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♦ HUGH S. HANNA, EDITOR ♦

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This Issue in Brief

European Labor in Wartime.

Many measures have been taken by European countries, neutrals as well as belligerents, to place the labor force of the countries on a war basis. Such measures have, in the main, been directed toward (1) securing labor's cooperation, (2) providing for the welfare of dependents of mobilized men, and (3) increasing labor productivity. A general summation of the wartime emergency action along these lines in Europe is given in an article on page 1348; specific measures in certain countries are described in articles in the following section.

Unemployment in a Depressed Area.

In 7 Illinois coal-mining towns, selected for study by the WPA as a typical depressed area, an appalling state of unemployment was found. Over two-fifths of the labor force of these 7 towns was totally unemployed at the time of the study and an additional 22 percent had work for less than 30 hours a week. That this condition was not of recent origin was shown by the fact that the average length of unemployment (i. e., since the last full-time job in private employment) was $3\frac{1}{4}$ years. Unemployment was especially severe among the older workers and among the young workers with no work experience. Page 1295.

Productivity in Manufacturing.

Manufacturing no longer fills its historic role of absorbing labor displaced from farming or other industries. In 59 manufacturing industries recently surveyed by the National Research Project of the WPA, employment was about the same in 1929 as in 1919, although production in 1929

was at least 50 percent greater. In 1936 the amount produced in the 59 industries was about one-tenth less than in 1929, and the number of man-hours of employment was about one-fourth less. In most of the separate industries, man-hour output increased significantly, both from 1919 to 1929 and from 1929 to 1936. In a large proportion of the industries the amount of wages paid per unit produced fell sharply, notably during the years 1923 to 1929. Page 1397.

Expenditure Habits of Wage Earners and Clerical Workers.

Data based on actual incomes and expenditures of 14,469 families of employed wage earners and clerical workers show the overwhelming importance of food, clothing, and housing as a percentage of their total expenditure. Thirty-three cents of the typical city worker's dollar goes for food, 24 cents for housing, and fuel, light, and refrigeration, and 11 cents for clothing. When expenditures for white families and Negro families are analyzed separately, differences in their expenditure patterns are found to be largely income differences. At comparable income levels, consistent differences occurred in food and housing, for which Negro families on the average spent less. On the other hand, Negro families were found to spend more for gifts and contributions to persons outside the economic family and for community welfare. Page 1311.

Hours and Earnings in Manufacturing.

The number of hours worked per week by factory wage earners in 1932 averaged 38.2, whereas in 1938 the average was 35.5 hours. By August 1939, however, the hours had increased to 38.0. The average hourly

earnings of these workers rose from 45.8 cents in 1932 to 63.9 cents in 1938, and average weekly earnings increased from \$17.86 in 1932 to \$22.70 in 1938. Although there was a slight drop in average hourly earnings (63.4 cents) in August 1939 as compared with the 1938 average, the weekly earnings rose to \$24.52 in August. Averages of hours and earnings, by months, based upon monthly reports to the Bureau of Labor Statistics, are given in detail on page 1466.

Self-Help Activities.

Up to the end of 1938, over a half million families had been affiliated at some time with self-help organizations in the United States. Originating early in the depression with barter and exchange groups, the self-help movement has assumed various forms as

Federal aid became available and occasion arose or need fluctuated. At the end of 1938 there were 140 self-help organizations with about 5,500 members, in 22 jurisdictions. An account of the evolution of the movement and its status in 1938 is given on page 1335.

Entrance Rates of Common Labor.

In July 1939 the average hourly entrance rate of pay of adult male common laborers in 20 industries amounted to 49.9 cents. Of the 192,648 male common laborers at entrance rates in 6,448 reporting establishments, 9.8 percent had rates of 25 cents per hour or less, 12.6 percent less than 30 cents, and 20.7 percent less than 40 cents. Nearly three-fourths of the total, however, had rates of between 40 and 67.5 cents per hour. Page 1450.

MONTHLY LABOR REVIEW

FOR DECEMBER 1939

UNEMPLOYMENT IN A DEPRESSED COAL-MINING AREA.¹

By JOHN N. WEBB, *Division of Research, Work Projects Administration*

PRONOUNCED differences in the severity of unemployment are to be found within as well as between the major industrial areas of the country. In some of the more populous States deep pockets of unemployment exist and persist almost unnoted because of the small weight they have in determining State unemployment totals. Thus, the Unemployment Registration Census of 1937 showed that unemployment was 1½ to more than 2 times as severe in the coal-producing counties of southern Illinois as it was in the State as a whole. When further inquiry shows that these "black spots" of unemployment are the result of economic dislocations peculiar to the locality, the unusually high rate of unemployment implies the existence of what may well be called a "problem" or "depressed" area.²

Broadly speaking, a "depressed" area, as the term is here used, is one in which there is a high proportion of long-term unemployment caused by the persistent decline or the complete collapse of activity in the industries upon which the economic life of the community depends. The economic dislocations in a depressed area are of a much more permanent nature than those affecting the country at large; and it is this element of permanency that sets such an area apart in the general scene.

A Depressed Area in Southern Illinois

A block of counties in southern Illinois where coal mining is the major industry provides a clear-cut example of a depressed area. The decline of industrial activity in these counties began well before 1929, and had, by 1939, reached the point where two-fifths to one-half of the available labor force was without private employment.

¹ This article is based upon an unemployment census taken in connection with a survey of the depressed coal-mining area of southern Illinois made by the Division of Research, WPA. For a preliminary report on this survey, see *Work Projects Administration, Seven Depressed Coal Towns*, by Malcolm Brown and John N. Webb, Washington, 1939.

² For example, see FERA, *Research Monograph I: Six Rural Problem Areas*, Washington, 1935. See also, Great Britain, *First Report of the Commissioner for the Special Areas*, July 1935, p. 2.

Three contiguous counties in southern Illinois—Franklin, Saline, and Williamson—containing the richest coal deposits in a State that ranks fourth in coal production for the country, were chosen for study of the social and economic aspects of a depressed area. The choice of these counties was, in part, dictated by the fact that coal mining has been the one major industry for a quarter of a century or more. Agriculture, a poor second in importance, seems almost a contradiction in an area where coal tipples, strip pits, slack piles, railroad siding, and washery sheds are the dominant elements in the landscape. In part, also, these counties were selected because they provided a range in the degree of economic dislocation from a critical, but by no means hopeless, situation in Franklin county to one of almost complete collapse in Williamson.

The peak year for employment in these counties was 1923; 36,000 workers were employed that year in 105 shipping mines. The year of greatest coal production, as distinct from the peak in employment, was 1926. Employment, however, dropped steadily from 1923 on. By 1937, the number of shipping mines had declined to 40, and 18,000 miners had been displaced. Meanwhile, the surviving mines had substantially increased their operating efficiency through the development of open-pit strip mines and the installation of mechanical loading in the shaft mines. With mechanization, the man-day output of coal in the three counties rose from 4.9 tons in 1923 to 9.1 tons in 1938, and at the same time approximately 5,500 additional workers were displaced. In all, mine abandonment and technological advances in the surviving mines had reduced employment opportunities by about two-thirds—from 36,000 workers in 1923 to 12,500 in 1937.

Fourteen years of declining activity in the major industry of this area has left empty stores, dismantled mine sites, weed-covered railroad sidings, and crumbling smokestacks. Near the once prosperous mine properties are poverty-ridden settlements without sidewalks, street lights, sanitation, or paint to cover the weather-beaten boards of the dwellings. Even if agriculture—the second industry of the region—could have been expanded profitably to absorb the displaced workers, it is doubtful if a group of men, almost literally “bred to mining” could have adapted themselves to so different a type of activity, which, among other things, requires capital from the beginning.

Migration seems to be the only solution possible for most of these jobless men. Many of the younger workers have already left, but migration is no easy matter for the older worker. Family responsibility, personal possessions, and a highly specialized occupation tend to hold the displaced miner where he is. Bad as it is, the local situation is known; friends, the church, relief officials, the grocer, milkman, landlord and so on, have been as helpful as possible. The risk of starting over again in a strange community seems too great as long

as any hope remains that conditions will improve locally. And hope dies hard in an area not yet a generation removed from a period of marked prosperity.

Nature of the Survey

The chain of events explaining the existence of a depressed area is difficult to trace even when a single industry is involved. Few of the residents are aware that the economic difficulties of their community are of a permanent nature until the situation becomes obviously hopeless. As a result, an account of the underlying causes must be assembled from many sources within and without the area.

In the survey of the southern Illinois coal fields extensive use was made of newspaper files, mortgage foreclosures, real-estate transfers, production, and court records, pay rolls, corporation accounts, and similar sources of year-by-year events. One essential type of information, however, could not be obtained from any existing source: The amount and the duration of unemployment among the coal miners at the time of the survey; and the personal characteristics, family composition, dependence upon public assistance, and allied data for the total population. Without this information, much of the discussion about the effects of economic dislocations on the resident population would rest on surmise.

One of the first steps taken in this survey, therefore, was a census of unemployment and population. Seven towns in the three counties were selected. The towns chosen were Herrin, Johnston City, and Bush in Williamson County; West Frankfort and Ziegler in Franklin County; and Eldorado and Carriers Mills in Saline County. A census of their inhabitants was begun in December 1938 and completed in March 1939. The results of that census are reported in this article.

In order to bring out the aspects of unemployment that are characteristic of a depressed area, frequent comparison will be made between the figures obtained from the 7-town census and figures from 3 cities—Birmingham, Ala., Toledo, Ohio, and San Francisco, Calif.—having more nearly normal economic conditions wherein a comparable survey of unemployment was made at about the same time.³

Total Population

The population of the seven towns had either declined or remained almost stationary during the 9 years following the Federal Census of 1930. Four of the seven towns had lost a total of 3,451 persons, and in the other 3 (Bush, Carriers Mills, and Eldorado) the increase totaled only 286 persons. The net loss in all 7 towns was 8 percent over the 9-year period.

³ See WPA Social Problem Pamphlet No. 4: Facts About Unemployment, Washington, 1939.

TABLE 1.—Population of 7 Towns in Southern Illinois Coal Fields, 1939

| Town | Total population | Males | Females |
|---------------------------------------|------------------|--------|---------|
| All 7 towns..... | 38,208 | 19,296 | 18,912 |
| Herrin, Williamson County..... | 9,608 | 4,759 | 4,849 |
| Johnston City, Williamson County..... | 5,353 | 2,740 | 2,613 |
| Bush, Williamson County..... | 643 | 325 | 318 |
| West Frankfort, Franklin County..... | 12,733 | 6,487 | 6,246 |
| Zeigler, Franklin County..... | 3,017 | 1,556 | 1,461 |
| Eldorado, Saline County..... | 4,620 | 2,284 | 2,336 |
| Carriers Mills, Saline County..... | 2,234 | 1,145 | 1,089 |

The measurable loss of population shown by a comparison of the figures above with the 1930 census does not, of course, report the total loss that occurred. Some natural increase of population took place during the 9-year period, and this too was lost. The significant point is not that the population of these stranded towns declined, but that it declined at a rate far below that of the decline in economic opportunity. As a result, these towns were overpopulated in terms of the ability of the area to support population.

Roughly, two out of five persons in the population of all of the towns except Bush (one out of three) were found to be workers, that is, they came within one of three categories—employed persons, unemployed persons actively seeking work, or persons normally employed but temporarily neither working nor seeking work.

Compared with the labor force of the three cities of Birmingham, Toledo, and San Francisco, in which a survey of unemployment was made at about the same time, the labor force of the seven coal towns formed a distinctly smaller proportion of the total population. The difference, however, was largely explained by a much smaller percentage of women in the labor supply of the coal towns. For example, in the seven towns 18 percent of all women were workers, whereas in Birmingham the percentage was 31; in Toledo, 24; and in San Francisco, it was 32 percent. The fact that the predominant industry, mining, offers practically no opportunity for the employment of women goes a long way toward explaining the small proportion of women in the labor supply.

Extent of Unemployment

The staggering loss that the workers and the community suffer from unemployment in a depressed area can be seen from table 2. Over two-fifths of the labor force of the seven coal towns was unemployed at the time the census was taken. Large as it is, this figure does not tell the whole story. The census was taken during the peak

months of seasonal activity in the mines.⁴ In addition, this figure does not report underemployment (divided time) which was particularly prevalent in the mines that were still operating. The labor force of the seven towns, and percentage of total unemployment as well as that for each sex are shown in table 2.

TABLE 2.—Size of Labor Force and Percent Unemployed, by Sex, in 7 Towns in Southern Illinois Coal Fields

| Town | Total labor force | Percent unemployed | | |
|---------------------|-------------------|--------------------|-----|-------|
| | | Total | Men | Women |
| All 7 towns..... | 15,698 | 42 | 40 | 48 |
| Bush..... | 219 | 80 | 79 | 84 |
| Johnston City..... | 2,120 | 60 | 60 | 58 |
| Carriers Mills..... | 869 | 45 | 42 | 56 |
| Herrin..... | 4,087 | 38 | 37 | 45 |
| West Frankfort..... | 5,226 | 38 | 37 | 41 |
| Zeigler..... | 1,225 | 37 | 33 | 55 |
| Eldorado..... | 1,952 | 35 | 30 | 50 |

Women, it was noted earlier, were found in the labor supply of the seven towns in smaller proportions than is the case in most urban centers. Nevertheless, women had a higher unemployment rate than men. About 40 percent of the men in the labor supply and 48 percent of the women were out of work.

Underemployment can be nearly as serious as complete lack of work. A worker with 1 or 2 days of employment a week cannot begin to meet his normal living expense, and he is likely to be ineligible for any form of public assistance as long as he has a job bringing in some income. In the coal mines of southern Illinois "divided time" is a very common practice of spreading what work does exist. In fact, this device has become so much a policy of the miners' union that it is frequently included in the working contract with the operators. Divided time not only spreads work but it also helps to cushion the first shock when technological changes reduce labor requirements.

The extensive practice of divided time in the seven towns is clearly shown by a comparison of the 22 percent of underemployment⁵ there with 14 percent in Birmingham, and 12 percent in Toledo, and 11 percent in San Francisco.

⁴ An index of seasonal variation in coal tonnage produced in Franklin, Saline, and Williamson Counties for the 15-year period 1922-37 shows that the peak of activity occurs between October and March, and the low point between April and August. Peak activity is regularly more than double the activity at the slack period. The census of the seven coal towns in these counties was started in December 1938 and completed in March 1939.

⁵ Since only 60 percent of the total labor was employed in private industry, the amount of underemployment rises to 38 percent when computed on the basis of workers with jobs.

TABLE 3.—Percent of Total Labor Supply Employed Less Than 30 Hours per Week, 7 Illinois Coal Towns Compared with 3 Cities Elsewhere

| Locality | Percent employed less than 30 hours per week | | |
|---------------------------|--|-----|-------|
| | Both sexes | Men | Women |
| 7 Illinois towns..... | 22 | 25 | 12 |
| Bush..... | 9 | 10 | 7 |
| Johnston City..... | 13 | 14 | 7 |
| Carriers Mills..... | 20 | 23 | 11 |
| Herrin..... | 25 | 29 | 11 |
| West Frankfort..... | 22 | 26 | 12 |
| Ziegler..... | 30 | 35 | 9 |
| Eldorado..... | 23 | 27 | 12 |
| Birmingham, Ala..... | 14 | 10 | 23 |
| Toledo, Ohio..... | 12 | 10 | 17 |
| San Francisco, Calif..... | 11 | 9 | 15 |

The Unemployed

The unemployed of the seven towns—42 percent of the labor force—fell readily into three easily distinguished groups. By far the largest group was employed on the Works Program;⁶ three out of five unemployed workers had such jobs.

The proportion of unemployed workers on the Works Program was unusually high in the seven towns, as compared with the percentages in the following statement for the three cities at the same time. For the country as a whole an estimated 20 to 25 percent of the unemployed had Works Program jobs at about the same time the figures for the southern Illinois coal towns and the three cities were secured. In contrast, the smallest percentage among the seven coal towns was 51 percent in West Frankfort, and the largest was 73 percent in Bush.

| | <i>Percent on Works Program jobs</i> |
|---------------------------|--|
| 7 Illinois towns..... | 60 |
| Bush..... | 73 |
| Johnston City..... | 70 |
| Carriers Mills..... | 61 |
| Herrin..... | 63 |
| West Frankfort..... | 51 |
| Ziegler..... | 60 |
| Eldorado..... | 53 |
| Birmingham, Ala..... | 23 |
| Toledo, Ohio..... | 38 |
| San Francisco, Calif..... | 24 |

One of the more obvious reasons for the high proportion of unemployed workers on the Works Program is the low "turn-over" of the labor force in an area where the dominant industry is in a prolonged

⁶ As used here, this term includes the WPA, NYA, OCC, and other emergency work programs of the Federal Government. Of these, the WPA is by far the largest.

state of decline. In most industrial centers there is a continuous shift in the labor supply; at the same time that some of the workers are losing their jobs others are finding employment. As a result of this "turn-over" factor, there is usually a substantial portion of the unemployed who have been out of work only a short time and who have reasonable chances of returning to work in the near future.

Situations of this kind are the rule to which depressed areas are an exception. The extremely high proportion of employed workers on the Works Program in the seven coal towns is simply another indication of the depressed nature of the area in which they are located. The turn-over of workers is low; the hard core of unemployment is unduly large; and the normal activities of job seeking on the part of the unemployed have little chance of success.

Active job seekers who had neither private nor Works Program employment made up the second largest group among the unemployed in the seven towns. About one-quarter (26 percent) of the unemployed were in this group, approximately one-half the proportion that was found in Birmingham, Toledo, and San Francisco. In fact, the two situations were almost reversed; in the seven coal towns the proportion of the unemployed on the Works Program was more than double the proportion of active work seekers not on the Program, whereas in the three cities the proportion of active work seekers was nearly double the proportion on the Program. One reason for this marked contrast in groupings among the unemployed will be evident when data on duration of unemployment are presented.⁷

The third group among the unemployed was made up of jobless workers who were temporarily out of the labor market. Some part of the labor force of every community is temporarily inactive. How large this part is at any time depends upon such factors as the rate of turn-over in employment, the seasonality of industry, and the general health of the work force.

In the seven coal towns about one-seventh of the unemployed were inactive at the time of the census. This is a distinctly smaller proportion than will be found in most communities. In the three cities frequently used as a basis for comparison in this report, inactive workers made up about one-quarter of the unemployed.

To an important degree, the smaller proportion of inactive workers among the unemployed of the coal towns is related to the very large proportion of unemployed workers on the Works Program. Were it not that the Works Program provided jobs for so large a number of the unemployed, the proportion of inactive workers would undoubtedly have been much larger. The reasons for withdrawal from active par-

⁷ See pp. 1304-1306.

participation in the labor market in the seven towns are shown in the following statement:

| | <i>Percent of all inactive workers</i> |
|----------------------------------|--|
| Total..... | 100 |
| Believed no work available..... | 44 |
| Temporarily ill or disabled..... | 42 |
| Temporarily laid off..... | 12 |
| Other reasons..... | 2 |

Nearly half of the inactive unemployed were neither working nor looking for work during the week of the census because they were convinced that there were no jobs to be had. With the principal industry, mining, offering less and less in the way of job opportunities, many of the displaced miners turned to the Works Program as the only alternative to an enforced idleness in which there was not even any use to look for work. Miners, particularly the older ones, found themselves with a particular skill that was of no use any place except the mines. Even if alternative employment were available, the chances of their being acceptable to other industries were remote because of the large surplus of younger workers in the area.

Second in importance as a reason for workers' becoming inactive in the seven towns was temporary illness or disability. This is a reason found in every community. In the three cities studied, temporary illness or injury was the most important reason for inactive workers, accounting for as many as two-thirds in Birmingham, one-half in San Francisco, and one-third in Toledo.

The remaining reasons for inactive workers in the seven coal towns were largely industrial in nature. Some workers with jobs in private employment were not working during the census week because of machinery break-down, shortage of material, bad weather, etc. Likewise, some workers were on temporary lay-off and would return to their jobs shortly. A few workers with jobs in seasonal industries were waiting for the resumption of normal activity.

Age and Unemployment

The younger and the older workers suffer most from unemployment. The young lack experience, and in an overcrowded labor market many employers are reluctant to make the small investment required for training a new worker. The old, on the contrary, have experience but, in the judgment of many companies, experience does not compensate for a decline in physical vigor and, particularly with miners, for the cost of retraining. The older worker is the one worst hit by mechanization of mining, in which the substitution of mechanical for manual operations has made great strides. When men are replaced by machines some manual workers must be taught machine operation. Not only is there a general belief that the older worker is

slow to learn "new tricks," but when employers do retrain they tend to prefer younger workers with some industrial experience.

A depressed area is also very hard on young workers. They are unable to get started if they stay; trying to find work in another community means competing with the resident unemployed there, under the additional handicap of inexperience and lack of knowledge of employment opportunities. In the seven coal towns 58 out of 100 workers under 25 years, and 44 out of 100 workers 55 years or older were unemployed, compared with 34 out of 100 workers between 25 and 55.

TABLE 4.—Age and Unemployment in 7 Illinois Coal Towns

| Town | Percent of workers unemployed in each age group | | |
|---------------------|---|----------------|-------------------|
| | Under 25 years | 25 to 55 years | 55 years and over |
| All 7 towns..... | 58 | 34 | 44 |
| Bush..... | 88 | 75 | 87 |
| Johnston City..... | 74 | 51 | 63 |
| Carriers Mills..... | 57 | 36 | 53 |
| Herrin..... | 60 | 32 | 32 |
| West Frankfort..... | 54 | 30 | 45 |
| Zeigler..... | 52 | 28 | 53 |
| Eldorado..... | 49 | 29 | 32 |

The relationship between age and unemployment shown in the preceding table is, in general, much the same as in any community. In the seven coal towns, however, the percentages are larger; moreover, in most communities the case for youth, bad as it is, has one relieving feature; with any future improvement in conditions these young people constitute the labor supply which will inevitably be drawn into productive operations—a prospect denied the older workers who have only a few productive years left. But in a depressed area, the young workers are in by far the worse position because there is nothing to look forward to—no hope of improved conditions to bolster their morale. Over one-third of the new generation in the seven towns have come to the best years of their productive life without ever having held a private job. The evidence is shown in the following statement which gives the proportion of workers under 25 who have never had a job in private employment. A more tragic waste of manpower can hardly be imagined.

| | Percent |
|---------------------|---------|
| All 7 towns..... | 38 |
| Bush..... | 52 |
| Johnston City..... | 50 |
| Carriers Mills..... | 33 |
| Herrin..... | 42 |
| West Frankfort..... | 34 |
| Zeigler..... | 33 |
| Eldorado..... | 28 |

The future of the unemployed older worker in the seven towns is clouded at best. Older workers are the victims of mechanization and declining activity. Their problem arises from the fact that they have lost the position they had in industry and have no prospects of being reabsorbed. The youth problem, on the contrary, arises because so many of the younger workers have never even had a job to lose.

Duration of Unemployment

Unemployment of long and of short duration differs in more than the number of months of enforced idleness which distinguish these two broad categories of the unemployed. Men who have been out of work for less than a year are, on the whole, a different group from those who have been idle 2, 3, 4, or 5 consecutive years.

The same conditions that are responsible for a long period of economic depression, such as has persisted in this country since 1930, produce important changes in the composition of the surplus labor supply. Starting as a fairly representative cross section of the total working force, with a relatively short duration of unemployment, the unemployed gradually accumulate an undue proportion of workers who are jobless because of technological changes, long-run trends in industry, age restrictions in hiring policies, obsolete skills, personality difficulties, and so forth. Under these conditions, figures on duration of unemployment differentiate sharply the special groups among the unemployed. At one extreme are the short-term unemployed, representing principally a highly employable group temporarily out of work because of seasonal and short-run variations in business activity. At the other extreme are the long-time unemployed whose employability comes into question as their period of idleness lengthens. Any assumption that the men out of work at the end of 8 or 9 years of depression are as uniformly employable as were the unemployed at the beginning of the period does not square with the facts.

The loss in industrial quality as the time of enforced idleness increases has been succinctly stated in an admirable study of depressed areas in England, as follows:

But unemployed men are not simply units of employability who can, through the medium of the dole, be put into cold storage and taken out immediately they are needed. While in cold storage, things are liable to happen to them.⁸

The relationship between length of time out of work and the likelihood of reemployment is so close that some of the major aspects of the unemployment problem can be identified by figures on duration of enforced idleness. For instance, the "hard core" of unemployment consists of the long-time unemployed who for industrial or personal reasons have small likelihood of recall to private industry under ordi-

⁸ Men Without Work, A report to the Pilgrim Trust. London, Cambridge University Press, 1938 (p. 67).

nary conditions. Similarly, the marked discrepancy between the total amount of unemployment existing at any one time and the number of unemployed workers in receipt of direct or work relief is explained largely by short-time unemployment which, though it imposes hardships on the individual, does not continue long enough to lead to the relief office.

These considerations may suggest the importance of figures on duration of unemployment in showing the conditions that exist in a depressed area. The rate of unemployment is an important indication of conditions but does not show fully what jobless men mean to an area. For the seven coal towns, two figures should be considered together; 42 percent of the labor supply was jobless, and the average (median) time elapsed since their last full-time job⁹ in private industry was 3¼ years. The average (median) number of months elapsed since the last full-time job ended is shown, for each of the seven towns, in the statement following.

| | <i>Average (median), in months</i> |
|---------------------|--|
| All 7 towns..... | 39 |
| Bush..... | 1 over 61 |
| Johnston City..... | 36 |
| Carriers Mills..... | 30 |
| Herrin..... | 41 |
| West Frankfort..... | 38 |
| Zeigler..... | 1 over 61 |
| Eldorado..... | 23 |

¹ In the preliminary tabulation of the census, duration of unemployment was classified by 6-month intervals up to 5 years, and all durations over 5 years were classified as "61 months and over." When, therefore, over half the unemployed in any town had been out of work for 5 years or longer, the average could be reported only as "over 61 months," which tends to understate the length of time. Later tabulations will carry the time intervals higher so that more precise averages can be obtained.

This is an almost incredible showing—able-bodied men without work for an average of 3¼ years, and two towns in which the average was over 5 years. In considering these figures, it must be remembered that the median is merely the middle point in the scale, and that half of the unemployed workers had been out of private employment for a longer period, and half for a shorter period.

What an average duration of unemployment of 3¼ years means in showing the general economic collapse of the coal area can be emphasized further by comparing it with an average of 10 months in San Francisco, 12 months in Birmingham, and 13 months in Toledo.

But there is still a worse side of this story. The average of 3¼ years' duration of unemployment is based upon all unemployed workers in the seven towns who had held a full-time job in private industry. When the unemployed workers whose usual occupation was coal

⁹ This was defined as a job lasting at least 2 weeks with 30 hours or more employment each week. Duration of unemployment could not, of course, be computed for the large proportion (38 percent) of new workers who had never held a full-time job in private employment.

mining are considered separately, the average rises to over 5 years, as shown below:

| | <i>Average (median), in months</i> |
|---------------------|--|
| All 7 towns..... | ¹ over 61 |
| Bush..... | 1 over 61 |
| Johnston City..... | 45 |
| Carriers Mills..... | 35 |
| Herrin..... | 1 over 61 |
| West Frankfort..... | 1 over 61 |
| Zeigler..... | 1 over 61 |
| Eldorado..... | 32 |

¹ See footnote to preceding tabular statement.

The unemployed miner in these towns is truly a tragic figure. Out of work for 5 years or more on the average, handicapped by his age, a skilled worker with no outlet for his ability, replaced by machines in a declining industry, lacking the resources and frequently the will to move to a new environment, it would be little short of a miracle if his morale had not been seriously shaken. Here is the "hard core" of unemployment at its worst.

The Unemployed and the Works Program

Obviously, a working man cannot live for 1 or 2 years, much less an average of 5 years, without work. Accumulated resources such as savings accounts, life-insurance policies, and home ownership are reserves that take up the first shock of long unemployment. But early in the depression, bank failures, policies lapsed for nonpayment, and a collapse of real-estate values had encroached so heavily on these resources that it is doubtful if anything like their nominal value was realized by the unemployed in these seven towns. Once these reserves were exhausted, and debts with landlord, grocer, and butcher had reached the limits allowed, some form of public assistance was essential.

At the time the seven-city census was taken, the Works Program was the principal form of assistance available to the able-bodied unemployed. In describing the three principal groups into which the unemployed fall,¹⁰ it was noted that the proportion with Works Program jobs—60 percent—was unusually high as compared with the proportion in other cities. In part, at least, the reason for this should now be apparent.

The significant changes that have occurred in the composition of the unemployed labor supply and the relationship between length of time out of work and the likelihood of reemployment, may be illustrated by figures from the seven towns. Since the "hard core" of unemployment almost inevitably becomes a problem of public assistance,

¹⁰ See pp. 1300 to 1302.

the unemployed may be divided into two groups—those receiving aid from the Works Program, and those not in receipt of such assistance. Earlier in this report it was shown that 60 percent of the unemployed in the seven towns had Works Program jobs and 40 percent had not. When the average duration of unemployment of these two groups is computed, the unemployed with Works Program assistance are found to have been jobless about two and one-half times as long as those without such assistance. Thus, even in a depressed area, one part of the unemployed has a relatively high turn-over (see particularly figures for Herrin and Eldorado) and consequently a relatively short duration of unemployment.

TABLE 5.—Average Time Since Last Full-Time Job for Unemployed Workers on Works Program and Not on Program

| Town | Average (median) time, in months, since last full-time job, for workers— | |
|---------------------|--|----------------------|
| | On Works Program | Not on Works Program |
| All 7 towns..... | 50 | 21 |
| Bush..... | ¹ over 61 | 54 |
| Johnston City..... | 43 | 19 |
| Carriers Mills..... | 41 | 18 |
| Herrin..... | ¹ over 61 | 5 |
| West Frankfort..... | ¹ over 61 | 28 |
| Zeigler..... | ¹ over 61 | 24 |
| Eldorado..... | 39 | 13 |

¹ See footnote 1, p. 1305.

The duration of unemployment for Works Program workers is not the length of time they have held their job on the Program, but the length of time since they last held a full-time job in private employment. In four of the seven towns it had been over 5 years since they were privately employed, a period of time which goes back well before the Works Program took over responsibility for the able-bodied unemployed. In all cases the length of time since private employment ended was longer than the length of time these workers had held their Program jobs.

The much longer duration of unemployment among unemployed workers on the Works Program is related to, but not entirely explained by, their age. Program workers are distinctly older, on the average, than other unemployed workers. This is true not only in a depressed area but throughout the country. The explanation is that the older worker, once out of a job, has a much more difficult time getting back to work than does a younger man. As a result, the duration of

unemployment is longer among the older than among the younger unemployed, and, therefore, their need of assistance is greater.

The older age of Works Program workers is also partly accounted for by the fact that only one member of a family is given a job on the WPA, the agency which provides most of the Works Program employment. The person assigned is usually the family head, and family heads are older than other workers.

Finally, it is the older worker in the coal towns who has suffered most from the decline in coal production and the increasing mechanization of what work remains. All of these factors help to explain not only the long duration of unemployment among Program workers, but also their older age in comparison with the unemployed not on the Program. On the average, unemployed workers on the Works Program were 9 years older than other unemployed workers.

TABLE 6.—Average Age of Unemployed Workers With and Without Works Program Jobs

| Town | Average (median) age in years of workers— | |
|---------------------|---|----------------------|
| | On Works Program | Not on Works Program |
| All 7 towns..... | 37 | 28 |
| Bush..... | 35 | 26 |
| Johnston City..... | 38 | 28 |
| Carriers Mills..... | 35 | 28 |
| Herrin..... | 31 | 28 |
| West Frankfort..... | 40 | 28 |
| Zeigler..... | 47 | 30 |
| Eldorado..... | 35 | 29 |

Unemployment and the Family

Unemployment among workers does not tell what the loss of a job means to the worker's family. When the family has more than one worker, the loss of one job is not so serious as when the only worker in the family is out of work. An unemployed worker, therefore, does not necessarily mean a family without income from work.

The family is an economic as well as a social unit. Its economic resources, as far as employment is concerned, depend upon the number of workers it contains. Under ordinary circumstances two persons looking for work are more likely to find a job than one; therefore, the more workers a family has the better are its chances of having some income from employment. In the seven coal towns about two-thirds of the families had only one worker, one-quarter had two or more, and nearly one-tenth had no worker at all.

