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Wages and Hours in the Glove Industry, 1941

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NOTE

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*Bulletin No. 702 of the
United States Bureau of Labor Statistics*

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WAGES AND HOURS IN THE GLOVE INDUSTRY, 1941

Summary

AVERAGE hourly earnings of factory wage earners in the glove industry amounted to 49.1 cents in July 1941. Within the industry, average earnings ranged from 40.0 cents an hour in the branch making work gloves of fabric or of a combination of leather and fabric to 62.7 cents in the leather dress-glove division. Factory workers in the seamless-fingered knitted-glove branch averaged 43.9 cents an hour; in the leather work-glove branch, 47.2 cents; and in the fabric dress-glove division, 48.0 cents. Earnings of individual workers in the industry as a whole varied widely; 33.8 percent received less than 37.5 cents an hour, 44.4 percent were paid 37.5 cents and less than 57.5 cents, and 17.6 percent were paid 57.5 cents and less than 97.5 cents. About 1 worker in 25 (4.2 percent) received 97.5 cents an hour or more. Factory workers were on duty for an average of 38.1 hours in a representative week in July 1941, and had an average pay envelope of \$18.67. The average weekly earnings of home workers, for whom data were tabulated separately, amounted to \$10.58 at that time.

These conclusions are drawn from a survey of hours and earnings in the glove industry, made by the Bureau of Labor Statistics, at the request of the Wage and Hour Division of the Department of Labor, for the use of an industry committee appointed by the Administrator of the Fair Labor Standards Act to consider revision of the minimum wage rates applicable to the industry.¹

Definition

The products covered in the Bureau of Labor Statistics' survey of the glove industry of July 1941 include fabric dress gloves, seamless-fingered knitted gloves, leather dress gloves, work gloves of fabric or

¹ The committee met January 27, 1942, at Washington, D. C., and recommended a new minimum of 40 cents an hour. If this minimum is approved by the Administrator, it will become mandatory for all branches of the glove industry covered by the industry definition adopted by the Wage and Hour Division. This definition, as well as that used in the present wage study, does not cover the manufacture of either rubber or athletic gloves.

a combination of leather and fabric, and leather work gloves. Fabric dress gloves are made chiefly of warp-knitted fabrics, but are also made of circular-knitted or woven fabrics. Rubber,² asbestos, and sporting and athletic gloves are expressly omitted from this study. The present survey does not include the knitting³ or weaving⁴ of fabrics entering into cut and seamed gloves, nor does it include the tanning of leather.⁵ Plants having fewer than five wage earners were excluded from the survey.

The definition of the glove industry adopted for the purpose of this survey agrees in all important respects with that used by the Census of Manufactures for the glove-industries group. The Census reports, however, combine plants manufacturing seamless-fingered knitted gloves with those making cut and seamed dress gloves from their own knitted fabrics.

Description of the Industry

GROWTH OF THE INDUSTRY

The leather-glove industry in the United States originated in Colonial days, when Sir William Johnson brought a group of Scottish families to Fulton County, N. Y., in 1760. These settlers included glovers who had brought the tools of their trade with them to the New World. At first their product took the form of leather mittens for the use of farmers and woodcutters, and sales were restricted to the immediate vicinity. By 1825, however, Fulton County gloves had reached a market as far away as Boston. The high protective tariff of 1862 encouraged the development of the domestic industry, and the removal of the tariff on imported skins in 1872 paved the way for the manufacture of fine gloves in this country. Domestic fabric-glove production developed at a somewhat later date than leather-glove manufacture.

The growth of the industry in more recent years is shown from the Census data in table 1. In 1939 an average of 12,297 wage earners was employed in the cloth-glove branch of the industry, 9,995 in the leather-glove branch, and 5,574 in the knitted-glove division. In the same year the combined product of these three branches was valued at almost \$70,000,000.

² Covered by the 40-cent minimum for the rubber-products manufacturing industry, effective July 28, 1941.

³ Covered by the 40-cent minimum for the knitted underwear and commercial knitting industry, effective November 24, 1941.

⁴ Covered by the 37.5-cent minimum for the textile industry, effective June 30, 1941.

⁵ Covered by the 40-cent minimum for the leather industry, effective September 16, 1940.

TABLE 1.—Number of Establishments, Number of Wage Earners, Wages, and Value of Products in Specified Branches of Glove Industry, Census Years 1925-39¹

Branch of industry and year	Number of establishments	Wage earners (average for year)	Wages	Value of products
Gloves and mittens, cloth or cloth and leather combined:				
1925.....	139	9,061	\$5,709,401	\$29,531,716
1927.....	131	10,296	6,669,708	30,202,152
1929.....	125	9,279	5,914,275	29,882,958
1931.....	106	7,101	3,319,338	14,539,422
1933.....	91	8,586	3,547,475	16,012,044
1935.....	115	8,048	4,487,794	18,940,038
1937.....	107	12,679	7,847,025	32,560,315
1939 ²	143	12,297	7,960,663	30,160,558
Leather gloves and mittens:				
1925.....	226	7,115	6,914,788	33,292,916
1927.....	232	9,106	8,813,912	36,662,053
1929.....	257	9,203	9,203,911	39,122,729
1931.....	227	7,884	7,553,974	28,023,634
1933.....	194	8,129	6,433,710	23,470,054
1935.....	224	9,810	8,499,756	23,130,909
1937.....	221	11,637	9,039,087	30,718,238
1939 ²	233	9,995	7,408,682	26,830,856
Knitted gloves:				
1937.....	15	4,626	2,927,856	10,216,271
1939 ²	20	5,574	3,839,330	12,385,831

¹ Data are from U. S. Bureau of the Census reports.

² The data on average number of wage earners for 1939 are not strictly comparable with the data for the earlier years, since the 1939 Census reports exclude employees actually engaged in distribution, construction, and other activities from the group of wage earners engaged in manufacturing.

The further growth of the industry since 1939 can be traced in part with the aid of monthly figures on employment and pay rolls collected by the Bureau of Labor Statistics. As table 2 shows, employment in the leather glove and mitten branch in July 1941, the period of the present survey, was 44 percent greater than the average employment in 1939. Although data back to 1939 are not available for the cloth glove and mitten branch, table 2 indicates that employment increased 10 percent between December 1940 and July 1941.

TABLE 2.—Index Numbers of Employment and Pay Rolls in Selected Branches of Glove Industry, January 1939 to September 1941¹

Month	Gloves and mittens, cloth or cloth and leather combined		Leather gloves and mittens					
	Employment	Pay rolls	Employment			Pay rolls		
			1939	1940	1941	1939	1940	1941
January.....	100.8	99.8	73.6	100.2	121.9	65.3	97.7	133.6
February.....	102.6	107.1	92.4	108.6	125.3	92.7	106.0	146.4
March.....	104.2	110.8	94.4	100.8	130.1	91.0	97.2	156.6
April.....	105.3	110.7	87.8	95.9	135.7	78.7	92.9	169.4
May.....	105.8	120.0	91.0	96.0	135.7	83.9	95.5	172.1
June.....	107.6	126.6	101.0	105.0	141.3	98.5	109.7	179.0
July.....	109.9	123.8	104.9	110.9	143.8	104.8	117.1	184.0
August.....	113.7	133.4	109.5	116.4	149.9	112.9	131.9	194.0
September.....	114.2	135.0	113.7	119.8	148.4	116.5	135.0	191.3
October.....	-----	-----	110.5	120.3	-----	122.5	139.4	-----
November.....	-----	-----	110.4	121.1	-----	119.0	140.6	-----
December.....	-----	-----	110.7	124.7	-----	114.2	149.0	-----

¹ Index numbers for cloth gloves based on December 1940=100; for leather gloves, 1939=100.

The current outlook for the glove industry is good, although shortages in raw materials and possibly in labor may interfere with future production schedules. Rising domestic demand and virtual elimination of foreign competition combine to provide a favorable market situation. Seamless woolen gloves are used by our armed forces, and Government requirements will become increasingly heavy as war-service personnel expands. The demand for work gloves, both leather and fabric, undoubtedly will continue at a high level as a reflection of the rate of activity in the heavy manufacturing industries. Dress gloves, whether fabric or leather, will presumably enjoy ready sales because of the general rise in income.

Since the finer dress-glove leathers are largely imported, serious shortages are in prospect after present stocks are exhausted. Woolen-glove production for civilian consumption very likely will be affected by an increasing scarcity of wool yarns for other than military uses. The other types of gloves are manufactured almost wholly from materials produced within the United States, but their output may conceivably be affected by military needs for yarns and leather.

IMPORTS AND EXPORTS

Until recently, the dress-glove branches of the industry have been subject to severe foreign competition. Women's leather gloves from France and Czechoslovakia and seamless woolen gloves from Japan and China have furnished a considerable part of the total domestic consumption. In 1929, when the United States imported nearly one and a half million dozen pairs of women's and children's leather gloves, imports amounted to 78 percent of the combined production and import figures. By 1938, imports had declined to about 300,000 dozen pairs, or 36 percent of the combined imports and domestic production. For the first half of 1941, only 4 percent of the total consisted of imported gloves. War conditions should keep imports at a very low level.

Imports of seamless-fingered knitted woolen gloves in 1935 amounted to 35 percent of the total of imports and domestic production. This figure had declined to 15 percent in 1938 but rose to an estimated 28 percent in 1940. The war in the Pacific has now undoubtedly ruled out the principal foreign competition in this branch of the industry.

Another type of glove in which foreign competition has been important is the cotton knit-fabric glove. The ratio of imports to the sum of imports and domestic production dropped from 82 percent in 1938 to 48 percent in 1940. Since this type of glove was supplied chiefly by Czechoslovakia and Germany prior to 1938, and by Japan, China, and the Philippines since that time, it is safe to assume that this competition has been eliminated for the duration of the war.

Glove exports have constituted a very small percentage of domestic production, and hence the present disruption of trade relations has not reacted significantly on the market of domestic producers.

LOCATION OF THE INDUSTRY

With one important qualification, the data in table 3 on the number of workers covered by the present wage survey show with reasonable accuracy the relative importance of the various glove-producing areas. In all of the areas except the South, the sample covers approximately one-fourth of the workers; in the South, however, essentially complete coverage was obtained.⁶ For comparative purposes, therefore, the number of workers shown for the South should be reduced by 75 percent.

When allowance is made for the more intensive coverage in the South, it becomes apparent that nearly half of the workers in the industry are employed in New York. The Middle West stands next to New York in importance. Wisconsin, with 1,182 of the 3,778 workers covered by the survey in that area, is the most important State in the Midwest, followed by Illinois with 869 workers. About 5 percent of the workers, on a proportionate basis, are employed by the southern sector of the industry.

TABLE 3.—*Number of Plants and Factory Workers Included in Survey of Glove Industry by Region, July 1941*

Region	Number of plants	Number of workers		
		Total	Males	Females
United States.....	106	11, 445	2, 710	8, 735
North.....	95	9, 310	2, 342	6, 968
New York State.....	50	4, 615	1, 247	3, 368
New York City.....	17	1, 570	237	1, 333
Fulton County.....	24	1, 956	843	1, 113
Other New York.....	9	1, 089	167	922
Middle West.....	31	3, 778	899	2, 879
Illinois.....	7	869	237	632
Indiana.....	4	515	77	438
Iowa, Minnesota, and Missouri ¹	6	601	170	431
Michigan.....	3	114	27	87
Ohio.....	4	497	82	415
Wisconsin.....	7	1, 182	306	876
Other Northern States ²	4	917	196	721
South ³	11	2, 135	368	1, 767

¹ Includes 2 plants in Iowa, 3 in Minnesota, and 1 in Missouri.

² Includes 5 plants in California, 1 in Massachusetts, 1 in New Hampshire, 1 in New Jersey, 1 in Oregon, 4 in Pennsylvania, and 1 in Washington.

³ Includes 1 plant in Georgia, 2 in Kentucky, 3 in North Carolina, 1 in South Carolina, 3 in Tennessee, and 1 in Virginia.

⁶ The figures for this region were used in all calculations with a weight of one-fourth to put it on the same basis as the other regions. The number of workers shown in all tables except 3 and 4 reflects the weight which these workers had in the sample.

New York has the bulk of the employment in the fabric dress-, seamless knitted-, and leather dress-glove branches (table 4). The Middle West employs the greater part of the work-glove operatives. The South manufactures only work gloves of fabric or a combination of leather and fabric.

TABLE 4.—*Number of Plants and Factory Workers Included in Survey of Glove Industry, by Region and Branch, July 1941*

Region	Fabric dress gloves		Seamless-fingered knitted gloves		Leather dress gloves		Fabric and combination leather and fabric work gloves		Leather work gloves	
	Plants	Workers	Plants	Workers	Plants	Workers	Plants	Workers	Plants	Workers
United States.....	18	2,794	15	760	33	2,506	31	4,339	19	956
New York State.....	14	2,037			29	1,754				
New York City.....	8	1,184			7	101				
Upstate New York.....	6	853			22	1,653				
Middle West.....					4	842	15	1,792	10	629
Other Northern States.....	4	757					5	412	9	327
South.....							11	2,135		

¹ Includes 4 plants in New York and 1 in Wisconsin.

² Fulton County.

³ Includes 1 plant in California.

WAGE TRENDS

Wages in the glove industry have been influenced in recent years by the adoption of various legal minimum rates. The Public Contracts Division of the United States Department of Labor set a minimum of 35 cents an hour, effective August 2, 1937, for the manufacture of work gloves on Government contracts amounting to over \$10,000. The statutory minima of 25 and 30 cents an hour imposed by the Fair Labor Standards Act became effective on October 24, 1938, and October 24, 1939, respectively. The Wage and Hour Division set minima of 32.5 cents an hour for work gloves and 35 cents for dress gloves, which became effective July 15, 1940.

The evidence on the actual wage changes in the glove industry is rather fragmentary. A survey of the men's work-glove and knit-glove industries made by the United States Women's Bureau in a period extending from 1936 to 1937 revealed an average of 33.3 cents an hour.⁷ This may be compared with averages of 40.0 cents in fabric work gloves, 47.2 cents in leather work gloves, and 43.9 cents an hour in seamless-fingered knitted gloves found by the present survey for July 1941.

