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UNITED STATES DEPARTMENT OF LABOR

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BUREAU OF LABOR STATISTICS

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Wages, Hours, and Working Conditions  
in the Set-Up Paper-Box Industry  
1933, 1934, and 1935

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Compiled by

Division of Wages, Hours, and Working Conditions

JACOB PERLMAN, *Chief*



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## PREFACE

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In the fall of 1935, the Bureau conducted for the first time a survey of wages, hours, and working conditions in two important branches of the converted paper products industry, set-up paper boxes and folding paper boxes. This report covers only the set-up paper-box branch, the report for the folding paper-box branch having been issued recently (Bull. No. 620).

As in the case of folding paper boxes, the purpose of the survey was twofold: First, the Bureau wished to extend the scope of its work to include small industries; and second, it sought to find out what happened to wages and hours following the adoption of the N. R. A. code and what changes took place after the code was abandoned.

The Bureau wishes to extend its sincere thanks to the many employers who cooperated by furnishing the data on which this report is based. It is also indebted to the Set-Up Paper Box Association for its assistance in the survey.

This report was prepared under the direction of Jacob Perlman, chief of the Division of Wages, Hours, and Working Conditions of the Bureau of Labor Statistics. The text was written by Victor S. Baril (chs. I to V inclusive and appendix I) and Frances Jones (chs. VI and VII). Mr. Baril also prepared appendix II under the supervision of Philip L. Jones. Other persons who have contributed toward the compilation of the data are Abner C. Lakenan, John T. O'Brien, and Dorothy S. Smith. The field representatives who engaged in the collection of the information are Thomas J. Armstrong, Hugh F. Brown, James P. Corkery, Fabian C. Cox, Fred B. Cunningham, Dorrian D. Densmoor, Wilbert E. Dinger, Clarence H. Doughty, Victor E. Green, Francis G. Gregory, Thomas P. Henson, John F. Laciskey, Edward T. McGrath, William B. Pettit, Willis C. Quant, Charles Rubenstein, Paul A. Sherier, Madison R. Smith, Frank I. Snyder, Louis M. Solomon, George E. Votava, Paul E. Warwick, Oscar R. Witmer, and John H. York.

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*Commissioner of Labor Statistics.*

May 1, 1937.

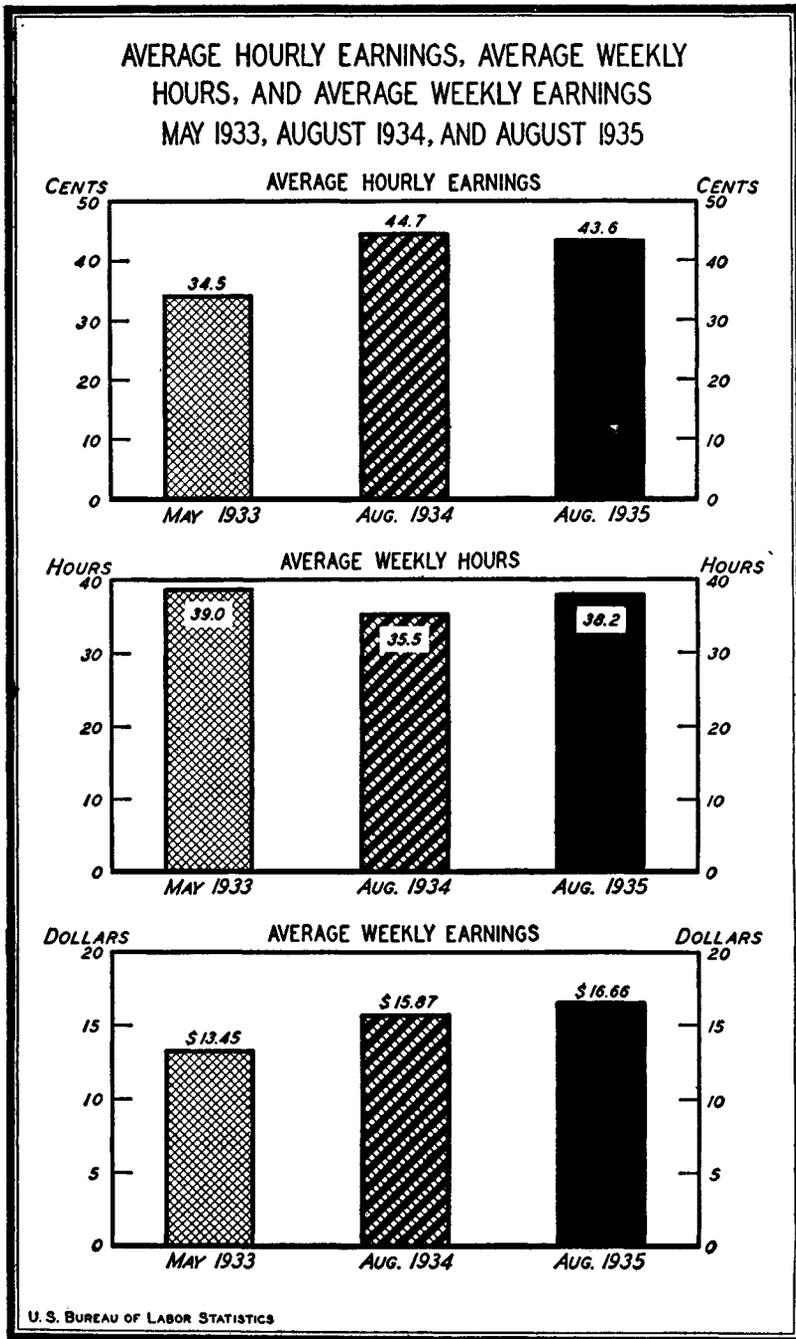


CHART 1.

## **Wages, Hours, and Working Conditions in the Set-up Paper-Box Industry, 1933, 1934, and 1935**

### **Summary**

1. This survey of the set-up paper-box industry covered a representative sample of plants in three periods—a precode period in May 1933, a code period in August 1934, and a postcode period in August 1935.

2. The average hourly earnings of all workers were 43.6 cents in August 1935, 44.7 in August 1934, and 34.5 in May 1933.

3. The code led to a sharp decline between May 1933 and August 1934 in the relative number of workers earning less than the amounts established as basic code minima for each sex and region. Thus, only 5.1 percent of the males in the North earned less than 37.5 cents per hour in August 1934, as compared with 32.0 percent in May 1933. Only 4.2 percent of the females in the North and 11.3 percent of the males in the South earned less than 32.5 cents per hour in August 1934, as against 68.0 and 64.8 percent respectively in May 1933. Only 8.4 percent of the females in the South received less than 30 cents per hour in August 1934, as compared with 89.2 percent in May 1933.

4. The increase in average earnings per hour also extended to the wage classes above the code minima. All of the occupational classes showed higher average hourly earnings under the code than before the code.

5. On the whole, most of the gains in average hourly earnings made between May 1933 and August 1934 were still maintained after the code was discontinued. The industry average declined to 43.6 cents by August 1935, which is a reduction of 1.1 cents. This decrease was largely due to an increase between August 1934 and August 1935 in the proportion of workers paid less than the former code minima. The increase occurred largely at the expense of the groups earning

exactly or only slightly more than the code minima. The changes in the higher wage classes were on the whole negligible. During this period, the changes in the averages of the occupational classes were rather small, most of the advances made between May 1933 and August 1934 being maintained in August 1935.

6. The principal effects of the maximum-hour provisions of the code were to reduce the industry average from 39.0 hours in May 1933 to 35.5 hours in August 1934, to decrease sharply the relative number of employees working over 40 hours per week (from 49.6 to 7.7 percent), and to bring about a decided concentration at the 40-hour code level (from 5.6 to 46.0 percent).

7. With the abandonment of the code, the average weekly hours for all employees rose from 35.5 in August 1934 to 38.2 in August 1935. The number of workers working 40 hours or less declined from 92.3 percent of the total to 74.3 percent, while the proportion in each of the classes over 40 hours increased. Similar changes also took place in the distributions of workers by sex and region. All occupational class averages, excepting one which remained unchanged, were higher in August 1935 than in August 1934.

8. The average weekly earnings of all workers in the industry rose from \$13.45 in May 1933 to \$15.87 in August 1934, a gain of \$2.42. This increase was the result of a sharp rise in average hourly earnings (10.2 cents), which more than counteracted the decline (3.5 hours) in the average workweek. The extent to which the increase in average weekly earnings affected the individual employees is evidenced by the drop in the relative number of workers in each of the wage classes under \$12 per week and the increase in the relative number of workers in each of the wage classes of \$12 and over. The total number receiving \$12 or more increased from 49.2 to 76.5 percent. On the whole, similar changes also took place for each sex and region. The average weekly earnings were higher in August 1934 than in May 1933 in practically all of the occupational classes shown.

9. The average earnings per week continued to rise even after the code was abolished, the industry average increasing from \$15.87 in August 1934 to \$16.66 in August 1935. This advance was brought about by a gain of 2.7 hours in the length of the average workweek, an increase large enough to offset the drop of 1.1 cents in the average hourly earnings. Although on a more limited scale, the upward shift of workers from lower to higher wage classes also continued after the code was abandoned. A similar trend was shown in the data for each sex and region. With a few exceptions, the average weekly earnings increased in the various occupational classes between August 1934 and August 1935.

10. In New York City, during both August 1934 and August 1935, wages were higher and hours were shorter in union than in nonunion plants. It is significant, however, that during the preunion period of May 1933 the plants which later became organized paid lower wages and worked longer hours than those which remained unorganized during each of the two later periods.

11. On the whole, workers fared slightly better in consumer plants producing set-up paper boxes for their own use than in independent plants producing for the market.

12. The straight-time method of wage payment predominated in the industry, although about one-third of the employees worked under piece-work or production-bonus plans. Average hourly earnings for the same class of employees were generally higher under the latter methods of wage payment than under straight-time rates. In most instances, bonus systems produced higher earnings than piece rates.

13. The code resulted in a noteworthy improvement in the payment of higher rates for overtime. Thus, whereas in May 1933 less than 10 percent of the establishments paid punitive rates for overtime, more than three-fourths of them were paying in August 1934 the time and one-third fixed by the code. However, the violation of code overtime provisions was common. A decided shift back to pro-rata pay for overtime occurred by August 1935, punitive rates being paid in less than 30 percent of the plants.

14. Under the code, the full-time workweek was reduced from 6 days of 44 hours or more to 5 days of 40 hours. The shorter week was retained by the majority of the plants after the suspension of the code, although there had occurred some shift back to longer hours by August 1935.

15. In most plants, the functions of hiring and discharge were exercised by the owner or superintendent, although foremen had authority to hire in 17 and to discharge in 32 percent of all establishments. Employment departments were found only in a few of the larger plants. Standards for selection in hiring included a minimum age in a majority and a maximum age in a few of the establishments. Most of the plants preferred sharing of work to lay-offs. In case of outright dismissal, a period of notice was given by only one-third of the plants. Appeal from discharge was allowed in slightly more than a third of the establishments.

16. Suspension of work for lunch was a uniform practice, the usual period being 30 minutes in the South and from 30 minutes to 1 hour in the North.

17. Vacations with pay for wage earners were provided in only 8 of 419 plants, although a much larger number provided vacations to

office and plant salaried employees. Very few of the establishments paid for time lost because of sickness to either wage earners or salaried employees. Holiday observance, usually without pay, was general throughout the industry.

18. Home or contract work is no longer prevalent in the industry, with only a few plants following this practice in August 1934 and August 1935.

19. Between May 1933 and August 1935, employment in the industry increased by 24.2 percent and man-hours by 22.0 percent. Due to the maximum-hour provisions established by the code, employment advanced considerably more than man-hours between May 1933 and August 1934. However, the opposite was true between August 1934 and August 1935, which may be explained by the increase in average weekly hours following the abolition of the code. The rise in pay rolls between May 1933 and August 1934 amounted to 39.3 percent, this advance being the result of gains in employment and man-hours as well as average hourly earnings. Between August 1934 and August 1935, there was a further increase of 12.2 percent in pay rolls, due to additional gains in employment and man-hours. The total rise in pay rolls for the period as a whole was 56.3 percent.

## Chapter I.—Scope and Method

### Pay-Roll Periods Covered

The primary purpose of this survey was to ascertain the changes in wages and hours of labor in the set-up paper-box industry,<sup>1</sup> (1) as a result of the adoption of both the President's Reemployment Agreement and the code, and (2) as a consequence of the discontinuance of the code. Hence, information was obtained for three pay-roll periods, which fell respectively within the last half of May 1933, August 1934, and August 1935. The first period was about 2 months prior to the President's Reemployment Agreement, the second at the halfway mark of code regulation, and the third about 3 months after the termination of the code.<sup>2</sup>

### Analysis of Sample

It is difficult to determine accurately the size of the set-up paper-box industry, as no separate figures are published for it by the Bureau of the Census.<sup>3</sup> However, it was estimated that in the fall of 1933 the industry had approximately 800 firms and 35,000 workers.<sup>4</sup> In May 1933, a total of 277 plants with 6,854 employees was covered by this survey. During each of the 2 succeeding periods, the sample was increased to 424 plants, which employed 11,864 workers in August 1934 and 12,681 workers in August 1935.<sup>5</sup> Based upon these figures, it is estimated that approximately one-fourth of the industry was covered in May 1933 and about one-third in each of the two later periods. Table 1 gives the coverage for each period by sex and region.

<sup>1</sup> As defined by the code, this industry embraced "the manufacture of boxes made from paperboard and other accessory materials, which, in ordinary and regular practice, are delivered to the consumer fully erected and fabricated, including boxes manufactured by a member for his own use, and including jewelry boxes, cases, and displays, whether made of paperboard or not." Although covered by the set-up paper-box code, establishments engaged primarily in the manufacture of jewelry cases were not included in the Bureau's survey, as such cases are very often made of wood or metal.

<sup>2</sup> The President's Reemployment Agreement was approved late in July 1933, and the substitute provisions covering this industry were adopted shortly thereafter. These were in effect until Dec. 31, 1933. The set-up paper-box code became effective on Jan. 1, 1934, and continued in force until May 27, 1935, when it was abandoned, along with all other codes, following the United States Supreme Court decision in the *Schechter case*.

<sup>3</sup> This industry is included by the Census of Manufactures under "Boxes, paper, not elsewhere classified", which in 1933 embraced 1,104 establishments with a total of 53,111 employees (5,891 salaried workers and 47,220 wage earners).

<sup>4</sup> See letter to the President by N. R. A. Administrator, Hugh S. Johnson, under date of Dec. 15, 1933, recommending the approval of the code.

<sup>5</sup> Only plants having complete records for the last 2 pay-roll periods were scheduled. There were 424 plants that had records available for August 1934 and August 1935, and of these 277 also had records for May 1933.

## Wages and hours, set-up paper-box industry

TABLE 1.—Coverage of survey during each of 3 pay-roll periods

Pay-roll period	United States				North				South			
	Number of plants	Number of employees			Number of plants	Number of employees			Number of plants	Number of employees		
		Total	Males	Females		Total	Males	Females		Total	Males	Females
May 1933.....	277	6,854	2,337	4,517	240	6,114	2,070	4,044	37	740	267	473
August 1934.....	424	11,864	3,980	7,884	378	10,876	3,609	7,267	46	988	371	617
August 1935.....	424	12,681	4,194	8,487	378	11,714	3,821	7,893	46	967	373	594

Set-up paper-box plants are distributed over the entire country. This is no doubt due to the widespread use of this type of box for packaging purposes as well as to the bulkiness of the product, which makes it necessary for such plants to be within easy reach of their market. In all, 34 States were included in the survey. Both of the regions established by the code were covered, the North including 23 and the South 11 of the 34 States.<sup>6</sup> The greater part of this industry

TABLE 2.—Coverage of survey according to region and type and size of plant, August 1935

Region and type of plant	Number of plants	Number of employees		Size of plant <sup>1</sup>						
		Total employees	Set-up paper-box employees	Under 10 employees	10 and under 20 employees	20 and under 30 employees	30 and under 50 employees	50 and under 100 employees	100 and under 300 employees	300 employees and over
All plants.....	424	71,726	12,681	46	101	56	64	65	39	53
Region:										
North.....	378	60,826	11,714	45	91	54	57	59	33	39
South.....	46	10,900	967	1	10	2	7	6	6	14
Type of plant:										
Paper-box plants.....	345	13,169	10,499	46	101	56	61	59	19	33
Paper mills and printing establishments.....	9	1,376	568	-----	-----	-----	-----	2	7	-----
Consumer plants <sup>2</sup> .....	70	57,181	1,614	-----	-----	-----	3	4	13	1450

<sup>1</sup> In the case of mixed plants, i. e., paper mills, printing establishments, and consumer plants, the total employment rather than the set-up paper-box employment was used to determine the size of establishment.

<sup>2</sup> Of the paper-box plants, 2 had between 300 and 500 and 1 between 500 and 750 employees.

<sup>3</sup> Of these consumer plants, 24 manufactured knit fabrics, 12 textile wearing apparel, 3 boots and shoes, 7 confectionery, 9 stationery and greeting cards, 2 drugs and cosmetics, 3 rubber products, and 10 various small products (mostly metal).

<sup>4</sup> Of the consumer plants in this class, 18 had between 300 and 500 employees, 9 between 500 and 750, 10 between 750 and 1,000, 7 between 1,000 and 2,000, and 6 between 3,000 and 5,000.

<sup>6</sup> According to the code, the following 11 States covered fell in the southern district: Alabama, Arkansas, Georgia, Kentucky, Louisiana, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, and Virginia. The remaining 23 States, which form the northern district, were California, Colorado, Connecticut, Delaware, Illinois, Indiana, Iowa, Maine, Maryland, Massachusetts, Michigan, Minnesota, Missouri, Nebraska, New Hampshire, New Jersey, New York, Ohio, Oregon, Pennsylvania, Rhode Island, Washington, and Wisconsin.

is in the North, as evidenced by the fact that in the August 1935 coverage there were 378 plants employing 11,714 workers located in the North, as against 46 plants with 967 employees in the South.

This industry is also integrated to some extent with other industries. As a result, it was necessary to include in the sample not only paper-box plants proper, but also paper mills and printing establishments manufacturing boxes more or less as a side line, as well as consumer plants which make paper boxes for their own use. Thus, of the 424 establishments scheduled, 345 were strictly paper-box plants, 9 were either paper mills or printing establishments, and 70 were consumer plants. An analysis of the sample by type and size of plant for August 1935 will be found in table 2.

### Nature of Data Collected

The information collected in this survey pertained to wages and hours, technological processes and occupational descriptions, and personnel policies and working conditions.

As regards wages and hours, data were obtained from company records for each worker concerning his occupation, color,<sup>7</sup> sex, method of wage payment, total hours actually worked, and total earnings. These data were used to compute average hourly earnings, weekly hours, and weekly earnings<sup>8</sup> by occupation, sex, region, etc. Special tabulations were also prepared comparing the data between independent and consumer plants and according to size of plant, size of city, and method of wage payment. Furthermore, a tabulation was made for New York City as to union and nonunion establishments. An analysis of the wages and hours data is made in chapters II, III, IV, V, and VI.

A study of wages and hours in an industry is not complete unless consideration is also given to the labor policies affecting its employees. The information concerning personnel policies and working conditions was obtained by means of interviews with company officials in charge of personnel, and this was supplemented by tabulations from the pay-roll records. It represents conditions as of August 1935, except that certain data relating to methods of wage payment and overtime pay and scheduled hours of work cover each of the three pay-roll periods for which wage data were obtained. Besides these topics, there was also obtained information about the type of labor employed, hiring and firing policies, training, lunch and rest periods, holidays

<sup>7</sup> Colored workers constituted only about 1 percent of the total covered, and for this reason no separate tabulations were made for them.

<sup>8</sup> The average hourly earnings were computed by dividing the earnings received during the pay-roll period covered by the actual hours worked. If the pay period exceeded 1 week, the actual hours worked in 1 week within the pay-roll period were also obtained, which, multiplied by the average hourly earnings, gave the weekly earnings.

and vacations, safety programs, and general welfare activities, in addition to a description of the general physical working conditions in the plants visited.<sup>9</sup> This information is summarized in chapters VI and VII.

Appendix I shows the changes in employment, man-hours, and pay rolls in the industry, while appendix II presents an analysis of the technological processes and occupational descriptions. Lastly, appendix III gives in detail the wages and hours data upon which this bulletin is based.

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<sup>9</sup> With respect to this information, the coverage varied according to the number of plants that reported on each topic.

## Chapter II.—Average Hourly Earnings

### Changes for the Country as a Whole

Set-up paper-box employees earned an average of 34.5 cents per hour in May 1933, 44.7 cents in August 1934, and 43.6 cents in August 1935. The average hourly earnings thus increased 10.2 cents, or 29.6 percent, between the precode and code periods and declined 1.1 cents, or 2.5 percent, between the code and postcode periods. The net advance between May 1933 and August 1935 was 9.1 cents, or 26.4 percent. These changes are shown in table 3.

TABLE 3.—Average hourly earnings by region and sex

Region and sex	Average hourly earnings			Percentage change		
	May 1933	August 1934	August 1935	May 1933 to August 1934	August 1934 to August 1935	May 1933 to August 1935
United States.....	\$0.345	\$0.447	\$0.436	+29.6	-2.5	+26.4
Males.....	.441	.557	.545	+26.3	-2.2	+23.6
Females.....	.286	.387	.378	+35.3	-2.3	+32.2
North.....	.358	.453	.442	+26.5	-2.4	+23.5
Males.....	.460	.569	.556	+23.7	-2.3	+20.9
Females.....	.295	.391	.382	+32.5	-2.3	+29.5
South.....	.251	.375	.367	+49.4	-2.1	+46.6
Males.....	.303	.437	.429	+44.2	-1.8	+41.2
Females.....	.218	.335	.325	+53.7	-3.0	+49.1

The full extent of the changes in average earnings per hour between May 1933 and August 1934 and between the latter period and August 1935 is indicated in table 4, which presents the simple and cumulative

TABLE 4.—Percentage distribution of all employees in country as a whole according to average hourly earnings

Average hourly earnings	May 1933		August 1934		August 1935	
	Simple percentage	Cumulative percentage	Simple percentage	Cumulative percentage	Simple percentage	Cumulative percentage
Under 15 cents.....	2.7	2.7	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
15 and under 20 cents.....	7.8	10.5	0.1	0.1	0.4	0.4
20 and under 25 cents.....	16.7	27.2	.4	.5	1.6	2.0
25 and under 30 cents.....	19.9	47.1	1.3	1.8	4.9	6.9
30 and under 35 cents.....	15.1	62.2	26.1	27.9	23.6	30.5
35 and under 40 cents.....	10.8	73.0	22.3	50.2	21.4	51.9
40 and under 45 cents.....	7.9	80.9	15.9	66.1	15.2	67.1
45 and under 50 cents.....	4.8	85.7	9.0	75.1	9.3	76.4
50 and under 55 cents.....	4.3	90.0	7.2	82.3	7.0	83.4
55 and under 60 cents.....	2.9	92.9	3.7	86.0	3.7	87.1
60 and under 70 cents.....	4.1	97.0	6.4	92.4	5.9	93.0
70 and under 80 cents.....	1.8	98.8	3.7	96.1	3.4	96.4
80 and under 100 cents.....	1.0	99.8	2.9	99.0	2.8	99.2
100 and under 120 cents.....	.2	100.0	.8	99.8	.6	99.8
120 cents and over.....	( <sup>1</sup> )	100.0	.2	100.0	.2	100.0
Total.....	106.0		100.0		100.0	

<sup>1</sup> Less than  $\frac{1}{16}$  of 1 percent.

percentage distributions of all employees in the country as a whole according to average hourly earnings. The cumulative percentage distribution has also been plotted in chart 2.

It is evident from this distribution that the low-paid employees profited most from the minimum-wage provisions of both the President's Reemployment Agreement and the code. Thus, in August 1934 only 1.8 percent of the employees earned less than 30 cents per hour, the lowest minimum under the code, whereas 47.1 percent

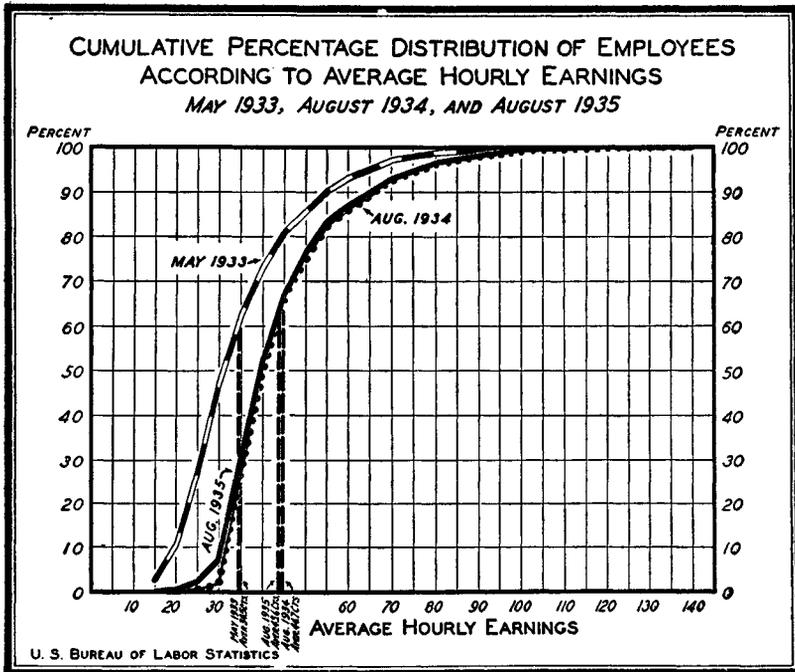


CHART 2.

received less than that amount in May 1933. It is significant that most of these low-paid workers were shifted to the classes earning 30 and under 45 cents, in which all three of the code minima fall.<sup>1</sup> The percentage in these classes advanced from 33.8 in May 1933 to 64.3 in August 1934. However, in each of the higher classes, beginning with 45 cents, the relative number of employees also increased under the code. Thus, the rise in the percentages from May 1933 to August 1934 was from 12.0 to 19.9 in the group earning 45 and under 60 cents, from 6.9 to 13.0 in the group earning 60 cents and under \$1, and from 0.2 to 1.0 in the group receiving \$1 or over.

<sup>1</sup> See p. 13.

On the whole, the changes in average hourly earnings between August 1934 and August 1935 were confined to the classes under 45 cents. During this period, the percentage of workers earning less than 30 cents per hour increased from 1.8 to 6.9, most of the increase occurring at the expense of the group receiving 30 and under 45 cents, which declined from 64.3 to 60.2 percent. With the exception of the 45 and under 50 cents class, which increased slightly from 9.0 to 9.3 percent, the remaining classes either remained unchanged or declined slightly. Between August 1934 and August 1935, the percentage earning 50 cents and over declined only from 24.9 to 23.6.

### Changes by Sex and Region

An examination of the averages by sex and region (see table 3 and chart 3) indicates that between May 1933 and August 1934 the absolute gains in each region were greater for males but the relative gains were greater for females. Furthermore, both the absolute and relative advances for each sex were greater in the South than in the North. Thus, during this period the average earnings per hour increased 10.9 cents (23.7 percent) for males and 9.6 cents (32.5 percent) for females in the North, and 13.4 cents (44.2 percent) for males and 11.7 cents (53.7 percent) for females in the South. The larger percentage gains for females in the North and for both sexes in the South may be attributed to the relatively low precode wages of these groups. The reduction in average hourly earnings between August 1934 and August 1935 was more or less uniform for all groups, amounting to about 1 cent or 2 percent.

Both the regional and sex differentials were affected to some extent as a result of the changes in average hourly earnings. The regional differentials in favor of northern workers declined from 15.7 cents in May 1933 to 12.7 cents in August 1935 for males and from 7.7 cents in the former period to 5.7 cents in the latter period for females. Conversely, in each region the differentials favoring males increased slightly, the advance for northern males being from 16.5 cents in May 1933 to 17.4 cents in August 1935 and for southern males from 8.5 cents in the former period to 10.4 cents in the latter period.

In order to understand fully the influence of both the President's Reemployment Agreement and the code on the average earnings per hour it is essential to examine briefly at this point the wage provisions contained in each of these documents. Under the substitute provisions of the President's Reemployment Agreement, set-up paper-box manufacturers agreed not to pay any factory worker "less than 40 cents per hour, unless the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour", in which case they were "not to pay less than the hourly rate on July 15, 1929",

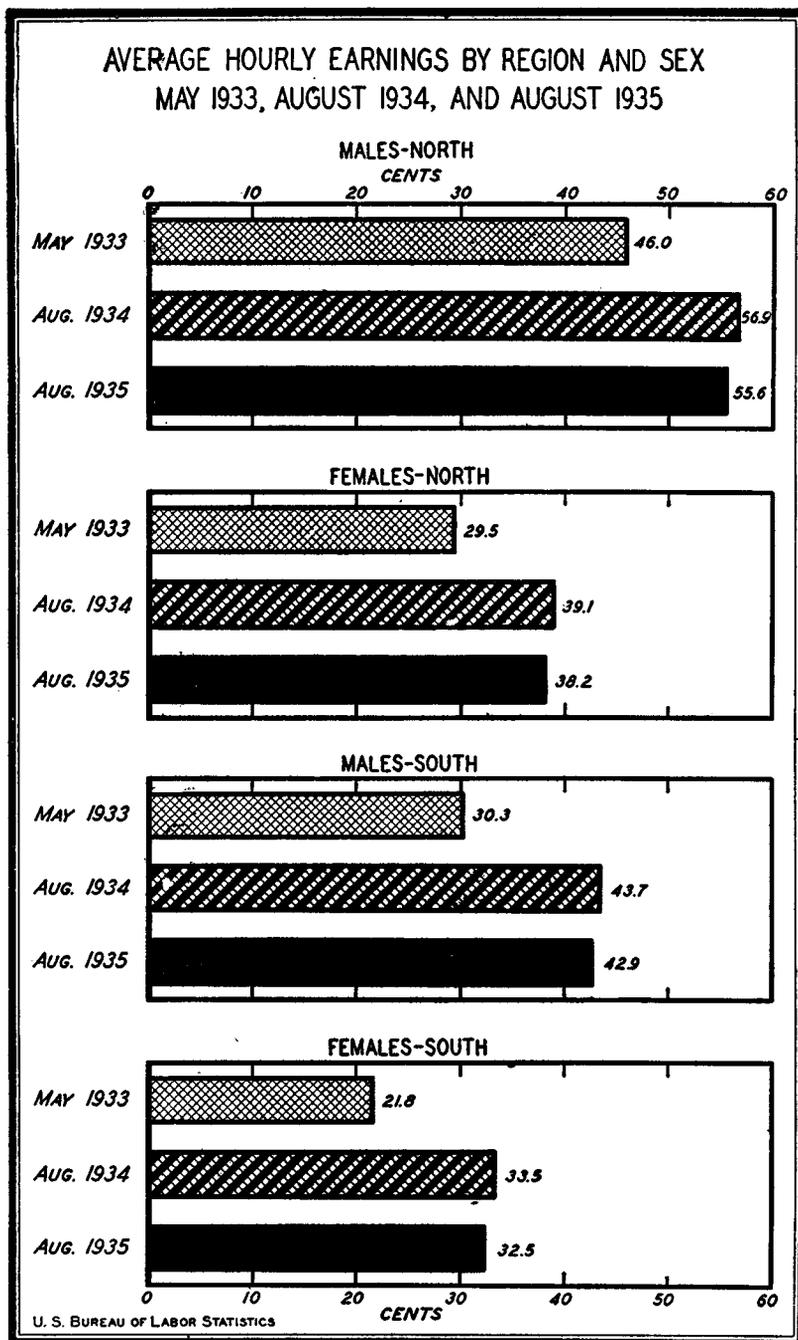


CHART 3.

provided that "the minimum rate of pay for the least skilled worker employed in this industry shall be 32.5 cents per hour, except that in the southern division it shall be 30 cents per hour." The code regulations which superseded the above provisions were much more specific. Thus, "the minimum rate of wage of any laborer, mechanical worker or artisan employed in any plant, mill, or factory, or on work connected with the operation of any such plant, mill, or factory" was set at 37.5 cents per hour for males in the North, 32.5 cents per hour for females in the North and males in the South, and 30.0 cents per hour for females in the South. Piece workers were to be paid at rates which would "yield a worker for an hour's work not less than the minimum rate" prescribed.<sup>2</sup> Female employees doing substantially the same work as males and under the same conditions were to receive the same rate of pay. The wage rates of employees already earning more than the code-minimum rates were to be "reviewed and such adjustments, if any, made therein as are equitable in the light of all the circumstances." Finally, duly certified substandard workers were to be paid not less than 80 percent of the minimum prescribed by the code.

An examination of table 5 shows quite conclusively the influence of the code on the average hourly earnings of individual employees for each of the sex-region groups.

TABLE 5.—Percentage distributions of employees according to average hourly earnings by region and sex

Region, sex, and average hourly earnings	May 1933		August 1934		August 1935	
	Simple percentage	Cumulative percentage	Simple percentage	Cumulative percentage	Simple percentage	Cumulative percentage
<i>North</i>						
<b>Males:</b>						
Under 15.0 cents.....	0.8	0.8	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
15.0 and under 20.0 cents.....	1.7	2.5	0.1	0.1	0.2	0.2
20.0 and under 25.0 cents.....	5.2	7.7	.1	.2	.6	.8
25.0 and under 30.0 cents.....	9.0	16.7	.3	.5	1.2	2.0
30.0 and under 35.0 cents.....	9.8	26.5	2.0	2.5	3.6	5.6
35.0 and under 37.5 cents.....	5.5	32.0	2.6	5.1	2.3	7.9
37.5 cents.....	1.4	33.4	11.8	16.9	10.3	18.2
Over 37.5 and under 40.0 cents.....	2.6	36.0	3.0	19.9	3.2	21.4
40.0 and under 45.0 cents.....	12.4	48.4	11.9	31.8	11.3	32.7
45.0 and under 50.0 cents.....	11.6	60.0	10.9	42.7	11.4	44.1
50.0 and under 55.0 cents.....	11.3	71.8	9.8	52.5	10.1	54.2
55.0 and under 60.0 cents.....	8.1	79.9	7.8	60.3	8.1	62.3
60.0 and under 70.0 cents.....	10.9	90.8	16.8	77.1	16.0	78.3
70.0 and under 80.0 cents.....	5.6	96.4	10.7	87.8	10.2	88.5
80.0 and under 100.0 cents.....	2.9	99.3	9.2	97.0	8.8	97.3
100.0 and under 120.0 cents.....	.6	99.9	2.3	99.3	2.2	99.5
120.0 cents and over.....	.1	100.0	.7	100.0	.5	100.0
Total.....	100.0	-----	100.0	-----	100.0	-----

<sup>1</sup> Less than 1/10 of 1 percent.

<sup>2</sup> The minimum rate of wages for all other employees, outside of commission salesmen, was to be \$14 per week.

TABLE 5.—Percentage distributions of employees according to average hourly earnings by region and sex—Continued

Region, sex, and average hourly earnings	May 1933		August 1934		August 1935	
	Simple percentage	Cumulative percentage	Simple percentage	Cumulative percentage	Simple percentage	Cumulative percentage
<i>North—Continued</i>						
<b>Females:</b>						
Under 15.0 cents.....	2.0	2.0			(1)	(1)
15.0 and under 20.0 cents.....	8.3	10.3	.1	.1	.4	.4
20.0 and under 25.0 cents.....	21.0	31.3	.2	.3	1.6	2.0
25.0 and under 30.0 cents.....	25.7	57.0	1.5	1.8	6.2	8.2
30.0 and under 32.5 cents.....	11.0	68.0	2.4	4.2	4.5	12.7
32.5 cents.....	.6	68.6	22.2	26.4	17.3	30.0
Over 32.5 and under 35.0 cents.....	7.3	75.9	10.4	36.8	9.5	39.5
35.0 and under 40.0 cents.....	12.7	88.6	25.1	61.9	24.4	63.9
40.0 and under 45.0 cents.....	6.6	95.2	19.0	80.9	18.1	82.0
45.0 and under 50.0 cents.....	1.8	97.0	8.5	89.4	8.6	90.6
50.0 and under 55.0 cents.....	1.0	98.0	6.4	95.8	5.8	96.4
55.0 and under 60.0 cents.....	.6	98.6	1.8	97.6	1.7	98.1
60.0 cents and over.....	1.4	100.0	2.4	100.0	1.9	100.0
<b>Total.....</b>	<b>100.0</b>		<b>100.0</b>		<b>100.0</b>	
<i>South</i>						
<b>Males:</b>						
Under 15.0 cents.....	6.4	6.4				
15.0 and under 20.0 cents.....	12.7	19.1			.5	.5
20.0 and under 25.0 cents.....	20.2	39.3			1.1	1.6
25.0 and under 30.0 cents.....	17.6	56.9	1.6	1.6	4.8	6.4
30.0 and under 32.5 cents.....	7.9	64.8	9.7	11.3	10.8	17.2
32.5 cents.....	.4	65.2	16.4	27.7	12.3	29.5
Over 32.5 and under 35.0 cents.....	5.6	70.8	5.7	33.4	5.1	34.6
35.0 and under 40.0 cents.....	6.0	76.8	21.0	54.4	19.6	54.2
40.0 and under 45.0 cents.....	8.6	85.4	8.1	62.5	9.1	63.3
45.0 and under 50.0 cents.....	4.5	89.9	8.4	70.9	10.4	73.7
50.0 and under 55.0 cents.....	3.7	93.6	10.2	81.1	9.7	83.4
55.0 and under 60.0 cents.....	1.9	95.5	4.3	85.4	4.3	87.7
60.0 and under 70.0 cents.....	3.0	98.5	8.4	93.8	7.5	95.2
70.0 and under 80.0 cents.....	1.1	99.6	3.8	97.6	3.2	98.4
80.0 and under 100.0 cents.....		99.6	1.9	99.5	1.1	99.5
100.0 cents and over.....	.4	100.0	.5	100.0	.5	100.0
<b>Total.....</b>	<b>100.0</b>		<b>100.0</b>		<b>100.0</b>	
<b>Females:</b>						
Under 15.0 cents.....	14.8	14.8			.5	.5
15.0 and under 20.0 cents.....	27.3	42.1			2.4	2.9
20.0 and under 25.0 cents.....	29.6	71.7	4.9	4.9	6.0	8.9
25.0 and under 30.0 cents.....	17.5	89.2	3.5	8.4	13.3	22.2
30.0 cents.....	.4	89.6	31.3	39.7	24.8	47.0
Over 30.0 and under 35.0 cents.....	7.0	96.6	29.5	69.2	21.7	68.7
35.0 and under 40.0 cents.....	2.3	98.9	17.7	86.9	18.8	87.5
40.0 and under 45.0 cents.....	.7	99.6	8.1	95.0	6.3	93.8
45.0 and under 50.0 cents.....		99.6	3.4	98.4	4.0	97.8
50.0 cents and over.....	.4	100.0	1.6	100.0	2.2	100.0
<b>Total.....</b>	<b>100.0</b>		<b>100.0</b>		<b>100.0</b>	

<sup>1</sup> Less than 1/10 of 1 percent.

As regards the male workers in the North, who represented 30.1 percent of the employees covered in this survey, the percentage earning less than the 37.5 cents minimum per hour dropped from 32.0 in May 1933 to 5.1 in August 1934. One-half of 1 percent of the employees in the latter period received less than 30.0 cents per hour, the lowest possible rate for males in the North, such workers thus being paid rates in violation of the code. The workers (4.6 percent of total) earning between 30.0 and 37.5 cents were either substandard

employees, who could be paid as low as 30.0 cents under the code, or regular workers paid in violation of the code. In August 1934, there was a limited concentration of the employees at the code level, 11.8 percent receiving exactly 37.5 cents in that period, as compared with 1.4 percent in May 1933. Increases in average earnings per hour likewise extended to the higher-paid workers. While the percentage paid 40.0 and under 60.0 cents dropped slightly between May 1933 and August 1934 (from 43.9 to 40.4), the percentage earning 60.0 cents and over increased from 20.1 in the former to 39.7 in the latter period.

The wage changes for males in the North which took place after the discontinuance of the code affected primarily the group that had been paid exactly the minimum rate under the code. The percentage earning less than 37.5 cents per hour increased from 5.1 in August 1934 to 7.9 in August 1935. At the same time, the percentage receiving exactly 37.5 cents declined from 11.8 to 10.3. In each of the classes above 37.5 cents, the changes were negligible, affecting but little the wage structure set up under the code.

The code changes for male workers in the South, the smallest of the four groups,<sup>3</sup> were even more striking than those for male workers in the North. Between May 1933 and August 1934, the percentage earning less than 32.5 cents per hour, or the code minimum for this group, dropped from 64.8 to 11.3. Furthermore, no employee was paid less than 25.0 cents in the latter period, as compared with 39.3 percent receiving less than that amount in the former period.<sup>4</sup> The sharp decline since May 1933 in the relative number of employees earning under 32.5 cents was followed by concentrations in August 1934 of 16.4 percent at the code minimum and of 21.0 percent in the 35.0 and under 40.0 cents class, as compared with 0.4 and 6.0 percent, respectively, in May 1933; the intervening class of over 32.5 and under 35.0 cents remaining practically unchanged. With the exception of the 40.0 and under 45.0 cents class, in which there was a slight reduction, each of the succeeding classes showed an increase in the percentages between the two periods, the total rise being from 14.6 to 37.5.

With the termination of the code, there was no wholesale shifting of males in the South from higher to lower wage classes. Between August 1934 and August 1935, an increase in the percentage earning less than 32.5 cents per hour (from 11.3 to 17.2) was accompanied by a decrease in the percentage receiving 32.5 and under 40.0 cents (from 43.1 to 37.0). Similarly, the advance in the relative number earning 40.0 and under 50.0 cents (from 16.5 to 19.5 percent) followed

<sup>3</sup> These constituted only about 3 percent of all employees covered.

<sup>4</sup> Of the 11.3 percent earning 25.0 and under 32.5 cents in August 1934, there was found only one worker paid at less than 26.0 cents, which is the lowest possible rate for substandard male employees in the South. The remaining workers under 32.5 cents were either substandard or those paid in violation of the code.

a decline in the relative number receiving 50 cents and over (from 29.1 to 26.3 percent).

The shifting of employees from lower- to higher-wage classes under the code was even more pronounced for northern females. In the case of this group, which constitutes approximately 60 percent of all employees covered, the percentage receiving less than 32.5 cents per hour, or the code minimum, declined from 68.0 in May 1933 to 4.2 in August 1934. This decrease was accompanied by increases in all of the classes of 32.5 cents and over. A decided concentration occurred at the code level, the percentage earning exactly 32.5 cents rising from 0.6 in the precode to 22.2 in the code period.