TABLE 7.—Number of Workers per Family in 7 Illinois Coal Towns Compared With 3 Cities Elsewhere

| Town | Number of families | Percent of families with— | | |
|---------------------------|---------------------|---------------------------|----------|-------------------|
| | | No workers | 1 worker | 2 or more workers |
| 7 Illinois towns..... | 12,484 | 9 | 65 | 25 |
| Bush..... | 181 | 9 | 66 | 25 |
| Johnston City..... | 1,652 | 9 | 63 | 28 |
| Carriers Mills..... | 715 | 13 | 63 | 24 |
| Herrin..... | 3,232 | 9 | 65 | 26 |
| West Frankfort..... | 4,132 | 9 | 65 | 26 |
| Zeigler..... | 982 | 5 | 71 | 24 |
| Eldorado..... | 1,590 | 10 | 64 | 26 |
| Birmingham, Ala..... | ¹ 14,519 | 7 | 59 | 34 |
| Toledo, Ohio..... | ¹ 11,324 | 9 | 62 | 29 |
| San Francisco, Calif..... | ¹ 14,637 | 11 | 64 | 25 |

¹ Sample only.

Note in table 7 the uniformity in the proportion of families with two or more workers, despite the difference in size of these towns. There was much more uniformity in the seven towns in this respect than was found in the three cities used for comparison. In Birmingham, 34 percent of the families had 2 or more workers; in Toledo, 29; and in San Francisco, 25 percent.

Unemployment hits the one-worker family hardest. Of course, the distress of families with no workers is equally bad if not worse, but families without any workers present a problem that is not the immediate result of unemployment.

It is the families with one or more workers, but with none of these employed, that represent the central problem of unemployment. In the seven coal towns somewhat more than one-third of the families with workers had no one employed. The statement below shows, for each of the seven towns, the percent of families with one or more workers which had no workers in private employment.

| | <i>Percent of families without private employment</i> |
|---------------------|---|
| All 7 towns..... | 35 |
| Bush..... | 74 |
| Johnston City..... | 54 |
| Carriers Mills..... | 39 |
| Herrin..... | 33 |
| West Frankfort..... | 31 |
| Zeigler..... | 31 |
| Eldorado..... | 28 |

It is difficult to evaluate fully the social consequences of so large a proportion of families with workers available for employment but with no one employed. In part, unemployment means to these

families a complete change in their way of living and frequently in their attitudes towards industry and government. It also means a drastic reduction in expenditures, since their only important source of current income is relief or Works Program employment; it also means a general lowering of their standard of living, and a sacrifice of those normal accumulations against want and old age.

Among the families of the seven coal towns, as elsewhere in the country, those with more than one worker available for employment had a distinct advantage; 40 percent of the families with only one available worker were without private employment compared with only 25 percent among families with two or more workers available for jobs.

EXPENDITURE HABITS OF WAGE EARNERS AND CLERICAL WORKERS

By FAITH M. WILLIAMS and ALICE C. HANSON, *Bureau of Labor Statistics*

HOW did the families of wage earners and clerical workers earn and spend in American cities in the mid-1930's? To present a composite answer to that question is the purpose of this article. Data are presented based on the actual incomes and expenditures of 14,469 families in 1 year during the period 1934-36. They were obtained from families of employed wage earners and clerical workers in 42 cities, and include figures from native and foreign-born white and Negro families.

This group of families, with at least one employed member and a minimum income of \$500 (the lower limit set by the plan of the investigation) averaged \$1,524 income per year. However, half of the families studied had incomes of \$1,458 or less.

The average family, taking all the families studied in the 42 cities as one composite, spent a third of its entire income, \$508, to purchase the family's food, from the butcher and baker, the grocer and dairyman, and at lunch counters and restaurants. The average annual expense for housing, and fuel, light, and refrigeration was \$367. For some families this meant rented apartments with heat, light, and current for refrigeration furnished by the landlord; for others it meant payment of taxes, interest, and repairs on a 5- or 6-room house and purchase of heating fuel, electricity for lighting, and ice for refrigeration.

Clothing for this average family, which included 3.6 persons, cost \$160, or \$44 per person. Winter coats for the men and older boys in the family were purchased about once every 5 years and for the women and girls about once every 4 years. On the other hand, shoes are a continuing necessity. Shoes constituted one of the largest items of clothing expenditure.

All the families studied had had some expense for food, for clothing, and also for housing. Some of the home owners went through the year of the study without any outlay for the upkeep of the house, but all of them were responsible for property taxes, and all taxes due were treated as a family expense; any increase in taxes due over the period of the year was entered as an increase in family debts. The overwhelming importance of expenditures for food, clothing, and housing as a percentage of total expenditure, is shown in figure 1.

Expenditures for the operation and maintenance of automobiles ranged from nothing at all among the 56 percent of the families not operating cars to relatively large amounts among the few families buying new cars during the year. When all families are considered

together, expenditures for purchase, operation, and maintenance averaged \$87 per family for the year. The survey found that more workers' families in western cities had cars than in eastern cities. Furthermore, the families in smaller communities were more likely to have cars than those in metropolitan areas where traffic congestion is greater. The majority of the automobiles bought by this group of workers' families were purchased as used cars. They served to take family members to and from work and school and to facilitate inexpensive week-end or vacation outings for the whole family. It was impossible, however, to separate the extent to which automobile expenditures were devoted to recreation as compared to other purposes.

After automobile expenditures came those for recreation of other types, with an average of \$82 a year. This included cameras, radio purchase and upkeep, paid admissions to movies, ball games, and other commercial amusements, purchase of newspapers and other reading matter, cigarettes and other forms of tobacco, as well as sport and play equipment.

Expenditures for household furnishings, medical care, and household operation each averaged approximately \$60. Expenditures for household furnishings covered both purchase of new items, and replacement of such items as light bulbs, towels, sheets, and kitchen utensils. Included in household operation costs were telephone, laundry sent out, soap and cleaning supplies, household help, postage, and similar items.

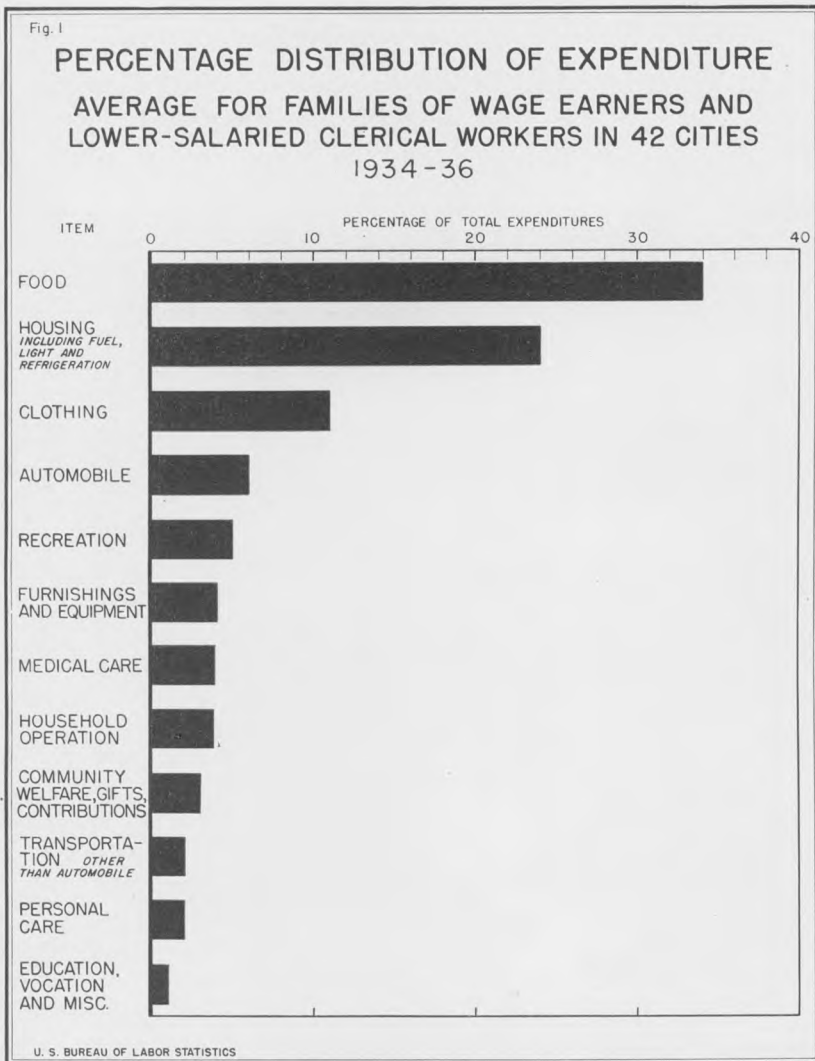
Of every dollar spent for medical care, 22 cents went for drugs, medicines, eyeglasses, and medical appliances, 10 cents for hospital service, and 68 cents for other medical service.

Transportation by streetcar, bus, ferry, train, boat, and occasionally by airplane, claimed a total of \$38 of the average family's income. Another \$30 was required to take care of the personal grooming of these family members. Of this, the largest item was haircuts, with other barber and beauty-shop services, and toilet articles and preparations also claiming a share.

The other channels into which the typical workers' family money found its way were gifts and contributions to persons outside the family, which aggregated \$24; direct taxes and other contributions to the community welfare, which averaged \$19; \$7 for formal education; \$6 for vocational expense, such as union dues and licenses; and \$7 for miscellaneous expenditures.

The range of demand for the products of industry and agriculture by these workers' families is very great, as merely suggested by the

categories of expenditure listed. A manifold multiplication of each of the dollar figures named above would be required to present the composite demand of all the families of the Nation's wage earners



and clerical workers.¹ It is clear that the combined dollars in all American workers' pay envelopes added together form a major source of the Nation's purchasing power.

¹ For an estimate of the aggregate consumption of all American families, including business and professional, farm and village families, single individuals and institutions as well as families of wage earners and clerical workers, see National Resources Committee, *Consumer Expenditures in the United States*, Washington, 1939.

TABLE 1.—Expenditures for Groups of Items, by Income Level, of Families of Employed Wage Earners and Clerical Workers in 42 Cities Combined

14,469 WHITE AND NEGRO FAMILIES

[Data cover 12 months within the period 1934-36]

| Item | All families | Families with annual net income of— | | | | | | | | | |
|--|--------------|-------------------------------------|----------------|------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|------------------|
| | | \$500 to \$600 | \$600 to \$900 | \$900 to \$1,200 | \$1,200 to \$1,500 | \$1,500 to \$1,800 | \$1,800 to \$2,100 | \$2,100 to \$2,400 | \$2,400 to \$2,700 | \$2,700 to \$3,000 | \$3,000 and over |
| Percent of families in survey | 100.0 | 0.8 | 8.4 | 20.4 | 23.8 | 20.3 | 15.1 | 5.6 | 2.7 | 1.3 | 1.6 |
| Average family size: | | | | | | | | | | | |
| Persons | 3.60 | 3.11 | 3.18 | 3.41 | 3.54 | 3.62 | 3.76 | 4.03 | 4.27 | 4.37 | 4.81 |
| Expenditure units ¹ | 3.32 | 2.85 | 2.91 | 3.11 | 3.24 | 3.32 | 3.48 | 3.77 | 4.04 | 4.12 | 4.64 |
| Food expenditure units ¹ | 3.12 | 2.66 | 2.71 | 2.90 | 3.02 | 3.12 | 3.27 | 3.58 | 3.85 | 3.88 | 4.45 |
| Clothing expenditure units ¹ | 2.88 | 2.39 | 2.47 | 2.64 | 2.75 | 2.86 | 3.02 | 3.38 | 3.75 | 4.05 | 4.65 |
| Average annual current expenditure | | | | | | | | | | | |
| All items | \$1,512 | \$651 | \$851 | \$1,110 | \$1,371 | \$1,624 | \$1,869 | \$2,160 | \$2,414 | \$2,704 | \$3,251 |
| Food | 508 | 250 | 315 | 398 | 472 | 540 | 597 | 683 | 756 | 837 | 1,021 |
| Clothing | 160 | 49 | 74 | 102 | 136 | 168 | 205 | 258 | 309 | 388 | 471 |
| Housing | 259 | 132 | 169 | 215 | 246 | 281 | 300 | 324 | 346 | 370 | 411 |
| Fuel, light, refrigeration | 108 | 64 | 76 | 94 | 106 | 114 | 123 | 126 | 131 | 131 | 148 |
| Other household operation | 58 | 20 | 30 | 38 | 49 | 63 | 77 | 92 | 102 | 119 | 142 |
| Furnishings and equipment | 60 | 13 | 28 | 39 | 55 | 70 | 77 | 90 | 96 | 83 | 112 |
| Transportation | 125 | 26 | 45 | 69 | 106 | 139 | 180 | 214 | 226 | 275 | 327 |
| Personal care | 30 | 13 | 17 | 22 | 27 | 32 | 37 | 43 | 51 | 59 | 71 |
| Medical care | 59 | 22 | 33 | 42 | 53 | 64 | 78 | 81 | 97 | 109 | 115 |
| Recreation | 82 | 28 | 38 | 54 | 72 | 87 | 104 | 129 | 152 | 177 | 232 |
| Education | 7 | 2 | 2 | 4 | 5 | 7 | 12 | 14 | 19 | 17 | 22 |
| Vocation | 6 | 2 | 2 | 3 | 4 | 7 | 9 | 11 | 22 | 14 | 18 |
| Community welfare | 19 | 7 | 10 | 13 | 17 | 20 | 25 | 28 | 35 | 37 | 48 |
| Gifts and contributions to persons outside economic family | 24 | 5 | 7 | 13 | 18 | 26 | 36 | 46 | 52 | 63 | 92 |
| Other items | 7 | 18 | 5 | 4 | 5 | 6 | 9 | 11 | 20 | 25 | 21 |
| Percentage distribution | | | | | | | | | | | |
| All items | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Food | 33.5 | 38.4 | 37.0 | 35.8 | 34.4 | 33.3 | 31.9 | 31.7 | 31.4 | 31.0 | 31.4 |
| Clothing | 10.6 | 7.5 | 8.7 | 9.1 | 9.9 | 10.3 | 11.0 | 11.9 | 12.8 | 14.4 | 14.5 |
| Housing | 17.1 | 20.2 | 19.9 | 19.3 | 17.9 | 17.3 | 16.1 | 15.0 | 14.3 | 13.7 | 12.6 |
| Fuel, light, refrigeration | 7.1 | 9.8 | 8.9 | 8.5 | 7.7 | 7.0 | 6.6 | 6.3 | 5.4 | 4.8 | 4.6 |
| Other household operation | 3.8 | 3.1 | 3.5 | 3.4 | 3.6 | 3.9 | 4.1 | 4.3 | 4.2 | 4.4 | 4.4 |
| Furnishings and equipment | 4.0 | 2.0 | 3.3 | 3.5 | 4.0 | 4.3 | 4.1 | 4.2 | 4.0 | 3.1 | 3.4 |
| Transportation | 8.3 | 4.0 | 5.3 | 6.2 | 7.7 | 8.6 | 9.6 | 9.9 | 9.4 | 10.2 | 10.1 |
| Personal care | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.1 | 2.2 | 2.2 |
| Medical care | 3.9 | 3.4 | 3.9 | 3.8 | 3.9 | 3.9 | 4.2 | 3.7 | 4.0 | 4.0 | 3.5 |
| Recreation | 5.4 | 4.3 | 4.5 | 4.9 | 5.3 | 5.4 | 5.6 | 6.0 | 6.3 | 6.5 | 7.1 |
| Education | .5 | .3 | .2 | .4 | .4 | .4 | .6 | .6 | .8 | .6 | .7 |
| Vocation | .4 | .3 | .2 | .3 | .3 | .4 | .5 | .5 | .9 | .5 | .6 |
| Community welfare | 1.3 | 1.1 | 1.2 | 1.2 | 1.2 | 1.2 | 1.3 | 1.3 | 1.4 | 1.4 | 1.5 |
| Gifts and contributions to persons outside economic family | 1.6 | .8 | .8 | 1.2 | 1.3 | 1.6 | 1.9 | 2.1 | 2.2 | 2.3 | 2.8 |
| Other items | .5 | 2.8 | .6 | .4 | .4 | .4 | .5 | .5 | .8 | .9 | .6 |

¹ For the method of computing family size in expenditure units see Bull. 637, vol. I, appendix G.

Data for individual cities have appeared in preliminary form in earlier articles in the Monthly Labor Review and in final form in six regional bulletins of the Bureau of Labor Statistics. No. 636, *East North Central Region*, Cincinnati, Cleveland, Columbus, Detroit, Grand Rapids, Indianapolis, Lansing, and Milwaukee. No. 637, *North Atlantic Region*, Vol. I, New York City; Vol. II, Boston, Buffalo, Johnstown, Lancaster, Manchester, Philadelphia, Pittsburgh, Portland, Rochester, Scranton, and Springfield. No. 639, *Pacific Region*, Los Angeles, Sacramento, San Diego, San Francisco-Oakland, and Seattle. No. 640, *Southern Region*, Baltimore, Birmingham, Dallas, Houston, Jackson, Jacksonville, Louisville, Memphis, Mobile, New Orleans, Norfolk-Portsmouth, and Richmond. No. 641, *West North Central and Mountain Region*, Denver, Kansas City, Minneapolis-St. Paul, St. Louis, and Salt Lake City. The summary for 42 cities will be published in *Bul. No. 638*.

Expenditure Habits of Wage Earners and Clerical Workers 1315

TABLE 1.—*Expenditures for Groups of Items, by Income Level, of Families of Employed Wage Earners and Clerical Workers in 42 Cities Combined—Continued*

12,903 WHITE FAMILIES

| Item | All families | Families with annual net income of— | | | | | | | | | |
|--|--------------|-------------------------------------|----------------|------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|------------------|
| | | \$500 to \$600 | \$600 to \$900 | \$900 to \$1,200 | \$1,200 to \$1,500 | \$1,500 to \$1,800 | \$1,800 to \$2,100 | \$2,100 to \$2,400 | \$2,400 to \$2,700 | \$2,700 to \$3,000 | \$3,000 and over |
| Percent of families in survey | 100.0 | 0.5 | 7.1 | 19.8 | 24.2 | 21.0 | 15.7 | 5.8 | 2.8 | 1.4 | 1.7 |
| Average family size: | | | | | | | | | | | |
| Persons | 3.60 | 2.95 | 3.12 | 3.39 | 3.53 | 3.62 | 3.76 | 4.02 | 4.27 | 4.37 | 4.81 |
| Expenditure units ¹ | 3.32 | 2.74 | 2.86 | 3.09 | 3.23 | 3.32 | 3.48 | 3.76 | 4.04 | 4.12 | 4.65 |
| Food expenditure units ¹ | 3.12 | 2.59 | 2.67 | 2.89 | 3.01 | 3.12 | 3.27 | 3.57 | 3.85 | 3.88 | 4.45 |
| Clothing expenditure units ¹ | 2.88 | 2.24 | 2.43 | 2.62 | 2.74 | 2.86 | 3.02 | 3.37 | 3.75 | 4.05 | 4.65 |
| Average annual current expenditure | | | | | | | | | | | |
| All items | \$1,536 | \$736 | \$871 | \$1,116 | \$1,372 | \$1,626 | \$1,867 | \$2,159 | \$2,415 | \$2,698 | \$3,249 |
| Food | 515 | 273 | 323 | 401 | 473 | 541 | 597 | 683 | 756 | 837 | 1,022 |
| Clothing | 163 | 50 | 74 | 102 | 136 | 169 | 206 | 258 | 308 | 383 | 472 |
| Housing | 262 | 160 | 175 | 217 | 246 | 281 | 300 | 324 | 345 | 370 | 408 |
| Fuel, light, refrigeration | 109 | 72 | 77 | 94 | 106 | 114 | 122 | 136 | 132 | 131 | 148 |
| Other household operation | 59 | 23 | 31 | 38 | 49 | 63 | 77 | 92 | 102 | 119 | 142 |
| Furnishings and equipment | 61 | 12 | 28 | 39 | 55 | 70 | 77 | 89 | 96 | 83 | 113 |
| Transportation | 129 | 34 | 47 | 70 | 107 | 139 | 180 | 214 | 227 | 274 | 328 |
| Personal care | 30 | 13 | 17 | 22 | 27 | 32 | 37 | 43 | 51 | 59 | 71 |
| Medical care | 60 | 21 | 34 | 42 | 53 | 64 | 78 | 81 | 97 | 109 | 115 |
| Recreation | 84 | 32 | 39 | 54 | 72 | 87 | 104 | 129 | 152 | 177 | 231 |
| Education | 7 | 3 | 2 | 4 | 5 | 7 | 11 | 14 | 19 | 17 | 22 |
| Vocation | 6 | 3 | 3 | 3 | 4 | 7 | 9 | 11 | 22 | 14 | 18 |
| Community welfare | 19 | 6 | 10 | 13 | 17 | 20 | 25 | 28 | 35 | 37 | 48 |
| Gifts and contributions to persons outside economic family | 25 | 5 | 6 | 13 | 17 | 26 | 35 | 46 | 52 | 63 | 91 |
| Other items | 7 | 29 | 5 | 4 | 5 | 6 | 9 | 11 | 21 | 25 | 20 |
| Percentage distribution | | | | | | | | | | | |
| All items | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Food | 33.5 | 37.1 | 37.1 | 35.9 | 34.5 | 33.3 | 32.0 | 31.6 | 31.3 | 31.0 | 31.4 |
| Clothing | 10.6 | 6.8 | 8.5 | 9.1 | 9.9 | 10.4 | 11.0 | 11.9 | 12.8 | 14.2 | 14.5 |
| Housing | 17.1 | 21.8 | 20.1 | 19.4 | 17.9 | 17.3 | 16.1 | 15.0 | 14.3 | 13.7 | 12.5 |
| Fuel, light, refrigeration | 7.1 | 9.8 | 8.8 | 8.4 | 7.7 | 7.0 | 6.5 | 6.3 | 5.4 | 4.9 | 4.6 |
| Other household operation | 3.8 | 3.1 | 3.6 | 3.4 | 3.6 | 3.9 | 4.1 | 4.3 | 4.2 | 4.4 | 4.4 |
| Furnishings and equipment | 4.0 | 1.6 | 3.2 | 3.5 | 4.0 | 4.3 | 4.1 | 4.1 | 4.0 | 3.1 | 3.5 |
| Transportation | 8.4 | 4.6 | 5.4 | 6.3 | 7.8 | 8.5 | 9.6 | 9.9 | 9.4 | 10.2 | 10.1 |
| Personal care | 2.0 | 1.8 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.1 | 2.2 | 2.2 |
| Medical care | 3.9 | 2.9 | 3.9 | 3.7 | 3.9 | 3.9 | 4.2 | 3.8 | 4.0 | 4.0 | 3.5 |
| Recreation | 5.4 | 4.3 | 4.5 | 4.8 | 5.2 | 5.4 | 5.6 | 6.0 | 6.3 | 6.6 | 7.1 |
| Education | .5 | .4 | .2 | .4 | .4 | .4 | .6 | .7 | .8 | .6 | .7 |
| Vocation | .4 | .4 | .3 | .3 | .3 | .4 | .5 | .5 | .9 | .5 | .6 |
| Community welfare | 1.2 | .8 | 1.1 | 1.2 | 1.2 | 1.2 | 1.3 | 1.3 | 1.4 | 1.4 | 1.5 |
| Gifts and contributions to persons outside economic family | 1.6 | .7 | .7 | 1.2 | 1.2 | 1.6 | 1.9 | 2.1 | 2.2 | 2.3 | 2.8 |
| Other items | .5 | 3.9 | .6 | .4 | .4 | .4 | .5 | .5 | .9 | .9 | .6 |

¹ For the method of computing size in expenditure units see Bull. 637, vol. I, appendix G.

TABLE 1.—Expenditures for Groups of Items, by Income Level, of Families of Employed Wage Earners and Clerical Workers in 42 Cities Combined—Continued

1,566 NEGRO FAMILIES²

| Item | All families | Families with annual net income of— | | | | | | | | | |
|---|--------------|-------------------------------------|----------------|------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|------------------|
| | | \$500 to \$600 | \$600 to \$900 | \$900 to \$1,200 | \$1,200 to \$1,500 | \$1,500 to \$1,800 | \$1,800 to \$2,100 | \$2,100 to \$2,400 | \$2,400 to \$2,700 | \$2,700 to \$3,000 | \$3,000 and over |
| Percent of families in survey..... | 100.0 | 8.7 | 35.2 | 33.6 | 13.7 | 5.5 | 3.3 | ----- | ----- | ----- | ----- |
| Average family size: | | | | | | | | | | | |
| Persons..... | 3.59 | 3.31 | 3.42 | 3.64 | 3.76 | 3.90 | 4.50 | ----- | ----- | ----- | ----- |
| Expenditure units ¹ | 3.28 | 2.98 | 3.11 | 3.33 | 3.45 | 3.57 | 4.26 | ----- | ----- | ----- | ----- |
| Food expenditure units ¹ | 3.07 | 2.76 | 2.89 | 2.98 | 3.21 | 3.38 | 3.99 | ----- | ----- | ----- | ----- |
| Clothing expenditure units ¹ | 2.84 | 2.59 | 2.66 | 2.86 | 3.03 | 3.15 | 3.98 | ----- | ----- | ----- | ----- |
| Average annual current expenditure | | | | | | | | | | | |
| All items..... | \$991 | \$543 | \$760 | \$1,018 | \$1,304 | \$1,489 | \$2,191 | ----- | ----- | ----- | ----- |
| Food..... | 342 | 221 | 279 | 353 | 417 | 497 | 643 | ----- | ----- | ----- | ----- |
| Clothing..... | 101 | 47 | 73 | 98 | 139 | 184 | 273 | ----- | ----- | ----- | ----- |
| Housing..... | 183 | 97 | 142 | 190 | 251 | 268 | 366 | ----- | ----- | ----- | ----- |
| Fuel, light, refrigeration..... | 87 | 54 | 71 | 95 | 105 | 115 | 131 | ----- | ----- | ----- | ----- |
| Other household operation..... | 33 | 16 | 23 | 34 | 47 | 56 | 87 | ----- | ----- | ----- | ----- |
| Furnishings and equipment..... | 39 | 15 | 27 | 40 | 59 | 64 | 100 | ----- | ----- | ----- | ----- |
| Transportation..... | 58 | 15 | 36 | 63 | 89 | 96 | 148 | ----- | ----- | ----- | ----- |
| Personal care..... | 22 | 12 | 17 | 22 | 29 | 31 | 53 | ----- | ----- | ----- | ----- |
| Medical care..... | 36 | 23 | 30 | 37 | 43 | 45 | 70 | ----- | ----- | ----- | ----- |
| Recreation..... | 49 | 24 | 36 | 50 | 62 | 69 | 148 | ----- | ----- | ----- | ----- |
| Education..... | 3 | 1 | 2 | 2 | 4 | 5 | 26 | ----- | ----- | ----- | ----- |
| Vocation..... | 2 | 1 | 1 | 2 | 3 | 4 | 4 | ----- | ----- | ----- | ----- |
| Community welfare..... | 14 | 7 | 10 | 15 | 21 | 17 | 24 | ----- | ----- | ----- | ----- |
| Gifts and contributions to persons outside economic family..... | 18 | 6 | 10 | 15 | 31 | 32 | 83 | ----- | ----- | ----- | ----- |
| Other items..... | 4 | 4 | 3 | 2 | 4 | 6 | 35 | ----- | ----- | ----- | ----- |
| Percentage distribution | | | | | | | | | | | |
| All items..... | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | ----- | ----- | ----- | ----- |
| Food..... | 34.6 | 40.7 | 36.8 | 34.7 | 32.0 | 33.4 | 29.3 | ----- | ----- | ----- | ----- |
| Clothing..... | 10.2 | 8.7 | 9.6 | 9.6 | 10.7 | 12.4 | 12.4 | ----- | ----- | ----- | ----- |
| Housing..... | 18.5 | 17.9 | 18.7 | 18.7 | 19.2 | 18.0 | 16.7 | ----- | ----- | ----- | ----- |
| Fuel, light, refrigeration..... | 8.8 | 9.9 | 9.4 | 9.3 | 8.1 | 7.7 | 6.0 | ----- | ----- | ----- | ----- |
| Other household operation..... | 3.3 | 2.9 | 3.0 | 3.3 | 3.6 | 3.8 | 4.0 | ----- | ----- | ----- | ----- |
| Furnishings and equipment..... | 3.9 | 2.8 | 3.6 | 3.9 | 4.5 | 4.3 | 4.6 | ----- | ----- | ----- | ----- |
| Transportation..... | 5.9 | 2.8 | 4.7 | 6.2 | 6.8 | 6.5 | 6.8 | ----- | ----- | ----- | ----- |
| Personal care..... | 2.2 | 2.2 | 2.2 | 2.2 | 2.2 | 2.1 | 2.4 | ----- | ----- | ----- | ----- |
| Medical care..... | 3.6 | 4.2 | 3.9 | 3.6 | 3.3 | 3.0 | 3.2 | ----- | ----- | ----- | ----- |
| Recreation..... | 4.9 | 4.4 | 4.7 | 4.9 | 4.8 | 4.6 | 6.7 | ----- | ----- | ----- | ----- |
| Education..... | .3 | .2 | .3 | .2 | .3 | .3 | 1.2 | ----- | ----- | ----- | ----- |
| Vocation..... | .2 | .2 | .1 | .2 | .2 | .3 | .2 | ----- | ----- | ----- | ----- |
| Community welfare..... | 1.4 | 1.3 | 1.3 | 1.5 | 1.6 | 1.1 | 1.1 | ----- | ----- | ----- | ----- |
| Gifts and contributions to persons outside economic family..... | 1.8 | 1.1 | 1.3 | 1.5 | 2.4 | 2.1 | 3.8 | ----- | ----- | ----- | ----- |
| Other items..... | .4 | .7 | .4 | .2 | .3 | .4 | 1.6 | ----- | ----- | ----- | ----- |

¹ For the method of computing family size in expenditure units see Bull. 637, vol. I, appendix G.² For Negro families, figures in column "\$1,800 to \$2,100" relate to families with annual income of \$1,800 or over.³ Figures in this column relate to Negro families with annual income of \$1,800 or over.

Scope and Method of Study

The investigation in which these data were secured commenced in the fall of 1934. It was undertaken primarily for the purpose of revising the index of the cost of goods purchased by wage earners and clerical workers, published currently by this Bureau. No comprehensive data on a Nation-wide basis on the purchases of workers' families had been available since the completion of the last similar Nation-wide study conducted by the Bureau in 1917-19 among 12,096 families in 92 cities.

During the years intervening since 1919 various local studies had been conducted by private agencies and the Bureau had made limited studies of expenditures of families of Federal employees and of workers in one large industrial plant. These studies had pointed to fundamental changes which had taken place in the consumption patterns of the great majority of American families. More widespread use of electricity, introduction of the radio, popularization of the automobile, development of inexpensive synthetic silk fibers, commercial use of refrigerator trains, and countless other changes in the technology and organization of production had served to bring within the reach of moderate-income families products which in 1919 were unknown or were priced outside the range of their pocketbooks. Not only had workers' families readjusted their mode of spending to the new type of products on the market, but their consumption reflected adjustments to the quickened tempo of post-war American life. The present investigation was designed to show a cross section of this new way of American living insofar as it is revealed by the kinds and amounts of goods and services purchased by typical workers' families, the money expenditures with which these goods and services were secured, and the balance between total incomes and current expenditures.

Since the data were being obtained primarily for the purpose of providing a basis for indexes of living costs, it was important that they should not reflect the distorted spending of families whose incomes had been abnormally low and irregular. On that account no data

were included from families with incomes under \$500 a year or from families which received relief during the year.¹

The data, though limited to reports from 14,469 families in 42 cities with populations over 50,000, may be considered to be generally representative of the expenditures of families in cities of this size, meeting the requirements of the investigation.