Earnings in the knitted-glove branch were 39.9 cents an hour in 1937 and 39.1 cents in 1939, according to a special tabulation of census data.⁸ The average for a comparable group of plants in July 1941 was 45.6 cents an hour.

⁷ U. S. Women's Bureau. Bulletin 163-6: Hours and Earnings in Certain Men's Wear Industries.

⁸ See Man-hour Statistics for 105 Selected Industries, 1937; and Man-hour Statistics for 94 Selected Industries, 1939 (joint studies by Bureau of Labor Statistics and Bureau of the Census).

Further comparisons are available for female workers from surveys of earnings in New York State in 1938, 1939, and 1940, made by the New York State Department of Labor.⁹ Median earnings of 32.2 cents an hour in October 1938 and 36.2 cents in February 1940 were obtained in the case of female factory workers in the fabric dress-glove branch of the industry in New York State. The comparable median was 43.4 cents in July 1941. For leather dress gloves, the medians were 37.1 cents in October 1938, 39.6 cents in November 1939, and 48.0 cents an hour in July 1941. For seamless knitted gloves, the median hourly earnings of women were 33.2 cents in October 1938, 34.9 cents in November 1939, and 36.8 cents in July 1941.

Information on file in the Bureau of Labor Statistics for a sample of plants different from that used in this survey indicates that hourly earnings rose 3.8 percent between December 1940 and July 1941 in the cloth- and combination-cloth-and-leather-glove branch. Over the same period, hourly earnings in the leather-glove branch increased by 10.3 percent.

COMPOSITION OF LABOR FORCE

About three-fourths of the factory workers in the glove industry as a whole are females (table 7). Males are employed chiefly in cutting and immediately related operations and in supervisory positions, while females are employed in large numbers in most of the other occupations, notably stitching, examining, and packing.

Semiskilled workers predominate, 71.9 percent of the workers covered by the Bureau's survey being classified in that group. Skilled workers make up 16.7 percent of the labor force, and unskilled account for the remaining 11.4 percent. Semiskilled females (64.9 percent) and skilled males (15.3 percent) are the most important groups, considered on a sex and skill basis.

The various branches of the industry separate into two distinct groups with respect to the composition of the labor force.¹⁰ In the leather branches, a little over 40 percent of the workers are males; skilled workers constitute 31 percent of the force in the dress gloves, and 24 percent in work gloves; semiskilled workers account for 61 and 69 percent, and the unskilled for 8 and 7 percent, respectively. In the remaining branches about 15 percent of the workers are males. Roughly 10 percent are skilled, 80 percent semiskilled, and 10 percent unskilled in the fabric dress- and fabric work-glove branches; and 7 percent are skilled, 62 percent semiskilled, and 31 percent unskilled in the seamless-fingered glove branch.

⁹ New York Department of Labor. Division of Women in Industry and Minimum Wage. *Home Work in the Glove Industry in New York State.*

¹⁰ Inclusion of home workers would have increased somewhat the relative prominence of semiskilled workers in the leather dress-glove branch and of unskilled workers in the seamless-fingered knitted-glove branch. However, the difference would not be great enough to alter the general nature of the comparison made here.

Most of these differences can be accounted for readily by the occupational differences among the various branches of the industry. The higher percentage of skilled workers employed on leather gloves reflects the larger proportion of cutters required, since only one thickness of leather is ordinarily cut at a time, as compared with many thicknesses of fabric. The fact that the cutters are men also accounts for the differences in the proportion of the two sexes.

The employees were unionized in 32 plants employing over a fourth (27.9 percent) of the workers in the glove factories studied. The extent of unionization was greatest in the leather dress-glove branch, in which 85 percent of the workers studied were employed in plants with union agreements. About 33 percent of the workers in the leather work-glove branch of the industry were employed in union plants. Only one each of the seamless-fingered and fabric work-glove plants studied had a union agreement. The unions which had agreements with plants in the sample were the Glove Workers' Union of Fulton County, which is not affiliated with either the A. F. of L. or the C. I. O.¹¹; the Amalgamated Clothing Workers of America, affiliated with the C. I. O.; and the International Glove Workers' Union, affiliated with the A. F. of L. The first of these unions is confined to the leather dress-glove field, and the last two are active in both the dress- and work-glove branches of the industry. The basic strength of the International Glove Workers' Union lies in the work-glove branch.

HOME WORK IN THE GLOVE INDUSTRY

It is interesting to note that the area in which home work is most prevalent is that in which the industry had its origin. As previously noted the majority of the home workers covered by the survey were employed in Fulton County. The nature of glove-making processes—hand work originally, relatively clean, and with small objects to handle—made it feasible to carry on the industry in the homes of the workers. The invention of a sewing machine capable of stitching gloves did not drive the sewing operations out of the home entirely. The machine investment required was not so great as to prohibit individual ownership, nor was the machine so large as to prevent its use in the home. Electric power became readily available to the worker's residence. Furthermore, the sewing machine, being a common appurtenance in the American home, did not present glaring evidence of the industrial activity performed by its owner.

¹¹ The layers-off local is affiliated with the Amalgamated Clothing Workers, but participates, together with the independent Operators' Branch and Cutters' Branch, in the joint council of the Glove Workers' Union of Fulton County.

Altogether, 1,046 home workers were reported by 46 of the 107 plants covered in the present survey.¹² Of these, 870 worked for Fulton County employers, 141 were employed by other factories in New York State, and the remaining 35 were found in Indiana, North Carolina, Ohio, Pennsylvania, and Wisconsin. Only 8 of the home workers were men. The leather dress-glove industry employed 820 of the 1,046 home workers, while 157 were engaged on seamless-fingered gloves, and only 69 were employed on other types of gloves.

The advantages to employers in continuing the practice of home work are that capital investment is reduced; certain items of overhead (power, oil, repairs) are avoided; a large supply of labor is kept available for the busy season but causes no inconvenience in the slack season; new persons are trained in the home at the expense of the workers; and the workers are not readily organized by labor unions. Prior to August 15, 1941, lower piece rates could be paid for the stitching of table-cut and pattern-cut leather dress gloves in Fulton County.

The advantages to the home workers are that they work at their own convenience with respect to time and place, can care for children or invalids in the home, and can avoid what some of them may consider the stigma of factory employment. Those who work only as a means of supplementing the family income can work as little as they like; and workers whose age or nervous constitution does not permit them to maintain the usual factory pace can work at a speed of their own choosing.

The belief that the home-work system gives scope for exploitation and reacts unfavorably on the wages and conditions of factory employees has resulted in several efforts at control. The NRA code for the leather and woolen-knit glove industry (November 1933) undertook to reduce home work by 25 percent within 6 months and by another 25 percent within a year from the effective date of the code. These provisions were not satisfactorily carried out and the invalidation of the NRA in May 1935 left the home-work situation substantially unaltered.

The New York State Department of Labor promulgated in 1941 a set of regulations designed eventually to eliminate home work in the glove industry in the State. The more important regulations follow:

(1) Home workers' certificates and permits of employers to distribute home work were revoked as of August 15, 1941, with provision for the issuance of special permits to employers and home workers who held permits prior to April 1, 1941. This provision automatically prevents any future increase in the number of home workers.

(2) After May 1, 1942, home-work employment is confined to those unable to accept factory employment because of age, mental or physical disability, or the presence in the home of an invalid requiring the home worker's presence.

¹² One manufacturer employed no factory wage earners. In this case, all operations not performed by home workers were done by members of the proprietor's family or on contract.

(3) The number of certificates issued for each employer must not exceed the number of home-work certificates outstanding for such employer as of April 1, 1941.

(4) After May 1, 1942, the maximum number of home workers permitted any one employer shall not exceed one home worker to each factory worker employed in the same calendar week doing identical work.

(5) Only a limited number of pairs of gloves may be given to a home worker in each week, in accordance with a schedule fixing the number of pairs for each type of operation. This provision serves to limit the workweek for the average worker, and indicates a recognition of the difficulty of limiting the hours of work by direct regulation.

(6) After May 1, 1942, the maximum amount of work which may be given to any home worker in any week shall not exceed the average amount produced by persons working in the same week on identical operations in the factory of the employer.

(7) A home worker shall be paid at least the same piece rates as those paid to workers on identical operations in the factory of the employer. Previously, factory workers had commonly been paid piece rates 10 percent higher than those paid to home workers. The former difference was supposed to cover the expense of distribution.

(8) Each home worker is to be permitted to work for only one employer and is prohibited from doing factory work while holding a home-work certificate.

The reduction of home work raises a question as to the ease with which home workers can avail themselves of factory employment. Among the factors that determine whether a home worker can readily enter the factory is the distance of the worker's home from the factory. Of the 746 workers for whom full information was secured in the present survey, 586 resided in the community where the plant was situated, 63 lived outside the community but within 6 miles of the plant, 33 lived 6 but under 12 miles away, 23 lived 12 but under 18 miles away, and 41 lived 18 miles or more away (table 5). Seventy of the Fulton County workers lived in a "glove town" but worked for a factory in another town.

TABLE 5.—Number of Home Workers Included in Survey of Glove Industry, by Location of Plant Supplying Work and Residence of Workers, July 1941

Location of plant supplying work	Total number of home workers surveyed	Number for whom residence was reported	Number of home workers whose address was reported as—							
			Fulton County, N. Y. ¹				Other communities at specified distances from plant			
			Johnstown	Gloversville	Mayfield	Northville	Under 6 miles	6 and under 12 miles	12 and under 18 miles	18 miles and over
All communities.....	1,046	746	184	366	38	27	47	20	23	41
Johnstown, N. Y.....	229	199	160	33	—	—	2	—	3	1
Gloversville, N. Y.....	551	409	24	328	2	—	7	12	36	36
Mayfield, N. Y.....	55	52	—	5	34	4	8	—	1	1
Northville, N. Y.....	35	31	—	—	2	23	—	—	6	—
Other New York.....	141	55	—	—	—	—	45	5	2	3
Other States.....	35	—	—	—	—	—	—	—	—	—

¹ The 4 communities in Fulton County are reached by the same road. The distances along this road northward from Johnstown are as follows: Gloversville, 4 miles; Mayfield, 10 miles; Northville, 21 miles.

Method of Survey

The data for this survey were collected by the Bureau's staff of field representatives, who called at plants or central offices to obtain for each worker information on hours worked and actual earnings in a selected pay-roll period, the rate and method of wage payment, and the occupation and sex of the worker. Certain data were also obtained for the plant as a whole, such as the type of glove manufactured, the value of product, total wage and salary cost, and volume of physical production for two recent years. Information was also secured with respect to overtime practices, details of piece-work or bonus plans, employer-employee relations, and similar matters.

The pay-roll period covered was, for most plants, one in the latter part of July 1941. This period preceded the effective date (August 15, 1941) of the new regulations of the New York State Department of Labor affecting home work. The season chosen was a fairly normal one from the viewpoint of volume of production, since July is usually near the beginning of the busy season.

The sample of plants included in the Bureau's survey was carefully selected to represent proportionately all States, types of product, and scales of operation. It covered approximately one-fourth of the workers in the industry. In order to give adequate representation to all classifications, however, it was necessary to include somewhat more than one-fourth of the larger plants in the industry. To avoid giving these plants an undue weight in the sample, only a part of the total labor force in some of these plants was surveyed. In each plant where this procedure was used, care was taken to secure representation for each occupation and sex in the proportion in which it occurred in the plant being scheduled.

Virtually all of the southern plants in the industry were included in the survey. However, all wage figures and other descriptive data for these plants were given a weight of one-fourth wherever they were combined with figures for other regions.

The skill rating assigned to the various occupations was determined on the basis of the consensus of the plant officials who supplied this information and of a consideration of the actual duties involved in each occupation.

Methods of Wage Payment

Piece work is prevalent in the glove industry. Home workers are paid almost without exception on a piece-work basis. This method of payment also applied to 81.2 percent of the factory workers studied and was used to some extent in 104 of the 106 plants in the sample having factory workers. Not all operations, of course, can be adapted to a piece-work basis, and hence time methods of payment are also found in the industry. Time payments were used for 18.2 percent of the workers and were found in 94 plants. Production-bonus systems occurred in only 5 plants and covered only 0.6 percent of the employment in the sample.

No great differences were found among the various branches of the industry with respect to methods of wage payment for factory workers. For example, the proportion of workers paid piece rates was 84.0 percent for the fabric dress-glove branch, 72.4 percent for seamless-fingered gloves, 81.6 percent for leather dress gloves, 84.7 percent for fabric work gloves, and 68.9 percent for the leather work-glove branch.

The policy of most glove manufacturers was to pay an overtime rate of time and a half after 40 hours. This policy was in force for hourly workers in 81 of the 94 plants having such workers, and for piece workers in 72 of the 104 plants employing that method of payment. The 5 plants having bonus workers also were under this plan. Time and a half after 8 hours a day, as well as after 40 hours a week, was the rule in 9 additional plants. Some plants reported that they had not worked overtime and thus had no policy regarding payment for overtime. This was the case for hourly workers in 4 plants and for piece workers in 23 plants.¹³

Hourly Earnings of Factory Workers in the Industry as a Whole

As indicated at the beginning of this article, hourly earnings for factory workers in the glove industry as a whole averaged 49.1 cents in July 1941 (table 6). Average hourly earnings varied in the different branches from 40.0 cents for fabric work gloves to 62.7 cents for leather dress gloves.

¹³Additional earnings due to extra rates for overtime were excluded from all figures shown in this report. Inclusion of such earnings would have raised the industry average by 0.7 cent an hour. The largest differences would have been in the seamless-fingered knitted-glove branch (1.5 cents) and the leather work-glove branch of the industry (1.3 cents).