It should not be inferred, however, that all females in the North receiving less than 32.5 cents per hour in August 1934 were paid in violation of the code, as substandard workers in this group could also be paid as low as 26.0 cents, or 80.0 percent of the code minimum. Only 0.7 percent of the females in the North received less than 26.0 cents, and 3.5 percent earned between 26.0 and 32.5 cents. Employees in the former group were actually paid in violation of the code, while those in the latter were either substandard workers paid at code rates or able-bodied workers paid less than code rates.

The extent to which the relative number of northern females who earned 32.5 cents and over advanced from lower- to higher-wage classes between May 1933 and August 1934 is evidenced by the fact that the percentage gains were from 20.0 to 35.5 in the group earning over 32.5 and under 40.0 cents, from 8.4 to 27.5 among those earning 40.0 and under 50.0 cents, and from 3.0 to 10.6 among those receiving 50.0 cents and over.

As in the case of males, there was also very little disturbance in the distribution of northern female rates above the minimum because of the elimination of the code between August 1934 and August 1935. During this period the relative number of female workers in the North increased in each of the classes receiving less than 32.5 cents and decreased in all but one of the classes receiving 32.5 cents and over. Thus, the percentage earning less than the former code minimum rose from 4.2 to 12.7, most of this gain resulting from a drop from 22.2 to 17.3 in the percentage paid exactly this minimum. The changes in the upper wage classes were negligible.

Female workers in the South, who represent about 5 percent of the total coverage, had the greatest relative changes between May 1933 and August 1934. The percentage earning less than the code minimum, or 30.0 cents, was reduced from 89.2 in the first period to 8.4 in the second period.<sup>5</sup> At the same time, sharp increases took place

<sup>5</sup> Exactly 1.9 percent of the females in the South received less than the lowest possible rate under the code, or 24.0 cents, and 6.5 percent earned from 24.0 to 30.0 cents per hour. While the first group was actually paid in violation of the code, workers in the second group might be either substandard employees who could properly be paid such low wages or able-bodied workers who were underpaid.



PLATE 1.—CUTTING PAPER INTO SHEETS.

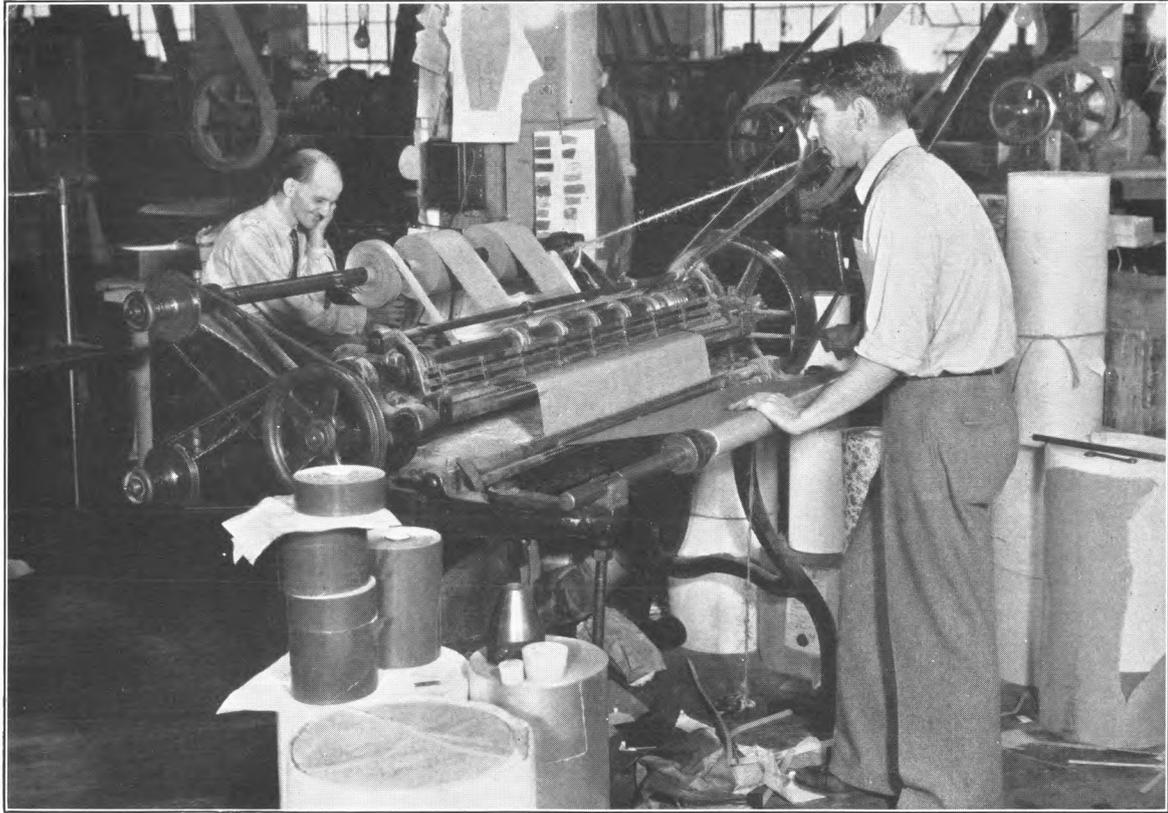


PLATE 2.—CUTTING PAPER INTO STRIPS.

in each class receiving 30.0 cents or over. Thus, the gains were from 0.4 to 31.3 percent in the class earning 30.0 cents, from 7.0 to 29.5 percent in the group receiving over 30.0 and under 35.0 cents, from 2.3 to 17.7 percent among those earning 35.0 and under 40.0 cents, and from 1.1 to 13.1 percent among those earning 40.0 cents and over.

With the discontinuance of the code, a sharp increase took place in the relative number of southern females earning less than 30.0 cents per hour, the percentage rising from 8.4 in August 1934 to 22.2 in August 1935. This rise was accompanied by an equally sharp decline in the percentage receiving 30.0 and under 35.0 cents (from 60.8 to 46.5). The changes in the classes earning 35.0 cents or more were small, the total variation being from 30.8 percent in August 1934 to 31.3 percent in August 1935.

## Changes by Occupational Classes

The variations in the average hourly earnings of individual occupations and occupational groups <sup>6</sup> are presented in table 6.

TABLE 6.—Average hourly earnings by region, sex, and occupational class

Region, sex, and occupational class <sup>1</sup>	Average hourly earnings			Percentage change		
	May 1933	August 1934	August 1935	May 1933 to August 1934	August 1934 to August 1935	May 1933 to August 1935
<i>North</i>						
<b>Males:</b>						
Miscellaneous cutter operators.....	\$0.555	\$0.683	\$0.670	+23.1	-1.9	+20.7
Miscellaneous cutter feeders.....	.352	.437	.444	+24.1	+1.6	+26.1
Compositors and printing pressmen.....	.635	.762	.769	+20.0	+1.9	+21.1
Combination pressmen and feeders, printing.....	.546	.631	.632	+15.6	+2	+15.8
Press feeders, printing.....	.363	.458	.459	+24.5	+2	+24.7
Scorer operators.....	.551	.692	.686	+25.6	-9	+24.5
Scorer feeders.....	.374	.451	.466	+20.6	+3.3	+24.6
Corner-cutter operators.....	.476	.555	.569	+16.6	+2.5	+19.5
Corner-cutter feeders.....	.331	.429	.425	+29.6	-9	+28.4
Single-stayer operators.....	.361	.493	.477	+36.6	-3.2	+32.1
Quadruple-stayer operators.....	.480	.627	.637	+30.6	+1.6	+32.7
Quadruple-stayer feeders.....	.319	.440	.452	+37.9	+2.7	+41.7
Ender operators.....	.547	.619	.622	+13.2	+1.5	+13.7
Ender feeders.....	.374	.440	.437	+17.6	-7	+16.8
Box makers, hand.....	.470	.577	.519	+22.8	-10.1	+10.4
Miscellaneous bench workers, unskilled.....	.264	.421	.418	+59.5	-7	+58.3
Miscellaneous machine operators.....	.458	.609	.609	+33.0	-----	+33.0
Miscellaneous machine feeders.....	.357	.449	.457	+25.8	+1.8	+28.0
Machine helpers and floormen.....	.294	.402	.397	+36.7	-2.2	+35.0
Machine adjusters and repairmen.....	.577	.685	.675	+18.7	-1.5	+17.0
Bundlers and packers.....	.338	.438	.415	+29.6	-5.3	+22.8
Truck drivers.....	.479	.595	.580	+24.2	-2.5	+21.1
Watchmen.....	.324	.420	.385	+29.6	-8.3	+18.8
Office and plant supervisory employees.....	.645	.808	.795	+25.3	-1.6	+23.3
Office and plant clerical employees.....	.507	.571	.558	+12.6	-2.3	+10.1
Laborers.....	.332	.432	.414	+30.1	-4.2	+24.7
Other unskilled service workers.....	.353	.411	.399	+16.4	-2.9	+13.0
Other skilled indirect workers.....	.584	.707	.707	+21.1	-----	+21.1
Other semiskilled indirect workers.....	.402	.453	.466	+12.7	+2.9	+15.9
Other unskilled indirect workers.....	.292	.404	.396	+38.4	-2.0	+35.6
Total.....	.460	.569	.556	+23.7	-2.3	+20.9

<sup>1</sup> See end of appendix II for make-up of each occupational class.

<sup>6</sup> These include occupations not sufficiently large to warrant the publication of separate averages.

TABLE 6.—Average hourly earnings by region, sex, and occupational class—Con

Region, sex, and occupational class <sup>1</sup>	Average hourly earnings			Percentage change		
	May 1933	August 1934	August 1935	May 1933 to August 1934	August 1934 to August 1935	May 1933 to August 1935
<i>North—Continued</i>						
<b>Females:</b>						
Corner-cutter feeders.....	\$0.274	\$0.359	\$0.367	+31.0	+2.2	+33.9
Benders-up, hand.....	.241	.353	.339	+46.5	-4.0	+40.7
Single-stayer operators.....	.306	.397	.395	+29.7	-5	+29.1
Quadruple-stayer feeders.....	.275	.363	.364	+32.0	+3	+32.4
Strippers, machine.....	.305	.412	.401	+35.1	-2.7	+31.5
Turners-in, hand.....	.234	.360	.348	+53.8	-3.3	+49.7
Tuing-machine operators.....	.260	.361	.358	+33.8	-8	+27.6
Automatic wrapping-machine operators.....	.318	.410	.409	+28.9	-2	+26.6
Box makers, hand.....	.299	.387	.379	+29.4	-2.1	+26.8
Miscellaneous bench workers, unskilled.....	.252	.366	.348	+45.2	-4.9	+38.1
Lacers and fly leathers, machine.....	.280	.382	.371	+36.4	-2.9	+32.5
Miscellaneous machine operators.....	.396	.445	.437	+12.4	-1.8	+10.4
Miscellaneous machine feeders.....	.302	.388	.365	+28.5	-5.9	+20.9
Machine helpers and floormen.....	.238	.347	.339	+45.8	-2.3	+42.4
Bundlers and packers.....	.284	.360	.345	+26.8	-4.2	+21.5
Office and plant supervisory employees.....	.465	.526	.531	+13.1	+1.0	+14.2
Office and plant clerical employees.....	.418	.476	.471	+13.9	-1.1	+12.7
Other indirect workers.....	.269	.310	.300	+15.2	-3.2	+11.5
Total.....	.295	.391	.382	+32.5	-2.3	+29.5
<i>South</i>						
<b>Males:</b>						
Miscellaneous machine operators.....	.417	.567	.532	+36.0	-6.2	+27.6
Miscellaneous machine feeders.....	.256	.371	.368	+44.9	-8	+43.8
Machine helpers and floormen.....	.184	.336	.345	+82.6	+2.7	+87.5
Other skilled indirect workers.....	.465	.601	.595	+29.2	-1.0	+28.0
Other semiskilled indirect workers.....	.291	.410	.397	+40.9	-3.2	+36.4
Other unskilled indirect workers.....	.204	.349	.331	+71.1	-5.2	+62.3
Total.....	.303	.437	.429	+44.2	-1.8	+41.6
<b>Females:</b>						
Single-stayer operators.....	.220	.352	.340	+60.0	-3.4	+54.5
Strippers, machine.....	.219	.337	.329	+53.9	-2.4	+50.2
Turners-in, hand.....	.178	.316	.304	+77.5	-3.8	+70.8
Automatic wrapping-machine operators.....	.238	.360	.345	+51.3	-4.2	+45.0
Box makers, hand.....	.207	.343	.308	+65.7	-10.2	+48.8
Miscellaneous bench workers, unskilled.....	.217	.329	.339	+51.6	+3.0	+56.2
Miscellaneous machine feeders.....	.224	.329	.321	+46.9	-2.4	+43.3
Machine helpers and floormen.....	.198	.327	.305	+65.2	-6.7	+54.0
Other indirect workers.....	.235	.316	.331	+34.5	+4.7	+40.9
Total.....	.218	.335	.325	+53.7	-3.0	+49.1

<sup>1</sup> See end of appendix II for make-up of each occupational class.

For male workers in the North, averages are presented for 23 individual occupations and 7 occupational groups.<sup>7</sup> In May 1933, the range in the averages of individual occupations was from 26.4 cents for unskilled miscellaneous bench workers to 57.7 cents for machine adjusters and repairmen. However, when all averages are considered, the occupational group of office and plant supervisory employees had the highest, 64.5 cents, and the occupation of unskilled miscellaneous bench workers still had the lowest, 26.4 cents. In August 1934, machine helpers and floormen had the lowest average of any occupational class, 40.2 cents, while scorer operators had the

<sup>7</sup> The 7 occupational groups include compositors and printing pressmen, office and plant supervisory employees, office and plant clerical workers, other unskilled service workers, other skilled indirect workers, other semiskilled indirect workers, and other unskilled indirect workers.

highest average of any individual occupation, 69.2 cents, and office and plant supervisory employees the highest of all averages shown, 80.8 cents. Between May 1933 and August 1934, office and plant clerical employees had the smallest relative increase in average earnings, 12.6 percent, and unskilled miscellaneous bench workers the greatest, 59.5 percent. In general, the percentages of change seemed to vary indirectly with skill. Thus, on the whole, percentage increases were small for the skilled classes, greater for the semiskilled classes, and greatest for the unskilled classes.<sup>8</sup> Between August 1934 and August 1935, the average hourly earnings advanced in 11 of the occupational classes, declined in 17, and remained unchanged in 2. The relative increases ranged from 0.2 percent for combination printing pressmen and feeders and for printing-press feeders to 3.3 percent for scorer feeders. The decreases, on the other hand, extended from 0.7 percent for ender feeders and for unskilled miscellaneous bench workers to 10.1 percent for hand box makers. In August 1935, watchmen had the lowest average hourly earnings, 38.5 cents, and, as in August 1934, scorer operators had the highest average, 68.6 cents, of any individual occupation, and office and plant supervisory employees the highest of all averages presented, 79.5 cents.

In the case of female workers in the North, the range in average hourly earnings in May 1933 was from 23.4 cents for hand turners-in to 46.5 cents for office and plant supervisory employees. In August 1934, the lowest average, 31.0 cents, was for other indirect workers, while the highest, 52.6 cents, was still for office and plant supervisory employees. The percentage gains between these two periods extended from 12.4 for miscellaneous machine operators to 53.8 for hand turners-in. It will be noticed that the August 1934 average for other indirect workers was 1.5 cents under the code minimum. This was due to the presence in this group of learners and apprentices and substandard workers, whose averages in August 1934, while much higher than in May 1933, were still well under the code minimum. With the exception of three small increases, the average earnings per hour decreased in all occupational classes between August 1934 and August 1935. The declines, both relative and absolute, were smallest for automatic wrapping-machine operators, 0.1 cent or 0.2 percent, and greatest for miscellaneous machine feeders, 2.3 cents or 5.9 per-

<sup>8</sup> The following classification of occupational classes according to skill was used: The skilled group included miscellaneous cutter operators, compositors and printing pressmen, combination pressmen and feeders (printing), scorer operators, corner-cutter operators, quadruple-stayer operators, ender operators, miscellaneous machine operators, machine adjusters and repairmen, truck drivers, office and plant supervisory employees, and other skilled indirect employees; the semiskilled group comprised miscellaneous cutter feeders, printing-press feeders, scorer feeders, corner-cutter feeders, single-stayer operators, quadruple-stayer feeders, ender feeders, hand box makers, miscellaneous machine feeders, office and plant clerical employees, and other semiskilled indirect workers; the unskilled group included unskilled miscellaneous bench workers, machine helpers and floormen, bundlers and packers, watchmen, laborers, other unskilled service workers, and other unskilled indirect workers.

cent. On the other hand, the increases were small, ranging from 0.1 cent or 0.3 percent for quadruple-stayer feeders to 0.8 cent or 2.2 percent for corner-cutter feeders. In August 1935, the same two occupational classes had respectively the lowest and the highest average hourly earnings as in August 1934, the range being from 30.0 cents for other indirect workers to 53.1 cents for office and plant supervisory employees. The 1935 average of the other indirect workers was affected even to a greater extent than in 1934 by the presence of learners and apprentices, as the number of these workers more than doubled during this period, and, along with that, their average hourly earnings declined slightly over 8 percent.

In the North, there are eight identical occupational classes for which a comparison of average hourly earnings may be made by sex. In May 1933, the differential in favor of males was 5.7 cents for corner-cutter feeders, 5.5 cents for single-stayer operators, 4.4 cents for quadruple-stayer feeders, 17.1 cents for hand box makers, 1.2 cents for unskilled miscellaneous bench workers, 5.4 cents for bundlers and packers, 18.0 cents for office and plant supervisory employees, and 8.9 cents for office and plant clerical employees. Instead of decreasing, as provided under the code,<sup>9</sup> these differences increased somewhat. Thus, in August 1934, they were respectively 7.0, 9.6, 7.7, 19.0, 5.5, 7.8, 28.2, and 9.5 cents. With the discontinuance of the code, however, these differentials declined in six and increased in two of the eight occupational classes. In August 1935, the respective differentials were 5.8, 8.2, 8.8, 14.0, 7.0, 7.0, 26.4, and 8.7 cents.

The range in the average earnings per hour of male workers in the South was from 18.4 to 46.5 cents in May 1933 and from 33.6 to 60.1 cents in August 1934. In both periods, the lowest earnings were for machine helpers and floormen and the highest for other skilled indirect workers. The same two occupational groups had respectively the greatest and smallest relative change between May 1933 and August 1934, 82.6 percent for the former and 29.2 percent for the latter. Following the discontinuance of the code, the averages of all but one of the six groups shown declined, miscellaneous machine feeders having the smallest decrease, 0.3 cent or 0.8 percent, and miscellaneous machine operators the greatest, 3.5 cents or 6.2 percent. During this period, the average of machine helpers and floormen advanced 0.9 cent or 2.7 percent. In August 1935, other unskilled indirect workers had the lowest average hourly earnings, 33.1 cents, and, as in the other two periods, other skilled indirect workers had the highest average, 59.5 cents.

The average earnings per hour in the nine occupational classes shown for female workers in the South varied from 17.8 to 23.8 cents in May

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<sup>9</sup> See p. 13.

1933, from 31.6 to 36.0 cents in August 1934, and from 30.4 to 34.5 cents in August 1935. In each period, automatic wrapping-machine operators had the highest average, while hand turners-in had the lowest average in 1933 and 1935 and, together with other indirect workers, the lowest in 1934. Between May 1933 and August 1934, the females in the South had, on the whole, the highest percentage increases of any group. The lowest percentage gain during this period was 34.5 for other indirect workers and the highest was 77.5 for hand turners-in. These large advances were due to the low pre-code average hourly earnings in this group and to the necessity of bringing these earnings in line with the code minimum. In all but two of the occupational classes, the average hourly earnings dropped between August 1934 and August 1935. Machine strippers and miscellaneous machine feeders had the smallest decline, 0.8 cent or 2.4 percent, and hand box makers the greatest decrease, 3.5 cents or 10.2 percent. The advances were 1.0 cent or 3.0 percent for unskilled miscellaneous bench workers and 1.5 cents or 4.7 percent for other indirect workers.

Among female employees, there are six identical occupations for which regional comparisons are possible. In May 1933, the differentials in favor of females in the North were 8.6 cents for single-stayer operators, 8.6 cents for machine strippers, 5.6 cents for hand turners-in, 8.0 cents for automatic wrapping-machine operators, 9.2 cents for hand box makers, and 3.5 cents for unskilled miscellaneous bench workers. By August 1934, these differences had declined in the first five occupations mentioned and increased slightly in the sixth. They were respectively 4.5, 7.5, 4.4, 5.0, 4.4, and 3.7 cents. The reductions were due to the greater relative and absolute increases in the average hourly earnings of females in the South than in the North. On the other hand, the slight increase in the differential favoring female unskilled miscellaneous bench workers in the North was due to the fact that between May 1933 and August 1934 the absolute increase for that occupation in the North was slightly greater than in the South. In August 1935, for each of the six occupations, the differentials in favor of females in the North, which amounted respectively to 5.5, 7.2, 4.4, 6.4, 7.1, and 0.9 cents, were all smaller than the corresponding differentials in May 1933. As compared with August 1934, however, they increased in three instances, declined in two, and remained unchanged in one.

## Chapter III.—Weekly Hours<sup>1</sup>

### Changes in Averages

In addition to increasing average hourly earnings, the code brought about a reduction in the average weekly hours, as may be seen by an examination of table 7. Thus, between May 1933 and August 1934, the average hours in the industry fell from 39.0 to 35.5, a decline of 3.5 hours or 9.0 percent. The drop was greater for males than for females, and it was also greater in the South than in the North. In the latter region the hours of males declined 5.1 hours or 11.9 percent, as compared with 1.6 hours or 4.4 percent for females, and in the former region the hours of males dropped 11.0 hours or 23.3 percent, as against 9.0 hours or 21.2 percent for females. In August 1934, the highest average in any group (37.7 hours for males in the North) was more than 2 hours under the maximum set up by the code for most employees. The average weekly hours by region and sex are also shown in chart 4.

TABLE 7.—Average weekly hours by region and sex

Region and sex	Average weekly hours			Percentage change		
	May 1933	August 1934	August 1935	May 1933 to August 1934	August 1934 to August 1935	May 1933 to August 1935
United States.....	39.0	35.5	38.2	-9.0	+7.6	-2.1
Males.....	43.3	37.5	40.5	-13.4	+8.0	+6.5
Females.....	36.8	34.5	37.0	-6.2	+7.2	+1.5
North.....	38.4	35.6	38.2	-7.3	+7.3	-.5
Males.....	42.8	37.7	40.6	-11.9	+7.7	-5.1
Females.....	36.2	34.6	37.1	-4.4	+7.2	+2.5
South.....	44.2	34.5	37.7	-21.9	+9.3	-14.7
Males.....	47.2	36.2	39.6	-23.3	+9.4	-16.1
Females.....	42.4	33.4	36.4	-21.2	+9.0	-14.2

With the lifting of the maximum-hour provisions following the discontinuance of the code, the average weekly hours increased. The industry average advanced from 35.5 in August 1934 to 38.2 in August 1935, a gain of 2.7 hours or 7.6 percent. Similar increases also took place for each group, although the average advanced more in the South than in the North and within each region the gains were greater for males than for females. The smallest increase, both absolute and relative, was 2.5 hours or 7.2 percent, for females

<sup>1</sup> This chapter deals with the actual hours of work; for a discussion of the scheduled hours of work, see pp. 60-62.

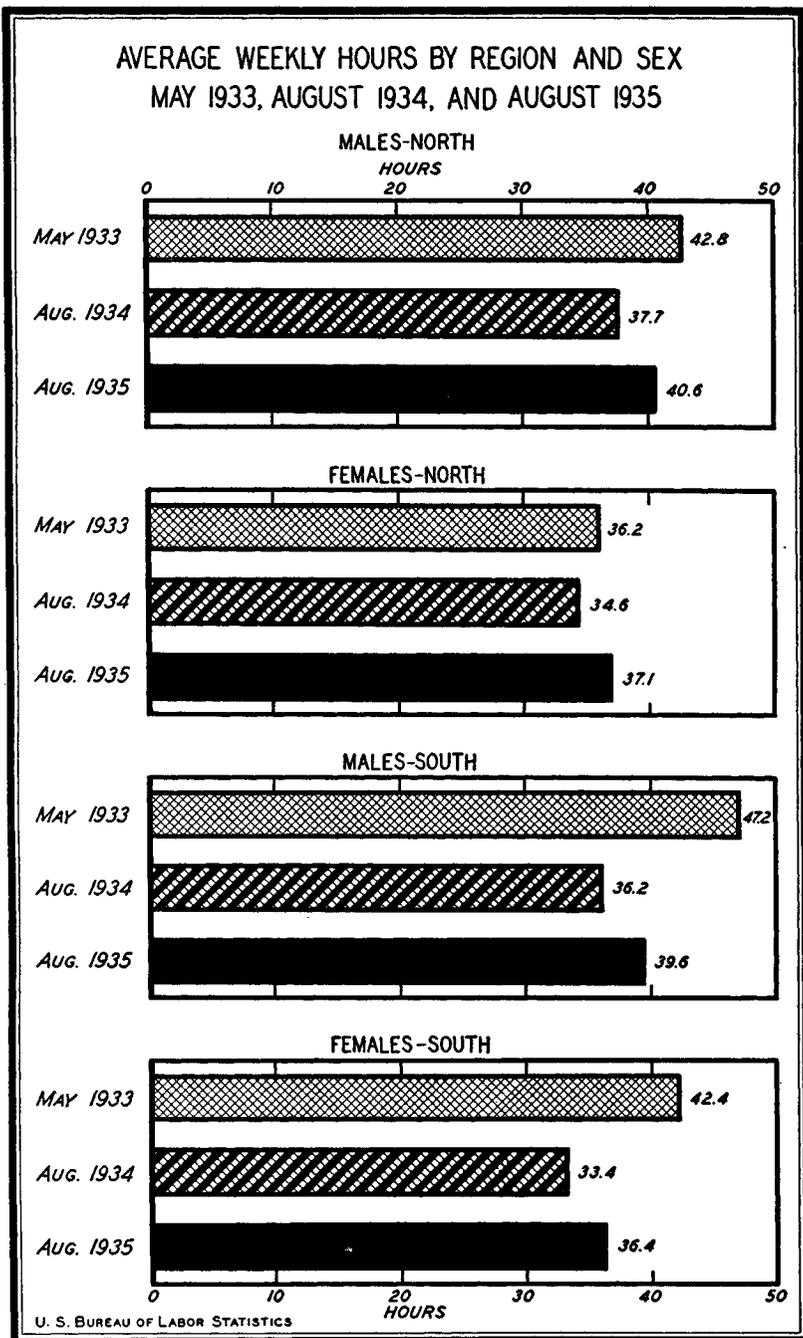


CHART 4.

in the North, and the greatest, 3.4 hours or 9.4 percent, was for males in the South.

With the exception of female workers in the North, the average hours per week for each of the groups were still lower in August 1935 than in May 1933. These decreases, which amounted to 0.8 hour or 2.1 percent for the industry as a whole, were 2.2 hours or 5.1 percent for males in the North, 7.6 hours or 16.1 percent for males in the South, and 6.0 hours or 14.2 percent for females in the South. However, the large group of females in the North worked on the average 0.9 hour or 2.5 percent more per week in 1935 than in 1933, this being due to the fact that the increase in their average weekly hours between August 1934 and August 1935 more than offset the small decline that had taken place between May 1933 and August 1934.

One of the chief effects of the maximum-hour provisions of the code was to level off somewhat the sex differentials. Thus, between May 1933 and August 1934, the differentials in favor of males were reduced from 6.6 to 3.1 hours in the North and from 4.8 to 2.8 hours in the South. Between August 1934 and August 1935, during which time the code was discontinued, they increased but little, advancing only 0.4 hour in both districts. Regional differences were also affected by the code. Thus, while males and females in the South enjoyed respectively a differential of 4.4 and 6.2 hours in May 1933, the opposite was true in each of the two later periods, males and females in the North working a slightly longer week than males and females in the South.

### Changes in Percentage Distributions of Employees

The full extent of the reduction in weekly hours under the code, as well as the increase after the code, is shown in table 8. In order to appreciate the significance of these changes, however, it is necessary first to examine the provisions relating to working hours as found in the code.

TABLE 8.—Percentage distributions of employees according to weekly hours by region and sex

Region, sex, and weekly hours	May 1933		August 1934		August 1935	
	Simple percentage	Cumulative percentage	Simple percentage	Cumulative percentage	Simple percentage	Cumulative percentage
<i>United States</i>						
All employees:						
Under 16 hours.....	4.3	4.3	3.6	3.6	2.5	2.5
16 and under 24 hours.....	6.6	10.9	6.7	10.3	4.3	6.8
24 and under 32 hours.....	12.7	23.6	11.3	21.6	8.3	15.1
32 and under 40 hours.....	21.2	44.8	24.7	46.3	18.8	33.9
40 hours.....	5.6	50.4	46.0	92.3	40.4	74.3
Over 40 and under 48 hours.....	23.0	73.4	5.7	98.0	16.9	91.2
48 hours.....	6.5	79.9	.9	98.9	2.8	94.0
Over 48 and under 56 hours.....	16.3	96.2	.8	99.7	4.9	98.9
56 hours and over.....	3.8	100.0	.3	100.0	1.1	100.0
Total.....	100.0	-----	100.0	-----	100.0	-----

TABLE 8.—Percentage distributions of employees according to weekly hours by region and sex—Continued

Region, sex, and weekly hours	May 1933		August 1934		August 1935	
	Simple percentage	Cumulative percentage	Simple percentage	Cumulative percentage	Simple percentage	Cumulative percentage
<i>North</i>						
<b>Males:</b>						
Under 16 hours.....	1.9	1.9	2.1	2.1	1.2	1.2
16 and under 24 hours.....	3.8	5.7	4.4	6.5	2.4	3.6
24 and under 32 hours.....	8.8	14.5	8.3	14.8	4.2	7.8
32 and under 40 hours.....	16.1	30.6	16.2	31.0	14.0	21.8
40 hours.....	4.9	35.5	54.6	85.6	44.2	66.0
Over 40 and under 48 hours.....	26.3	61.8	9.7	95.3	19.1	85.1
48 hours.....	10.0	71.8	1.5	96.8	3.3	88.4
Over 48 and under 56 hours.....	21.5	93.3	2.3	99.1	8.8	97.2
56 hours and over.....	6.7	100.0	.9	100.0	2.8	100.0
Total.....	100.0		100.0		100.0	
<b>Females:</b>						
Under 16 hours.....	5.6	5.6	4.3	4.3	2.9	2.9
16 and under 24 hours.....	8.8	14.4	7.6	11.9	5.3	8.2
24 and under 32 hours.....	15.6	30.0	12.5	24.4	10.2	18.4
32 and under 40 hours.....	24.7	54.7	28.6	53.0	21.4	39.8
40 hours.....	6.5	61.2	42.5	95.5	38.9	78.7
Over 40 and under 48 hours.....	22.8	84.0	3.8	99.3	15.4	94.1
48 hours.....	5.4	89.4	.6	99.9	2.6	96.7
Over 48 and under 56 hours.....	9.3	98.7	.1	100.0	3.0	99.7
56 hours and over.....	1.3	100.0			.3	100.0
Total.....	100.0		100.0		100.0	
<i>South</i>						
<b>Males:</b>						
Under 16 hours.....	1.9	1.9	3.2	3.2	2.7	2.7
16 and under 24 hours.....	2.2	4.1	6.8	10.0	2.9	5.6
24 and under 32 hours.....	5.3	9.4	9.1	19.1	7.3	12.9
32 and under 40 hours.....	12.3	21.7	21.3	40.4	15.3	28.2
40 hours.....	3.8	25.5	48.5	88.9	34.8	63.0
Over 40 and under 48 hours.....	13.8	39.3	8.4	97.3	23.3	86.3
48 hours.....	2.6	41.9	1.1	98.4	3.8	90.1
Over 48 and under 56 hours.....	40.1	82.0	1.1	99.5	7.8	97.9
56 hours and over.....	18.0	100.0	.5	100.0	2.1	100.0
Total.....	100.0		100.0		100.0	
<b>Females:</b>						
Under 16 hours.....	4.9	4.9	5.3	5.3	5.2	5.2
16 and under 24 hours.....	2.5	7.4	8.3	13.6	4.6	9.8
24 and under 32 hours.....	9.5	16.9	16.5	30.1	10.9	20.7
32 and under 40 hours.....	18.0	34.9	29.2	59.3	15.7	36.4
40 hours.....	2.1	37.0	37.5	96.8	40.0	76.4
Over 40 and under 48 hours.....	16.1	53.1	2.4	99.2	18.0	94.4
48 hours.....	1.7	54.8	.5	99.7	2.6	97.0
Over 48 and under 56 hours.....	40.8	95.6	.3	100.0	2.8	99.8
56 hours and over.....	4.4	100.0			.2	100.0
Total.....	100.0		100.0		100.0	

The provisions of the President's Reemployment Agreement relating to hours of work were fairly general.<sup>2</sup> The code provisions, however, were much more specific. Thus, "laborers, mechanical workers or artisans", who represent most of the employees, were to work 40 hours per week, with an annual tolerance of 7.5 percent,

<sup>2</sup> The substitute provisions stipulated that—

(a) "During a fixed period of 6 consecutive months, the average maximum hours that any employee may work shall not exceed 40 hours per week;

(b) "During peak periods of business incident to this industry, the hours per employee per week may be increased to, but not exceeding, 48 hours per week;

"In this connection, it shall be understood that any time in excess of 40 hours shall be paid for at time and one-third."

but not more than 48 hours in any 1 week. All time worked in excess of 40 hours in any 1 week was to be paid for at not less than time and one-third. Employees engaged in emergency repairs or emergency maintenance work were exempted from this general limitation, with the provision that all hours in excess of 40 in any 1 week were to be paid for at not less than time and one-third. In addition, certain special exemptions were made. Thus, watchmen were allowed to work 56 hours in any 1 week, chauffeurs and truckmen an average

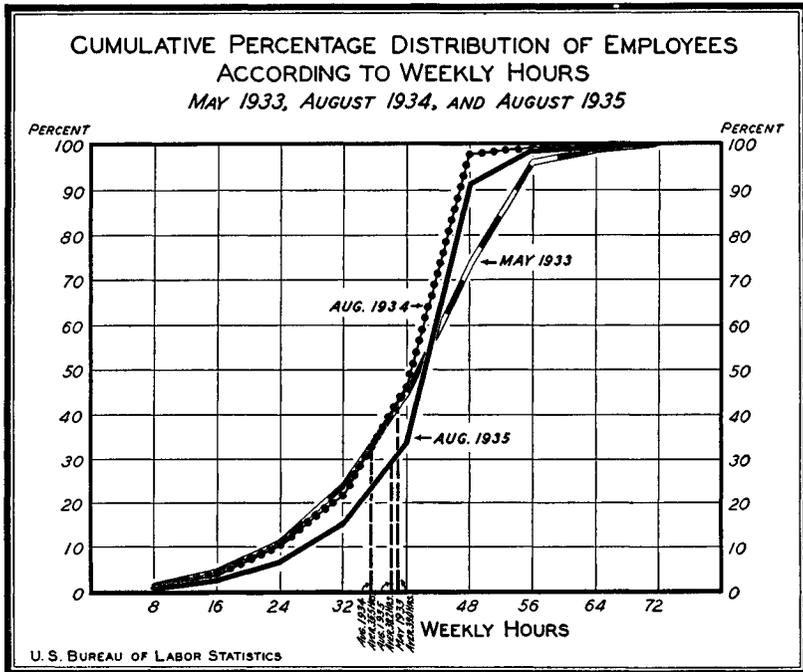


CHART 5.

of 40 hours in any 4 consecutive weeks, and engineers and firemen an average of 42 hours<sup>3</sup> in any 4 consecutive weeks. The hours of executives and their personal secretaries and of all supervisory employees receiving \$35 or more per week were not limited. For all other employees, the hours of work were to average not more than 40 per week in any 13 consecutive weeks and not more than 48 in any 1 week.

The principal effects of the maximum-hour provisions of the code on the industry as a whole (see table 8 and chart 5) were to reduce sharply the number of employees working over 40 hours per week and to bring about a very decided concentration at the code level.

<sup>3</sup> All time in excess of 9 hours in any 1 day was to be paid for at not less than time and one-third.

Thus, the percentage working over 40 hours dropped from 49.6 in May 1933 to 7.7 in August 1934. During this period, the percentage employed over 40 but under 48 hours was reduced from 23.0 to 5.7, that working 48 but under 56 declined from 22.8 to 1.7, and that with a week of 56 hours or over decreased from 3.8 to 0.3. An examination of the distribution for individual occupations shows that a majority of the employees working over 48 hours per week in August 1934 were engaged in indirect work and so could have justifiably worked such long hours under the code. Along with the above reductions, the percentage of employees working a week of exactly 40 hours rose from 5.6 in May 1933 to 46.0 in August 1934. During this period, the percentages in each of the classes under 40 hours varied but little, the greatest change taking place in the 32- and under 40-hour class, which increased from 21.2 in May 1933 to 24.7 in August 1934.

After the code, there was an upward shift in the distribution of employees for the entire industry. Between August 1934 and August 1935, the relative number of workers decreased in each of the classes of 40 hours and under and increased in each of the classes over 40 hours. During this period, the percentage employed 40 hours or less declined from 92.3 to 74.3, while the percentage working over 40 hours advanced from 7.7 to 25.7. The reductions were sharpest in the 32- and under 40-hour class and in the 40-hour class, the former dropping from 24.7 to 18.8 percent and the latter from 46.0 to 40.4 percent. On the other hand, the greatest increase occurred in the over 40- and under 48-hour class, the percentage here advancing from 5.7 to 16.9.

An examination of the distributions of the four groups shows that the variations in each of these differ from the changes in the industry as a whole only in degree and not in kind.

In each group, the relative number working over 40 hours per week declined sharply between May 1933 and August 1934. In the North the percentage dropped from 64.5 to 14.4 for males and from 38.8 to 4.5 for females, and in the South from 74.5 to 11.1 for males and from 63.0 to 3.2 for females. With the increase in weekly hours after the code, the relative number employed over 40 hours per week rose considerably. In August 1935, 34.0 percent of the males and 21.3 percent of the females in the North and 37.0 percent of the males and 23.6 percent of the females in the South worked over 40 hours per week. However, the percentages in 1935 were lower, respectively, than in 1933.

As previously stated, the sharp decrease in the percentages working over 40 hours per week was accompanied by a very pronounced concentration of workers at the code level. Between May 1933 and August 1934, the number employed exactly 40 hours rose from 4.9 to 54.6 percent for males in the North, from 6.5 to 42.5 percent for

females in the North, from 3.8 to 48.5 percent for males in the South, and from 2.1 to 37.5 percent for females in the South. As may be seen, the increase in these percentages was greater for males than for females. With the discontinuance of the code, the 1934 percentages were not seriously disturbed, declining in three and increasing in one of the four groups. Thus, in August 1935, the percentage working exactly 40 hours in the North was 44.2 for males and 38.9 for females, and in the South 34.8 for males and 40.0 for females.

Between May 1933 and August 1934, the relative number of employees working less than 40 hours per week remained practically unchanged in the North but almost doubled in the South. During this period, the percentage working less than 40 hours per week increased from 30.6 to 31.0 for males and decreased from 54.7 to 53.0 for females in the North. In the South, however, the percentage rose from 21.7 to 40.4 for males and from 34.9 to 59.3 for females. The increases in the South were brought about by the very sharp reductions in the relative number working over 40 hours per week. While a large proportion of these employees were absorbed in the 40-hour class, roughly one-third were shifted to the under 40-hour group. With the lifting of the maximum-hour provisions of the code and the increase in weekly hours, the percentage working less than 40 hours per week declined in each sex-region group. In August 1935, these percentages were 21.8 for males in the North, 39.8 for females in the North, 28.2 for males in the South, and 36.4 for females in the South.

### Changes by Occupational Classes

Average weekly hours by individual occupations and occupational groupings are presented in table 9.

TABLE 9.—Average weekly hours by region, sex, and occupational class

Region, sex, and occupational class <sup>1</sup>	Average weekly hours			Percentage change		
	May 1933	August 1934	August 1935	May 1933 to August 1934	August 1934 to August 1935	May 1933 to August 1935
<i>North</i>						
<b>Males:</b>						
Miscellaneous cutter operators.....	41.5	37.6	40.0	-9.4	+6.4	-3.6
Miscellaneous cutter feeders.....	39.7	37.6	40.1	-5.3	+6.6	+1.0
Compositors and printing pressmen.....	43.3	41.3	41.3	-4.6	.....	-4.6
Combination pressmen and feeders, printing.....	42.0	36.4	40.3	-13.3	+10.7	-4.0
Press feeders, printing.....	40.3	37.2	41.7	-7.7	+12.1	+3.5
Scorer operators.....	41.6	36.8	39.6	-11.5	+7.6	-4.8
Scorer feeders.....	35.8	36.0	39.3	+6	+9.2	+9.8
Corner-cutter operators.....	36.0	36.6	38.2	+1.7	+4.4	+6.1
Corner-cutter feeders.....	40.1	36.9	40.3	-8.0	+9.2	+5
Single-stayer operators.....	41.5	34.9	39.5	-15.9	+13.2	-4.8
Quadruple-stayer operators.....	41.9	37.0	39.2	-11.7	+5.9	-6.4
Quadruple-stayer feeders.....	40.2	35.5	38.4	-11.7	+8.2	-4.5
Ender operators.....	37.4	36.0	40.5	-3.7	+12.5	+8.3
Ender feeders.....	39.0	34.2	38.7	-12.3	+13.2	-
Box makers, hand.....	45.2	35.4	38.5	-21.7	+8.8	-14.8
Miscellaneous bench workers, unskilled.....	45.8	33.2	38.3	-27.5	+15.4	-16.4

<sup>1</sup> See end of appendix II for make-up of each occupational class.