This representativeness was sought by two methods: First, the families actually visited in any city were drawn by lot in such a way that each family of a wage earner or a lower-salaried clerical worker had the same chance to be included as any other. Those actually scheduled are, therefore, presumably representative. Secondly, the 42 cities covered were distributed geographically from north to south and from coast to coast in such a way that data for several representative cities in each region could be combined. Preliminary tests indicated that there were greater differences in consumption and spending habits between cities in different regions than between different cities in the same region. The data for all cities studied within each region were therefore pooled and the averages for the regions were then combined, each being given an importance relative to that of the combined population of all cities with populations over 50,000² in that region.

This procedure gives to the pooled regional totals the relative emphasis which is warranted by regional population distribution.³

Family Composition and Income

Wide differences in expenditure patterns are found at the successive income levels covered by this study. They represent the effect not

¹ Principal among the criteria for inclusion were the following requirements:

1. The chief earner a wage earner or lower-salaried clerical worker. No families in which the chief earner was a domestic worker were included though families in which subsidiary earners were domestic workers were eligible.

2. At least one wage earner or lower-salaried clerical worker who worked a minimum of 1,008 hours in 36 weeks (or 28 hours in each of 30 weeks if employed in a distinctly seasonal industry, such as the clothing and construction industries).

3. A minimum annual income during the schedule year of \$500, of which at least \$300 was earned by one person.

4. No clerical worker in the family who earned over \$2,000 in the year covered by the schedule or \$200 in any one month of that year.

5. Not over 25 percent of total income from sources other than earnings (such as rents, interest, or dividends). Receipts from boarders and lodgers were treated as earnings.

6. No income from direct relief or work relief at any time in the year covered by the schedule.

For a complete account of the sampling procedure, see appendix D of any of the regional bulletins.

² The population of metropolitan areas as defined in the 15th Census of the United States: 1930, Metropolitan Districts, Population and Area, rather than that within the city limits was used. For New York City, however, the population figure for the city proper in 1930 was used.

³ For a more complete description of the weighting process employed in combining data for 42 cities, see the appendix in forthcoming Bulletin No. 638.

only of the amount of money available for spending, but the fact that, in the wage earner and clerical groups, differences in family income are associated with differences in family size and composition. Variations in expenditure patterns from income level to income level also reflect the influence of differing occupational and age composition at high as compared with low income levels, and differences in the relative importance of earnings from supplementary workers.⁴

The average economic family studied in these 42 cities consisted of 3.60 persons, of whom 1.03 were children under 16 and 2.57 were adults (see table 2). Approximately one-fifth of the families studied were composed of man and wife only, and almost as many were families including man, wife, and 2 to 4 children. Families consisting entirely of adults, inclusive of families composed only of man and wife, constituted over two-fifths of the entire group studied; families with man and wife and children under 16 constituted almost another two-fifths while the remaining fifth were families with children and adults in addition to, or other than, man and wife.

The families studied were definitely larger, and the proportion of family members over 16 years old was greater at the higher incomes. Thus, the average number of persons per family increased from just over three⁵ among families with incomes of \$500-\$600 to almost five among those with incomes of \$3,000 and over. Even more strikingly, the average number of persons over 16 increased from 2.3 per family at the low income levels to 4.3 at the highest level studied. Obviously, in families in which the husband and wife are the only adults, the opportunity for supplementary earnings is much more limited than in families in which there are three to five adults. Correspondingly, the much smaller percentage of families composed of man, wife, and children under 16 at higher income levels than at lower is another evidence of this situation. In such families the possibility of contributions from supplementary earners is relatively small, and the majority of such families in the wage-earning and clerical group were found at the lower income levels.

⁴ In using these figures, it should be remembered that families of the wage-earner and clerical groups as defined for this study include only families in which at least 75 percent of the income comes from earnings.

⁵ At the lower end of the income scale the relatively small number of families and the relatively small number of children in such independent families as were covered by this study, is probably due to the selective effect of relief policy. In all but 1 of 42 cities, the average size of families on the relief rolls was 10 to 20 percent larger than the average size of the families surveyed in this investigation. The difference between the average size of the independent families in the lower income brackets and the families on relief emphasizes the difficulty of supporting a family with several children in a period when employment opportunities are limited.

TABLE 2.—Distribution by Occupation and Household Composition, by Income Level, of Families of Employed Wage Earners and Clerical Workers in 42 Cities Combined

14,469 WHITE AND NEGRO FAMILIES

[Data cover 12 months within the period 1934-36]

| Item | All families | Families with annual net income of— | | | | | | | | | |
|--|--------------|-------------------------------------|----------------|------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|------------------|
| | | \$500 to \$600 | \$600 to \$900 | \$900 to \$1,200 | \$1,200 to \$1,500 | \$1,500 to \$1,800 | \$1,800 to \$2,100 | \$2,100 to \$2,400 | \$2,400 to \$2,700 | \$2,700 to \$3,000 | \$3,000 and over |
| <i>Occupation of chief earner and family type</i> | | | | | | | | | | | |
| Percent of families in survey..... | 100.0 | 0.8 | 8.4 | 20.4 | 23.8 | 20.3 | 15.1 | 5.6 | 2.7 | 1.3 | 1.6 |
| Percent of families in which chief earner is— | | | | | | | | | | | |
| Clerical worker..... | 27.7 | 1.5 | 14.0 | 21.0 | 26.6 | 33.3 | 37.0 | 27.9 | 29.8 | 41.6 | 46.7 |
| Skilled wage earner..... | 23.3 | 11.4 | 8.7 | 16.3 | 23.2 | 26.9 | 29.6 | 35.3 | 33.3 | 29.0 | 31.1 |
| Semiskilled wage earner..... | 35.2 | 46.5 | 45.6 | 40.8 | 38.0 | 31.0 | 28.1 | 29.7 | 29.8 | 27.2 | 18.3 |
| Unskilled wage earner..... | 13.8 | 40.6 | 31.7 | 21.9 | 12.2 | 8.8 | 5.3 | 7.1 | 7.1 | 2.2 | 3.9 |
| Percent of families composed of— | | | | | | | | | | | |
| Man and wife..... | 21.6 | 29.0 | 28.8 | 24.3 | 22.1 | 20.9 | 18.9 | 16.6 | 12.6 | 14.0 | 12.6 |
| Man, wife, and 1 child..... | 17.8 | 13.2 | 15.5 | 21.1 | 19.4 | 19.2 | 17.4 | 11.1 | 7.7 | 4.9 | 2.6 |
| Man, wife, and 2 to 4 children..... | 19.4 | 17.9 | 15.8 | 20.9 | 23.1 | 20.7 | 19.1 | 14.0 | 6.4 | 6.3 | 1.8 |
| Man, wife, and 5 or more children..... | .9 | .3 | .9 | 1.1 | 1.2 | .9 | .7 | .5 | .4 | 0 | 0 |
| Man, wife, children, and adults (4 to 6 persons)..... | 11.6 | 5.1 | 8.0 | 9.1 | 10.1 | 11.6 | 15.0 | 17.6 | 22.4 | 12.5 | 15.4 |
| Man, wife, children, and adults (7 or more persons)..... | 3.8 | 1.9 | 2.1 | 2.9 | 3.0 | 3.5 | 4.9 | 6.3 | 7.6 | 6.3 | 10.3 |
| Man, wife, and 1 adult..... | 8.3 | 4.6 | 7.9 | 6.8 | 7.9 | 8.5 | 9.5 | 10.0 | 10.5 | 15.4 | 7.0 |
| Man, wife, and 2 to 4 adults..... | 6.2 | 2.5 | 2.1 | 3.2 | 3.8 | 6.9 | 7.0 | 11.9 | 17.9 | 26.1 | 27.8 |
| Man, wife, and 5 or more adults..... | .2 | 0 | .1 | .1 | .1 | .1 | .1 | .6 | .8 | .8 | 2.9 |
| Adults (2 or 3 persons, not including man and wife)..... | 6.3 | 15.8 | 12.7 | 7.2 | 5.9 | 4.8 | 4.2 | 6.0 | 5.0 | 4.1 | 3.5 |
| Adults (4 or more persons, not including man and wife)..... | 1.6 | 0 | 1.0 | 1.2 | 1.1 | 1.1 | 1.4 | 3.4 | 5.0 | 7.8 | 13.3 |
| Adult or adults, and children (2 or 3 persons not including man and wife)..... | 1.0 | 7.4 | 2.8 | 1.0 | 1.2 | .7 | .4 | .2 | .7 | 0 | .3 |
| Adult or adults, and children (4 or more persons, not including man and wife)..... | 1.3 | 2.3 | 2.3 | 1.1 | 1.1 | 1.1 | 1.4 | 1.8 | 3.0 | 1.8 | 2.5 |
| Percent of families having no homemaker..... | .4 | 1.7 | .1 | .2 | .5 | .2 | .6 | .3 | 0 | 2.0 | .8 |
| <i>Composition of household</i> | | | | | | | | | | | |
| Average number of persons in household..... | 3.79 | 3.24 | 3.27 | 3.57 | 3.68 | 3.82 | 3.97 | 4.32 | 4.48 | 4.59 | 4.97 |
| Percent of households with— | | | | | | | | | | | |
| Boarders and lodgers..... | 7.2 | 6.2 | 4.4 | 6.5 | 8.9 | 6.6 | 8.4 | 13.1 | 8.2 | 8.9 | 6.7 |
| Boarders only..... | 2.7 | 1.6 | 1.6 | 2.7 | 4.9 | 3.2 | 2.3 | 2.7 | 3.9 | 2.4 | 4.3 |
| Lodgers only..... | 7.8 | 4.6 | 4.6 | 6.3 | 9.9 | 9.0 | 9.4 | 12.4 | 9.4 | 6.4 | 7.3 |
| Other persons..... | 5.3 | 2.7 | 3.6 | 3.9 | 5.2 | 5.8 | 6.8 | 8.3 | 6.7 | 11.9 | 8.8 |
| Average size of economic family: | | | | | | | | | | | |
| Number of persons..... | 3.60 | 3.11 | 3.18 | 3.41 | 3.54 | 3.62 | 3.76 | 4.03 | 4.26 | 4.37 | 4.82 |
| Under 16 years..... | 1.03 | .85 | .86 | 1.03 | 1.13 | 1.07 | 1.10 | .99 | .82 | .58 | .55 |
| 16 years and over..... | 2.57 | 2.26 | 2.32 | 2.38 | 2.41 | 2.55 | 2.66 | 3.04 | 3.44 | 3.79 | 4.27 |
| Expenditure units..... | 3.32 | 2.85 | 2.91 | 3.11 | 3.24 | 3.32 | 3.48 | 3.77 | 4.04 | 4.12 | 4.65 |
| Average number of persons in household not members of economic family..... | .21 | .12 | .12 | .18 | .19 | .32 | .25 | .35 | .30 | .24 | .21 |

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TABLE 2.—Distribution by Occupation and Household Composition, by Income Level, of Families of Employed Wage Earners and Clerical Workers in 42 Cities Combined—Continued

12,903 WHITE FAMILIES

| Item | All families | Families with annual net income of— | | | | | | | | | |
|--|--------------|-------------------------------------|----------------|------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|------------------|
| | | \$500 to \$600 | \$600 to \$900 | \$900 to \$1,200 | \$1,200 to \$1,500 | \$1,500 to \$1,800 | \$1,800 to \$2,100 | \$2,100 to \$2,400 | \$2,400 to \$2,700 | \$2,700 to \$3,000 | \$3,000 and over |
| <i>Occupation of chief earner and family type</i> | | | | | | | | | | | |
| Percent of families in survey----- | 100.0 | 0.5 | 7.1 | 19.8 | 24.2 | 21.0 | 15.7 | 5.8 | 2.8 | 1.4 | 1.7 |
| Percent of families in which chief earner is— | | | | | | | | | | | |
| Clerical worker----- | 28.8 | 2.4 | 16.9 | 22.4 | 27.1 | 33.6 | 36.8 | 27.9 | 30.0 | 41.7 | 46.8 |
| Skilled wage earner----- | 24.2 | 18.3 | 10.1 | 17.2 | 23.7 | 27.1 | 29.4 | 35.4 | 33.5 | 29.0 | 31.3 |
| Semiskilled wage earner----- | 35.4 | 53.3 | 48.8 | 41.8 | 38.1 | 31.1 | 28.0 | 29.7 | 29.7 | 27.2 | 18.4 |
| Unskilled wage earner----- | 11.6 | 26.0 | 24.2 | 18.6 | 11.1 | 8.2 | 5.8 | 7.0 | 6.8 | 2.1 | 3.5 |
| Percent of families composed of— | | | | | | | | | | | |
| Man and wife----- | 21.1 | 25.8 | 27.4 | 23.6 | 21.9 | 20.9 | 18.9 | 16.6 | 12.7 | 14.0 | 12.7 |
| Man, wife, and 1 child----- | 18.0 | 13.6 | 15.7 | 21.6 | 19.7 | 19.3 | 17.5 | 11.1 | 7.8 | 4.9 | 2.6 |
| Man, wife, and 2 to 4 children----- | 19.6 | 15.7 | 16.0 | 21.5 | 23.3 | 20.8 | 19.2 | 14.0 | 6.4 | 6.3 | 1.8 |
| Man, wife, and 5 or more children----- | .8 | 0 | .4 | .9 | 1.2 | .9 | .7 | .5 | .4 | 0 | 0 |
| Man, wife, and children and adults (4 to 6 persons)----- | 11.7 | 3.6 | 7.9 | 9.0 | 10.1 | 11.6 | 14.9 | 17.6 | 22.6 | 12.6 | 15.5 |
| Man, wife, and children and adults (7 or more persons)----- | 3.7 | .8 | 1.9 | 2.6 | 2.9 | 3.5 | 4.9 | 6.3 | 7.4 | 6.3 | 10.4 |
| Man, wife, and 1 adult----- | 8.2 | 4.2 | 7.8 | 6.6 | 7.8 | 8.4 | 9.4 | 10.0 | 10.4 | 15.4 | 6.8 |
| Man, wife, and 2 to 4 adults----- | 6.3 | 3.0 | 2.0 | 3.2 | 3.7 | 6.8 | 7.0 | 11.9 | 17.8 | 26.0 | 27.6 |
| Man, wife, and 5 or more adults----- | .2 | 0 | 0 | .1 | .1 | .1 | .1 | .6 | .8 | .8 | 2.9 |
| Adults (2 or 3 persons, not including man and wife)----- | 6.4 | 23.8 | 14.5 | 7.6 | 5.9 | 4.8 | 4.2 | 6.0 | 5.0 | 4.1 | 3.5 |
| Adults (4 or more persons, not including man and wife)----- | 1.7 | 0 | 1.2 | 1.2 | 1.1 | 1.1 | 1.4 | 3.4 | 5.0 | 7.8 | 13.4 |
| Adult or adults, and children (2 or 3 persons, not including man and wife)----- | 1.0 | 7.9 | 3.1 | 1.1 | 1.2 | .7 | .4 | .2 | .7 | 0 | .3 |
| Adult or adults, and children (4 or more persons, not including man and wife)----- | 1.3 | 1.6 | 2.1 | 1.0 | 1.1 | 1.1 | 1.4 | 1.8 | 3.0 | 1.8 | 2.5 |
| Percent of families having no homemaker----- | .4 | 3.0 | .1 | .2 | .5 | .2 | .6 | .3 | 0 | 2.0 | .8 |
| <i>Composition of household</i> | | | | | | | | | | | |
| Average number of persons in household----- | 3.79 | 3.11 | 3.22 | 3.55 | 3.67 | 3.81 | 3.97 | 4.31 | 4.48 | 4.59 | 4.97 |
| Percent of households with— | | | | | | | | | | | |
| Boards and lodgers----- | 7.4 | 7.5 | 4.8 | 6.8 | 7.3 | 6.6 | 8.4 | 13.1 | 8.3 | 8.9 | 6.7 |
| Boards only----- | 2.6 | 1.6 | 1.3 | 2.5 | 2.8 | 3.1 | 2.2 | 2.6 | 3.8 | 2.4 | 4.1 |
| Lodgers only----- | 7.8 | 5.0 | 4.3 | 6.2 | 6.9 | 8.9 | 9.4 | 12.4 | 9.5 | 6.4 | 7.1 |
| Other persons----- | 5.4 | 2.8 | 3.5 | 4.0 | 4.8 | 5.7 | 6.8 | 8.3 | 6.4 | 11.9 | 8.9 |
| Average size of economic family: | | | | | | | | | | | |
| Number of persons----- | 3.60 | 2.95 | 3.12 | 3.39 | 3.53 | 3.62 | 3.76 | 4.02 | 4.26 | 4.37 | 4.82 |
| Under 16 years of age----- | 1.03 | .66 | .81 | 1.02 | 1.13 | 1.07 | 1.11 | .99 | .82 | .58 | .55 |
| 16 years of age and over----- | 2.57 | 2.29 | 2.31 | 2.37 | 2.40 | 2.55 | 2.65 | 3.03 | 3.44 | 3.79 | 4.27 |
| Expenditure units----- | 3.32 | 2.74 | 2.86 | 3.09 | 3.23 | 3.32 | 3.48 | 3.76 | 4.04 | 4.12 | 4.65 |
| Average number of persons in household not members of economic family----- | .21 | .15 | .11 | .18 | .19 | .22 | .25 | .35 | .29 | .24 | .21 |

TABLE 2.—Distribution by Occupation and Household Composition, by Income Level, of Families of Employed Wage Earners and Clerical Workers in 42 Cities Combined—Continued

1,566 NEGRO FAMILIES¹

| Item | All families | Families with annual net income of— | | | | | | | | |
|--|--------------|-------------------------------------|----------------|------------------|--------------------|--------------------|--------------------|--------------------|--------------------|-----------------------------|
| | | \$500 to \$600 | \$600 to \$900 | \$900 to \$1,200 | \$1,200 to \$1,500 | \$1,500 to \$1,800 | \$1,800 to \$2,100 | \$2,100 to \$2,400 | \$2,400 to \$2,700 | \$2,700 to \$3,000 and over |
| <i>Occupation of chief earner and family type</i> | | | | | | | | | | |
| Percent of families in survey..... | 100.0 | 8.7 | 35.2 | 33.6 | 13.7 | 5.5 | ² 3.3 | ----- | ----- | ----- |
| Percent of families in which chief earner is— | | | | | | | | | | |
| Clerical worker..... | 4.0 | 0.3 | 0.9 | 2.8 | 7.4 | 12.6 | 30.5 | ----- | ----- | ----- |
| Skilled wage earner..... | 4.3 | 2.6 | 2.6 | 4.4 | 4.2 | 12.3 | 14.4 | ----- | ----- | ----- |
| Semiskilled wage earner..... | 30.0 | 38.1 | 30.9 | 27.8 | 34.1 | 21.0 | 20.2 | ----- | ----- | ----- |
| Unskilled wage earner..... | 61.7 | 59.0 | 65.6 | 65.0 | 54.3 | 54.1 | 34.9 | ----- | ----- | ----- |
| Percent of families composed of— | | | | | | | | | | |
| Man and wife..... | 32.2 | 33.0 | 35.1 | 34.0 | 29.8 | 19.7 | 9.6 | ----- | ----- | ----- |
| Man, wife, and 1 child..... | 13.3 | 12.7 | 14.7 | 14.7 | 8.6 | 9.3 | 9.6 | ----- | ----- | ----- |
| Man, wife, and 2 to 4 children..... | 14.1 | 20.8 | 14.9 | 13.0 | 14.5 | 9.3 | 3.8 | ----- | ----- | ----- |
| Man, wife, and 5 or more children..... | 2.6 | .7 | 3.2 | 3.1 | 1.2 | 4.7 | 0 | ----- | ----- | ----- |
| Man, wife, and children and adults (4 to 6 persons)..... | 9.8 | 7.1 | 8.4 | 10.4 | 10.4 | 13.9 | 21.2 | ----- | ----- | ----- |
| Man, wife, and children and adults (7 or more persons)..... | 5.2 | 3.2 | 3.2 | 6.2 | 8.0 | 7.0 | 7.7 | ----- | ----- | ----- |
| Man, wife, and 1 adult..... | 10.0 | 5.1 | 8.6 | 9.6 | 13.3 | 16.3 | 19.3 | ----- | ----- | ----- |
| Man, wife, and 2 to 4 adults..... | 4.8 | 1.9 | 2.8 | 4.0 | 6.7 | 15.1 | 17.3 | ----- | ----- | ----- |
| Man, wife, and 5 or more adults..... | .1 | 0 | .2 | 0 | 0 | 0 | 0 | ----- | ----- | ----- |
| Adults (2 or more persons, not including man and wife)..... | 3.7 | 5.5 | 4.5 | 1.6 | 6.1 | 1.2 | 5.8 | ----- | ----- | ----- |
| Adults (4 or more persons, not including man and wife)..... | .7 | 0 | .3 | .7 | .8 | 2.3 | 1.9 | ----- | ----- | ----- |
| Adult or adults, and children (2 or 3 persons, not including man and wife)..... | 1.1 | 6.8 | 1.2 | .2 | 0 | 0 | 0 | ----- | ----- | ----- |
| Adult or adults, and children (4 or more persons, not including man and wife)..... | 2.4 | 3.2 | 2.9 | 2.5 | .6 | 1.2 | 3.8 | ----- | ----- | ----- |
| Percent of families having no homemaker..... | .2 | 0 | .2 | .4 | 0 | .5 | 0 | ----- | ----- | ----- |
| <i>Composition of household</i> | | | | | | | | | | |
| Average number of persons in household..... | 3.76 | 3.41 | 3.50 | 3.82 | 4.05 | 4.34 | 4.65 | ----- | ----- | ----- |
| Percent of households with— | | | | | | | | | | |
| Boarders and lodgers..... | 3.7 | 4.5 | 2.5 | 2.8 | 7.1 | 5.5 | 5.6 | ----- | ----- | ----- |
| Boarders only..... | 5.0 | 1.6 | 2.7 | 5.1 | 8.6 | 8.0 | 19.7 | ----- | ----- | ----- |
| Lodgers only..... | 7.7 | 4.2 | 5.8 | 7.6 | 12.8 | 13.4 | 6.1 | ----- | ----- | ----- |
| Other persons..... | 3.6 | 2.6 | 3.8 | 2.6 | 2.0 | 10.2 | 10.8 | ----- | ----- | ----- |
| Average size of economic family: | | | | | | | | | | |
| Number of persons..... | 3.59 | 3.31 | 3.42 | 3.64 | 3.76 | 3.90 | 4.50 | ----- | ----- | ----- |
| Under 16 years of age..... | 1.09 | 1.09 | 1.07 | 1.16 | 1.10 | 1.07 | .76 | ----- | ----- | ----- |
| 16 years of age and over..... | 2.50 | 2.22 | 2.35 | 2.48 | 2.66 | 2.83 | 3.74 | ----- | ----- | ----- |
| Expenditure units..... | 3.28 | 2.98 | 3.11 | 3.33 | 3.45 | 3.57 | 4.26 | ----- | ----- | ----- |
| Average number of persons in household not members of economic family..... | .20 | .09 | .17 | .18 | .31 | .34 | .34 | ----- | ----- | ----- |

¹ For Negro families, figures in column "\$1,800 to \$2,100" relate to families with annual income of \$1,800 or over.

² Figures in this column relate to Negro families with annual income of \$1,800 or over.

The persons who pooled their incomes, and were dependent upon the common fund, were not the only members in the households. On the average, one in five households had a member who was outside the economic family, such as a boarder or lodger or guest. Approximately 7 percent of the households studied had boarders and lodgers, another 8 percent had persons who lodged only and 3 percent had persons who boarded only. In general, there was a tendency for the percentage of families having lodgers in their households to be larger at higher income levels, up to the \$2,100-\$2,400 group, and to decline slightly thereafter.

Income and Occupation

In 35 percent of the families surveyed, the chief earner was a semiskilled laborer; in 28 percent, a lower-salaried clerical worker; in 23 percent, a skilled laborer, and in 14 percent, an unskilled laborer (table 2). The relatively small proportion of unskilled laborers included is explained in part by the period of the business cycle in which the investigation was undertaken and the difficulty experienced by such workers in obtaining enough employment to attain an income of at least \$500, or to keep their families from the relief rolls.

The higher the income level, the greater in general was the proportion of families in which the chief earner was a clerical worker or skilled worker. Conversely, the lower the income level the fewer relatively were the families whose chief earner was classified as a clerical or skilled worker. Therefore, in connection with the consideration of changes in family expenditures with changes in income, it is well to recognize that the families classified at the higher income levels represent larger proportions of clerical and skilled workers, as well as larger families composed of more adults than those at the lower income levels.

Sources of Family Income

One-third of all the families found it possible to supplement the earnings of the principal earner by earnings of other members of the family (table 3). The average number of persons per family who reported some gainful employment during the year was 1.41. Of the total family income (which averaged \$1,524 for the entire group surveyed), an average of \$175 was contributed by subsidiary earners, \$1,285 by the chief earner, and the remainder, \$64, covered income from all other sources. This last item includes net earnings from boarders and lodgers, which accounted for \$32 of the \$64. Average amounts of \$10 or less per year each were received from pensions and insurance annuities, gifts from persons outside the economic family, net rents, interest and dividends, and miscellaneous sources.

TABLE 3.—Sources of Income of Families of Employed Wage Earners and Clerical Workers, by Income Level, in 42 Cities Combined

14,469 WHITE AND NEGRO FAMILIES

[Data cover 12 months within the period 1934-36]

| Item | All families | Income level—Families with annual net income of— | | | | | | | | | |
|--|--------------|--|----------------|-----------------|------------------|------------------|------------------|------------------|------------------|------------------|-----------------|
| | | \$500 to \$600 | \$600 to \$900 | \$900 to \$1200 | \$1200 to \$1500 | \$1500 to \$1800 | \$1800 to \$2100 | \$2100 to \$2400 | \$2400 to \$2700 | \$2700 to \$3000 | \$3000 and over |
| Percent of families in survey..... | 100.0 | 0.8 | 8.4 | 20.4 | 23.8 | 20.3 | 15.1 | 5.6 | 2.7 | 1.3 | 1.6 |
| Percent of families having— | | | | | | | | | | | |
| Earnings of subsidiary earners..... | 32.4 | 25.3 | 24.1 | 50.1 | 26.5 | 30.7 | 44.3 | 59.0 | 70.8 | 87.6 | 93.4 |
| Net earnings from boarders and lodgers..... | 16.4 | 8.4 | 9.5 | 24.4 | 16.0 | 17.7 | 18.5 | 25.9 | 20.5 | 13.7 | 17.1 |
| Other net rents..... | 6.3 | 1.0 | 5.0 | 6.7 | 5.6 | 7.3 | 8.0 | 9.6 | 9.2 | 10.5 | 9.3 |
| Interest and dividends..... | 12.8 | 3.8 | 7.5 | 13.8 | 11.8 | 15.1 | 16.8 | 17.5 | 15.3 | 20.2 | 25.8 |
| Pensions and insurance annuities..... | 3.7 | .1 | 4.4 | 4.9 | 3.0 | 3.7 | 3.4 | 7.8 | 9.2 | 5.7 | 8.4 |
| Gifts from persons outside economic family..... | 10.0 | 6.0 | 8.7 | 14.8 | 11.3 | 9.3 | 9.6 | 10.4 | 11.1 | 10.5 | 6.7 |
| Other sources of income..... | 4.5 | 2.7 | 5.3 | 5.8 | 3.8 | 4.7 | 5.1 | 8.2 | 7.4 | 4.6 | 6.7 |
| Deductions from income (business losses and expenses)..... | 5.8 | 3.7 | 5.5 | 6.5 | 6.8 | 5.6 | 5.6 | 7.2 | 5.9 | 12.4 | 6.9 |
| Surplus (net increase in assets and/or decrease in liabilities)..... | 59.2 | 41.0 | 44.5 | 52.9 | 58.1 | 63.0 | 63.1 | 68.1 | 70.4 | 73.9 | 77.4 |
| Deficit (net decrease in assets and/or increase in liabilities)..... | 37.8 | 46.4 | 53.4 | 42.5 | 39.3 | 35.0 | 32.1 | 30.8 | 28.6 | 26.1 | 19.1 |
| Inheritance..... | .6 | 1.0 | .7 | .5 | .7 | .5 | .8 | .8 | .3 | .1 | 0 |
| Average number of gainful workers per family..... | 1.41 | 1.29 | 1.26 | 1.25 | 1.30 | 1.37 | 1.43 | 1.80 | 2.05 | 2.41 | 3.04 |
| | | Average annual amount | | | | | | | | | |
| Total net family income..... | \$1524 | \$552 | \$777 | \$1065 | \$1352 | \$1641 | \$1937 | \$2252 | \$2529 | \$2881 | \$3468 |
| Earnings of individuals..... | 1460 | 542 | 737 | 1026 | 1300 | 1577 | 1861 | 2100 | 2379 | 2800 | 3338 |
| Chief earner..... | 1285 | 514 | 722 | 973 | 1212 | 1439 | 1661 | 1675 | 1684 | 1745 | 1771 |
| Subsidiary earners..... | 175 | 28 | 35 | 53 | 88 | 138 | 200 | 425 | 695 | 1055 | 1567 |
| Males 16 years and over..... | 1257 | 371 | 585 | 888 | 1162 | 1413 | 1657 | 1729 | 1807 | 2047 | 2315 |
| Males under 16 years..... | (1) | 0 | (1) | (1) | (1) | (1) | (1) | 1 | (1) | (1) | (1) |
| Females 16 years and over..... | 203 | 171 | 172 | 138 | 138 | 164 | 204 | 370 | 572 | 753 | 1023 |
| Females under 16 years..... | (1) | 0 | (1) | (1) | (1) | (1) | (1) | (1) | (1) | 0 | 0 |
| Net earnings from boarders and lodgers..... | 32 | 8 | 10 | 23 | 30 | 34 | 40 | 65 | 57 | 35 | 35 |
| Other net rents..... | 7 | 1 | 3 | 4 | 6 | 8 | 9 | 13 | 10 | 8 | 14 |
| Interest and dividends..... | 4 | (1) | 1 | 2 | 3 | 3 | 6 | 11 | 8 | 8 | 13 |
| Pensions and insurance annuities..... | 10 | (1) | 3 | 5 | 6 | 8 | 9 | 33 | 39 | 32 | 39 |
| Gifts from persons outside economic family..... | 7 | 1 | 3 | 5 | 7 | 7 | 7 | 14 | 10 | 6 | 12 |
| Other sources of income..... | 7 | 1 | 3 | 3 | 4 | 7 | 7 | 20 | 30 | 2 | 22 |
| Deductions from income (business losses and expenses)..... | -3 | -1 | -3 | -3 | -4 | -3 | -2 | -4 | -4 | -10 | -5 |
| Average surplus per family having surplus (net increase in assets and/or decrease in liabilities)..... | 149 | 36 | 56 | 79 | 108 | 151 | 223 | 243 | 254 | 331 | 377 |
| Average deficit per family having deficit (net decrease in assets and/or increase in liabilities)..... | 203 | 202 | 159 | 186 | 194 | 218 | 225 | 233 | 268 | 325 | 319 |
| Average net change in assets and liabilities for all families in survey..... | +11 | -80 | -62 | -37 | -13 | +19 | +68 | +94 | +103 | +105 | +231 |
| Average inheritance..... | 2 | 1 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | (1) | 0 |

1 Less than 50 cents.

TABLE 3.—Sources of Income of Families of Employed Wage Earners and Clerical Workers, by Income Level, in 42 Cities Combined—Continued

