings at other employment.	Individual number.
Weeks employed.	Working hours.			Weeks employed.	Working hours.		Weeks employed.	Working hours.					
	Usual day.	Short day.	Average weekly.		Saturday.	Average weekly.		Average weekly.	Maximum day.	Maximum week.			
29½	9	None.	54	18½	{ 8 5	48 45	3	57	10½	57	None.	.....	80
52	9½	None.	57	None.			None.				None.		81
4	10	7	57	None.			1 1	57	12½		45	\$202.50	82
48	10	7	57	None.			None.			(*)	None.		83
41½	8½	None.	51	None.			9	56	9½	56	None.		84
15	9	None.	54	None.			15½	55½	11	56	None.		85
40	8½	None.	51	None.			1	55½	13	55½	None.		86
43	10	{ 7 8½ 4½ 5½ 7 8½	55½	None.			7	55	12½	(*)	None.		87
45	{ 9½ 10	{ 5½ 7 8½	48 55½	None.			5	55½	12½	(*)	None.		88
11	9½	None.	55½	None.			None.			(*)	None.		89
5	9½	6½	55½	None.			1	52½	10½	(*)	None.		90
34	{ 9 10	{ 6 5½ 9	55	None.			5	54½	12½	(*)	None.		91
44½	10	{ 6½ 8½ 6½ 8½	55	None.			7	53	12½	(*)	None.		92
42	10	{ 6½ 8½ 6½ 8½	55	None.			7	53	12½	(*)	None.		93
41	9	None.	54	2	5	45	None.			(*)	None.		94
8½	9	None.	54	None.			None.				None.		95
7	9	None.	54	None.			None.				None.		96
8½	9	None.	54	None.			None.				None.		97
13	9	None.	54	9	5	50	None.			(*)	None.		98
41	9	None.	54	None.			None.				None.		99
47	8	None.	48	None.			3	54	10	54	None.		100
52	9	None.	54	None.			None.				None.		101
39	9	None.	54	None.			None.				None.		102
39	9	None.	54	None.			None.				None.		103
42½	9	None.	54	5	8	48	None.			(*)	None.		104
50	8	7	54	None.			None.				None.		105
30	8	None.	48	22	4	46½	12	54	11	54	None.		106
8	9	4	49	None.			10	54	9	54	None.		107
18	9	None.	54	7	5	50	None.			(*)	None.		108
8	9	None.	54	9	5	50	None.			(*)	17½	52.50	109
34	9	None.	54	None.			None.				None.		110
37	9	None.	54	None.			None.				None.		111
12	9½	{ 8 7½ 8	53½	None.			18 7	53	12	(*)	None.		112
24½	8	{ 5½ 7½	48 53½	None.			14 1	53½	12	(*)	36	126.00	113
40	8½	None.	51	7	5	47½	2	53	9	53	None.		114
44	10	{ 5½ 7½	53	None.			13 7	52	12½	(*)	None.		115
45	9½	5	52½	None.			13 7	51½	12	(*)	None.		116
43	9	7	52	9	4	49	None.			(*)	None.		117
50	15 10	6	52	None.			None.				None.		118
11	9½	{ 6½ 7½	52	None.			16 2	47½	11½	(*)	2	5.00	119
28	8½	None.	51	None.			None.				None.		120
26	8½	None.	51	13	5	45	None.			(*)	None.		121
39	8½	8	50½				None.				None.		122
							None.				None.		123

<sup>9</sup> 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.

<sup>10</sup> Including 2 weeks' vacation with pay.

<sup>11</sup> Including 2 weeks' vacation with pay; worked 7 hours on Sunday every other week in normal season.

<sup>12</sup> Worked 7 hours on Sunday every other week.

<sup>13</sup> 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.

<sup>14</sup> 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.

<sup>15</sup> Employed in 2 establishments, hours for second establishment not reported.