TABLE 6.—Average Hourly Earnings of Factory Workers in Glove Industry, by Branch and Sex, July 1941

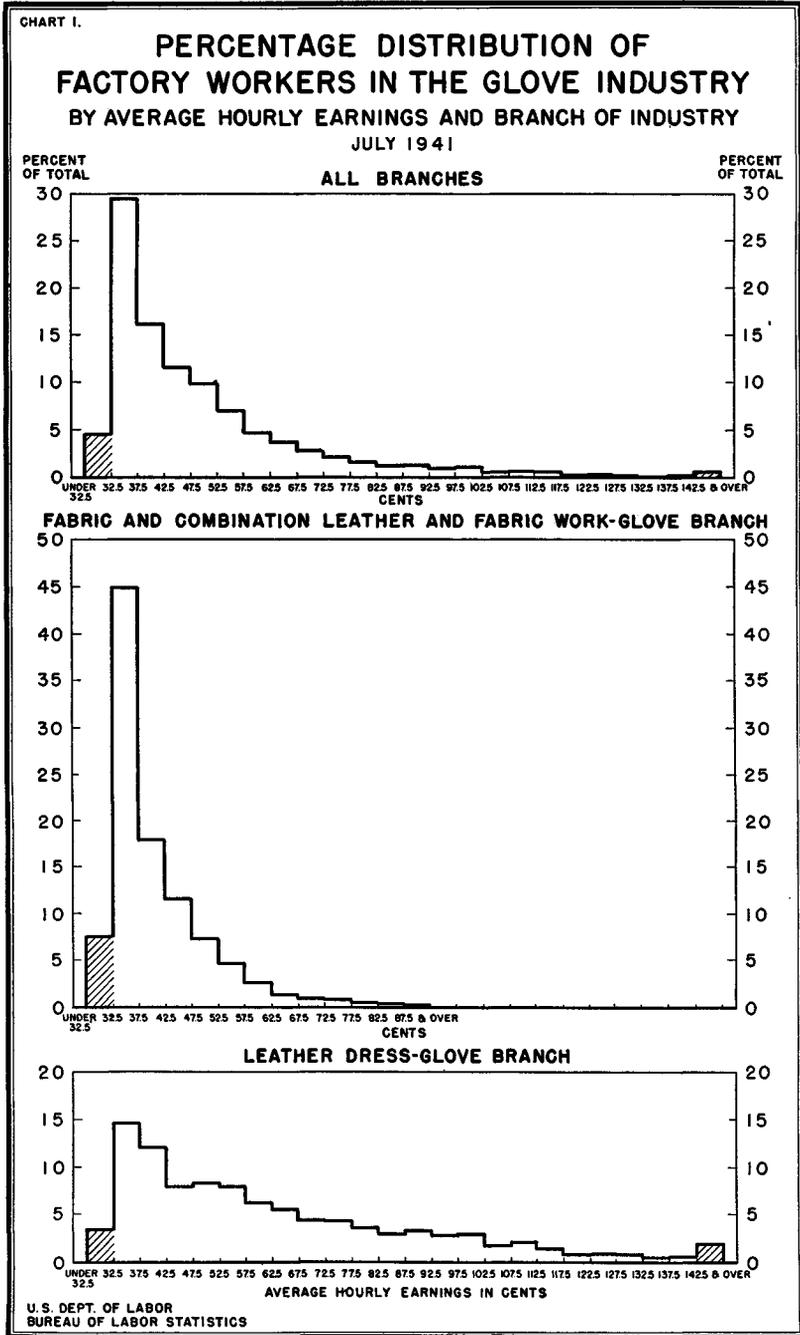
Branch	Number of workers ¹			Average hourly earnings		
	Total	Males	Females	Total	Males	Females
All branches.....	9,844	2,434	7,410	\$0.491	\$0.659	\$0.432
Fabric dress gloves.....	2,794	358	2,436	.480	.640	.452
Seamless-fingered knitted gloves.....	760	107	653	.439	.546	.419
Leather dress gloves.....	2,596	1,106	1,490	.627	.813	.484
Fabric and combination leather and fabric work gloves.....	2,738	472	2,266	.400	.471	.384
Leather work gloves.....	956	391	565	.472	.536	.425

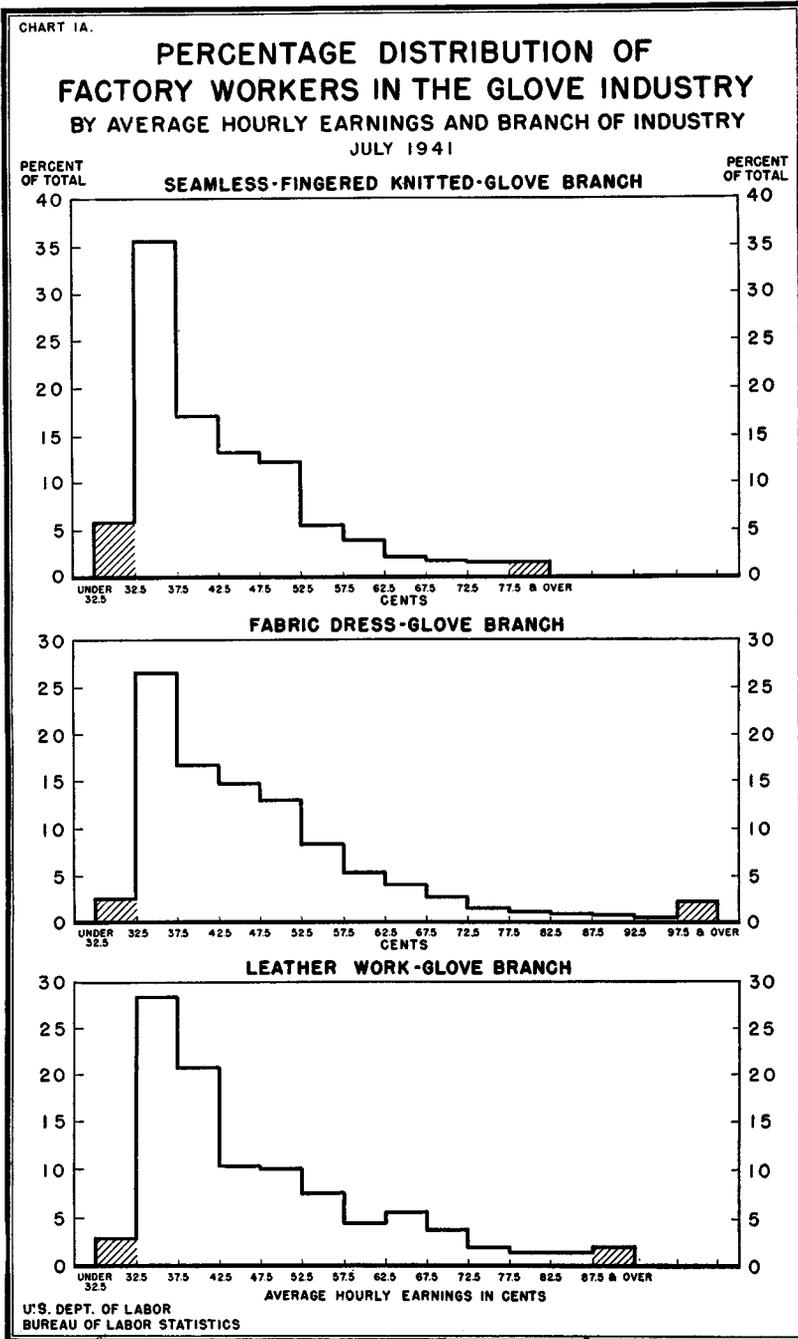
¹ In order to give proportionate representation to all areas, data for the South are used in the totals with a weight of one-fourth. The total number of workers appearing in this table, therefore, is somewhat smaller than the number actually included in the Bureau's survey.

The earnings of individual workers in the industry as a whole covered a considerable range, with 4.4 percent receiving less than 32.5 cents an hour and 4.2 percent receiving 97.5 cents or more. (See chart and table 7.) The distribution shows a marked concentration at the lower end of the range. Over a fourth (29.4 percent) of the employees had earnings in the interval 32.5 and under 37.5 cents. Included in this interval were 7.6 percent at exactly 32.5 cents and 11.7 percent at exactly 35 cents, the legal minima set for wages in the work-glove and dress-glove sections of this industry. The distribution tapers off in the upper ranges, but 9.0 percent of the workers received 77.5 cents an hour or more.

The hourly earnings of men were notably higher than those of women. The former averaged 65.9 cents an hour, as compared with 43.2 cents for the women. Only 19.2 percent of the males received less than 40 cents an hour, whereas the earnings of 49.6 percent of the female workers were below that level. Very few (1.6 percent) of the female workers were paid as much as 77.5 cents an hour, but 31.5 percent of the males were paid that amount or more.

Skilled workers averaged over twice as much as unskilled workers. The average hourly earnings were 73.9 cents for skilled workers, 45.1 cents for the semiskilled, and 35.4 cents for the unskilled. The proportion of employees receiving less than 40 cents an hour was 7.5 percent for the skilled, 44.6 percent for the semiskilled, and 77.4 percent for the unskilled. The respective percentages of those who were paid 62.5 cents or more were 59.7, 9.7, and 1.1.





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TABLE 7.—Percentage Distribution of Factory Workers in Glove Industry, by Average Hourly Earnings, Skill, and Sex, July 1941

Average hourly earnings (in cents)	All workers			Skilled workers			Semiskilled workers			Unskilled workers		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Under 32.5	4.4	0.4	5.7	0.2	0.2	-----	0.6	-----	0.7	34.5	2.6	43.0
Exactly 32.5	7.6	3.7	8.9	.9	.9	0.7	9.6	7.9	9.8	4.4	9.3	3.2
32.6 and under 35.0	3.4	1.5	4.1	.7	.7	-----	4.4	2.4	4.6	1.5	3.5	1.0
Exactly 35.0	11.7	6.6	13.3	2.4	2.3	3.0	12.7	10.0	13.0	19.3	24.2	18.0
35.1 and under 37.5	6.7	2.7	8.0	1.5	1.6	1.1	7.3	6.8	8.2	7.1	6.9	7.1
37.6 and under 40.0	8.3	4.3	9.6	1.8	1.9	4.2	9.5	8.7	9.8	10.6	14.6	9.6
40.1 and under 42.5	7.9	7.1	8.2	4.6	3.9	12.5	8.9	11.8	8.6	6.5	14.1	4.5
42.6 and under 45.0	11.5	7.1	12.7	8.0	6.3	26.6	13.4	9.8	13.7	5.2	9.5	4.1
45.1 and under 47.5	9.8	6.7	10.9	7.3	5.8	20.1	11.3	9.2	11.6	4.6	3.8	4.7
47.6 and under 50.0	6.9	7.1	6.8	7.3	7.2	8.5	7.4	7.9	7.3	3.2	4.3	2.9
50.1 and under 52.5	4.6	5.3	4.4	5.9	5.7	7.7	4.7	4.6	4.7	2.0	4.3	1.4
52.6 and under 55.0	3.6	5.9	2.8	7.2	7.2	7.0	3.2	4.2	3.1	.5	2.1	1.1
55.1 and under 57.5	2.6	5.1	1.8	6.2	6.4	3.7	2.1	3.8	1.9	.3	.4	.2
57.6 and under 60.0	2.0	4.6	1.2	4.8	5.0	2.8	1.6	5.0	1.2	.3	.4	.2
60.1 and under 62.5	1.5	4.3	.5	5.5	6.1	-----	.7	1.9	.6	-----	-----	-----
62.6 and under 65.0	1.2	3.5	.5	4.4	4.7	-----	.7	2.2	.5	-----	-----	-----
65.1 and under 67.5	1.2	3.9	.3	4.9	5.3	.7	.5	2.0	.3	-----	-----	-----
67.6 and under 70.0	.9	3.3	.1	4.4	4.8	-----	.2	1.3	.1	-----	-----	-----
70.1 and under 72.5	1.0	3.8	.1	4.6	5.0	-----	.4	2.4	.2	-----	-----	-----
72.6 and under 75.0	.5	2.1	(1)	2.9	3.1	-----	.1	.6	(1)	-----	-----	-----
75.1 and under 77.5	.6	2.3	.1	3.0	3.3	-----	.2	1.0	.1	-----	-----	-----
77.6 and under 80.0	.5	1.8	(1)	2.6	2.8	.7	(1)	.3	-----	-----	-----	-----
80.1 and under 82.5	.2	.9	(1)	1.3	1.5	-----	(1)	.1	(1)	-----	-----	-----
82.6 and under 85.0	.3	1.1	-----	1.6	1.7	-----	-----	-----	-----	-----	-----	-----
85.1 and under 87.5	.2	1.0	-----	1.3	1.4	-----	(1)	.4	-----	-----	-----	-----
87.6 and under 90.0	.1	.6	-----	.8	.9	-----	(1)	.1	-----	-----	-----	-----
90.1 and under 92.5	.2	.7	-----	1.0	1.1	-----	(1)	.3	-----	-----	-----	-----
92.6 and under 95.0	.6	2.2	(1)	3.2	3.5	-----	(1)	.3	(1)	-----	-----	-----
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers ²	9,844	2,434	7,410	1,646	1,504	142	7,078	696	6,382	1,120	234	886
Average hourly earnings	\$0.491	\$0.659	\$0.432	\$0.739	\$0.762	\$0.508	\$0.451	\$0.528	\$0.442	\$0.354	\$0.399	\$0.341

¹ Less than a tenth of 1 percent.

² In order to give proportionate representation to all areas, data for the South are used in the totals with a weight of one-fourth. The total number of workers appearing in this table, therefore, is somewhat smaller than the number actually included in the Bureau's survey.

HOURLY EARNINGS BY REGION AND STATE

There was considerable variation in the earnings of factory workers in the principal glove-manufacturing areas, as table 8 indicates. Earnings in the North averaged 49.8 cents an hour, or 13.8 cents more than the southern average of 36.0 cents. Even within the North, wage levels were by no means uniform. Among the highest State averages was that paid by New York, 54.3 cents an hour. Wage levels varied greatly, however, even within New York State. Hourly earnings amounted to 63.0 cents in Fulton County, as compared with 49.7 cents in New York City. It should be mentioned that much of the lowest paid work in New York—particularly in Fulton County—is performed by home workers, whose earnings are not reflected in table 8. The remainder of New York State, the Middle West, and other Northern States had about the same hourly earnings, the averages being 45.4, 45.7, and 45.0 cents.