12,903 WHITE FAMILIES

| Item | All families | Income level—Families with annual net income of— | | | | | | | | | |
|--|--------------|--|----------------|-----------------|------------------|------------------|------------------|------------------|------------------|------------------|-----------------|
| | | \$500 to \$600 | \$600 to \$900 | \$900 to \$1200 | \$1200 to \$1500 | \$1500 to \$1800 | \$1800 to \$2100 | \$2100 to \$2400 | \$2400 to \$2700 | \$2700 to \$3000 | \$3000 and over |
| Percent of families in survey..... | 100.0 | 0.5 | 7.1 | 19.8 | 24.2 | 21.0 | 15.7 | 5.8 | 2.8 | 1.4 | 1.7 |
| Percent of families having— | | | | | | | | | | | |
| Earnings of subsidiary earners..... | 31.9 | 14.0 | 22.2 | 21.4 | 25.7 | 30.4 | 44.2 | 58.9 | 70.6 | 87.6 | 93.4 |
| Net earnings from boarders and lodgers..... | 16.5 | 9.7 | 9.6 | 14.5 | 15.7 | 17.6 | 18.5 | 25.9 | 20.5 | 13.7 | 16.8 |
| Other net rents..... | 6.5 | 1.7 | 3.8 | 4.6 | 5.7 | 7.3 | 8.0 | 9.6 | 9.3 | 10.5 | 9.4 |
| Interest and dividends..... | 13.1 | 6.0 | 5.8 | 10.0 | 11.9 | 15.1 | 16.8 | 17.4 | 15.3 | 20.2 | 26.0 |
| Pensions and insurance annuities..... | 3.6 | 0 | 1.9 | 2.8 | 2.9 | 3.7 | 3.4 | 7.7 | 9.2 | 5.7 | 8.4 |
| Gifts from persons outside economic family..... | 10.2 | 6.2 | 7.2 | 11.3 | 11.4 | 9.3 | 9.7 | 10.4 | 11.0 | 10.5 | 6.5 |
| Other sources of income..... | 4.5 | 2.4 | 3.7 | 3.3 | 3.7 | 4.7 | 5.1 | 8.1 | 7.5 | 4.6 | 6.5 |
| Deductions from income (business losses and expenses)..... | 5.9 | 4.1 | 4.1 | 4.9 | 6.9 | 5.7 | 5.6 | 7.2 | 5.9 | 12.4 | 6.9 |
| Surplus (net increase in assets and/or decrease in liabilities)..... | 58.9 | 24.2 | 38.3 | 51.9 | 57.8 | 62.8 | 63.0 | 68.1 | 70.5 | 74.0 | 77.4 |
| Deficit (net decrease in assets and/or increase in liabilities)..... | 38.1 | 57.3 | 55.9 | 43.4 | 39.5 | 35.2 | 32.1 | 30.7 | 28.6 | 26.0 | 19.0 |
| Inheritance..... | .6 | 1.7 | .8 | .5 | .7 | .5 | .8 | .3 | .3 | 0 | 0 |
| Average number of gainful workers per family..... | 1.40 | 1.15 | 1.23 | 1.23 | 1.29 | 1.37 | 1.43 | 1.80 | 2.04 | 2.41 | 2.84 |
| | | Average annual amount | | | | | | | | | |
| Total net family income..... | \$1546 | \$555 | \$781 | \$1068 | \$1351 | \$1642 | \$1935 | \$2253 | \$2530 | \$2880 | \$3466 |
| Earnings of individuals..... | 1482 | 542 | 760 | 1028 | 1300 | 1578 | 1859 | 2101 | 2379 | 2799 | 3337 |
| Chief earner..... | 1304 | 523 | 729 | 979 | 1215 | 1442 | 1661 | 1677 | 1687 | 1745 | 1772 |
| Subsidiary earners..... | 178 | 19 | 31 | 49 | 85 | 136 | 198 | 424 | 692 | 1054 | 1565 |
| Males 16 years and over..... | 1274 | 314 | 564 | 888 | 1163 | 1414 | 1657 | 1729 | 1806 | 2046 | 2314 |
| Males under 16 years..... | (1) | 0 | (1) | (1) | (1) | (1) | 1 | (1) | (1) | (1) | (1) |
| Females 16 years and over..... | 207 | 228 | 196 | 140 | 136 | 163 | 202 | 371 | 573 | 753 | 1023 |
| Females under 16 years..... | (1) | 0 | (1) | (1) | (1) | (1) | (1) | (1) | 0 | 0 | 0 |
| Net earnings from boarders and lodgers..... | 32 | 11 | 11 | 23 | 29 | 34 | 40 | 65 | 58 | 35 | 34 |
| Other net rents..... | 7 | 2 | 3 | 4 | 6 | 8 | 9 | 13 | 10 | 8 | 14 |
| Interest and dividends..... | 4 | (1) | 1 | 2 | 3 | 3 | 6 | 11 | 8 | 8 | 14 |
| Pensions and insurance annuities..... | 10 | (1) | 3 | 5 | 6 | 8 | 9 | 33 | 39 | 32 | 39 |
| Gifts from persons outside economic family..... | 7 | 1 | 3 | 6 | 7 | 7 | 7 | 14 | 10 | 6 | 11 |
| Other sources of income..... | 7 | 1 | 3 | 3 | 4 | 7 | 7 | 20 | 30 | 2 | 22 |
| Deductions from income (business losses and expenses)..... | -3 | -2 | -3 | -3 | -4 | -3 | -2 | -4 | -4 | -10 | -5 |
| Average surplus per family having surplus (net increase in assets and/or decrease in liabilities)..... | 152 | 29 | 57 | 79 | 108 | 151 | 223 | 243 | 254 | 330 | 378 |
| Average deficit per family having deficit (net decrease in assets and/or increase in liabilities)..... | 207 | 269 | 175 | 190 | 195 | 219 | 226 | 233 | 269 | 326 | 320 |
| Average net change in assets and liabilities for all families in survey..... | +11 | -147 | -77 | -42 | -14 | +18 | +68 | +94 | +103 | +106 | +232 |
| Average inheritance..... | 6 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 0 | 0 |

1 Less than 50 cents.

TABLE 3.—Sources of Income of Families of Employed Wage Earners and Clerical Workers, by Income Level, in 42 Cities Combined—Continued

1,566 NEGRO FAMILIES ²

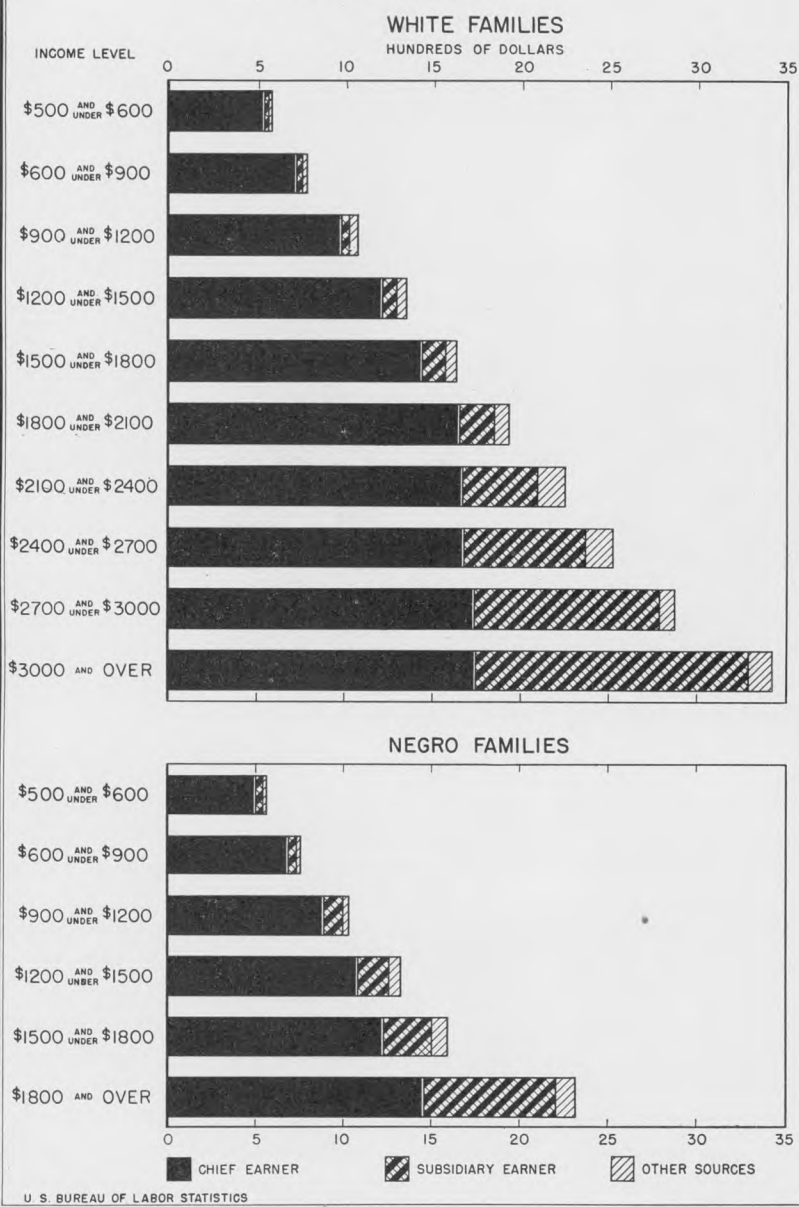
| Item | All families | Income level—Families with annual net income of— | | | | | | | | | | | | | | | | | | | |
|--|------------------|--|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|-----------------|--|--|--|--|--|--|--|--|--|--|
| | | \$500 to \$600 | \$600 to \$900 | \$900 to \$1200 | \$1200 to \$1500 | \$1500 to \$1800 | \$1800 to \$2100 | \$2100 to \$2400 | \$2400 to \$2700 | \$2700 to \$3000 | \$3000 and over | | | | | | | | | | |
| Percent of families in survey..... | 100.0 | 8.7 | 35.2 | 33.6 | 13.7 | 5.5 | 3.3 | | | | | | | | | | | | | | |
| Percent of families having— | | | | | | | | | | | | | | | | | | | | | |
| Earnings of subsidiary earners..... | 42.6 | 39.7 | 32.8 | 42.6 | 57.8 | 54.7 | 70.5 | | | | | | | | | | | | | | |
| Net earnings from boarders and lodgers..... | 15.0 | 6.8 | 9.3 | 15.4 | 26.4 | 24.7 | 28.6 | | | | | | | | | | | | | | |
| Other net rents..... | 2.4 | 0 | 1.1 | 3.4 | 2.8 | 6.0 | 3.3 | | | | | | | | | | | | | | |
| Interest and dividends..... | 7.0 | 1.1 | 5.7 | 6.4 | 10.2 | 15.0 | 16.1 | | | | | | | | | | | | | | |
| Pensions and insurance annuities..... | 5.1 | .3 | 6.6 | 3.3 | 5.0 | 3.4 | 10.3 | | | | | | | | | | | | | | |
| Gifts from persons outside economic family..... | 6.5 | 5.8 | 6.1 | 6.1 | 7.1 | 12.1 | 4.9 | | | | | | | | | | | | | | |
| Other sources of income..... | 4.6 | 3.0 | 3.5 | 3.8 | 8.7 | 3.4 | 11.9 | | | | | | | | | | | | | | |
| Deductions from income (business losses and expenses)..... | 2.7 | 3.2 | 2.3 | 2.7 | 4.1 | 1.5 | 3.4 | | | | | | | | | | | | | | |
| Surplus (net increase in assets and/or decrease in liabilities)..... | 66.0 | 62.3 | 63.4 | 66.0 | 68.0 | 77.4 | 67.3 | | | | | | | | | | | | | | |
| Deficit (net decrease in assets and/or increase in liabilities)..... | 31.1 | 32.5 | 32.7 | 30.9 | 31.3 | 17.1 | 31.0 | | | | | | | | | | | | | | |
| Inheritance..... | .2 | 0 | .5 | 0 | .2 | 0 | .9 | | | | | | | | | | | | | | |
| Average number of gainful workers per family..... | 1.53 | 1.47 | 1.37 | 1.52 | 1.67 | 1.73 | 2.46 | | | | | | | | | | | | | | |
| | | Average annual amount | | | | | | | | | | | | | | | | | | | |
| Total net family income..... | \$1,008 | \$549 | \$758 | \$1,031 | \$1,333 | \$1,592 | \$2,315 | | | | | | | | | | | | | | |
| Earnings of individuals..... | 974 | 543 | 742 | 999 | 1,266 | 1,506 | 2,213 | | | | | | | | | | | | | | |
| Chief earner..... | 853 | 503 | 692 | 895 | 1,087 | 1,234 | 1,462 | | | | | | | | | | | | | | |
| Subsidiary earners..... | 121 | 40 | 50 | 104 | 179 | 272 | 751 | | | | | | | | | | | | | | |
| Males 16 years and over..... | 852 | 443 | 678 | 887 | 1,081 | 1,301 | 1,715 | | | | | | | | | | | | | | |
| Males under 16 years..... | 1 | 0 | (¹) | 3 | (¹) | 3 | 0 | | | | | | | | | | | | | | |
| Females 16 years and over..... | 121 | 100 | 64 | 110 | 185 | 202 | 498 | | | | | | | | | | | | | | |
| Females under 16 years..... | (¹) | 0 | (¹) | (¹) | 0 | 0 | 0 | | | | | | | | | | | | | | |
| Net earnings from boarders and lodgers..... | 21 | 4 | 8 | 21 | 41 | 54 | 56 | | | | | | | | | | | | | | |
| Other net rents..... | 2 | 0 | 1 | 3 | 3 | 7 | 6 | | | | | | | | | | | | | | |
| Interest and dividends..... | 1 | (¹) | (¹) | 1 | 1 | 1 | 1 | | | | | | | | | | | | | | |
| Pensions and insurance annuities..... | 3 | 1 | 3 | 3 | 5 | 7 | 12 | | | | | | | | | | | | | | |
| Gifts from persons outside economic family..... | 3 | 1 | 2 | 3 | 4 | 9 | 11 | | | | | | | | | | | | | | |
| Other sources of income..... | 5 | (¹) | 3 | 3 | 14 | 8 | 20 | | | | | | | | | | | | | | |
| Deductions from income (business losses and expenses)..... | -1 | (¹) | -1 | -2 | -1 | (¹) | -4 | | | | | | | | | | | | | | |
| Average surplus per family having surplus (net increase in assets and/or decrease in liabilities)..... | 84 | 40 | 53 | 80 | 122 | 143 | 277 | | | | | | | | | | | | | | |
| Average deficit per family having deficit (net decrease in assets and/or increase in liabilities)..... | 98 | 55 | 84 | 97 | 153 | 108 | 146 | | | | | | | | | | | | | | |
| Average net change in assets and liabilities for all families in survey..... | +25 | +6 | +6 | +23 | +36 | +92 | +141 | | | | | | | | | | | | | | |
| Average inheritance..... | (¹) | 0 | (¹) | 0 | 1 | 0 | 3 | | | | | | | | | | | | | | |

¹ Less than 50 cents.² For Negro families, data in column "\$1,800 to \$2,100" relate to families with annual income of \$1,800 or over.³ Data in this column relate to families with annual income of \$1,800 or over.

The striking role of earnings of subsidiary earners in family incomes at the higher level is graphically shown in figure 2. At each income level below \$2,100 the earnings of the chief earner constituted on the average four-fifths or more of the total family income, but among families with incomes of \$3,000 or over his earnings represented only slightly over half of the total. The fact that opportunities for an individual wage earner to receive much over \$2,000 are sharply lim-

Fig. 2

SOURCES OF FAMILY INCOME AMONG WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS AT SUCCESSIVE INCOME LEVELS IN 42 CITIES, 1934-36



ited⁶ is indicated in figure 2 by the leveling off of the average earnings of the chief earner at about \$1,700. Although income from sources other than earnings increased somewhat above the \$1,800 family income level, the principal factor accounting for those higher incomes is to be found in the earnings of supplementary workers.

Boys and girls aged under 16 were not substantial contributors to the family purse at any income level. Woman earners, however, contributed about a third as much as man earners at the \$600–\$900 income level and almost one-half as much among families with incomes over \$3,000.

Net earnings from boarders and lodgers increased steadily from an average of \$10 at the \$600–\$900 level to a maximum of \$65 at the \$2,100–\$2,400 level, and declined at higher income levels. This suggests that, on the whole, it is not until after family incomes exceed \$2,400 that pressure to supplement family incomes by taking roomers or boarders lessens.

The largest source of income other than earnings was pensions and insurance annuities (including industrial pensions). This item accounted for an average of \$39 at the highest income level, the second greatest specified source of nonearned income at that level being net rents from property. Part of this income was received by families which owned 2-family houses, one-half of which they occupied as their own dwelling, renting the other half.

Income from such sources as other net rents, interest and dividends, pensions and insurance annuities, gifts, and miscellaneous sources were almost negligible at income levels below \$900, and no one of these sources provided on the average more than \$40 per year at the highest income level covered.

Family Expenditure Patterns

The average amount spent for each of the major categories of consumer expenditures was larger at each successive income level than at the one preceding, but the pattern of the distribution changed markedly with increases in income.

Average incomes increased 271 percent from the \$600–\$900 income bracket to the \$2,700–\$3,000 bracket. Current expenditures did not increase so much, however. At the lower income level, part of current spending was financed from savings, or through credit, and at the higher level an important part of income was saved, and current expenditure was 6.3 percent below current income among families with incomes of approximately \$3,000.

The relative size of expenditures at high as compared to low income levels, by both white and Negro families, for food and other principal items of expense, is shown in figure 3. It will be seen from that chart,

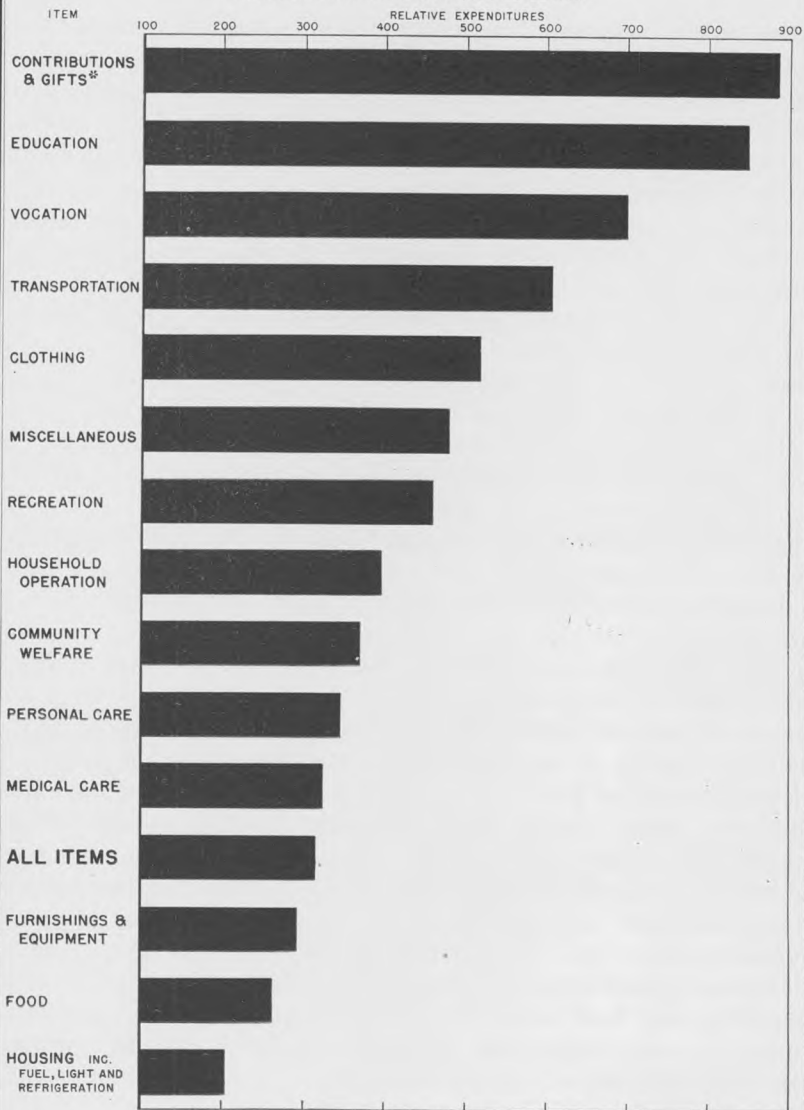
⁶ The plan of the investigation excluded families in which any clerical worker earned over \$2,000, but no upper limit was set for workers classified as wage earners, or for family income as such.

Fig. 3.

RELATIVE EXPENDITURES AT THE
\$2700 TO \$3000 INCOME LEVEL AS COMPARED
WITH THE \$600 TO \$900 LEVEL

FAMILIES OF WAGE EARNERS AND LOWER-SALARIED
CLERICAL WORKERS IN 42 CITIES, 1934 - 36

EXPENDITURES AT THE \$600 TO \$900 LEVEL = 100



U. S. BUREAU OF LABOR STATISTICS

*TO PERSONS OUTSIDE THE ECONOMIC FAMILY

as well as from table 1, that food expenditures more than doubled from the \$600-\$900 bracket to the \$2,700-\$3,000 bracket, but that this was by no means the most striking increase in outlays as more income became available. Gifts and contributions to persons outside the economic family were almost nine times greater at the high level, as were expenditures for formal education. The expansibility in expenditures for such items, as soon as income permits, is indicative of the scale of values of American workers. In the next most elastic group of expenditure items come transportation and clothing expenditures, which were six times and five times greater, respectively, at the high as compared with the low income level. Although the absolute amounts spent for clothing were greater than those for transportation at every income level, the relative increase in the expenditure for transportation was greater. The influence of the more widespread purchase and more extensive operation of automobiles is clearly reflected in this great elasticity of expenditures for transportation. The expansion in clothing expenditures represents not only the fact that the clothing standards of wage earners and clerical workers in America cannot be distinguished from those of any other economic group, but also that the actual sums available for clothing expenditure at the low income level averaged \$74 or about \$23 per person for the year. This amount is so small that there is great pressure to increase this allowance as soon as incomes permit.

Recreation expenditures were approximately five times as great at the high as compared with the low income level, and expenditures for household operation other than fuel, light, and refrigeration were four times as great. In the former figure are included increases in expenditure for movies, reading matter, and tobacco of various forms. The increase in the latter figure represents a more generous use of commercial laundry services and some paid domestic help as well as greater utilization of telephone service at the high income level.

Expenditures for personal care increased more than twofold over the income range, though they represented about 2 percent of total expenditures at each income level. Furnishings and equipment expenditures increased almost as much relatively as did those for personal care, though they were greater in amount and represented a slightly increasing proportion of total expenditures.

Housing expenditures, including rent or current expenses of home ownership, plus fuel, light, and refrigeration, represented almost 30 percent of total expenditures at the lowest income levels, a greater proportion than any other item except food. Food and shelter must be provided for the family, no matter how much sacrifice is made in other expenditures. On the other hand, home expenditures increased at higher income levels relatively less rapidly than any other category of expenditure, rising to \$501 or 19 percent of total family expenditure among families with incomes from \$2,700 to \$3,000.

Even at this relatively high income level, food, housing, fuel, light, and refrigeration claimed almost half of total family expenditure, but this must be contrasted with two-thirds at the \$600-\$900 level. Thus, families with incomes about four times as great had food and housing expenditures slightly over twice as great but clothing expenditures over five times as great.

It is evident from figure 3 that larger pay envelopes would mean increased demand for food and housing and even greater proportionate increases in the demand for laundry and other household services, tobacco, reading materials, movies, and other entertainments, clothing, automobiles, and educational facilities. These are the items which are sacrificed when limited income compels economy, but for which there is very great pressure to increase expenditures as incomes increase.

Savings and Deficits

Each of the families surveyed gave, in addition to an estimate of the items comprising their incomes and their current expenditures, a careful estimate of the net changes for the year in their assets and liabilities.⁷ It will be seen from table 3 that the entire 14,469 families surveyed reported an average surplus for the year of \$11. This was a composite of large deficits at the low income levels (decreasing in size until, at the \$1,500-\$1,800 income level, a small surplus was reported), and at higher income levels, surpluses which grew successively larger, reaching a maximum of \$231 for families with incomes of \$3,000 or over.⁸

Not all families with incomes below \$1,500 had deficits, however, nor did all those with larger incomes have surpluses. At each income level, some saved, while some "went in the hole." From table 3, it is seen that the proportion of families having some savings rose from 44 percent at the \$600-\$900 level to 77 percent of those with incomes of \$3,000 or more.

At the lower income level, the savings of families having any surplus averaged \$36, while the deficits of families drawing on credit and past savings were of much greater magnitude—on the average, \$202. Among the families with incomes of \$3,000 or more the relationship of average surplus to average deficit was quite different. Those making savings averaged \$377, those having deficits \$319.

⁷ For detailed discussion of the items comprising assets and liabilities and method of computing net surplus or net deficit, see any of the regional bulletins, appendix A, notes on tables 2, 4, and 5.

⁸ The fact that the average net change as reported for each income level in table 3 does not exactly equal the difference between average incomes shown in table 3 and average current expenditures shown in table 1 is due to the slight balancing difference between total receipts and total disbursements which was permitted when the original data were secured from the cooperating families. Since no family can be expected to recall its receipts and disbursements over an entire year to the last cent, schedules were accepted in which these two did not differ by more than 5 percent of the larger figure. (See appendix A, of any of the regional bulletins, for further discussion of allowable balancing difference.)

Premium payments on life insurance were treated as savings in this investigation, as were payments of principal on the mortgage of an owned home and payments for permanent improvements on owned homes. Other forms of savings were increases in bank balances, purchase of real property or stocks and bonds, as well as payment upon debts of all kinds, including balances due on installment purchases made prior to the year of the survey. Conversely, among the deficit items were found decreases in bank balances, surrender or settlement of insurance policies, proceeds from sale of goods or property, and increases in debts due, including increases in balances due on goods purchased during the year on the installment plan.

Inheritance, which is neither a part of current income nor a reduction in assets, has been treated as a separate item in total family receipts. So few cases of cash inheritances were reported, however, that the average for this item is negligible at all income levels.

Expenditure Patterns Among White and Negro Families

Differences between the average expenditures of the white and Negro groups covered by the investigation are in large measure income differences. Incomes of the families of white wage earners and clerical workers averaged \$1,546, and those of Negro workers averaged \$1,008.⁹ The proportions of families with incomes of \$1,800 and over amount to 27.4 percent in the white group as compared with 3.3 percent in the Negro group. When the data for the Negro families are compared with those of the white families at the same income level, however, some consistent differences in sources of income and in expenditure patterns appear.

The earnings of the chief earners in Negro families were smaller on the average than those of chief earners in white families at comparable income levels. As a result, Negro families depended more heavily than did white families upon earnings of subsidiary earners to achieve a given income level.

The Negro families, at corresponding income levels, were slightly larger than white families, though the tendency for the larger families to be found at the higher income levels prevailed in both groups. Also, there were relatively more families with small children at the low income levels and more older families composed entirely of adults at the higher income levels in both groups.

⁹ In using these figures it is important to remember that a larger proportion of the Negro than of the white families in the wage-earner and clerical groups in the cities studied were disqualified for the investigation by the lower limit set for annual income (\$500), and the requirements that no relief should have been received during the year covered by the schedule, the chief earner should be a worker found on a regular pay roll, and not in private domestic service. Although the same criteria were used in choosing the white and Negro samples, because of the extremely low incomes of a large part of the Negro group, and the large proportion receiving relief, the families included in the present survey represent a top stratum among families of Negro wage earners and clerical workers. Even with these limitations, the proportion of Negro families drawn in the sample with incomes above \$1,800. was very much smaller than the proportion of white families above that income level.

The proportion of families in which the chief earner was a semi-skilled or unskilled laborer was very much greater in the Negro than in the white group—92 percent among the Negro families, as compared with 47 percent among the white families. This situation reflects the conventional limitation of Negroes to certain types of employment in many communities, and their relative disadvantage as compared with white workers in retaining employment during the depression. There was a tendency corresponding to that found among white families studied, however, for the proportion of clerical and skilled workers to be larger at the higher income levels.

In terms of expenditures for the same items at comparable income levels, consistent differences occurred in food and housing. The Negro families spent on the average less for food at every corresponding income level and less for housing at all but one income level. In terms of percentages of the total, Negro families spent relatively less for food than white families at three out of five comparable income levels and relatively less for housing at three out of five levels. The smaller expenditures for food are only partially accounted for by the relatively greater importance to Negro families of food received as gift or pay.

In separate reports for Negroes in northern cities (see Bull. 637, Vols. I and II, and Bull. 636) a somewhat different situation on housing expenditures is presented. There, the housing expenditures by Negro families were consistently higher at comparable income levels than were those by white families. The customary limitation in many cities of Negro dwellings to certain districts has operated in northern cities to increase rents to Negro families for dwellings comparable in facilities to those occupied by white families. This higher expenditure for housing in northern cities is reflected in the lower expenditure for food. In the southern cities studied, however, the housing facilities of the Negro families were considerably less satisfactory than those of the white group, and their housing expenditures were on the whole lower than those by white families at the same income levels. The relatively heavy proportion of total Negro urban population found in the South means that the data from southern Negroes studied form a preponderant part of the total. Consequently in the data shown in table 1 (pp. 1315-16) the average expenditures for housing for Negroes in all cities combined are not higher than those for white families at comparable income levels.

Consistently higher expenditures at comparable income levels were found among Negro families for gifts and contributions to individuals and to the community welfare. Expenditures for gifts to individuals, in particular, showed a tendency to increase at higher income levels relatively more rapidly among the Negro families studied than among the white. Smaller amounts, on the other hand, were spent by Negro families for transportation, medical care, recreation, educa-

tion, vocation, and miscellaneous items. As a proportion of total expenditures, the Negro families studied consistently spent somewhat more for clothing, for fuel, light, and refrigeration, for furnishings and equipment, for personal care, and for gifts and contributions to individuals and to the community welfare.

A striking difference in the spending patterns of Negro and white families is found in the figures on surplus and deficit (see table 3, pp. 1325-26). Whereas white families showed a progression from average deficits at low income levels to surpluses at high levels, the Negro families showed average surpluses at all income levels studied. The amount of the surplus was very small at the lowest levels and was larger at higher levels, but in view of the figures from the white families at comparable income levels, it is remarkable that there should have been even a small average surplus at the lowest levels. As with the white families, however, some families at every income level had surpluses and some had deficits. At the \$600-\$900 level, the proportion of Negro families having surpluses was much greater than the proportion of white families with a favorable yearly balance. Among Negro families with incomes over \$1,800, about one-third had net deficits and two-thirds net surpluses, proportions not greatly different from those at the lowest levels studied. The average amounts of deficits and of surpluses per family having each grew progressively larger at higher income levels; the net change in assets and liabilities for all Negro families combined rose from an average surplus of \$6 at the two lowest income levels studied to \$141 at the highest. The greater tendency for the Negro than for the white families to have at least a small net saving may be in part an indication of their greater difficulties in securing credit, and in part a greater feeling of insecurity regarding income and a greater hesitation to make commitments. It also undoubtedly reflects the almost universal payment of life-insurance premiums by Negroes, and since these were treated as a savings item such disposition of funds by Negroes tended to increase the net surplus shown for them. Most of the Negro families studied reported regular premium payments for life or for burial insurance. Apparently these families place such payments high on the list of essentials.

It is thus possible to summarize the differences between the expenditure patterns of Negro as compared with white families at the same income level, by saying that the Negroes in general make larger savings than the whites, that they pay more for gifts and contributions, and that in consequence they spend less for most of the other categories of consumer expenditure.

As regards changes in expenditures from one income level to another, however, the effect of larger incomes upon the expenditures of the Negroes for the major categories of families is very similar in its broad outline to the effect of larger incomes on the expenditures of the whites.

SELF-HELP ORGANIZATIONS IN THE UNITED STATES, 1938

AT THE close of 1938 there were 140 self-help organizations in the United States, with about 5,500 members. These self-help cooperatives were in 18 States,¹ the District of Columbia, the Tennessee Valley, the Virgin Islands, and Puerto Rico. Almost one-half of them were in California. From the beginning of the movement, in 1931, to the end of 1938, it is estimated that over half a million families had been affiliated with 600 self-help organizations in 37 States.

In the self-help programs emphasis has been laid upon varying objectives at different times and in the different States. Thus, in California, Puerto Rico, and the Virgin Islands, the relief aspect of the program has been stressed, whereas in Idaho, Missouri, Utah, and Washington the attempt has been made in recent years to place the units on a full-time, self-supporting basis. In the District of Columbia and Virginia, the self-help activities are looked to for the purpose of providing supplementary income through part-time employment and of functioning as an adjunct to private employment.

According to the ultimate objective, the degree of supervision and the limitations imposed upon the groups have varied widely. Naturally, where the self-help activities were regarded merely as one form of relief, the restrictions imposed as to the use of capital and the disposal of goods were greatest.

Period of Barter and Exchange

Originating during the early part of the depression when unemployment was abnormally large, the self-help organizations were at first simply barter and exchange societies, formed by the more enterprising and independent unemployed in an effort to supply their needs by exchanging their labor for surplus commodities. The peak of this phase of the self-help movement was in the spring of 1933, when the number of self-help groups reached over 400 and the active membership was approximately 75,000. During the following year, as adequate relief became obtainable, there was a sharp decline in the number of groups of this character.