<sup>16</sup> A legal holiday fell in each of these weeks; on 1 she worked 5½ 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.*

Individual number.	Age.	Conjugal condition.	Industry.	Occupation.	Years of experience in previous industry.	Weeks employed during year previous to Dec. 1, 1912.	Average weekly earnings.
124	29	Widowed....	Laundry.....	Hand finisher.....	2½	52	\$4.50
125	20	Single.....	do.....	Starcher.....	4	52	5.00
126	21	do.....	do.....	Collar ironer.....	3	50	(3)
127	18	do.....	Telephone exchange.	Operator.....	1½	51½	8.00
128	35	do.....	Printing.....	Binder.....	19½	52	8.10
129	42	do.....	do.....	do.....	20	36	8.10
130	17	do.....	Drugs.....	Mailing clerk.....	½	17	4.00
131	16	do.....	do.....	Filing clerk.....	¾	10	5.00
132	21	do.....	do.....	Department head...	5	52	5.98
133	18	do.....	do.....	Clerical.....	2	39	5.00
134	39	do.....	Printing.....	Binder.....	6	51	8.10
135	20	do.....	Drugs.....	File clerk.....	4	51½	4.17
136	23	do.....	Printing <sup>5</sup> .....	Press feeder.....	2	51	4.00
137	50	Married.....	Drugs.....	Packer.....	12	52	(9)
138	16	Single.....	Printing <sup>5</sup> .....	Press feeder.....	¼	11	4.00
139	17	do.....	do.....	Linotype operator...	2	52	(9)
140	23	do.....	Soda fountain supplies.	Machine operator...	(10)	51	6.00
141	18	do.....	do.....	do.....	¾	40	5.97
142	24	do.....	Printing.....	Folder.....	4	32	3.30
143	16	do.....	Laundry.....	Sorter.....	½	26	5.00
144	35	Widowed.....	do.....	Family hand ironer.	(12)	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.....	File clerk and telephone operator.	2½	45	15 5.91
148	16	do.....	Trade school.....	File clerk.....	½	12½	4.00
149	24	Widowed.....	Drugs.....	Typist.....	3	52	14 6.00

<sup>1</sup> Maximum week occurs in normal season.<sup>2</sup> Including 1 week in which occurred a legal holiday on which she worked a half day.<sup>3</sup> \$4.50 or \$5.<sup>4</sup> 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.<sup>5</sup> Including 2 weeks' vacation with pay.<sup>6</sup> Every fourth Sunday, 7 hours.<sup>7</sup> Including 1 week's vacation with pay.

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

*Manufacturing and mechanical establishments—Concluded.*

Normal season.				Dull season.			Busy season.			Weeks at other employment.	Total earnings at other employment.	Individual number.
Weeks employed.	Working hours.			Weeks employed.	Working hours.		Weeks employed.	Working hours.				
	Usual day.	Short day.	Average weekly.		Satur. day.	Average weekly.		Average weekly.	Maximum day.	Maximum week.		
45	10 10½	4 5	50	None.	.....	.....	7	46½	12½	(1)	None.	124
44	9½ 11	5 5	49½	None.	.....	.....	8	49½	11½	50	None.	125
44	9½	4½ 6½	49	None.	.....	.....	6	43	11½	(1)	None.	126
49½	7	None.	42	None.	.....	.....	None.	.....	.....	.....	None.	127
30	8	None.	48	22	4	46½	None.	.....	.....	(1)	None.	128
34	8	None.	48	2	5	45	None.	.....	.....	(1)	None.	129
17	8	None.	48	None.	.....	.....	None.	.....	.....	.....	None.	130
10	8	None.	48	None.	.....	.....	None.	.....	.....	.....	None.	131
51	8	None.	48	None.	.....	.....	None.	.....	.....	.....	None.	132
39	8½ 8	5 None.	47½	None.	.....	.....	None.	.....	.....	.....	None.	133
34½	8	None.	48	16½	4	46½	None.	.....	.....	(1)	None.	134
42½	8	None.	48	9	5	47½	None.	.....	.....	(1)	None.	135
42	8	None.	48	9	5	47½	None.	.....	.....	(1)	None.	136
39	8	None.	48	11	5	47½	None.	.....	.....	(1)	None.	137
11	8	None.	48	None.	.....	.....	None.	.....	.....	.....	18	\$66.50
52	8	None.	48	None.	.....	.....	None.	.....	.....	.....	None.	139
41	8	7	47	9	4	46½	None.	.....	.....	(1)	None.	140
32	8	7	47	7	4	46½	None.	.....	.....	(1)	10½	42
32	8½	4	46½	None.	.....	.....	None.	.....	.....	.....	18	151.20
23	9	4 6	46	None.	.....	.....	11 3	40½	11	(1)	None.	143
52	8	6 7	45	None.	.....	.....	None.	.....	.....	.....	None.	144
47	7½	None.	45	None.	.....	.....	None.	.....	.....	.....	None.	145
50	8	5	45	None.	.....	.....	None.	.....	.....	.....	None.	146
45	7	None.	42	None.	.....	.....	None.	.....	.....	.....	None.	147
12½	7	4½	39½	None.	.....	.....	None.	.....	.....	.....	None.	148
44	6	None.	36	6	4	34	None.	.....	.....	(1)	None.	149