TABLE 8.—Average Hourly Earnings of Factory Workers in Glove Industry, by Region, July 1941

Region	Total	Males	Females
United States ¹	\$0. 491	\$0. 659	\$0. 432
North.....	. 498	. 669	. 437
New York State.....	. 543	. 764	. 456
New York City.....	. 497	. 710	. 456
Fulton County.....	. 630	. 820	. 482
Other New York.....	. 454	. 591	. 425
Middle West.....	. 457	. 571	. 419
Illinois.....	. 447	. 530	. 413
Indiana.....	. 418	. 492	. 404
Iowa, Minnesota, and Missouri.....	. 433	. 491	. 409
Michigan.....	. 549	. 664	. 509
Ohio.....	. 407	. 554	. 375
Wisconsin.....	. 505	. 661	. 448
Other northern States.....	. 450	. 547	. 421
South.....	. 360	. 391	. 353

¹ In order to give proportionate representation to all areas, data for the South are used in the totals with a weight of one-fourth.

The Middle-Western States also showed some variation among themselves, the averages ranging from 40.7 cents an hour for Ohio to 54.9 cents for Michigan. The State averages are greatly influenced by the type of gloves manufactured. Thus, Ohio (40.7 cents) and Indiana (41.8 cents) are represented chiefly by fabric work-glove plants, while Wisconsin, with an average of 50.5 cents, has a large proportion of leather dress-glove plants, which pay relatively high wages.

The distribution of hourly earnings for individual workers reflects a similar order of regional wage levels (table 9). Thus, workers receiving less than 37.5 cents an hour accounted for only 17.6 percent of the total in Fulton County, 32.0 percent in New York City, 37.1 percent in the remainder of New York State, 36.5 percent in the Middle West, 34.3 percent in the other northern States, and 73.2 percent in the South. At the other extreme, workers paid 52.5 cents an hour or more included 52.4 percent of the total in Fulton County and 31.0 percent in New York City. The proportions in the remainder of New York, the Middle West, and other northern States were 20.4, 23.6, and 20.9 percent, respectively. Only 1.9 percent of southern employees reached or exceeded 52.5 cents an hour.

TABLE 9.—Percentage Distribution of Factory Workers in Glove Industry, by Average Hourly Earnings, Region, and Sex, July 1941

Average hourly earnings (in cents)	United States ¹			New York State			New York City			Fulton County, N. Y.		
	Total	Males	Fe- males	Total	Males	Fe- males	Total	Males	Fe- males	Total	Males	Fe- males
Under 32.5.....	4.4	0.4	5.7	3.4	0.5	4.5	3.8	-----	4.5	3.2	0.7	5.0
Exactly 32.5.....	7.6	3.7	8.9	1.0	-----	1.3	2.6	-----	3.1	-----	-----	-----
32.6 and under 35.0.....	3.4	1.5	4.1	1.4	-----	4	3.4	-----	3.8	-----	-----	-----
Exactly 35.0.....	11.7	6.6	13.3	15.1	7.2	18.1	16.5	13.2	17.1	10.7	5.3	14.9
35.1 and under 37.5.....	6.7	2.7	8.0	6.2	1.8	7.9	5.7	1.3	6.5	3.3	-----	5.3
37.5 and under 40.0.....	8.3	4.3	9.6	7.2	2.0	9.1	8.5	4.6	9.2	6.0	1.3	9.6
40.0 and under 42.5.....	7.9	7.1	8.2	6.8	5.1	7.5	6.3	6.8	6.2	6.1	3.3	8.2
42.5 and under 47.5.....	11.5	7.7	12.7	11.1	5.0	13.3	11.5	5.1	12.6	8.5	4.5	11.8
47.5 and under 52.5.....	9.8	6.5	10.9	10.3	5.2	12.2	10.7	3.8	11.9	9.4	5.1	12.9
52.5 and under 57.5.....	6.9	7.1	6.8	7.3	6.6	7.5	7.7	7.6	7.7	7.0	6.0	7.8
57.5 and under 62.5.....	4.6	5.3	4.4	5.4	4.9	5.6	5.5	4.6	5.6	6.2	4.7	7.4
62.5 and under 67.5.....	3.6	5.9	2.8	4.3	5.1	4.0	3.6	3.8	3.6	5.1	4.5	5.6
67.5 and under 72.5.....	2.6	5.1	1.8	3.2	4.8	2.6	3.1	2.5	3.2	4.0	4.5	3.6
72.5 and under 77.5.....	2.0	4.6	1.2	2.5	4.7	1.7	1.8	4.2	1.4	3.8	4.6	3.1
77.5 and under 82.5.....	1.5	4.3	-----	2.1	5.3	-----	1.9	1.8	6.3	1.1	3.3	6.0
82.5 and under 87.5.....	1.2	3.5	-----	1.6	3.8	-----	1.8	1.3	2.5	1.1	2.6	4.7
87.5 and under 92.5.....	1.2	3.9	-----	1.8	5.1	-----	1.5	1.2	4.6	1.6	3.0	5.8
92.5 and under 97.5.....	-----	3.3	-----	1.4	4.7	-----	2.1	5.1	-----	2.6	5.5	-----
97.5 and under 102.5.....	1.0	3.8	-----	1.7	5.6	-----	3.1	4.6	-----	3.9	6.0	-----
102.5 and under 107.5.....	-----	2.1	(?)	-----	2.9	-----	-----	3.0	-----	1.5	3.3	-----
107.5 and under 112.5.....	-----	2.3	-----	1.1	3.9	-----	-----	3.4	-----	2.1	4.7	-----
112.5 and under 117.5.....	-----	1.8	(?)	-----	3.1	(?)	-----	2.5	-----	1.6	3.7	-----
117.5 and under 122.5.....	-----	2.9	(?)	-----	1.7	(?)	-----	-----	-----	1.0	2.1	-----
122.5 and under 127.5.....	-----	1.1	-----	-----	1.9	-----	-----	-----	-----	1.0	2.3	-----
127.5 and under 132.5.....	-----	2.0	-----	-----	1.8	-----	-----	-----	-----	1.1	2.5	-----
132.5 and under 137.5.....	-----	1.6	-----	-----	1.1	-----	-----	-----	-----	-----	1.3	-----
137.5 and under 142.5.....	-----	7	-----	-----	4	-----	-----	-----	-----	-----	1.8	-----
142.5 and over.....	-----	2.2	(?)	-----	4.3	(?)	-----	4.6	-----	2.2	5.0	-----
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	9,844	2,434	7,410	4,615	1,247	3,368	1,570	237	1,333	1,956	843	1,113
Average hourly earnings.....	\$0.491	\$0.659	\$0.432	\$0.543	\$0.764	\$0.456	\$0.497	\$0.710	\$0.456	\$0.630	\$0.820	\$0.482
Average hourly earnings (in cents)	Other New York			Middle West			Other Northern States			South		
	Total	Males	Fe- males	Total	Males	Fe- males	Total	Males	Fe- males	Total	Males	Fe- males
Under 32.5.....	3.2	-----	3.8	6.4	0.3	8.2	2.5	-----	3.2	2.7	-----	3.2
Exactly 32.5.....	-----	0.6	-----	10.8	6.0	12.1	8.3	5.6	9.0	41.5	26.6	44.6
32.6 and under 35.0.....	-----	-----	-----	4.8	2.8	5.5	1.7	-----	2.2	14.5	6.5	16.2
Exactly 35.0.....	20.7	8.4	23.1	7.9	6.6	8.3	16.2	4.6	19.3	1.4	3.5	9
35.1 and under 37.5.....	12.3	8.4	13.0	6.6	3.0	7.7	5.6	1.5	6.7	13.1	15.5	12.6
37.5 and under 40.0.....	7.3	1.8	8.4	9.4	5.7	10.6	8.2	6.6	8.6	10.5	17.4	9.0
40.0 and under 42.5.....	9.0	11.4	8.6	8.9	8.9	8.9	10.1	11.2	9.8	5.9	8.4	5.4
42.5 and under 47.5.....	14.8	7.2	16.3	11.8	9.9	12.5	15.4	14.4	15.7	5.9	8.7	5.3
47.5 and under 52.5.....	11.4	7.8	12.0	9.8	7.2	10.7	11.1	11.7	11.0	2.6	6.8	1.7
52.5 and under 57.5.....	7.1	8.4	6.8	7.2	8.2	6.8	7.3	7.7	7.2	-----	-----	-----
57.5 and under 62.5.....	3.9	6.0	3.6	4.3	6.3	3.7	3.7	4.6	3.5	-----	-----	-----
62.5 and under 67.5.....	3.7	9.5	2.6	3.3	7.1	2.2	3.3	8.2	1.9	-----	-----	-----
67.5 and under 72.5.....	1.9	9.5	-----	2.1	4.9	1.2	2.9	9.7	1.1	-----	-----	-----
72.5 and under 77.5.....	1.2	6.0	-----	1.8	4.9	-----	1.2	4.1	-----	-----	-----	-----
77.5 and under 82.5.....	-----	-----	-----	1.1	3.6	-----	-----	3.1	-----	-----	-----	-----
82.5 and under 87.5.....	-----	-----	-----	1.1	3.8	-----	-----	2.0	-----	-----	-----	-----
87.5 and under 92.5.....	-----	2.4	-----	-----	3.1	-----	-----	1.0	-----	-----	-----	-----
92.5 and under 97.5.....	-----	-----	-----	-----	2.3	-----	-----	1.0	-----	-----	-----	-----
97.5 and under 102.5.....	-----	5.4	-----	-----	2.3	-----	-----	-----	-----	-----	-----	-----
102.5 and under 107.5.....	-----	-----	-----	-----	1.6	-----	-----	-----	-----	-----	-----	-----
107.5 and under 112.5.....	-----	-----	-----	-----	-----	(?)	-----	-----	-----	-----	-----	-----
112.5 and under 117.5.....	-----	3	-----	-----	-----	-----	-----	1.5	-----	-----	-----	-----
117.5 and under 122.5.....	-----	3	-----	(?)	-----	-----	-----	-----	-----	-----	-----	-----
122.5 and under 127.5.....	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
127.5 and under 132.5.....	-----	-----	-----	(?)	-----	-----	-----	-----	-----	-----	-----	-----
132.5 and under 137.5.....	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
137.5 and under 142.5.....	-----	-----	-----	(?)	-----	-----	-----	-----	-----	-----	-----	-----
142.5 and over.....	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	1,089	167	922	3,778	899	2,879	917	196	721	2,135	368	1,767
Average hourly earnings.....	\$0.454	\$0.591	\$0.425	\$0.457	\$0.571	\$0.419	\$0.450	\$0.547	\$0.421	\$0.360	\$0.391	\$0.353

¹ In order to give proportionate representation to all areas, data for the South are used in the totals with a weight of one-fourth. The total number of workers appearing in this table, therefore, is somewhat smaller than the number actually included in the Bureau's survey.

² Less than a tenth of 1 percent.

SUBMINIMUM WAGES

It will be noted that in all distributions presented in this report the hourly earnings of some workers fall below the minima set by the Wage and Hour Division. Most of these subminimum workers were learners, apprentices, or handicapped workers. This group included 389 of the 402 learners, 7 of the 9 apprentices, and 25 of the 33 handicapped workers found in the survey. Regulations of the Wage and Hour Division permit employers holding certificates to employ a limited number of learners at not less than 25 cents an hour for a 480-hour learning period on hand- and machine-stitching operations on leather dress gloves, machine stitching on knit-fabric or work gloves, and finger knitting and finger closing on knit wool gloves. The survey included 30 finger-knitter learners and 12 finger-closer learners in the seamless-knitted glove branch of the industry; in the remaining branches, there were 354 learners on stitching jobs, with only 6 employed on other jobs. Certificates are also issued to permit payment of subminimum wages to handicapped workers and to apprentices working under an approved apprenticeship system. A 2-year apprenticeship training plan was found in operation in Fulton County, N. Y., for the training of table cutters. The percentages of workers receiving subminimum pay in July 1941 are shown in table 10.

TABLE 10.—*Subminimum Workers in Glove Industry, by Hourly Earnings, Class of Workers, and Branch, July 1941*

Item	Percent of total workers at—				
	35-cent minimum			32.5-cent minimum	
	Fabric dress gloves	Seamless-fingered knitted gloves	Leather dress gloves	Fabric work gloves	Leather work gloves
Hourly earnings:					
Under 25 cents.....	(1)	-----	0.2	0.2	0.1
Exactly 25 cents.....	1.1	3.7	2.2	5.4	1.7
25.1 cents and under the minimum.....	2.0	2.4	1.8	1.9	1.0
Total.....	3.1	6.1	4.2	7.5	2.8
Class of worker:					
Learners.....	2.7	5.6	2.8	6.6	1.8
Apprentices.....	-----	-----	.3	-----	-----
Handicapped.....	(1)	.5	.3	.4	.2
Others.....	.4	-----	.8	.5	.8
Total.....	3.1	6.1	4.2	7.5	2.8

¹ Less than a tenth of 1 percent.

HOURLY EARNINGS BY SIZE OF CITY

There is some indication that average hourly earnings in the glove industry increase with the size of the city in which the plant is situated. Fabric dress-glove plants paid an average of 45.9 cents an hour in

cities with less than 100,000 population, and 49.4 cents in cities of 250,000 and over. In the case of leather dress gloves, the averages were 57.3 cents for communities with less than 2,500 population, 64.7 cents for those with 10,000 and under 25,000 population, and 81.3 cents for cities of 1,000,000 or more. The lowest averages, however, were for two plants in cities of 500,000 and under 1,000,000. Various sizes of communities under 250,000 population generally paid 36 to 40 cents an hour in the fabric work-glove industry, while those of 250,000 and over averaged 45 cents. The plants in the various size groups of communities of less than 250,000 inhabitants averaged from 42.0 to 47.5 cents an hour in the leather work-glove industry; those in communities of 250,000 or more paid their workers an average of 54.3 cents an hour.

Hourly Earnings in Various Branches of the Industry

FABRIC DRESS GLOVES

Average hourly earnings of factory workers in the fabric dress-glove branch of the industry amounted to 48.0 cents (table 11). About a fifth of the workers (20.4 percent) were paid the 35-cent legal minimum. Over a fourth (29.0 percent) received less than 37.5 cents an hour, and 36.8 percent received less than 40.0 cents.