TABLE 9.—Average weekly hours by region, sex, and occupational class—Continued

Region, sex, and occupational class <sup>1</sup>	Average weekly hours			Percentage change		
	May 1933	August 1934	August 1935	May 1933 to August 1934	August 1934 to August 1935	May 1933 to August 1935
<i>North—Continued</i>						
<b>Males—Continued.</b>						
Miscellaneous machine operators.....	43.5	37.3	41.4	-14.3	+11.0	-4.8
Miscellaneous machine feeders.....	43.0	36.2	39.7	-15.8	+9.7	-7.7
Machine helpers and floormen.....	42.3	36.5	40.5	-13.7	+11.0	-4.3
Machine adjusters and repairmen.....	41.9	39.1	41.6	-6.7	+6.4	-7.7
Bundlers and packers.....	42.3	35.5	40.8	-16.1	+14.9	-3.5
Truck drivers.....	48.0	39.6	42.2	-17.5	+6.6	-12.1
Watchmen.....	58.3	47.0	47.2	-19.4	+4.4	-19.0
Office and plant supervisory employees.....	45.4	39.9	41.8	-12.1	+4.8	-7.9
Office and plant clerical employees.....	44.7	39.6	41.3	-11.4	+4.3	-7.6
Laborers.....	45.4	39.0	42.1	-14.1	+7.9	-7.3
Other unskilled service workers.....	44.4	38.8	41.7	-12.6	+7.5	-6.1
Other skilled indirect workers.....	43.6	40.4	43.3	-7.3	+7.2	-7.7
Other semiskilled indirect workers.....	45.9	39.9	42.5	-13.1	+6.5	-7.4
Other unskilled indirect workers.....	42.6	37.0	38.6	-13.1	+4.3	-9.4
<b>Total.....</b>	<b>42.8</b>	<b>37.7</b>	<b>40.6</b>	<b>-11.9</b>	<b>+7.7</b>	<b>-5.1</b>
<b>Females:</b>						
Corner-cutter feeders.....	37.5	35.9	37.9	-4.3	+5.6	+1.1
Benders-up, hand.....	34.7	33.5	36.9	-3.5	+10.1	+6.3
Single-stayer operators.....	35.1	34.3	36.6	-2.3	+6.7	+4.3
Quadruple-stayer feeders.....	31.4	36.4	37.3	+15.9	+2.5	+18.8
Strippers, machine.....	36.6	33.2	36.0	-9.3	+8.4	-1.6
Turners-in, hand.....	35.9	33.6	35.2	-6.4	+4.8	-1.9
Gluing-machine operators.....	34.5	35.7	38.5	+3.5	+7.8	+11.6
Automatic wrapping-machine operators.....	36.7	35.1	37.4	-4.4	+6.6	+1.9
Box makers, hand.....	35.5	34.6	37.9	-2.5	+9.5	+6.8
Miscellaneous bench workers, unskilled.....	35.2	35.0	37.9	-6.6	+8.3	+7.7
Lacers and fly leafers, machine.....	35.7	35.5	37.5	-6.6	+5.6	+5.0
Miscellaneous machine operators.....	36.0	32.8	37.8	-8.9	+15.2	+5.0
Miscellaneous machine feeders.....	37.5	36.0	38.0	-4.0	+5.6	+1.3
Machine helpers and floormen.....	35.3	34.3	36.4	-2.8	+6.1	+3.1
Bundlers and packers.....	34.6	35.4	37.7	+2.3	+6.5	+9.0
Office and plant supervisory employees.....	41.4	39.6	40.4	-4.3	+2.0	-2.4
Office and plant clerical employees.....	41.8	39.0	40.2	-6.7	+3.1	-3.8
Other indirect workers.....	34.2	33.6	33.9	-1.8	+1.9	-9.9
<b>Total.....</b>	<b>36.2</b>	<b>34.6</b>	<b>37.1</b>	<b>-4.4</b>	<b>+7.2</b>	<b>+2.5</b>
<i>South</i>						
<b>Males:</b>						
Miscellaneous machine operators.....	48.0	36.7	39.9	-23.5	+8.7	-16.9
Miscellaneous machine feeders.....	43.5	34.4	37.8	-20.9	+9.9	-13.1
Machine helpers and floormen.....	48.9	33.6	35.3	-31.3	+5.1	-27.8
Other skilled indirect workers.....	49.9	38.6	43.9	-22.6	+13.7	-12.0
Other semiskilled indirect workers.....	52.2	41.6	43.3	-20.3	+4.1	-17.0
Other unskilled indirect workers.....	48.0	36.5	40.3	-24.0	+10.4	-16.0
<b>Total.....</b>	<b>47.2</b>	<b>36.2</b>	<b>39.6</b>	<b>-23.3</b>	<b>+9.4</b>	<b>-16.1</b>
<b>Females:</b>						
Single-stayer operators.....	47.2	33.1	35.8	-29.9	+8.2	-24.2
Strippers, machine.....	45.3	32.8	35.0	-27.6	+6.7	-22.7
Turners-in, hand.....	43.8	33.3	35.7	-24.0	+7.2	-18.5
Automatic wrapping-machine operators.....	44.2	32.5	38.7	-26.5	+19.1	-12.4
Box makers, hand.....	37.4	32.3	35.3	-13.6	+9.3	-5.6
Miscellaneous bench workers, unskilled.....	42.3	34.1	36.1	-19.4	+5.9	-14.7
Miscellaneous machine feeders.....	38.0	34.6	34.9	-8.9	+1.9	-8.2
Machine helpers and floormen.....	44.7	31.7	37.6	-29.1	+18.6	-15.9
Other indirect workers.....	40.6	37.6	39.4	-7.4	+4.8	-3.0
<b>Total.....</b>	<b>42.4</b>	<b>33.4</b>	<b>36.4</b>	<b>-21.2</b>	<b>+9.0</b>	<b>-14.2</b>

<sup>1</sup> See end of appendix II for make-up of each occupational class.

The average hours per week declined between May 1933 and August 1934 in all but 2<sup>4</sup> of the 23 individual occupations and in all 7 of the

<sup>4</sup> The average weekly hours of scorer feeders advanced 0.2 hour or 0.6 percent and those of corner-cutter operators increased by 0.6 hour or 1.7 percent.

occupational groupings shown for male workers in the North. The smallest reduction, 1.4 hours or 3.7 percent, was for ender operators, and the greatest, 12.6 hours or 27.5 percent, was for unskilled miscellaneous bench workers. If, however, the 7 occupational groupings are considered separately, the decreases varied within a much more limited range. Thus, the smallest absolute and relative drop, 2.0 hours or 4.6 percent, was for compositors and printing pressmen, and the greatest absolute reduction, 6.0 hours, was for other semiskilled indirect workers and the greatest relative decrease, 13.1 percent, for both other semiskilled and unskilled indirect workers. These smaller declines may be explained by the fact that the above groupings are made up largely of indirect workers, many of whom were exempted from the maximum-hour provisions of the code.

A better idea of the extent of the above decreases may be had if one realizes that, whereas in May 1933 the averages of 25 of the 30 occupational classes exceeded 40 hours (the highest was 58.3 hours for watchmen), in August 1934 only 3 occupational classes had averages in excess of 40. Although over 40, these 3 averages were still within the code, due to either general or specific exemptions. Thus, compositors and printing pressmen, with an average of 41.3 hours, and other skilled indirect workers, with an average of 40.4 hours, were amply covered by the 7½-percent tolerance allowed to "laborers, mechanical workers or artisans" under the code. Likewise, watchmen, who averaged 47.0 hours per week in August 1934, were still well under the 56-hour maximum established by the code for this occupation.

Between August 1934 and August 1935, the average hours per week increased in all but 1 of the 30 occupational classes for males in the North. Watchmen had the lowest absolute and relative gain, 0.2 hour and 0.4 percent, respectively, bundlers and packers had the highest absolute advance, 5.3 hours, and unskilled miscellaneous bench workers the greatest relative rise, 15.4 percent. During the same period, the average for compositors and printing pressmen did not change, remaining at 41.3 hours. In August 1935, a total of 18 occupational classes had average weekly hours in excess of 40. However, with the exception of watchmen, whose average weekly hours were 47.2, the averages of these classes did not greatly exceed 40.

On the whole, the average weekly hours of the 18 occupational classes shown for females in the North did not vary greatly between May 1933 and August 1934. This was undoubtedly due to the fact that in the former period the averages of all but 2 of the occupational classes were already under 40 hours per week, or the maximum under the code. Between these 2 periods, the average hours per week increased in 3 and declined in 15 instances. The decreases ranged from 0.2 hour or 0.6 percent for unskilled miscellaneous bench workers

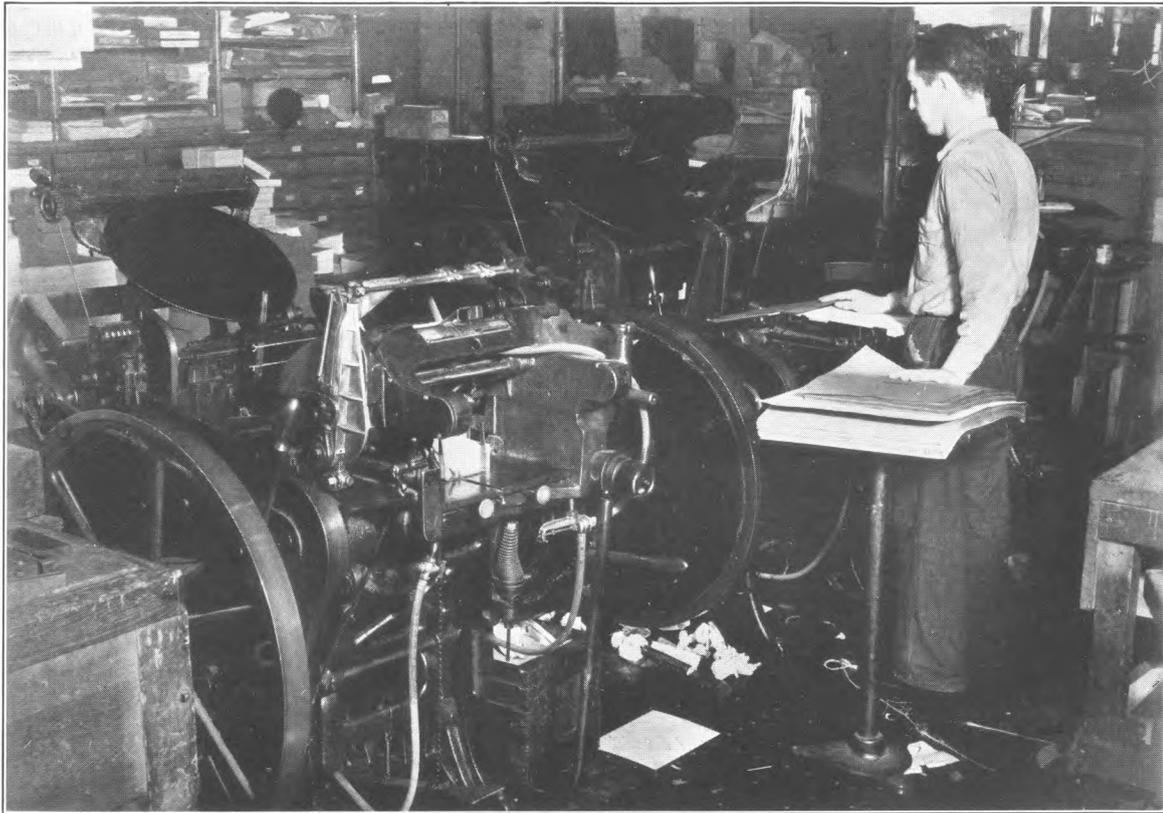


PLATE 3.—PRINTING LABELS ON A PLATEN PRESS.

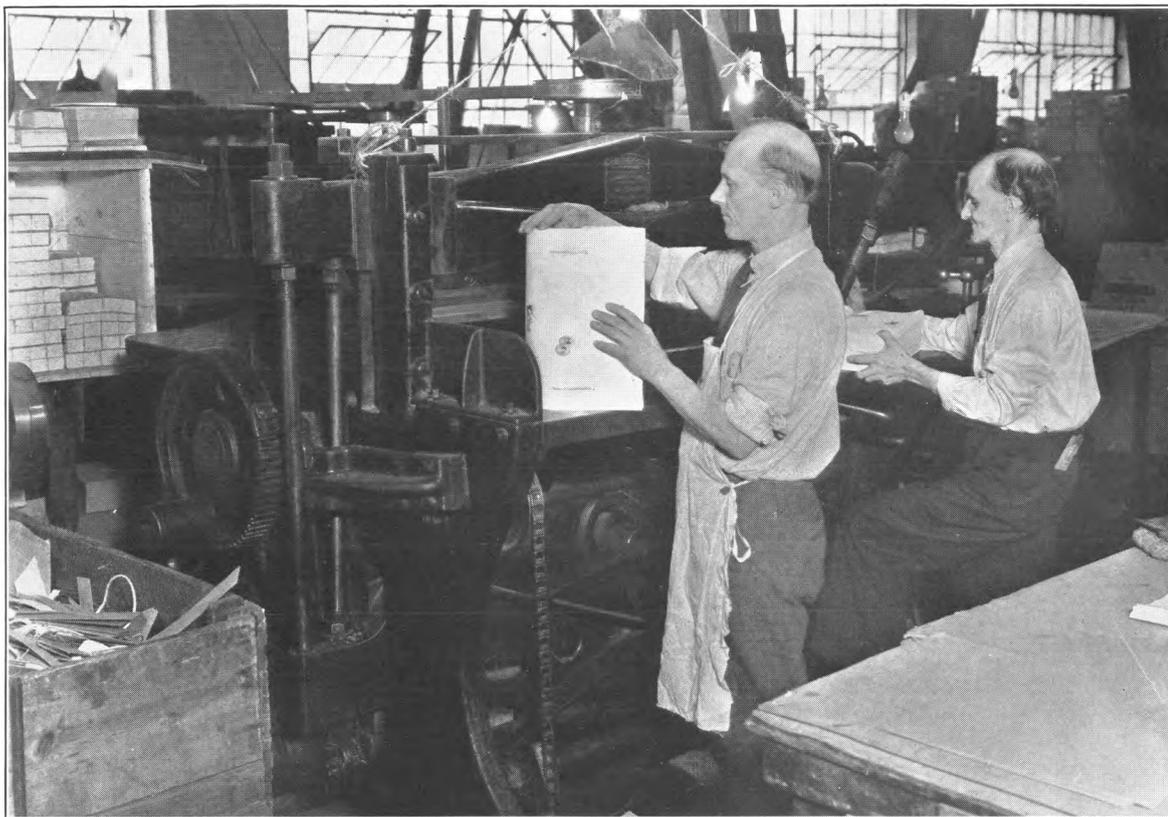


PLATE 4.—CUTTING SHEETS TO SIZE ON A GUILLOTINE CUTTING MACHINE.

and for machine lacers and fly leafers to 3.4 hours or 9.3 percent for machine strippers. The gains, on the other hand, were 0.8 hour or 2.3 percent for bundlers and packers, 1.2 hours or 3.5 percent for gluing-machine operators, and 5.0 hours or 15.9 percent for quadruple-stayer feeders.

Between August 1934 and August 1935, the averages of each of the 18 occupational classes of northern females increased. The smallest gain, 0.3 hour or 0.9 percent, was for other indirect workers and the greatest, 5.0 hours or 15.2 percent, for miscellaneous machine operators. In spite of these advances, only two occupational classes, the same as in May 1933, had averages slightly in excess of 40 hours.

One of the effects of the maximum-hour provisions of the code was to reduce the differentials in favor of males. This is quite evident from an examination of the averages of the eight identical occupational classes in the North for which comparisons may be made on a sex basis.<sup>5</sup> Not only was the differential greatly reduced in six of the eight classes between May 1933 and August 1934, but females actually had a higher average than males in two of the classes during the latter period. In August 1935, males enjoyed a favorable margin in all of the eight classes, although in each instance the differential was lower than in May 1933.

The average hours per week of males in the South declined sharply between May 1933 and August 1934. Whereas in the former period, the average of all 6 occupational groupings exceeded 40, in one case exceeding 50, only 1 group had an average in excess of 40 per week in the latter period. This average, however, was still within the limits of the code. The percentage gains during this period were from 20.3 for other semiskilled indirect workers to 31.3 for machine helpers and floormen, and the absolute increases extended from 9.1 hours for miscellaneous machine feeders to 15.3 hours for machine helpers and floormen. After the code, however, the hours of male workers in the South increased for every occupational grouping. Thus, in August 1935, the averages were from 4.1 (for other semiskilled indirect workers) to 13.7 (for other skilled indirect workers) percent higher than in August 1934. The absolute increases ranged from 1.7 hours for machine helpers and floormen and for other semiskilled indirect workers to 5.3 hours for other skilled indirect workers. Three of the six occupational groups averaged in excess of 40 hours in August 1935. The lowest average in this period was 35.3 hours and the highest 43.9 hours, as compared with 43.5 and 52.2 hours, respectively, in May 1933.

In May 1933, the range in the average weekly hours of the nine occupational classes presented for females in the South was from 37.4

<sup>5</sup> These occupational classes are corner-cutter feeders, single-stayer operators, quadruple-stayer feeders, hand box makers, unskilled miscellaneous bench workers, bundlers and packers, office and plant supervisory employees, and office and plant clerical employees.

for hand box makers to 47.2 for single-stayer operators. By August 1934, this spread had narrowed considerably, the lowest average, 31.7 hours, being for machine helpers and floormen and the highest, 37.6 hours, for other indirect workers. The last-mentioned occupational grouping had the smallest decline between these two periods, 3.0 hours or 7.4 percent, and single-stayer operators the greatest, 14.1 hours or 29.9 percent. After the code, however, the averages of all nine occupational classes advanced, the extent of these increases being from 0.3 hour or 0.9 percent for miscellaneous machine feeders to 6.2 hours or 19.1 percent for automatic wrapping-machine operators. While seven of the nine occupational-class averages exceeded 40 hours in 1933, no average was as high as 40 in each of the two later periods.

Between May 1933 and August 1934, a decided change took place in the average-weekly-hour differentials of the six identical female occupations for which regional comparisons are possible.<sup>6</sup> In the former period, females in the South had a differential in each of these occupations, the lowest, 1.9 hours, being for hand box makers and the highest, 12.1 hours, for single-stayer operators. However, the opposite was true in August 1934, the averages of northern females slightly exceeding those of southern females in all six cases. This was brought about by sharp decreases between May 1933 and August 1934 in the southern averages, as against only comparatively small reductions in the northern averages. In August 1935, however, females in the South again had higher averages in two of the six occupations. As regards the other four, the difference in favor of northern females increased in three and declined in one of the occupations.

<sup>6</sup> These occupations are single-stayer operators, machine strippers, hand turners-in, automatic wrapping-machine operators, hand box makers, and unskilled miscellaneous bench workers.

## Chapter IV.—Weekly Earnings

### Changes in Averages

For the industry as a whole, the average weekly earnings rose from \$13.45 in May 1933 to \$15.87 in August 1934, a gain of \$2.42 or 18.0 percent. This increase was due entirely to the sharp advance in average hourly earnings, as the average weekly hours declined during this period. The gain in weekly hours, however, was responsible for the increase in the average earnings per week from \$15.87 in August 1934 to \$16.66 in August 1935 (a rise of 79.0 cents or 5.0 percent), since the average earnings per hour declined slightly during this interval. Over the entire period, the average weekly earnings advanced \$3.21 or 23.9 percent. These facts are disclosed in table 10.

TABLE 10.—Average weekly earnings by region and sex

Region and sex	Average weekly earnings			Percentage change		
	May 1933	August 1934	August 1935	May 1933 to August 1934	August 1934 to August 1935	May 1933 to August 1935
United States.....	\$13.45	\$15.87	\$16.66	+18.0	+5.0	+23.9
Males.....	19.09	20.91	22.08	+9.5	+5.6	+15.7
Females.....	10.53	13.33	13.99	+26.6	+5.0	+32.9
North.....	13.74	16.14	16.90	+17.5	+4.7	+23.0
Males.....	19.71	21.43	22.58	+8.7	+5.4	+14.6
Females.....	10.68	13.52	14.15	+26.6	+4.7	+32.5
South.....	11.08	12.93	13.83	+16.7	+7.0	+24.8
Males.....	14.32	15.81	16.98	+10.4	+7.4	+18.6
Females.....	9.25	11.21	11.85	+21.2	+5.7	+28.1

Between May 1933 and August 1934, males in the North had a higher absolute rise in average weekly earnings (\$1.72) than males in the South (\$1.49), but the latter had a greater relative gain than the former (10.4 percent as compared with 8.7 percent). During the same period, females in the North had greater relative and absolute increases (\$2.84 or 26.6 percent) than females in the South (\$1.96 or 21.2 percent). From August 1934 to August 1935, the gains amounted to \$1.15 (5.4 percent) for males in the North, 63 cents (4.7 percent) for females in the North, \$1.17 (7.4 percent) for males in the South, and 64 cents (5.7 percent) for females in the South. For the period as a whole (May 1933 to August 1935), the advances in the North were \$2.87 or 14.6 percent for males and \$3.47 or 32.5 percent for females, while in the South they amounted to \$2.66 or 18.6 percent for males and \$2.60 or 28.1 percent for females. The average weekly earnings by region and sex are also presented in chart 6.

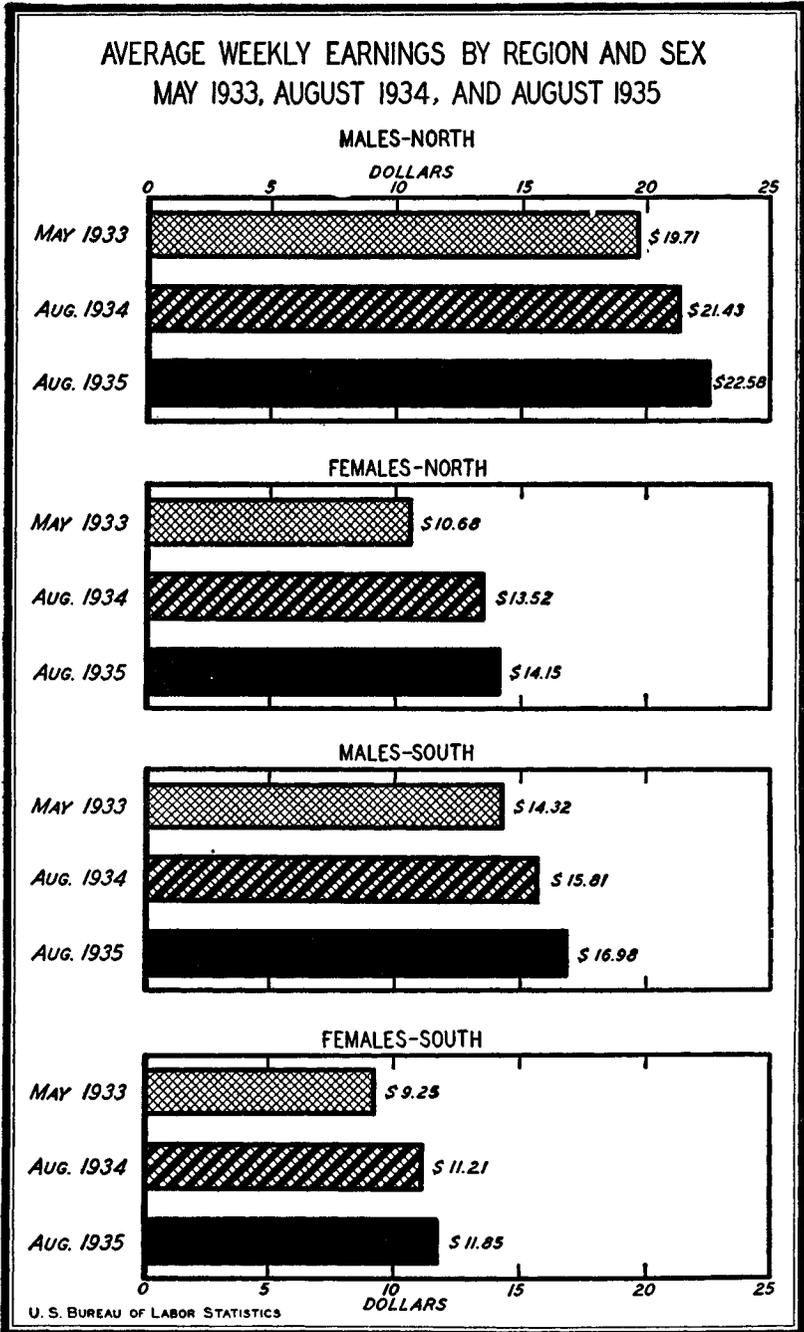


CHART 6.

The changes in average weekly earnings between May 1933 and August 1935 affected, to some extent, the sex and regional differentials. During this period, the margin in favor of males dropped from \$9.03 to \$8.43 in the North and increased from \$5.07 to \$5.13 in the South. On the other hand, the differential in favor of the North as against the South advanced from \$5.39 to \$5.60 for males and from \$1.43 to \$2.30 for females.

### Changes in Percentage Distributions of Employees

An examination of the distribution of employees for the industry, as shown in table 11, discloses the fact that between May 1933 and August 1934 there was a decrease in the percentages of employees in each of the classes under \$12 per week and an increase in the percentages of employees in each of the classes of \$12 and over. Thus, during this period, the percentage earning less than \$12 dropped from 50.8 to 23.5, while the percentage receiving \$12 and over advanced from 49.2 to 76.5. The greater part of the reduction took place in the \$4 and under \$12 group, while most of the increase occurred in the \$12 and under \$20 group. The greatest advance was in the \$12 and under \$16 class (from 21.0 to 38.4 percent), which includes all three of the full-time code-minimum weekly wages.<sup>1</sup> The cumulative percentage distribution of all employees in the country as a whole by weekly earnings is also shown in chart 7.

TABLE 11.—Percentage distributions of employees according to weekly earnings by region and sex

Region, sex, and weekly earnings	May 1933		August 1934		August 1935	
	Simple percentage	Cumulative percentage	Simple percentage	Cumulative percentage	Simple percentage	Cumulative percentage
<i>United States</i>						
All employees:						
Under \$4.....	4.6	4.6	1.7	1.7	1.8	1.8
\$4 and under \$8.....	17.2	21.8	6.5	8.2	4.8	6.6
\$8 and under \$12.....	29.0	50.8	15.3	23.5	13.1	19.7
\$12 and under \$16.....	21.0	71.8	38.4	61.9	35.6	55.3
\$16 and under \$20.....	11.1	82.9	17.5	79.4	21.4	76.7
\$20 and under \$24.....	7.3	90.2	8.3	87.7	9.7	86.4
\$24 and under \$28.....	4.6	94.8	5.3	93.0	5.5	91.9
\$28 and under \$32.....	2.4	97.2	2.9	95.9	3.5	95.4
\$32 and under \$36.....	1.4	98.6	2.2	98.1	2.4	97.8
\$36 and under \$40.....	.7	99.3	.8	98.9	1.0	98.8
\$40 and under \$44.....	.4	99.7	.6	99.5	.6	99.4
\$44 and under \$48.....	.2	99.9	.3	99.8	.3	99.7
\$48 and over.....	.1	100.0	.2	100.0	.3	100.0
Total.....	100.0	-----	100.0	-----	100.0	-----

<sup>1</sup> These weekly wages are \$15 for males in the North, \$13 for females in the North and males in the South, and \$12 for females in the South.

TABLE 11.—Percentage distributions of employees according to weekly earnings by region and sex—Continued

Region, sex, and weekly earnings	May 1933		August 1934		August 1935	
	Simple percentage	Cumulative percentage	Simple percentage	Cumulative percentage	Simple percentage	Cumulative percentage
<i>North</i>						
<b>Males:</b>						
Under \$4.....	1.3	1.3	0.7	0.7	0.8	0.8
\$4 and under \$8.....	5.1	6.4	2.5	3.2	1.3	2.1
\$8 and under \$12.....	11.8	18.2	5.5	8.7	3.8	5.9
\$12 and under \$15.....	11.3	29.5	10.1	18.8	7.6	13.5
\$15.....	.9	30.4	7.1	25.9	5.2	18.7
Over \$15 and under \$16.....	4.5	34.9	3.0	28.9	3.7	22.4
\$16 and under \$20.....	19.5	54.4	20.1	49.0	21.0	43.4
\$20 and under \$24.....	17.2	71.6	15.9	64.9	17.5	60.9
\$24 and under \$28.....	12.8	84.4	13.8	78.7	14.3	75.2
\$28 and under \$32.....	7.0	91.4	8.7	87.4	10.5	85.7
\$32 and under \$36.....	4.3	95.7	6.5	93.9	7.2	92.9
\$36 and under \$40.....	2.3	98.0	2.5	96.4	3.1	96.0
\$40 and under \$44.....	1.1	99.1	2.0	98.4	2.1	98.1
\$44 and under \$48.....	.5	99.6	.9	99.3	1.0	99.1
\$48 and over.....	.4	100.0	.7	100.0	.9	100.0
<b>Total.....</b>	<b>100.0</b>		<b>100.0</b>		<b>100.0</b>	
<b>Females:</b>						
Under \$4.....	6.0	6.0	2.1	2.1	2.0	2.0
\$4 and under \$8.....	22.0	28.0	7.7	9.8	6.2	8.2
\$8 and under \$12.....	37.1	65.1	19.1	28.9	16.8	25.0
\$12 and under \$13.....	8.0	73.1	8.4	37.3	7.0	32.0
\$13.....	.7	73.8	11.5	48.8	8.1	40.1
Over \$13 and under \$16.....	14.5	88.3	26.9	75.7	28.9	69.0
\$16 and under \$20.....	7.6	95.9	17.2	92.9	22.4	91.4
\$20 and under \$24.....	2.7	98.6	5.2	98.1	6.5	97.9
\$24 and under \$28.....	.9	99.5	1.3	99.4	1.4	99.3
\$28 and under \$32.....	.3	99.8	.4	99.8	.5	99.8
\$32 and under \$36.....	.1	99.9	.1	99.9	.1	99.9
\$36 and under \$40.....	.1	100.0	.1	100.0	.1	100.0
\$40 and under \$44.....	(1)	100.0		100.0		100.0
\$44 and under \$48.....		100.0		100.0		100.0
\$48 and over.....	(1)	100.0	(1)	100.0	(1)	100.0
<b>Total.....</b>	<b>100.0</b>		<b>100.0</b>		<b>100.0</b>	
<i>South</i>						
<b>Males:</b>						
Under \$4.....	2.6	2.6	.3	.3	2.4	2.4
\$4 and under \$8.....	13.1	15.7	7.2	7.5	4.0	6.4
\$8 and under \$12.....	27.0	42.7	16.0	23.5	9.4	15.8
\$12 and under \$13.....	5.2	47.9	7.8	31.3	7.8	23.6
\$13.....	.8	48.7	9.7	41.0	5.1	28.7
Over \$13 and under \$16.....	16.1	64.8	21.5	62.5	23.0	51.7
\$16 and under \$20.....	14.2	79.0	13.8	76.3	20.7	72.4
\$20 and under \$24.....	11.3	90.3	10.8	87.1	11.8	84.2
\$24 and under \$28.....	6.7	97.0	7.5	94.6	9.4	93.6
\$28 and under \$32.....	1.5	98.5	2.4	97.0	2.6	96.2
\$32 and under \$36.....	.4	98.9	2.2	99.2	2.2	98.4
\$36 and under \$40.....	.4	99.3	.3	99.5	.8	99.2
\$40 and under \$44.....	.7	100.0	.5	100.0	.5	99.7
\$44 and under \$48.....						99.7
\$48 and over.....					.3	100.0
<b>Total.....</b>	<b>100.0</b>		<b>100.0</b>		<b>100.0</b>	
<b>Females:</b>						
Under \$4.....	7.6	7.6	3.7	3.7	5.2	5.2
\$4 and under \$8.....	31.9	39.5	16.1	19.8	8.6	13.8
\$8 and under \$12.....	36.8	76.3	27.5	47.3	25.6	39.4
\$12.....	.2	76.5	12.0	59.3	16.0	55.4
Over \$12 and under \$16.....	19.1	95.6	32.1	91.4	32.8	88.2
\$16 and under \$20.....	3.6	99.2	7.6	99.0	9.6	97.8
\$20 and under \$24.....	.4	99.6	.8	99.8	2.0	99.8
\$24 and under \$28.....	.4	100.0	.2	100.0	.2	100.0
<b>Total.....</b>	<b>100.0</b>		<b>100.0</b>		<b>100.0</b>	

1 Less than 1/10 of 1 percent.

The shifting of workers from lower to higher weekly wage classes continued, although on a more limited scale, after the code was abandoned. With the exception of the under \$4 class, which increased slightly between August 1934 and August 1935, small decreases occurred in each of the classes under \$16, thus reducing the percentage earning less than that figure from 61.9 to 55.3. Most of these employees were evidently transferred to the \$16 and under \$24 classes, as the percentage here increased from 25.8 to 31.1. The greater part of this advance was in the \$16 and under \$20 class. The

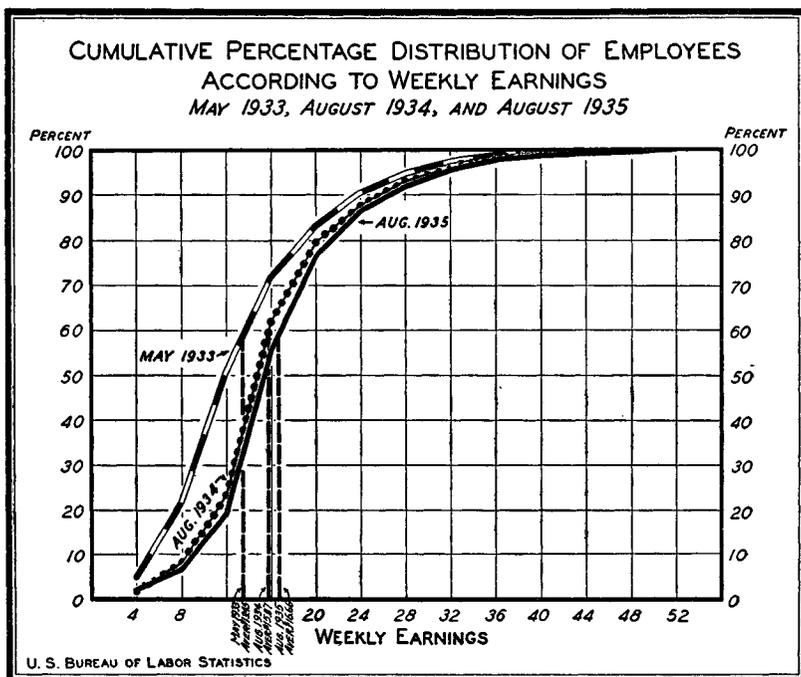


CHART 7.

percentages for the higher wage classes either increased very little or remained unchanged.

The code did not greatly affect the weekly earnings of male workers in the North. In May 1933, 70.5 percent were already earning \$15 or more per week; in August 1934, this percentage had risen to 81.2. During this period, the relative number of employees decreased in each of the classes under \$15 and increased in each of the classes of \$24 and over. The concentration at the code level was not very pronounced, as only 7.1 percent earned exactly \$15 in August 1934, as compared with 0.9 percent in May 1933. In the over \$15 and under \$24 classes, however, the trend varied, resulting in a decrease in the

percentage for this group from 41.2 in the earlier period to 39.0 in the later period. This shift of workers to higher wage levels continued even after the code. Thus, 86.5 percent earned \$15 or over in August 1935, as against 81.2 in August 1934.

Most of the changes in the weekly earnings of male workers in the South between May 1933 and August 1934 took place in the wage classes under \$16. Thus, while the relative number paid less than \$13, the code minimum for males in the South, dropped from 47.9 to 31.3 percent, those receiving \$13 and under \$16 increased from 16.9 to 31.2 percent. Furthermore, 9.7 percent earned exactly \$13 per week in August 1934 as against 0.8 percent in May 1933. In the classes of \$16 and over, the changes varied considerably, the percentage paid \$16 and under \$24 declining from 25.5 to 24.6, the percentage receiving \$24 and under \$36 advancing from 8.6 to 12.1 and the percentage earning \$36 and over dropping from 1.1 to 0.8. The weekly earnings of males in the South continued to advance after the code. Between August 1934 and August 1935, those receiving less than the former code minimum, \$13, dropped from 31.3 to 23.6 percent and those earning exactly \$13 declined from 9.7 to 5.1 percent. In contrast, the percentage paid over \$13 advanced from 59.0 to 71.3, the greatest increase taking place in the \$16 and under \$20 class, where the percentage rose from 13.8 to 20.7.

The shifting of workers to higher weekly wage levels following the adoption of the code was much more pronounced in the case of females than in that of males. In the North the percentage of females receiving less than \$13 per week, the full-time weekly minimum under the code for this group, dropped from 73.1 in May 1933 to 37.3 in August 1934. At the same time, the relative number rose in practically all of the classes of \$13 and over. Most of the decrease took place in the \$4 and under \$12 classes, from 59.1 to 26.8 percent, and practically all of the gain occurred in the \$13 and under \$24 classes, from 25.5 to 60.8 percent. An important concentration took place at the code level, the percentage here rising from 0.7 in May 1933 to 11.5 in August 1934. The increases after the code were small. From August 1934 to August 1935, the relative number declined in each of the classes of \$13 and under, advanced in each of the classes over \$13 and under \$32, and remained unchanged in the classes of \$32 and over.

In May 1933, over three-fourths of the females in the South (76.3 percent) earned less than \$12 per week. With the establishment of a minimum full-time weekly wage of \$12, the percentage receiving less than that amount declined to 47.3 in August 1934. Most of the workers affected were shifted from the \$4 and under \$12 classes, which decreased from 68.7 to 43.6 percent, to the \$12 and under \$16 class, which advanced from 19.3 to 44.1 percent. Between August 1934 and August 1935, the weekly earnings of females in the South, in

common with those of all other set-up paper-box employees, continued to rise slightly. During this period, the percentage earning less than the former code minimum, \$12, dropped from 47.3 to 39.4. Thus, in August 1935, 60.6 percent of the females in the South were paid \$12 or more, as compared with 52.7 percent in August 1934.

## Changes by Occupational Classes

The changes in the average weekly earnings by individual occupations and occupational groupings are shown in table 12.

TABLE 12.—Average weekly earnings by region, sex, and occupational class

Region, sex, and occupational class <sup>1</sup>	Average weekly earnings			Percentage change		
	May 1933	August 1934	August 1935	May 1933 to August 1934	August 1934 to August 1935	May 1933 to August 1935
<i>North</i>						
<b>Males:</b>						
Miscellaneous cutter operators.....	\$23.03	\$25.68	\$27.09	+11.5	+5.5	+17.6
Miscellaneous cutter feeders.....	13.96	16.43	17.81	+17.7	+8.4	+27.6
Compositors and printing pressmen.....	27.53	31.43	31.71	+14.2	+ .9	+15.2
Combination pressmen and feeders, printing.....	22.93	22.96	25.47	+ .1	+10.9	+11.1
Press feeders, printing.....	14.86	17.06	19.14	+14.8	+12.2	+28.8
Scorer operators.....	22.92	25.50	27.17	+11.3	+6.5	+18.5
Scorer feeders.....	13.41	16.25	18.34	+21.2	+12.9	+36.8
Corner-cutter operators.....	17.16	20.31	21.73	+18.4	+7.0	+26.6
Corner-cutter feeders.....	13.28	15.81	17.13	+19.1	+8.3	+29.0
Single-stayer operators.....	14.99	17.19	18.82	+14.7	+9.5	+25.6
Quadruple-stayer operators.....	20.10	23.20	24.97	+16.4	+7.6	+24.2
Quadruple-stayer feeders.....	12.82	15.59	17.35	+21.6	+11.3	+35.3
Ender operators.....	20.47	22.30	25.22	+8.9	+13.1	+23.2
Ender feeders.....	14.57	15.02	16.95	+3.1	+12.8	+16.3
Box makers, hand.....	21.26	20.41	19.96	-4.0	-2.2	-6.1
Miscellaneous bench workers, unskilled.....	12.11	13.95	15.97	+15.2	+14.5	+31.9
Miscellaneous machine operators.....	19.92	22.71	25.21	+14.0	+11.0	+26.6
Miscellaneous machine feeders.....	15.37	16.23	18.14	+5.6	+11.8	+18.0
Machine helpers and floormen.....	12.45	14.69	16.07	+18.0	+9.4	+29.1
Machine adjusters and repairmen.....	24.20	26.80	28.07	+10.7	+4.7	+16.0
Bundlers and packers.....	14.29	15.54	16.93	+8.7	+8.9	+18.5
Truck drivers.....	22.99	23.54	24.48	+2.4	+4.0	+6.5
Watchmen.....	18.88	19.74	18.16	+4.6	-8.0	-3.8
Office and plant supervisory employees.....	29.26	32.21	33.21	+10.1	+3.1	+13.5
Office and plant clerical employees.....	22.64	22.66	23.06	+ .1	+1.8	+1.9
Laborers.....	15.05	16.85	17.44	+12.0	+3.5	+15.9
Other unskilled service workers.....	15.68	15.96	16.63	+1.8	+4.2	+6.1
Other skilled indirect workers.....	25.47	28.52	30.60	+12.0	+7.3	+20.1
Other semiskilled indirect workers.....	18.43	18.08	19.82	-1.9	+9.6	+7.5
Other unskilled indirect workers.....	12.45	14.95	15.30	+20.1	+2.3	+22.9
<b>Total.....</b>	<b>19.71</b>	<b>21.43</b>	<b>22.58</b>	<b>+8.7</b>	<b>+5.4</b>	<b>+14.6</b>
<b>Females:</b>						
Corner-cutter feeders.....	10.28	12.86	13.90	+25.1	+8.1	+35.2
Benders-up, hand.....	8.36	11.82	12.51	+41.4	+5.8	+49.6
Single-stayer operators.....	10.73	13.60	14.45	+26.7	+6.3	+34.7
Quadruple-stayer feeders.....	8.64	13.20	13.59	+52.8	+3.0	+57.3
Strippers, machine.....	11.17	13.67	14.44	+22.4	+5.6	+29.3
Turners-in, hand.....	8.42	12.08	12.27	+43.5	+1.6	+45.7
Gluing-machine operators.....	8.97	12.87	13.80	+43.5	+7.2	+53.8
Automatic wrapping-machine operators.....	11.65	14.39	15.29	+23.5	+6.3	+31.2
Box makers, hand.....	10.63	13.37	14.35	+25.8	+7.3	+35.0
Miscellaneous bench workers, unskilled.....	8.90	12.83	13.19	+44.2	+2.8	+48.2
Lacers and fly leafers, machine.....	10.01	13.58	13.91	+35.7	+2.4	+39.0
Miscellaneous machine operators.....	14.23	14.57	16.54	+2.4	+13.5	+16.2
Miscellaneous machine feeders.....	11.35	13.95	13.84	+22.9	- .8	+21.9
Machine helpers and floormen.....	8.40	11.89	12.35	+41.5	+3.9	+47.0
Bundlers and packers.....	9.80	12.73	13.02	+29.9	+2.3	+32.9
Office and plant supervisory employees.....	19.25	20.80	21.49	+8.1	+3.3	+11.6
Office and plant clerical employees.....	17.44	18.56	18.93	+6.4	+2.0	+8.5
Other indirect workers.....	9.19	10.39	10.16	+13.1	-2.2	+10.6
<b>Total.....</b>	<b>10.68</b>	<b>13.52</b>	<b>14.15</b>	<b>+26.6</b>	<b>+4.7</b>	<b>+32.5</b>

<sup>1</sup> See end of appendix II, for make-up of each occupational class.