Period of Federal Assistance

When Federal grants became available for productive cooperatives, in 1934, those receiving grants were encouraged to undertake productive enterprises and a great many of the early barter groups did

¹ Alabama, California, Colorado, Florida, Idaho, Iowa, Louisiana, Michigan, Missouri, Nebraska, New York, North Carolina, Pennsylvania, Tennessee, Utah, Virginia, Washington, and West Virginia.

so. A large number of new self-help groups were also formed, especially in Idaho, Utah, Washington, and Missouri.

A speaker at the National Conference of Social Work in 1939² commented, regarding this period:

In 1933 the Federal program provided funds for good equipment, and insisted on the need for production standards if workers were to get more than starvation returns. This period was one of great advance in self-help out of the barter stage, but many workers could not benefit. The old, the tired, the neediest, had to be excluded. As the exchanges became efficient they had a surplus of one commodity, with the problem of marketing it—just the disease that was afflicting the commercial system.

By the summer of 1935, 225 associations were operating with Federal grants. These groups had a working membership of 12,200. When the Federal grants were discontinued, toward the end of 1935, the number of productive self-help cooperatives declined.

The average net cost to public funds of benefits received by the participants in self-help organizations in 27 States during the period 1933 to 1936 is estimated, in a recent report, at 33 cents out of each dollar of compensation. The ratio of net cost to compensation for selected States on which the information was most complete follows:

| | | | | | |
|---------------|-----|------------------|-----|--------------------|----|
| Alabama..... | 40 | Minnesota..... | 40 | Virginia..... | 35 |
| Idaho..... | 55 | Mississippi..... | 110 | Washington..... | 0 |
| Indiana..... | 100 | Missouri..... | 100 | West Virginia..... | 15 |
| Iowa..... | 80 | Nebraska..... | 33 | | |
| Michigan..... | 30 | New Jersey..... | 100 | | |

In four of the States compensation and cost were nearly equal. Only one of these States, Missouri, had more than two or three groups and in that State production was seriously curtailed by droughts.

Approximately \$4,730,000 in public funds were expended on the productive enterprises of self-help cooperatives during the period from 1933 to 1938. About \$3,190,000 of this was in grants from the Federal Government, principally during 1934 and 1935. The State relief administration generally had supervision of the productive cooperatives, but State officials and local groups were given almost complete control of the determination of the program to be followed.

Only 8 States³ and the District of Columbia furnished financial support. These States contributed about \$1,540,000 to the program. In consequence, when Federal grants ceased in 1935 the self-help cooperative production program also stopped in many States. In 1938 Congress again authorized Federal grants to self-help groups of the unemployed, but at the end of 1938 no grants had been made, though regulations covering the eligibility requirements for such grants had been published.

² Address by Edna Lonigan, at session on self-help cooperatives.

³ California, Idaho, Iowa, Minnesota, Missouri, Nebraska, Utah, and Washington.

Present Forms of Self-Help Cooperatives

Most of the self-help cooperatives in existence at the end of 1938 were productive cooperatives. Only 31 of the 140 organizations were barter groups and all but 2 of them were in California. Of these two, one was in Nebraska and the other in West Virginia.

The majority of the self-help productive cooperatives have been of the relief type, and, as such, were usually under the supervision of the State relief administrations. Generally their products could not be sold in the open market, though a small portion was sold to relief agencies in order to reimburse the cash costs of operation. The largest part of the products, however, has been exchanged among the groups and distributed to the members.

In Idaho, Missouri, Utah, and Washington, the self-help cooperatives have been allowed to sell their products on the open markets. Their typical products are lumber and canned goods. Their original capital and operating expenses were secured from Federal and State funds. A number of these groups have paid their members a higher cash wage during operations than they would have received on WPA work. In off seasons, however, the members have had to depend on WPA work.

In Michigan, North Carolina, and Tennessee, processing and marketing cooperatives have been organized in areas where farmers and fishermen were particularly destitute. Grants from Federal self-help funds were obtained. The Farm Security Program has provided aid for somewhat similar groups in other parts of the country.

The community self-help exchanges in Washington, D. C., Richmond, Va., and Wheeling, W. Va., were formed by committees of local citizens, which supervise their activities, though there is an advisory council of self-help workers. The members are composed mainly of those who are in need of a small supplementary income, those who are unemployable in private industry, and young persons who desire vocational training. A great many kinds of projects are carried on by a single organization. The members obtain products and services on the basis of hours worked. The exchanges provide recreational and social activities for their members, and the stress is on individual rehabilitation rather than on efficiency in production. As all the products are distributed to the members, outside aid is necessary for cash expenses and raw materials.

The community self-help exchange was recently characterized as follows:

This type of self-help, with its circle of shops producing articles for family consumption, using the skills the workers now possess, and using their free time as they move in and out of cash employment, seems to be the most effective type for crowded urban and rural areas.

Such exchanges do not attempt to give the worker a substitute for private employment or provide for all his needs. They attempt rather to build up his connections with private employment, and to provide him with a place to work for himself on a part-time basis, on those days or weeks when there are no cash jobs available.

Self-help is, therefore, no longer a temporary expedient for offsetting the business cycle. It is not a form of occupational therapy for inefficient workers. It takes its place as a dignified form of production in which any unemployed workers can use their idle time to produce for their own needs, just as their forefathers did on the farm, but with the help of all the skill and efficiency and craftsmanship that present-day industrial arts can give.⁴

Development of Self-Help, 1931 to 1938

The number of self-help organizations in the United States from 1931 to 1938, embracing both the period of barter units and the period of production units, is shown in table 1.

TABLE 1.—Number of Self-Help Organizations in the United States, 1931 to 1938¹

| Date | Period of barter units | | | Date | Period of production units | | |
|---------------|---------------------------------------|---------------------------------------|-------|---------------|---------------------------------------|---------------------------------------|-------|
| | Barter (non-grant) units ² | Production (grant) units ³ | Total | | Barter (non-grant) units ² | Production (grant) units ³ | Total |
| 1931: | | | | 1935: | | | |
| December..... | 93 | | 93 | June..... | 112 | 225 | 337 |
| 1932: | | | | December..... | 83 | 210 | 293 |
| June..... | 153 | | 153 | 1936: | | | |
| December..... | 328 | | 328 | June..... | 57 | 190 | 247 |
| 1933: | | | | December..... | 44 | 174 | 218 |
| June..... | 411 | | 411 | 1937: | | | |
| December..... | 249 | 33 | 282 | June..... | 34 | 159 | 193 |
| 1934: | | | | December..... | 27 | 132 | 159 |
| June..... | 148 | 116 | 264 | 1938: | | | |
| December..... | 115 | 181 | 296 | June..... | 32 | 122 | 154 |
| | | | | December..... | 31 | 109 | 140 |

¹ Data for years 1931 to 1937 based upon California 1939 Legislative Problems Report No. 9. Only organizations known to have operated are included. There probably were others whose existence was not discovered. Scrip exchanges in California are not included in this table. There were approximately 25 in the spring of 1933.

² "Nongrant units" are those organizations which operate without Federal or State subsidy of production.

³ "Grant units" are those organizations which operate with the aid of Federal or State subsidy of production.

The number of self-help organizations in the United States and their membership as of June 1938, with a percentage distribution, are shown in table 2.

⁴ Edna Lonigan, at session on self-help cooperatives, National Conference of Social Work, Buffalo, 1939.

TABLE 2.—Self-Help Organizations and Their Membership in the United States as of June 1938, by States

[Data are from California 1939 Legislative Problems Report No. 9]

| State | Units | | Members | |
|-------------------------------------|--------|------------------|---------|------------------|
| | Number | Percent of total | Number | Percent of total |
| California ¹ | 71 | 46.1 | 2,173 | 38.1 |
| Washington..... | 20 | 13.0 | 380 | 6.7 |
| Utah..... | 19 | 12.3 | 263 | 4.6 |
| Idaho..... | 9 | 5.8 | 100 | 1.8 |
| Missouri..... | 6 | 3.9 | 200 | 3.5 |
| Nebraska ² | 3 | 1.9 | 55 | 1.0 |
| Michigan..... | 2 | 1.3 | 220 | 3.9 |
| Tennessee..... | 2 | 1.3 | 90 | 1.6 |
| West Virginia ³ | 2 | 1.3 | 130 | 2.3 |
| Alabama..... | 1 | .7 | 40 | .7 |
| Colorado..... | 1 | .7 | 15 | .3 |
| Florida..... | 1 | .7 | 20 | .3 |
| Iowa..... | 1 | .7 | 27 | .5 |
| Louisiana..... | 1 | .7 | 50 | .9 |
| New York..... | 1 | .7 | 10 | .2 |
| North Carolina..... | 1 | .7 | 477 | 8.4 |
| Pennsylvania..... | 1 | .7 | 17 | .3 |
| Virginia..... | 1 | .7 | 700 | 12.3 |
| Tennessee Valley Authority..... | 8 | 5.2 | 400 | 7.0 |
| Virgin Islands and Puerto Rico..... | 2 | 1.3 | 127 | 2.2 |
| Washington, D. C..... | 1 | .6 | 207 | 3.6 |
| Total..... | 154 | 100.0 | 5,701 | 100.0 |

¹ Includes 30 nongrant units with 1,570 members.² Includes 1 nongrant unit with 35 members.³ Includes 1 nongrant unit with 100 members.

CALIFORNIA

Self-help cooperatives have from the beginning of the movement been more numerous in California than in any other State. This has been due in great measure to a favorable climate, access to surplus commodities, and State and local financial aid. There are at present two types of self-help organizations in California, both subsidized by the State. They are: (1) Groups which have received Federal and State grants for productive enterprises; and (2) nongrant cooperatives which engage in labor-exchange activities and which are furnished with gasoline and oil and have their utility bills paid by the State.

The grant units are closely supervised by the State office, which furnishes funds for their complete operation. Such funds must be fully repaid either in cash or in commodities. The nongrant units are supervised only to the extent of being required to furnish an accounting of the funds received from the State for gasoline, etc., which do not have to be repaid.

The barter or nongrant self-help cooperatives exchange their labor with wholesale warehouses and the Los Angeles Department of Rehabilitation for substandard vegetables and fruit. They also operate kitchens where meals are served to members on the days they work, sewing rooms for the salvage of cast-off clothing, and crude barber-

shops. They buy day-old bread and skim milk, and collect newspapers and junk. Members are usually over 45 years of age and frequently physically handicapped. They work 2 days a week and the benefits from their activities have a cash value of about \$5 to \$8 a month. This addition to small nonrelief cash incomes keeps a possible one-fifth of the members off relief, and supplements relief payments for others.

When Federal aid was granted to self-help productive cooperatives, there was close supervision of the use of Federal funds by the State Relief Administration. Selling on the open market was prohibited, but the cost of operation could be made up by sales to the relief agencies. Most of their products, however, were exchanged among the cooperatives and distributed to their members. Federal aid was discontinued in 1935 but State aid was still given. A policy of strict State control over the self-help productive cooperatives was put into effect in 1937, which extended to warehousing, transportation, purchasing, and local unit operations. This was for the purpose of relief economy.

Self-help productive cooperatives are democratic in organization, though in some measure the selection and retention of managers is under State control. Most of these cooperatives limit their production to a single project, which makes for efficiency of operation. Generally, the projects come under the classification of sewing, baking, canning, and gardening. About 25 percent of the members are WPA workers, who occupy managerial and key positions and who receive, in addition to their WPA pay, part of the production for the hours worked over the assigned WPA hours; 22 percent are cooperative State Relief budget members, who receive certain cash payments and a guaranteed minimum amount of staple groceries from the State Self-Help Division to apply on the food budget; 14 percent are members who receive other relief income; and about 39 percent are members who receive no relief. In the early part of 1939 the average income of the members for the hours worked was between \$20 and \$30 a month and 25 to 30 cents an hour.

At the close of June 1938 there were 41 self-help productive cooperatives and 30 barter or nongrant self-help cooperatives in California. The productive cooperatives had 603 active members and several hundred additional temporary workers who had not been granted membership. The barter cooperatives had a total membership of 1,570 persons. Many of the barter groups were in Los Angeles County.

During the year 1938-39 the State office reported "much progress" in "weeding out those units which had been unable to operate on a profitable basis and which continued to increase their indebtedness."

Under this policy the number of grant units fell from 41 to 32, but the membership declined only from 603 to 539. In the same period the nongrant or barter units declined to 29.

The number of self-help cooperatives in California and the active membership from 1932 to 1938 are shown in table 3:

TABLE 3.—Number of California Self-Help Cooperatives and Active Members, 1932-38¹

| Date | Barter (nongrant) units | Production (grant) units | All units | Number of persons actively participating |
|-----------------------------------|-------------------------|--------------------------|-----------|--|
| Period of barter units | | | | |
| 1932: | | | | |
| June | 35 | | 35 | 6,900 |
| December | 142 | | 142 | 30,355 |
| 1933: | | | | |
| June | 176 | | 176 | 30,025 |
| December | 153 | 4 | 157 | 10,840 |
| 1934: | | | | |
| June | 112 | 48 | 160 | 11,625 |
| December | 90 | 86 | 176 | 9,740 |
| Period of production units | | | | |
| 1935: | | | | |
| June | 89 | 78 | 167 | 8,745 |
| December | 66 | 74 | 140 | 5,715 |
| 1936: | | | | |
| June | 55 | 71 | 126 | 3,620 |
| December | 42 | 62 | 104 | 2,980 |
| 1937: | | | | |
| June | 33 | 61 | 94 | 2,115 |
| December | 25 | 49 | 74 | 1,385 |
| 1938: | | | | |
| June | 30 | 41 | 71 | 2,173 |
| December | 29 | 33 | 62 | 2,158 |

¹ Data are from California official reports. Included as grant units are active units to which the State division discontinued aid during 1938, and 2 units financed by the Resettlement Administration in 1936.

The total expenditure of the Federal and State Governments in grants and advances to the production cooperatives in California from 1934 to 1938 amounted to \$2,208,520.

The goods and services produced by the self-help cooperatives during this period had substantially greater value than the net cost to the Federal and State agencies. The net cost to the Federal and State Governments was 74.4 cents for each dollar of benefits to the members, and as one-third of the cost was for administration the cost of production alone was 48.9 cents or about one-half the value of the compensation of the self-help workers.

Table 4 shows the costs, production, and compensation of self-help production cooperatives in California from 1934 to 1938.

TABLE 4.—Costs, Production, and Compensation of Self-Help Production Cooperatives in California, 1934 to 1938 ¹

| Item | Amount |
|--|---------------|
| Governmental assistance: Public funds expended | \$2, 208, 520 |
| Federal | 580, 900 |
| State | 1, 627, 620 |
| Net assets of program (Oct. 31, 1938) ² | 988, 000 |
| Net cost of program | 1, 220, 520 |
| Cost of administration by State Self-Help Division | 417, 940 |
| Net cost of production | 802, 580 |
| Value of production | 2, 650, 903 |
| Compensation to members | 1, 640, 860 |
| Total hours worked | 9, 357, 620 |
| | <i>Cents</i> |
| Value of production per hour (all hours) | 28. 3 |
| Compensation: | |
| All hours | 17. 5 |
| Unit-compensated hours | 21. 6 |

¹ Data are from California 1939 Legislative Problems Report No. 9.

Costs are included from 1933, and production and compensation from July 1934 to October 31, 1938. Costs are complete, but production and compensation were not fully reported. Table was prepared from reports of the State Relief Administration. The cost of SRA and WPA work orders to key personnel in the self-help organizations is not included since this cost was not incurred because of the self-help program.

² Includes merchandise in State warehouse (\$302,000), deliveries made to other State agencies and not paid (\$335,000), assets in the local cooperatives (\$350,000), and miscellaneous other assets (\$1,000).

The above statement covers the situation to the end of October 1938. During the 8 months, November 1938 through June 1939, the grant units showed an almost unbroken increase in goods produced from month to month. The wholesale value of output during the 8 months was \$291,113, and the average issuance of distributed surplus per withdrawing member ranged from \$21.53 in January 1939 to \$31.72 in December 1938.

A new State program was inaugurated in 1939, but details are not yet available concerning it.

DISTRICT OF COLUMBIA

The Washington Self-Help Exchange is a community enterprise started in 1937 to provide self-employment for unemployed and underemployed persons, by the exchange of their labor for essential goods and services.

The Exchange has retained the idea of many shops, producing many kinds of goods needed immediately. Recognizing also that it is as important to give the workers practical skills as to provide equipment, the Exchange also has emphasized the idea of craftsmanship.

Hoping to profit by what is regarded as the mistake of the earlier program—the production of one or two commodities in quantities in excess of the needs of the producing group, and which therefore had to be disposed of in an already unbalanced market—the aim of the Exchange is to produce for the “family market.” It is providing the means whereby the workers can produce for their homes many things which they could not buy. What cash they have is still spent with private business, but these funds are not sufficient to cover many

things needed in their homes. The Exchange therefore proposes to provide them the means of producing these things themselves. Accordingly, it has opened one activity after another. Its shops now include a sewing room, handicraft shop, cafeteria, bakery, laundry, pressing room, shoe-repair shop, furniture manufacture and repair shop, upholstery shop, store, woodworking plant, paint shop, fuel yard, broom shop, print shop, barber and beauty shops, transportation project, electrical shop, chemical project, and a farm.

During 1938, 1,062 persons worked 197,331 hours, and were paid in scrip, of which 183,455 hours of scrip were exchanged for the products of the various shops. During the 1938 season, 1,546 bushels of fresh vegetables and 757 dozen ears of sweet corn were grown on the farm.

From August 1, 1937, to April 1, 1939, 52 persons were placed in permanent jobs through the Exchange, and 62 in semipermanent jobs. In addition, 380 persons secured jobs lasting from less than a day to 7 days.

The participants' assembly of the Self-Help Exchange assists fellow workers in case of illness or need of an emergency character, provides social and recreational activities, and publishes a monthly news magazine. Through the aid of two opticians and arrangements with a local hospital, optical services have been made available for the workers.

IDAHO

From the summer of 1934 to the autumn of 1935, 31 barter cooperatives were organized in Idaho under the direction of the Department of Self-Help Cooperatives of the Idaho Emergency Relief Administration. During that period about \$240,000 was received in grants under the Federal program. When that program ended, in 1935, the Idaho Cooperative Loan Corporation was formed. It took over the funds which remained and functioned in a trustee and supervisory capacity.

In the early program the relief function was stressed. Since the beginning of 1936, however, emphasis has been laid on the economic rehabilitation of the participants. Hired management was furnished for 6 months to allow the development, during this time, of managerial talent from among the members. At the same time, in order to emphasize the connection between the individual's effort and the returns, most of the projects were placed on a piece-work basis. With the idea of reviving the workers' sense of participation in the established order, remuneration was shifted from the scrip or commodity basis to that of a cash wage.

As much as possible the projects were run full time. This necessitated the closing of some, because with their limited capital they were not efficient enough to operate as full-time commercial enter-

prises. This step was also necessitated by the fact that the funds remaining were so low as to make obligatory the discontinuance of all projects that would require a subsidy. Several small canneries and clothing projects were closed for these reasons.

Another factor taken into consideration in the selection of the activities to be retained was the prospect of disposal of the product on the open market, for cash. In making this selection, those projects were taken which supplemented and supported the industrial structure of the local community.

By the beginning of 1939 there remained, as self-supporting enterprises, 5 sawmills, a hand laundry, and a house-building cooperative.⁵

During the time the Idaho Cooperative Loan Corporation has been in existence the total investment for plant and equipment has averaged about \$20,000. Of this, \$15,000 was from the funds remaining from the Federal program and \$5,000 represented the participants' contribution in labor. Working capital—in a total average amount of \$20,000—has been lent by the Corporation and secured by inventories.

During the period 1935 to 1939 commodities have been produced valued at \$168,557. The total cost of production (not including depreciation on plant) has been \$150,832. Sales have totaled \$137,746, of which \$22,500 was sales to members. Cash income amounted to \$108,165 and on December 31, 1938, there was outstanding in notes and accounts receivable the sum of \$6,925.

From January 1, 1936, the monthly wage produced by the self-help activities has averaged \$58.88. This represented a total pay roll of \$96,275, for 1,635 man-months of labor.

UTAH

The State of Utah was the scene of one of the earliest experiments in the self-help movement that grew out of the depression beginning in 1929. That early group, starting in 1931, under the name of Natural Development Association, had a mushroom growth and operated until the summer of 1934.

Utah was also the first State to pass legislation creating a board to encourage and supervise self-help cooperatives. The State Self-Help Cooperative Board was created under an act passed in March 1935, and has been in operation ever since.

Funds which were earmarked from relief money and also Federal grants which had been turned over to the State Board under the former Federal program for self-help during the period 1933-35 have been used by the Board as a revolving fund from which to make loans for the purchase of equipment to approved groups. Under its practice,

⁵ For a description of self-help cooperative housing in Idaho, see *Monthly Labor Review*, September 1939 (p. 575).

interest is charged on short-term but not on long-term loans. The Board gives advice and assistance to the local groups. It has encouraged the local associations to increase the members' equity in their organizations by leaving part of their earnings in the surplus fund, and it has assisted them in developing efficient accounting systems. Under the arrangement at present in force, the local associations pay the salary of an accountant on the staff of the Board and the Board pays his traveling expenses.

The report of the Board covering the period 1935-38 states that during this period about 40 self-help units, as well as a few consumers' cooperatives, had been organized.⁶ Many of these were temporary sewing, agricultural, or other projects that were discontinued, "mostly upon their own wish." Altogether, it is stated, more than 2,000 heads of families have participated in self-help activities. As to the discontinued associations, it is stated: "It should be remembered that a good purpose was served during their operation, for benefits in excess of the loans accrued to the members. In this way, although the repayments were not made in full, the members did receive considerable benefit by way of commodities and cash."

The units which have continued "are making a substantial progress and the members are receiving benefits that would be impossible under other systems of relief."

Since 1935 the cooperatives have paid in wages to their members more than \$200,000 besides adding \$75,000 to the value of their equipment and property. During the same period (1935-38) total Federal and State grants to the Self-Help Board amounted to \$184,348.

As of December 31, 1938, there were in operation in Utah 16 self-help projects. These included 4 canneries, 2 coal mines, 2 agricultural projects, a building project, a quarry, a repair shop, a broom and syrup project, and 4 sawmills. The director of the State Self-Help Board stated in his report, as of January 1, 1939, that there were at that time 407 families, the heads of which were members of these cooperative groups; altogether, counting the members of their families, 2,135 persons were receiving assistance from the self-help activities. The relief problem has been acute in Utah and a great many of the families participating had been on relief and many of them still receive supplementary relief, as the returns from the self-help projects are not sufficient for full support. A considerable percentage are farmers who, either because of depressed conditions in agriculture or because their holdings were too small, have had to augment their incomes through cooperative endeavor. Thus, the members of one of the canneries, one of the coal mines, and one of the agricultural projects were small farmers.

⁶ For accounts of the earlier associations, see *Monthly Labor Review*, March 1933 and August 1936.

Not only have most of the groups been able to provide at least supplementary income through the self-help activities, but they have also made substantial repayments on their loans from the State Board.

These self-help groups dispose of their products in various ways: To the wholesale, in payments on their loans; to the Mormon Church Social Security program; to other groups and to merchants, by barter for other commodities; and to private purchasers and on the open market, for cash.

Many of them have operated under extreme difficulty, often with old or unsuitable equipment and facilities. However, signal strides have been made. All four of the canneries own their buildings, three of which the members erected themselves. It is stated that two of the sawmills, which produce high-grade lumber, have been remarkably successful in marketing their product. One of these groups, producing about 10,000 feet of lumber per day, has obtained contracts for timber for churches, school buildings, libraries, and residences, besides furnishing lumber for use in mines and construction companies. The building group, composed of skilled workmen, now owns its own planing mill and sawmill.

In October 1935 a warehouse was opened in Salt Lake City, under the name of Utah Cooperative Wholesale, to assist the units to dispose of their surplus products, and to act as supply agency for their consumers' needs. This warehouse is still in operation and reported to be gaining slowly.

VIRGINIA

The Citizens' Service Exchange of Richmond is a community self-help exchange. On October 1, 1938, it had a membership of 905, the majority being unskilled workers. Among its varied activities were sewing, quilting, weaving, and shoe repairing, cutting and hauling fuel wood, a kitchen and dining room, a paint shop, a barber shop, a stove and metal shop, a laundry, a farm, a broom shop, two beauty shops (one for colored and one for whites), and a furniture department. During the year October 1, 1937, to October 1, 1938, 798 persons worked at the Exchange and were paid scrip amounting to 204,848 hours. By the end of the fiscal year all but 2,507 hours of this scrip had been exchanged for food, clothing, fuel wood, shelter, housefurnishings, and services of various kinds.

The Exchange also has a welfare department and a recreation department, conducts a placement service, and cooperates with the Richmond Vocational School in providing training for unemployed men and women and with the NYA in training youths on the job. The Exchange also has a health program, whereby in cooperation with the Medical College of Virginia free physical examinations and corrective

measures are provided for the workers. Follow-up care is given and arrangements have been made under which the workers can obtain various appliances—orthopedic pads, built-up shoes, crutches, etc.—for scrip.

As many of the workers referred to the Exchange by the Employment Service are Negroes, the organization plans to open a branch in the colored section of the city. The goal of the Exchange is to provide activities at which unemployed can work while waiting to be placed by the Employment Service.

VIRGIN ISLANDS

The Virgin Islands Cooperative employed a larger number of persons and gave more employment in the fiscal year 1937-38 than in the preceding year, in spite of the fact that it received no Federal aid. During the year, 742 persons worked for the handicraft division, more than 200 being steady workers. These workers made hats, baskets, and other straw goods, dolls and other novelties, jams and preserves, and sewed and embroidered linen.

The total production pay rolls for the year amounted to \$20,635, paid to 8,287 persons, as compared with \$14,387 and 5,578 persons the previous year.

The cabinetmakers' cooperative, a subsidiary unit, has furnished work for a number of young men and boys.

The rural division of the cooperative has 63 members, and includes practically all the small farmers of any importance. It has established a demonstration poultry farm, in order to encourage greater and better poultry production, for which there is a demand.

SOURCES: This article is based upon data from the following reports: California State Relief Administration, Monthly Bulletin, June 1939; University of California, Bureau of Public Administration, Self-Help Cooperatives in California, by Clark Kerr and Arthur Harris, Berkeley, 1939 (1939 Legislative Problems No. 9); Idaho Cooperative Loan Corporation, Self-Help Cooperatives in Idaho, 1935 to 1939, Boise, 1939; Utah State Self-Help Cooperative Board, Utah Co-op News, Salt Lake City, issues of October 15, 1938, and September 1939; Citizens' Service Exchange, The Citizen, October 1938, Richmond, Va.; Washington Self-Help Exchange, annual report, July 1937-December 1938; U. S. Department of the Interior, Annual report of the Governor of the Virgin Islands for the fiscal year ended June 30, 1938, Washington, 1938.

EUROPEAN LABOR ON A WAR FOOTING

By JOHN S. GAMBS, *Assistant U. S. Labor Commissioner, Geneva, Switzerland*

A RAPID survey of the labor scene in Western Europe after 6 weeks of combat reveals the extraordinary speed with which governments were able to place labor on a war footing. Neutrals, armed and prepared to defend their neutrality, as well as belligerents, took swift action. By September 15 the majority of the unmobilized members of the working class were operating under a radically altered system of labor regulations. Many of the laws, decrees, and orders which authorize changes in working conditions have been issuing fitfully from the competent authorities for a year or more; the most important ones were promulgated on the eve of hostilities, or a few days or even hours after the declarations of war. It is evident that Europe was as well prepared to face problems of industrial relations as to face problems on the military plane.

An examination of the new regulations indicates that placing labor on a war footing involves three main types of governmental activities: (1) Securing the cooperation of labor, (2) providing for the welfare of those immediately affected by the emergency, and (3) enhancing the productivity of labor. This article will attempt to summarize some of the most important methods that have been adopted to secure these three objectives. More detailed information regarding certain of the matters touched upon are given in articles in the following section, to which reference is made in footnotes.

Securing the Cooperation of Labor

It is unlikely that as speedy action as is described above could have been taken in the democracies if the governments had had to overcome any considerable resistance to war or mobilization on the part of organized labor. Free trade-unionism supports this war wholeheartedly. In 1938, the British Trades Union Congress at Blackpool and the French *Confédération Générale du Travail* at Nantes demanded the forcible resistance of further Nazi encroachments, and some of the bitterest criticisms of the Munich peace have come from trade-union sources. This year the British T. U. C. happened to be in session the day after war was declared. Unhesitatingly it declared that "The decision of the British Government to resist the latest effort of conquest by aggression on the part of Hitler therefore receives the full support of the labor movement in this country."

The C. G. T., even though under a cloud since the French general strike of 1938 and in open schism over the issue of Russia, issued a declaration which condemned the invasion of Poland and affirmed

that the duty of the worker was to contribute to national solidarity. Some national labor centers in neutral countries supported the Western Allies. The Swiss unions declared that dictatorship had brought on the war; the Belgians issued a much less guarded statement, condemning Germany as the aggressor. Thus far it does not appear that unions in Holland or the northern countries have indicated sympathy for the democratic belligerents, but the International Federation of Trade Unions declared, just before the outbreak of war, that if the conflict should come, the working class would have to defend its liberties against dictatorship, and has since issued a much stronger statement in support of the Western Allies.

In the face of such loyalty, governments could not long oppose labor's demand to take part in the formulation of policy. The right of trade-unions to participate in the making of important decisions has been recognized at least partly in France and more completely in England. The British measure on control of employment was not enacted into law until the voice of trade-unionism had been heard—and heeded. Joseph Hallsworth, president of the British T. U. C., recently stated at a meeting of the International Labor Organization in Geneva, that the Government had promised to consult the trade-union movement "at every turn," on problems relative to labor, such as mobility, distribution, rationing, wages. The principle, he said, has been recognized; it needs only to be put into practice. For British labor this is a considerable advance, if it be recalled that only a few months previously trade-union leaders were not consulted by the Government on the issue of conscription.

In France the situation is somewhat different. After the general strike of 1938, punitive measures were taken against Léon Jouhaux, leader of the C. G. T., and others. The Government, for the first time in many years, refused to confer with labor leaders about governmental policy. The bitterness of those days seems to have passed and the older, non-Communist leaders, including Jouhaux, seem again to be in the confidence of the Government and are serving on national official consultative committees of various kinds. In the political subdivisions, joint committees consisting of equal numbers of representatives of employers' and workers' organizations have been created to supervise and direct matters relating to the allocation of employment. But participation in control by workers seems still to be in a rudimentary stage, at least by contrast with Great Britain, and French labor is demanding a greater voice in the formulation of policy.¹

¹ *Le Populaire* (Paris), September 16, 1939, had an article on this subject, and demanded the creation of shop committees similar to those that had been constituted by Albert Thomas, as Minister of Munitions, during the war of 1914-18; Justin Godart, a French Senator, and representative of his Government at the Governing Body of the International Labor Office, at a recent meeting in Geneva, urged the principle of tripartite participation in industrial decisions.

In Belgium, hours of work may be extended only after consultation with workers' organizations, and trade-union leaders were heard during the period of drafting of the royal order of August 26, 1939, which changed the existing 48-hour legislation. Robert Ley, leader of the German Labor Front, has recently issued instructions for the adaptation of the organization to the needs of war. The Labor Front is authorized to engage in welfare activities, to establish canteens and kindergartens in factories and to cooperate closely with the party welfare institutions.

In most European countries legislation or decrees on excess profits and profiteering, or rationing schemes to keep prices stable, have further helped to reconcile labor to the sacrifices it will have to make and have given some satisfaction to the labor demand that the burdens of war and armed neutrality shall be distributed as equitably as possible. The scope of this article, however, does not permit a review of the extensive legislation under these headings.

It is, of course, not in the field of governmental activity alone that decisions are taken relative to harmonious industrial relations. Collective contracts may be altered without governmental intervention, and employees or employers may affirm their will to cooperate with each other, or jointly to sink their special claims in the national effort. In bringing together workers' and employers' representatives, governments may act as catalyzing agents, or as arbiters. A survey of new labor legislation in Europe cannot omit mention of important employer-employee agreements, particularly if the governments contributed to the understanding.