TABLE 11.—Percentage Distribution of Factory Workers in Fabric Dress-Glove Branch, by Average Hourly Earnings, Region, and Sex, July 1941

Average hourly earnings (in cents)	United States			New York City			Upstate New York			Other States ¹		
	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females
Under 35.0.....	3.1	0.3	3.6	3.6	0.7	4.1	3.8	-----	4.3	1.7	-----	2.0
Exactly 35.0.....	20.4	12.8	21.4	20.1	19.1	20.2	18.8	11.2	20.0	22.1	5.1	24.7
35.1 and under 37.5.....	5.5	.8	6.2	4.9	2.0	5.3	5.6	-----	6.4	6.3	-----	7.3
37.5 and under 40.0.....	7.8	1.4	8.7	8.2	2.0	9.1	8.4	.9	9.5	6.5	1.0	7.3
40.0 and under 42.5.....	8.9	10.1	8.8	6.5	9.2	6.1	10.0	7.5	10.3	11.6	14.1	11.2
42.5 and under 47.5.....	14.7	8.7	15.5	12.0	5.9	12.9	17.6	9.3	18.8	15.5	12.2	15.9
47.5 and under 52.5.....	12.9	7.3	13.6	12.7	5.9	13.7	13.4	8.4	14.1	12.2	8.1	12.8
52.5 and under 57.5.....	8.4	8.4	8.4	8.6	10.5	8.3	7.7	6.5	7.9	8.9	7.1	9.1
57.5 and under 62.5.....	5.3	4.7	5.4	6.2	3.9	6.5	4.8	8.4	4.3	4.6	2.0	5.0
62.5 and under 67.5.....	3.9	6.4	3.6	4.5	5.3	4.4	4.0	10.3	3.1	3.0	4.0	2.9
67.5 and under 72.5.....	2.6	6.4	2.1	3.7	3.3	3.8	2.0	11.2	.7	1.6	6.1	.9
72.5 and under 77.5.....	1.4	5.3	.8	1.8	3.9	1.5	1.1	5.6	.4	1.2	7.1	.3
77.5 and under 82.5.....	1.0	4.7	.5	1.7	5.9	1.1	.9	-----	-----	1.1	7.1	.2
82.5 and under 87.5.....	.8	2.5	.6	1.4	2.0	1.3	.2	1.9	-----	.7	4.0	.2
87.5 and under 92.5.....	.7	3.1	.4	1.1	3.3	.8	.4	1.9	.1	.5	4.0	-----
92.5 and under 97.5.....	.4	2.2	.1	.6	2.6	.3	-----	-----	-----	.5	4.0	-----
97.5 and over.....	2.2	14.9	.3	2.4	14.5	.6	2.1	16.0	.1	2.0	14.1	.2
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	2,794	358	2,436	1,184	152	1,032	853	107	746	757	99	658
Average hourly earnings.....	\$0.480	\$0.640	\$0.452	\$0.493	\$0.629	\$0.471	\$0.466	\$0.639	\$0.437	\$0.473	\$0.660	\$0.440

¹ Includes Illinois, New Jersey, and Pennsylvania.

The wages paid in New York City averaged 49.3 cents an hour, as compared with 46.6 cents in Upstate New York. The average for all other States combined was 47.3 cents. The distributions of workers

by wage levels in the 3 areas exhibit considerable similarity. For example, 20.1 percent of the workers in New York City were paid exactly 35 cents an hour; 18.8 percent of those in Upstate New York and 22.1 percent of those in other States were paid the same rate. Again, the percentages of employees receiving less than 40 cents an hour were 36.8, 36.6, and 36.6, respectively. At the other end of the distribution, the percentages of the workers whose hourly earnings equaled or exceeded 52.5 cents were 32.0, 22.4, and 24.1, respectively.

Males averaged 64.0 cents an hour in July 1941, or 18.8 cents more than the 45.2 cents paid to the average female worker. Although 13.1 percent of the males received 35.0 cents or less, only 15.3 percent of them had hourly earnings of less than 40.0 cents an hour, as compared with 39.9 percent of the female employees.

There were also pronounced differences in the wages of the three skill classes. Hourly earnings were 70.3 cents for skilled workers, 46.0 for the semiskilled, and 37.6 for the unskilled. The differences in hourly earnings were similar in the three areas, but the greatest difference between the unskilled and the skilled workers occurred in New York City.

Plants which manufacture fabric dress gloves may use fabric which is a product of their own manufacture, or they may purchase their fabric. Plants of the former type are referred to as "integrated plants," and those of the latter type are designated as "nonintegrated plants." The 1,371 employees surveyed in the 7 integrated plants had average hourly earnings of 46.7 cents in July 1941, or 2.5 cents less than those of the 1,423 workers found in the 11 nonintegrated plants (table 12). The distributions of individual workers exhibit a striking similarity.

TABLE 12.—Percentage Distribution of Factory Workers in Fabric Dress-Glove Branch, by Average Hourly Earnings and by Type of Plant, July 1941

Average hourly earnings	Integrated plants			Nonintegrated plants		
	Total	Males	Females	Total	Males	Females
Under 35.0 cents.....	2.8		3.1	3.5	0.5	4.0
Exactly 35.0 cents.....	20.6	12.0	21.8	19.9	13.5	21.0
35.1 and under 37.5 cents.....	5.3	.6	5.9	5.8	1.0	6.5
37.5 and under 40.0 cents.....	9.4	1.3	10.5	6.3	1.5	7.0
40.0 and under 42.5 cents.....	10.7	7.0	11.2	7.2	12.5	6.4
42.5 and under 47.5 cents.....	15.9	9.5	16.7	13.4	8.0	14.3
47.5 and under 52.5 cents.....	12.4	7.0	13.1	13.1	7.5	14.1
52.5 and under 57.5 cents.....	8.2	7.0	8.3	8.6	9.5	8.5
57.5 and under 62.5 cents.....	4.4	4.4	4.4	6.3	5.0	6.5
62.5 and under 67.5 cents.....	3.6	7.6	3.1	4.2	5.5	4.0
67.5 and under 72.5 cents.....	2.1	10.1	1.1	3.1	3.5	3.0
72.5 and under 77.5 cents.....	1.2	7.0	.4	1.6	4.0	1.2
77.5 and under 82.5 cents.....	.3	2.5		1.8	6.5	1.0
82.5 and under 87.5 cents.....	.4	1.9	.2	1.3	3.0	1.0
87.5 and under 92.5 cents.....	.5	3.8	.1	.9	2.5	.7
92.5 and under 97.5 cents.....	.3	2.5		.5	2.0	.2
97.5 cents and over.....	1.9	15.8	.1	2.5	14.0	.6
Total.....	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	1,371	158	1,213	1,423	200	1,223
Average hourly earnings.....	\$0.467	\$0.652	\$0.438	\$0.492	\$0.631	\$0.467

Occupational Variations

The highest hourly earnings among the workers in individual occupations in the fabric dress-glove branch were received by working foremen, who averaged 99.3 cents an hour (table 13). Leather cutters averaged 73.8 cents and fabric cutters 69.2 cents an hour. Semi-skilled male workers as a group averaged 47.9 cents an hour, and unskilled males averaged 40.4 cents.

Relatively few woman workers were classed as skilled; these averaged 53.2 cents an hour. The group of semiskilled women included all the stitchers, both machine and hand. Glove makers producing the complete glove on their machines were paid 46.3 cents an hour. The stitching of the fabric glove is more often divided into several operations. The closers and thumb inserters, considered to have the most difficult of the stitching jobs, received 50.0 and 49.4 cents an hour, respectively. The lowest average for machine stitchers, 41.1 cents an hour, was for thumb seamers. Hand sewers, with an average of 38.4 cents, earned less than any other occupational group among the semiskilled females.

Female workers classified as unskilled include banders and packers, who were paid an average of 42.5 cents an hour, and learners, who averaged 28.3 cents.

TABLE 13.—Average Hourly Earnings, Weekly Hours, and Weekly Earnings of Factory Workers in Fabric Dress-Glove Branch, by Sex, Skill, and Occupation, July 1941

Sex, skill, and occupation	Number of workers	Average hourly earnings	Average weekly hours	Average weekly earnings
<i>Males</i>				
Skilled workers:				
Cutters, fabric.....	89	\$0.692	43.3	\$29.93
Cutters, leather ¹	91	.738	39.0	28.81
Foremen, working.....	15	.993	40.6	40.32
Miscellaneous skilled.....	38	.784	43.5	34.06
Semiskilled workers, miscellaneous.....	76	.479	43.1	20.64
Unskilled workers, miscellaneous.....	49	.404	40.8	16.50
<i>Females</i>				
Skilled workers, miscellaneous.....	58	.532	39.7	21.16
Semiskilled workers:				
Binders and hemmers.....	152	.441	37.6	16.58
Closers.....	411	.500	35.3	17.62
Examiners.....	139	.426	35.4	15.10
Fancy stitchers.....	188	.445	37.0	16.49
Fourchetters or keilers.....	220	.470	35.8	16.84
Glove makers, complete.....	52	.463	37.4	17.31
Hand sewers.....	36	.384	32.7	12.58
Pointers.....	149	.465	36.4	16.93
Point finishers.....	50	.421	36.0	15.15
Pressers.....	131	.493	34.1	16.80
Stitchers, miscellaneous.....	124	.438	37.9	16.59
Thumb inserters.....	191	.494	35.4	17.49
Thumb seamers.....	53	.411	35.4	14.53
Trimmers and turners.....	118	.410	36.1	14.81
Miscellaneous semiskilled.....	132	.420	37.7	15.83
Unskilled workers:				
Banders and packers.....	109	.425	36.3	15.44
Learners.....	79	.283	34.0	9.61
Miscellaneous unskilled.....	44	.375	38.8	14.54

¹ Includes block, pattern, and table cutters who worked on leather or combination fabric and leather dress gloves which were minor products.

SEAMLESS-FINGERED KNITTED GLOVES

Hourly earnings of factory workers in the seamless-fingered knitted-glove branch averaged 43.9 cents in July 1941 (table 14). Nearly a fifth (18.1 percent) of the employees earned the legal minimum of 35 cents an hour. Two-fifths (41.4 percent) were paid less than 37.5 cents, and over half (51.3 percent) received less than 40 cents an hour. This branch of the industry is the lowest-paid of the three branches operating under the 35-cent minimum.

TABLE 14.—*Percentage Distribution of Factory Workers in Seamless-Fingered Knitted-Glove Branch, by Average Hourly Earnings and Sex, July 1941*

Average hourly earnings	Total	Males	Females
Under 35.0 cents.....	6.1	-----	7.0
Exactly 35.0 cents.....	18.1	14.1	18.8
35.1 and under 37.5 cents.....	17.2	12.2	18.1
37.5 and under 40.0 cents.....	9.9	3.7	10.9
40.0 and under 42.5 cents.....	7.2	8.4	7.0
42.5 and under 47.5 cents.....	13.2	9.3	13.8
47.5 and under 52.5 cents.....	12.2	6.5	13.2
52.5 and under 57.5 cents.....	5.4	8.4	4.9
57.5 and under 62.5 cents.....	3.8	6.5	3.4
62.5 and under 67.5 cents.....	2.0	5.6	1.4
67.5 and under 72.5 cents.....	1.7	6.5	.9
72.5 and under 77.5 cents.....	1.6	7.5	.6
77.5 cents and over.....	1.6	11.3	-----
Total.....	100.0	100.0	100.0
Number of workers.....	760	107	653
Average hourly earnings.....	\$0.439	\$0.546	\$0.419

Male workers in this small branch of the industry received an average of 54.6 cents an hour, or 12.7 cents more than the average wage for female workers. Whereas 30.0 percent of the men had hourly earnings less than 40 cents, fully 54.8 percent of the women fell below that level. The proportion of workers earning 52.5 cents or more was 45.8 percent for the men, as compared with only 11.2 percent for the women.

Skilled workers earned 61.0 cents an hour; semiskilled, 43.5 cents; and unskilled, 39.5 cents.

Since only 5 plants were included in the sample for this type of glove, it is not practicable to present tabulations by region.

Occupational Variations

Working foremen were paid 66.7 cents an hour, on the average, in the seamless-fingered knitted branch of the glove industry (table 15). The only other occupations in which the males were numerous enough to be shown separately were those of hand and cuff knitters, who earned 59.8 cents, and formers, who received 50.4 cents an hour.

TABLE 15.—Average Hourly Earnings, Weekly Hours and Earnings of Factory Workers in Seamless-Fingered Knitted-Glove Branch, by Sex, Skill, and Occupation, July 1941

Sex, skill, and occupation	Number of workers	Average hourly earnings	Average weekly hours	Average weekly earnings
<i>Males</i>				
Skilled workers:				
Foremen, working.....	8	\$0.667	55.7	\$37.11
Hand and cuff knitters.....	26	.598	48.5	29.00
Miscellaneous skilled.....	11	.676	52.5	35.46
Semiskilled workers:				
Formers.....	28	.504	39.8	20.03
Miscellaneous semiskilled.....	18	.422	41.6	17.55
Unskilled workers, miscellaneous.....	16	.475	46.8	22.24
<i>Females</i>				
Skilled workers, miscellaneous.....	10	.498	43.2	21.53
Semiskilled workers:				
Examiners.....	37	.397	39.7	15.78
Finger knitters.....	302	.438	41.8	18.33
Miscellaneous semiskilled.....	84	.423	39.8	16.82
Unskilled workers:				
Finger closers.....	103	.410	37.8	15.48
Learners.....	42	.265	36.1	9.59
Miscellaneous unskilled.....	75	.421	39.3	16.55

Finger knitters, the most important occupational group from the viewpoint of numbers employed, received the highest average hourly earnings paid to women, 43.8 cents. Finger closers, next in importance, averaged 41.0 cents an hour. Examiners, with 39.7 cents, and learners, with 26.5 cents an hour, complete the short list of occupations that can be shown for this branch.