TABLE 12.—Average weekly earnings by region, sex, and occupational class—Contd.

Region, sex, and occupational class <sup>1</sup>	Average weekly earnings			Percentage change		
	May 1933	August 1934	August 1935	May 1933 to August 1934	August 1934 to August 1935	May 1933 to August 1935
<i>South</i>						
<b>Males:</b>						
Miscellaneous machine operators.....	\$20.03	\$20.78	\$21.24	+3.7	+2.2	+6.0
Miscellaneous machine feeders.....	11.13	12.74	13.92	+14.5	+9.3	+25.1
Machine helpers and floormen.....	8.98	11.30	12.19	+25.3	+7.9	+35.7
Other skilled indirect workers.....	23.19	23.22	26.16	+1	+12.7	+12.8
Other semiskilled indirect workers.....	15.19	17.05	17.16	+12.2	+6	+13.0
Other unskilled indirect workers.....	9.77	12.72	13.34	+30.2	+4.9	+36.5
<b>Total.....</b>	<b>14.32</b>	<b>15.81</b>	<b>16.98</b>	<b>+10.4</b>	<b>+7.4</b>	<b>+18.6</b>
<b>Females:</b>						
Single-stayer operators.....	10.38	11.67	12.19	+12.4	+4.5	+17.4
Strippers, machine.....	9.91	11.07	11.52	+11.7	+4.1	+16.2
Turners-in, hand.....	7.79	10.50	10.85	+34.8	+3.3	+39.3
Automatic wrapping-machine operators.....	10.52	11.70	13.33	+11.2	+13.9	+26.7
Box makers, hand.....	7.72	11.07	10.87	+43.4	-1.8	+40.8
Miscellaneous bench workers, unskilled.....	9.19	11.23	12.33	+22.2	+9.8	+34.2
Miscellaneous machine feeders.....	8.50	11.37	11.19	+33.8	-1.6	+31.6
Machine helpers and floormen.....	8.84	10.34	11.45	+17.0	+10.7	+29.5
Other indirect workers.....	9.55	11.90	13.03	+24.6	+9.5	+36.4
<b>Total.....</b>	<b>9.25</b>	<b>11.21</b>	<b>11.85</b>	<b>+21.2</b>	<b>+5.7</b>	<b>+28.1</b>

<sup>1</sup> See end of appendix II, for make-up of each occupational class.

The average weekly earnings increased between May 1933 and August 1934 in all but 2 of the 30 occupational classes shown for male workers in the North. Office and plant clerical employees had the smallest absolute gain, 2 cents, and, with combination printing pressmen and feeders, the least relative advance, 0.1 percent. Compositors and printing pressmen had the greatest absolute increase, \$3.90, and quadruple-stayer feeders the highest relative increase, 21.6 percent. During the same period, the average of hand box makers declined 85 cents, or 4.0 percent, and those of other semiskilled indirect workers 35 cents, or 1.9 percent. The average earnings per week continued to increase between August 1934 and August 1935 in 28 of the 30 occupational classes. The smallest gain, 28 cents or 0.9 percent, was for compositors and printing pressmen, while the greatest absolute rise, \$2.92, was for ender operators and the highest relative advance, 14.5 percent, for unskilled miscellaneous bench workers. The decreases, which were 45 cents or 2.2 percent for hand box makers and \$1.58 or 8.0 percent for watchmen, were brought about by relatively large reductions in average hourly earnings. The average weekly earnings of males in the North ranged from \$12.11 to \$29.26 in May 1933, from \$13.95 to \$32.21 in August 1934, and from \$15.30 to \$33.21 in August 1935. Unskilled miscellaneous bench workers had the lowest average weekly earnings during the first two periods and other unskilled indirect workers during the third period, and

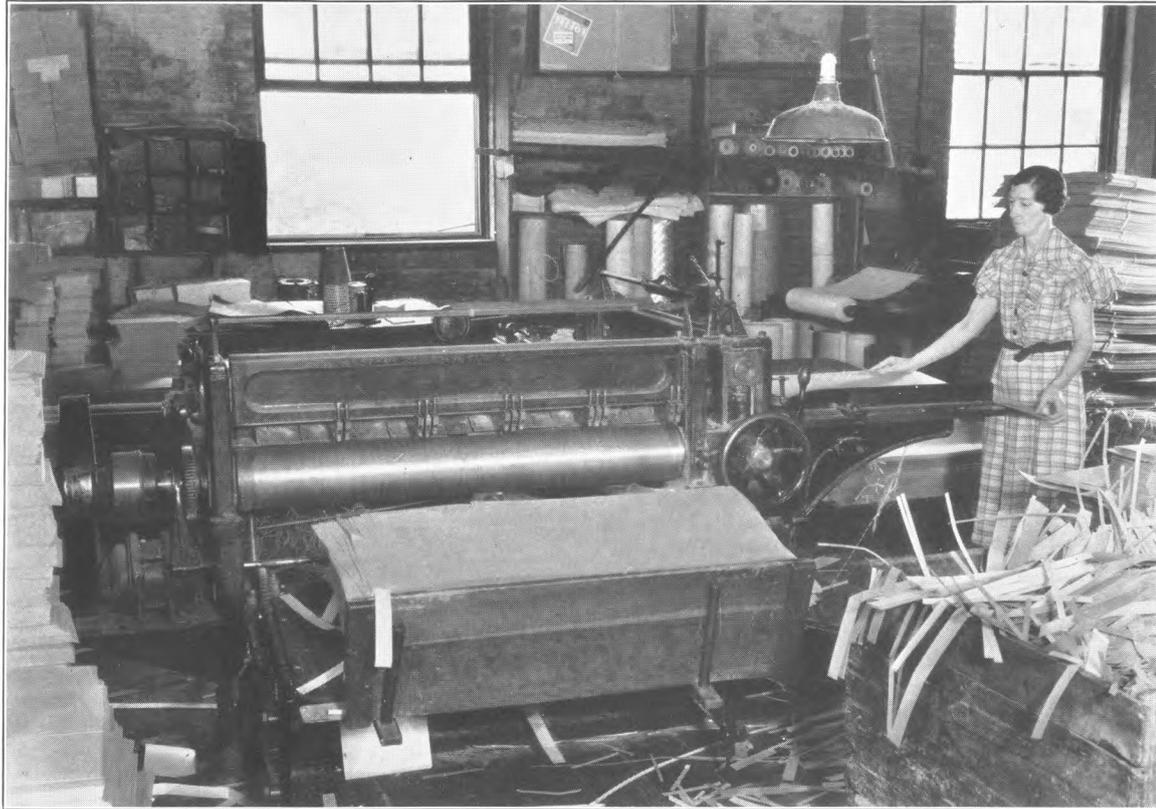


PLATE 5.—SCORING BOARD BLANKS ON A DOUBLE-SCORING MACHINE.



PLATE 6.—CUTTING OUT CORNERS OF BOARD BLANKS ON A SINGLE-CORNER CUTTING MACHINE.

office and plant supervisory employees had the highest in all three periods. The spread between these averages increased from \$17.15 in May 1933 to \$18.26 in August 1934, only to drop back to \$17.91 in August 1935.

Increases in average weekly earnings ranging from 34 cents or 2.4 percent to \$4.56 or 52.8 percent took place between May 1933 and August 1934 in each of the 18 occupational classes for females in the North. Miscellaneous machine operators had the smallest and quadruple-stayer feeders the greatest gain. Between August 1934 and August 1935, 16 of the 18 occupational class averages continued to advance, the rises extending from 19 cents or 1.6 percent for hand turners-in to \$1.97 or 13.5 percent for miscellaneous machine operators. The spread did not differ greatly between the periods. Thus, the range in average weekly earnings was from \$8.36 to \$19.25 in May 1933, from \$10.39 to \$20.80 in August 1934, and from \$10.16 to \$21.49 in August 1935. The lowest average was for hand benders-up in May 1933 and for other indirect workers in each of the two later periods, whereas office and plant supervisory employees had the highest average in all three periods. If supervisory and clerical employees, the two highest paid groups, are not considered, then the spread is narrowed considerably, being \$5.87 in May 1933, \$4.18 in August 1934, and \$6.38 in August 1935.

An examination of the average earnings per week in eight identical occupational classes in the North shows that between May 1933 and August 1934 the differential in favor of males declined in seven and increased in one. When compared with May 1933, the August 1935 differentials were higher in three and lower in five instances. For May 1933, August 1934, and August 1935 the differentials in favor of males were respectively as follows: \$3, \$2.95, and \$3.23 for corner-cutter feeders; \$4.26, \$3.59, and \$4.37 for single-stayer operators; \$4.18, \$2.39, and \$3.76 for quadruple-stayer feeders; \$10.63, \$7.04, and \$5.61 for hand box makers; \$3.21, \$1.12, and \$2.78 for unskilled miscellaneous bench workers; \$4.49, \$2.81, and \$3.91 for bundlers and packers; \$10.01, \$11.41, and \$11.72 for office and plant supervisory employees; and \$5.20, \$4.10, and \$4.13 for office and plant clerical employees.

Between May 1933 and August 1934, the average weekly earnings advanced in all six of the occupational groups shown for males in the South. These gains extended from 3 cents or 0.1 percent for other skilled indirect workers to \$2.95 or 30.2 percent for other unskilled indirect workers. Between August 1934 and August 1935, the average earnings per week continued to advance, these increases ranging from 11 cents or 0.6 percent for other semiskilled indirect workers to \$2.94 or 12.7 percent for other skilled indirect workers

The range in average weekly earnings was from \$8.98 to \$23.19 in May 1933, from \$11.30 to \$23.22 in August 1934, and from \$12.19 to \$26.16 in August 1935. It is significant that the spread decreased under the code, dropping from \$14.21 in May 1933 to \$11.92 in August 1934, but advanced again, to \$13.97, in August 1935.

The average weekly earnings of the nine occupational classes for females in the South did not vary widely in any of the three pay-roll periods. The range was from \$7.72 to \$10.52 in May 1933, from \$10.34 to \$11.90 in August 1934, and from \$10.85 to \$13.33 in August 1935. Between the first two periods all averages advanced, the absolute gains extending from \$1.16 for machine strippers to \$3.35 for hand box makers and the relative increases from 11.2 percent for automatic wrapping-machine operators to 43.4 percent for hand box makers. This rise continued after the code in seven of the nine occupational classes, the gains ranging from 35 cents or 3.3 percent for hand turners-in to \$1.63 or 13.9 percent for automatic wrapping-machine operators. During this period the average weekly earnings of hand box makers dropped 20 cents or 1.8 percent and those of miscellaneous machine feeders decreased 18 cents or 1.6 percent.

In May 1933, females in the North enjoyed a differential in five of the six identical occupations for which comparisons can be made. In the sixth class, unskilled miscellaneous bench workers, the females in the South earned slightly more per week, namely 29 cents, than females in the North. In each of the two later periods, northern females enjoyed a favorable margin in all six occupations. In May 1933, August 1934, and August 1935, the differences in favor of females in the North were respectively as follows: 35 cents, \$1.93, and \$2.26 for single-stayer operators; \$1.26, \$2.60, and \$2.92 for machine strippers; 63 cents, \$1.58, and \$1.42 for hand turners-in; \$1.13, \$2.69, and \$1.96 for automatic wrapping-machine operators; and \$2.91, \$2.30, and \$3.48 for hand box makers. In the case of unskilled miscellaneous bench workers, as stated above, the females in the South enjoyed a slight differential in May 1933, but in each of the two later periods the Northern females earned slightly more per week, the difference being \$1.60 in August 1934 and 86 cents in August 1935.

## Chapter V.—Earnings and Hours by Unionization, Size of Plant, Size of City, and Type of Plant

### Comparisons Between Union and Nonunion Plants

At the time of this survey, there was relatively little organization among workers in the set-up paper-box industry. Altogether, employees were represented by an outside labor union in 34 plants (8.2 percent) in August 1935,<sup>1</sup> all of which were small paper-box factories. All except two of the union establishments were located in New York City. These two plants were in the Middle West and had agreements with the International Brotherhood of Pulp, Sulphite, and Paper Mill Workers. The remaining 32 establishments, in New York City, dealt with the Paper Box Makers' Union, which was chartered early in 1933 as a federal union affiliated with the American Federation of Labor.

In August 1935, the 32 union plants<sup>2</sup> in New York City had 518 workers, as compared with 1,469 employees in the 41 nonunion establishments, which is a sufficient coverage in each case to make it possible to compare wages and hours between the two kinds of shops. (See table 13.) In analyzing the data, however, one should remember that all of the 32 establishments were unionized after May 1933, so that the comparison in this period is between plants that later became organized and those that remained unorganized.<sup>3</sup>

In May 1933, the average hourly earnings for the plants that later became organized were lower than those for the plants which remained unorganized throughout the entire period. As the former establishments were on the whole smaller than those that remained unorganized,<sup>4</sup> some difference in hourly earnings in May 1933 was to have been expected. (See p. 44.) However, the difference of 4.7 cents an hour is greater than would be expected from size of plant alone. It appears that organization was effected particularly in establishments that had been below the general competitive average. In spite of

<sup>1</sup> In addition, 14 plants (5 paper-box factories, 2 paper manufacturing and printing establishments, and 7 consumer plants) had company unions, works committees, or some other form of employee representation.

<sup>2</sup> The distinction between union and nonunion plants made here is that the former had and the latter did not have an agreement with the Paper Box Makers' Union. As this union is organized on an industrial basis and enforces the closed shop, all of the workers in the union establishments were union members. On the other hand, there may have been some employees in the nonunion plants that belonged to the union, but the fact that such establishments did not have an agreement with the union makes it necessary to class them as nonunion plants.

<sup>3</sup> Some of the 32 plants obtained a verbal agreement as early as September 1933, and many of them had signed written agreements by January 1934. However, it is also possible that a few of the establishments shown as union had not yet signed agreements in August 1934.

<sup>4</sup> The union plants averaged 16 workers, as compared with about 36 for nonunion establishments.

TABLE 13.—Average hourly earnings, average weekly hours, and average weekly earnings by union and nonunion plants in New York City

Type of plant	May 1933 <sup>1</sup>	August 1934	August 1935	Percentage change		
				May 1933 to August 1934	August 1934 to August 1935	May 1933 to August 1935
<b>Average hourly earnings:</b>						
Union.....	\$0.341	\$0.550	\$0.546	+61.3	-0.7	+60.1
Nonunion.....	.388	.480	.462	+23.7	-3.7	+19.1
Total.....	.371	.499	.482	+34.5	-3.4	+29.9
<b>Average weekly hours:</b>						
Union.....	42.5	36.0	37.0	-15.3	+2.8	-12.9
Nonunion.....	37.8	36.3	39.6	-4.0	+9.1	+4.8
Total.....	39.3	36.2	38.9	-7.9	+7.5	-1.0
<b>Average weekly earnings:</b>						
Union.....	\$14.50	\$19.76	\$20.21	+36.3	+2.3	+39.4
Nonunion.....	14.65	17.44	18.27	+19.0	+4.8	+24.7
Total.....	14.60	18.08	18.78	+23.8	+3.9	+28.6

<sup>1</sup> Includes plants not union during this period but organized during the 2 succeeding periods.

Due to the fact that certain plants did not have records available in May 1933, the coverage for that period is smaller as compared with later periods, the number of establishments included in 1933 amounting to 17 union and 24 nonunion plants.

the fact that the union plants were small, the average hourly earnings in the union plants exceeded those in the nonunion establishments by 7.0 cents in August 1934 and 8.4 cents in August 1935. Whereas hourly earnings declined 3.7 percent from 1934 to 1935 in unorganized plants, they declined only 0.7 percent in organized establishments.

In May 1933, the average workweek of the establishments that were later organized was 4.7 hours longer than that of the group which remained unorganized. Under the code, the workweek in both types of establishments averaged about 36 hours. But in August 1935, when code standards had begun to break down, workers in the union plants averaged 37.0 hours, whereas those in unorganized establishments averaged 39.6 hours per week.

Lastly, the average weekly earnings in union plants exceeded those in nonunion plants by \$2.32 in August 1934 and \$1.94 in August 1935, due largely to the substantial differential in average hourly earnings enjoyed by union establishments during each of these periods. This was not true, however, prior to the organization of the union plants in May 1933, when their average weekly earnings were slightly lower than those in the nonunion plants, in spite of the fact that the former averaged longer hours than the latter.

#### Comparisons by Size of Plant <sup>5</sup>

The statement often made that wages increase and hours decrease as the size of the plant increases holds true in the set-up paper-box

<sup>5</sup> It will be remembered that in case of mixed plants, i. e., paper mills, printing establishments, and consumer plants, the total rather than just the set-up paper-box employment was used in classifying the establishments according to size.

industry for earnings but not for hours. This may be seen by an examination of the figures in table 14. The comparison here, however, is limited to the 240 identical northern establishments,<sup>6</sup> for which data are available for all three pay-roll periods. The southern coverage is not sufficiently large to justify such a presentation.

TABLE 14.—Average hourly earnings, average weekly hours, and average weekly earnings by size of plant in 240 identical northern establishments

Size of plant <sup>1</sup>	May 1933	August 1934	August 1935	Percentage change		
				May 1933 to August 1934	August 1934 to August 1935	May 1933 to August 1935
<b>Average hourly earnings:</b>						
Under 10 employees.....	\$0.330	\$0.427	\$0.418	+29.4	-2.1	+26.7
10 and under 50 employees.....	.351	.464	.449	+32.2	-3.2	+27.9
50 and under 100 employees.....	.354	.453	.439	+28.0	-3.1	+24.0
100 and under 300 employees.....	.360	.454	.449	+26.1	-1.1	+24.7
300 employees and over.....	.374	.475	.469	+27.0	-1.3	+25.4
<b>Total.....</b>	<b>.358</b>	<b>.460</b>	<b>.450</b>	<b>+28.5</b>	<b>-2.2</b>	<b>+25.7</b>
<b>Average weekly hours:</b>						
Under 10 employees.....	33.9	32.7	30.3	-3.5	-7.3	-10.6
10 and under 50 employees.....	37.5	34.3	37.3	-8.5	+8.7	-.5
50 and under 100 employees.....	38.2	36.4	39.1	-4.7	+7.4	+2.4
100 and under 300 employees.....	40.2	37.0	39.1	-8.0	+5.7	-2.7
300 employees and over.....	38.9	36.1	39.0	-7.2	+8.0	+3
<b>Total.....</b>	<b>38.4</b>	<b>35.8</b>	<b>38.4</b>	<b>-6.8</b>	<b>+7.3</b>	<b>(2)</b>
<b>Average weekly earnings:</b>						
Under 10 employees.....	\$11.17	\$13.96	\$12.69	+25.0	-9.1	+13.6
10 and under 50 employees.....	13.18	15.92	16.74	+20.8	+5.2	+27.0
50 and under 100 employees.....	13.52	16.48	17.17	+21.9	+4.2	+27.0
100 and under 300 employees.....	14.48	16.78	17.56	+15.9	+4.6	+21.3
300 employees and over.....	14.53	17.14	18.31	+18.0	+6.8	+26.0
<b>Total.....</b>	<b>13.74</b>	<b>16.46</b>	<b>17.28</b>	<b>+19.8</b>	<b>+5.0</b>	<b>+25.8</b>

<sup>1</sup> See footnote 5, ch. 5.

<sup>2</sup> No change.

The average hourly earnings varied directly with the size of plant without exception in May 1933. In general, the same relationship existed in both August 1934 and August 1935. The differential between the averages of the smallest plants (under 10 employees) and the largest plants (300 or more employees) amounted to 4.4 cents in May 1933, 4.8 cents in August 1934, and 5.1 cents in August 1935. The smallest plants averaged 2 or 3 cents less than those of intermediate size. There was no persistent or large difference in hourly earnings among the several classes of establishments ranging in size

<sup>6</sup> For the size classes used in this analysis, the August 1935 coverage in terms of employees was as follows: Plants having under 10 employees, 163; 10 and under 50, 2,251; 50 and under 100, 1,881; 100 and under 300, 1,734; 300 and over, 1,607; total employees, 7,636.

from 10 to 300. The largest establishments paid about 2 cents more than those of intermediate size.

The length of the average workweek likewise varied directly with the size of establishment in all three periods, if the plants with 300 or more employees are not considered. The average hours per week of the last-mentioned class, however, were not very much below those found in plants with 100 and under 300 employees. It should also be pointed out that the smallest establishments had a much shorter workweek than any of the other classes of plants, this differential being particularly large after the code.

The trend in average weekly hours from May 1933 to August 1935 differed as between the smallest plants and the other classes of plants. From May 1933 to August 1934, the smallest establishments showed the least reduction in weekly hours. The spread in hours increased between August 1934 and August 1935, for the workweek of the smallest establishments continued to decline, while the other classes of plants had increases in average weekly hours. In general, the increase in weekly hours between August 1934 and August 1935 led to hours as long in August 1935 as in May 1933.

The average weekly earnings varied directly with the size of plant in all three periods without any exception, the differential between the smallest and largest establishments amounting to \$3.36 in May 1933, \$3.18 in August 1934, and \$5.62 in August 1935.

Between May 1933 and August 1934, each class of establishment showed an important increase in average weekly earnings. From August 1934 to August 1935, however, the smallest establishments had a reduction in average earnings per week, as contrasted with small gains in the other classes of plants. The decline in the average weekly earnings of the smallest establishments was brought about by a 7.3-percent drop in average weekly hours. As a result, the total relative increase in average weekly earnings for the entire period in the smallest establishments amounted roughly to about half of those found in most of the other classes of plants.

### Comparisons by Size of City

Unlike the codes for certain industries, the one for the set-up paper-box industry did not provide for wage differentials by size of city. There is a rather widespread belief that wages are lower and hours of work longer in smaller than in larger cities. The extent to which this is true in the set-up paper-box industry may be seen from table 15,<sup>7</sup> which is also limited to the 240 identical establishments of the North.

<sup>7</sup> The August 1935 coverage in terms of employees for each size of city class was as follows: Cities having under 25,000 population, 872; 25,000 and under 100,000, 1,089; 100,000 and under 250,000, 1,233; 250,000 and over, 4,442; total employees, 7,636. The size of city was based on the latest available population data, as furnished by the Bureau of the Census. (Fifteenth Census of the United States, 1930, and estimated population as of July 1, 1933.)

TABLE 15.—Average hourly earnings, average weekly hours, and average weekly earnings by size of city in 240 identical northern establishments

Size of city <sup>1</sup>	May 1933	August 1934	August 1935	Percentage change		
				May 1933 to August 1934	August 1934 to August 1935	May 1933 to August 1935
<b>Average hourly earnings:</b>						
Under 25,000.....	\$0.334	\$0.452	\$0.451	+35.3	-0.2	+35.0
25,000 and under 100,000.....	.343	.439	.426	+28.0	-3.0	+24.2
100,000 and under 250,000.....	.365	.475	.462	+30.1	-2.7	+26.6
250,000 and over.....	.365	.463	.453	+26.8	-2.2	+24.1
Total.....	.358	.460	.450	+28.5	-2.2	+25.7
<b>Average weekly hours:</b>						
Under 25,000.....	42.3	35.1	39.0	-17.0	+11.1	-7.8
25,000 and under 100,000.....	37.8	34.3	38.1	-9.3	+11.1	+1.8
100,000 and under 250,000.....	36.1	35.2	36.8	-2.5	+4.5	+1.9
250,000 and over.....	38.3	36.5	38.7	-4.7	+6.0	+1.0
Total.....	38.4	35.8	38.4	-6.8	+7.3	( <sup>2</sup> )
<b>Average weekly earnings:</b>						
Under 25,000.....	\$14.16	\$15.84	\$17.57	+11.9	+10.9	+24.1
25,000 and under 100,000.....	12.96	15.03	16.25	+16.0	+8.1	+25.4
100,000 and under 250,000.....	13.19	16.72	16.99	+26.8	+1.6	+28.8
250,000 and over.....	13.98	16.89	17.55	+20.8	+3.9	+25.5
Total.....	13.74	16.46	17.28	+19.8	+5.0	+25.8

<sup>1</sup> Based on population data from Bureau of the Census.

<sup>2</sup> No change.

In May 1933 the average hourly earnings varied directly with the size of city, the differential between the smallest (under 25,000) and largest (100,000 and over) cities amounting to 3.1 cents. In neither August 1934 nor August 1935 was there any obvious relationship between size of city and hourly earnings. In general, it was true that earnings in cities of 100,000 and over were higher than in cities with a smaller population. But the highest earnings were not found in cities of 250,000 and over, nor did the lowest average occur in cities of less than 25,000 population.

In both May 1933 and August 1935 the average weekly hours varied indirectly with the size of city, except in case of the largest cities (250,000 and over), which had next to the highest average during these two periods. With the exception of cities of 25,000 and under 100,000, however, the average hours per week varied directly with the size of city in August 1934.

In each of the three periods, the lowest average weekly earnings were for plants in cities of 25,000 and under 100,000. The highest earnings in May 1933 and August 1935 were for plants in cities of less than 25,000, though there was little difference between these average earnings and those in cities of 250,000 and over. In August 1934 the plants in the largest cities had the highest weekly earnings.

#### Independent Versus Consumer Plants

As mentioned heretofore, this survey covered three kinds of establishments, namely, paper-box plants proper, paper mills and printing

establishments, and consumer plants. The first two types, which manufacture boxes for sale, have been classified as independent establishments, thus distinguishing them from the consumer plants that make boxes for their own use.

These two distinct types of establishments are presumably each subject to different economic forces. Wages and hours in independent plants are apt to be determined by the competitive conditions within the industry. Wages and hours in consumer plants are probably also influenced by conditions found in the parent company. The comparison of earnings in these two types of plants, which appears in table 16, is based on the 240 identical northern establishments.<sup>8</sup>

TABLE 16.—Average hourly earnings, average weekly hours, and average weekly earnings by identical independent and consumer plants in the North

Type of plant	May 1933	August 1934	August 1935	Percentage change		
				May 1933 to August 1934	August 1934 to August 1935	May 1933 to August 1935
<b>Average hourly earnings:</b>						
Independent.....	\$0.356	\$0.459	\$0.449	+28.9	-2.2	+26.1
Consumer.....	.367	.464	.456	+26.4	-1.7	+24.3
Total.....	.358	.460	.450	+28.5	-2.2	+25.7
<b>Average weekly hours:</b>						
Independent.....	38.4	35.8	38.5	-6.8	+7.5	+0.3
Consumer.....	38.2	35.8	37.6	-6.3	+5.0	-1.6
Total.....	38.4	35.8	38.4	-6.8	+7.3	(1)
<b>Average weekly earnings:</b>						
Independent.....	\$13.69	\$16.43	\$17.30	+20.0	+5.3	+26.4
Consumer.....	14.02	16.61	17.15	+18.5	+3.3	+22.3
Total.....	13.74	16.46	17.28	+19.8	+5.0	+25.8

<sup>1</sup> No change.

Average hourly earnings were in all three pay-roll periods slightly higher in consumer than in independent establishments. The differential was somewhat smaller under the code than it had been before. There was no significant difference in average hours per week in May 1933 or in August 1934. Both types of plants averaged longer hours in 1935 than in 1934, but there was less increase in consumer plants than in independent plants. Consumer plants also had higher average weekly earnings than independent plants in May 1933 and August 1934 but not in August 1935.

<sup>8</sup> The number of employees in the 196 identical independent plants in the North amounted to 5,225 in May 1933, 6,029 in August 1934, and 6,463 in August 1935. In the 44 identical consumer plants, the number of employees was 880 in May 1933, 1,143 in August 1934, and 1,173 in August 1935.

## Chapter VI.—Methods of Wage Payment and Scheduled Hours of Work

### Basic Methods of Wage Payment

An examination of the methods of wage payment in the 424 plants that reported wages and hours data for August 1935 shows that employees worked exclusively on a straight time basis in 166 establishments. (See table 17.) Although some employees were paid straight time rates in all plants, piece rates were found in 238 establishments, production bonus systems in 23, and supplemental nonproduction bonus systems in 5 plants. The straight time method of wage payment predominated, covering 62.5 percent of all wage earners in August 1935, piece work covered 28.3 percent, production bonus systems 8.4 percent, and various combinations of the three systems 0.8 percent. (See table 18.) The number paid supplemental nonproduction bonuses was very small.

**TABLE 17.**—*Classification of establishments according to method of wage payment by region and type of plant, August 1935*

Region and type of plant	Number of plants reporting	Number of plants using—			
		Straight time rates exclusively <sup>1</sup>	Piece rates <sup>2</sup>	Production bonus systems <sup>2</sup>	Supplemental nonproduction bonus systems
All plants.....	424	166	238	23	5
Region:					
North.....	378	156	204	21	4
South.....	46	10	34	2	1
Type of plant:					
Paper-box plants.....	345	142	195	10	4
Paper mills and printing establishments.....	9	2	5	2	1
Consumer plants.....	70	22	38	11	1

<sup>1</sup> In plants making other products, this covers only paper-box departments.

<sup>2</sup> There was some straight time work in all of these plants. Furthermore, 3 plants used both piece work and production bonus systems.

The principal time-rate occupations in the production department were those of compositor and printing pressman, press feeder, various cutting- and scoring-machine operators and feeders, quadruple-staying-machine and ending-machine operators, and the hand occupation of turning-in. Practically all workers outside the production department were paid on a straight time basis.

TABLE 18.—Classification of employees according to method of wage payment by region and occupational class

Region and occupational class	Total number of employees			Percentage of total employees working under—											
	May 1933	August 1934	August 1935	Straight time rates			Piece rates <sup>1</sup>			Production bonus systems			Both straight time and incentive systems <sup>2</sup>		
				1933	1934	1935	1933	1934	1935	1933	1934	1935	1933	1934	1935
All employees.....	6,854	11,749	12,564	58.7	62.7	62.5	32.4	29.2	28.3	8.3	7.6	8.4	0.6	0.5	0.8
Region:															
North.....	6,114	10,761	11,597	59.6	63.3	62.7	30.6	28.0	27.6	9.2	8.2	8.9	.6	.5	.8
South.....	740	988	967	51.4	55.7	60.0	47.2	42.4	37.1	1.3	.8	2.9	.1	1.1	-----
Occupational class:															
Miscellaneous cutter operators.....	234	404	405	92.7	95.3	90.9	1.7	.7	1.2	3.9	3.5	6.4	1.7	.5	1.5
Miscellaneous cutter feeders.....	89	147	141	76.4	87.1	90.1	12.4	10.2	7.8	6.7	2.0	1.4	4.5	.7	.7
Compositors and printing pressmen.....	39	55	58	97.4	96.4	96.6	-----	-----	-----	2.6	3.6	3.4	-----	-----	-----
Combination pressmen and feeders, printing.....	68	106	100	77.9	83.0	83.0	1.5	1.0	1.0	20.6	16.0	16.0	-----	-----	-----
Press feeders, printing.....	61	92	101	82.0	85.9	89.1	3.3	3.2	2.0	14.7	10.9	8.9	-----	-----	-----
Scorer operators.....	209	354	353	86.6	88.1	88.1	4.3	3.7	4.2	8.6	7.9	7.1	.5	.3	.6
Scorer feeders.....	40	84	88	77.5	78.6	78.4	10.0	9.5	12.5	12.5	10.7	8.0	-----	1.2	1.1
Corner-cutter operators.....	30	90	83	83.3	77.8	81.9	-----	8.9	4.8	16.7	13.3	13.3	-----	-----	-----
Corner-cutter feeders.....	115	211	237	72.2	83.4	86.1	16.5	8.0	6.8	9.6	8.1	6.3	1.7	.5	.8
Benders-up, hand.....	63	108	107	63.5	71.3	69.2	27.0	24.1	25.2	7.9	4.6	5.6	1.6	-----	-----
Single-stayer operators.....	392	675	696	40.0	41.0	41.4	52.6	52.6	50.9	6.6	5.6	6.3	.8	.8	1.4
Quadruple-stayer operators.....	56	86	86	78.6	82.6	84.9	8.9	8.1	4.7	10.7	9.3	8.1	1.8	-----	2.3
Quadruple-stayer feeders.....	85	146	162	54.1	64.4	60.5	35.3	30.8	33.3	10.6	3.4	5.6	-----	1.4	.6
Ender operators.....	35	57	59	77.2	71.9	79.7	5.7	10.5	5.1	17.1	17.6	15.2	-----	-----	-----
Ender feeders.....	62	103	111	59.7	58.2	62.2	37.1	39.8	34.2	3.2	1.0	2.7	-----	1.0	.9
Strippers, machine.....	910	1,575	1,552	37.4	41.7	41.7	53.4	50.7	51.0	9.0	7.5	7.0	.2	.1	.3
Turners-in, hand.....	367	682	721	65.4	74.8	78.6	27.5	20.1	17.1	7.1	4.8	4.3	-----	.3	-----
Gluing-machine operators.....	80	145	161	37.5	41.4	41.0	52.5	48.2	47.2	10.0	12.4	11.2	-----	-----	.6
Automatic wrapping-machine operators.....	574	961	1,012	23.7	33.4	31.6	60.8	55.1	54.4	15.0	11.0	12.3	.5	.5	1.7
Box makers, hand.....	776	1,416	1,582	42.4	48.8	47.6	49.5	41.4	38.5	7.5	8.8	13.5	.6	1.0	.4
Miscellaneous bench workers, unskilled.....	358	587	711	41.1	45.8	48.8	44.1	39.0	37.4	13.7	14.8	12.9	1.1	.4	.9
Lacers and flyleafers, machine.....	75	102	98	24.0	38.2	37.8	70.7	53.9	54.1	4.0	6.9	7.1	1.3	1.0	1.0
Miscellaneous machine operators.....	66	98	101	75.8	61.2	54.5	13.6	16.3	15.8	10.6	21.5	27.7	-----	1.0	2.0

Miscellaneous machine feeders.....	209	317	327	61.3	57.7	58.4	25.8	19.6	20.5	12.9	19.2	20.8	-----	3.5	-----	.3
Machine helpers and floormen.....	556	1,069	1,245	60.1	66.8	65.4	31.8	27.1	26.9	7.6	5.7	6.6	.5	.4	-----	1.1
Machine adjusters and repairmen.....	123	207	212	92.7	88.4	89.1	.8	1.0	.5	5.7	10.1	9.9	.8	.5	-----	.5
Bundlers and packers.....	197	315	395	57.4	67.9	64.0	29.9	23.8	24.3	12.7	8.3	10.4	-----	-----	-----	1.3
Learners and apprentices.....	28	32	69	78.6	78.1	84.1	21.4	21.9	15.9	-----	-----	-----	-----	-----	-----	-----
Miscellaneous indirect workers.....	328	534	530	96.1	93.1	94.9	1.8	4.5	1.7	1.8	1.9	2.5	.3	.5	-----	.9
Office and plant supervisory employees.....	202	314	317	96.0	92.7	93.4	-----	1.9	1.9	3.0	4.5	3.8	1.0	.9	-----	.9
Office and plant clerical employees.....	257	420	459	96.5	98.8	98.0	.4	-----	-----	3.1	1.2	1.8	-----	-----	-----	.2
Miscellaneous service workers.....	90	133	142	100.0	100.0	100.0	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Power and maintenance workers.....	80	124	143	100.0	100.0	99.3	-----	-----	-----	-----	-----	-----	-----	-----	-----	.7

<sup>1</sup> Includes piece workers who were guaranteed minimum time rates. (See p. 54.)

<sup>2</sup> Includes workers partly on straight time and partly on piece work or production bonus systems.

<sup>3</sup> This figure is probably low, because of the elimination of piece workers for whom data were incomplete and because no schedules were obtained where time records for piece workers were lacking.

Piece rates were used in 56 percent of all plants, being found least frequently in small plants.<sup>1</sup> Piece work was found in the majority of the establishments of each important center, excepting New York City, where 82 percent of the plants were on a time-rate basis exclusively.<sup>2</sup> Piece work was more common in southern than in northern establishments, even outside of New York City.<sup>3</sup> There was little difference in the relative frequency with which piece rates were used between paper-box proper, consumer, and paper and printing establishments.

Piece rates were used most frequently for the occupations of automatic wrapping-machine operator, machine lacer and flyleaver, machine stripper, single-stay-machine operator, gluing-machine operator, hand box maker, and miscellaneous unskilled bench workers. Approximately one-half of all employees in those occupations were piece workers. Piece rates were also found to a lesser extent in numerous other occupations. Piece-work earnings in this industry were almost exclusively measured on an individual-employee-production basis.

Bonus systems were more extensively used in the North than in the South, and were most numerous in the large plants. These systems were not, as a rule, restricted to any particular occupations in the production department, regardless of the fact that in August 1935 the proportion of bonus workers ranged from more than 15 percent for combination printing pressmen and feeders, ender operators, and miscellaneous machine operators and feeders down to less than 5 percent for compositors and printing pressmen, ender feeders, miscellaneous cutter feeders, and various other groups. This variation is apparently due rather to the differences in the occupational distribution of workers in large as compared with small plants, since the bonus systems in most of the establishments covered all direct workers.

These bonus or premium systems represented a variety of plans. The type of plan in one plant was not reported, but the others may be classified as follows:

1. Seven establishments had simple time-saving premium plans, five of which paid the employee his regular rate for all of the time saved, one for one-half of the time saved, and one for one-fourth of such time. Two of these plants did not guarantee the basic time rate if production fell below standard. One of the seven establishments also paid foremen a bonus based on department efficiency, and one had a special

<sup>1</sup> The proportion of all plants in the various size groups that used time rates exclusively for paper-box workers was as follows: Under 10 employees, 81 percent; 10 and under 20, 47 percent; 20 and under 50, 37 percent; 50 and under 100, 29 percent; 100 and under 300, 24 percent; and 300 employees and over, 17 percent.

<sup>2</sup> The agreement between the Paper Box Workers' Union and New York City manufacturers stipulated that "all members of the union shall work by the week" and fixed wages in terms of weekly rates. Of the 73 establishments in New York City, 60 used straight time rates exclusively.

<sup>3</sup> The proportion of all southern plants using time rates exclusively was 22 percent; the proportion of all northern establishments was 41 percent, and 32 percent if New York City is excluded.

plan for setters of automatic machines, whereby each was paid a bonus of 1 percent of his time earnings for each unit of machine production above standard.

2. Four plants paid a full-day rate for standard production, plus straight piece rates for all production over standard.

3. Efficiency-scale bonus plans with a time-rate base were used in four establishments. One of these had a task level of 60 percent, with bonus earnings in direct relation to effort above the task; two had task levels of 80 percent and 100 percent, respectively, with step bonuses above task; and the fourth plant did not describe its plan. One of these establishments also had a foremen's bonus plan based on department efficiency.

4. A modified multiple-piece-rate plan was used in one plant, whereby the job rate was advanced in direct relation to production above task (100 percent), with additional evenly spaced steps between 110 and 140 percent. This plan had a minimum time-rate guaranty placed below the base rate.

5. Six establishments used "point" plans of wage payment, adaptations of the Bedeaux or similar plans under which production is measured in terms of man-minutes of work and workers receive as bonus earnings the full or partial point value of production above standard. Five of these plants reported details of their plans, and in three the premium rate for direct workers was three-fourths of the point value, with the indirect workers sharing the remaining one-fourth point value, and in two plants the premium rate was the full point value, with special bonus provisions for indirect workers.

Nonproduction bonus plans, used in five plants, were as follows: One profit-sharing plan, in which all employees participated after 6 months' service; a safety bonus plan for truck drivers; a prize for suggestion plan; a service bonus plan; and a Christmas bonus unrelated to length of service.

### Changes in Methods of Wage Payment

With the adoption of the code, a few plants discarded piece rates and substituted the code minimum wages as time rates.<sup>4</sup> Some of the establishments abolished piece work altogether, while others discontinued it in certain occupations. Thus, between May 1933 and August 1934, the number of employees on piece rates declined from 32.4<sup>5</sup> to 29.2 percent, the decrease being more or less uniform in most

<sup>4</sup> Piece workers were predominantly females. In May 1933, 68.0 percent of the northern and 89.2 percent of the southern females earned less than the respective minimum wages mandatory under the code.

<sup>5</sup> This figure is probably low, due to the unavoidable limitation in the 1933 sample. Since the 1933 payroll period was scheduled in 1935, it was possible to obtain data only for piece workers whose time had been recorded, which may have resulted in an overabundance of straight time workers in that year. The records for 1935, however, were generally satisfactory, due to the fact that code regulations necessitated accurate time records for all wage earners.

of the occupational groups in which piece work is important. (See table 18.)

An additional number of plants discontinued piece work between August 1934 and August 1935, although with the abolition of the code this was partially offset by some establishments adopting piece rates.<sup>6</sup> This resulted in another decline in the number of piece workers from 29.2 to 28.3 percent.

The mandatory minimum time rate under the code was also apparently some stimulus to the introduction of production bonus plans. Such plans were adopted by four plants between May 1933 and August 1934 and by two additional establishments during the following year. On the other hand, only two plants discontinued their plans during the entire period, and one of these had partially resumed the use of its bonus system in August 1935. The resultant change between 1933 and 1934 in the number of employees working under bonus systems is not apparent in table 18, due to the difference in coverage for the 2 years. However, the 1934-35 change, which involved identical plants, resulted in a corresponding increase in the number of employees working under bonus systems.

The most radical change in method of wage payment caused by the code was the industry-wide adoption of the minimum time-rate guaranty for piece workers. This is of particular importance in the set-up paper-box industry, where the code minimum often exceeded hourly earnings prior to the code.<sup>7</sup> In 1933, about 10 percent of all piece workers were receiving a time-rate guaranty. By August 1934, practically all of the establishments were guaranteeing the code minimum wage. While a majority of the plants ceased giving the guaranty when the code restrictions were lifted, 30 percent of the establishments still continued this practice in August 1935. They employed about 35 percent of all piece workers. These employees have been treated as straight piece workers, since such common-labor guaranties, as well as State minimum-wage-law guaranties, are not considered comparable to the competitive time-rate guaranty of the Manchester plan.<sup>8</sup>

### Proportion of Piece Workers by Sex

A large majority (93.6 percent) of the employees on piece rates were females. In fact, all but two of the occupations in which piece workers comprised one-fourth of the employees or more were filled principally by females. Also, a proportionately larger number of

<sup>6</sup> The plants involved in changes in method of wage payment between 1933 and 1934, and between 1934 and 1935 were different with one exception, namely, a plant which discontinued a bonus system for machine operators upon the adoption of the code had partially resumed it in August 1935.

<sup>7</sup> See table 5.