<sup>8</sup> In specialty supply house.<sup>9</sup> Not reported.<sup>10</sup> Over 2 years.<sup>11</sup> 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.<sup>12</sup> At least 20 years.<sup>13</sup> Received \$2.50 in addition for Christmas.<sup>14</sup> In addition, room and board.

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

*Hotels, restaurants, and miscellaneous establishments.*

Individual number.	Age.	Conjugal condition.	Industry.	Occupation.	Weeks employed.	Average weekly earnings.
1	26	Single.....	Hotel.....	Linen clerk.....	51	\$5.77
2	30	.....do.....	.....do.....	Pantry girl.....	<sup>3</sup> 44½	3.46
3	23	.....do.....	.....do.....	Maid.....	44	3.23
4	23	Married.....	.....do.....	.....do.....	49	( <sup>5</sup> ) 3.23
5	32	Separated.....	.....do.....	.....do.....	48	3.23
6	25	.....do.....	.....do.....	.....do.....	13	3.46
7	23	Single.....	Restaurant.....	Waitress.....	<sup>8</sup> 50	7.00
8	52	Married.....	Transportation.....	Charwoman.....	38	9.23
9	22	Single.....	Hotel.....	Maid.....	<sup>10</sup> 42½	3.27
10	56	Married.....	.....do.....	.....do.....	52	3.46
11	19	Single.....	.....do.....	Linen clerk.....	9	5.76
12	26	Married.....	.....do.....	.....do.....	26	5.76
13	40	.....do.....	.....do.....	Charwoman.....	13	3.23
14	46	Single.....	.....do.....	Maid.....	50	3.23
15	50	.....do.....	.....do.....	.....do.....	48	3.23
16	24	.....do.....	Restaurant.....	Waitress.....	<sup>14</sup> 51	6.00
17	24	.....do.....	.....do.....	.....do.....	<sup>15</sup> 50	7.00
18	36	Married.....	Hotel.....	Charwoman.....	33	2.26
19	35	Widowed.....	.....do.....	.....do.....	48	2.31
20	17	Single.....	Restaurant.....	Waitress.....	48	5.00
21	41	.....do.....	Hotel.....	Maid.....	52	3.23
22	23	Married.....	.....do.....	.....do.....	26	3.46
23	20	Single.....	.....do.....	.....do.....	9	3.46
24	55	Separated.....	.....do.....	.....do.....	52	3.23
25	52	Single.....	.....do.....	.....do.....	49	3.23
26	39	Married.....	.....do.....	.....do.....	43½	3.23
27	40	Single.....	.....do.....	Linen clerk.....	52	6.92
28	40	Widowed.....	.....do.....	.....do.....	<sup>18</sup> 52	( <sup>5</sup> ) 3.46
29	50	.....do.....	.....do.....	Maid.....	52	3.46
30	45	.....do.....	.....do.....	.....do.....	51	3.46
31	50	.....do.....	.....do.....	.....do.....	34	3.46
32	25	Married.....	.....do.....	.....do.....	6½	3.23
33	23	.....do.....	.....do.....	.....do.....	52	3.19
34	18	Single.....	Restaurant.....	Waitress.....	5	5.40
35	17	.....do.....	.....do.....	.....do.....	17	4.50
36	55	.....do.....	Hotel.....	Maid.....	47	3.23
37	19	Separated.....	.....do.....	Charwoman.....	39	3.23
38	35	Widowed.....	.....do.....	.....do.....	52	3.46
39	51	Married.....	.....do.....	.....do.....	4	3.46
40	38	Widowed.....	.....do.....	.....do.....	45	3.71
41	60	.....do.....	.....do.....	.....do.....	<sup>16</sup> 52	3.46
42	26	Single.....	Office building.....	.....do.....	50	8.00
43	30	Widowed.....	Restaurant.....	Waitress.....	13	3.00
44	26	Married.....	.....do.....	Dishwasher.....	52	3.04
45	22	.....do.....	.....do.....	.....do.....	17	3.00