LEATHER DRESS GLOVES

The highest wages in the glove industry are paid by the manufacturers of leather dress gloves. Average hourly earnings of factory workers in this branch of the industry amounted to 62.7 cents in July 1941, as table 16 shows. In spite of this comparatively high average, 15.5 percent of the workers were paid 35 cents an hour or less, and 24.4 percent were paid less than 40 cents. In striking contrast with the other branches of the industry, 13.2 percent of the leather dress-glove workers had hourly earnings in excess of 97.5 cents.

The average for the leather dress-glove branch would be lowered if the earnings of home workers were included, or if all work were brought into the factory, since the operations performed in the home are primarily stitching jobs, while the higher-paid cutting and related occupations are not represented among home workers to any appreciable extent. However, earnings in this branch would still exceed, by a very appreciable margin, earnings in any other division of the industry.

An unusually marked difference is to be observed between the earnings of male and female workers. The former had an average of 81.3 cents an hour, or 32.9 cents greater than the average of 48.4

cents paid to women. Only 8.6 percent of the males received less than 40 cents an hour, as compared with 35.9 percent of the female employees.

TABLE 16.—Percentage Distribution of Factory Workers in Leather Dress-Glove Branch, by Average Hourly Earnings, Region, and Sex, July 1941

Average hourly earnings	United States			New York			Other States		
	Total	Males	Females	Total	Males	Females	Total	Males	Females
Under 35.0 cents.....	4.2	0.7	6.8	1.7	0.9	2.3	9.5	-----	13.5
Exactly 35.0 cents.....	11.3	5.2	15.9	9.8	4.0	15.5	14.7	9.2	17.0
35.1 and under 37.5 cents.....	2.5	.8	3.6	2.2	.5	3.8	3.0	2.0	3.4
37.5 and under 40.0 cents.....	6.4	1.9	9.6	5.1	1.4	8.6	8.9	3.6	11.1
40.0 and under 42.5 cents.....	5.7	2.5	8.1	5.4	2.7	8.0	6.3	2.0	8.1
42.5 and under 47.5 cents.....	7.9	4.4	10.6	7.5	3.9	10.9	9.0	6.4	10.1
47.5 and under 52.5 cents.....	8.3	4.8	11.1	8.6	4.6	12.4	8.1	5.6	9.1
52.5 and under 57.5 cents.....	7.9	6.1	9.3	7.5	5.4	9.5	8.8	8.4	9.0
57.5 and under 62.5 cents.....	6.2	4.5	7.5	6.2	4.2	8.1	6.3	5.6	6.6
62.5 and under 67.5 cents.....	5.4	5.2	5.4	5.5	4.3	6.7	5.0	8.4	3.5
67.5 and under 72.5 cents.....	4.3	4.8	3.9	4.3	4.3	4.3	4.2	6.4	3.2
72.5 and under 77.5 cents.....	4.2	5.1	3.6	4.3	4.7	3.9	4.0	6.4	3.0
77.5 and under 82.5 cents.....	3.5	6.1	1.6	4.0	6.2	1.9	2.5	5.6	1.2
82.5 and under 87.5 cents.....	2.9	5.2	1.1	3.1	4.9	1.4	2.4	6.4	.7
87.5 and under 92.5 cents.....	3.2	6.4	.8	3.5	6.2	1.0	2.5	7.2	.5
92.5 and under 97.5 cents.....	2.7	6.1	.3	3.3	6.2	.4	1.5	5.2	-----
97.5 and under 102.5 cents.....	2.8	6.1	.4	3.5	6.4	.7	1.3	4.4	-----
102.5 and under 107.5 cents.....	1.7	3.8	.1	1.8	3.6	.1	1.3	4.4	-----
107.5 and under 112.5 cents.....	2.0	4.3	.2	2.8	5.4	.3	.2	.8	-----
112.5 and under 117.5 cents.....	1.4	3.3	-----	1.9	4.0	-----	.2	.8	-----
117.5 and under 122.5 cents.....	.8	1.7	.1	1.1	2.1	.1	.1	.4	-----
122.5 and under 127.5 cents.....	.9	2.1	-----	1.2	2.5	-----	.2	.8	-----
127.5 and under 132.5 cents.....	.8	2.0	-----	1.3	2.6	-----	-----	-----	-----
132.5 and under 137.5 cents.....	.5	1.2	-----	.7	1.5	-----	-----	-----	-----
137.5 and under 142.5 cents.....	.6	1.4	-----	.9	1.9	-----	-----	-----	-----
142.5 cents and over.....	1.9	4.3	-----	2.8	5.6	.1	-----	-----	-----
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	2,596	1,106	1,490	1,754	856	898	842	250	592
Average hourly earnings.....	\$0.627	\$0.813	\$0.484	\$0.680	\$0.854	\$0.506	\$0.523	\$0.682	\$0.452

¹ Includes California and Wisconsin.

Earnings received in New York State averaged 68.0 cents an hour and the small group of workers in New York City averaged 82.3 cents. Workers outside New York State averaged 52.3 cents. The proportion of the labor force compensated at a rate of less than 40 cents an hour was about half as great in New York (18.8 percent) as in the other States (36.1 percent).

The averages for workers classified on the basis of skill were 88.8 cents for skilled workers, 53.1 cents for semiskilled, and 34.6 cents for unskilled workers. The latter average fell below the legal minimum because about a third of this group consisted of learners, who averaged 25.6 cents an hour.

Occupational Variations

The leather dress-glove branch exhibits a wide range of occupational averages. Table cutters, considered the most highly skilled workers in the glove industry, earned \$1.036 an hour on the average (table 17). Block cutters had the lowest average among the skilled males, 58.1 cents an hour.

TABLE 17.—Average Hourly Earnings, Weekly Hours, and Weekly Earnings of Factory Workers in Leather Dress-Glove Branch, by Sex, Skill, and Occupation, July 1941

Sex, skill, and occupation	Number of workers	Average hourly earnings	Average weekly hours	Average weekly earnings
<i>Males</i>				
Skilled workers:				
Cutters:				
Block cutters.....	92	\$0.581	36.4	\$21.16
Clicking-machine operators.....	89	.697	40.1	27.92
Pattern cutters.....	162	.891	36.3	32.37
Table cutters.....	378	1.036	36.8	38.12
Foremen, working.....	35	.813	42.8	34.82
Miscellaneous skilled.....	27	.923	40.6	37.50
Semiskilled workers:				
Layers-off.....	122	.827	35.6	29.45
Slitter operators.....	15	.625	37.9	23.70
Trimmers and turners.....	18	.500	39.2	19.61
Miscellaneous semiskilled.....	106	.549	40.3	22.15
Unskilled workers:				
Table-cutter apprentices.....	9	.251	38.7	9.72
Miscellaneous unskilled.....	53	.422	42.5	17.94
<i>Females</i>				
Skilled workers, miscellaneous.....	19	.500	40.6	20.32
Semiskilled workers:				
End pullers.....	60	.508	33.8	17.16
Examiners.....	147	.375	38.1	14.31
Hand sewers.....	23	.435	36.3	15.78
Makers:				
Gauge makers.....	130	.570	34.7	19.76
Inseam makers.....	41	.521	37.0	19.28
Osann makers.....	39	.643	35.8	23.02
Outseam makers.....	30	.522	36.7	19.15
Overseam makers.....	59	.499	34.3	17.14
Pique makers.....	160	.502	35.5	17.84
Other makers ¹	195	.507	36.4	18.47
Stitchers, other than makers:				
Binders and hemmers.....	84	.555	35.0	19.43
Silkers.....	76	.593	33.2	19.71
Other stitchers.....	192	.496	37.3	18.48
Trimmers and turners.....	25	.474	38.1	18.07
Miscellaneous semiskilled.....	70	.445	38.4	17.06
Unskilled workers:				
Banders and packers.....	36	.368	40.2	14.80
Learners.....	72	.256	36.8	9.44
Miscellaneous unskilled.....	32	.402	38.2	15.35

¹ Includes makers for whom type of stitch was not reported.

The average hourly earnings of semiskilled males ranged from 82.7 cents for layers-off to 50.0 cents for trimmers and turners.

The only average shown for any individual occupation among unskilled males was 25.1 cents an hour for table cutters' apprentices.

The few skilled woman workers in this branch averaged 50.0 cents per hour. Among the semiskilled women, the most important workers numerically are the makers, who stitch the various parts together to form the completed glove. This work is sometimes broken up into several operations, but is just as often done by one operator. The makers are classified here by the type of seam and stitch which they use rather than by the part of the glove on which they are working. Osann makers earned the highest hourly wage, 64.3 cents, while overseam makers had the lowest, 49.9 cents. The averages for women in the other occupations ranged from 59.3 cents an hour for silkers to 37.5 cents for examiners. Banders and packers

were paid 36.8 cents an hour, while learners, the only other job shown separately for unskilled female employees, received 25.6 cents.

FABRIC AND COMBINATION LEATHER AND FABRIC WORK GLOVES

The average of 40.0 cents an hour paid to employees in fabric and combination fabric and leather work-glove factories in July 1941 ranked that segment of the glove industry as the lowest-paid among the five branches covered by the survey. The earnings of fully 30 percent of the workers, as shown in table 18, were at or below the present legal minimum of 32.5 cents, and 61.8 percent of all workers earned less than 40 cents an hour. Only 10.8 percent of the employees earned as much as 52.2 cents.

TABLE 18.—Percentage Distribution of Factory Workers in Fabric and Combination Leather and Fabric Work-Glove Branch, by Average Hourly Earnings, Region, and Sex, July 1941

Average hourly earnings (in cents)	United States ¹			Middle West			Other northern States ²			South		
	Total	Males	Fe- males	Total	Males	Fe- males	Total	Males (³)	Fe- males	Total	Males	Fe- males
Under 32.5.....	7.5	0.4	9.0	7.9	0.6	9.6	11.9	-----	13.6	2.7	-----	3.2
Exactly 32.5.....	22.7	12.4	25.0	18.8	9.1	20.9	16.0	-----	17.1	41.5	26.6	44.6
32.6 and under 35.0.....	10.8	5.5	12.0	8.9	5.5	9.7	14.6	-----	16.1	14.5	6.5	16.2
35.0 and under 37.5.....	11.4	11.5	11.3	10.8	10.3	10.9	9.7	-----	10.2	14.5	19.0	13.5
37.5 and under 40.0.....	9.4	9.3	9.4	9.0	6.1	9.6	9.5	-----	8.6	10.5	17.4	9.0
40.0 and under 42.5.....	8.5	12.4	7.7	9.3	14.1	8.3	8.3	-----	8.0	5.9	8.4	5.4
42.5 and under 47.5.....	11.6	11.7	11.5	12.9	12.2	13.0	13.3	-----	13.3	5.9	8.7	5.3
47.5 and under 52.5.....	7.3	7.3	7.3	8.9	7.9	9.1	6.8	-----	7.2	2.6	6.8	1.7
52.5 and under 57.5.....	4.6	7.8	3.9	5.9	9.4	5.1	3.6	-----	3.3	.9	3.0	.5
57.5 and under 62.5.....	2.5	7.0	1.6	3.4	8.8	2.2	1.5	-----	.8	.4	1.1	.3
62.5 and under 67.5.....	1.3	4.0	.8	1.7	4.6	1.0	1.2	-----	.6	.2	1.8	.1
67.5 and under 72.5.....	.8	3.2	.9	.9	3.3	.4	1.0	-----	.3	.3	1.4	.1
72.5 and under 77.5.....	.7	3.2	.1	.7	3.6	.1	1.2	-----	.6	.1	.3	.1
77.5 and under 82.5.....	.4	1.5	.1	.3	1.2	.1	1.0	-----	.3	-----	-----	-----
82.5 and under 87.5.....	.3	1.7	-----	.4	2.1	-----	-----	-----	-----	-----	-----	-----
87.5 and over.....	.2	1.1	-----	.2	1.2	-----	-----	-----	-----	-----	-----	-----
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	2,738	472	2,266	1,792	329	1,463	412	51	361	2,135	368	1,767
Average hourly earnings..	\$0.400	\$0.471	\$0.384	\$0.411	\$0.485	\$0.394	\$0.400	\$0.518	\$0.382	\$0.360	\$0.391	\$0.353

¹ In order to give proportionate representation to all areas, data for the South are used in the totals with a weight of one-fourth. The total number of workers appearing in this table, therefore, is somewhat smaller than the number actually included in the Bureau's survey.

² Includes Massachusetts, New York, Pennsylvania, and Washington.

³ Number of workers insufficient to justify the presentation of a distribution.

The difference between the earnings of male and of female workers was less pronounced in this branch of the industry than in the others, but the men still enjoyed an advantage of 8.7 cents an hour, the two averages being 47.1 and 38.4 cents. Earnings at or below 32.5 cents an hour were paid to 12.8 percent of the men and 34.0 percent of the women.

Middle-western manufacturers, who produce the bulk of fabric work gloves, paid an average of 41.1 cents an hour, or only 1.1 cents more than the 40-cent average wage in other northern factories.

Somewhat lower wages prevailed in the South, where the average compensation was 36.0 cents an hour. A remarkably heavy concentration of southern workers, 41.5 percent of the entire labor force, received exactly 32.5 cents an hour. This proportion may be compared with 18.8 percent for the Middle West and 16.0 percent for other northern States. However, the group of other northern States had the highest proportion of workers paid less than the 32.5-cent minimum. The percentages were 11.9 for other northern States, 7.9 for the Middle West, and only 2.7 for the South.

Skilled workers received an average of 53.6 cents an hour, while the semiskilled group averaged 39.5 cents. The average for the unskilled workers, 31.4 cents, was heavily influenced by the presence of 191 learners, who averaged 26.0 cents an hour.

Occupational Variations

Hourly earnings of skilled males in the fabric and combination leather and fabric work-glove branch ranged from 61.4 cents for foremen to 48.0 cents for block cutters (table 19). Workers in the largest occupation in this group, that of clicking-machine operators, were paid an average of 59.4 cents an hour.