<sup>8</sup> This wage payment plan combines piece work with a full-day guaranty.

female workers than males were paid on a piece-work basis within each given occupation, as may be seen from an examination of table 19. Thus, considering occupations in which women predominated, 40.6 percent of the female hand box makers were paid piece rates as compared with only 7.2 percent males, 52.7 percent of the female single-stay-machine operators as compared with 38.2 percent males, and 56.2 percent of the female automatic wrapping-machine operators as compared with 17.4 percent males. The difference is equally noticeable in occupations where males predominated, such as ender feeders, in which 65.0 percent of the females and 16.9 percent of the males were piece workers, and corner-cutter feeders, in which 18.6 percent of the females and 4.1 percent of the males were piece workers. The same trend is observed throughout the remaining occupations.

TABLE 19.—*Piece workers in selected occupations by sex, August 1935*

Occupational group	Number of employ- ees under all methods of wage payment		Percentage of each sex that were piece workers	
	Male	Female	Male	Female
All employees.....	4, 160	8, 404	5. 4	39. 6
Clerical, supervisory, service, and maintenance.....	1, 357	446	. 7	1. 6
Production department.....	2, 803	7, 958	7. 7	41. 8
Selected occupations:				
Automatic wrapping-machine operators.....	46	966	17. 4	56. 2
Strippers, machine.....	45	1, 507	24. 4	51. 8
Single-stayer operators, machine.....	89	607	38. 2	52. 7
Box makers, hand.....	97	1, 485	7. 2	40. 6
Miscellaneous bench workers, unskilled.....	57	654	17. 5	39. 1
Ender feeders.....	71	40	16. 9	65. 0
Quadruple-stayer feeders.....	72	96	25. 0	40. 0
Machine helpers and floormen.....	303	942	3. 6	34. 4
Bundlers and packers.....	166	229	10. 8	34. 1
Miscellaneous machine feeders.....	94	233	5. 3	26. 6
Corner-cutter feeders.....	194	43	4. 1	18. 6

### Average Hourly Earnings by Method of Wage Payment

Methods of wage payment based on measured production resulted in higher average hourly earnings than averages based on straight time rates in nearly all occupations during each of the three periods, with bonus earnings generally exceeding piece-work earnings.<sup>9</sup> (See table 20.) A single unexplained exception, that of machine strippers, occurred during all of the three periods. In this occupation the earnings under piece rates were lower than the average time-rate earnings. Likewise, a few other occupations (hand turners-in, automatic wrapping-machine operators, and hand box makers) in May 1933 earned the same or slightly less at piece rates, and in one case also at bonus work, than at average time-rate earnings.

<sup>9</sup> A similar trend was observed in plants manufacturing folding paper boxes. See Bureau of Labor Statistics Bulletin No. 620, p. 45.

TABLE 20.—Average hourly earnings by method of wage payment for selected occupations<sup>1</sup>

Occupation, sex, and region	Total		Straight time rates		Piece rates		Production bonus systems	
	Number of employees	Average hourly earnings	Number of employees	Average hourly earnings	Number of employees	Average hourly earnings	Number of employees	Average hourly earnings
May 1933								
Single-stayer operators, female, North.....	312	<i>Dol.</i> 0.306	127	<i>Dol.</i> 0.282	162	<i>Dol.</i> 0.324	23	<i>Dol.</i> 0.322
Strippers, machine, female, North.....	787	.305	312	.306	401	.302	74	.313
Turners-in, hand, female, North.....	336	.234	234	.232	76	.227	26	.277
Gluing-machine operators, female, North.....	71	.260	27	.256	36	.267	-----	-----
Automatic wrapping-machine operators, female, North.....	493	.318	125	.312	285	.312	83	.345
Box makers, hand, female, North.....	682	.299	268	.304	356	.296	58	.298
Box makers, hand, female, South.....	65	.207	38	.174	27	.256	-----	-----
Miscellaneous bench workers, unskilled, female, North.....	282	.252	121	.243	119	.265	42	.253
Miscellaneous machine feeders, female, North.....	128	.300	64	.277	47	.337	-----	-----
Machine helpers and floormen, female, North.....	368	.233	208	.224	142	.254	-----	-----
Bundlers and packers, female, North.....	106	.284	35	.259	49	.273	-----	-----
August 1934								
Single-stayer operators, female, North.....	539	0.397	223	0.385	283	0.406	33	0.411
Quadruple-stayer feeders, female, North.....	76	.363	45	.361	28	.367	-----	-----
Strippers, machine, female, North.....	1,399	.412	607	.414	682	.407	110	.435
Turners-in, hand, female, North.....	631	.360	476	.355	122	.365	33	.413
Gluing-machine operators, female, North.....	134	.361	57	.343	60	.373	-----	-----
Automatic wrapping-machine operators, female, North.....	827	.410	284	.395	444	.420	99	.451
Box makers, hand, female, North.....	1,267	.387	601	.380	545	.393	121	.397
Box makers, hand, female, South.....	67	.343	33	.329	34	.355	-----	-----
Miscellaneous bench workers, unskilled, female, North.....	478	.366	209	.340	190	.380	79	.399
Miscellaneous machine feeders, female, North.....	180	.393	84	.372	53	.414	43	.406
Machine helpers and floormen, male, North.....	244	.403	211	.397	-----	-----	26	.443
Machine helpers and floormen, female, North.....	730	.347	447	.337	248	.357	35	.403
Bundlers and packers, female, North.....	176	.360	99	.338	54	.380	-----	-----
August 1935								
Single-stayer operators, female, North.....	551	0.395	226	0.382	290	0.403	35	0.431
Quadruple-stayer feeders, female, North.....	88	.364	48	.360	34	.367	-----	-----
Strippers, machine, female, North.....	1,381	.401	584	.411	699	.393	98	.419
Strippers, machine, female, South.....	121	.329	34	.295	82	.342	-----	-----
Turners-in, hand, female, North.....	678	.348	534	.344	114	.354	30	.401
Gluing-machine operators, female, North.....	151	.358	62	.341	71	.371	-----	-----
Automatic wrapping-machine operators, female, North.....	867	.409	274	.396	480	.419	113	.440
Box makers, hand, female, North.....	1,415	.379	648	.371	575	.383	192	.396
Box makers, hand, female, South.....	64	.308	36	.300	28	.319	-----	-----
Miscellaneous bench workers, unskilled, female, North.....	601	.348	288	.323	230	.363	83	.385
Miscellaneous machine feeders, female, North.....	195	.393	90	.377	56	.414	49	.398
Machine helpers and floormen, male, North.....	275	.397	238	.393	-----	-----	32	.428
Machine helpers and floormen, female, North.....	867	.339	525	.325	298	.362	44	.368
Bundlers and packers, female, North.....	210	.345	111	.324	71	.365	28	.389

<sup>1</sup> Averages were omitted for groups with fewer than 25 employees.

In August 1935, average piece-rate earnings exceeded straight time earnings by amounts varying from 1.9 to 15.9 percent, and bonus earnings exceeded time-rate earnings by as much as 20.1 percent. Similar differentials occurred in both 1934 and 1933. Moreover, the average earnings per hour under straight time rates were lower than



PLATE 7.—STAYING BOX CORNERS ON A SINGLE-STAYING MACHINE.



PLATE 8.—STRIPPING BOXES BY HAND.

the general averages for the occupations, with the exception of machine strippers in all three periods and hand box makers in May 1933.

### Overtime Pay

The question of overtime pay assumes importance in this industry, in view of the fact that work beyond the normal hours per week was fairly common.<sup>10</sup>

Even with the relatively long full-time hours<sup>11</sup> and the general depressed status of the industry in May 1933, overtime work for some employees was reported in 41 percent of the plants, and the total number of employees at work longer than their scheduled hours amounted to 10 percent. At that time, overtime was generally compensated only by the regular time or piece rate. Less than 10 percent of the establishments paid punitive overtime rates. Where such extra rates were found they usually amounted to time and a half.

The code recognized a need for flexible hours of work. As mentioned heretofore, it allowed an annual tolerance of 7½ percent over the standard of 40 hours per week for "laborers, mechanical workers, or artisans", with a limit of 48 hours in any 1 week. It also provided that not less than time and a third should be paid for work in excess of the plant's standard day,<sup>12</sup> for all time on days not a part of the regular workweek, and for all time in excess of 40 hours in any 1 week. For engineers and firemen, the code specified a maximum week of 42 hours averaged over 4 consecutive weeks, with at least time and a third for work in excess of 9 hours per day. The extra rate also applied to Sunday work of all employees excepting watchmen. There was no limitation of hours for any employees when engaged in emergency repair or emergency maintenance work, but the extra rate for overtime covered this work.<sup>13</sup>

During the code period of August 1934, overtime work for some employees was found in 35 percent of the plants and involved approximately 7 percent of all employees. A majority of the plants, including most of those exceptional establishments which had formerly paid time and a half, adopted the minimum overtime rate specified by the code. Thus, in August 1934, 78 percent of the establishments surveyed were paying an extra rate for overtime, of which 69 percent paid time and a third, 7 percent time and a half, and 2 percent various other rates. Of the remaining plants, 15 percent paid only the regular rates, 6 percent did not permit overtime work, and 1 percent did not report on this point.

<sup>10</sup> "Overtime" ordinarily refers to any work in addition to the regular scheduled hours per day. However, as the hours worked were reported here only on a weekly basis, it was not possible to recognize daily overtime, which may have been offset by short time within the week.

<sup>11</sup> See p. 60.

<sup>12</sup> The code stipulated that a firm could adopt a standard workday of either 8 or 10 hours.

<sup>13</sup> For scheduled hours of work during the code period, see pp. 60 to 62, inclusive.

Violation of the code with respect to pay for overtime extended beyond the 15 percent of plants that paid only regular rates for overtime. The principal violation was in the method of computing overtime. A large proportion of the establishments paid the extra overtime rate only for hours in excess of weekly full time, instead of using the day's work as the unit, as required by the code. Thus, overtime could be offset by subsequent short time within the week and payment of the punitive rates avoided. This method of computing overtime was used in 25 percent of all plants surveyed in August 1934 (32 percent of those paying extra overtime rates).

In August 1935, with the code no longer in effect, 52 percent of the plants and approximately 20 percent of all employees worked longer than their weekly full-time hours.<sup>14</sup> This represents a considerable increase in overtime work as compared with the code period. Similarly, there occurred a decided shift back to the payment of only the regular rates for overtime, although punitive rates were still being paid to at least a part of the employees in 28 percent of the plants. If one follows the policies of the 325 plants which paid extra rates in August 1934, it is found that more than 60 percent of them had returned to paying only the regular rate in August 1935. The methods of compensating for overtime in the latter period are shown in table 21.

TABLE 21.—Overtime compensation in 418 establishments by region and type of plant, August 1935

Region and type of plant	Number of plants reporting	Number of plants compensating for overtime by—								Number not permitting overtime	
		Punitive rates		Pro-rata rates		Time off		No compensation			
		All employees	Part of employees	All employees	Part of employees	All employees	Part of employees	All employees	Part of employees	All employees	Part of employees
All plants.....	413	83	33	225	71	.....	13	1	68	13	4
Region:											
North.....	367	77	28	194	65	.....	12	1	64	12	4
South.....	46	6	5	31	6	.....	1	.....	4	1	.....
Type of plant:											
Paper-box plants.....	339	64	29	183	65	.....	11	1	60	10	3
Paper mills and printing establishments.....	9	2	3	3	1	.....	1	.....	2	.....	1
Consumer plants.....	65	17	1	39	5	.....	1	.....	6	3	.....

<sup>1</sup> 21 plants paid punitive overtime rates to all excepting clerical, supervisory, and other special workers, 8 to all excepting piece workers and salaried occupations, and 4 only to such skilled workers as mechanics, pressmen, and compositors.

<sup>2</sup> 60 plants paid regular rates to all excepting clerical, supervisory, and other special workers, 7 to piece workers only, and 4 to supervisory and special workers only.

<sup>3</sup> Includes supervisory employees, shipping and maintenance department workers, and certain skilled workers who probably had supervisory duties.

<sup>4</sup> All workers in this plant were on a salary basis.

<sup>5</sup> Includes mostly salaried employees, such as clerks, foremen, maintenance, shipping and service employees, and miscellaneous occupations in the production department.

<sup>6</sup> Includes all females in 1 plant, all piece workers in 1 plant, watchmen in 2 plants, and foremen in 1 plant.

<sup>14</sup> In this connection, it may be stated that the agreement between the Paper Box Makers' Union and New York City employers prohibited overtime in excess of 1 hour per day, without consent of the union. The agreement was silent with respect to the overtime rates for regular workdays, but fixed time and a half as the rate for work on holidays.

The amount of overtime compensation in a majority of the plants that paid punitive rates in August 1935 was still time and a third. This was the rate in 87 establishments, although 3 of these paid time and a half in certain occupations, such as printing pressmen and mechanics, and 3 paid time and a half for Sunday work. The extra rate paid in most of the other plants was time and a half.

Numerous bases for computing overtime hours to be paid for by punitive rates were reported in August 1935. These were as follows:

Time compensated by punitive rates	<i>Number of plants reporting<sup>1</sup></i>
All time beyond scheduled hours.....	17
All time beyond scheduled hours, except that extra pay was allowed only after a full-time day on holidays.....	2
All time beyond scheduled hours, except on Saturdays when extra pay was allowed only after a full day rather than the scheduled half day.....	1
Time beyond full-time weekly hours.....	31
Time beyond full-time weekly hours, but all time on Saturdays, Sundays, and holidays.....	1
Time beyond full-time weekly hours, but all time on Sundays and holidays..	3
Time beyond full-time weekly hours, but all time on Sundays.....	4
Time beyond full-time weekly hours, but all time on holidays.....	1
After a full-time day had been worked every day, including Sundays and holidays, within the full-time weekly hour limitation.....	24
After a full-time day had been worked every day except Sunday, within the full-time weekly hour limitation; extra pay was allowed for all time on Sundays.....	2
Same as above, except that extra pay was allowed for both Sundays and holidays.....	2
After a full-time day had been worked every day, including Sundays and holidays, regardless of full-time weekly hours.....	3
Same as above, except that extra pay was allowed for all time on Sundays... Sundays and holidays.....	1 3
Sundays.....	2
Holidays.....	1
After 8 hours had been worked beyond the weekly full-time hours.....	8
Same as above, except that extra pay was allowed for all time on Sundays..	1
After 4 hours had been worked beyond the weekly full-time hours and for all time on holidays.....	1
After a full-time day plus 1 hour, except Sundays and holidays, within the full-time week limitation; extra pay was allowed for all time on Sundays and holidays.....	1
Same as above, except that the full-time week limitation did not apply....	1
After 30, 32, and 48 hours, respectively, beyond the combined weekly full-time hours in a 6-month period.....	3
Not reported.....	3
<b>Total.....</b>	<b>116</b>

<sup>1</sup> All establishments with more than 1 base for computation have been classified where the majority of the employees fell.

Scheduled Hours of Work <sup>15</sup>

The workweek in May 1933, prior to the code, generally consisted of 5½ or 6 days and from 44 to 55 hours per week. Thus, 90 percent of the plants had a full-time week longer than 40 hours and 37 percent a full-time week of more than 48 hours. During the code period of August 1934, the 5-day and 40-hour week was almost universal, with only 1.5 percent of the establishments having full-time hours longer than 40 per week. The 5-day and 40-hour week still prevailed in August 1935, although there had already occurred a noticeable shift toward longer scheduled hours per week, and as a result an additional 13 percent of the plants lengthened their scheduled hours. This lengthening of the workweek was accomplished both by a return to the 5½- or 6-day week and by increasing the number of hours per day, the former being more common than the latter. (See table 22 and chart 8.)

TABLE 22.—Classification of plants according to scheduled workdays per week and hours per day and per week <sup>1</sup>

Scheduled workdays per week and hours per day and per week	Number of plants			Percent of plants		
	May 1933	August 1934	August 1935	May 1933	August 1934	August 1935
Total number of plants.....	271	418	418	100.0	100.0	100.0
Days per week:						
5 days or less <sup>1</sup> .....	44	403	366	16.2	96.4	87.6
6 days <sup>2</sup> .....	227	15	52	83.8	3.6	12.4
Hours per day:						
8 hours or less.....	129	415	386	47.6	99.3	92.3
More than 8 hours.....	142	3	32	52.4	.7	7.7
Hours per week:						
Under 40 hours.....	42	49	47	.7	2.2	1.7
40 hours.....	23	403	350	8.5	96.3	83.8
Over 40 and under 48 hours.....	66	4	31	24.4	1.0	7.4
48 hours.....	81	-----	16	29.9	-----	3.8
Over 48 and under 56 hours.....	95	2	14	35.0	.5	3.3
56 hours and over.....	74	-----	-----	1.5	-----	-----

<sup>1</sup> The hours of plant operation were used for a few plants in which the hours of women were normally shorter than the hours of men.

<sup>2</sup> All were 5-day weeks with the following exceptions: 1933, 2 plants were on a 4-day week; 1934, 1 plant was on a 4-day week.

<sup>3</sup> This includes both long and short workdays on Saturday.

<sup>4</sup> 1 plant had a 20-hour and 1 a 32-hour week.

<sup>5</sup> 1 plant had a 32-hour and 8 a 35-hour week.

<sup>6</sup> All plants had a 35-hour week.

<sup>7</sup> 1 plant had a 57-hour and 3 a 60-hour week.

Longer hours prevailed in the South than in the North before the code period, and after the code restrictions were lifted there was also a more pronounced trend back to the longer day in the South. No southern plant surveyed had full-time hours of 40 or less in May 1933; only 14 percent, 48 hours or less; and 86 percent, longer than 48 hours.

<sup>15</sup> For the discussion covering actual hours of work, see ch. III, pp. 22 to 32, inclusive.

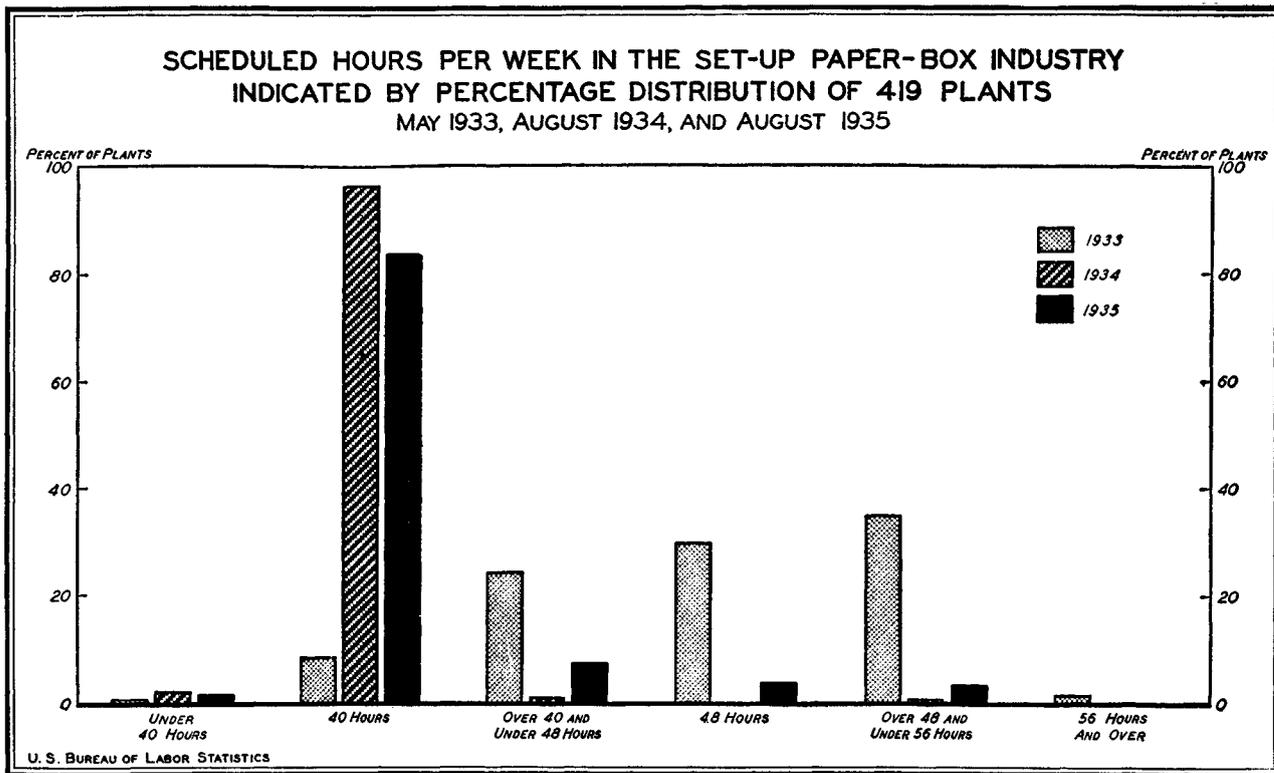


CHART 8.

On the other hand, 11 percent of the northern establishments worked 40 hours or less; 71 percent, 48 hours or less; and only 29 percent, longer than 48 hours. In August 1935, 24 percent of the southern plants, as compared with 13 percent of northern establishments, had shifted to longer full-time hours than the 40-hour code maximum.

Single-shift operation was almost universal in the industry. Only 9 of the 418 plants reporting operated regularly in multiple shifts in August 1935. Of these, seven establishments worked two shifts and the remaining two plants three shifts. Wage rates were the same for day and night work in all cases. The practice of paying a 10-percent wage differential in favor of night work, however, was observed in two other establishments, which operated extra shifts occasionally to meet emergency demands.

## Chapter VII.—Personnel Policies and Working Conditions<sup>1</sup>

### The Working Force

A brief sketch of the characteristics of the labor force in the set-up paper-box industry may be a useful preface to a discussion of personnel policies and working conditions.

In August 1935, women constituted about two-thirds and men one-third of all the workers in the industry. Men were relatively more numerous in the South, where they amounted to 38.6 percent of all employees, as against 32.6 percent in the North.

Workers of both sexes were found in practically all jobs in the production departments, although men were usually employed on the major machine operation of cutting, on ending and scoring machines, and as compositors and printing pressmen. Men were exclusively employed as machinists, who repair, set up, and regulate machines, and in the shipping and transportation of boxes. Women were most numerous in the making-up operations, such as hand box making, machine stripping, wrapping, gluing and staying, hand bending-up and turning-in, and miscellaneous bench work, and as general machine helpers and floor workers.

Machine operators and feeders comprised a little less than half (47.5 percent) of all workers, being relatively more numerous in the South, where they amounted to 53.9 percent of all employees; than in the North, where they constituted 47.0 percent. About 51.7 percent of the male workers were machine operators and feeders, as compared with 45.4 percent of the female employees (54.7 percent in the South).

The national derivation of the labor force in the various plants depends on the population predominating in the centers where the establishments were located. Thus, in metropolitan New York and eastern New Jersey, many Italians and Jews and a goodly proportion of Germans were found among the employees; French-Canadians were numerous in New England; Poles and Italians in the East North Central section; Germans and Scandinavians in the West North Central section; and Italians and Portuguese in the far West. However, American-born workers predominated in all sections. In the South, a vast majority of the employees were native Americans, predominantly of English extraction. Negroes comprised little more than 1 percent of all workers, although they were 6.5 percent of the relatively

<sup>1</sup> For a discussion of collective bargaining in this industry, see pp. 43 and 44.

small group of southern employees. They were mainly engaged in such occupations as waste balers, truckers, janitors, and firemen.

The average formal education of the workers was apparently between the sixth and eighth grades of grammar school, according to the reports on this point from 400 plants. Seven percent of the establishments reported a preponderance of high-school graduates.

No records are available for a statistical analysis of length of service in the industry, but general statements from executives indicate that the regular working force was on the whole stable, despite the comparatively low skill required in much of the work and the fact that more than two-thirds of the plants and almost three-fourths of the employees<sup>2</sup> were located in industrial cities of 100,000 or more. A vast majority of the establishments reported not only a very small labor turn-over but also many employees with service records ranging from 5 to 20 years.<sup>3</sup> Ninety percent of the plants reported that from one-half to all of their male workers were married; 40 percent declared that a like proportion of their female employees were married, although the same proportion of establishments reported that fewer than one-fourth of their female workers were married, thus indicating that single women predominated in this industry.

### Hiring

The employment function in establishments of the set-up paper-box industry was commonly centralized in one authority, such a practice having been found in 343 or 83 percent of the 414 plants reporting on the subject in August 1935. Since the majority of the establishments were small, this means in most instances the owner, manager, superintendent, or some other company official. Special employment departments or personnel officials were a part of the organization in 28 of the plants (nearly all large ones), only 2 of which were strictly paper-box factories, the others being consumer plants or paper manufacturing or printing establishments. Hiring was in the hands of foremen or department heads in 71 plants, comprising 17 percent of those covered. A classification of establishments according to the agency used in hiring will be found in table 23.

Labor was recruited principally from direct applicants at the plant, who acted upon information received from regular employees or newspaper advertisements. This method was used almost exclusively by 380 of the 417 establishments reporting on the point. The union supplied the labor in all organized plants (32) in New York City, while city, State, or Federal employment offices were a major source for 5 establishments. Business schools, private employment offices,

<sup>2</sup> Set-up paper-box employees only are considered here.

<sup>3</sup> There is considerable seasonal fluctuation in this industry and many plants met the situation by sharing work and hiring temporary employees to carry peak loads. When it was necessary to lay off regular employees, their policy was usually to rehire them when production increased. See p. 67.

**TABLE 23.**—*Classification of 414 plants according to hiring agency by size of establishment, August 1935*

Hiring agency	All plants		Under 50 employees		50 and under 100 employees		100 and under 300 employees		300 employees and over	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
All agencies.....	414	100.0	263	100.0	65	100.0	36	100.0	50	100.0
Foreman or department head.....	71	17.1	36	13.7	11	16.9	13	36.1	11	22.0
Superintendent, owner, or other executive.....	315	76.1	227	86.3	53	81.6	20	55.6	15	30.0
Employment or personnel department.....	28	6.8	.....	.....	1	1.5	3	8.3	24	48.0

and relief agencies were also used occasionally for special types of labor, and two plants in a certain city looked respectively to the vocational guidance committee of the city schools for specially trained persons and to the city continuation school for inexperienced help.

Standards for selection in hiring included a minimum age in a majority and a maximum age in a few of the plants. Medical examination for physical fitness was also required by several of the larger plants.

In August 1935, two-thirds of the establishments were observing a minimum hiring age which was higher than the State minimum legal requirement. The minimum age for employment outside of school hours in the States covered ranged from 14 to 16 years for non-hazardous and from 14 to 18 years for hazardous occupations. By using the State minimum age for nonhazardous occupations for plants having no other standard, the 411 plants which reported on this subject may be distributed as shown in table 24.

**TABLE 24.**—*Classification of 411 plants according to a minimum hiring-age limit*

Minimum hiring age	Number of plants	Percentage of all plants
14 years.....	81	19.7
15 years.....	21	5.1
16 years.....	121	29.4
17 years.....	7	1.7
18 years.....	166	40.5
19 years.....	1	.2
20 years.....	12	2.9
21 years.....	2	.5
Total.....	411	100.0

The 14- and 15-year ages were in each instance the State minimum. Sixteen years was the State minimum for two-thirds of the establishments in the 16-year group, and it was the State minimum age for employment in hazardous<sup>4</sup> occupations for most of the remaining plants in that group. Likewise, 18 years was the State minimum age for employment in hazardous work for the majority of the estab-

<sup>4</sup> Certain kinds of machine work in this industry are considered hazardous by several States.

lishments reporting 18 as the minimum hiring age for all work. It would, therefore, appear that, even though much of the work is non-hazardous in character, the presence of some hazardous work in the industry has a tendency to raise the entrance age for all occupations to the minimum for hazardous work. The reason for this may be that, if employers must consider the permissible age for hazardous occupations, they prefer not to hire anyone younger than that age.

Maximum hiring-age limits were more or less definitely established in 55 plants, or 13 percent of the 411 plants that reported. A maxi-

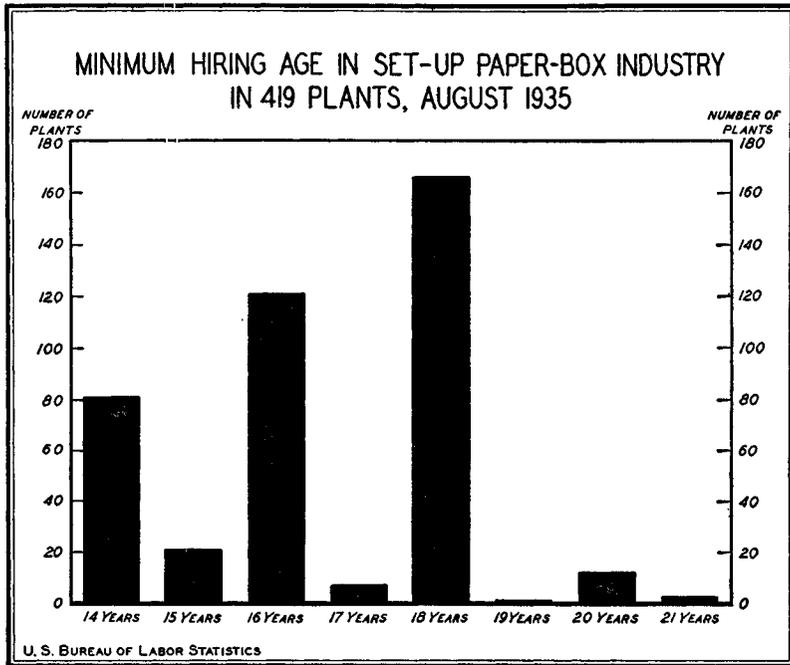


CHART 9.

imum age of 50 years or less was found in 48 establishments, 25 years being the usual limit in 9, 30 years in 5, 35 years in 5, 40 years in 9, 45 years in 7, and 50 years in 13 plants. Seven establishments reported that they hired employees between 60 and 70 years old. The maximum hiring age for female workers was sometimes lower than that for males. Thus, 3 plants which hired men up to 50 years of age would not take women over 30, 35, and 40, respectively; another fixed the ages of males and females at 40 and 35, respectively; and one which preferred males as young as 24 did not usually hire women older than 20 years. Several other establishments, while not naming a maximum hiring age, indicated that their practice was to hire young people.

Medical examinations before hiring were required by about one-fourth of the consumer and paper manufacturing and printing establishments, with only one strictly paper-box factory following this practice.

### Laying Off and Discharging

The set-up paper-box industry is subject to marked seasonal variations. In order to keep intact a regular labor force, many plants have adopted a "share the work" policy. Approximately three-fourths of the establishments shared work by reducing the hours per day or days per week, by rotation of employees, or by some similar plan. The market of another one-sixth of the plants was such that they could minimize the need for such measures by manufacturing for stock supplies during slack periods. There is in this industry an appreciable increase in employment during peak seasons, which cannot be absorbed during the rest of the year. The extra workers taken on in busy seasons are usually considered as part-time or temporary workers, who are hired on that basis and laid off on termination of the emergency.

The procedure followed when laying off or discharging regular employees was casual in many establishments. Only 123 (about one-third) of the plants endeavored to give all workers or, in a few instances, those in selected occupations some notice of lay-off. Five of these gave both notice and a dismissal wage and 10 plants gave a dismissal wage in lieu of notice for permanent lay-offs. The length of notice allowed was 1 week in two-fifths of the plants that gave notice, and as much as 2 weeks in a few, but in more than half of the establishments it was an indefinite amount of time, depending on circumstances. The amount of dismissal wage was usually pay for 1 or 2 weeks. A few establishments reported that they never had occasion to lay off employees, and the remaining either gave no notice whatever or had no definite policy.

Lay-offs, as well as dismissals for cause, were usually in the hands of the person who hired the workers, although foremen had the right to discharge in a number of plants where they did not have the power to hire, as will be seen from a comparison of tables 23 and 25.

TABLE 25.—Classification of 275 plants according to discharging agency by size of establishment, August 1935

Discharging agency	All plants		Under 50 employees		50 and under 100 employees		100 and under 300 employees		300 employees and over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
All agencies.....	275	100.0	147	100.0	49	100.0	29	100.0	50	100.0
Foreman or department head.....	87	31.6	30	20.4	13	26.5	17	58.6	27	54.0
Alone.....	54	19.6	20	13.6	10	20.4	11	37.9	13	26.0
With approval of higher official.....	33	12.0	10	6.8	3	6.1	6	20.7	14	28.0
Superintendent, owner, or other executive.....	183	66.6	117	79.6	36	73.5	12	41.4	18	36.0
Employment or personnel department.....	6	1.8							5	10.0

The foreman was the discharging official in almost a third of the 275 plants reporting on this point, as one may see from table 25. However, approval of his action by a higher official was necessary in a number of them, reducing the proportion in which he was the sole authority to 20 percent, as compared with 17 percent in which he was the sole hiring official. It will also be seen that only 5 of the 28 special employment departments handled discharges directly. Of the remaining 23 plants with such departments, the foreman had complete authority to discharge in 9; the foreman's action required the approval of the employment manager or some other higher official in 8; and the superintendent or general manager handled discharges in 6 establishments.

According to table 26, provisions for appeal from dismissals by foremen acting without the approval of a higher official were made in 30 of 50 plants that reported on the subject.

TABLE 26.—Classification of 242 plants having provisions for appeal by discharging agency, August 1935

Discharging agency	Number plants reporting	Plants having provisions for appeal	
		Number	Percent
All agencies.....	242	88	36.4
Foreman alone.....	50	30	60.0
Foreman with approval of manager or superintendent.....	19	11	57.9
Manager or superintendent alone.....	82	27	32.9
Employment or personnel department.....	4	3	75.0
Higher official, or manager, superintendent, or foreman with approval of higher official.....	87	17	19.5

As previously stated, a number of plants in New York City were operating under an agreement with the Paper Box Makers' Union. With respect to discharging employees, this agreement stipulated that, after a 2 weeks' trial period, the discharge of workers was prohibited without consultation with the union. The agreement also provided for the adjustment of such cases by arbitration.

### Job Training

Training necessary to the work in this industry was practically always obtained on the job. Beginners were usually started at learners' wages <sup>5</sup> on such jobs as putting on lids and tying up boxes, turning-in, stripping, covering, etc., or as helpers to machine operators, being advanced as they became proficient and vacancies occurred. In the majority of plants, they were taught by other experienced workers or foremen. Formal apprentice training was reported by only one establishment, which trained apprentice machinists and diemakers under a 3-year contract. Plants generally hired trained workmen for the highly skilled jobs.

<sup>5</sup> Learners often receive piece rates, 15.9 percent of the total scheduled being paid by that method in August 1935. (See table 18.)

## Lunch and Rest Periods

In August 1935, lunch periods of definite length were provided in all but 1 of the 418 plants reporting on this point. The usual length of lunch periods was 30 minutes in the South and either 30 minutes or 1 hour in the North. (See table 27.) All of these lunch periods were on the employee's time.

TABLE 27.—Classification of 418 plants according to length of lunch period by region, August 1935

Region	Total	30 minutes	40 to 45 minutes	60 minutes	75 minutes	Length not reported
United States.....	418	146	194	173	4	1
North.....	373	114	90	164	4	1
South.....	45	32	4	9		

<sup>1</sup> 3 of these plants had a lunch period of 40 minutes and 1 of 42 minutes, all others giving 45 minutes for lunch.

Short formal rest periods, aggregating from 10 to 20 minutes a day, in addition to the lunch period, were the practice in 10 plants, of which 4 were in the consumer and paper and printing groups, and 6 were strictly paper-box establishments. These rest periods were credited as working time in all excepting two of the plants.

## Holiday Observance

Holiday observance was general throughout the industry. The usual number celebrated was 5 days in the South and 6 days in the North. Christmas, Independence, Thanksgiving, Labor, New Year's, and Memorial Day were extensively observed, their importance being in the order named, and some 18 other days covering local and religious holidays were observed to a lesser degree. The number of holidays on which plants were closed is shown in table 28.

TABLE 28.—Holiday observance in 418 plants by region, August 1935

Region	Total number of plants reporting	Percentage of plants observing <sup>1</sup> —											
		1 day	2 days	3 days	4 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days
United States....	418	100.0	99.8	98.6	97.6	95.0	84.9	43.5	24.2	17.7	8.1	2.9	0.2
North.....	372	100.0	100.0	99.7	99.7	98.9	92.5	47.3	26.3	19.6	9.1	3.2	.3
South.....	46	100.0	97.8	89.1	80.4	63.0	23.9	13.0	6.5	2.2			

<sup>1</sup> One-half day observance was counted as 1 day.

Holidays were without pay for wage earners in all except seven plants, which paid their employees for either all or part of the holidays. In four of the seven establishments all workers were on a weekly salary basis, and in three the regular hourly rate (the guaran-

teed minimum rate for piece workers) was paid for full time. Three of the plants paid their wage earners for six holidays, one for 5 days, one for 4 days, one for 2 days, and the seventh for Christmas only. Salaried employees in clerical and supervisory positions were paid for holidays in the majority of the establishments. The payment of punitive rates for work on holidays which were normally observed was the practice in 26 plants.

#### Vacations

Vacations with pay for all wage earners were provided in only 8 out of 419 plants in August 1935. Of these establishments, four were paper-box factories and four either consumer or paper and printing establishments. These were not all large concerns, as two plants had fewer than 50 employees, although the others ranged in size from 50 to 500 employees. The length of vacation and service prerequisite for wage earners in these eight plants are shown in table 29.

TABLE 29.—*Vacations with pay for wage earners in 8 plants*

Length of vacation	Service prerequisite	Number of plants
1 week.....	6 months.....	1
Do.....	1 year.....	4
Do.....	2 years.....	1
½ week.....	4 years.....	1
2 weeks.....	20 years.....	1

Unfortunately, the reports were incomplete with respect to the method of computing pay for vacations of hourly and piece-rate workers. One plant, in which all employees were working under a production bonus plan, paid the base rate for full time. Another establishment paid hourly rate workers the regular rate for full time and piece workers the guaranteed minimum hourly rate for full time.

An additional 13 plants had regularly planned vacations without pay for wage earners. The length of vacation was 1 week in nine establishments, 10 days in one, 2 weeks in two, and 4 weeks (2 weeks in July and 2 weeks in December) in one plant.

Foremen, shipping clerks, technical workers, and often such employees as engineers, machinists, diemakers, electricians, etc., usually but not always on a salary basis, were granted vacations by 87 plants, or in 20 percent of all establishments. All but seven of these gave vacations with pay. Office workers were given vacations in still a larger number of plants, namely 170, which comprised 40 percent of the total number of establishments. All excepting five of these gave vacations with pay. Fifty percent of the 170 plants that provided for vacations gave 1 week and 40 percent gave 2 weeks. The usual service prerequisite was 1 year. Several establishments graded the length of vacations in accordance with length of service. Table 30 shows in detail the vacation policies of the plants surveyed.



PLATE 9.—STRIPPING BOXES ON A FRAME.

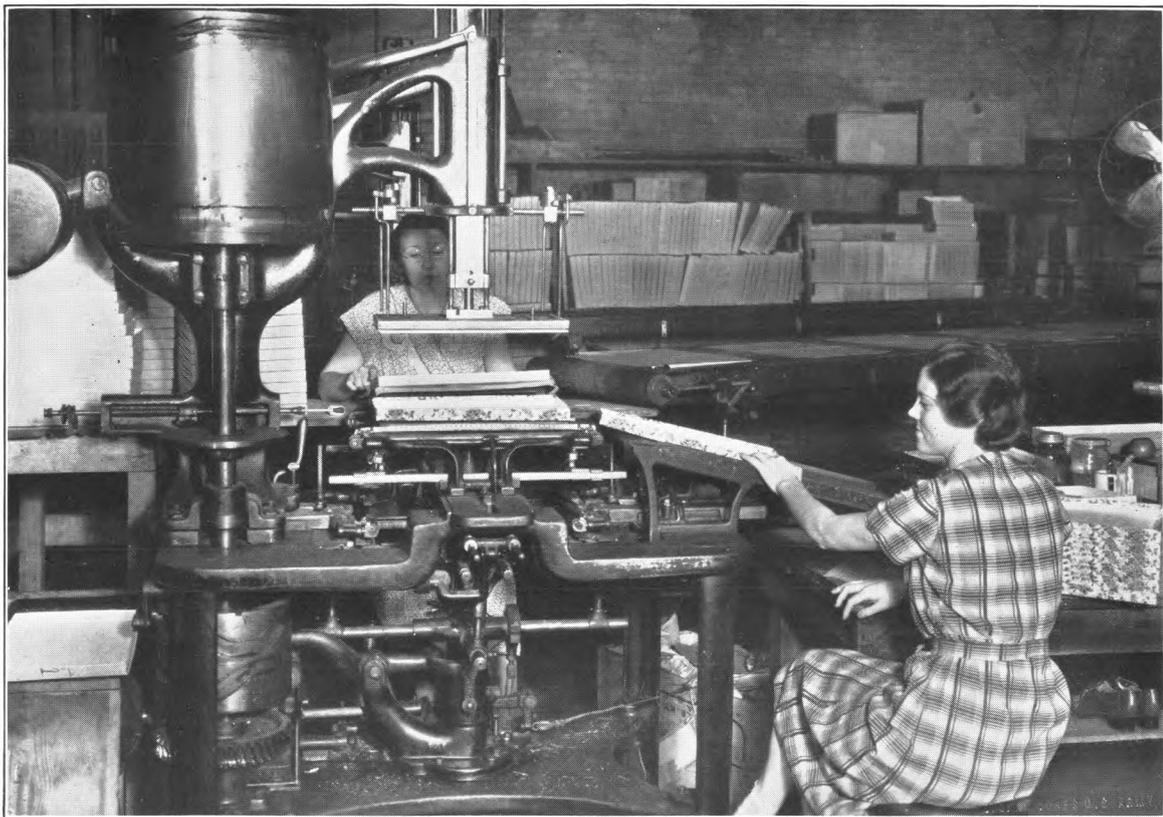


PLATE 10.—COVERING BOXES ON A WRAPPING MACHINE.