Perhaps the most remarkable instance of cooperation between employers and workers is that relating to dilution of labor. In the last war the British trade-unions fought bitterly against the substitution of semiskilled workmen for skilled workers and the organization of processes in such a way as to reduce, in proportion to output, the demand for highly trained labor. The engineering unions were the ones most seriously affected, and they opposed dilution with the firmest resolution. The question again came to the fore about 2 years ago, when the demands of rearmament renewed the threat of dilution. The council of the T. U. C. discussed the problem with the Government; these discussions seemed, from an outsider's viewpoint, to have no conclusive outcome, but presaged the possibility of conflict in the event of a serious emergency. Before operations in Poland had begun, however, the engineering unions, with a membership of nearly half a million, and the corresponding employers' association had already published the terms of an agreement they had reached on the subject of dilution. Under this document, certain trade-union restrictions will be relaxed; skilled labor will be supplemented by less-skilled labor where it is proved that there is a deficiency

of highly trained men; substitutions may be made only if approved by joint local committees, representing workers and employers. When the present emergency is over, a return will be made to conditions as they were before the acceptance of the agreement.

In France, the federated employers' association (*Confédération Générale du Patronat Français*) released the following statement to the press:

The seriousness of the present moment must draw together the bonds which unite the great working family; this is the time to foster on the social level the closer relations demanded by collaboration between the classes. May each French employer prove worthy of his position, by aiding those whom his mobilized workmen and employees have had to leave behind.

The head of a business will show to his coworkers by advice and daily contact, as much as by material aid, his concern for keeping up the morale behind the lines.

Care must be taken not to neglect a single detail affecting the families of combatants, particularly questions of allowances, lodging, hygiene, and food supply. The sacred union enjoined on all must be put into effect in business life as it is in the national life.

A few days later, two French labor leaders, Jouhaux and Chevalme, and employers' representatives, appearing before the Minister of Armaments, Dautry, vowed, in a solemn declaration later published, "that worker and owner would collaborate harmoniously to furnish arms to those who are struggling for the establishment of a world in which peace and social justice shall reign."² This declaration has been widely and favorably commented on by the French press, and an era of good feeling seems to have been ushered in.

A negative aspect of labor cooperation remains to be mentioned, namely, the attitude of governments towards labor groups that refuse to cooperate. The British have thus far taken no action of this character, but in France the Communist Party was dissolved on September 26 and any actions tending to diffuse the tenets of the Third International are forbidden.

Welfare Activities

In the countries that have had to mobilize, whether neutral or belligerent, changes have been made in the social-insurance and public-assistance schemes. The sudden emergency of war raises many problems. Many families of mobilized men become dependents. Those in the service units cannot be expected to make their regular payments into the various insurance funds, yet they cannot be expected to forfeit their rights. Civilians are liable to war injury under modern forms of combat; shall they be eligible to receive the same benefits as those wounded in active service? If most of the young men are off to war and therefore excused from making payments into

² *Le Peuple* (Paris), October 12, 1939.

the old-age pension fund, what happens to this fund when the drain on it remains about normal, while the inflow is drastically reduced? Sudden changes in the relations of labor supply and demand may result in temporary but often acute unemployment; those affected must be cared for. Some of the problems (of which these are only a sample) are being solved; others not yet. It is not possible to give here all of the measures taken to attain the objectives suggested above, but some of the most important ones published thus far will be mentioned.

In France a rent moratorium has been decreed, applicable to the needy families of mobilized men. A "national solidarity fund" is created for the payment of allowances to the necessitous families of men serving with the forces. This fund is made up by deductions from workers' wages, the deductions to apply only to the wages paid for hours worked in excess of 45 weekly. For all such wages, a 25 percent contribution must be made to the fund. Allowances range between 7 and 12 francs daily for the dependent adult, and approximately half as much for each dependent child under 16.³

Assistance distinct from poor relief is also provided for the direct dependents of mobilized men in Germany, Great Britain, Sweden, and Switzerland.⁴ The German law provides the basic amount of 83.50 marks monthly for a mother and child living in urban areas; under poor relief the amount would be 18 marks less. In Great Britain the equivalent basic benefit is approximately 95 shillings. The Swiss benefit seems to be somewhat higher. In Switzerland the cantons (which are like American States) bear one-fourth of the expenditure, the Federal Government bearing the remaining three-fourths.

On September 5, two British acts dealing with emergency powers relating to unemployment insurance and unemployment assistance, received the Royal Assent.⁵ The insurance act gives the Minister of Labor power to modify the unemployment-insurance scheme, as need arises during the war, by regulations to be laid before Parliament. The first change arises out of the difficulty caused by the fact that a central, master register can no longer be kept. An interesting point came up in debate, reported in *Industrial and Labor Information*, as follows:

In reply to a member of the House, who said that after the last war large numbers of additional people were brought into the insurance scheme and that a restricted number of contributors had to bear the financial obligations which followed and which he considered should have been a charge upon the whole of the State, the Parliamentary Secretary of the Ministry of Labor reminded the

³ See pp. 1363 and 1370.

⁴ See pp. 1364-1368.

⁵ See articles on pp. 1374 and 1376.

speaker that at the time of the last war there were some 2 million insured workers in the country while today there were about 15 million.⁶

Germany and Great Britain have provided that grants shall be made in respect of personal injuries or death caused among the civilian population by the operations of war. Besides the injury allowances awarded in ordinary cases, pensions are granted if working capacity cannot be reestablished.

Switzerland has established a compulsory labor service, and when this service is terminated, the employee may lay claim to unemployment or emergency relief, if needed, as he would if released from normal labor. If persons are called up for labor service in establishments in which the compulsory accident-insurance scheme does not normally apply, the principle of compulsory insurance shall nevertheless come into effect for members of the labor service.

The German Ministry of Labor on September 4 introduced a series of measures to adapt the working of compulsory sickness insurance to the state of war. The measures are intended to safeguard, without limit as to time, the rights of insured persons called up for service, and to enable members of their families to continue to have recourse to insurance benefits. The insured person called up for service retains his insurance rights as they existed at the moment of his mobilization. The members of the family of the mobilized man retain in their entirety their rights to sickness-insurance benefits. The British National Health Insurance Act was amended on September 2, to achieve substantially similar results, and a French decree recently issued confers approximately the same privileges. The German law goes on to provide that, in order to indemnify the sickness funds, which will not receive contributions on account of mobilized insured men, the Government will refund to them four-fifths of the expenditure they incur under the heading of benefits to families of mobilized men. The Minister of Labor may determine the rates of repayment by block grants. On September 5, the Labor Ministry extended the scope of the existing unemployment relief measures, and abolished the qualifying period.

In Belgium, to combat unemployment which has recently increased sharply as a consequence of mobilization, the Government is assisting provincial and local authorities in the prosecution of public works. Formerly the Belgian coal mines were worked by large numbers of foreign workers. A royal order of January 16, 1939, no doubt in anticipation of a disrupted labor market, established the compulsory vocational retraining of unemployed persons for the coal-mining indus-

⁶ International Labor Office, *Industrial and Labor Information* (Geneva), September 25, 1939. The I. L. O. has become the principal center for the collection and distribution of information bearing on labor relations, and its publications have been used as a basic source of information for much of the material contained in this article.

try, in order to bring back into the coal industry a larger proportion of Belgian workers.

Jobs have been guaranteed to the mobilized man after service. The French decree on this heading is long and explicit. If under ordinary conditions the employer refuses to reinstate the employee, the onus of proof that reinstatement cannot be made rests with the employer, who is liable to damages. Germany, Switzerland, Great Britain, Sweden, and Belgium have adopted measures insuring reinstatement of employees serving in the national forces. In Rumania there is, in addition, a provision that wage earners who have served more than 2 years in the larger establishments shall receive half their wages throughout the period of military service.

Enhancing the Productivity of Labor

War and mobilization demand that the industrial system produce an increased volume of goods with a depleted working force. The magnitude of the problem is reduced by giving priority in various direct and indirect ways to war industries, thus diverting labor from non-essential work to essential work—a result toward which the play of ordinary economic forces may likewise contribute. But diversion is not enough. New sources of labor must be tapped, and the industrial recruits must be trained. Mention has already been made of dilution—a British term relating to the practice of stretching out highly developed industrial skill as far as it will go. Labor must also be mobile, prepared to quit an area when the job is finished, to start a new job somewhere else.

The obvious sources of new labor are women and young persons. Most of the belligerent countries and neutrals have relaxed regulations that fixed the conditions under which females and minors might work. In Britain the school-leaving age is now 14. Another source of labor is described in the German newspaper, *Deutsche Bergwerkszeitung*, of September 24, 1939, which states that the stringency characterizing the labor market at the beginning of the war has been eased by the employment of prisoners of war and by slowing up the operations of nonessential Polish industries.

One of the commonest measures adopted to enhance the productivity of labor is the suspension of legislation limiting hours of work. In Belgium, the 48-hour week, and in dangerous industries the 40-hour week (both established by law), may be exceeded under certain conditions.⁸ Workers' organizations must be consulted; only Belgians may be employed; the firm requesting a suspension must send in a statement from the national employment office stating that no unemployed persons for that branch of industry are available. In any

⁸ See article on p. 1359.

case, only enterprises working for national defense may apply for a suspension.

In France, in the past 18 months, there have been a number of decrees providing for exceptions to the broad principle of the 44-hour week adopted some years ago.⁹ In industrial and commercial enterprises today, 60 hours a week may ordinarily be worked, and under certain circumstances 72 hours on continuous operations. The local labor inspector may temporarily increase these figures in case of urgent work or in the case of work carried out in the interests of national safety or of a public service. For mining, the ordinary maximum is fixed at 52½ hours (in mines and open workings). In all State establishments and all concerns working for national defense, the weekly day of rest has been abolished as a legal requirement. It must be understood that the figures refer only to authorized maxima; practically no information is yet available on how these regulations are being administered.

In Germany, recent legislation providing for a 10-hour day and a 60-hour week has been suspended by a new decree. No new limits are set. Only males over 18 years of age are affected.

In Great Britain, hours are to such a large degree regulated by collective agreements that no general legislation has been promulgated. In road transport, however, hours were regulated by the Road Traffic Act of 1930. The provisions of this law do not now apply to vehicles used in the haulage of goods for defense purposes.

In Italy, the Ministry of Corporations decided, on September 12, that the amount of unemployment in commercial establishments no longer justifies the 40-hour week as a means of increasing the possibilities of employment. Hours are therefore fixed at 48 in the week.

A second type of legislation widely adopted to enhance productivity is the control or regulation of employment. In regulations under this category the purpose is to adapt the available labor to the needs of war production and to insure an effective distribution from the point of view of numbers and skills.

In France the services of any male French citizen above the age of 18, not already performing military service, may be requisitioned temporarily or permanently. The services of women may also be requisitioned under certain conditions. A person in receipt of a pension who was formerly employed by a governmental authority, may be required to enter the service in which he formerly was employed. The supervision, control, and allocation of requisitioned labor are in the hands of local committees, which include representatives of trade-unions and employers' organizations. In the administration of the regulations, local employment exchanges are subject to the direct

⁹ See article on p. 1368.

control of the Minister of Labor, who is authorized to centralize information concerning the requirements of various public and private services and the available supply of labor of different kinds. In general, employers may not advertise for workers, but permission may be granted under certain conditions. The Minister of Education is authorized to alter the present organization of vocational education in accordance with the occupational deficiencies reported by the Minister of Labor.

In Great Britain the Control of Employment Act and the National Registration Act¹⁰ achieve substantially the same results as those achieved by the French regulations described above, except that no provision is made for vocational education. Another important difference is that the concept of civilian mobilization is absent from the British legislation. In France, services are requisitioned; in Great Britain emphasis is put on the provision that an employer shall not engage or reengage any worker unless consent has been secured from the Ministry of Labor. The Ministry may not, however, refuse consent unless suitable alternative employment is available. In Great Britain, the employer is held responsible for violations. As in France, there is employer-worker consultation. It should be added that the so-called Schedule of Reserved Occupations, which exempts certain vocations from the provisions of the Conscription Act, has presumably helped the British to make a rational separation of the industrial forces from the military forces. The employment offices have been the nerve center of both mobilization and industrial adaptation.

The problem of increasing the mobility of labor by compulsory transfers from points where it is not needed to points where the demand is great, has been much debated, particularly in Great Britain. Although the French and British legislation on the control of employment, summarized above, seems to give the Governments broad powers, reluctance to go to the limits authorized is likely to manifest itself. How far State action will finally go cannot yet be foreseen, but it now seems possible that, as in the case of dilution, free negotiation may provide an answer, at least in Great Britain. In that country the building-trades workers and the dockworkers have drawn up plans with their corresponding employers' associations and the Government for the transference of labor. The dockers have agreed to submit lists of men willing to volunteer for temporary transfer to busy ports. The Government will provide transportation, and guarantees a minimum wage of 10 shillings daily. Information is not yet available for France, but a leading newspaper, *Le Temps*, recently published an article taking a position against over-strict control. It argued that the forces of competition tend to solve the major problems of labor mobility.

¹⁰ See articles on pp. 1374 and 1379.

Wage policy may exert a strong influence on wartime productivity. It can be maintained that low wages will reduce the consumption of luxuries, thus releasing labor for essential work; or, that high wages will stimulate an increase in the production of war goods. In either case, attendant regulations, like the control of prices, licensing of certain industries, taxation, rationing, may affect the outcome. France and Germany seem to have adopted the low-wages scheme, whereas in Great Britain wages are being permitted to rise.

A French decree of September 1 calls upon the workers to make sacrifices. Increased production, it states, cannot be met without an extension of hours; but the extension must not place too heavy a financial burden on an economic system in which the production of consumption goods will be reduced. In Germany an order of August 30 authorizes the labor trustees to adjust wages which had been raised to exaggerated levels. In both countries extra pay for overtime work is abolished; the French decree, as has been said, reduces the hourly rate after 45 hours.

In Great Britain, shipyard workers have been granted pay increases, as have agricultural workers locally. The Mineworkers Federation and the electrical workers are firmly demanding increases. Prices are rising and organized labor insists that "a very serious wage difficulty is bound to arise at an early date if the present state of affairs is allowed to continue."¹¹

Conclusions

The conflict has scarcely begun, and the legislation described above must undergo the test of administrative experience before it can be evaluated. It is nevertheless possible to point out some interesting trends and to call attention to unresolved problems.

In the domain of welfare a concept latent in any form of social insurance seems to emerge with some clarity from the character of recent legislation, namely, that the entire community is responsible for the security of any member of the community. Civilians, without making contributions, are compensated for war injuries; the rights of the mobilized remain intact, despite their exemptions from payments. Even temporary habituation to a system of social protection which is administered under the implicit doctrine that the entire nation assumes responsibility for the welfare of any individual harmed or disadvantaged by national policy, may have broad repercussions.

Reliance over a long period on greatly increased hours of work to enhance productivity may prove to be self-defeating, as was demonstrated in the last great war. The legislation summarized under this heading is only permissive and there is nothing to indicate that

¹¹ Daily Herald, (London), September 27, 1939.

actual hours of work have reached the point of diminishing returns. The danger lurks in the background, however, and may have to be confronted.

The new labor regulations, though involving great departures from the concept of economic freedom, have nevertheless permitted certain extensions of democracy. In both France and Great Britain, trade-unionism has accepted rigorous controls but has won the right of representation on important administrative committees. This development may have profound implications for the democratization of industry, and will perhaps become an issue of outstanding importance when labor's role in the peace conference becomes clearer—for there can be little doubt that in this settlement, as in the last, the demands of labor will be taken into account.

Wartime Emergency Controls

WARTIME MODIFICATION OF BELGIAN LAWS ON WORKING HOURS

BECAUSE of the war emergency, a royal decree was issued in Belgium, August 26, 1939, providing for modifications in the legislation relating to hours of work, and to night work of women and children.¹

The memorandum submitted by the Government to the Crown in proposing the amendment stated that in the event of mobilization or increased recruitment of the armed forces, the necessity for providing the army and the general population with food and other supplies would make it necessary, in certain cases, to permit exemptions to the laws on these subjects. The law of June 14, 1921, establishing the 8-hour day and 48-hour week, had provided that the Crown might suspend these limits in case of war or threatened danger to the national safety, but that suspension of the legislation would be justified only in cases of extreme necessity when it seemed desirable to authorize the lengthening of the hours of work in certain enterprises or certain branches of activity. The legislation on the work of women and children also provided that exemptions to the prohibition of night work of women and children might be made in particularly serious circumstances and when the public interest demanded it, but the law was not sufficiently flexible to allow the Government to authorize exemptions at the moment they become necessary. For these reasons it was proposed that an order be issued giving the Minister of Labor and Social Welfare the necessary authority to allow exemptions under a simplified procedure.

In accordance with these recommendations the decree provided that the necessary exemptions could be made by the Minister of Labor and Social Welfare, in the event of mobilization, both under the law of June 14, 1921, and under that of July 9, 1936, which established a 40-hour week in dangerous, unhealthful, and laborious industries or occupations. An official communication issued later, after consultations between certain of the trade-union leaders and the Minister of Labor and Social Welfare, stated that before an exemption is granted the joint committee or trade-union will be consulted and such an exemption may not be granted if in the industry there are still appli-

¹ Data are from *Revue du Travail*, November 1939. Ministère du Travail et de la Prévoyance sociale, Brussels.

cants for employment registered with the National Employment and Unemployment Office. The statutory overtime pay must be paid by establishments which are not granting allowances to members of their staff who have been mobilized.

Under the same emergency conditions, according to the decree, the provisions in the consolidated laws on the work of women and children, prohibiting the night work of women of all ages and of boys under the age of 18, could be suspended.

A decree of August 29, 1939, provided that holidays with pay, established by the law of July 8, 1936, as amended August 20, 1938, could be suspended either in specified enterprises or in whole industries, conditionally or unconditionally.

The decrees became effective August 27 and 30, respectively.



CANADIAN WARTIME PRICES AND TRADE BOARD

EARLY in September 1939, a Wartime Prices and Trade Board was established in Canada by Order in Council (P. C. No. 2516), under powers conferred by the War Measures Act of 1914.¹ The members of the board are the Commissioner of Tariff, who will serve as chairman; the Commissioner of Excise; the Commissioner of the Combines Investigation Act; the Director of Marketing Services, Department of Agriculture; and a member of the Tariff Board. The personnel also includes an economist, a secretary, a wool administrator, a sugar administrator, a technical adviser to the sugar administrator, a hides and leather administrator, and a publicity official. To prevent excessive demand or exorbitant prices for any necessary of life, the board may license manufacturers or dealers, determine maximum prices, or take measures to provide for the equitable allotment of commodities among distributors and for regularity in distribution to consumers. The specific approval of the Governor in Council is required for the exercise of these powers.

The order establishing the board makes it an indictable offense for any person to sell or offer for sale the necessaries of life at prices that are higher than are reasonable or just, and if the board has fixed a price for the sale of a necessary of life, that price shall be regarded as reasonable and just. It is also provided that "no person shall unduly prevent, limit, or lessen the manufacture, production, transportation, sale, supply, or distribution of any necessary of life."

Maintenance of normal business practices by those engaged in producing and supplying necessaries of life deliberately directed to assuring normal regularity of supply, adequate distribution, and to avoidance of any price increases, also is expected to minimize the need for direct Government control of trade.

¹ Canadian Labor Gazette (Ottawa), September 1939 and October 1939.

Where regulations by the board may be found to be required to assist in maintaining efficient distribution of any commodity, the cooperation of manufacturers and distributors will be sought in the establishment and execution of these regulations.

The Minister of Labor emphasized that in all lines of trade and industry, whether or not subject to specific wartime regulations, "reasonable business conduct in the public interest will be expected." Should any attempt be made at profiteering, heavy penalties are provided for its suppression.

The powers of the board will not be applicable to commodities of which the supply or prices are already subject to regulation by existing Government agencies. Farmers and gardeners are excluded from the provisions of the Order in Council in regard to their own production of agricultural commodities. The new board is not to assume any of the functions of other agencies such as the Wheat Board and the Salt Fish Board. The best results from the new board "could be obtained if it effected the fullest cooperation with such bodies, and in general made use of existing Government facilities * * *."

One of the duties of the board will be to confer with manufacturers, wholesalers and retailers, with a view to enlisting their cooperation in insuring reasonable prices, adequate supplies, and equitable distribution of the necessities of life. Another will be to arrange, wherever possible, through existing agencies for the assembling of statistical data regarding prices, costs, stocks of goods, volume of production, productive capacity, and related matters.



CANADIAN RESTRICTIONS ON RECRUITING

IN RESPONSE to inquiries from individual Canadians and industries as to how they could best serve their country, a statement was issued by the Canadian Minister of National Defence, reading in part as follows:¹

Under a system of voluntary service in the Armed Forces there is a probability, having regard to the character of the Canadian people, that many men with the highest qualifications of all sorts will seek active service. * * * In anticipation of this problem, the Department of National Defence has placed restrictions on the enlistment of certain groups of workers who will be needed in large numbers for the carrying on of Canada's war program, in the manufacture of munitions and other necessary supplies.

In addition to the material needs of the Canadian forces, immense supplies will also be required from Canada to supplement production in other parts of the British Empire. The Department of National Defence has instructed recruiting officials that "skilled tradesmen are not to be enlisted in a military unit except in the classes and then only in the numbers required by the particular unit establishment." No

¹ Industrial Canada, Toronto, October 1939, p. 42.

effort is to be spared to assign men to those corps for which they are best suited by their civil vocations.

Graduates of Canadian or other universities or colleges in medicine, engineering, or other scientific or technical professions must not be enlisted. The same provision is also applicable to ex-cadets of the Royal Military College and to ex-cadets who have certificates from the Canadian Officers Training Corps, and to chartered and other accountants.

Although the preceding regulations concern recruiting for the Army, similar provisions are applicable to the Navy and the Air Force.

Order-in-Council Exempting Certain Workers

Order in Council P. C. 2525, of September 5, 1939,² provides for exemption from military service of persons employed in essential services of Canada, namely: the Canadian Broadcasting Corporation; National Harbors Board; Canadian National Steamships (West Indies); Trans-Canada Air Lines; all railway companies and telegraph companies operating in Canada, provided the Minister of Transport is of the opinion that their services should be retained.



ALLOWANCES TO FAMILIES OF MOBILIZED MEN IN EUROPEAN COUNTRIES

AMONG the many measures taken to meet the extraordinary economic problems resulting from war conditions are special provisions for the dependents of men compelled to leave their homes and families and their usual gainful occupations, for military service. A brief résumé of the action along this line in seven countries is given below.³

Belgium

A royal decree of October 27, 1939, put into effect the Belgian law of September 7, 1939, authorizing the payment of allowances to the families of soldiers in the military forces on or after the date of the mobilization of the army, and empowering the King to determine eligibility, rates, and the conditions and manner of payment of these subsidies.

From October 1939 the allowances, payable for each day of service in the military forces, are fixed at 8 francs for a wife, plus 5 francs for each legitimate or recognized child under 16 years of age or incapable

² Industrial Canada, Toronto, October 1939, p. 80.

³ Data are from Bulletin du Comité Central Industrielle de Belgique (Brussels), November 1, 1939; France, Journal Officiel de la République Française (Paris), issues of September 8 and September 17, 1939; International Labor Office, Industrial and Labor Information (Geneva), issues of August 23, September 25, and October 2 and 16, 1939.

of self-support because of sickness or infirmity. If the wife is not able to care for the child dependent or dependents, the allowance of 8 francs is paid to the person who cares for the child or children. If the man is widowed or divorced, and has legitimate or natural children recognized by him, such children are entitled to the same allowances as the children of married men.

If the man is single, widowed, or divorced, with or without children, his legitimate father (or in case his father is not living, his legitimate mother) receives an allowance of 8 francs. If the man's father and mother both claim the allowance, and they are not living together or are divorced, the soldier may determine to which parent the allowance is to be paid or whether it is to be divided between them.

If the man is single, widowed, or divorced, without children and without a legitimate father or mother, an allowance of 8 francs will be paid to the person caring for orphaned or abandoned brothers and sisters, for each of whom the same allowance will be granted as to the children of a married man.

Under prescribed circumstances allowances are paid to a man's grandparents and also to a man's natural parents or to the person who has reared him.

The rate of 8 francs per day is raised to 10 francs in communes with a population of 5,000 and under 30,000, and to 12 francs in communes with a population of 30,000 or more.

The dependents of a man will be eligible for allowances when the net total of their own resources of every kind and origin, plus the actual resources of the soldier for a period of 12 months, is less than the minimum exempt from the tax on earnings increased by the exemptions for family responsibilities. The benefit is reduced to 50 percent when the total amount of income thus determined reaches the minimum exempt from the tax on earnings without exceeding one and a half times that minimum.

France

Allowances for the needy families of breadwinners called up for military service are provided for in a French legislative decree of September 9, 1939. Such grants may be increased in accordance with the number of dependent children under 16 years of age.

A mobilized man is entitled to only one principal allowance for the whole group of persons dependent upon him. Such persons are admitted to benefit in the following order: (1) His legal wife; (2) his children; (3) his nearest relative in the ascending line.

Under exceptional circumstances the principal allowance may be accorded to other dependents than those specified above.

In accordance with a circular issued by the Minister of Labor, the unemployment fund may pay the principal unemployment-relief al-

allowance to a former dependent of an unemployed man, who has been mobilized, when, as a result of that mobilization, the previous dependent becomes the head of the family. In claiming this allowance the families of unemployed men called up for military service must prove that they have made application for a soldier's family allowance. Upon the receipt of this latter allowance they will no longer be eligible for unemployment relief, which is granted only until the soldier's allowance becomes available. Mayors are instructed to take the requisite measures to prevent the two allowances from being drawn at the same time.

The decree fixes the amount of the principal allowance at 12 francs per day in Paris and the Department of the Seine 8 francs per day in local government areas with populations of over 5,000; and 7 francs in other local government areas. For a dependent child under 16 years of age the principal daily allowance is increased by 5½ francs in Paris and the Department of the Seine and 4½ francs in other departments.

Germany

The family-allowance scheme for mobilized men in Germany and for members of the German compulsory labor service, established under an act of March 30, 1936, was changed by a decree promulgated September 1, 1939.

The wife and legitimate children of a mobilized man are unconditionally entitled to an allowance and are not obliged to prove that they are dependent upon him. Another group of beneficiaries includes relatives in the ascending line, and grandchildren, brothers, and sisters, who have lived with the man called up for service and were dependent upon him. This second group of beneficiaries also includes illegitimate children, if paternity has been established.

Family members who apply for these grants must prove that they fulfill the conditions for receiving such allowances.

The amount of the grant is determined on the basic principle that it should enable the family to meet its everyday needs. Supplements to the allowance are granted to cover rent and the mobilized man's contributions for social insurance. Such supplements must also cover educational and medical expenses, including those for obstetrical aid when required.

The families of craftsmen, small farmers, and persons in the liberal professions have a right to special relief if the carrying on of the enterprise or profession and the maintenance of the family are jeopardized by the mobilization of these types of workers. This special relief must cover not only the rent for the industrial or craftsmen's premises, but also the wages of workers who take the place of the mobilized man. Provision for the payment of rent is made even if the enterprise discontinues operation as a result of mobilization.

The pay of mobilized men and the field allowances to members of the fighting forces are not taken into consideration in the allowance or relief granted to independent workers' families.

Special allowances will also be made in order that mobilized men and their families may maintain their life-insurance contracts entered into prior to mobilization.

Great Britain

The War Office, the Admiralty, and the Air Ministry of Great Britain have adopted uniform regulations concerning allowances granted to the wives, children, and other dependents of soldiers, sailors, and airmen (other than officers) now in the armed forces.

In all cases allowances are granted only on condition that the man himself makes an allotment, on a fixed minimum scale, from his pay, to the persons dependent upon him.

With the exception of the wife or the widowed mother of the man, this grant is made only in case the dependent is not capable of self-support. This condition is met if a dependent has a protracted or permanent infirmity or is below the compulsory whole-time school-attendance age, or is a man over 65 years or a woman over 60 years of age.

The usual allowance rate to the family of a married man is 17s. per week for his wife, 5s. for his first child, 3s. for his second, and 1s. each for any other children. To these grants, the man's weekly allotment to his family from his pay is added. The minimum allotment varies with rank and pay from 7s. to 28s.

An allowance may be granted to a single man for one dependent relative—parent, grandparent, brother, or sister—provided the dependent is not capable of self-support and that the household means test is met. Thus, if the relative belongs to a household with a total weekly income (after payment of rent and local rates) of 15s. or more per capita—a child under compulsory school-age being considered as one-half a person—no allowance is granted. If an allowance is granted, it must not exceed the sum which would bring the amount of the total weekly household income per person up to 18s. 6d. (23s. 6d. for a relative living alone).

The minimum scale prescribed for the allotment of a single man's pay for dependents is the same as that applicable to the families of married men, namely, 7s. to 28s. per week. The allowance is a supplement required to bring the amount allotted up to one of 3 standard rates—12s., 17s., and 20s. 6d per week.

The weekly rate of 12s. is applicable when a man before joining the armed forces was contributing more than 9s. but under 15s. to his dependents; the weekly rate of 17s. is to be applied when a man was contributing 15s. or over. The weekly rate of 20s. 6d. is appli-

cable only where the dependent is a widowed mother or other relative who is living alone or is a member of a household which has no other income, and is dependent on the man, and to whom he had been contributing not less than that sum.

The minimum allotment alone made by some men in the higher ranks may be equal to or higher than the standard rate. In these cases no supplements are payable.

Hungary

A Hungarian order of September 2, 1939, extends to certain classes of mobilized men the measures taken in October 1938 for the protection of persons called up for special military instruction. The new order stipulates that provisions in question shall be applicable to all persons who are in the reserve or supplementary reserve forces and are consequently now under active service.

One of the 1938 measures (Order No. 7777, October 28, 1938) provided that salaried workers in industry and commerce and certain other classes of similar employees, such as shop assistants, workshop foremen, master millers, builders' foremen, head mechanics, etc., called up for a period of special military instruction shall be entitled to the whole of their monthly salary for the month during which they are obliged to return to military service. Men paid by the week receive twice their weekly salary for the week during which they begin their military duties.

If the lodging in which the man has been living is provided by the employer, the latter must leave this lodging at the disposal of the man or his family during the whole period of his military service.

If the employee called up for military instruction is not an officer and his enforced absence leaves his family without resources, his employer must grant an allowance of 50 percent of his salary for one dependent and an additional 10 percent for every other family dependent. The total allowances, however, shall not exceed the full amount of his salary, nor exceed 100 pengoes per month for a salaried employee or 70 pengoes for other workers.

Order No. 7800 (October 29, 1938) covered bailiffs only, and specified that their contracts could not be canceled during a special military instruction course. A bailiff with no family responsibilities is entitled to the house, garden, ground for cultivation, and fodder which his contract provides, and if not an officer, to one-half of his cash salary. A bailiff with one dependent is also entitled to half his allowances in kind, and if he has more than one dependent to three-quarters of such allowances.

Order No. 7400 of October 15, 1938, related to farm laborers and prohibited employers from dismissing farm servants called up for

special military instruction. A farm servant with a wife, child, or other persons living in his home is entitled, when called up, to the house, fuel, land for cultivation, and fodder provided in his employment contract.

Sweden

New regulations, extending the aid provided in a 1931 order for the families of persons called up for military service, stipulate for an able-bodied mother with 1 child an allowance of 2.25 kronor per day instead of 1.35 kronor; for an able-bodied mother with two or more children 3 kronor instead of 1.75; for a less able-bodied mother with 1 child 2.75 kronor instead of 1.75; etc. An innovation as compared with the position under the order of 1931 is a provision that an able-bodied married woman without children may also receive aid—the rate in this case is 1 krona per day.

All families receiving the above grants are also entitled to a rent allowance based on the cost of living in the locality in which they reside. This allowance is 75 öre for localities in the lowest class, 1.15 kronor for localities in the middle class, and 1.50 kronor in the highest class.

The assistance under the new regulations, unlike that provided by the 1931 order, must be given even when the need for it is not the immediate result of military duty.

Furthermore, under the new regulations, in reaching a decision as to whether relief is to be granted, consideration is to be given only to the income of the person called up, his wife, and his children under 16 years of age during the period of service.