TABLE 19.—Average Hourly Earnings, Weekly Hours, and Weekly Earnings of Factory Workers in Combination Work-Glove Branch, by Sex, Skill, and Occupation, July 1941

Sex, skill, and occupation	Number of workers	Average hourly earnings	Average weekly hours	Average weekly earnings
<i>Males</i>				
Skilled workers:				
Cutters:				
Block cutters, leather	59	\$0.480	40.3	\$19.33
Clicking-machine operators, leather	78	.594	40.6	24.14
Fabric cutters	55	.533	42.2	22.60
Foremen, working	16	.614	42.9	26.30
Machine fixers	15	.553	44.8	24.76
Semiskilled workers:				
Formers	50	.434	39.7	17.23
Small-parts cutters	22	.362	41.4	14.99
Trimmers and turners	27	.387	39.0	15.08
Miscellaneous semiskilled	75	.414	41.5	17.19
Unskilled workers, miscellaneous ¹	75	.386	42.1	16.26
<i>Females</i>				
Skilled workers, miscellaneous	46	.477	41.1	19.60
Semiskilled workers:				
Closers	574	.401	38.6	15.48
Cuffers	154	.397	38.6	15.32
Formers and examiners	219	.381	38.4	14.64
Fingers	320	.367	38.0	13.94
Glove makers, complete	254	.396	39.0	15.45
Miscellaneous stitchers	134	.413	38.1	15.75
Thumb inserters	133	.417	39.8	16.56
Tippers	57	.421	39.2	16.49
Trimmers and turners	90	.386	37.0	14.26
Miscellaneous semiskilled	29	.358	40.6	14.52
Unskilled workers:				
Banders and packers	38	.369	39.5	14.58
Learners	190	.259	36.1	9.34
Miscellaneous unskilled	28	.376	38.1	14.35

¹ Includes 1 learner.

The occupational averages of semiskilled males varied from 36.2 cents for small-parts cutters to 43.4 cents an hour for formers. No separate averages could be presented for the occupations of unskilled males, but such workers as a group earned 38.6 cents an hour.

Tipplers, who averaged 42.1 cents, received the highest hourly compensation among the semiskilled females, while thumb inserters averaged 41.7 cents. Closers, representing the largest occupational group, had average hourly earnings of 40.1 cents. The lowest pay, 36.7 cents an hour, went to fingerers.

Average hourly earnings of 36.9 cents for banders and packers and 25.9 cents for learners are the only separate occupational figures that can be presented for unskilled woman workers.

LEATHER WORK GLOVES

Average hourly earnings in this branch of the industry amounted to 47.2 cents in July 1941 (table 20). Only 13.9 percent of the workers were paid 32.5 cents an hour or less; in fact only 15.8 percent received less than 35 cents. However, the proportion below 40 cents amounted to 42.2 percent.

TABLE 20.—Percentage Distribution of Factory Workers in Leather Work-Glove Branch, by Average Hourly Earnings, Region, and Sex, July 1941

Average hourly earnings	United States			Middle West			Other States ¹		
	Total	Males	Fe- males	Total	Males	Fe- males	Total	Males	Fe- males
Under 32.5 cents.....	2.8	0.3	4.6	3.8	0.4	6.0	0.9	-----	1.7
Exactly 32.5 cents.....	11.1	8.2	13.1	8.9	9.8	8.3	15.3	5.4	23.4
32.6 and under 35.0 cents.....	1.9	1.8	2.1	2.4	2.9	2.1	1.2	-----	2.2
35.0 and under 37.5 cents.....	15.3	7.7	20.5	15.9	9.0	20.2	14.1	5.4	21.1
37.5 and under 40.0 cents.....	11.1	7.9	13.3	12.1	8.6	14.3	9.2	6.8	11.1
40.0 and under 42.5 cents.....	9.6	10.5	9.0	8.4	7.8	8.8	11.9	15.1	9.4
42.5 and under 47.5 cents.....	10.3	10.5	10.1	10.5	9.5	11.2	9.8	12.3	7.8
47.5 and under 52.5 cents.....	10.0	9.9	10.1	9.7	8.6	10.4	10.7	12.3	9.4
52.5 and under 57.5 cents.....	7.5	7.9	7.3	7.3	6.6	7.8	8.0	10.2	6.1
57.5 and under 62.5 cents.....	4.4	5.4	3.7	4.1	4.5	3.9	4.9	6.8	3.3
62.5 and under 67.5 cents.....	5.6	9.7	2.8	5.9	9.8	3.4	5.2	9.5	1.7
67.5 and under 72.5 cents.....	3.7	6.6	1.6	3.5	6.1	1.8	4.0	7.5	1.1
72.5 and under 77.5 cents.....	1.9	3.3	.9	2.2	4.1	1.0	1.2	2.0	.6
77.5 and under 82.5 cents.....	1.4	3.1	.2	1.6	3.7	.3	.9	2.0	-----
82.5 and under 87.5 cents.....	1.4	2.3	.7	1.3	2.5	.5	1.5	2.0	1.1
87.5 cents and over.....	2.0	4.9	-----	2.4	6.1	-----	1.2	2.7	-----
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	956	391	565	629	244	385	327	147	180
Average hourly earnings.....	\$0.472	\$0.536	\$0.425	\$0.475	\$0.542	\$0.431	\$0.464	\$0.525	\$0.411

¹ Includes California, New Hampshire, New York, Oregon, and Pennsylvania.

The average earnings of male workers were 53.6 cents an hour, while the average for females was 42.5 cents an hour. Only 10.3 percent of the males received less than 35 cents an hour, but 19.8 percent of the female employees earned less than this amount. At the 40-cent level, the respective percentages were 25.9 and 53.6.

Average hourly earnings do not differ greatly in the two regions shown in table 20, being 47.5 cents for the Middle West and 46.4 cents

for other States. The distributions of the earnings of individual workers likewise are closely similar.

Skilled workers were paid 59.2 cents an hour, on the average, or 15.3 cents more than the average of 43.9 cents that the semiskilled employees received; unskilled workers averaged 34.5 cents an hour.

Occupational Variations

Working foremen, who averaged 64.8 cents, received the highest hourly wage of any occupational group in the leather work-glove branch (table 21). Clicking-machine operators, who constituted the largest occupational group, were paid 57.9 cents, the lowest average for skilled males.

TABLE 21.—Average Hourly Earnings, Weekly Hours, and Weekly Earnings of Factory Workers in Leather Work-Glove Branch, by Sex, Skill, and Occupation, July 1941

Sex, skill, and occupation	Number of workers	Average hourly earnings	Average weekly hours	Average weekly earnings
<i>Males</i>				
Skilled workers:				
Block cutters.....	55	\$0.607	41.0	\$24.92
Clicking-machine operators.....	135	.579	42.5	24.59
Foremen, working.....	18	.648	42.9	27.81
Miscellaneous skilled.....	12	.628	45.0	28.25
Semiskilled workers:				
Layers-off.....	66	.500	37.6	18.80
Turners.....	17	.405	38.0	15.42
Miscellaneous semiskilled.....	56	.461	41.6	19.19
Unskilled workers, miscellaneous.....	32	.380	40.2	15.29
<i>Females</i>				
Semiskilled workers:				
Banders and wristers.....	52	.437	39.1	17.10
Closers.....	123	.456	40.5	18.45
Examiners.....	43	.361	39.4	14.21
Fingerers.....	96	.443	37.5	16.63
Glove makers, complete.....	85	.449	39.4	17.65
Stitchers, miscellaneous.....	82	.408	38.2	15.59
Trimmers and turners.....	15	.396	37.0	14.64
Miscellaneous semiskilled ¹	31	.434	39.1	16.96
Unskilled workers:				
Learners.....	18	.262	37.9	9.95
Miscellaneous unskilled.....	20	.359	38.6	13.86

¹ Includes 9 skilled workers.

Layers-off and turners, the only semiskilled male occupations for which separate data can be shown, had average hourly earnings of 50.0 and 40.5 cents, respectively.

Earnings of semiskilled female employees varied from 45.6 cents an hour for closers to 36.1 cents for examiners. Glove makers who sewed the entire glove averaged 44.9 cents.

Female learners, who were classed as unskilled, were paid an average of 26.2 cents an hour.

Weekly Hours and Earnings of Factory Workers

WEEKLY HOURS

The full-time week in the glove industry in July 1941 was 40 hours. This was the normal working time for 103 of the 106 plants which

employed wage earners in the factory. The remaining 3 plants were reported as working 39, 44, and 48 hours a week. In 11 of the plants, certain small groups of workers had either longer or shorter hours than the main body of workers.

The labor force as a whole actually worked an average of 38.1 hours a week in July 1941 (table 22). Only 13.2 percent of the employees worked fewer than 32 hours in the pay period covered, while 30.3 percent worked 32 and under 40 hours. One-third (33.9 percent) worked exactly 40 hours, and the remaining 22.6 percent worked longer than 40 hours. Males worked 39.9 hours, or 2.5 hours longer than the average of 37.4 hours for female employees.

TABLE 22.—Percentage Distribution of Factory Workers in Glove Industry, by Weekly Hours Worked, Branch, and Sex, July 1941

Hours actually worked in 1 week	All branches			Fabric dress gloves			Seamless-fingered knitted gloves		
	Total	Males	Females	Total	Males	Females	Total	Males	Females
Under 16 hours.....	2.1	2.3	2.0	1.6	1.1	1.7	2.0	1.9	2.0
16 and under 20 hours.....	1.1	.5	1.3	1.3	.3	1.5	.9	.9	.9
20 and under 24 hours.....	1.6	1.4	1.7	1.9	.8	2.1	.4	.5	.5
24 and under 28 hours.....	3.0	1.4	3.5	4.9	1.1	5.5	.9	1.1	1.1
28 and under 32 hours.....	5.4	2.8	6.3	8.3	1.1	9.3	2.4	2.8	2.8
32 and under 36 hours.....	10.2	6.4	11.5	12.7	7.0	13.5	6.1	3.7	6.4
36 and under 40 hours.....	20.1	19.4	20.3	24.5	8.4	26.9	11.8	15.0	11.3
Exactly 40 hours.....	33.9	35.5	33.3	28.0	39.4	26.2	39.2	25.2	41.5
40.1 and under 44 hours.....	5.2	4.1	5.6	8.9	8.7	9.0	5.1	1.9	5.7
44 and under 48 hours.....	13.1	16.5	12.0	5.7	16.5	4.1	12.9	8.4	13.6
48 hours and over.....	4.3	9.7	2.5	2.2	15.6	.2	18.3	43.0	14.2
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	9,844	2,434	7,410	2,794	358	2,436	760	107	653
Average weekly hours.....	38.1	39.9	37.4	36.8	41.7	36.1	41.0	45.7	40.2

Hours actually worked in 1 week	Leather dress gloves			Fabric and combination leather and fabric work gloves			Leather work gloves		
	Total	Males	Females	Total	Males	Females	Total	Males	Females
Under 16 hours.....	2.4	2.4	2.4	2.2	1.6	2.3	2.4	3.8	1.4
16 and under 20 hours.....	1.1	.9	1.3	1.1	.1	1.3	.7	.3	1.1
20 and under 24 hours.....	2.3	2.1	2.6	1.0	1.0	1.0	1.0	.8	1.2
24 and under 28 hours.....	2.5	1.7	3.2	2.1	1.0	2.4	2.9	1.8	3.7
28 and under 32 hours.....	6.7	5.0	7.9	3.2	.7	3.8	2.5	1.3	3.4
32 and under 36 hours.....	12.2	9.3	14.3	9.1	3.1	10.3	4.2	2.3	5.5
36 and under 40 hours.....	30.9	31.9	30.1	10.1	6.2	10.9	13.4	11.0	14.9
Exactly 40 hours.....	30.0	34.6	26.6	41.7	44.1	41.1	35.3	27.4	40.6
40.1 and under 44 hours.....	3.1	2.3	3.7	3.3	4.1	3.1	5.5	5.6	5.5
44 and under 48 hours.....	6.7	5.5	7.5	22.6	30.5	21.0	25.2	32.7	20.0
48 hours and over.....	2.1	4.3	.4	3.6	7.6	2.8	6.9	13.0	2.7
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	2,596	1,106	1,490	2,738	472	2,266	956	391	565
Average weekly hours.....	37.0	37.8	36.4	38.9	41.2	38.4	39.8	41.0	38.9

Actual working time averaged 36.8 hours in fabric dress-glove plants, 41.0 hours in seamless-fingered knitted-glove plants, 37.0 hours for leather dress gloves, 38.9 hours for fabric work gloves, and 39.8 for leather work gloves. The proportion of workers who spent more than 40 hours in the factory was greatest in seamless-fingered glove plants (36.3 percent) and leather work-glove plants (37.6 percent).

WEEKLY EARNINGS

Average weekly earnings in the glove industry amounted to \$18.67 in July 1941. Although the earnings of individual workers covered a wide range, there was a concentration of 24.5 percent of the workers in the interval of \$12 and under \$15 (table 23). It will be noted that this interval includes the amounts of \$13 and \$14 which, on the basis of a 40-hour week, were earned by workers at the 32.5- and 35-cent minimum levels.