TABLE 30.—Planned vacations in 419 plants,<sup>1</sup> August 1935

Type of employees and region	Total number of plants reporting	Total number of plants granting vacations	Number of plants granting vacations to—		Number of plants granting vacations of—						Number of plants requiring previous service of—							
			All employees	Selected plant occupations only <sup>2</sup>	Less than 1 week <sup>3</sup>	1 week	10 days	2 weeks <sup>4</sup>	3 weeks	4 weeks	No specific requirement	Less than 6 months	6 months	1 year	2 years	4 years	20 years	Not known
<b>Wage earners and salaried plant employees</b>																		
United States.....	419	87	21	66	2	47	1	36	-----	1	19	2	8	40	2	1	1	14
North.....	373	71	16	55	2	38	1	30	-----	1	14	2	7	33	1	1	1	12
South.....	46	16	5	11	-----	9	-----	6	-----	-----	5	-----	1	7	1	-----	-----	2
<b>Office employees</b>																		
United States.....	419	170	170	-----	87	4	77	1	1	36	4	19	75	1	-----	-----	-----	35
North.....	373	151	151	-----	78	3	69	1	1	30	4	17	67	1	-----	-----	-----	32
South.....	46	19	19	-----	9	1	8	-----	-----	6	-----	2	8	-----	-----	-----	-----	3

<sup>1</sup> Vacations in all plants were with full pay except as follows: 4 plants gave all employees vacations without pay; 5 plants gave office and supervisory employees vacations with pay and wage earners vacations without pay; 3 plants gave office employees vacations with pay and wage earners and salaried plant employees vacations without pay; 1 plant gave vacations to office employees only, without pay; 1 plant gave vacations with pay to office and salaried plant employees and vacations without pay to wage earners.

<sup>2</sup> These refer to foremen, shipping clerks, technical workers, etc., and in some cases to salaried plant workers in maintenance, service, and special production occupations.

<sup>3</sup> Includes 1 plant which gave ½ week and 1 which gave a "few days."

<sup>4</sup> 6 firms gave plant supervisory employees and 18 gave office employees vacations of 1 and 2 weeks, graded according to length of service.

<sup>5</sup> 1 plant gave plant supervisory employees 1 week if service was less than 6 months and 2 weeks after 6 months' service.

<sup>6</sup> 1 plant gave plant supervisory employees 1 week if service was less than 1 year but began prior to a specified date and 2 weeks after 1 year's service.

<sup>7</sup> 1 plant gave plant supervisory employees 1 week after 6 months' service and 2 weeks after 1 year.

<sup>8</sup> 3 plants gave plant supervisory employees 1 week after 1 year's service and 2 weeks after service of 2 years in 1 plant and 5 years in 2 plants.

<sup>9</sup> 1 plant gave 1 week for less than 6 months' service and 2 weeks after 6 months; 2 plants gave 1 week for less than 1 year's service and 2 weeks after 1 year; and 1 plant gave 1 week for less than 10 years' service and 2 weeks after 10 years.

<sup>10</sup> 1 plant gave 1 week if service was less than 1 year but began prior to a specified date and 2 weeks after 1 year; and 1 plant gave 1 week if service was less than 3 months but began prior to a specified date, 2 weeks after 6 months, and 3 weeks after 25 years.

<sup>11</sup> 5 plants gave 1 week after 6 months' service and 2 weeks after 1 year.

<sup>12</sup> 8 plants gave 1 week after 1 year's service and 2 weeks after service of 2 years in 5 plants, and 5 years in 3 plants.

<sup>13</sup> This plant gave office employees vacations of 1 to 3 weeks, graded according to length of service.

### Sick Leave With Pay

Formal company plans <sup>6</sup> covering sick leave with pay for all wage earners were reported by only 4 out of 419 plants. Of these, two were paper-manufacturing establishments, one a consumer plant, and one a paper-box factory. One of the plants allowed wage earners a maximum of 1 week after 2 years' service, another gave as much as 2 weeks after 1 year of service, and a third had a plan for leave graduated according to length of service, with 4 weeks' leave the maximum for 6 months' service and 1 year's leave the maximum after 10 years of service. The fourth plan required 1 year of service before pay during illness was granted, but it had not placed a definite limitation on the amount of paid leave that would be allowed. An additional 15 establishments had informal plans, whereby wage earners were paid for an indefinite number of days during illness, if, in the opinion of management, the circumstances warranted such pay.

Paid sick leave benefits were also granted to supervisory and other salaried plant employees in 117 establishments and to office workers in 175 plants. Sixteen of the former and nineteen of the latter had fixed limits, the others being indefinite with each case adjusted on its own merits.

### Physical Working Conditions

In many of the small cities and the newer sections of large cities, the box factories occupied modern buildings constructed especially for them, or had space in large modern fireproof factory structures.

Poor factory housing, however, was prevalent in some of the larger and older industrial cities. The very nature of the industry, which requires large space to accommodate bulky goods of small value, tends to locate box factories in places with low rentals, which are usually one or two floors of old loft buildings, often with poor sanitary facilities, no elevator service, and even inadequate light and ventilation. Cellar workrooms were still common in New York City. Some plants did not employ janitors or porters, and factory housekeeping was dependent on the cooperation of the workers. As the factories often consisted of only one large workroom, where boxes were made up and stacked, space was apt to be crowded and fire conditions hazardous.

Luncheon facilities of one kind or another were found in about a fourth of the plants in the consumer group, but in a very small minority of both the paper-box factories and the paper and printing establishments. An occasional plant provided a lunch room or lounge, where employees could eat their carried lunches in comfort and relaxation, and some of these even furnished hot drinks at no cost to the worker. Rest rooms and locker rooms were likewise found only in a few establishments.

<sup>6</sup> See pp. 74 and 75 for information concerning sick benefits through insurance and mutual benefit associations.

### Safety Programs

Organized safety programs<sup>7</sup> were found in about one-fifth of the plants in August 1935. As regards size of establishment, such programs existed in about 8 percent of the plants with fewer than 50 employees, 26 percent with from 50 to 100, 35 percent with from 100 to 300, and 62 percent with 300 or more workers.

The type of program varied widely with the size of plant. Several of the larger companies employed full-time safety directors, but in most instances the work was carried on under the direction of the superintendent, plant manager, or some other official. The usual type of organization consisted of one or more safety committees, generally made up of supervisors and sometimes also of other employees, which met periodically to discuss safety practices, study accidents, and find remedies. Committee members were also charged with carrying out the program and instructing employees in safety practices.

### Social and Health Activities

Planned welfare work is not often found on the programs of small plants, such as comprise the bulk of this industry. Thus, company-sponsored educational activities for employees were negligible, and planned recreation was only infrequently encountered. A few of the larger plants of all types had libraries and recreation rooms. Athletics were sponsored by the firm in 18 consumer, 13 paper-box, and 3 paper-manufacturing and printing establishments, and a few companies in each group encouraged social gatherings, such as picnics, dances, orchestras, and theatricals.

Health programs were virtually nonexistent in paper-box factories. There were only two fairly large establishments of this kind that employed full-time nurses, in charge of first aid, who supervised health conditions in the plant and visited the families of workers. One large paper-manufacturing plant made similar provisions and another maintained rooms in a local hospital for employees and their families. Health programs were found in about half of the establishments in the consumer group. In 20 consumer plants these plans were concerned principally with first-aid work, usually providing a first-aid room or dispensary with a nurse in charge and a doctor on call. A somewhat broader field was covered by the plans of 15 additional consumer establishments, which employed nurses and either full- or part-time physicians to supervise general health conditions,

<sup>7</sup> The operation of some of the cutting, staying, and ending machines in this industry is fairly hazardous work. The injury frequency and severity rates for the entire paper-box and container branch of the paper industry were, respectively, 13.30 (per 1,000,000 man-hours) and 1.14 (per 1,000 man-hours) in 1935. These figures give this industry a more or less middle position in a group of 30 industries, placing it above most of those in which women are extensively employed. See the Accident Rates industrial series for 1935, which is published by the National Safety Council, Inc.

give free consultations to workers, visit sick employees, and in a few instances attend and advise families of workers. One of these plants also provided dental and optical services free, another made available the regular services of an eye, ear, nose, and throat specialist at no cost to the employee, and a few arranged with local specialists for service at reduced rates. Hospitals for workers were maintained by two more of these establishments. Although the plants with general health programs were fairly large (nearly all had more than 500 employees), their employees engaged in the manufacture of set-up boxes comprised only about 5 percent of all workers covered. The remaining establishments in the industry did nothing more than comply with the law with respect to emergency first-aid kits.

#### Insurance, Pension, Savings, and Loan Plans

Insurance plans constituted the most common form of welfare work engaged in in the set-up paper-box industry. In August 1935, almost 30 percent of all workers covered were in plants with insurance or similar plans, comprising 20.8 percent of all employees in the paper-box factories and 68.4 percent of those in consumer plants and paper-manufacturing and printing establishments. Insurance plans were more common in southern plants than in northern establishments. They even extended to the very small establishments, although rising in frequency with an increase in size of plants. (See table 31.)

A majority of the plans provided life insurance, and several also covered sickness, accidents, disability, and hospitalization. Formal pension plans for wage earners were found in four of the large consumer plants.

The cost of insurance or similar protection was shared jointly by the company and employees in 62 of the 90 establishments that had such benefits. It was paid entirely by the company in 11 plants, the entire cost was borne by the employee in 13, and 4 did not report as to who paid the cost. The mutual benefit associations were partially supported by the company in 3 of the 11 establishments where such existed.

Other company sponsored plans which were intended to benefit employees in regard either to savings or loans embraced building and loan associations, found in two large plants, and formal savings plans, found in three establishments, all of the consumer group. In a number of plants there were informal company plans for lending money to be repaid in installments, without interest, and in a few there were welfare clubs for employee mutual aid.

TABLE 31.—Classification of establishments by kind of insurance as to region and size of plant, August 1935

Region and size of plants	Total number of—			Percent having benefits through insurance or mutual benefit associations			Number of plants in which specified benefits were provided through company insurance plans						Number of plants in which specified benefits were provided through mutual benefit associations or some other group activity.				
	Plants	All employees <sup>1</sup>	Set-up paper-box employees <sup>2</sup>	Plants	All employees <sup>1</sup>	Set-up paper-box employees <sup>2</sup>	All plants affected	Death	Sickness	Disability	Accident	Pension	All plants affected	Death	Sickness	Accident	Hospitalization
All plants.....	419	69,981	13,243	21.5	59.7	28.8	* 83	80	18	6	13	4	* 11	2	7	4	5
Region:																	
North.....	373	59,081	12,276	18.8	57.7	27.3	63	60	14	3	10	4	10	2	7	4	4
South.....	46	10,900	967	43.5	70.4	47.8	20	20	4	3	3		1				1
Size of plant:																	
Under 50 employees.....	265	5,326	4,721	10.2	12.9	12.2	26	25	2	2	3		1				1
50 and under 100 employees..	65	4,406	3,347	23.1	23.6	17.0	14	14	1		1		2	1	1	1	2
100 and under 300 employees..	33	6,266	2,889	50.0	51.4	48.4	17	17	3	1	4		3	2	2	1	2
300 employees and over.....	51	53,983	2,286	56.9	68.2	55.9	26	24	12	3	5	4	5	1	4	2	

<sup>1</sup> This represents the total employment.

<sup>2</sup> Only employees of set-up box departments are included here.

<sup>3</sup> 4 plants that provided insurance also had mutual benefit associations that gave additional service.

### Home or Contract Work

At one time the set-up paper-box industry employed a considerable number of home workers. Special inquiry regarding home workers brought out the fact that comparatively little work was sent out during the precode period of May 1933, almost none during the August 1934 code period,<sup>8</sup> and little more during the August 1935 postcode period. In fact, the number of plants following this practice was 12 in 1933, only 3 in 1934, and 6 in 1935. These establishments were widely scattered, being located in Minneapolis, St. Louis, Cincinnati, Philadelphia, and other Pennsylvania cities; Baltimore, New York City, and a few New Jersey and Delaware cities. Most of them had fewer than 50 employees.

The type of work sent out in August 1935 consisted of hand work on fancy boxes, such as making bows to decorate candy boxes, assembling partitions for candy and cosmetics boxes, etc. Two plants gave such work only to regular employees, who took it home with them at night, two gave it to wives or other relatives of workers, and one only to persons who had formerly been regularly employed. However, one establishment sent out work on contract during all of the three periods to a family that distributed it among neighbors. Such work, of course, was paid for entirely on a piece-rate basis, and no record was kept of the hours of work required for performance. The plants assumed no responsibility for violation of minimum-wage laws and of laws regulating maximum hours of work and night work of women and minors.

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<sup>8</sup> Home work was prohibited under art. V of the code.

## Appendix I.—Employment, Man-Hours, and Pay Rolls

The relative gains in employment, man-hours, and pay rolls in the plants covered in the set-up paper-box industry between May 1933, August 1934, and August 1935 are presented in table 32. The figures in this table, which include both percentages of change and index numbers, are for identical establishments.<sup>1</sup> The index numbers are also shown graphically in chart 10.

TABLE 32.—Relative changes in employment, man-hours, and pay rolls for identical plants

Sex	Percentage change			Index numbers		
	May 1933 to August 1934	August 1934 to August 1935	May 1933 to August 1935	May 1933	August 1934	August 1935
<b>Employment:</b>						
Males.....	+17.6	+5.4	+24.0	100.0	117.6	124.0
Females.....	+15.5	+7.6	+24.3	100.0	115.5	124.3
Total.....	+16.2	+6.9	+24.2	100.0	116.2	124.2
<b>Man-hours:</b>						
Males.....	+1.9	+13.9	+16.1	100.0	101.9	116.1
Females.....	+8.9	+15.5	+25.8	100.0	108.9	125.8
Total.....	+6.2	+14.9	+22.0	100.0	106.2	122.0
<b>Pay rolls:</b>						
Males.....	+29.4	+11.3	+44.0	100.0	129.4	144.0
Females.....	+48.5	+12.9	+67.7	100.0	148.5	167.7
Total.....	+39.3	+12.2	+56.3	100.0	139.3	156.3

Employment for all workers in the industry increased by 16.2 percent between May 1933 and August 1934, with the gain for males exceeding by a narrow margin that for females. The rise between August 1934 and August 1935 for both sexes amounted to only 6.9 percent, the increase for females being somewhat larger than for males. During the period as a whole, the advance in employment for all workers was 24.2 percent, and practically the same relative change was reported for each sex.

Due to the reduction in weekly hours caused by the code, the increase in man-hours between May 1933 and August 1934 was con-

<sup>1</sup> The percentages of change between May 1933 and August 1934 are based on data for 277 identical establishments, and those between August 1934 and August 1935 are based on 424 identical establishments. In order to obtain the percentages of change for the period as a whole, the changes between May 1933 and August 1934 and those between the latter period and August 1935 were linked together.

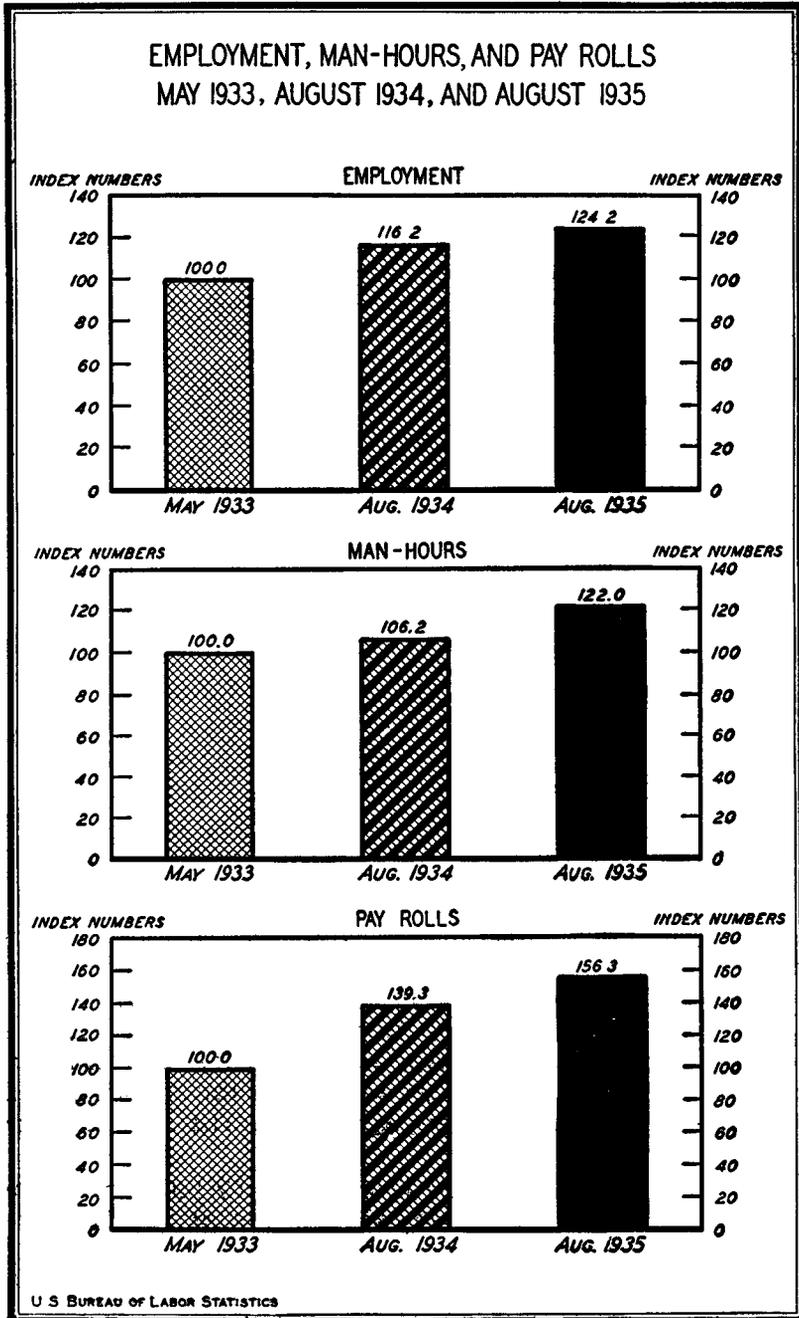


CHART 10.

siderably less than in employment. The gain in man-hours for all workers was only 6.2 percent, the percentage rise being 1.9 for males and 8.9 for females. With an increase in weekly hours following the abolition of the code, as well as a further rise in employment, the total man-hours advanced again by 14.9 percent (13.9 percent for males and 15.5 percent for females) from August 1934 to August 1935. The total gain in man-hours for the entire period was 16.1 percent for males, 25.8 percent for females, and 22.0 percent for both males and females.

The increase in average hourly earnings as a result of the code, coupled with the gain in man-hours, accounts for the large expansion in the industry's pay rolls between May 1933 and August 1934. The rise in pay rolls amounted to 29.4 percent for males, 48.5 percent for females, and 39.3 percent for the two sexes combined. Although the average earnings per hour declined somewhat between August 1934 and August 1935, the gain in man-hours (due to greater employment and a rise in the average workweek) was sufficient to bring about a further increase in pay rolls, which amounted to 12.2 percent for all workers (11.3 percent for males and 12.9 percent for females). The total gain for the entire period was 44.0 percent for males, 67.7 percent for females, and 56.3 percent for both sexes.

## Appendix II.—Technological Processes and Occupational Descriptions

### General

Broadly speaking, there are three kinds of paper boxes, namely, set-up boxes, folding boxes, and corrugated and solid fiber shipping containers. While the last-mentioned type is used exclusively as an outside box both in the packing and shipping of goods, the set-up and folding types are generally utilized for packaging purposes.

The set-up box differs in many respects from the folding box. Blanks for the set-up box must first be cut to size, then scored, and finally cornered or notched; while blanks for the folding box are died-out on presses in one operation. The shaping and setting of these boxes also differ, as the set-up box must first be shaped in the form of a box and the ends either stayed or glued, while the folding box need only be folded or at best folded and glued or stitched. The greatest and perhaps most important point of difference between these two kinds of boxes, however, is that when finished the set-up box is fully erected and rigid in form, while the folding box is generally "flat" and for that reason very compact. Lastly, because set-up boxes are rigid and bulky, they cannot be shipped economically to distant points like folding boxes. Hence, the manufacturers of set-up boxes must build their plants within easy reach of the consuming markets, which are seldom near the sources of raw materials.

From a distinctly hand industry, the making of set-up boxes has gradually become mechanized, until today only a few hand operations remain. During the latter half of the nineteenth century, hand tools and crude machines operated either by hand or foot were replaced by more advanced steam-driven machinery. The advent of the electric motor further accelerated the mechanization of this industry.

The far-reaching changes which took place in the set-up box industry during the last half of the nineteenth century are revealed in the Thirteenth Annual Report of the Commissioner of Labor.<sup>1</sup> From this report it appears that the time required to make 1,000 collar and cuff boxes (6½ by 6½ by 3 inches) dropped from 58½ man-hours in 1868, when only hand tools were used, to 33 man-hours in 1895, when steam-driven machines were used. Likewise, the introduction of machines in the manufacture of men's hat boxes reduced the time per 1,000 boxes (6 by 10 by 12 inches) from 205 man-hours in 1860

<sup>1</sup> Vol. 1, pp. 124-128.

to 63¼ man-hours in 1896. Perhaps the greatest saving in time was effected when machines were introduced in the manufacture of shoe boxes. It took 228 man-hours to make 1,000 shoe boxes (11½ by 6 by 3⅝ inches) in 1867 under the hand method, while in 1895 with the use of machines the same number of boxes were made in 34½ man-hours.

This great saving in time was made possible through the development of various machines. Hand knives and gages were replaced by cutting machines equipped with cutting guides or gages. The single and double scoring machines did away with hand scoring, and the corner-cutting machine replaced the hand knife and gage. Likewise, the development of covering machines greatly reduced the time it formerly took to cover a box by hand. Furthermore, the introduction of machinery not only expedited and lightened the work, but it also made for better work and less wastage. Thus, paper and board were cut more evenly by machines than by hand, and boxes were covered more smoothly and at a great saving in materials.

Unfortunately the Bureau has no actual figures to show the changes which have actually taken place in this industry since 1895. We do know, however, that mechanization has gone on and that greater savings in time and materials have been effected. Crude machines have been perfected, and machines have been motorized and speeded up. The industry now has machines which automatically transform strips of board and covering paper into fully formed and fully covered boxes. Mechanization has not only made possible a better and a more reasonably priced product, but has also enabled industry to meet an ever-increasing demand for paper boxes.

There are, in the main, two general types of set-up boxes—the “stayed” type and the “set” or pasted type. Stayed boxes are made from boxboard, which has been cut to size, scored, cornered, shaped into the form of a box, and stayed or secured at all four corners by means of adhesive paper tape or metal clips or bands. “Set” or pasted boxes are made from two board blanks in the case of “bottom-set” boxes and from three board blanks in the case of “end-set” boxes, the bottom or ends of which, as the case may be, are “set” or glued to the flanges of the main or body blank. Both types of boxes are finished in like manner.

The following flow chart lists in order of occurrence the processes involved in the manufacture of set-up paper boxes. Due to the many different kinds of set-up boxes and to the special problems encountered in the manufacture of each, only the more or less standard processes have been recorded.

The various operations involved in the manufacture of a set-up box might be classified in four general groups, as follows: First, preparing the board and paper from which the box is to be made; second, shaping and setting the rough box; third, stripping or covering the rough

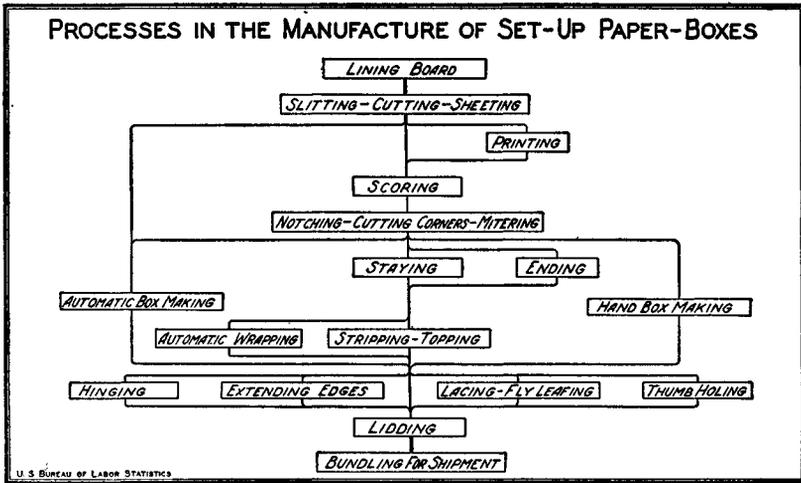


CHART 11.

box; and fourth, finishing the box. It should not be assumed that the line of demarcation between each process is clearly defined, nor that all four processes will be found in each set-up establishment. Varying degrees of mechanization along with the type of box being made will greatly alter plant practice. Furthermore, there are automatic box-making machines, which convert strips of board and paper into fully set-up and covered boxes, thereby combining in one the first three operations outlined here.

#### Preparatory Group of Operations

This group includes the various operations involved in the preparation of paper and paper board for the actual shaping, setting, covering, and finishing of set-up paper boxes. It embraces the lining of board, when this is done, the cutting of paper and boxboard into strips and sheets, and the further cutting of sheets to exact size. It also includes the scoring and the cornering or notching of body blanks, the mitering of paper wrappers, and the printing of paper covers. The occupations involved are described as follows:

*Lining-machine operator.*—Sets up and is responsible for the operation of a machine which applies a paper covering to one side of the boxboard. This covering will later serve as the lining of certain set-up boxes, such as candy boxes. After regulating the distance between the pasting pressure rolls to meet the requirements of the board being lined and adjusting the end shear to cut the lined board to length, the operator, with the aid of two or more helpers, mounts a roll of paper on the frame of the machine. He next passes the paper over a series of rolls, some of which are glue rolls, lines up the glue-covered paper with the board which is to be covered, and then threads the two between a series of heated rolls set up in tandem. The pressure and the heat of these rolls cause the paper to

adhere firmly to the board. The operator also supervises the lining operation, checks over the lined board to make sure that it is lined properly and cut to the desired length, and makes any necessary adjustments. He may also prepare the glue used in this machine.

This is a responsible job requiring a person who is mechanically inclined, accurate, and dependable. A liner operator must know the properties of paper and paperboard and be able to prepare a suitable paste. It would take from 2 to 3 years to develop an all-round liner operator.

*Lining-machine feeder (or lining-machine-operator's helper).*—Inserts sheets of boxboard between the rolls of the machine, taking particular care to line up each sheet so that it will enter the machine straight. The feeder also assists the operator in a general way, helping him mount rolls of paper on the machine frame, fill glue boxes, and do any general work as directed.

A careful and accurate person could learn to do this job satisfactorily in from 1 to 2 weeks.

*Lining-machine taker-off (or lining-machine-operator's helper).*—Works at the back of a lining machine, catching and piling up lined boards which have been sheared to length. When not catching, the take-off man does general work under the direction of the lining-machine operator.

This is an unskilled job which can be mastered in a very few days.

*Sheeter operator.*—Cuts rolls of paper or light board into sheets of desired size. He mounts one or more rolls of paper or light board on a rack at the front of the machine and threads the end or ends through the feeding, cutting, and piling mechanisms. He then starts the machine, examines sheets to make sure that the machine is operating satisfactorily, and also takes away piles of sheets from the back of the machine. In some plants, the operator must also set up the machine, adjust the feeding, cutting, and piling mechanisms, change and, if necessary, sharpen the cutting blade.

An average person could learn to operate a sheeting machine in a few days. To become a proficient operator, however, who could also set up the machine, would take a mechanically inclined person from 3 to 6 months.

*Slitting-machine operator (or board slitter, or Seybold operator).*—Cuts rolls of paper and light board into strips of the desired width. He mounts a roll of paper or board on a frame at the front end of the machine, feeds the open end between the rolls, and engages the slit strips on the revolving spools at the back of the machine. The operator also sees that the machine is operating satisfactorily, that it is supplied with paper or board, and that the spools are replaced when full. In some establishments, the operator must further set up the machine, adjust the feeding and rewinding mechanisms, and place the slitting discs on shaft and space them properly.

A careful person could learn to perform this operation in about 2 weeks. It would, however, take a mechanically inclined person 6 months or more to become a proficient operator, also able so to set up the machine and space the cutting discs as to obtain the greatest number of usable strips from a given width of paper or board.

*Guillotine cutter operator (or ream cutter).*—Cuts sheets of paper and board to desired size using a cutting machine of the guillotine type. He places several sheets of paper or board on the cutting table, squares the pack against the back and side guides, and then trips a lever which causes the blade to travel diagonally downward, cutting one side of the pack to size. If necessary to cut the other side of the pack to size, the operator turns the pack around and repeats the operation. In some plants, the operator must also set up the machine, adjust the gages or guides, and change, and, if necessary, sharpen the cutting blade.

A careful and alert person could learn to perform this operation in about 2 weeks. It would take about 6 months, however, to develop an all-round operator also able to set up the machine and to reduce cutting waste to a minimum.

*Press operator (or Bliss punch-press operator, or cap cutter, or die cutter, shaper, or ring-machine operator, or stamper, shapes).*—Uses a power-driven press to cut out odd-shaped board blanks, such as ovals, rounds, and hearts, or to cut and shape special box parts, such as hat-box rings. On some presses, the operator places several paperboards on the cutting table, then places a free die over the board, and pulls a lever which causes a plunger to travel downward, driving the cutting edges of the die through the layers of board. On other presses, the operator sets up a roll of light board on a frame at the front of the machine and inserts the open end of the board between the feed rolls of a machine which automatically cuts out and shapes box parts. In some establishments, the press operator must also set up the machine.

Carefulness and muscular coordination are essential requirements for the job. An average person could learn the mechanics of this operation in about a month. To develop an operator also able to set up the press would take about 3 months.

*Compositor (or compositor, hand; or typesetter, hand).*—Prepares forms for printing presses, setting up type or plates or both, spacing them properly in the chase and securing them in place by means of quoins. He next takes a proof of the lay-out and either checks it or has it checked by a proofreader. In small plants the compositor may also set up the form on the press and may even operate the press. Likewise, in establishments which do some die-cutting of blanks, the compositor may also have to prepare cutting dies, set them up on the presses, and feed the presses.

A compositor must be a careful, accurate, and original worker. He must have good vision, judgment, and be able to read copy. The training required varies with plants, with the nature of the work, and with the duties of the compositor, the length ranging from 1 to as high as 5 years. In plants where the work is on a par with that of job-printing shops, the compositor may have to serve a formal apprenticeship, or, where the work is less complicated, he may learn from experience gained in the printing room either helping on the presses or assisting a regular compositor.

*Pressman.*—Prepares printing presses. He places form on the press, lines it up, secures it in place, and adjusts the press for clearance. He further sets guides on hand-fed presses and the feeding mechanism on automatic presses, adjusts the ink rolls and plates, runs off and checks a few copies, checks work at frequent intervals to insure the proper operation of the press, and makes any necessary adjustments. Upon completion of a job the pressman removes the form from the press. He may also have to set up die-cutting presses where such presses are used in set-up box plants. Lastly, he oils the press, makes minor repairs, and in some small establishments may even feed the presses.

A pressman must be mechanically inclined, alert, careful, accurate, and familiar with presses. It would take from 1 to 6 years to develop an all-round pressman, the training varying with plant practice, the type of presses used, the nature of the work, and previous experience. He may also serve a formal apprenticeship or gain his experience by working on presses as a feeder or as a pressman's helper.

*Press feeder (or die stamper, embossing; or imprinter, feeding; or job-press feeder; or printer's helper, feeding).*—Either inserts sheets one at a time into the press, or, in the case of automatically fed presses, supplies the feeding mechanism with sheets. He must also remove faulty sheets and any foreign matter which might injure the type and report any mechanical trouble to the pressman.

A feeder must be alert, accurate, careful, and, on hand-fed presses, have muscular coordination. The training for this job ranges from 1 month on a small press to 6 months on a complicated press.

*Scoring-machine operator (or single scorer; or double-scoring-machine operator; or board cutter, scoring).*—Feeds boards into machine, which scores or cuts them part way through and also cuts the outside limits of the box blank. The box blank will later be folded along the scored lines.

If the machine is of the double-scoring type, with an automatic transverse feed into the second series of rolls, the operator must also adjust this feeding mechanism as well as set up and adjust the second set of rolls.

A scoring-machine operator must be careful and accurate, and, in the case of the all-round operator, he must be mechanically inclined. To develop an operator who only fed the machine would take from 1 to 2 weeks, while to develop an all-round operator, also able to set up the machine, would take from 6 months to 1 year.

*Corner-cutter operator (or single-corner cutter; or double-corner cutter; or quad or automatic corner cutter; or punch boy, corners).*—Uses a machine of the punch-press type to cut out corners of scored-board blanks which will be used in making "stayed" set-up boxes. On hand-fed corner-cutting machines, such as the single- and the double-corner cutters, the operator places a pack of board blanks on the feeding table, squares them up against the guides, and trips a lever, thus causing knives to descend that cut out on their downward movement either one or two corners of the pack of blanks, depending on the type of machine. He next turns pack around and repeats operation until all four corners are cut. On automatic or "quadruple" machines, which cut out all four corners in one operation, the operator keeps the machine supplied with stock and also sees that it is feeding and cutting properly. In some plants, the operator must also set up the machine, set the guides and the cutting knives, and, on automatic machines, adjust the feeding and cutting mechanisms.

A good corner-cutter operator must be accurate and careful, have muscular coordination, and have from 1 to 2 months' actual experience operating corner-cutting machines. In addition to the above requirements, an all-round operator must be mechanically inclined, particularly on automatic or "quadruple" cutters, and have from 6 months to 1 year of actual experience in both operating and setting up corner-cutting machines.

*Notcher operator.*—Uses a machine, similar in many respects to a double-corner cutter, to blank or cut out small V-shaped sections from the narrow strips of board or flanges, extending either at the ends or at the bottom of the main or body blank of end- or bottom-set boxes. Notching makes it possible to bend these flanges inward, so that the end or bottom pieces can be glued to them.

The duties and qualifications of a notcher are the same as those of a single- and double-corner-cutter operator. (See Corner-cutter operator.)

*Wrapper-mitering-machine operator (or wrapper cornerer, or wrapper cutter, or label cutter, or miterer, or paper-corner cutter).*—Cuts and shapes corners of paper wrappers on a machine which closely resembles a double-corner cutter. He places a pack of blank wrappers on the cutting table, squares them up against the guides, and presses a lever which causes the knives to descend, thus cutting out and also mitering two corners of the pack. The operator next turns the pack around and repeats the operation to miter the other two corners. In some plants, the operator must also adjust the guides and the cutting knives.

This operation requires a careful and accurate worker. It would take several months to develop an operator who could efficiently and economically operate a mitering machine and also set it up.

*Slotting-machine operator.*—Cuts slots in box partitions. He places a pack of board strips on machine table, lines them up against guides, and then shoves one side of pack under or against a series of vertical knives or saws which cut out slots in the board. He must also in some plants set up the machine and adjust guides and knives.

A slotting-machine operator must be careful. Such a person, however, could learn to do this work in about 1 week and become proficient in about 1 month.

*Baling-machine operator (or machine baler).*—Collects waste board and paper, loads same into a machine which presses it into a compact bale, ties the bale with wire or cord, removes it from the machine, and either piles it up or trucks it to the shipping department.

This is an unskilled job which an able-bodied man could learn in a few hours.

### Shaping and Setting-Up Group of Operations

This group embraces the various operations required in the shaping and setting-up of set-up boxes. It includes such operations as bending, staying, stapling, banding, ending, hand box making, and automatic box making. The occupations included are defined as follows:

*Bender, hand (or bender-up, hand; or shaper, hand; or end turner, hand).*—Bends prepared box blank along scored lines, shaping it in the form of a box and preparing it either for the stayer or for the end or bottom setter. This is an unskilled job, which an average person could learn to do in about 1 day and become proficient in about 1 week.

*Bending-machine operator (or shaping-machine operator).*—Feeds scored and cornered box blanks into a machine, which bends the sides along the scored lines, shaping the blank in the form of a box and preparing it for the stayer. He also sets up the machine, adjusting it to suit the size of the blank being bent.

A careful person could learn the mechanics of this job in 2 or 3 days and become proficient in about 1 month.

*Single-stayer operator.*—Secures with adhesive paper tape the corners of a set-up box made from a single board blank, which has previously been scored and cornered.

The operator first shapes the prepared blank in the form of a box, if this has not already been done by a hand or machine bender, then places one corner of the shaped box over an anvil or block at the front of the machine, and lastly holds it there while the machine, set in motion by means of a foot lever, applies a strip of adhesive tape to the outer surface of the corner, securing it. This operation is repeated until all four corners of the box have been stayed. The operator must keep the machine supplied with tape and in some establishments also set up the machine, adjusting the guides and the taping mechanism to suit the size and depth of the box to be stayed.

A single-stayer operator must be careful and accurate and have muscular coordination. While this operation could be learned in about 1 month, it would take from 3 to 6 months to develop an all-round operator who would also be able to set up the machine.

*Automatic-stayer operator (or quadruple stayer, or set-up box-machine operator).*—Works on a machine which automatically shapes a prepared box blank and stays all four corners in one operation.

Inasmuch as this type of staying machine is generally automatically fed, the duties of the operator consist in keeping the machine supplied with box blanks and tape, seeing that the machine is feeding properly, removing defective blanks

from the machine, and possibly taking away stayed boxes from the back of the machine. In some plants the operator must also set up the machine and adjust the feeding, shaping, staying, and ejecting mechanisms.

An alert person could learn to operate an automatic stayer in about 1 month. It would take a person with some mechanical ability about 6 months to become an all-round operator able also to set up the machine.

*Stapler operator (or corner stapler).*—Secures box corners with metal staples rather than with adhesive paper tape. The duties and qualifications of a stapler operator are similar to those of a single-stayer operator. (See Single-stayer operator.)

*Bander operator (or metal-edge stayer).*—Secures box corners with aid of metal angle bands rather than with adhesive paper tape. The duties and qualifications of this job are similar to those of a single stayer. (See Single-stayer operator.)

*Single-ending-machine operator.*—Works on a machine which glues on, one at a time, the ends of end-set boxes.

He first shapes the main body blank by bending up the sides and turning in the end flanges, when this work has not already been done by a hand or machine bender. He then places one end of the shaped blank over a stationary block and holds it in place while the machine, set in motion by means of a foot lever, first applies glue either to the outer surfaces of the end flanges or to three edges of an automatically fed end blank and then forces this blank against the end flanges, "setting" or closing the end. He next turns the box around and repeats the operation to "set" the other end of the box. He also looks after the glue in the supply box and keeps it at the right temperature and consistency. In some plants, the operator must also set up the machine, place the proper size block on the machine, and adjust the pasting and setting mechanisms.

A single-ender operator must be careful and have muscular coordination. It would take such a person from 1 to 2 months to become a good ender operator. To develop an all-round operator who would also be able to set up the machine would take from 3 to 6 months.

*Double-ender operator (or automatic ending-machine operator).*—Works on a machine which automatically shapes the box blank and "sets" or glues both end blanks in one operation.

The operator keeps the machine supplied with body and end blanks and with glue, sees that the machine is operating satisfactorily, and removes defective boxes from the machine. He also removes finished boxes from the back of the machine when the latter is not equipped with take-away conveyors. In some plants, he must also set up the machine, place the proper size block on the plunger, and adjust the pasting rolls, the pressure heads, and the feeding mechanism.

While an average person could learn to operate a double-ending machine in from 1 to 4 weeks, it would take a mechanically inclined person from 3 to 6 months to become an all-round operator who would also be able to set up the machine.

*Bottoming-machine operator (or topper, or bottomer).*—"Sets" or glues on bottoms of bottom-set boxes. The duties and requirements are the same as those of a single-ending-machine operator. (See Single-ending-machine operator.)

*Box maker, hand (or bench worker, or box ender, or round-box maker, or out and out worker, or maker of fancy, special, and sample boxes or cases).*—Makes a complete box by hand, assembling parts, shaping body blank, staying corners or setting ends or bottom, stripping or wrapping box, and doing any necessary decorative work. Odd-shaped boxes, fancy cases, special boxes, or small lots of regular boxes are generally made by hand.

A hand box maker must be neat and careful. The training for this job varies with plant practice and ranges from one to several years.

*Automatic box-making-machine operator (or witch operator, or square-box-machine operator, or round-box-machine operator, or shell operator, or blanket-top-machine operator).*—Works on machines which make set-up boxes either from prepared box blanks or from strips of light board.

On machines using prepared board blanks, the operator keeps the feeder hopper filled with blanks and also sets up a roll of stripping paper on the machine frame and starts it through the feeding rolls; while on the other type of automatic machines, the operator sets up on the machine frame a roll of light board and also a roll of stripping paper and threads the two through the various mechanisms. The operator also supplies the machine with glue, keeping it at the proper temperature and consistency, sees that the machine is operating properly, takes away finished boxes from the back of the machine, and also removes defective boxes from the machine. In some plants, the operator must also set up the machine, adjusting the various mechanisms to meet the requirements of the box being made.

An automatic box-making machine operator must be alert and careful and, when also required to set up the machine, mechanically inclined. An average person could learn to operate this machine in about 1 month, but it would take such a person 1 year or more to become an all-round operator capable also of setting up the machine.

### Stripping or Covering Group of Operations

Set-up boxes are very often covered. This operation is generally known as "stripping" when the sides of the box are covered, as "topping" when the top of the lid and the bottom of the box are covered separately from the sides, and as "wrapping" when both the sides and either the top or the bottom of the box, as the case may be, are covered in one operation, a wrapper or specially prepared paper cover being used in the last instance. The covering of boxes may be done either by hand at a bench, or on a simple machine combining hand and mechanical features, or on an automatic machine. The occupations found in this group are as follows:

*Gluer operator (or gum-machine feeder; or gluer off; or gluer, blanket type; or automatic gluing-machine operator).*—Feeds labels and wrappers into a machine which applies a coating of paste to one side of them.

The operator either feeds the labels and wrappers into the machine one at a time or, if the machine is of the self-feeding type, keeps it supplied with them. The operator must synchronize the operation of the machine either with the hand stripping or the automatic wrapping operations, depending on the plant set-up, keep the glue box filled, and maintain the glue at the proper temperature and consistency. He must also in some plants adjust the glue rolls, the guides, and the feeding and delivering mechanisms.

While this is a simple job, which could be learned in a few days by an observant and careful person, the setting up and the operating of some of the more complicated gluing machines requires some mechanical ability and from 1 to 2 months of actual experience.

*Stripper, hand (or hand coverer; or box coverer, hand; or labeler, hand; or topper, hand; or bench worker; or table worker; or top labeler, hand; or hand worker.)*—Covers

by hand all or part of the outside surface of set-up boxes. He applies glue to the covering either with a brush or by passing it over a glue roll unless covers are mechanically glued and delivered to the stripping tables, and pastes the covering on the box, smoothing it out by hand or with a brush and also turning the edges.

A hand stripper must be neat, careful, and painstaking. Due to the wide variation in the nature of this work, it would take from a few months to 1 year to develop a good hand stripper.

*Stripping-machine operator (or bander, machine; or covering-machine operator; or papering-machine operator; or stripper, machine; or trimmer, machine; or block winder, machine).*—Applies a paste-covered strip of paper to the sides or to the top or bottom of a set-up box.