Switzerland

Under the Swiss compulsory military service, requiring frequent periods of duty from every citizen, men who are wholly dependent upon their earnings from employment may be confronted with serious financial problems. Various efforts and proposals have been made to offset these difficulties.

In 1929, the employers' associations of Switzerland formulated recommendations which suggested the following allowances to compensate for the time spent in the usual training courses and in the special training courses for commissioned and noncommissioned officers:

(a) For unmarried men, 25 percent of the wage; (b) for married men, 50 percent of the wage, plus an allowance for each child not itself earning wages, with the reservation that the allowance must not exceed the actual loss of wages. On the other hand, for the first period of military service (recruits called up for the first time), it is not necessary to pay an allowance, or if one is paid, it should be only a small sum, since such recruits are young workers, who, in general, have no family responsibilities. Further, the days of service represented by the

regular military exercises must not be entirely deducted from the holidays for the year, so that workers who are compelled to take part in these exercises may still be entitled to a few days' holiday.

Although these recommendations have no binding force, they are applied to a considerable extent by the establishments affiliated to the Swiss Federation of Employers' Associations.

Under an agreement of April 15, 1939, between the representative organizations of employers and employees in commerce and offices, conditions were laid down which are to govern in the case of employees called up for military service.

In order to compensate all those called up for military service and training of every kind, the society has proposed that "constitutional means should be set up to enact the minimum standards of compensation; to institute, wherever necessary, occupational or inter-occupational compensation funds, whether joint funds or otherwise; and to confer on the confederation and the cantons the right to declare binding on all employers in an occupation or canton the clauses of collective agreements or decisions of occupational organizations relating to compensation for military service."



WARTIME CONTROL OF HOURS AND WAGES IN FRANCE ¹

ORGANIZATION of the country on a wartime basis in France has involved governmental control of both industry and labor.

A decree law issued on September 1, 1939, provided for a strict limitation of the profits of private enterprises working in the interest of the Nation, and a decree of September 9 placed similar limitations on the earnings of other undertakings. A law of September 1 was substituted for earlier laws relating to hours, and suspended the laws on conciliation and arbitration and collective agreements. In the report to the President submitting the decree relating to hours it was stated that sacrifices similar to those required from industry must be demanded from the workers. It was pointed out that the necessary increase in production can be obtained only by an appreciable prolongation of working hours, although this increase in the number of hours of work should not impose too heavy a financial burden on an economy in which the production of consumers' goods will necessarily be reduced. A special tax on workers of military age who are not being sent with the armed forces was considered to be justified. This tax will be payable by all Frenchmen aged 18 to 49 years who do not belong to a military unit. Actual conditions do not allow the maintenance of the legislation on conciliation and

¹ Data are from Journal Officiel (Paris), issues of September 4, 6, 9, and 13, and October 4, 24, and 31, 1939.

arbitration as it functions in normal times, and special provisions will ultimately be put in effect which will be better adapted to the period of war.

Measures Relating to Industry and Commerce

The law provides that hours of work up to 60 per week are authorized in industrial, commercial, and cooperative establishments of every kind, whether public or private, and including educational and welfare institutions and hospitals. In general the maximum workday is 11 hours, but in order to make up for collective interruptions of work the working period may be arranged on other than a weekly basis, after authorization by the labor inspector, provided the workday does not exceed 12 hours.

In continuous operations the hours may be extended to 56 per week averaged over a period of 12 weeks, without special authorization, but in the same type of operations, if the work is for the national defense or for a public service, weekly hours may be increased to 72 if authorized by the labor inspector. These provisions may not have the effect of increasing the normal hours of work of women and young persons to more than 10 hours per day and 60 hours per week, unless authorized by the labor inspector.

In addition to the permanent exemptions in the labor regulations in force prior to the present law, the labor inspector may grant temporary exemptions for preparatory or supplementary work which must be carried out beyond the limit fixed for the general work of the establishment, or for certain classes of agents whose work is essentially intermittent. Such exemptions may be made permanent only on order of the Minister of Labor. The temporary exemptions fixed by the hours regulations formerly in force apply also to the longer workweek established by the present decree. As regards the increase in work resulting from national necessity, the duration of the exemption and the conditions under which it may be employed will be fixed by the labor inspector and the local representative of the Minister concerned.

Organization of work by shifts and by rotation of workers is allowed, subject to the methods of control fixed by the labor inspector, who may suspend such authorization in cases where he does not consider it justified. In works concerned with the national defense, withdrawal of the permit must be agreed upon by the labor inspector and the local representative of the service concerned. Work carried on in this manner may not, unless by authorization of the labor inspector and in exceptional circumstances, reduce the rest period between 2 consecutive days of work to less than 10 hours.

The law provides for the prolongation of the workweek up to 45 hours without any change in the weekly wages formerly paid for 40

hours of effective work. The application of this provision, during a period of 6 months, may not lead to any decrease in the weekly pay corresponding to the rate for 40 hours of effective work, even when fewer than 45 hours are worked, nor may workers be dismissed without the authorization of the labor inspector.

The remuneration for supplementary hours above 45 per week was fixed at 75 percent of the normal hourly rate, calculated at one-forty-fifth of the weekly wage paid for 40 hours of work, the remaining 25 percent of the wages to be retained by the employer and turned over to the national solidarity fund in the Treasury for the payment of allowances to needy families of men serving under the colors. However, a decree of September 26 provided that the pay for the hours from the fortieth to the forty-fifth, inclusive, should be retained by the employer and paid into the national solidarity fund, and that the payment for supplementary hours above the forty-fifth would be at the rate of two-thirds of the normal pay and that one-third would be retained by the employer and paid into the solidarity fund. By decree of October 27, pay for hours above the normal was fixed at 60 percent of the normal rate, as of November 1. The deduction does not apply to overtime worked to prevent accidents or correct their effects, or to make up for collective stoppages of work; nor are hours permanently added to the workweek of an establishment considered as overtime for the purpose of this law. This decree provided that workers whose hours are less than those of other workers in the establishment or part of the establishment in which they work will have their pay reduced in the same proportion for hours in excess of their normal schedule. The amount deducted will be paid into the solidarity fund. Forty-three hours are considered as the normal working week for employees in commercial enterprises and for the administrative personnel in industrial enterprises who are paid by the month and for whom longer hours are not fixed by the regulations, the 40-percent deduction being effective for work in excess of 43 hours. This deduction also applies to any increases, since September 1, because of the longer hours worked in the establishment, in the salaries of persons whose remuneration is not based on the number of hours worked.

A tax of 15 percent of wages of men aged 18 to 49 years who are not attached to a military unit will be payable from October 1, 1939. This tax will be paid to the Treasury, to the account of the National Solidarity Fund. The tax is not payable by disabled persons in receipt of a military pension or one for civilian victims of the war.

▶ Application of the legislation on conciliation and arbitration was suspended, as well as provisions for the revision of wages in collective agreements and labor contracts, but the decree was amended a week later as regards conciliation and arbitration, to allow the Minister of

Labor, when he thinks fit, to introduce a system of conciliation and arbitration applicable throughout the war.

Measures Relating to Mines and Quarries

A decree of September 10, regulating hours and wages in underground and surface mines and quarries, suspended the law of June 21, 1936, establishing a workweek of 38 hours and 40 minutes, and provided that the duration of presence in mines may not exceed 52 hours and 30 minutes per week or 8 hours 45 minutes per day, the division of hours being based on a 6-day week. The day of rest need not be the same for all the workers in an undertaking; it may be less than 24 hours, provided it exceeds 15 hours, but must average 24 hours for 3 successive rest days.

The mining engineer may authorize work by rotation in a pit or shaft or in a part of a pit or shaft, for every day in the week, including Sunday.

The working day may be lengthened by a joint decree by the Ministers of Public Works and of Labor, within the limits fixed by the decree of September 1. In case of accident, actual or impending, in case of "force majeure," and in case of urgent salvaging operations, working hours can be prolonged without any limit for 1 day and for 2 hours on the following day. Likewise, for works of urgent necessity in the national defense, exceptional hours may be authorized. Additional hours to make up for lost time because of collective interruptions of work may be authorized up to 10 hours 45 minutes per day, on condition that the interval between 2 days of rest does not exceed 3 weeks for an individual worker. Other exemptions may be authorized for preparatory and complementary work and for certain classes of workers whose work is essentially intermittent. In order to allow periodic changes in the hours of shifts, excess hours may be allowed for maintenance men, if the weekly hours, averaged over 12 weeks, do not exceed the limits fixed by the decree.

Duration of presence in the mine is the period between the time when the worker, or group of workers, enter the shaft or gallery, and the time when they return to the surface. A rest period of 25 minutes is included in the working period.

Normal hours of work are extended to 43 hours 30 minutes per week, without change in the weekly wages for 38 hours 45 minutes, and no employee may be dismissed for a period of 6 months, because of the longer working period, without authorization by the mining engineer. Overtime is paid for at 75 percent of the normal pay, 25 percent being paid by the employer to the national solidarity fund. This provision was annulled by a decree of October 30, and a deduction from wages based on the number of hours worked per week was

substituted. No deduction is made on hours worked up to 38 hours and 45 minutes; between 38 hours and 45 minutes and 46½ hours the deduction amounts to 6 percent of wages; and for 46½ hours and over the deduction is 10 percent. The corresponding deduction for surface workers is based on 40 to 48 hours, and over 48 hours per week. The decree was retroactive to October 2. A tax of 15 percent of wages is imposed on workers between the ages of 18 and 49 under the same conditions as for industrial and commercial workers. Legislation on conciliation and arbitration and on the revision of provisions concerning wages in collective agreements and labor contracts was suspended.

Measures Relating to Merchant Marine

A decree of October 22 applied to the merchant marine the principles of the decrees covering industry and commerce. The salaries and wages of officers and seamen for 45 hours of work are equivalent to those paid for 40 hours of work, plus cost-of-living bonuses and bonuses for long voyages. The remuneration for the hours between the forty-first and forty-fifth, inclusive, is paid into the solidarity fund and overtime rates are equal to two-thirds of the normal wage or salary, the remainder being paid to the fund. While on shipboard officers and seamen will be entitled to food but not to any allowance in lieu thereof. No extra allowances except the ones mentioned are payable, notwithstanding any collective agreements or arbitral awards to the contrary. The application of the law on conciliation and arbitration is suspended.

National Solidarity Fund

This fund receives, in addition to the deductions from the overtime pay of the workers mentioned above, the receipts from a tax amounting to 15 percent of wages or salaries, indemnities and emoluments, pensions and annuities, received by men between the ages of 18 and 49, who do not belong to a military unit and who are not in receipt of a military pension or one for civilian war victims. The revenues of the fund are also derived from taxes on the profits of industrial and commercial enterprises, and the net proceeds of the national lottery are also applied to the fund.



WARTIME WAGE INCREASES IN GREAT BRITAIN

FOLLOWING the declaration of war, in September 1939, wages in Great Britain increased in a number of important industries. This was brought about automatically in some cases, under the arrangements whereby wages are adjusted according to fluctuations in the

cost of living or the proceeds of industry, but the major increase was the result of direct negotiation between employers and employees.¹

The Ministry of Labor found that in the industries for which reports are obtained, September increases in Great Britain and Northern Ireland resulted in a weekly addition to wages of £128,600.² Of this total increase, £830 was due to the operation of sliding scales based on the proceeds of the coal-mining industry; £180 was due to the operation of sliding scales based on cost of living; £40 to arrangements made by joint standing bodies; and the remaining £127,550 was a result of direct negotiations between workpeople or their representatives and employers.

Food prices alone increased by 9 percent, between September 1 and 30, and the index of cost of living rose from 55 percent above the 1914 level in August, to 65 percent above in September. The rise in living costs was chiefly responsible for additions to wages, but for seamen, war risk was taken into account in granting extra pay.

As the British Government follows the procedure of showing the amount of wage increases without publishing total wages, it is not possible to show with accuracy the level of wages after the recent increases. However, some indication of wage levels prior to the war period is given in a comprehensive survey published in the Monthly Labor Review for October 1938. The following increases in wages were authorized in the early weeks of the war, in specified industries or occupations:

| | |
|---------------------------------------|-----------------------|
| Coal mining: | <i>Increase</i> |
| Adults..... | 8d. per shift. |
| Youths and boys..... | 4d. per shift. |
| Cotton industry: | |
| Weaving..... | 12½ percent. |
| Spinning..... | 12.64 percent. |
| Dock workers..... | 1s. per day. |
| Dyeing and finishing: | |
| Men..... | 2s. per week. |
| Women..... | 1s. 2d. per week. |
| Electrical industry..... | 3s. 6d. per week. |
| Jute industry..... | 12½ percent. |
| Women's garments (London)..... | 10 percent. |
| Seamen: | <i>War-risk money</i> |
| Navigating and engineer officers..... | £1 3s. 4d. per week. |
| Ratings other than boys..... | 14s. per week. |
| Boys..... | 7s. per week. |

¹ Data are from Great Britain, Ministry of Labor Gazette, October 1939, pp. 371, 379; Economist, London, October 7 and 28 and November 4, 1939; Manchester Guardian, Manchester, October 21, 1939; International Labor Office, Industrial and Labor Information, Geneva, October 2 and November 13, 1939; Railway Review, London, October 27, 1939.

² Average exchange value of pound in September 1939 = \$4.00.

| | |
|--|---|
| Shipbuilding and ship repair: | <i>Increase</i> |
| Time workers..... | 2s. per week. |
| Piece workers..... | 4 percent. |
| Time workers under 21 years old..... | 6d. or 1s. per week. |
| Steel workers: Laborers..... | 3s. 3d. per week. |
| Trawler crews: | |
| Deck ratings, engine-room staffs, deck learners, and spare hands..... | £1 per week. <i>Guaranteed weekly wage equal to—</i> |
| Skippers..... | £1 per day. |
| Engineers..... | 15s. per day. |
| Railroads: | <i>Minimum weekly wage</i> |
| London..... | 50s. |
| Industrial areas..... | 48s. |
| Rural areas..... | 47s. |

The increase in the shipbuilding industry was negotiated by the employers' federation and the labor unions, and that in the steel industry was granted by an employers' association in South Wales.



BRITISH CONTROL OF EMPLOYMENT ACT, 1939

UNDER a new law, which received royal assent on September 21, 1939,¹ employers in Great Britain may not advertise for employees, or hire or rehire workers during the period of emergency created by the war, unless consent has been given by or on behalf of the Minister of Labor and National Service.² The Minister is required to refer a draft of a proposed order affecting employment or reemployment to a committee appointed by him and consisting of a chairman and equal numbers of representatives of employer and employee organizations which appear to him to be concerned.

Although enactment of many measures was hastened in the early weeks of the present war, some time was permitted for discussions between the Minister of Labor and National Service and representatives of the employers' associations and the General Council of the Trades Union Congress, from the introduction to the passage of the control of employment law.³ In all, 10 days elapsed between these two dates and the bill underwent considerable change in the interval. As originally framed, the terms were accepted in principle by the trade-unions but, as drafted, the bill did not contain provisions for consultation with organized employers and employees before issuance of orders, for appeals against orders, and for the payment of compensation where appeals are allowed, all of which were added. An

¹ Great Britain. Parliament. Control of Employment Act, 1939 (2 and 3 Geo. 6, Ch. 104).

² According to the Ministry of Labor Gazette, issue of September 1939, the Minister of Labor is to be known by this title.

³ The Economist (London), September 23, 1939.

amendment was also made for the purpose of safeguarding the customary right of trade-unions and employers to regulate entries into particular occupations, thus insuring that the law will not be used as a means of introducing dilution of labor. The last-mentioned provision applies equally to arrangements made before and after enactment of this law.

Orders.—Under orders issued, the Minister may not deprive an employee of employment or reemployment unless he is satisfied that suitable alternative employment is available to the worker. Orders may be made to apply either to all or to certain classes of employers and employees, respectively, and may provide that under specified circumstances exemptions may be granted an employee who ceases to be employed by an employer but is reemployed either by the same employer or his successor in business within a period specified in the order. Any order issued for the control of employment may be revoked by a subsequent order of the Minister.

Appeals and compensation.—When the Minister refuses consent to an employee to take employment and notifies the employee of alternate employment, the employee has the right of appeal to determine the suitability of the work. Such appeals are heard by the court of referees, constituted under the Unemployment Insurance Act, 1935, active for the district where the employee resides. If the court decides that no such work opportunity exists, the appeal is allowed as of the date of the court's decision.

The law prescribes that the court shall award compensation in such cases in accordance with regulations made by the Minister with the consent of the Treasury. Compensation is payable for "any loss occasioned * * * by reason of the refusal against which the appeal was brought." Provision for the amount of compensation is to be made by regulations which must also provide that unemployment insurance shall not be paid for any period in respect of which an award of such compensation is made.

Enforcement.—The Minister is empowered to appoint inspectors and fix their pay, with the approval of the Treasury. These inspectors, as well as those appointed for the enforcement of a number of other specified laws, may enter premises other than dwellings at any reasonable time, request access to records, and obtain information necessary for the purposes of this law. Any person who obstructs an inspector or fails to furnish documents or information is liable to a fine on summary conviction. For making false statements the penalty is a fine or imprisonment or both.

Employers are liable to fines for contravention of the provisions governing advertising for employees or hiring or rehiring workers. A person employed in contravention of an order under this law may

not be deemed to be employed under an illegal contract by reason only of that contravention.

Officers as well as corporate bodies are held guilty when offenses under this legislation are due to connivance or neglect of duty and will be proceeded against and punished accordingly.

Approval by Parliament.—Orders and regulations issued by the Minister, accompanied by reports made by a committee constituted in accordance with the provisions of this act, must be submitted to Parliament as speedily as possible. If either House of Parliament decides within 40 days that the order or regulation shall be annulled, it becomes void at once. The validity of anything previously done under the order is not prejudiced and a new order or regulation may be made. The 40-day period includes the date on which the order or regulation is laid before Parliament, but excludes "any time during which Parliament is dissolved or prorogued, or during which both Houses are adjourned for more than 4 days."

Application of law.—This legislation does not apply to employment in Northern Ireland. The effective period will terminate at such time as the King may by Order in Council, declare that the emergency which occasioned the enactment of the law has ended.



WARTIME MODIFICATION OF BRITISH UNEMPLOYMENT INSURANCE SYSTEM

THE war emergency in Great Britain necessitated certain changes in the unemployment-insurance and relief legislation, and accordingly two acts¹ were passed on September 5, 1939, amending, respectively, the Unemployment Insurance Acts, 1935 to 1939, and the Unemployment Assistance Act, 1934. Both of the amending acts will remain in effect until it shall be decided that the emergency necessitating their enactment has ended.

Unemployment Insurance

The amendment to the Unemployment Insurance Acts provides that for the purpose of adapting the statutory system of insurance against unemployment to the conditions arising from any war, the Minister of Labor, with the approval of the Treasury, may issue regulations modifying or suspending the operation of such of the provisions of the acts as he considers expedient. It is stipulated, however, that such regulations may not alter the rates of benefit, or the rates of contribution, or the provisions relating to contributions provided for by Parliament, or Treasury advances to the Unemployment Fund.

¹ Great Britain. Acts. 2 and 3, Geo. 6: Ch. 92, Unemployment Insurance (Emergency Powers) Act 1939; Ch. 93, Unemployment Assistance (Emergency Powers) Act, 1939. London.

If regulations issued under the authorization of the present act provide for payment of benefit to persons to whom a special scheme applies within the meaning of the 1935 act, provision may be made in the regulations, in lieu of payment under the special scheme, for such financial adjustment as appears to the Minister of Labor to be necessary as between the Unemployment Fund and the fund constituted under the special scheme.

Any increase in expenditures payable out of moneys provided by Parliament under this act, over those provided for under the 1935 to 1939 acts, will be defrayed out of appropriations provided by Parliament.

Application of this act to Northern Ireland is limited to the provisions of the Unemployment Insurance Acts, 1935 to 1939, which extend to Northern Ireland.

The regulations² issued under this law provide for suspension of the following provisions: The issue of new certificates of exception or exemption from unemployment insurance, the return of contributions erroneously paid, the crediting of contributions to persons continuing to receive whole-time education after reaching the school-leaving age, the obligation imposed upon education authorities to provide courses of instruction, the provisions regarding yearly and half-yearly hirings in relation to contributions under the agricultural scheme, and certain parts of the procedure relating to the making of orders and regulations.

The provisions relating to the period for which benefit may be drawn, benefit in respect of dependent children, and the powers of insurance officers, have been amended. It is now provided that if the statutory conditions are fulfilled and the claimant is not disqualified, insured contributors aged 16 and over are entitled to receive benefit for periods not exceeding a total of 180 days in a benefit year under the general scheme, and 90 days under the agricultural scheme. The requirement that claimants for agricultural benefit must have paid 10 contributions is suspended. In the case of persons for whom a benefit year was already current, benefits may be paid in that benefit year for the number of days for which a certificate had been given under the old conditions, even though it may exceed the present maximum; but if the benefit certified was less than 180 days (90 days for an agricultural claimant) and has been exhausted, no further benefit can be paid in that benefit year.

A claimant whose dependent children live with him is no longer required to prove in the ordinary way that he is mainly maintaining them.

Insurance officers are empowered to disallow any claim for benefit and to decide other questions which previously had to be referred to courts of referees.

² Great Britain, Ministry of Labor Gazette, October 1939, p. 360.

Benefit conditions may be relaxed in favor of persons providing accommodation or rendering services to persons removed from their homes under approved evacuation schemes. Such services may not be regarded as rendering a claimant "not available for work" or "not unemployed" nor may such services be regarded as an occupation ordinarily carried on for profit in determining a claim for dependents' benefits.

Other minor changes were made chiefly in regard to necessary adjustments between the unemployment-insurance scheme, on the one hand, and the special schemes for the banking and insurance industries and the unemployment-assistance scheme, on the other.

Unemployment Assistance

The Unemployment Assistance Act was passed in 1934 to take care of unemployed persons who could not qualify for or had exhausted their rights to insurance. The amendment to this act provides that in order to prevent or relieve distress caused by the war the Minister of Labor may, with the approval of the Treasury, issue regulations extending the class of persons to whom an allowance may be granted under the former legislation to include such persons as may be specified in the regulations as being in distress as the result of circumstances caused by the war. The law provides, also, that any provisions of the 1934 act may be modified or suspended by regulations to such extent as the Minister of Labor may consider expedient in view of war conditions. All regulations must be laid before Parliament as soon as possible, and if such regulation is annulled by either House of Parliament within the next 28 days in which that House has been in session, the regulation becomes invalid—but not as concerns the validity of anything done prior to annulment.

The regulations extend the class of persons to whom allowances may be paid under the earlier legislation to include, with certain minor exceptions, any person aged 16 or over who is in distress because he has been moved from home under an official evacuation scheme as a direct result of the war or action by the enemy, or he, or some person upon whom he is normally dependent, has lost his employment or is unable to follow his normal occupation, so that he is deprived entirely or to a substantial extent of his normal means of livelihood. If an application for an allowance is made by a woman who is temporarily separated from her husband, who, nevertheless, is not prevented from supporting her by circumstances caused by the war, she may, for the purpose of assessing her needs, be treated as if she continued to be a member of his household.

Provision is made whereby allowances may be issued by officers of a local authority under arrangements made with the Unemployment Assistance Board. Also it is provided that the chairman of an appeal tribunal may deal, by himself, with all appeals by applicants, both for allowances and as regards the amount of allowances.

The regulations covering both unemployment insurance and unemployment assistance became effective September 6, 1939.



REGISTRATION OF POPULATION IN THE UNITED KINGDOM ¹

IN THE United Kingdom the entire population, exclusive of members of the armed forces and the mercantile marine, was registered at the end of September in accordance with the provisions of the National Registration Act of 1939 adopted earlier in the month. The purposes of the national register are to facilitate the making of national-service arrangements, such as rationing; to provide man-power statistics and other general information to supplement the 1931 census; and to make it possible to maintain contact between members of families who are separated, as for example under the evacuation plan and in submitting proof of claims to special payments or allowances.

Registrants were supplied with questionnaires, which were filled out and collected. Identity cards were then issued to each registrant or to the person responsible for him. Census methods were used in making the enumeration.

The Minister of Health, who is in charge of maintaining the register, has made provision for keeping it up to date. Under the regulations issued a registered person must give notice to the local registration officer of any change in address, within 7 days. Any person leaving a service not subject to registration or subject to a different system of registration is required to register if he leaves such employment. Similarly he must give notice if transferring to services which are not subject to registration under the law here reviewed. The regulations also provide that notification of death shall be made, that babies shall be registered as new entries, and other safeguards instituted to insure that the registration shall be complete at all times.

Arrangements have been made whereby a person who is fully qualified for work other than that in which he is engaged may have this fact recorded in the national register.

¹ Local Government Chronicle, London, September 16 and 30, 1939.

WARTIME INCREASE IN WAGES OF NORWEGIAN SEAMEN

THE so-called "America agreement" between the Norwegian Seamen's Association and the Norwegian Shipowners' Association, was signed on September 28, 1939, and took effect on October 1.¹ This agreement increased the existing wages for service to American ports from 32 to 60 and from 25 to 40 kroner² per month. The new increase applies also to calls at American ports without discharge and loading of cargoes, and to passage through the Panama Canal. Further, it prescribes that "continuous service during 2 months" shall include several trips within the American zone aggregating a minimum of 2 months, which have not been interrupted by service elsewhere.



COMPULSORY LABOR SERVICE IN JAPAN

THE growing dearth of workers in certain industries in Japan, which has resulted from the increasing numbers of men called up for military duty, led to the establishment for the first time in that country of a compulsory labor service, by an imperial order of July 8, 1939. The purpose of this measure, effective July 15, 1939, is reported to be the expansion of the output of munitions and the general productivity of the nation. A series of ministerial orders on July 11, supplemented the original provisions. A brief outline of the scheme is given below.³

Scope of Plan

Recourse will be had to compulsory labor service only when and to the extent that public-employment exchanges and voluntary-recruitment measures are unable to meet the requirements for national defense. The only persons who will be used for such service are those included under an earlier order, regarding registration of the vocational qualifications of the population, in preparation for the institution of a system for supervising employment in wartime (including a compulsory employment service). It is estimated that the number of persons covered totals 5,300,000. These persons are subject to call for work undertaken by the State and designated as "general mobilization work" under the General Mobilization Act.

¹ Data are from report of Mrs. Florence J. Harriman, American Minister at Oslo.

² Foreign exchange rate of krona in September 1939=23.4 cents.

³ Data are from International Labor Office, Industrial and Labor Information (Geneva), October 2, 1939.

Organization of Conscription

In the working out of details concerning the order in which persons will be called to perform compulsory labor, consideration will be given to various factors such as location of work to be undertaken, vocational ability, physical qualifications, family circumstances, personal preferences, etc. In putting the plans into operation, use will be made of the documents collected by the 400 public employment exchanges in Japan, during the vocational-qualifications registration.

Remuneration

Every person called up for compulsory labor service is to receive an allowance, the amount being fixed with a view to obviating any substantial loss the compulsory laborer might otherwise suffer. The wage and additional income received prior to entry into compulsory service will be taken into account, as well as the nature and place of the new employment assigned. The allowance rates are to be determined by the Minister responsible for supervising the project to which the worker is allocated. In all cases, however, the Ministry of Social Welfare must be consulted previously. Transportation costs of mobilization and demobilization of labor will be subject to special regulations.

Administration

Arrangements for mobilization and demobilization will be left wholly to the Ministry of Social Welfare, whose decisions will be put into effect by the prefects. The administrative departments of the State which need compulsory labor will list vacant positions and forward this information to the Ministry of Social Welfare. The Ministry of Labor must be notified of any changes in the lists of vacancies and also of any proposed demobilization measures.

Social Security



PLACEMENT WORK OF PUBLIC EMPLOYMENT SERVICES, OCTOBER 1939

CONTINUED improvement in job opportunities during October was marked by the largest volume of placements made by public employment offices since June 1937. At the same time the active file of persons seeking work through public facilities declined to a new 22-month low.

Public employment offices made 366,184 complete placements in October, more than one-quarter above the volume for October 1938 and one-fifth greater than the total for the same month in 1937. Private placements accounted for the predominant portion of these jobs. Openings were filled in 308,422 private jobs, the largest volume of placements with private employers made in the history of the public employment system in the United States. This is the fifth time during 1939 that previous high placement records have been broken. The number of private placements in October was 7.4 percent above September and nearly 50 percent higher than the totals of October last year and 2 years ago. Approximately one-half of the private placements were of regular duration; the gain in regular jobs over the corresponding month of 1937 and 1938 was markedly higher than that for temporary jobs. Improvement was general, gains being reported in 33 States. Greatest improvements were found in the South and Middle Atlantic and the West North Central Regions. The only area to show a decrease was the Pacific coast, primarily because of declines in agricultural placements.

In addition to these, more than one-third million complete placements, employment offices assisted in filling 113,383 jobs in which the employment offices played a major part in bringing worker and employer together, although they did not perform all steps in completing the placements.

Coupled with the expansion in business opportunity as a reason for the improvement in placements was the further intensification of efforts by the public employment offices to serve employers. During October, personnel of the 1,608 offices and 2,702 itinerant points made

some 207,000 visits to employers, the largest number of solicitations ever made in a single month.

Despite the marked drop in the file of persons actively registered for employment at the end of the month to 5,462,272, a volume approximately 30 percent lower than in October 1938, the volume of current applications was sustained. Approximately one and one-third million applications were reported during October, 545,195 being new applications and 784,246 being renewals. Increases in new applications were reported for 34 States. The drop in the total active file for the country was not felt uniformly, only 26 States showing decreases in the number of persons registered for work at the month end.

TABLE 1.—*Summary of Placement Operations, United States, October 1939*

| Activity | Number | Percent of change from— | | |
|---------------------------------|-----------|-------------------------|--------------|--------------|
| | | September 1939 | October 1938 | October 1937 |
| Total applications..... | 1,329,441 | +3.3 | +12.4 | +94.3 |
| New applications..... | 545,195 | -3.7 | -3.5 | +87.2 |
| Renewals..... | 784,246 | +8.8 | +26.9 | +99.6 |
| Total placements..... | 366,184 | +3.9 | +25.6 | +20.7 |
| Private..... | 308,422 | +7.4 | +48.4 | +46.7 |
| Regular..... | 152,073 | +7.8 | +58.9 | +75.0 |
| Temporary..... | 156,349 | +7.0 | +39.4 | +26.8 |
| Public..... | 57,762 | -11.5 | -31.0 | -37.9 |
| Active file (end of month)..... | 5,462,272 | -3.9 | -29.5 | +24.3 |

Veterans were placed in 13,584 jobs during the month, of which 10,301 were with private employers. This is the best record of veteran private placements since September 1937. Despite the receipt of 47,227 applications for work during the month the number of veterans actively seeking work dropped to 223,977 at the month end, the lowest level on record.