TABLE 23.—Percentage Distribution of Factory Workers in Glove Industry, by Weekly Earnings, Branch, and Sex, July 1941

Weekly earnings	All branches			Fabric dress gloves			Seamless-fingered knitted gloves		
	Total	Males	Females	Total	Males	Females	Total	Males	Females
Under \$3.....	0.9	0.8	0.9	0.6	0.8	0.5	1.4	0.9	1.5
\$3 and under \$6.....	1.2	.7	1.3	1.1	.3	1.2	.8	.9	.8
\$6 and under \$9.....	2.9	1.2	3.4	2.8	.3	3.2	2.0	.9	2.1
\$9 and under \$12.....	8.8	2.0	11.1	8.9	2.5	9.9	7.4	2.8	8.1
\$12 and under \$15.....	24.5	10.6	29.0	25.0	6.7	28.4	23.7	13.2	25.4
\$15 and under \$18.....	21.3	13.3	23.9	24.4	14.3	25.9	24.8	10.3	27.2
\$18 and under \$21.....	13.4	10.9	14.3	15.0	11.7	15.5	15.6	10.3	16.4
\$21 and under \$24.....	8.8	9.6	8.6	8.3	9.2	8.2	10.8	12.2	10.6
\$24 and under \$27.....	5.2	8.5	4.1	4.9	9.2	4.2	5.4	10.3	4.6
\$27 and under \$30.....	3.6	8.8	1.9	2.8	10.9	1.6	3.7	9.3	2.8
\$30 and under \$33.....	2.6	7.4	1.0	1.8	9.5	.7	1.1	4.7	.5
\$33 and under \$36.....	1.7	5.8	.3	1.0	5.0	.4	1.6	11.2	-----
\$36 and under \$39.....	1.5	5.7	.1	.6	4.2	.1	.5	3.7	-----
\$39 and under \$42.....	1.1	4.2	.1	.8	5.3	.2	.7	4.7	-----
\$42 and under \$45.....	.7	2.9	(¹)	.4	3.1	-----	-----	-----	-----
\$45 and under \$48.....	.5	2.2	(¹)	.3	2.2	(¹)	.1	.9	-----
\$48 and under \$51.....	.4	1.6	(¹)	.3	1.2	-----	.1	.9	-----
\$51 and over.....	.9	3.8	-----	.4	3.1	-----	.4	2.8	-----
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	9,844	2,434	7,410	2,794	358	2,436	760	107	653
Average weekly earnings.....	\$18.67	\$26.29	\$16.17	\$17.67	\$26.71	\$16.34	\$17.97	\$24.99	\$16.82

Weekly earnings	Leather dress gloves			Fabric and combination leather and fabric work gloves			Leather work gloves		
	Total	Males	Females	Total	Males	Females	Total	Males	Females
Under \$3.....	0.6	0.2	0.9	1.1	1.0	1.1	1.5	2.6	0.7
\$3 and under \$6.....	1.0	.7	1.3	1.5	.5	1.7	.9	1.3	.7
\$6 and under \$9.....	2.6	1.7	3.2	3.6	1.3	4.1	2.8	.8	4.2
\$9 and under \$12.....	5.4	1.6	8.2	14.0	2.1	16.4	4.4	2.3	5.8
\$12 and under \$15.....	16.7	6.5	24.3	31.6	21.6	33.7	21.9	11.7	28.9
\$15 and under \$18.....	14.9	5.9	21.6	22.1	25.0	21.5	24.3	19.6	27.6
\$18 and under \$21.....	11.4	8.0	13.9	13.0	16.4	12.4	13.3	11.0	14.9
\$21 and under \$24.....	10.0	8.0	11.5	6.8	9.2	6.3	11.2	14.0	9.2
\$24 and under \$27.....	7.4	7.7	7.2	2.8	8.6	1.6	6.4	9.5	4.2
\$27 and under \$30.....	5.9	9.3	3.5	1.9	5.9	1.0	4.6	9.0	1.6
\$30 and under \$33.....	5.4	8.7	2.9	.8	3.7	.2	3.7	7.4	1.1
\$33 and under \$36.....	3.9	8.3	.6	.3	1.7	(¹)	1.8	3.1	.9
\$36 and under \$39.....	4.0	9.0	.4	.2	1.3	-----	1.7	3.8	.2
\$39 and under \$42.....	3.0	6.5	.3	.1	.4	-----	.5	1.3	-----
\$42 and under \$45.....	2.1	4.8	.1	.1	.4	-----	.5	1.3	-----
\$45 and under \$48.....	1.5	3.5	.5	.1	.6	-----	.4	1.0	-----
\$48 and under \$51.....	1.2	2.6	.1	(¹)	.3	-----	-----	-----	-----
\$51 and over.....	3.0	7.0	-----	-----	-----	-----	.1	.3	-----
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	2,596	1,106	1,490	2,738	472	2,266	956	391	565
Average weekly earnings.....	\$23.19	\$30.74	\$17.59	\$15.55	\$19.41	\$14.75	\$18.77	\$21.98	\$16.54

¹ Less than a tenth of 1 percent.

Males averaged \$26.29, while \$16.17 was the average paid to female workers. The average weekly earnings of all workers in the various branches of the industry varied from \$15.55 in the fabric work-glove branch to \$23.19 in the leather dress-glove branch.

Earnings of Office and Clerical Workers

The discussion in the preceding sections has not taken into account the earnings of clerical workers employed in plant offices, central administrative offices, or in the plants themselves. Data were secured, however, for clerical workers in the central administrative offices of a few of the larger companies, and in the plants or offices of about three-fourths of the remaining companies. A few of the plants, for the most part very small, employed no full-time office force, the necessary clerical work being done by members of the firm. Clerical workers were usually paid on a salary basis. Their full-time hours ordinarily coincided with those of other workers in the plant, and consequently amounted to 40 in most cases.

The average hourly earnings of the 308 office and clerical workers covered in the survey were 49.4 cents in July 1941, as shown in table 24. Somewhat more than a fifth (21.6 percent) of the employees were found in the interval 42.5 and under 47.5 cents an hour. About a fourth (24.2 percent) received less than 40 cents an hour.

TABLE 24.—*Percentage Distribution of Office Workers¹ in Glove Industry, by Average Hourly Earnings, July 1941*

Average hourly earnings	Percent of workers	Average hourly earnings	Percent of workers
Exactly 32.5 cents.....	1.7	67.5 and under 72.5 cents.....	2.4
32.5 and under 35.0 cents.....	6	72.5 and under 77.5 cents.....	2.6
Exactly 35.0 cents.....	10.7	77.5 and under 82.5 cents.....	1.6
35.1 and under 37.5 cents.....	1.5	82.5 and under 87.5 cents.....	4
37.5 and under 40.0 cents.....	9.7	87.5 and under 92.5 cents.....	1.3
40.0 and under 42.5 cents.....	10.1	92.5 cents and over.....	2.3
42.5 and under 47.5 cents.....	21.6		
47.5 and under 52.5 cents.....	15.2	Total.....	100.0
52.5 and under 57.5 cents.....	6.7		
57.5 and under 62.5 cents.....	5.2	Number of workers.....	308
62.5 and under 67.5 cents.....	6.4	Average hourly earnings.....	\$0.494

¹ Includes all clerical workers whether in the office or in the plant.

Average Earnings Reported for Home Workers

It will be recalled that most of the home workers surveyed were found in New York, particularly in Fulton County. Home-work employment is found principally in the leather dress-glove branch, and to a less extent in the seamless-fingered knitted-glove branch. Practically all home workers are women.

Although the weekly payments to home workers are believed to have been reported accurately,¹⁴ there is reason to believe that home

¹⁴ There is evidence in some cases, however, that workers share their work with others and report the entire production as their own.

workers' hours of work are commonly understated, with a consequent exaggeration of hourly earnings.

The understatement of hours may be due in part to the difficulty of calculating working time. However, there is also evidence of intentional and systematic understatement of hours of work, prompted by the fear on the part of slow workers that the employer will send his work elsewhere if he has to pay "make-up" under existing minimum-wage standards.

On the basis of factory records, the hourly earnings of the 927 home workers for whom information was available averaged 52.7 cents in July 1941. The average of 41.6 cents an hour for seamless-fingered knitted-glove home workers compares closely with the average of 41.9 cents for female factory workers in that branch. In the case of leather dress-glove workers, the average for home workers, 57.0 cents an hour, was 6.4 cents above the average for female factory workers in the branch in New York State. That the difference cannot be attributed to a different balance of occupations is apparent from a comparison of the occupational averages shown in table 25 with those for factory workers (table 17). Home workers showed higher averages in a number of occupations. In no case did factory workers attain the 10-percent higher wage which might be expected, in view of the lower piece rates permitted to home workers by union agreement in Fulton County plants making table-cut and pattern-cut gloves.

TABLE 25.—Average Hourly Earnings, Weekly Hours and Earnings Reported for Home Workers in Leather Dress-Glove Branch, by Sex, Skill, and Occupation, July 1941

Sex, skill, and occupation	Number of workers	Average hourly earnings	Average weekly hours	Average weekly earnings
<i>Males</i>				
Miscellaneous workers.....	8	\$0.829	25.6	\$21.23
<i>Females</i>				
Semiskilled workers:				
End pullers.....	9	.485	16.1	7.81
Hand sewers.....	78	.428	16.5	7.05
Makers:				
Gauge makers.....	87	.548	21.5	11.79
Inseam makers.....	50	.563	17.3	9.75
Osann makers.....	23	.806	17.6	14.15
Outseam makers.....	92	.548	17.8	9.75
Overseam makers.....	44	.627	22.7	14.23
Pique makers.....	162	.606	20.1	12.16
Other makers ¹	32	.675	25.9	17.49
Stitchers, other than makers:				
Binders and hemmers.....	31	.512	19.2	9.81
Buttonhole makers.....	43	.442	13.4	5.91
Silkers.....	15	.588	14.7	8.66
Stitchers, other.....	9	.480	18.7	8.99
Miscellaneous semiskilled.....	13	.466	16.1	7.51
Unskilled workers: Black edgers.....	10	.612	23.8	14.69

¹ Includes makers for whom type of stitch was not reported.

Finger knitters in the seamless-fingered glove industry were reported as earning 44.3 cents an hour in their homes, as compared with 43.8 cents for factory workers. Finger closers averaged 40.5 cents or 0.5 cent less than factory workers in the same occupations.

Average weekly earnings of the 1,008 home workers for whom data were available amounted to \$10.58. Fully 46.6 percent of the home workers earned less than \$9.00 in the week covered in July 1941. About a third (33.1 percent) received \$9.00 and less than \$15.00. The remaining 20.3 percent were paid \$15.00 or more. In the leather dress-glove branch of the industry, weekly earnings of home workers averaged \$10.89 (table 26) as compared with \$17.59 for female factory workers in this branch. The corresponding figures in the seamless-fingered knitted-glove branch were \$9.54 and \$16.82.

TABLE 26.—Percentage Distribution of Home Workers in Glove Industry, by Weekly Earnings and Branch, July 1941

Weekly earnings	Total	Seamless-fingered knitted gloves	Leather dress gloves	Other
Under \$3.....	7.8	5.1	8.2	10.4
\$3 and under \$6.....	21.0	19.1	21.2	22.4
\$6 and under \$9.....	17.8	21.0	17.1	18.7
\$9 and under \$12.....	19.2	24.2	18.3	17.2
\$12 and under \$15.....	13.9	19.7	12.6	14.9
\$15 and under \$18.....	7.4	4.5	7.9	8.2
\$18 and under \$21.....	6.2	4.5	6.5	6.7
\$21 and under \$24.....	2.4	1.9	2.7	-----
\$24 and under \$27.....	1.3	-----	1.7	-----
\$27 and under \$30.....	.8	-----	.9	1.5
\$30 and over.....	2.2	-----	2.9	-----
Total.....	100.0	100.0	100.0	100.0
Number of workers.....	1,008	157	784	67
Number of plants.....	44	4	29	11
Average weekly earnings.....	\$10.58	\$9.54	\$10.89	\$9.38

Net Sales and Wage and Salary Costs

To indicate the relative importance of wage and salary costs in the glove industry both before and after the setting of the legal wage minima which became effective on July 15, 1940, cooperating firms were asked to supply data on the value of their products and on wage and salary payments for the years ended June 30, 1940 and 1941. Figures on net sales were more often available than those on production; where figures on sales were used an attempt was made to adjust for differences in inventories at the beginning and end of the periods covered.

The 48 plants for which data on sales and costs were secured constitute a much smaller sample than was used for the study of wages, and one which is less representative with respect to plant characteristics. The data presented in table 27 must consequently be considered as only suggestive of actual relationships in the two periods. Even a comparison of the data reported by identical establishments for the two 12-month periods must be made with caution, since several firms reporting amounts of sales were unable to indicate the extent of the changes in their inventories. Changes in volume of production, cost of materials, and type of product also affected the comparative picture.

TABLE 27.—*Net Sales and Wage and Salary Cost of 48 Plants in Glove Industry, Years Ended June 30, 1940 and 1941, by Branch*

Branch	Number of plants	Year ended June 30, 1940			Year ended June 30, 1941		
		Net sales ¹	Total wage and salary cost		Net sales ¹	Total wage and salary cost	
			Amount	Percent of net sales		Amount	Percent of net sales
All branches.....	48	\$11,528,879	\$3,891,871	33.8	\$14,154,324	\$4,956,745	35.0
Fabric dress gloves.....	8	3,516,560	1,143,951	32.5	3,427,814	1,237,444	36.1
Seamless-fingered knitted gloves.....	4	2,772,290	995,767	35.9	4,059,222	1,346,882	33.2
Leather dress gloves.....	8	2,235,630	830,025	37.1	2,896,389	1,267,737	43.8
Fabric and combination leather and fabric work gloves.....	18	1,950,735	625,218	32.1	2,406,065	744,262	30.9
Leather work gloves.....	10	1,053,664	296,910	28.2	1,364,834	360,420	26.4

¹ Adjusted for differences in inventory where possible.

It seems clear from table 27 that these plants enjoyed a healthy increase in business from 1940 to 1941, since net sales increased from \$11,528,879 to \$14,154,324, or by 22.8 percent. Although the relative increase in the industry as a whole may have been somewhat larger or smaller than this, there seems little doubt that the movement of value of production was upward, since gains were registered in four of the five branches of the industry. The relative gain was greatest for the four plants in the seamless-fingered knitted-glove branch (46.4 percent) while a decrease of 2.5 percent was reported by the 8 plants in the fabric dress-glove branch.

The relative increase in payments for wages and salaries was somewhat greater than in value of product. In consequence, the proportion of wages and salaries to value of product, which was 33.8 percent in the year ended June 30, 1940, rose to 35.0 percent for the following year. The importance of labor costs in the different branches in the latter period varied from 26.4 percent for leather work gloves to 43.8 percent for leather dress gloves. The changes in relative expenditures were also far from uniform. Thus, in the leather dress-glove branch the proportion of wages to net sales increased from 37.1 to 43.8 percent, while in three other branches the proportion decreased.

In view of the many factors that influenced the industry during the 2-year period covered, no positive conclusions can be drawn with respect to the effect of the wage minima. It may at first appear significant, for example, that two of the three branches in which a 35-cent minimum had been established showed relative increases in labor cost, while both of the branches with a lower minimum (32.5 cents) showed relative decreases. In the leather dress-glove branch, however, where the greatest relative increase in labor cost occurred, it appears doubtful that the minimum wage was solely responsible for important wage increases.