He first places a roll of covering paper on a spindle and passes this paper over a glue roll through glue-distributing rolls and stationary slides or guides and underneath a cutting blade. The operator then places a box over a revolving form at the front of the machine, pastes the end of the glue-covered strip to the side of the box (or to the bottom if bottoming or to the top if topping), turns the block by hand or causes it to turn, applies the paper covering to the surface of the box as the block revolves, presses a foot lever which causes a knife to cut the paper covering when a sufficient length has been delivered, and smooths by hand the covering as it is being applied and also the end of the covering strip at the point of overlapping. He may also turn in by hand the edges of the paper covering when this is not done by a turner-in. In some plants, the operator must also set up the stripping frame, adjust the slides, and place the proper size block on the shaft at the front of the machine. He also supplies the machine with glue of the right consistency.

The operator of a stripping frame must be neat and careful and have muscular coordination. This operation might be learned in 1 month, but it would take as long as 1 year for a person to become proficient and an all-round stripper, being also able to set up the machine.

*Topping-machine operator (or labeler, machine; or covering-machine operator).*—Applies a glue-covered strip of paper to the top or to the bottom of a box, after the sides have been stripped and the edges turned in. The duties and qualifications of this occupation are comparable to those of a stripping-machine operator. (See Stripping-machine operator.)

*Turner-in (or stripper's helper, or inspector, or tucker-in).*—Assists the stripping-frame operator, turning in by hand the extending edges of the box covering and pasting one edge to the inside of the box and the other edge to the bottom or top of the box.

A turner-in must be neat and careful. While this is a rather simple job which could be learned in a few days, it might take about 1 month to become proficient at this work.

*Automatic wrapping-machine operator (or automatic covering-machine operator, or bridgeman operator).*—Works on a machine which automatically applies a glue-covered paper wrapper to the outside surface of a set-up box.

On hand-fed automatic wrapping machines, the operator receives a glue-covered wrapper from the gluing machine, places it glued side up on a table at the front of the machine, registers the box on the wrapper, and places both the wrapper and the box underneath a plunger, which on its downward movement forces the box past a series of brushes that apply the wrapper to the box and also turns in the edges. On the fully automatic wrapping machines, the operator merely keeps the machine supplied with boxes and wrappers, the machine automatically applying glue to the wrappers, registering the box on the wrapper, and applying

the wrapper to the box. He also sees that the machine is working properly and removes defective boxes from the machine.

An automatic wrapper operator must be careful and accurate and have muscular coordination. Such a person could learn to do this work in about 1 month.

*Automatic stripping-machine operator (or automatic labeler operator).*—Works on a machine which automatically applies a strip of paper covering to the sides of a set-up box. This machine differs from the automatic wrapping machine in that it only covers the sides of the box and not the complete outside surface. Usually it is automatically fed. The duties and qualifications of this job are the same as those of the fully automatic wrapping-machine operator. (See Automatic wrapping-machine operator.)

### Finishing Group of Operations

In addition to the covering operations, there are several other finishing operations that vary with the type of box to be made. On fancy boxes, such as candy boxes, linings and flyleaves may have to be inserted, while on other boxes special parts may have to be added. The occupations found in this group are defined as follows:

*Table worker, unskilled (or lidded, or closer, or tier, or gluer, or gummer, or thumb-hole cutter, hand).*—Performs such unskilled hand jobs as applying paste to labels or wrappers, assembling box parts, lidding boxes, and tying bundles of boxes. He generally works at a table or bench, using brushes, scissors, or any other necessary hand tools.

A table worker should be careful. Any one of the operations performed is simple and could be learned in a few days.

*Miscellaneous punch-press operator (or eyelet-machine operator, or fastener operator, or rivet-machine operator, or stitcher operator, or button-fastener operator, or staymaker operator).*—Uses any one of many types of punch presses either to insert eyelets or to fasten such items as buttons, hinges, locks, etc., on boxes or to stitch or join miscellaneous parts. The operator supplies the machine with the necessary eyelets, rivets, or wire and then holds the box over an anvil or arm while the machine either inserts the eyelets or secures the parts. In some cases, he also makes metal stays, stamping them out on the press.

A careful person could learn to do this work in a day or two and become proficient in about 2 weeks.

*Miscellaneous shaping-press operator (or doming-machine operator; or neck and shoulder presser; or tube topper, seaming; or bumper operator; or crimper operator; or curling-machine operator; or top inserter; or machine seamer).*—Uses any one of the many types of shaping presses either to dome or form box tops, either to press or shape box necks and shoulders, to cap round boxes, to bump boards to form tops, etc. The operator places part or parts in machine and presses lever, which causes machine either to shape part or to press parts together. In some plants he must also set up machine, placing proper dies on machine and making any necessary adjustments.

A shaping-press operator must be alert and on some presses have muscular coordination. Because of the many different types of presses, the training period for this job varies from a few days to several months. To develop an all-round operator, who could also set up his own machine, would take from 6 months to 1 year.

*Thumbholing-machine operator (or automatic thumbing-machine operator).*—Uses a punch press to cut out small openings at either the ends or sides of box

tops. These openings facilitate the removal of box tops. The operator either places the lid in the machine and by means of a lever causes the machine to make the necessary perforations or on an automatic machine merely supplies it with lids.

Working under the direction of an experienced hand, an average person could learn to do this work in a day and become proficient in about 1 week.

*Extension-edge-machine operator (or flanging-machine operator, or frame worker, or french-edge operator).*—Pastes an oversize board blank either to the bottom or to the top, or both, of a set-up box, the extending edges of this blank forming around the box a flange or ornamental edge generally known as a french edge. After placing a supply of extension blanks in the machine and making sure that there is sufficient glue of the right consistency in the glue box, the operator fits a box or box lid over a block at the front of the machine and then presses a lever, which causes the machine first to apply glue to one side of an extension blank and second to press this glue-covered blank against either the bottom or the top of the box. In some plants the operator must also set up the machine, place the proper size block in the machine, and adjust the gluing and pressure mechanisms.

An operator on this machine must be careful and have muscular coordination. A person could learn to do this work in about 1 month, but it would take such a person from 3 to 6 months to become thoroughly proficient and also able to set up the machine.

*Lace- and flyleaf-machine operator (or bottom liner, or flyer and lacer operator, or tabber operator, or duracel inserter).*—Applies mechanically a paper flyleaf or lace to the inside edges of fancy boxes, such as those used for candy. He places box on machine and presses a lever, which causes machine to cut to length, partially cover with glue, and apply to inside edge of box a paper flyleaf or strip of paper lace. He then turns box around and repeats operation. Generally the operator must also adjust the machine and keep it supplied with paper and glue.

A careful person could learn to do this work in 1 to 2 weeks, but to develop an all-round operator able also to adjust machine would take from 3 to 6 months.

*Miscellaneous direct hand worker (or fastener of blocks, catches, and hinges; or tier of cords, ribbons, and cord handles; or table worker on fancy special and sample boxes; or box coverer; or paster of linings, shoulders, flyleaves, and edges; or tube roller; or block winder; or pad maker; or box capper; or cabinet decorator; or partition assembler; or box filler-in and finisher; or end gluer; or material cutter).*—Performs one or more of the miscellaneous hand operations involved in the making of set-up boxes. He works at tables or benches, assembling parts, pasting on by hand such parts as labels, bands, linings, trimmings, cellophane covers, lace, and flyleaves, hinging together box parts, making and inserting cushions, inserting tapes, rolling tubes for round boxes, attaching any decorations, and also doing any other hand work directly connected with set-up boxes.

Hand workers must be careful and neat. The training for this work varies with the duties and ranges from 1 month to 1 year or more.

### Miscellaneous Group of Indirect Operations

In addition to the occupations defined in each of the four previous groups there are other occupations of an indirect nature which may be found in one or more of these groups. The more important of these occupations are defined as follows:

*Machine adjuster (or adjuster and repairer, machines; or machine setter-up or mechanic).*—Is a skilled mechanic who adjusts and keeps in running order the various machines used in a set-up box establishment. In some plants he may

specialize on some machines while in others, particularly the smaller establishments, he may be an all-round adjuster.

This job requires a mechanically inclined person, who is careful, accurate, and responsible. The training for this job varies with the duties of the job which depends on the number and type of machines to be adjusted, the range being from 1 to several years.

*General helper (or general machine helper, or boxman, or breaker, or catcher, or examiner and inspector, or factory helper, or floor worker, or stock mover, or nester, or piler, or stocker, or stock booster, or stacker, or stock handler, or hand trucker).*—Does general work about the plant, moving stock on the floor, supplying materials to machines, examining and taking away from machines, assembling box parts, placing lids on boxes, stacking boxes, and assisting in a general way on the floor.

Although varied, the duties of a general helper are rather simple, and any one of them could be learned in a day or two by an alert person.

*Bundler, tier, and wrapper for shipment (or packer).*—Prepares finished set-up boxes for shipment, counting boxes and assembling them in lots, preparing bundles and either tying or wrapping them, and packing lots of small boxes in shipping containers and sealing same. He either ties bundles by hand or on a tying machine.

An average person could learn to do this work in 1 day and become proficient in about 1 week.

### Occupational Classifications Used

The above glossary is by no means all-inclusive, as only the more or less standard occupations were defined. No attempt was made to define here the highly specialized occupations found only in a few plants or those present also in other industries.

All occupations, however, were included in the presentation of the wages and hours data. In the case of the occupational tables, the procedure was as follows: First, those occupations having a sufficiently large number of employees were singled out and separate figures were presented for them; second, for the remaining occupations, kindred groups were set up and figures shown for such groups. Of necessity these occupational classes vary with sex and regions. The classification used, together with a listing of the occupations in each class, is as follows:

#### *North*

##### Males:

Miscellaneous cutter operators, include only operators who both adjust and feed cutting machines such as sheeter operators, slitter operators, and a wide variety of paper- and paper-board-cutter operators.

Miscellaneous cutter feeders, include workers such as sheeter feeders, slitter feeders and a wide variety of paper- and board-cutter feeders.

Compositors and printing pressmen, include hand compositors, typesetters, printing pressmen, and combination compositors and printing pressmen.

Combination pressmen and feeders, printing, include workers who both set up and feed printing presses such as printers, printing press operators and pressmen, and feeders.

## North—Continued

## Males—Continued.

- Press feeders, printing, include a wide variety of printing-press feeders, imprinter feeders, printers' helpers doing feeding, and feeders on combination presses.
- Scorer operators, include workers who both adjust and feed scoring machines, such as single scorers and double scorers.
- Scorer feeders, include workers who only feed scoring machines, such as single-scoring-machine feeders and double-scoring-machine feeders.
- Corner-cutter operators, include workers who both adjust and feed corner cutters, such as single-corner cutters, double-corner cutters, quadruple-corner cutters, corner notchers, corner-punch boys, mitering-machine operators, label cutters, label-punch operators, wrapper cutters, and wrapper miterers.
- Corner-cutter feeders, include such workers as single-corner-cutter feeders, double-corner-cutter feeders, quadruple-corner-cutter feeders, corner-notcher feeders, corner-puncher feeders, mitering-machine feeders, label-cutter feeders, label-puncher feeders, wrapper-cutter feeders, and wrapper-miterer feeders.
- Single-stayer operators, include workers who are primarily feeders, such as single corner stayers, metal-edge stayers, corner staplers, and semi-automatic staying-machine operators.
- Quadruple-stayer operators, include workers who both adjust and feed such machines as semiautomatic and fully automatic quadruple-staying machines.
- Quadruple-stayer feeders, include workers who only feed such machines as semiautomatic and fully automatic quadruple-staying machines and automatic set-up-box machines.
- Ender operators, include workers who both adjust and feed single, double, or automatic ending machines.
- Ender feeders, include workers who only feed machines such as single ending machines, double ending machines, automatic ending machines, topping machines, and bottoming machines.
- Box makers, hand, include workers who make all or part of a box by hand such as hand blockers, box coverers, cabinet decorators, glue-table workers (ending), hardware attachers, sample-box makers, fancy-table workers, partition assemblers and paraffiners, bow tiers, ribbon tiers, hand box liners, round-box makers, round-box cappers, hand corders, block fasteners, hand fillers-in, hand finishers, hand flyleafers, hand gluers-on of projecting bottoms or tops, catch fasteners (hand), cord-handle tiers-on, hand hingers, hand lacers, pad makers, shoulder pasters, hand strippers, hand tapers, top labelers, toppers, tube rollers, and block winders.
- Miscellaneous unskilled bench workers, include box lidders or closers, miscellaneous hand gluers or gummers, box-makers' helpers, tiers, and hand thumbholers.
- Miscellaneous machine operators, include workers who both adjust and feed machines such as lever operators, varnish sprayers, tube winders, creaser operators, die-cutter operators, pressmen and feeders (cutting presses), extension-edge-machine operators, flange-machine operators, french-edge operators, slotting-machine operators, doming-machine operators, punch-press operators, ring-machine operators, stamping-machine operators, cushion-making-machine operators, cushion-joining-machine operators, and box-making-machine operators.

*North—Continued***Males—Continued.**

Miscellaneous machine feeders, include workers who are tube-rolling-machine feeders, tube-winder feeders, lathe cutters (tubes), tube-cutting-machine feeders, taping-machine feeders, button fasteners (machine), bending-machine operators, shaping-machine operators, edge attachers, general machine feeders, cutting-press feeders, board-lining-machine feeders, lining-machine operators' helpers, lining-machine take-off men, fastener operators, riveting-machine operators, stitching-machine operators, eyelet-machine operators, bronzing-machine operators, dusting-machine operators, assembler feeders, punch-press feeders, cap-cutter feeders, die-cutter feeders, ring-machine feeders, stamping-machine feeders, doming-machine feeders, bumping-machine feeders, crimping-machine feeders, curling-machine feeders, inserting-machine feeders, seaming-machine feeders, thumbholing-machine feeders, neck-pressing-machine feeders, shoulder-pressing-machine feeders, box-making-machine feeders. Also include machine strippers,<sup>2</sup> gluing-machine operators,<sup>2</sup> automatic wrapping-machine operators,<sup>2</sup> and lacers and flyleafers (machine).<sup>2</sup>

Machine helpers and floormen, include such workers as automatic gluers' helpers, boxmen (stocking, filling etc.), breakers and pilers, catchers on conveyors, helpers on miscellaneous machines, examiners (piling, lidding, etc.), factory helpers, box pilers, floor workers, general helpers, handymen, stock movers, nesters, stock placers, porters, stock boosters, machine stockers, stockmen, stock handlers, hand truckers, utility workers, hand benders-up,<sup>2</sup> and hand turners-in.<sup>2</sup>

Machine adjusters and repairmen, include workers who adjust and repair a wide variety of machines, machinists, mechanics, and machine setters-up. Bundlers and packers, include only bundlers, packers, tiers, and wrappers found in the shipping department.

Truck drivers, include chauffeurs.

Watchmen.

Supervisory employees, office and plant, include all working supervisory employees in both office and plant as well as such employees as employment managers, purchasing agents, shippers, and stockkeepers.

Clerical employees, office and plant, include all plant and office clerical employees such as factory clerks, receiving clerks, shipping clerks, time-keepers, bookkeepers, office clerks, dispatcher clerks, estimator clerks, order clerks, schedule clerks, stenographers, typists, office-machine operators, and telephone operators.

Laborers, include roustabouts, unloaders of materials, loaders of finished products, cleaners (machine), and printers' devils.

Other unskilled service workers, include janitors, porters, maids (cleaning), lunch-counter attendants, elevator operators, and messengers.

Other miscellaneous skilled indirect workers, include block makers, form makers, die makers, tool makers, power engineers (steam), electric station engineers, product inspectors, all-round maintenance men, maintenance repairmen, carpenters, millwrights, auto repairmen, electricians, handymen, reliefmen, utility men, machinists (repairs), truck drivers, nurses, and first-aid attendants.

Other miscellaneous semiskilled indirect workers, include firemen, oilers (maintenance), stockkeepers' helpers, carpenters' helpers, machinists' helpers (repairs), auto repairmen's helpers, glue mixers, stencilers, cooks (cafeteria), and stay makers (machine).

<sup>2</sup> See classification for females in the North for detail on this occupational class.

## North—Continued

**Males—Continued.**

Other miscellaneous unskilled indirect workers, include general hand truckers about plant, truck drivers' helpers, waste balers (machine), learners, apprentices, and substandard workers.

**Females:**

Corner-cutter feeders.<sup>3</sup>

Benders-up, hand, include shapers and end turners.

Single-stayer operators.<sup>3</sup>

Quadruple-stayer feeders.<sup>3</sup>

Strippers, machine, include banders (covering machine), covering-machine operators, labelers (machine), papering-machine operators, strappers (covering machine), toppers (machine), trimmers (machine), and block winders (machine).

Turners-in, hand, include inspectors (turning-in), strippers' helpers, and hand tuckers.

Gluing-machine operators, include automatic gluing-machine operators, glue-wheel operators, gluers-off (machine), gum-machine feeders, and gluers (blanket-type machine).

Automatic wrapping-machine operators, include automatic covering-machine operators, automatic stripping-machine operators, and automatic labeler operators.

Box makers, hand.<sup>3</sup>

Unskilled miscellaneous bench workers.<sup>3</sup>

Lacers and flyleafers, machine, include bottom liners (machine), flyers (machine), and tabbers (machine).

Miscellaneous machine operators, include the occupations listed under this group<sup>3</sup> as well as under miscellaneous cutter operators,<sup>3</sup> combination pressmen and feeders,<sup>3</sup> scorer operators,<sup>3</sup> corner-cutter operators,<sup>3</sup> quadruple-stayer operators and ender operators.<sup>3</sup>

Miscellaneous machine feeders include the occupations listed under this group<sup>3</sup> as well as under miscellaneous cutter feeders,<sup>3</sup> press feeders (printing),<sup>3</sup> scorer feeders,<sup>3</sup> and ender feeders.<sup>3</sup>

Machine helpers and floormen, include, with the exception of hand benders-up and hand turners-in, the same occupations listed under this group<sup>3</sup> for males in the North.

Bundlers and packers.<sup>3</sup>

Supervisory employees, office and plant.<sup>3</sup>

Clerical employees, office and plant.<sup>3</sup>

Other miscellaneous indirect workers, include occupations listed under miscellaneous skilled indirect workers,<sup>3</sup> miscellaneous semiskilled indirect workers,<sup>3</sup> and miscellaneous unskilled indirect workers.<sup>3</sup> Also include compositors and printing pressmen<sup>3</sup> and the group of other unskilled service workers.<sup>3</sup>

*South***Males:**

Miscellaneous machine operators, include occupations listed under miscellaneous cutter operators,<sup>3</sup> combination pressmen and feeders,<sup>3</sup> scorer operators,<sup>3</sup> corner-cutter operators,<sup>3</sup> quadruple-stayer operators,<sup>3</sup> and ender operators.<sup>3</sup>

<sup>3</sup> See classification for males in the North for detail on this occupational class.

*South—Continued*

## Males—Continued.

Miscellaneous machine feeders, include miscellaneous cutter feeders,<sup>3</sup> press feeders (printing),<sup>3</sup> scorer feeders,<sup>3</sup> corner-cutter feeders,<sup>3</sup> single-stayer operators, quadruple-stayer feeders, ender feeders,<sup>3</sup> strippers (machine),<sup>3</sup> gluing-machine operators,<sup>2</sup> automatic wrapping-machine operators,<sup>2</sup> and lacers and flyleafers.<sup>2</sup>

Machine helpers and floormen, include hand benders-up,<sup>3</sup> hand turners-in,<sup>3</sup> hand box makers,<sup>3</sup> and unskilled miscellaneous bench workers.<sup>3</sup>

Other skilled miscellaneous indirect workers, include occupations listed under this group <sup>3</sup> as well as those under compositors and printing pressmen,<sup>3</sup> machine adjusters and repairmen,<sup>3</sup> and office and plant supervisory employees.<sup>3</sup>

Other semiskilled miscellaneous indirect workers, include occupations listed under this group <sup>3</sup> as well as those under truck drivers <sup>3</sup> and office and plant clerical employees.

Other unskilled miscellaneous indirect workers, include occupations listed under this group <sup>3</sup> as well as those under bundlers and packers,<sup>3</sup> watchmen, laborers,<sup>3</sup> and other unskilled service workers.

## Females:

Single-stayer operators.<sup>3</sup>

Strippers, machine.<sup>3</sup>

Turners-in, hand.<sup>3</sup>

Automatic wrapping-machine operators.<sup>3</sup>

Box makers, hand.<sup>3</sup>

Unskilled miscellaneous bench workers.<sup>3</sup>

Miscellaneous machine feeders, include occupations listed under this group <sup>3</sup> with the exception of machine strippers and automatic wrapping-machine operators. Also include miscellaneous cutter operators,<sup>3</sup> miscellaneous cutter feeders,<sup>3</sup> press feeders (printing),<sup>3</sup> scorer feeders,<sup>3</sup> corner-cutter feeders, quadruple-stayer feeders,<sup>3</sup> ender feeders,<sup>3</sup> gluing-machine operators,<sup>2</sup> lacers and flyleafers,<sup>2</sup> and miscellaneous machine operators.<sup>3</sup>

Machine helpers and floormen, include all occupations listed under this group <sup>3</sup> together with those under hand benders-up.<sup>2</sup>

Other miscellaneous indirect workers, include those occupations listed under other unskilled miscellaneous indirect workers,<sup>3</sup> together with those under bundlers and packers,<sup>3</sup> office and plant supervisory employees,<sup>3</sup> office and plant clerical employees,<sup>3</sup> and other unskilled service workers.<sup>3</sup>

<sup>1</sup> See classification for females in the North for detail on this occupational class.

<sup>2</sup> See classification for males in the North for detail on this occupational class.

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**Appendix III.—Detailed Statistical Tables**

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TABLE A.—Distribution of employees according to average hourly earnings by region and sex

United States

Year	Number of employees	Average hourly earnings	Number of employees whose average hourly earnings were—															
			Under 15 cents	15 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 35 cents	35 and under 40 cents	40 and under 45 cents	45 and under 50 cents	50 and under 55 cents	55 and under 60 cents	60 and under 70 cents	70 and under 80 cents	80 cents and under \$1.00	\$1.00 and under \$1.20	\$1.20 and over	
<b>All occupations:</b>																		
May 1933.....	6,854	\$0.345	183	535	1,149	1,359	1,037	739	546	325	297	199	276	129	64	14	2	
August 1934.....	11,864	.447	1	7	52	149	3,106	2,642	1,889	1,060	860	434	764	436	351	86	27	
August 1935.....	12,681	.436	5	49	195	630	2,990	2,716	1,929	1,175	891	466	744	433	353	84	21	

North—Males

Occupational class and year	Number of employees	Average hourly earnings	Number of employees whose average hourly earnings were—																
			Under 15.0 cents	15.0 and under 20.0 cents	20.0 and under 25.0 cents	25.0 and under 30.0 cents	30.0 and under 35.0 cents	35.0 and under 37.5 cents	Exactly 37.5 cents	Over 37.5 and under 40.0 cents	40.0 and under 45.0 cents	45.0 and under 50.0 cents	50.0 and under 55.0 cents	55.0 and under 60.0 cents	60.0 and under 70.0 cents	70.0 and under 80.0 cents	80.0 cents and under \$1.00	\$1.00 and under \$1.20	\$1.20 and over
<b>All occupations:</b>																			
May 1933.....	2,070	\$0.460	16	35	108	186	204	113	29	54	256	240	246	166	227	116	60	12	2
August 1934.....	3,009	.509	1	1	5	12	70	94	425	110	429	394	352	284	605	383	330	83	26
August 1935.....	3,821	.556	1	6	23	46	138	89	392	121	433	436	336	309	610	391	333	81	21
<b>Miscellaneous cutter operators:</b>																			
May 1933.....	215	.555				2	2	5	1	2	24	29	46	35	43	14	12		
August 1934.....	379	.683						1	1	1	7	17	39	40	109	88	57	17	2
August 1935.....	378	.670						1	1	1	7	20	48	38	112	75	60	14	1
<b>Miscellaneous cutter feeders:</b>																			
May 1933.....	71	.352		2	6	10	12	10	2	1	17	9	2						
August 1934.....	114	.437					7	4	19	5	29	24	14	6	5	1			
August 1935.....	112	.444				1	7	3	16	3	30	23	15	10	3	1			

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TABLE A.—Distribution of employees according to average hourly earnings by region and sex—Continued  
North—Males—Continued

Occupational class and year	Number of employees	Average hourly earnings	Number of employees whose average hourly earnings were—																
			Under 15.0 cents	15.0 and under 20.0 cents	20.0 and under 25.0 cents	25.0 and under 30.0 cents	30.0 and under 35.0 cents	35.0 and under 37.5 cents	Exactly 37.5 cents	Over 37.5 and under 40.0 cents	40.0 and under 45.0 cents	45.0 and under 50.0 cents	50.0 and under 55.0 cents	55.0 and under 60.0 cents	60.0 and under 70.0 cents	70.0 and under 80.0 cents	80.0 cents and under \$1.00	\$1.00 and under \$1.20	\$1.20 and over
<b>Compositors and printing pressmen:</b>																			
May 1933	33	\$0.635						1		1		4	2		3		5	6	1
August 1934	51	.762						1	1				3	1		13	8	15	9
August 1935	54	.769						2			1	1			10	8	22	8	1
<b>Combination pressmen and feeders, printing:</b>																			
May 1933	60	.546				1	2	2			7	6	9	13	13	5	2		
August 1934	91	.631						1	1	1	6	7	9	33	10	15	1		
August 1935	83	.632						2	4		1	4	8	13	23	19	8	1	
<b>Press feeders, printing:</b>																			
May 1933	38	.368			3	8	6	2	2		8	4	3	1	1				
August 1934	62	.458			1		2	3	13	1	10	10	8	9	4	1			
August 1935	77	.459			2		2	4	10		14	18	11	6	9	1			
<b>Scorer operators:</b>																			
May 1933	192	.551				1	4	4	1	4	18	35	32	23	45	19	6		
August 1934	334	.692									6	14	31	34	91	92	54	11	1
August 1935	333	.686							1	1	2	13	35	45	92	79	51	12	2
<b>Scorer feeders:</b>																			
May 1933	30	.374			1	4	4	4		1	8	7		1					
August 1934	74	.451					1	3	13	4	19	20	7	1	5		1		
August 1935	76	.466					5	1	13	3	13	22	5	7	4		3		
<b>Corner-cutter operators:</b>																			
May 1933	28	.476					2	1	2	1	3	7	7	3	1	1			
August 1934	85	.555							2	1	6	13	19	15	22	4	3		
August 1935	78	.569							1		3	11	18	11	24	8	2		
<b>Corner-cutter feeders:</b>																			
May 1933	80	.331		2	7	17	20	9	3	7	11	3			1				
August 1934	162	.429					4	2	38	10	46	41	13	4	4				
August 1935	188	.425			3	2	8	5	34	15	45	52	12	7	4		1		
<b>Single-stayer operators:</b>																			
May 1933	34	.361			3	6	7	5	1	1	5	4	1	1					
August 1934	70	.493					1	2	8	8	15	7	8	8	9	2	2		
August 1935	74	.477					6	6	4	5	16	14	7	3	8	2	2	1	

Wages and hours, set-up paper-box industry

Quadruple-stayer operators:																
May 1933	48	.480			1	2			2	10	17	5	6	4	1	
August 1934	82	.627								5	4	15	10	29	10	9
August 1935	82	.637								3	4	11	10	35	10	9
Quadruple-stayer feeders:																
May 1933	44	.319	3	7	7	13	5		3	3	1	1	1			
August 1934	59	.440				7	1	11	5	10	14	5	1	5		
August 1935	64	.452		1	2	6		7	2	17	8	9	3	9		
Ender operators:																
May 1933	32	.547					1			5	3	6	5	10	2	
August 1934	52	.619					2				8	5	7	15	6	9
August 1935	52	.622								1	8	7	10	12	5	9
Ender feeders:																
May 1933	31	.374		2	5	7	2	1	3	6	2	1	1	1		
August 1934	44	.440				1		10	3	12	9	5	3	1		
August 1935	53	.437				2	1	11	3	14	10	7	3	2		
Box makers, hand:																
May 1933	24	.470		1	2	2	1			1	4	7	3	3		
August 1934	67	.577				5	2	9	1	3	7	4	7	10	11	8
August 1935	96	.519	1		3	5	2	11	13	5	12	8	4	11	16	5
Miscellaneous bench workers, unskilled:																
May 1933	23	.264	3	1	4	8	3	2		1	1					
August 1934	50	.421				1	1	15	10	14	4	1	1	2	1	
August 1935	47	.418			4	3		15	2	11	2	4	1	4		1
Miscellaneous machine operators:																
May 1933	56	.458		1	5	3	2			12	12	10	4	5	2	
August 1934	84	.609				1		2	1	5	7	14	12	20	14	7
August 1935	84	.609				2		2	3	3	4	12	15	19	12	10
Miscellaneous machine feeders:																
May 1933	96	.357	1	2	2	23	25	6	2	8	8	5	6	7	1	
August 1934	196	.449				1	5	20	46	13	39	30	10	16	8	4
August 1935	185	.457				5	10	9	21	14	49	35	14	10	9	6
Machine helpers and floormen:																
May 1933	141	.294	2	10	36	33	20	10	1	4	15	7	3			
August 1934	256	.402			1	5	13	27	86	18	60	23	16	5	2	
August 1935	292	.397			2	9	28	21	97	16	58	36	17	8		
Machine adjusters and repairmen:																
May 1933	103	.577			1		3			3	7	14	20	15	15	10
August 1934	187	.685							2		2	9	27	18	56	29
August 1935	194	.675					2		4		4	10	24	18	51	42
Bundlers and packers:																
May 1933	57	.338		4	10	8	9	3	3		10	3	6		1	
August 1934	117	.438				1	5	6	31	12	20	15	15	2	7	1
August 1935	154	.415				5	14	8	45	15	22	18	14	3	10	1
Truck drivers:																
May 1933	155	.479			2	9	14	11	6	3	22	19	25	13	17	12
August 1934	244	.595				1	2	1	16	4	16	31	26	36	47	31
August 1935	260	.580			1	2	5	7	15	2	27	23	25	33	58	24

TABLE A.—Distribution of employees according to average hourly earnings by region and sex—Continued  
North—Males—Continued

Occupational class and year	Number of employees	Average hourly earnings	Number of employees whose average hourly earnings were—																
			Under 15.0 cents	15.0 and under 20.0 cents	20.0 and under 25.0 cents	25.0 and under 30.0 cents	30.0 and under 35.0 cents	35.0 and under 37.5 cents	Exactly 37.5 cents	Over 37.5 and under 40.0 cents	40.0 and under 45.0 cents	45.0 and under 50.0 cents	50.0 and under 55.0 cents	55.0 and under 60.0 cents	60.0 and under 70.0 cents	70.0 and under 80.0 cents	80.0 cents and under \$1.00	\$1.00 and under \$1.20	\$1.20 and over
<b>Watchmen:</b>																			
May 1933	23	\$0.324	1	5	6	3	1		1	1	2	1	1						
August 1934	53	.420		1	2		7	17	1	7	10	2	3	1		2			
August 1935	51	.385		7	3		3	14	1	6	9	2	4	1	1				
<b>Office and plant supervisory employees:</b>																			
May 1933	125	.645				3	2	1	1	8	5	26	11	25	18	16	8		1
August 1934	195	.608								4	1	14	5	50	31	49	22	19	
August 1935	194	.795					1		1	3	6	10	9	39	38	48	27	12	
<b>Office and plant clerical employees:</b>																			
May 1933	85	.507		3	5	9		1	4	12	12	14	4	7	7	3	3	1	
August 1934	133	.571				1	2	17	4	17	15	14	7	30	9	11	4		
August 1935	149	.558	1		1	1	4	13	5	18	24	17	12	25	9	15	2	2	
<b>Laborers:</b>																			
May 1933	59	.332	1	5	7	7	13	7	1	7	8	3							
August 1934	87	.432		1	1	1	1	23	2	20	20	12	6	1					
August 1935	91	.414		1	2	3	12	1	19	1	15	21	9	6	1				
<b>Other unskilled service workers:</b>																			
May 1933	36	.353	1	2		5	8	3	1	7	7		1						
August 1934	53	.411		1		4	4	4	11	1	16	9	2	4	1				
August 1935	60	.399		3	4	4	3	8	7	15	5	5	5	1					
<b>Other skilled indirect workers:</b>																			
May 1933	75	.584		2	2	1	4			5	4	6	9	25	14	3			
August 1934	105	.707						3		3	5	7	8	21	33	19	5		
August 1935	114	.707					1	2		3	3	8	7	29	33	22	5	1	
<b>Other semiskilled indirect workers:</b>																			
May 1933	30	.402		1	6	2	2		2	5	3	4	5						
August 1934	52	.453				1	1	9	1	21	6	4	4	2	2	1			
August 1935	55	.466				3		6	1	12	13	11	3	4	1	1			
<b>Other unskilled indirect workers:</b>																			
May 1933	46	.292	7	3	5	5	5	8		6	5	1							
August 1934	71	.404	1	1	2	2	7	2	21	3	11	11	7	3	2				
August 1935	91	.396	1	3	2	2	12	4	19	7	15	7	12	5	1	1			

North—Females

Occupational class and year	Number of employees	Average hourly earnings	Number of employees whose average hourly earnings were—													
			Under 15.0 cents	15.0 and under 20.0 cents	20.0 and under 25.0 cents	25.0 and under 30.0 cents	30.0 and under 32.5 cents	Exactly 32.5 cents	Over 32.5 and under 35.0 cents	35.0 and under 40.0 cents	40.0 and under 45.0 cents	45.0 and under 50.0 cents	50.0 and under 55.0 cents	55.0 and under 60.0 cents	60.0 cents and over	
<b>All occupations:</b>																
May 1933	4,044	\$0.295	80	337	847	1,043	442	27	292	516	264	73	41	26	56	
August 1934	7,267	.391	6	17	109	176	176	1,613	754	1,826	1,380	614	464	132	176	
August 1935	7,893	.382	1	27	132	487	357	1,366	748	1,929	1,425	676	460	138	147	
<b>Corner-cutter feeders:</b>																
May 1933	24	.274		1	9	5	3		5		1					
August 1934	41	.359						15	3	17	4	2				
August 1935	41	.367				1		10	4	17	7	1	1			
<b>Benders-up, hand:</b>																
May 1933	53	.241	2	11	15	13	3		6	2	1					
August 1934	91	.353				2	2	50	7	12	16	1			1	
August 1935	89	.339		1	2	8	3	45	8	12	5	3	1	1		
<b>Single-stayer operators:</b>																
May 1933	315	.306	3	10	53	91	42	1	22	57	20	8	2	1	5	
August 1934	549	.397			1	6	12	69	51	178	121	63	16	22	10	
August 1935	566	.395		1	1	33	21	50	44	164	134	68	23	19	8	
<b>Quadruple-stayer feeders:</b>																
May 1933	34	.275		2	11	11	5			5						
August 1934	76	.363					1	23	16	22	5	4	4	1		
August 1935	88	.364					2	5	26	9	27	14	2	2	1	
<b>Strippers, machine:</b>																
May 1933	789	.305	7	38	126	209	102	4	67	142	73	10	6	1	4	
August 1934	1,416	.412		1	2	27	20	169	116	358	290	176	189	39	29	
August 1935	1,406	.401		4	18	68	49	120	122	366	271	179	162	24	23	
<b>Turners-in, hand:</b>																
May 1933	336	.234	22	55	105	116	11	9	7	8	1				2	
August 1934	633	.360			1	8	20	225	53	146	166	9	3		2	
August 1935	678	.348		6	16	41	30	221	52	155	144	9	1	2	1	
<b>Gluing-machine operators:</b>																
May 1933	71	.260	2	7	24	17	8		2	9	1		1			
August 1934	134	.361				2	7	45	15	33	19	3	5			
August 1935	152	.368		1	1	5	8	37	21	47	25	3	2		2	
<b>Automatic wrapping-machine operators:</b>																
May 1933	496	.318	2	18	62	121	67	6	51	100	54	10	5			
August 1934	894	.410			1	6	10	120	72	223	217	109	96	18	22	
August 1935	941	.409		1	5	33	25	92	65	226	205	136	115	27	11	
<b>Box makers, hand:</b>																
May 1933	687	.299	11	43	137	180	91	5	54	88	46	9	2	6	15	
August 1934	1,281	.387		1	2	16	41	281	147	306	268	116	64	16	23	
August 1935	1,421	.379		1	3	28	70	202	161	350	297	137	62	18	18	

Detailed statistical tables

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TABLE A.—Distribution of employees according to average hourly earnings by region and sex—Continued  
North—Females—Continued

Occupational class and year	Number of employees	Average hourly earnings	Number of employees whose average hourly earnings were—												
			Under 15.0 cents	15.0 and under 20.0 cents	20.0 and under 25.0 cents	25.0 and under 30.0 cents	30.0 and under 32.5 cents	Exactly 32.5 cents	Over 32.5 and under 35.0 cents	35.0 and under 40.0 cents	40.0 and under 45.0 cents	45.0 and under 50.0 cents	50.0 and under 55.0 cents	55.0 and under 60.0 cents	60.0 cents and over
<b>Miscellaneous bench workers, unskilled:</b>															
May 1933.....	285	\$0.252	10	55	77	66	29	—	25	14	6	2	1	—	—
August 1934.....	480	.366	—	—	1	2	10	149	80	139	67	19	6	4	3
August 1935.....	607	.348	—	2	10	72	50	148	78	134	87	18	6	2	—
<b>Lacers and flyleafers, machine:</b>															
May 1933.....	38	.280	—	1	13	8	11	—	—	3	1	—	—	1	—
August 1934.....	60	.382	—	—	1	1	2	8	8	20	10	8	2	1	—
August 1935.....	59	.371	—	1	—	6	3	7	3	19	12	5	3	—	—
<b>Miscellaneous machine operators:</b>															
May 1933.....	23	.396	—	1	1	4	2	—	2	4	3	2	2	1	1
August 1934.....	22	.445	—	—	—	—	2	—	1	6	3	4	3	1	2
August 1935.....	25	.437	—	—	—	—	—	1	1	6	6	6	3	1	1
<b>Miscellaneous machine feeders:</b>															
May 1933.....	155	.302	—	8	40	35	20	—	11	21	11	2	5	1	1
August 1934.....	247	.388	—	—	2	3	12	49	24	61	53	24	10	4	5
August 1935.....	253	.365	—	—	2	7	7	24	21	87	67	23	10	3	2
<b>Machine helpers and floormen:</b>															
May 1933.....	370	.238	16	71	133	102	21	1	17	6	2	1	—	—	—
August 1934.....	734	.347	—	—	5	26	334	120	172	56	15	3	2	1	1
August 1935.....	881	.339	—	1	30	77	62	299	117	197	63	19	11	2	3
<b>Bundlers and packers:</b>															
May 1933.....	106	.284	1	10	26	29	8	—	10	12	8	1	1	—	—
August 1934.....	176	.360	—	—	5	6	50	32	50	24	6	1	1	1	1
August 1935.....	214	.345	—	1	3	34	8	58	28	43	31	5	—	2	1
<b>Office and plant supervisory employees:</b>															
May 1933.....	65	.465	—	—	—	3	6	—	2	16	9	—	2	5	11
August 1934.....	101	.526	—	—	—	—	—	—	2	7	15	18	24	9	26
August 1935.....	105	.531	—	—	—	—	—	1	8	11	23	26	10	26	26
<b>Office and plant clerical employees:</b>															
May 1933.....	154	.418	—	—	9	21	10	1	9	28	20	16	13	10	17
August 1934.....	262	.476	—	—	1	2	2	15	3	67	33	35	35	13	51
August 1935.....	282	.471	—	—	1	5	4	16	12	65	36	37	31	25	50
<b>Other indirect workers:</b>															
May 1933.....	43	.269	4	6	6	12	3	—	2	1	7	1	—	—	—
August 1934.....	70	.310	—	4	6	24	3	11	4	4	8	2	3	1	—
August 1935.....	85	.300	—	5	15	25	8	9	2	6	10	2	1	1	1

South—Males

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Occupational class and year	Number of employees	Average hourly earnings	Number of employees whose average hourly earnings were—														\$1.00 and over		
			Under 15.0 cents	15.0 and under 20.0 cents	20.0 and under 25.0 cents	25.0 and under 30.0 cents	30.0 and under 32.5 cents	Exactly 32.5 cents	Over 32.5 and under 35.0 cents	35.0 and under 40.0 cents	40.0 and under 45.0 cents	45.0 and under 50.0 cents	50.0 and under 55.0 cents	55.0 and under 60.0 cents	60.0 and under 70.0 cents	70.0 and under 80.0 cents		80.0 cents and under \$1.00	
<b>All occupations:</b>																			
May 1933.....	267	\$0.303	17	34	54	47	21	1	15	16	23	12	10	5	8	3	-----	-----	1
August 1934.....	371	.437	-----	-----	-----	6	36	61	21	78	30	31	38	16	31	14	7	-----	2
August 1935.....	373	.429	-----	2	4	18	40	46	19	73	34	39	36	16	28	12	4	-----	2
<b>Miscellaneous machine operators:</b>																			
May 1933.....	44	.417	-----	-----	1	2	4	1	6	6	9	4	4	3	3	1	-----	-----	-----
August 1934.....	66	.567	-----	-----	-----	-----	1	1	1	1	4	8	19	7	15	6	4	-----	-----
August 1935.....	71	.532	-----	-----	-----	2	1	1	1	3	3	15	19	6	15	4	1	-----	-----
<b>Miscellaneous machine feeders:</b>																			
May 1933.....	94	.256	3	15	31	24	7	-----	4	2	6	1	-----	1	-----	-----	-----	-----	-----
August 1934.....	131	.371	-----	-----	-----	1	16	27	9	42	17	10	6	1	2	-----	-----	-----	-----
August 1935.....	125	.368	-----	-----	2	6	16	19	13	36	17	9	3	1	2	1	-----	-----	-----
<b>Machine helpers and floormen:</b>																			
May 1933.....	28	.184	8	9	8	2	1	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
August 1934.....	45	.336	-----	-----	-----	3	13	11	3	10	3	2	-----	-----	-----	-----	-----	-----	-----
August 1935.....	42	.345	-----	-----	-----	1	15	6	3	11	3	2	1	-----	-----	-----	-----	-----	-----
<b>Other skilled indirect workers:</b>																			
May 1933.....	38	.465	-----	-----	-----	2	1	-----	3	4	7	7	5	1	15	2	-----	-----	1
August 1934.....	49	.601	-----	-----	-----	-----	-----	1	-----	4	2	3	9	4	4	7	3	-----	2
August 1935.....	48	.595	-----	-----	-----	-----	-----	1	-----	2	2	6	9	6	10	7	3	-----	2
<b>Other semiskilled indirect workers:</b>																			
May 1933.....	27	.291	-----	1	4	10	6	-----	1	3	1	-----	1	-----	-----	-----	-----	-----	-----
August 1934.....	37	.410	-----	-----	-----	-----	2	6	5	8	2	-----	6	3	4	-----	1	-----	-----
August 1935.....	41	.397	-----	-----	-----	4	-----	6	1	12	6	5	3	3	1	-----	-----	-----	-----
<b>Other unskilled indirect workers:</b>																			
May 1933.....	36	.204	6	9	10	7	2	-----	1	1	-----	-----	-----	-----	-----	-----	-----	-----	-----
August 1934.....	43	.349	-----	-----	-----	2	5	15	3	13	2	2	1	-----	-----	-----	-----	-----	-----
August 1935.....	46	.331	-----	2	2	5	8	13	1	9	3	2	1	-----	-----	-----	-----	-----	-----