<sup>1</sup> Work between 10 p. m. and 6 a. m. is termed night work.<sup>2</sup> Alternate weeks.<sup>3</sup> Including 10 days' vacation with pay.<sup>4</sup> Every fifth night works to 1 a. m.<sup>5</sup> Not reported.<sup>6</sup> Once a week till midnight.<sup>7</sup> Reports some overtime; this is not taken account of in the average hours per week, but is used in the maximum weekly hours.<sup>8</sup> Including 2 weeks with pay (1, vacation; 1, sick).<sup>9</sup> Except supper when working evenings in holiday season.

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

*Hotels, restaurants, and miscellaneous establishments.*

Number of meals included.	Housing included.	Working hours.			Sun-days worked per month.	Night or day work. <sup>1</sup>	Average weekly hours (normal) worked.	Maximum weekly hours worked.	Weeks at other employment.	Total earnings at other employment.	Individual number.
		Usual day.	Short day.	Maximum day.							
3	Yes...	10½	None.	16½	4	Alternate...	{ 264½ 280½ }	80½	None.	.....	1
3	Yes...	{ 10 11 }	None.	11	4	do.	73½	74	None.	.....	2
3	Yes...	10	None.	11	4	Day. <sup>4</sup>	71½	72	None.	.....	3
3	Yes...	10	None.	10	4	do.	70	70	None.	.....	4
3	Yes...	9	None.	15½	4	do. <sup>5</sup>	769	69½	None.	.....	5
3	Yes...	9	None.	14	4	do. <sup>6</sup>	68	68	None.	.....	6
None.	No....	{ 8½ 9½ }	None.	13½	None.	do.	753	67½	None.	.....	7
None.	No....	9½	None.	9½	2	do.	{ 257 266½ }	66½	None.	.....	8
3	Yes...	{ 8 8½ }	{ 5½ 7½ }	12	4	do. <sup>6</sup>	{ 63½ 55 }	65½	None.	.....	9
3	Yes...	8½	11 6½	13	4	do.	62½	64½	None.	.....	10
3	Yes...	10½	{ 8 5½ }	10½	4	do.	63½	64	22	\$75.00	11
3	Yes...	10½	{ 9½ 5½ }	10½	4	do.	63½	64	None.	.....	12
2	No....	9½	6	9½	4	do.	63	63	17	42.50	13
3	Yes <sup>12</sup> ...	8	18 6	14	4	do. <sup>6</sup>	60½	62	None.	.....	14
3	Yes...	8	18 6	14	4	do. <sup>6</sup>	60½	62	None.	.....	15
None.	No....	{ 8½ 9½ }	None.	11	None.	do.	54	60	None.	.....	16
None.	No....	{ 8½ 9½ }	None.	13	None.	do.	754	60	None.	.....	17
3	Yes <sup>12</sup> ...	8½	None.	8½	4	do.	759½	59½	None.	.....	18
16 3	Yes <sup>12</sup> ...	8½	None.	8½	4	Night.	759½	59½	None.	.....	19
None.	No....	8	None.	11½	None.	Day.	751	58½	None.	.....	20
3	Yes...	8	6	12½	4	do. <sup>17</sup>	58½	58½	None.	.....	21
3	Yes <sup>12</sup> ...	8	{ 7½ 5½ }	12	4	do.	55	57½	None.	.....	22
3	Yes...	8	{ 7½ 5½ }	12	4	do.	55	57½	10	30.00	23
3	Yes...	7½	6	14	4	do. <sup>17</sup>	755½	57½	None.	.....	24
3	Yes...	7½	6	14	4	do. <sup>17</sup>	755½	57½	None.	.....	25
16 3	Yes <sup>12</sup> ...	8½	6	8½	4	do.	57	57	None.	.....	26
3	No....	{ 8 9 }	7	9	4	do.	56½	57	None.	.....	27
3	Yes <sup>12</sup> ...	8	4	12½	4	do. <sup>4</sup>	56½	56½	None.	.....	28
3	Yes...	7	None.	14	4	do. <sup>6</sup>	56	56	None.	.....	29
3	Yes...	7	None.	14	4	do. <sup>6</sup>	56	56	None.	.....	30
3	Yes...	7	None.	14	4	do. <sup>6</sup>	56	56	3	21.00	31
3	Yes...	7½	6	12	4	do. <sup>17</sup>	55½	55½	None.	.....	32
16 3	Yes <sup>12</sup> ...	7½	6	12	4	do. <sup>17</sup>	55½	55½	None.	.....	33
None.	No....	{ 8½ 9½ }	None.	9½	None.	do.	54	54	3	18.00	34
None.	No....	{ 8½ 9½ }	None.	9½	None.	do.	54	54	3	9.00	35
3	Yes <sup>12</sup> ...	7	None.	7	4	do.	49	49	None.	.....	36
3	Yes <sup>12</sup> ...	7	None.	7	4	do.	49	49	None.	.....	37
3	Yes...	7	None.	7	4	do.	49	49	None.	.....	38
3	Yes...	7	None.	7	4	do.	49	49	48	154.00	39
1	Yes...	6½	None.	7½	4	Night.	45½	45½	None.	.....	40
3	Yes...	6	None.	6	4	Day.	42	42	None.	.....	41
None.	No....	7	None.	7	None.	do.	42	42	None.	.....	42
2	No....	6½	None.	6½	None.	do.	39	39	None.	.....	43
None.	No....	4½	None.	8½	None.	do.	728½	38½	None.	.....	44
None.	No....	6	None.	6	None.	do.	36	36	30	135.00	45

<sup>10</sup> Employed in 2 establishments.<sup>11</sup> Every fourth Sunday works nominal hours.<sup>12</sup> Lodging included, but prefers to live outside.<sup>13</sup> Every fourth Sunday works 14 hours.<sup>14</sup> Including 2 weeks' vacation with pay.<sup>15</sup> Including 1 week's vacation with pay.<sup>16</sup> 3 included, but takes 1 at home.<sup>17</sup> Every sixth night till 11 p. m.<sup>18</sup> Including 3 weeks' vacation with pay.<sup>19</sup> And meals.

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

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

Individual number.	Age.	Conjugal condition.	Industry.	Occupation.	Weeks employed.	Average weekly earnings.
46	20	Separated.....	Hotel.....	Charwoman.....	6	3.54
47	38	Married.....	Office building.....	do.....	26	5.00
48	25	do.....	Restaurant.....	Dishwasher.....	8	3.00
49	26	do.....	do.....	Pantry girl.....	52	3.00
50	27	do.....	do.....	Dishwasher.....	52	3.00

<sup>1</sup> Reports some overtime; this is not taken account of in average hours per week, but is used in the maximum weekly hours.

<sup>2</sup> For 12 weeks worked 3 days per week in scattering days; for 2 weeks worked 6 days per week.



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

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

Number of meals included.	Housing included.	Working hours.			Sundays worked per month.	Night or day work.	Average weekly hours (normal) worked.	Maximum weekly hours worked.	Weeks at other employment.	Total earnings at other employment.	Individual number.
		Usual day.	Short day.	Maximum day.							
3	Yes...	5	None.	6½	4	Night.....	1 35	36½	None.	.....	46
None.	No....	5½	None.	5½	None.	.....do.....	34½	34½	None.	.....	47
None.	No....	5½	None.	5½	None.	Day.....	{ 2 16½ 3 33 }	33	None.	.....	48
None.	No....	5½	None.	5½	None.	.....do.....	31½	31½	None.	.....	49
None.	No....	5½	None.	5½	None.	.....do.....	31½	31½	* 52	(*)	50

\* Also charwoman in another establishment.

\* Not reported.



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