Detailed statistical tables

TABLE A.—Distribution of employees according to average hourly earnings by region and sex—Continued  
South—Females

Occupational class and year	Number of employees	Average hourly earnings	Number of employees whose average hourly earnings were—										
			Under 15.0 cents	15.0 and under 20.0 cents	20.0 and under 25.0 cents	25.0 and under 30.0 cents	Exactly 30.0 cents	Over 30.0 under 35.0 cents	35.0 and under 40.0 cents	40.0 and under 45.0 cents	45.0 and under 50.0 cents	50.0 cents and over	
<b>All occupations:</b>													
May 1933.....	473	\$0.218	70	129	140	83	2	33	11	3			2
August 1934.....	617	.335			30	22	193	182	109	50	21		10
August 1935.....	594	.325	3	14	36	79	147	129	112	37	24		13
<b>Single-stayer operators:</b>													
May 1933.....	35	.220	5	10	12	3		4	1				
August 1934.....	47	.352					11	15	12	6	2		1
August 1935.....	46	.340			2	6	5	10	16	4	1		2
<b>Strippers, machine:</b>													
May 1933.....	98	.219	13	19	35	23		5	2	1			
August 1934.....	123	.337			4	6	31	42	22	11	6		1
August 1935.....	121	.329		3	7	15	20	37	20	14	4		1
<b>Turners-in, hand:</b>													
May 1933.....	24	.178	4	15	4	1							
August 1934.....	43	.316					25	11	7				
August 1935.....	36	.304	1		3	5	17	2	8				
<b>Automatic wrapping-machine operators:</b>													
May 1933.....	61	.238	3	16	17	16	1	6	2				
August 1934.....	80	.360				4	15	21	24	8	4		4
August 1935.....	83	.345		3	5	10	6	26	14	7	7		5
<b>Box makers, hand:</b>													
May 1933.....	65	.207	15	19	18	9		3		1			
August 1934.....	67	.343			1		19	28	10	7	1		1
August 1935.....	64	.308	2	2	7	6	20	12	12	1	1		1
<b>Miscellaneous bench workers, unskilled:</b>													
May 1933.....	42	.217	8	11	9	8		6					
August 1934.....	47	.329			2	3	15	15	7	4	1		
August 1935.....	47	.339			1	5	14	10	11	3	3		
<b>Miscellaneous machine feeders:</b>													
May 1933.....	58	.224	6	8	26	12		2	3	1			
August 1934.....	80	.339				1	33	30	11	4			1
August 1935.....	75	.321				8	39	13	10	5			
<b>Machine helpers and floormen:</b>													
May 1933.....	42	.198	12	12	9	4		4	1				
August 1934.....	71	.327				3	37	14	11	4	2		
August 1935.....	72	.305		2	6	16	18	15	12		3		
<b>Other indirect workers:</b>													
May 1933.....	48	.235	4	19	10	7	1	3	2				2
August 1934.....	59	.316			23	5	7	6	5	6	5		2
August 1935.....	50	.331		4	5	8	8	4	9	3	5		4

TABLE B.—Distribution of employees according to weekly hours by region and sex

United States

Occupational class and year	Number of employees	Average weekly hours	Number of employees whose weekly hours were—									
			Under 16 hours	16 and under 24 hours	24 and under 32 hours	32 and under 40 hours	Exactly 40 hours	Over 40 and under 48 hours	Exactly 48 hours	Over 48 and under 56 hours	56 hours and over	
<b>All occupations:</b>												
May 1933.....	6,854	39.0	295	451	871	1,454	380	1,580	442	1,121	260	
August 1934.....	11,864	35.5	431	787	1,347	2,924	5,465	677	103	97	33	
August 1935.....	12,681	38.2	319	540	1,062	2,374	5,129	2,141	356	624	136	

North—Males

<b>All occupations:</b>												
May 1933.....	2,070	42.8	39	80	181	334	101	544	207	445	139	
August 1934.....	3,609	37.7	76	158	301	583	1,972	350	53	85	31	
August 1935.....	3,821	40.6	47	89	162	535	1,690	729	126	337	106	
<b>Miscellaneous cutter operators:</b>												
May 1933.....	215	41.5	4	8	14	45	21	62	18	35	8	
August 1934.....	379	37.6	6	13	40	53	214	39	6	5	3	
August 1935.....	378	40.0	2	8	18	49	185	67	11	27	11	
<b>Miscellaneous cutter feeders:</b>												
May 1933.....	71	39.7	6	2	7	12	2	19	5	17	1	
August 1934.....	114	37.6	3	3	13	22	67	7	2	2	2	
August 1935.....	112	40.1	1	2	5	25	48	15	5	9	2	
<b>Compositors and printing pressmen:</b>												
May 1933.....	23	43.3	2	3	5	5	6	6	6	8	3	
August 1934.....	51	41.3	1	1	1	1	38	6	1	4	3	
August 1935.....	54	41.3	1	1	1	6	29	10	1	3	3	
<b>Combination pressmen and feeders, printing:</b>												
May 1933.....	60	42.0	1	1	6	15	4	15	5	9	4	
August 1934.....	91	36.4	4	2	5	18	56	6	1	5	1	
August 1935.....	83	40.3	1	3	1	9	40	22	1	5	1	

Detailed statistical tables

TABLE B.—Distribution of employees according to weekly hours by region and sex—Continued

North—Males—Continued

Occupational class and year	Number of employees	Average weekly hours	Number of employees whose weekly hours were—									
			Under 16 hours	16 and under 24 hours	24 and under 32 hours	32 and under 40 hours	Exactly 40 hours	Over 40 and under 48 hours	Exactly 48 hours	Over 48 and under 56 hours	56 hours and over	
<b>Pressfeeders, printing:</b>												
May 1933	38	40.3	1	2	6	4	2	8	7	8		
August 1934	62	37.2	2	2	3	9	43	2		1		
August 1935	77	41.7		1	1	13	38	13		9		2
<b>Scorer operators:</b>												
May 1933	192	41.6		8	22	35	13	55	19	38		2
August 1934	334	36.8	7	16	35	54	197	20	2	3		
August 1935	333	39.6	2	6	18	53	174	54	10	13		3
<b>Scorer feeders:</b>												
May 1933	30	35.8	1	4	6	5	1	7	4	2		
August 1934	74	36.0	2	4	9	16	37	5				1
August 1935	76	39.3	1	1	5	17	36	10		6		
<b>Corner-cutter operators:</b>												
May 1933	28	36.0	2	5	1	5		13		2		
August 1934	85	36.6	1	6	11	15	46	4		1		1
August 1935	78	38.2		6	7	13	32	13	4	2		
<b>Corner-cutter feeders:</b>												
May 1933	80	40.1		1	17	16	2	26	5	11		2
August 1934	162	36.9	5	4	18	30	93	10	1	1		
August 1935	188	40.3	1	5	9	33	78	37	5	17		3
<b>Single-stayer operators:</b>												
May 1933	34	41.5			8	8	1	4	4	8		1
August 1934	70	34.9	3	6	9	20	26	4	1	1		
August 1935	74	39.5	2	2	5	13	24	21	1	5		1
<b>Quadruple-stayer operators:</b>												
May 1933	48	41.9		1		20	4	10	6	6		1
August 1934	82	37.0	2	5	6	16	45	6		1		1
August 1935	82	39.2		3	4	14	38	18	2	3		
<b>Quadruple-stayer feeders:</b>												
May 1933	44	40.2		1	8	9	2	11	5	7		
August 1934	59	35.5	2		9	22	23	2	1			
August 1935	64	38.4		3	3	15	27	14		2		

Wages and hours, set-up paper-box industry



TABLE B.—Distribution of employees according to weekly hours by region and sex—Continued  
North—Males—Continued

Occupational class and year	Number of employees	Average weekly hours	Number of employees whose weekly hours were—								
			Under 16 hours	16 and under 24 hours	24 and under 32 hours	32 and under 40 hours	Exactly 40 hours	Over 40 and under 48 hours	Exactly 48 hours	Over 48 and under 56 hours	56 hours and over
<b>Office and plant clerical employees:</b>											
May 1933.....	85	44.7		2	4	11	3	32	7	20	6
August 1934.....	133	39.6	1	5	4	12	82	23		5	1
August 1935.....	149	41.3	2	2	2	19	72	31	7	14	
<b>Laborers:</b>											
May 1933.....	59	45.4	2	2	1	5	3	17	5	16	8
August 1934.....	87	39.0		6	1	14	55	5	1	3	2
August 1935.....	91	42.1	1		2	12	35	28	1	9	3
<b>Other unskilled service workers:</b>											
May 1933.....	36	44.4			3	4	2	12	4	9	2
August 1934.....	53	38.8		1	2	15	26	6		1	2
August 1935.....	60	41.7			1	12	21	18	2	5	1
<b>Other skilled indirect workers:</b>											
May 1933.....	75	43.6	2	3	8	4	3	19	5	22	9
August 1934.....	105	40.4	1	1	3	10	62	18	3	7	
August 1935.....	114	43.3	2		2	6	46	26	2	25	5
<b>Other semiskilled indirect workers:</b>											
May 1933.....	30	45.9		4	1	6		4	1	7	7
August 1934.....	52	39.9	2		7	5	23	9	1	1	4
August 1935.....	55	42.5	1	2	3	8	14	11	3	8	5
<b>Other unskilled indirect workers:</b>											
May 1933.....	46	42.6	1	4	2	7	1	10	10	7	4
August 1934.....	71	37.0	2	7	4	10	38	6	1	2	1
August 1935.....	91	38.6	4	4	3	12	38	20	3	6	1

North—Females

<b>All occupations:</b>											
May 1933.....	4,044	36.2	228	353	631	1,002	259	923	220	376	52
August 1934.....	7,267	34.6	310	553	910	2,082	3,082	281	43	6	
August 1935.....	7,893	37.1	231	413	808	1,689	3,071	1,218	201	241	21
<b>Corner-cutter feeders:</b>											
May 1933.....	24	37.5	1	2	2	6	2	6		5	
August 1934.....	41	35.9	2	2	2	12	21	1		1	
August 1935.....	41	37.9	1	1	3	9	18	9			
<b>Benders-up, hand:</b>											
May 1933.....	53	34.7	5	8	7	11	3	11	1	7	
August 1934.....	91	33.5	4	12	9	28	36	2			
August 1935.....	89	36.9	3	2	10	24	32	11	4	3	
<b>Single-stayer operators:</b>											
May 1933.....	315	35.1	19	28	55	95	19	63	8	28	
August 1934.....	549	34.3	24	52	61	169	214	27	2		
August 1935.....	566	36.6	12	30	64	137	222	83	8	10	
<b>Quadruple-stayer feeders:</b>											
May 1933.....	34	31.4	3	4	8	11	1	6			1
August 1934.....	76	36.4	1	4	7	26	35	3			
August 1935.....	88	37.3	2	5	6	19	37	18	1		
<b>Strippers, machine:</b>											
May 1933.....	789	36.6	40	83	124	180	21	176	67	84	14
August 1934.....	1,416	33.2	58	148	259	453	450	39	9		
August 1935.....	1,406	36.0	36	91	223	341	468	183	28	34	2
<b>Turners-in hand:</b>											
May 1933.....	336	35.9	12	41	76	63	6	62	40	34	2
August 1934.....	633	33.6	24	70	85	204	226	18	6		
August 1935.....	678	35.2	29	50	104	139	246	84	12	13	1
<b>Gluing-machine operators:</b>											
May 1933.....	71	34.5	6	4	13	23	6	13		6	
August 1934.....	134	35.7	8	2	14	31	70	8	1		
August 1935.....	152	38.5	3	5	14	24	64	26	8	7	1
<b>Automatic wrapping-machine operators:</b>											
May 1933.....	496	36.7	10	34	88	153	49	98	17	37	10
August 1934.....	894	35.1	31	58	115	265	396	28	1		
August 1935.....	941	37.4	13	43	94	219	383	149	15	25	
<b>Box makers, hand:</b>											
May 1933.....	687	35.5	55	55	90	194	37	167	24	59	6
August 1934.....	1,281	34.6	71	88	153	329	582	44	12	2	
August 1935.....	1,421	37.9	52	51	111	286	576	218	59	59	9
<b>Miscellaneous bench workers, unskilled:</b>											
May 1933.....	285	35.2	20	30	42	68	19	59	12	31	4
August 1934.....	480	35.0	24	26	54	143	192	35	6		
August 1935.....	607	37.9	17	37	46	140	176	143	10	32	6

Detailed statistical tables

TABLE B.—Distribution of employees according to weekly hours by region and sex—Continued  
North—Females—Continued

Occupational class and year	Number of employees	Average weekly hours	Number of employees whose weekly hours were—									
			Under 16 hours	16 and under 24 hours	24 and under 32 hours	32 and under 40 hours	Exactly 40 hours	Over 40 and under 48 hours	Exactly 48 hours	Over 48 and under 56 hours	56 hours and over	
<b>Lacers and flyleafers, machine:</b>												
May 1933	38	35.7	2	4	3	11	5	9	2	2		
August 1934	60	35.5	2	3	9	12	33	1				
August 1935	59	37.5	2	3	2	16	25	9	1	1		
<b>Miscellaneous machine operators:</b>												
May 1933	23	36.0	1	2	6	4	1	8				1
August 1934	22	32.8		5	3	3	7	4				
August 1935	25	37.8		1	3	6	9	4	1	1		
<b>Miscellaneous machine feeders:</b>												
May 1933	155	37.5	13	8	18	41	15	25		25	10	
August 1934	247	36.0	4	18	20	83	96	20	5	1		
August 1935	253	38.0	6	20	20	53	82	40	10	20	2	
<b>Machine helpers and floormen:</b>												
May 1933	370	35.3	22	32	61	98	23	99	8	25	2	
August 1934	734	34.3	43	46	86	205	338	16				
August 1935	881	36.4	35	59	80	168	354	138	27	20		
<b>Bundlers and packers:</b>												
May 1933	106	34.6	9	7	28	20	3	23	5	10	1	
August 1934	176	35.4	6	10	18	59	74	9				
August 1935	214	37.7	9	7	12	49	90	30	12	5		
<b>Office and plant supervisory employees:</b>												
May 1933	65	41.4		1	5	11	7	26	5	10		
August 1934	101	39.6			5	11	69	14	1	1		
August 1935	105	40.4		1	3	16	56	23	4	2		
<b>Office and plant clerical employees:</b>												
May 1933	154	41.8	3	5	3	9	38	60	28	8		
August 1934	262	39.0	3	3	4	32	207	12		1		
August 1935	282	40.2	1	2	2	31	202	37	1	6		
<b>Other indirect workers:</b>												
May 1933	43	34.2	7	5	2	4	4	12	3	5	1	
August 1934	70	33.6	5	6	6	17	36					
August 1935	85	33.9	10	5	11	12	31	13		3		

South—Males

<b>All occupations:</b>												
May 1933.....	267	47.2	5	6	14	33	10	37	7	107	48	
August 1934.....	371	36.2	12	25	34	79	180	31	4	4	2	
August 1935.....	373	39.6	10	11	27	57	130	87	14	29	8	
<b>Miscellaneous machine operators:</b>												
May 1933.....	44	48.0		1	1	2	2	10	2	22	4	
August 1934.....	66	36.7	1	4	6	16	34	3		1	1	
August 1935.....	71	39.9	1	2	5	8	37	10	3	2	3	
<b>Miscellaneous machine feeders:</b>												
May 1933.....	94	43.5	3	3	7	17	7	14	1	31	11	
August 1934.....	131	34.4	4	12	20	30	61	4				
August 1935.....	125	37.8	3	5	12	27	45	27		6		
<b>Machine helpers and floormen:</b>												
May 1933.....	28	48.9			1	3		8		13	3	
August 1934.....	45	33.6	3	4	3	16	18	1				
August 1935.....	42	35.3	4	1	5	10	11	7	1	3		
<b>Other skilled indirect workers:</b>												
May 1933.....	38	49.9			4	4	1	1	3	15	10	
August 1934.....	49	38.6		3	1	5	30	9		1		
August 1935.....	48	43.9		1	3	1	18	12	3	7	3	
<b>Other semiskilled indirect workers:</b>												
May 1933.....	27	52.2				3		2	1	13	8	
August 1934.....	37	41.6			2	2	21	8	1	2	1	
August 1935.....	41	43.3		1	1	2	9	17	3	7	1	
<b>Other unskilled indirect workers:</b>												
May 1933.....	36	48.0	2	2	1	4		2		13	12	
August 1934.....	43	36.5	4	2	2	10	16	6	3			
August 1935.....	46	40.3	2	1	1	9	10	14	4	4	1	

Detailed statistical tables

TABLE B.—Distribution of employees according to weekly hours by region and sex—Continued  
South—Females

Occupational class and year	Number of employees	Average weekly hours	Number of employees whose weekly hours were—									
			Under 16 hours	16 and under 24 hours	24 and under 32 hours	32 and under 40 hours	Exactly 40 hours	Over 40 and under 48 hours	Exactly 48 hours	Over 48 and under 56 hours	56 hours and over	
<b>All occupations:</b>												
May 1933.....	473	42.4	23	12	45	85	10	76	8	193	21	
August 1934.....	617	33.4	33	51	102	180	231	15	3	2		
August 1935.....	594	36.4	31	27	65	93	238	107	15	17	1	
<b>Single-stayer operators:</b>												
May 1933.....	35	47.2		2	1	2		5	2	21	2	
August 1934.....	47	33.1	2	6	5	19	14	1	1			
August 1935.....	46	35.8	5	1	5	5	18	10	1	1		
<b>Strippers, machine:</b>												
May 1933.....	98	45.3	1		5	24	1	13	1	45	8	
August 1934.....	123	32.8	9	10	16	40	45	3				
August 1935.....	121	35.0	11	6	11	23	48	14	5	3		
<b>Turners-in, hand:</b>												
May 1933.....	24	43.8		2	2	3		2		15		
August 1934.....	43	33.3	1	5	7	13	15	2				
August 1935.....	38	35.7	2	3	1	6	16	6	1	1		
<b>Automatic wrapping-machine operators:</b>												
May 1933.....	61	44.2	1	2	3	10	3	11	1	29	1	
August 1934.....	80	32.5	4	8	22	19	25	2				
August 1935.....	83	38.7	3	3	7	8	33	20	4	4	1	
<b>Box makers, hand:</b>												
May 1933.....	65	37.4	11	2	6	14	1	8	1	19	3	
August 1934.....	67	32.3	4	8	16	18	20	1	1			
August 1935.....	64	35.3	5	5	8	8	17	17	1	3		
<b>Miscellaneous bench workers, unskilled:</b>												
May 1933.....	42	42.3	2	2	3	6		11	2	14	2	
August 1934.....	47	34.1	1	3	12	12	18	1				
August 1935.....	47	36.1	1	4	6	4	22	10				
<b>Miscellaneous machine feeders:</b>												
May 1933.....	58	38.0	3	1	15	13	2	9		14	1	
August 1934.....	80	34.6	3	5	10	25	33	3		1		
August 1935.....	75	34.9	2	1	17	17	34	3		1		
<b>Machine helpers and floormen:</b>												
May 1933.....	42	44.7	4	1		3	2	5		25	2	
August 1934.....	71	31.7	7	6	14	20	20	4				
August 1935.....	72	37.6	2	3	6	18	24	15	2	2		
<b>Other indirect workers:</b>												
May 1933.....	48	40.6	1		10	10	1	12	1	11	2	
August 1934.....	59	37.6	2			14	41	1	1	1		
August 1935.....	50	39.4		1	4	4	26	12	1	2		

TABLE C.—Distribution of employees according to weekly earnings by region and sex  
United States

Year	Number of employees	Average weekly earnings	Number of employees whose weekly earnings were—													
			Under \$4	\$4 and under \$8	\$8 and under \$12	\$12 and under \$16	\$16 and under \$20	\$20 and under \$24	\$24 and under \$28	\$28 and under \$32	\$32 and under \$36	\$36 and under \$40	\$40 and under \$44	\$44 and under \$48	\$48 and over	
All occupations:																
May 1933.....	6,854	\$13.45	314	1,181	1,987	1,437	766	490	320	162	93	53	25	10	10	
August 1934.....	11,864	15.87	204	771	1,818	4,549	2,073	995	623	349	252	97	73	34	26	
August 1935.....	12,681	16.66	224	612	1,658	4,521	2,710	1,234	695	448	295	128	80	40	36	

North—Males

Occupational class and year	Number of employees	Average weekly earnings	Number of employees whose weekly earnings were—														
			Under \$4	\$4 and under \$8	\$8 and under \$12	\$12 and under \$15	Exact-ly \$15	Over \$15 and under \$16	\$16 and under \$20	\$20 and under \$24	\$24 and under \$28	\$28 and under \$32	\$32 and under \$36	\$36 and under \$40	\$40 and under \$44	\$44 and under \$48	\$48 and over
All occupations:																	
May 1933.....	2,070	\$19.71	27	106	243	235	19	93	404	356	264	144	89	49	22	10	9
August 1934.....	3,609	21.43	25	91	198	365	255	108	725	577	498	311	236	90	71	34	25
August 1935.....	3,821	22.58	29	50	146	290	200	139	803	669	546	401	275	121	78	40	34
Miscellaneous cutter operators:																	
May 1933.....	215	23.03	2	4	8	9		6	34	55	51	25	12	6	1	2	
August 1934.....	379	25.68	1	3	8	19	3	4	48	65	83	64	37	20	15	7	2
August 1935.....	378	27.09	1		8	9	2	3	26	81	82	76	43	25	11	5	6
Miscellaneous cutter feeders:																	
May 1933.....	71	13.96	3	6	17	11	1	4	23	5	1						
August 1934.....	114	16.43			10	22	12	4	50	9	7						
August 1935.....	112	17.81	1	2	4	10	8	5	54	20	7			1			

Detailed statistical tables

TABLE C.—Distribution of employees according to weekly earnings by region and sex—Continued  
North—Males—Continued

Occupational class and year	Number of employees	Average weekly earnings	Number of employees whose weekly earnings were—														
			Under \$4	\$4 and under \$8	\$8 and under \$12	\$12 and under \$15	Exactly \$15	Over \$15 and under \$16	\$16 and under \$20	\$20 and under \$24	\$24 and under \$28	\$28 and under \$32	\$32 and under \$36	\$36 and under \$40	\$40 and under \$44	\$44 and under \$48	\$48 and over
<b>Compositors and printing pressmen:</b>																	
May 1933	33	\$27.53	1	1				1		4	6	5	4	2	5	3	1
August 1934	51	31.43					1		3	4	11	5	14	1	8	3	1
August 1935	54	31.71		1					3	2	12	8	13	3	9	2	1
<b>Combination pressmen and feeders, printing:</b>																	
May 1933	60	22.93		1		5		2	9	19	14	5	2	2	1		
August 1934	91	22.96	1	3	1	6	1	1	12	20	27	10	7	1		1	
August 1935	83	25.47		1	1	2	3	2	4	19	17	21	10	2			1
<b>Press feeders, printing:</b>																	
May 1933	38	14.86	2	3	6	8	1	1	11	4	2						
August 1934	62	17.06	2		2	14	11	1	14	14	2	2					
August 1935	77	19.14				8	10	3	27	15	10	4					
<b>Scorer operators:</b>																	
May 1933	192	22.92		1	8			9	33	44	40	25	9	5	3		
August 1934	334	25.50	2	3	7	9	3	5	32	76	74	61	35	15	9	2	1
August 1935	333	27.17	2		4	3			36	73	63	71	41	21	12	4	3
<b>Scorer feeders:</b>																	
May 1933	30	13.41		4	7	7	1	2	6	3							
August 1934	74	16.25	1	3	10	8	5	6	30	6	3		1	1			
August 1935	76	18.34		1	4	9	5	6	31	12	4	1		2			
<b>Corner-cutter operators:</b>																	
May 1933	28	17.16		3	4	2			8	8	2		1				
August 1934	85	20.31	1		2	7	1	4	25	24	15	2	3	1			
August 1935	78	21.73			1	8		1	16	20	24	5	2				
<b>Corner-cutter feeders:</b>																	
May 1933	80	13.28		9	19	24	3	6	15	4				1			
August 1934	162	15.81	1	5	14	22	24	9	67	17	3						
August 1935	188	17.13	1	4	9	21	20	16	81	25	9	1		1			
<b>Single-stayer operators:</b>																	
May 1933	34	14.99			10	10			9	4		1					
August 1934	70	17.19	1	6	4	12	2	7	18	9	7	2	1		1		
August 1935	74	18.82	1	2	6	7	3	7	19	14	10	3		1		1	

<b>Quadruple-stayer operators:</b>																		
May 1933.....	48	20.10		1	1	3		2	19	14	5	1	1	1				
August 1934.....	82	23.20		2	5	3		2	11	12	28	12	7					
August 1935.....	82	24.97			1	2		2	11	15	29	12	8	1	1			
<b>Quadruple-stayer feeders:</b>																		
May 1933.....	44	12.82		6	15	7		3	8	5								
August 1934.....	59	15.59	1	1	9	13	5	3	17	7	3							
August 1935.....	64	17.35		1	5	11	7	3	19	11	5	2						
<b>Ender operators:</b>																		
May 1933.....	32	20.47	1	1	2	2			6	11	6	2	1					
August 1934.....	52	22.30			2	5		1	8	15	14	2	4	1				
August 1935.....	52	25.22				2			11	11	13	4	6	4	1			
<b>Ender feeders:</b>																		
May 1933.....	31	14.57		1	11	2	1	5	7	2	1	1						
August 1934.....	44	15.02		4	5	9	4	4	11	6	1							
August 1935.....	53	16.95	1	1	1	8	4	2	23	13								
<b>Box makers, hand:</b>																		
May 1933.....	24	21.26			4	2			2	6	6	2	2					
August 1934.....	67	20.41	1	1	7	11	4	2	11	7	8	7	6	1	1			
August 1935.....	96	19.96	1	1	8	12	2	13	18	16	7	9	6		2	1		
<b>Miscellaneous bench workers, unskilled:</b>																		
May 1933.....	23	12.11	1	3	8	4		2	5									
August 1934.....	50	13.95		6	10	12	3	6	9	1	2			1				
August 1935.....	47	15.97		3	6	9	6	1	14	3	4	1						
<b>Miscellaneous machine operators:</b>																		
May 1933.....	56	19.92	1	4	2	2		6	16	8	13	1	2		1			
August 1934.....	84	22.71	1		5	8	2		16	15	13	15	6	1	2			
August 1935.....	84	25.21		1	1	3	2	2	16	10	20	11	11	5	2			
<b>Miscellaneous machine feeders:</b>																		
May 1933.....	96	15.37	4	4	14	20	2	8	24	17	2	1						
August 1934.....	196	16.23	3	7	20	40	27	12	55	17	9	2	1	2				1
August 1935.....	185	18.14	9	4	13	21	3	12	60	33	14	9	3	3		1		
<b>Machine helpers and floormen:</b>																		
May 1933.....	141	12.45	4	15	48	30	3	10	21	10								
August 1934.....	256	14.69	4	18	27	52	55	16	61	20	3							
August 1935.....	292	16.07	6	7	24	49	50	20	92	31	9	3	1					
<b>Machine adjusters and repairmen:</b>																		
May 1933.....	103	24.20			2	6		1	19	29	20	12	4	6	3			1
August 1934.....	187	26.80	1	3	2	2	2	2	12	45	45	28	24	9	7	3		2
August 1935.....	194	28.07			2	2	3	1	17	37	40	39	24	14	7	4		4
<b>Bundlers and packers:</b>																		
May 1933.....	57	14.29	1	5	14	10	1	2	16	7	1							
August 1934.....	117	15.54	1	9	15	20	14	4	32	14	4	1					1	
August 1935.....	154	16.93	2	4	9	34	15	15	33	22	17	2	1					
<b>Truck drivers:</b>																		
May 1933.....	155	22.99	1	6	6	9	2	2	21	35	34	18	16	4			1	
August 1934.....	244	23.54		2	7	13	15	3	35	57	44	33	25	9			1	
August 1935.....	260	24.48	1		6	9	9	4	42	54	48	39	38	10				

TABLE C.—Distribution of employees according to weekly earnings by region and sex—Continued  
North—Males—Continued

Occupational class and year	Number of employees	Average weekly earnings	Number of employees whose weekly earnings were—														
			Under \$4	\$4 and under \$8	\$8 and under \$12	\$12 and under \$15	Exactly \$15	Over \$15 and under \$16	\$16 and under \$20	\$20 and under \$24	\$24 and under \$28	\$28 and under \$32	\$32 and under \$36	\$36 and under \$40	\$40 and under \$44	\$44 and under \$48	\$48 and over
<b>Watchmen:</b>																	
May 1933.....	23	\$18.88	2	2	1	1			5	6	3	2		1			
August 1934.....	53	19.74		1	2	7	2		11	24	4			2			
August 1935.....	51	18.16		4	4	4	2	1	11	21	3	1					
<b>Office and plant supervisory employees:</b>																	
May 1933.....	125	29.26		2	2	1		1	10	16	29	19	18	9	8	4	6
August 1934.....	195	32.21		3		2	1		11	17	35	26	37	16	21	12	14
August 1935.....	194	33.21		1		1		1	9	18	26	34	35	20	20	16	13
<b>Office and plant clerical employees:</b>																	
May 1933.....	85	22.64		2	3	7	1	7	19	13	16	6	4	2	1	2	2
August 1934.....	133	22.66	1	2	2	8	13	1	29	22	27	9	11	3	1	2	2
August 1935.....	149	23.06	1	1	2	5	10	1	35	38	26	7	16	3	1	1	2
<b>Laborers:</b>																	
May 1933.....	59	15.05	2	4	11	7		5	21	7	2						
August 1934.....	87	16.85		2	4	9	19	2	35	13	3						
August 1935.....	91	17.44		2	6	12	12	3	32	15	6	3					
<b>Other unskilled service workers:</b>																	
May 1933.....	36	15.68		3	4	9		3	11	5		1					
August 1934.....	53	15.96		1	2	18	7	1	16	7	1						
August 1935.....	60	16.63			9	8	6	3	23	8	3						
<b>Other skilled indirect workers:</b>																	
May 1933.....	75	25.47	1	1	5	7		3	6	7	8	15	13	8	1		2
August 1934.....	105	28.52			3	3	1		7	14	18	27	19	6	6	2	
August 1935.....	114	30.60		1	1	1	1		6	10	22	31	15	5	12	5	4
<b>Other semiskilled indirect workers:</b>																	
May 1933.....	30	18.43		1	3	7	2	1	6	2	3	3	2				
August 1934.....	52	18.08		2	5	2	4	1	22	9	3	3	1				
August 1935.....	55	19.82	1		2	6	3	3	15	10	10	4	1				
<b>Other unskilled indirect workers:</b>																	
May 1933.....	46	12.45	1	13	8	8	1	1	10	4							
August 1934.....	71	14.95	2	4	8	9	14	7	17	9	1						
August 1935.....	91	15.30	1	8	9	14	13	9	19	12	6						

North—Females

Occupational class and year	Number of employees	Average weekly earnings	Number of employees whose weekly earnings were—															
			Under \$4	\$4 and under \$8	\$8 and under \$12	\$12 and under \$13	Exactly \$13	Over \$13 and under \$16	\$16 and under \$20	\$20 and under \$24	\$24 and under \$28	\$28 and under \$32	\$32 and under \$36	\$36 and under \$40	\$40 and under \$44	\$44 and under \$48	\$48 and over	
			<b>All occupations:</b>															
May 1933.....	4,044	\$10.68	244	889	1,498	326	28	586	307	108	36	14	3	3	1			1
August 1934.....	7,287	13.52	155	554	1,331	614	832	1,958	1,250	373	96	29	8	6				1
August 1935.....	7,893	14.15	155	496	1,325	547	642	2,279	1,773	509	113	37	12	4				1
<b>Corner-cutter feeders:</b>																		
May 1933.....	24	10.28		5	13	1		2	3									
August 1934.....	41	12.86		4	5	3	10	16	3									
August 1935.....	41	13.90	1	1	7	4	5	14	8	1								
<b>Benders-up, hand:</b>																		
May 1933.....	53	8.36	6	15	25	1		4	2									
August 1934.....	91	11.82	1	16	17	10	22	17	7			1						
August 1935.....	89	12.51	3	6	22	6	22	21	6	2		1						
<b>Single-stayer operators:</b>																		
May 1933.....	315	10.73	16	62	123	26		59	22	6	1							
August 1934.....	549	13.60	10	39	111	36	31	187	107	24	4							
August 1935.....	566	14.45	8	29	89	34	19	191	154	39	3							
<b>Quadruple-stayer feeders:</b>																		
May 1933.....	34	8.64	3	9	17	2		3										
August 1934.....	76	13.20	1		15	7	16	30	7									
August 1935.....	88	13.59	2	4	13	9	9	36	12	3								
<b>Strippers, machine:</b>																		
May 1933.....	789	11.17	40	137	271	78	10	160	76	14	3							
August 1934.....	1,416	13.67	28	100	331	132	74	337	289	107	13	4		1				
August 1935.....	1,406	14.44	19	78	278	101	47	380	348	129	19	6	1					
<b>Turners-in, hand:</b>																		
May 1933.....	336	8.42	25	136	127	23	5	19	1									
August 1934.....	633	12.08	14	70	164	72	88	149	72	1	1	1	1					
August 1935.....	678	12.27	20	71	145	61	108	185	83	2	2	1						
<b>Gluing-machine operators:</b>																		
May 1933.....	71	8.97	3	25	34	3	1	5										
August 1934.....	134	12.87	5	7	20	10	35	38	16	3								
August 1935.....	152	13.80	2	12	16	13	20	52	34	2		1						

Detailed statistical tables

TABLE C.—Distribution of employees according to weekly earnings by region and sex—Continued  
North—Females—Continued

Occupational class and year	Number of employees	Average weekly earnings	Number of employees whose weekly earnings were—														
			Under \$4	\$4 and under \$8	\$8 and under \$12	\$12 and under \$13	Exact-ly \$13	Over \$13 and under \$16	\$16 and under \$20	\$20 and under \$24	\$24 and under \$28	\$28 and under \$32	\$32 and under \$36	\$36 and under \$40	\$40 and under \$44	\$44 and under \$48	\$48 and over
<b>Automatic wrapping-machine operators:</b>																	
May 1933	496	\$11.65	6	84	187	56	98	50	10	5							
August 1934	894	14.39	6	60	126	60	76	267	226	63	2			1			
August 1935	941	15.29	9	37	118	40	60	264	294	105	13	1					
<b>Box makers, hand:</b>																	
May 1933	687	10.63	53	127	267	63	5	95	50	23	3	1					
August 1934	1,281	13.37	38	105	223	114	129	347	251	57	14	2		1			
August 1935	1,421	14.35	26	75	227	105	77	404	404	82	15	5	1				
<b>Miscellaneous bench workers, unskilled:</b>																	
May 1933	285	8.90	29	80	118	17	2	24	12	2	1						
August 1934	480	12.83	14	34	95	46	70	152	57	7	2	2	1				
August 1935	607	13.19	12	47	117	58	66	181	111	10	5						
<b>Lacers and flyleafers, machine:</b>																	
May 1933	38	10.01	2	8	16	5		6	1								
August 1934	60	13.53		4	11	6	6	17	14	2							
August 1935	59	13.91	1	4	8	6	5	17	16	2							
<b>Miscellaneous machine operators:</b>																	
May 1933	23	14.23	1	2	5	1		6	5	2				1			
August 1934	22	14.57			8			4	3	6	1						
August 1935	25	16.54		1		4	1	6	5	6		1					
<b>Miscellaneous machine feeders:</b>																	
May 1933	155	11.35	10	29	64	9		18	12	7	2	3	1				
August 1934	247	13.95	3	18	32	22	31	78	47	11	3	2					
August 1935	253	13.84	4	16	31	16	13	69	79	19	3	1	2				
<b>Machine helpers and floormen:</b>																	
May 1933	370	8.40	35	122	154	18	3	33	5								
August 1934	734	11.89	27	68	146	75	197	190	26	5							
August 1935	881	12.35	30	88	171	56	151	298	78	6	3						
<b>Bundlers and packers:</b>																	
May 1933	106	9.80	5	29	44	8		12	5	3							
August 1934	176	12.73	2	14	42	15	31	48	19	5							
August 1935	214	13.02	7	13	41	18	24	73	34	2	2						

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<b>Office and plant supervisory employees:</b>																
May 1933	65	19.25		1	7	2		13	18	11	7	3		1	1	1
August 1934	101	20.80			2			8	34	32	18	4		2		1
August 1935	105	21.49			1	3		5	34	35	14	9	1	2		1
<b>Office and plant clerical employees:</b>																
May 1933	154	17.44	2	6	19	9	2	23	41	28	14	7	2	1		
August 1934	262	18.56	2	2	11	3	11	68	67	47	33	11	6	1		
August 1935	282	18.93		2	8	1	12	77	67	62	34	10	7	2		
<b>Other indirect workers:</b>																
May 1933	43	9.19	8	12	7	4		6	4	2						
August 1934	70	10.39	4	13	32	3	5	5	5	3						
August 1935	85	10.16	11	12	32	12	3	6	6	2		1				

*South—Males*

<b>All occupations:</b>																
May 1933	267	\$14.32	7	35	72	14	2	43	38	30	18	4	1	1	2	
August 1934	371	15.81	1	27	59	29	36	80	51	40	28	9	8	1	2	
August 1935	373	16.98	9	15	35	29	19	86	77	44	35	10	8	3	2	1
<b>Miscellaneous machine operators:</b>																
May 1933	44	20.03			4			7	10	14	6	2			1	
August 1934	66	20.78			6	2		7	13	17	12	4	4	1		
August 1935	71	21.24	1	1	4		1	2	15	24	15	5	1	2		
<b>Miscellaneous machine feeders:</b>																
May 1933	94	11.13	3	18	37	7		16	10	2	1					
August 1934	131	12.74		16	25	15	18	39	13	4	1					
August 1935	125	13.92	3	8	14	10	8	50	26	5	1					
<b>Machine helpers and floormen:</b>																
May 1933	28	8.98		10	13	2		2	1							
August 1934	45	11.30	1	4	19	5	4	8	4							
August 1935	42	12.19	3	2	6	11	2	11	7							
<b>Other skilled indirect workers:</b>																
May 1933	38	23.19			1			3	9	9	11	2	1	1	1	
August 1934	49	23.22			2	1	1	5	5	11	14	4	4	1	2	
August 1935	48	26.16			1		1	1	7	8	14	5	7	1	2	1
<b>Other semiskilled indirect workers:</b>																
May 1933	27	15.19			5	3	1	7	6	5						
August 1934	37	17.05			1	2	5	10	10	7	1	1				
August 1935	41	17.16		1	2	3	2	9	13	6	5					
<b>Other unskilled indirect workers:</b>																
May 1933	36	9.77	4	7	12	2	1	8	2							
August 1934	43	12.72		7	6	4	8	11	6	1						
August 1935	46	13.34	2	3	8	5	5	13	9	1						

Detailed statistical tables

TABLE C.—Distribution of employees according to weekly earnings by region and sex—Continued  
South—Females

Occupational class and year	Number of employees	Average weekly earnings	Number of employees whose weekly earnings were—														
			Under \$4	\$4 and under \$8	\$8 and under \$12	Exactly \$12	Over \$12 and under \$16	\$16 and under \$20	\$20 and under \$24	\$24 and under \$28	\$28 and under \$32	\$32 and under \$36	\$36 and under \$40	\$40 and under \$44	\$44 and under \$48	\$48 and over	
<b>All occupations:</b>																	
May 1933.....	473	\$9.25	36	151	174	1	90	17	2	2							
August 1934.....	617	11.21	23	99	170	74	198	47	5	1							
August 1935.....	594	11.85	31	51	152	95	195	57	12	1							
<b>Single-stayer operators:</b>																	
May 1933.....	35	10.38	1	10	13	1	8	2									
August 1934.....	47	11.67	1	9	9	2	22	4									
August 1935.....	46	12.19	4	2	7	8	20	5									
<b>Strippers, machine:</b>																	
May 1933.....	98	9.91	2	25	42		25	4									
August 1934.....	123	11.07	6	22	31	13	41	9	1								
August 1935.....	121	11.52	9	7	37	10	42	15	1								
<b>Turners-in, hand:</b>																	
May 1933.....	24	7.79	4	4	16												
August 1934.....	43	10.50	1	8	11	15	8										
August 1935.....	36	10.85	3	3	9	10	11										
<b>Automatic wrapping-machine operators:</b>																	
May 1933.....	61	10.52	2	11	30		16	2									
August 1934.....	80	11.70	1	15	19	5	33	7									
August 1935.....	83	13.33	3	6	17	7	31	14	5								
<b>Box makers, hand:</b>																	
May 1933.....	65	7.72	12	27	15		9	1		1							
August 1934.....	67	11.07	3	15	14	4	22	8		1							
August 1935.....	64	10.87	7	6	17	9	21	3		1							
<b>Miscellaneous bench workers, unskilled:</b>																	
May 1933.....	42	9.19	6	10	14		10	2									
August 1934.....	47	11.23		8	14	6	18	1									
August 1935.....	47	12.33	1	6	4	11	20	5									

<b>Miscellaneous machine feeders:</b>																			
May 1933.....	58	8.50	3	25	22	11	7	1											
August 1934.....	80	11.37	2	7	28	11	26	4	2										
August 1935.....	75	11.19	1	11	24	20	14	5											
<b>Machine helpers and floormen:</b>																			
May 1933.....	42	8.84	4	14	15		5	4											
August 1934.....	71	10.34	7	7	24	12	19	2											
August 1935.....	72	11.45	2	4	28	12	23	3											
<b>Other indirect workers:</b>																			
May 1933.....	48	9.55	2	25	7		10	1	2	1									
August 1934.....	59	11.00	2	8	20	6	9	12	2										
August 1935.....	50	13.03	1	6	9	8	13	7	6										