TABLE 2.—*Summary of Veterans' Activities, October 1939*

| Activity | Number | Percent of change from— | | |
|---------------------------------|---------|-------------------------|--------------|--------------|
| | | September 1939 | October 1938 | October 1937 |
| Total applications..... | 47,227 | +15.5 | -1.0 | +42.0 |
| New applications..... | 12,537 | -6.0 | -19.5 | +32.3 |
| Renewals..... | 34,690 | +25.9 | +8.0 | +45.9 |
| Total placements..... | 13,584 | +12.9 | -3.6 | -19.3 |
| Private..... | 10,301 | +21.2 | +27.2 | +4.1 |
| Regular..... | 3,736 | +23.5 | +32.5 | +15.5 |
| Temporary..... | 6,565 | +20.0 | +24.3 | -1.5 |
| Public..... | 3,283 | -7.3 | -45.2 | -52.7 |
| Active file (end of month)..... | 223,977 | -6.4 | -44.2 | -5.7 |

TABLE 3.—Activities of Public Employment Services in the United States, October 1939

| Division and State | Placements ¹ | | | | | Supplemental placements | Field visits | Applications | | Active file Oct. 31, 1939 | Personal visits |
|---------------------|-------------------------|----------|-----------------------------------|------------------------|---------|-------------------------|--------------|--------------|----------|---------------------------|-----------------|
| | Total | Number | Per cent of change from September | Private | | | | Total | New | | |
| | | | | Regular (over 1 month) | Public | | | | | | |
| United States..... | 366, 184 | 308, 422 | +7 | 152, 073 | 57, 762 | 113, 383 | 207, 022 | 1, 329, 441 | 545, 195 | 5, 462, 272 | 9, 300, 222 |
| New England..... | 17, 632 | 14, 186 | +15 | 9, 717 | 3, 446 | 816 | 5, 938 | 74, 478 | 29, 697 | 372, 757 | 644, 353 |
| Maine..... | 1, 985 | 1, 352 | -4 | 944 | 633 | 47 | 762 | 9, 368 | 2, 766 | 33, 134 | 55, 256 |
| N. H..... | 2, 669 | 2, 264 | +62 | 1, 776 | 405 | 193 | 863 | 6, 865 | 1, 767 | 25, 526 | 40, 814 |
| Vermont..... | 1, 059 | 768 | -49 | 363 | 291 | 6 | 315 | 2, 738 | 730 | 14, 996 | 13, 834 |
| Mass..... | 4, 162 | 3, 355 | +15 | 2, 474 | 807 | 150 | 1, 939 | 33, 478 | 16, 721 | 173, 051 | 341, 845 |
| R. I..... | 1, 322 | 1, 026 | +23 | 669 | 296 | 28 | 640 | 5, 353 | 2, 707 | 43, 879 | 70, 428 |
| Conn..... | 6, 435 | 5, 421 | +27 | 3, 491 | 1, 014 | 392 | 1, 419 | 16, 676 | 5, 006 | 82, 171 | 122, 176 |
| Mid. Atlantic..... | 53, 717 | 45, 651 | +17 | 27, 415 | 8, 066 | 2, 764 | 50, 365 | 303, 768 | 132, 703 | 1, 266, 476 | 2, 072, 634 |
| New York..... | 25, 618 | 21, 871 | -8 | 11, 362 | 3, 747 | 1, 082 | 20, 159 | 159, 549 | 82, 700 | 534, 210 | 1, 138, 029 |
| New Jersey..... | 12, 252 | 11, 727 | +10 | 7, 132 | 525 | 462 | 14, 923 | 48, 948 | 20, 211 | 272, 006 | 270, 760 |
| Pa..... | 15, 847 | 12, 053 | +47 | 8, 921 | 3, 794 | 1, 220 | 15, 283 | 95, 271 | 29, 792 | 460, 260 | 663, 845 |
| E. No. Central..... | 61, 067 | 55, 647 | +4 | 30, 629 | 5, 420 | 4, 695 | 40, 012 | 254, 756 | 99, 683 | 1, 027, 382 | 2, 018, 651 |
| Ohio..... | 15, 901 | 14, 717 | (²) | 7, 538 | 1, 184 | 939 | 13, 205 | 65, 225 | 22, 638 | 278, 642 | 542, 163 |
| Indiana..... | 9, 249 | 8, 911 | +1 | 5, 543 | 338 | 2, 688 | 2, 807 | 41, 363 | 18, 081 | 182, 957 | 225, 254 |
| Illinois..... | 13, 661 | 13, 416 | +8 | 6, 687 | 245 | 323 | 7, 673 | 52, 606 | 30, 306 | 308, 576 | 544, 792 |
| Michigan..... | 14, 052 | 11, 633 | +9 | 6, 968 | 2, 449 | 168 | 13, 368 | 66, 697 | 20, 046 | 200, 969 | 538, 006 |
| Wisconsin..... | 8, 174 | 6, 970 | +2 | 3, 893 | 1, 204 | 577 | 2, 959 | 28, 865 | 8, 612 | 166, 218 | 148, 436 |
| W. No. Central..... | 42, 751 | 34, 161 | +17 | 11, 589 | 8, 590 | 1, 703 | 28, 184 | 111, 946 | 43, 013 | 511, 824 | 660, 464 |
| Minnesota..... | 8, 174 | 6, 343 | +9 | 2, 979 | 1, 831 | 795 | 9, 291 | 17, 607 | 6, 994 | 148, 871 | 184, 297 |
| Iowa..... | 8, 317 | 6, 243 | (⁴) | 2, 254 | 2, 074 | 298 | 4, 327 | 16, 736 | 4, 802 | 83, 720 | 122, 463 |
| Missouri..... | 13, 885 | 12, 737 | +43 | 3, 209 | 1, 148 | 42 | 5, 587 | 43, 750 | 20, 371 | 136, 322 | 189, 004 |
| N. Dakota..... | 3, 365 | 2, 885 | -22 | 894 | 480 | 68 | 1, 022 | 7, 943 | 1, 552 | 27, 163 | 30, 894 |
| S. Dakota..... | 1, 306 | 836 | (²) | 344 | 470 | 61 | 561 | 4, 376 | 1, 545 | 34, 407 | 20, 099 |
| Nebraska..... | 4, 050 | 2, 269 | +24 | 757 | 1, 781 | 111 | 2, 366 | 8, 181 | 2, 989 | 43, 214 | 48, 577 |
| Kansas..... | 3, 654 | 2, 848 | +8 | 1, 152 | 806 | 328 | 5, 030 | 13, 353 | 4, 760 | 38, 127 | 65, 512 |
| South Atlantic..... | 51, 465 | 39, 624 | +17 | 24, 862 | 11, 841 | 2, 447 | 17, 653 | 165, 039 | 64, 331 | 648, 659 | 972, 945 |
| Delaware..... | 2, 356 | 2, 205 | +47 | 1, 656 | 151 | 68 | 241 | 3, 980 | 862 | 12, 874 | 21, 191 |
| Maryland..... | 4, 205 | 3, 371 | +13 | 1, 855 | 834 | 66 | 1, 465 | 24, 199 | 6, 195 | 60, 633 | 63, 712 |
| Dist. of Col..... | 3, 871 | 3, 424 | (¹) | 1, 464 | 447 | 25 | 166 | 10, 428 | 4, 060 | 35, 980 | 60, 749 |
| Virginia..... | 6, 465 | 4, 863 | -4 | 3, 467 | 1, 602 | 345 | 2, 539 | 21, 176 | 8, 065 | 44, 270 | 109, 585 |
| West Va..... | 4, 193 | 3, 296 | +7 | 2, 188 | 897 | 312 | 1, 447 | 21, 507 | 3, 718 | 62, 955 | 99, 065 |
| N. C..... | 11, 344 | 7, 961 | +21 | 4, 885 | 3, 383 | 1, 243 | 2, 578 | 29, 197 | 11, 361 | 91, 746 | 205, 006 |
| S. C..... | 3, 492 | 2, 286 | +6 | 1, 286 | 1, 206 | 41 | 2, 124 | 16, 484 | 5, 552 | 102, 037 | 118, 809 |
| Georgia..... | 8, 530 | 6, 425 | -11 | 3, 032 | 2, 105 | 229 | 5, 618 | 23, 308 | 14, 155 | 174, 079 | 148, 401 |
| Florida..... | 7, 009 | 5, 793 | +227 | 5, 029 | 1, 216 | 118 | 1, 475 | 14, 760 | 10, 363 | 64, 085 | 146, 427 |
| E. So. Central..... | 25, 070 | 18, 963 | +13 | 8, 902 | 6, 107 | 13, 836 | 9, 274 | 92, 104 | 45, 766 | 427, 642 | 499, 211 |
| Kentucky..... | 3, 801 | 2, 504 | +8 | 1, 616 | 1, 297 | 734 | 1, 750 | 18, 056 | 10, 501 | 82, 364 | 81, 591 |
| Tennessee..... | 9, 298 | 8, 479 | +67 | 2, 071 | 819 | 11, 305 | 3, 192 | 15, 288 | 9, 173 | 133, 283 | 158, 880 |
| Alabama..... | 4, 711 | 3, 990 | -4 | 2, 655 | 721 | 1, 008 | 2, 596 | 28, 969 | 11, 570 | 125, 385 | 153, 689 |
| Mississippi..... | 7, 260 | 3, 990 | -24 | 2, 560 | 3, 270 | 789 | 1, 736 | 29, 791 | 14, 522 | 86, 610 | 105, 051 |
| W. So. Central..... | 44, 834 | 39, 315 | +4 | 14, 180 | 5, 519 | 60, 822 | 26, 524 | 117, 514 | 49, 366 | 492, 624 | 888, 373 |
| Arkansas..... | 4, 074 | 3, 323 | -34 | 1, 350 | 751 | 6 | 2, 797 | 7, 987 | 4, 717 | 61, 648 | 96, 325 |
| Louisiana..... | 6, 710 | 5, 989 | +38 | 4, 741 | 721 | 1, 427 | 5, 762 | 21, 482 | 7, 860 | 97, 583 | 126, 399 |
| Oklahoma..... | 5, 622 | 4, 710 | -16 | 895 | 912 | 337 | 3, 133 | 26, 802 | 8, 117 | 60, 167 | 148, 528 |
| Texas..... | 28, 428 | 25, 293 | +11 | 7, 194 | 3, 135 | 56, 261 | 15, 493 | 61, 243 | 28, 672 | 273, 262 | 517, 121 |
| Mountain..... | 28, 966 | 25, 072 | +15 | 9, 780 | 3, 894 | 13, 974 | 12, 462 | 57, 366 | 17, 200 | 190, 335 | 340, 991 |
| Montana..... | 2, 028 | 1, 201 | +18 | 707 | 827 | 427 | 1, 440 | 4, 294 | 1, 425 | 27, 143 | 44, 495 |
| Idaho..... | 5, 517 | 4, 967 | +118 | 946 | 550 | 2, 447 | 2, 475 | 6, 770 | 2, 611 | 14, 190 | 54, 477 |
| Wyoming..... | 1, 497 | 1, 067 | +18 | 333 | 430 | 27 | 435 | 3, 166 | 700 | 7, 885 | 18, 425 |
| Colorado..... | 6, 395 | 5, 685 | -11 | 1, 297 | 710 | 559 | 2, 763 | 15, 926 | 4, 585 | 59, 571 | 92, 590 |
| New Mexico..... | 5, 390 | 5, 105 | -8 | 2, 152 | 285 | 5, 765 | 2, 197 | 8, 885 | 1, 613 | 34, 171 | 31, 597 |
| Arizona..... | 4, 327 | 3, 853 | +32 | 3, 184 | 474 | 4, 153 | 1, 312 | 7, 434 | 3, 257 | 21, 636 | 45, 878 |
| Utah..... | 2, 628 | 2, 205 | +27 | 633 | 423 | 529 | 1, 294 | 8, 422 | 1, 975 | 20, 218 | 34, 018 |
| Nevada..... | 1, 184 | 989 | -14 | 528 | 195 | 67 | 546 | 2, 469 | 1, 034 | 5, 521 | 19, 592 |
| Pacific..... | 39, 775 | 35, 248 | +17 | 14, 756 | 4, 527 | 12, 209 | 16, 374 | 149, 616 | 61, 519 | 512, 657 | 1, 172, 438 |
| Washington..... | 7, 335 | 6, 275 | -41 | 2, 293 | 1, 060 | 1, 352 | 2, 656 | 23, 421 | 8, 007 | 95, 362 | 134, 278 |
| Oregon..... | 6, 906 | 5, 735 | -18 | 2, 557 | 1, 171 | 3, 023 | 2, 040 | 15, 977 | 5, 477 | 31, 999 | 132, 419 |
| California..... | 25, 534 | 23, 238 | -6 | 9, 906 | 2, 296 | 7, 834 | 11, 678 | 110, 248 | 48, 035 | 385, 296 | 905, 741 |
| Alaska..... | 339 | 196 | -12 | 50 | 143 | 26 | 149 | 935 | 426 | 2, 210 | 7, 802 |
| Hawaii..... | 568 | 359 | +4 | 193 | 209 | 91 | 87 | 1, 919 | 1, 491 | 9, 706 | 21, 978 |

¹ Preliminary.² Estimated.³ Increase of less than half of 1 percent.⁴ Decrease of less than half of 1 percent.⁵ Data not comparable. State agency suspended operations July 28-September 26.⁶ Does not include supplemental farm placements made in cooperation with the Memphis, Tenn., office.

TABLE 3.—Activities of Public Employment Services in the United States, October 1939—Continued

MEN

| Division and State | Placements ¹ | | | | Applications | | | Active file, Oct. 31, 1939 | |
|---------------------------|-------------------------|---------|-----------------------------------|--------|--------------|---------|-----------------------------------|----------------------------|-----------|
| | Total | Private | | Public | Total | New | | | |
| | | Number | Per cent of change from September | | | Number | Per cent of change from September | | |
| United States..... | 240,190 | 183,350 | +12 | 81,398 | 56,840 | 926,001 | 341,420 | -6 | 4,072,759 |
| New England..... | 11,245 | 7,845 | +17 | 5,346 | 3,400 | 45,336 | 15,822 | +4 | 239,911 |
| Maine..... | 1,306 | 674 | +1 | 399 | 632 | 6,169 | 1,434 | +19 | 24,115 |
| New Hampshire..... | 2,196 | 1,808 | +102 | 1,438 | 388 | 4,616 | 1,099 | +32 | 17,440 |
| Vermont..... | 721 | 430 | -63 | 196 | 291 | 1,986 | 456 | -28 | 10,744 |
| Massachusetts..... | 2,293 | 1,499 | +9 | 1,100 | 794 | 19,193 | 8,788 | +9 | 107,059 |
| Rhode Island..... | 752 | 463 | +41 | 285 | 289 | 3,018 | 1,436 | -24 | 25,403 |
| Connecticut..... | 3,977 | 2,971 | +31 | 1,928 | 1,006 | 10,354 | 2,609 | +2 | 55,150 |
| Middle Atlantic..... | 28,949 | 20,965 | +34 | 13,225 | 7,984 | 202,884 | 80,303 | -33 | 914,874 |
| New York..... | 14,230 | 10,531 | +16 | 5,545 | 3,699 | 104,779 | 51,740 | -44 | 364,754 |
| New Jersey..... | 5,059 | 4,539 | +35 | 3,189 | 520 | 30,696 | 10,949 | -1 | 196,410 |
| Pennsylvania..... | 9,660 | 5,895 | +84 | 4,491 | 3,765 | 67,409 | 17,614 | +11 | 353,710 |
| East North Central..... | 36,088 | 30,861 | +10 | 15,501 | 5,227 | 178,722 | 61,205 | +12 | 796,140 |
| Ohio..... | 9,376 | 8,225 | +6 | 3,721 | 1,151 | 45,816 | 12,997 | +4 | 210,068 |
| Indiana..... | 4,903 | 4,590 | +11 | 2,568 | 313 | 26,562 | 11,181 | +24 | 139,790 |
| Illinois..... | 7,253 | 7,029 | +9 | 3,274 | 224 | 35,805 | 19,479 | +5 | 150,541 |
| Michigan..... | 9,683 | 7,288 | +20 | 3,976 | 2,395 | 50,477 | 12,331 | +27 | 159,705 |
| Wisconsin..... | 4,733 | 3,729 | +7 | 1,962 | 1,144 | 20,062 | 5,217 | +9 | 136,036 |
| West North Central..... | 29,750 | 21,382 | +22 | 5,821 | 8,368 | 78,551 | 26,175 | -2 | 386,169 |
| Minnesota..... | 5,330 | 3,520 | +19 | 1,569 | 1,810 | 11,255 | 3,914 | +7 | 114,449 |
| Iowa..... | 5,788 | 3,848 | +5 | 1,354 | 1,940 | 11,629 | 2,722 | -20 | 62,948 |
| Missouri..... | 9,432 | 8,296 | +54 | 1,404 | 1,136 | 30,424 | 12,634 | -2 | 96,071 |
| North Dakota..... | 2,440 | 1,973 | -30 | 434 | 467 | 5,905 | 894 | -45 | 21,323 |
| South Dakota..... | 965 | 523 | (²) | 187 | 442 | 2,906 | 901 | (²) | 27,127 |
| Nebraska..... | 3,293 | 1,524 | +39 | 336 | 1,769 | 6,117 | 1,820 | +8 | 33,642 |
| Kansas..... | 2,502 | 1,698 | +12 | 537 | 804 | 10,315 | 3,290 | (²) | 30,609 |
| South Atlantic..... | 34,737 | 22,970 | +27 | 13,139 | 11,767 | 116,478 | 41,664 | +5 | 472,831 |
| Delaware..... | 909 | 759 | +27 | 589 | 150 | 2,265 | 485 | -14 | 8,504 |
| Maryland..... | 3,183 | 2,351 | +25 | 1,327 | 832 | 17,717 | 3,815 | +7 | 45,556 |
| District of Columbia..... | 1,866 | 1,420 | +7 | 521 | 446 | 6,106 | 2,203 | +1 | 22,720 |
| Virginia..... | 4,064 | 2,467 | -11 | 1,615 | 1,597 | 13,835 | 4,969 | +2 | 30,535 |
| West Virginia..... | 2,687 | 1,802 | +16 | 1,335 | 885 | 17,618 | 2,336 | -6 | 51,601 |
| North Carolina..... | 7,795 | 4,444 | +55 | 2,165 | 3,351 | 19,215 | 7,179 | +1 | 60,494 |
| South Carolina..... | 2,741 | 1,549 | +6 | 751 | 1,192 | 12,369 | 3,663 | +47 | 78,210 |
| Georgia..... | 6,411 | 4,312 | -5 | 1,484 | 2,099 | 17,163 | 9,928 | +2 | 128,639 |
| Florida..... | 5,081 | 3,866 | +263 | 3,352 | 1,215 | 10,290 | 7,086 | +5 | 46,572 |
| East South Central..... | 17,838 | 11,760 | +13 | 5,313 | 6,078 | 68,113 | 31,736 | (¹) | 336,299 |
| Kentucky..... | 2,727 | 1,440 | +17 | 927 | 1,287 | 18,408 | 7,444 | -30 | 65,447 |
| Tennessee..... | 5,521 | 4,704 | +86 | 737 | 817 | 9,516 | 5,326 | +20 | 102,032 |
| Alabama..... | 3,428 | 2,712 | -5 | 1,748 | 716 | 21,902 | 8,416 | +33 | 99,767 |
| Mississippi..... | 6,162 | 2,904 | -23 | 1,901 | 3,258 | 23,287 | 10,550 | +1 | 69,033 |
| West South Central..... | 29,872 | 24,391 | +7 | 7,429 | 5,481 | 85,167 | 33,195 | +14 | 386,673 |
| Arkansas..... | 2,756 | 2,010 | -42 | 545 | 746 | 5,450 | 3,191 | +4 | 50,876 |
| Louisiana..... | 4,687 | 3,971 | +77 | 3,152 | 716 | 15,980 | 5,300 | +6 | 77,756 |
| Oklahoma..... | 3,864 | 2,956 | -14 | 215 | 908 | 20,648 | 5,632 | +6 | 49,715 |
| Texas..... | 18,565 | 15,454 | +14 | 3,517 | 3,111 | 43,089 | 19,072 | +21 | 208,326 |
| Mountain..... | 23,530 | 19,687 | +25 | 6,928 | 3,843 | 45,373 | 11,729 | +6 | 154,943 |
| Montana..... | 1,812 | 998 | +31 | 583 | 814 | 3,634 | 991 | +11 | 22,365 |
| Idaho..... | 4,613 | 4,073 | +176 | 470 | 540 | 5,400 | 1,896 | +37 | 12,280 |
| Wyoming..... | 1,366 | 941 | +29 | 272 | 425 | 2,633 | 478 | -10 | 6,260 |
| Colorado..... | 5,029 | 4,324 | -9 | 683 | 705 | 12,004 | 2,957 | -16 | 47,394 |
| New Mexico..... | 4,498 | 4,221 | -8 | 1,662 | 277 | 7,453 | 1,124 | +19 | 28,676 |
| Arizona..... | 3,176 | 2,706 | +34 | 2,328 | 470 | 5,652 | 2,187 | +5 | 17,515 |
| Utah..... | 2,180 | 1,759 | +120 | 519 | 421 | 6,615 | 1,291 | +33 | 16,086 |
| Nevada..... | 856 | 665 | +3 | 411 | 191 | 1,982 | 805 | +12 | 4,367 |
| Pacific..... | 27,413 | 23,070 | -20 | 8,530 | 4,343 | 103,164 | 38,232 | +12 | 375,404 |
| Washington..... | 5,063 | 4,064 | -48 | 1,308 | 999 | 17,487 | 5,083 | +34 | 77,108 |
| Oregon..... | 5,955 | 4,792 | -17 | 2,066 | 1,163 | 12,322 | 3,858 | +15 | 24,347 |
| California..... | 16,395 | 14,214 | -7 | 5,156 | 2,181 | 73,355 | 29,291 | +8 | 273,949 |
| Alaska..... | 304 | 162 | -9 | 36 | 142 | 841 | 374 | +55 | 1,976 |
| Hawaii..... | 464 | 257 | +22 | 130 | 207 | 1,372 | 985 | -6 | 7,539 |

¹ Preliminary.² Data not comparable. State agency suspended operations July 28-September 26.³ Increase of less than half of 1 percent.⁴ Decrease of less than half of 1 percent.

TABLE 3.—Activities of Public Employment Services in the United States, October 1939—Continued

| Division and State | Placements ¹ | | | | Applications | | | Active file Oct. 31, 1939 |
|---------------------------|-------------------------|---------|----------------------------------|------------------------|--------------|---------|----------------------------------|---------------------------|
| | Total | Private | | | Total | New | | |
| | | Number | Percent of change from September | Regular (over 1 month) | | Number | Percent of change from September | |
| United States..... | 125,994 | 125,072 | +1 | 70,675 | 403,440 | 203,775 | (²) | 1,389,513 |
| New England..... | 6,387 | 6,341 | +13 | 4,371 | 29,142 | 13,875 | +10 | 132,846 |
| Maine..... | 679 | 678 | -9 | 545 | 3,199 | 1,332 | +38 | 9,019 |
| New Hampshire..... | 473 | 456 | -9 | 338 | 2,249 | 668 | (³) | 8,086 |
| Vermont..... | 338 | 338 | -1 | 167 | 752 | 274 | -18 | 4,252 |
| Massachusetts..... | 1,869 | 1,856 | +21 | 1,374 | 14,285 | 7,933 | +16 | 65,992 |
| Rhode Island..... | 570 | 563 | +11 | 384 | 2,335 | 1,271 | -3 | 18,476 |
| Connecticut..... | 2,458 | 2,450 | +23 | 1,563 | 6,322 | 2,397 | -3 | 27,021 |
| Middle Atlantic..... | 24,768 | 24,686 | +5 | 14,190 | 100,884 | 52,400 | -16 | 351,602 |
| New York..... | 11,388 | 11,340 | +1 | 5,817 | 54,770 | 30,960 | -25 | 169,456 |
| New Jersey..... | 7,193 | 7,188 | -2 | 3,943 | 18,252 | 9,262 | +5 | 75,596 |
| Pennsylvania..... | 6,187 | 6,158 | +24 | 4,430 | 27,862 | 12,178 | -1 | 106,550 |
| East North Central..... | 24,979 | 24,786 | -2 | 15,128 | 76,034 | 38,478 | +11 | 231,242 |
| Ohio..... | 6,525 | 6,492 | -5 | 3,817 | 19,409 | 9,641 | +10 | 68,574 |
| Indiana..... | 4,346 | 4,321 | -7 | 2,975 | 14,801 | 6,900 | +26 | 43,167 |
| Illinois..... | 6,408 | 6,387 | +7 | 3,413 | 16,801 | 10,827 | +7 | 48,038 |
| Michigan..... | 4,399 | 4,345 | -5 | 2,992 | 16,220 | 7,715 | +19 | 41,281 |
| Wisconsin..... | 3,301 | 3,241 | -2 | 1,931 | 8,803 | 3,395 | -9 | 30,182 |
| West North Central..... | 13,001 | 12,779 | +9 | 5,768 | 33,395 | 16,838 | +4 | 125,655 |
| Minnesota..... | 2,844 | 2,823 | -2 | 1,410 | 6,352 | 3,080 | +5 | 34,422 |
| Iowa..... | 2,529 | 2,395 | -8 | 900 | 5,107 | 2,080 | -7 | 20,772 |
| Missouri..... | 4,453 | 4,441 | +26 | 1,805 | 13,326 | 7,737 | (²) | 40,251 |
| North Dakota..... | 925 | 912 | +6 | 460 | 2,038 | 658 | -7 | 5,840 |
| South Dakota..... | 341 | 313 | (⁴) | 157 | 1,470 | 644 | (⁴) | 7,280 |
| Nebraska..... | 757 | 745 | +1 | 421 | 2,064 | 1,169 | +16 | 9,572 |
| Kansas..... | 1,152 | 1,150 | +3 | 615 | 3,038 | 1,470 | -2 | 7,518 |
| South Atlantic..... | 16,728 | 16,654 | +6 | 11,723 | 48,561 | 22,667 | (²) | 175,828 |
| Delaware..... | 1,447 | 1,446 | +61 | 1,067 | 1,715 | 377 | -22 | 4,370 |
| Maryland..... | 1,022 | 1,020 | -9 | 528 | 6,482 | 2,380 | -4 | 15,077 |
| District of Columbia..... | 2,005 | 2,004 | -5 | 943 | 4,322 | 1,857 | +6 | 13,260 |
| Virginia..... | 2,401 | 2,396 | +3 | 1,852 | 7,341 | 3,096 | -8 | 13,735 |
| West Virginia..... | 1,506 | 1,494 | -1 | 853 | 3,989 | 1,382 | -12 | 11,354 |
| North Carolina..... | 3,549 | 3,517 | -5 | 2,720 | 9,982 | 4,182 | -2 | 31,252 |
| South Carolina..... | 751 | 737 | +6 | 535 | 4,115 | 1,889 | +17 | 23,827 |
| Georgia..... | 2,119 | 2,113 | -20 | 1,548 | 6,145 | 4,227 | -2 | 45,440 |
| Florida..... | 1,928 | 1,927 | +173 | 1,677 | 4,470 | 3,277 | +20 | 17,513 |
| East South Central..... | 7,232 | 7,203 | +13 | 3,589 | 23,991 | 14,030 | +5 | 91,343 |
| Kentucky..... | 1,074 | 1,064 | -2 | 689 | 4,648 | 3,057 | -14 | 16,917 |
| Tennessee..... | 3,777 | 3,775 | +48 | 1,334 | 5,772 | 3,847 | +16 | 31,231 |
| Alabama..... | 1,283 | 1,278 | -1 | 907 | 7,067 | 3,154 | +24 | 25,618 |
| Mississippi..... | 1,098 | 1,086 | -26 | 659 | 6,504 | 3,972 | +1 | 17,577 |
| West South Central..... | 14,962 | 14,924 | -1 | 6,751 | 32,347 | 16,171 | +2 | 105,951 |
| Arkansas..... | 1,318 | 1,313 | -15 | 805 | 2,537 | 1,526 | +5 | 10,772 |
| Louisiana..... | 2,023 | 2,018 | -4 | 1,589 | 5,502 | 2,560 | (²) | 19,827 |
| Oklahoma..... | 1,758 | 1,754 | -19 | 680 | 6,154 | 2,485 | +9 | 10,452 |
| Texas..... | 9,863 | 9,839 | +6 | 3,677 | 18,154 | 9,600 | +1 | 64,900 |
| Mountain..... | 5,436 | 5,385 | -11 | 2,852 | 11,993 | 5,471 | (²) | 35,392 |
| Montana..... | 216 | 203 | -22 | 124 | 660 | 434 | +9 | 4,778 |
| Idaho..... | 904 | 894 | +11 | 476 | 1,370 | 715 | +29 | 1,910 |
| Wyoming..... | 131 | 126 | -28 | 61 | 533 | 222 | -14 | 1,625 |
| Colorado..... | 1,366 | 1,361 | -17 | 614 | 3,922 | 1,628 | -11 | 12,177 |
| New Mexico..... | 892 | 884 | -12 | 490 | 1,432 | 489 | -14 | 5,495 |
| Arizona..... | 1,151 | 1,147 | +27 | 856 | 1,782 | 1,070 | +20 | 4,121 |
| Utah..... | 448 | 446 | -53 | 114 | 1,807 | 684 | +2 | 4,132 |
| Nevada..... | 328 | 324 | +5 | 117 | 487 | 229 | -17 | 1,154 |
| Pacific..... | 12,362 | 12,178 | -10 | 6,226 | 46,452 | 23,287 | +17 | 137,253 |
| Washington..... | 2,272 | 2,211 | -21 | 985 | 5,934 | 2,924 | +15 | 18,254 |
| Oregon..... | 951 | 943 | -25 | 491 | 3,625 | 1,619 | +32 | 7,652 |
| California..... | 9,139 | 9,024 | -5 | 4,750 | 36,893 | 18,744 | +16 | 111,347 |
| Alaska..... | 35 | 34 | -23 | 14 | 94 | 52 | 0 | 234 |
| Hawaii..... | 104 | 102 | -24 | 63 | 547 | 506 | +9 | 2,167 |

¹ Preliminary.² Increase of less than half of 1 percent.³ Decrease of less than half of 1 percent.⁴ Data not comparable. State agency suspended operations July 28-September 26.

TABLE 4.—Activities of Public Employment Services in the United States, October 1939

| Division and State | Placements ¹ | | | | Applications | | | Active file Oct. 31, 1939 | |
|---------------------------|-------------------------|---------|------------------------------------|--------|--------------|------------------------|--------|---------------------------|------------------------------------|
| | Total | Private | | Public | Total | New | | | |
| | | Number | Per cent of change from Sep-tember | | | Regular (over 1 month) | Number | | Per cent of change from Sep-tember |
| United States..... | 13,584 | 10,301 | +21 | 3,736 | 3,283 | 47,227 | 12,537 | -6 | 223,977 |
| New England..... | 724 | 468 | +36 | 297 | 256 | 2,588 | 718 | +15 | 15,465 |
| Maine..... | 72 | 40 | +29 | 25 | 32 | 398 | 60 | -17 | 1,438 |
| New Hampshire..... | 146 | 96 | +71 | 73 | 50 | 283 | 56 | +19 | 1,379 |
| Vermont..... | 22 | 17 | -60 | 11 | 5 | 121 | 17 | +31 | 611 |
| Massachusetts..... | 165 | 99 | +43 | 70 | 66 | 1,049 | 395 | +12 | 7,621 |
| Rhode Island..... | 65 | 43 | +54 | 19 | 22 | 99 | 57 | +84 | 885 |
| Connecticut..... | 254 | 173 | +48 | 99 | 81 | 638 | 133 | +27 | 3,531 |
| Middle Atlantic..... | 1,312 | 967 | +47 | 546 | 345 | 7,162 | 2,163 | -47 | 39,820 |
| New York..... | 580 | 447 | +20 | 182 | 133 | 2,464 | 1,181 | -63 | 12,994 |
| New Jersey..... | 273 | 217 | +64 | 131 | 56 | 1,275 | 249 | +1 | 9,085 |
| Pennsylvania..... | 459 | 303 | +99 | 233 | 156 | 3,423 | 733 | +30 | 17,741 |
| East North Central..... | 2,114 | 1,751 | +27 | 766 | 363 | 10,029 | 2,328 | +23 | 44,856 |
| Ohio..... | 619 | 567 | +32 | 174 | 52 | 2,449 | 634 | +18 | 10,746 |
| Indiana..... | 215 | 189 | +8 | 104 | 26 | 1,196 | 374 | +19 | 9,656 |
| Illinois..... | 395 | 340 | +4 | 110 | 55 | 1,522 | 586 | +18 | 6,114 |
| Michigan..... | 612 | 471 | +55 | 282 | 141 | 3,503 | 536 | +53 | 9,345 |
| Wisconsin..... | 273 | 184 | +27 | 96 | 89 | 1,359 | 198 | -1 | 8,995 |
| West North Central..... | 1,873 | 1,330 | +22 | 375 | 543 | 4,682 | 1,109 | +13 | 26,356 |
| Minnesota..... | 344 | 243 | +34 | 98 | 101 | 605 | 155 | -4 | 9,978 |
| Iowa..... | 662 | 465 | +19 | 118 | 197 | 792 | 118 | -27 | 4,571 |
| Missouri..... | 370 | 322 | +34 | 76 | 48 | 1,790 | 550 | +40 | 5,072 |
| North Dakota..... | 97 | 66 | -38 | 16 | 31 | 273 | 30 | -47 | 1,204 |
| South Dakota..... | 84 | 52 | (²) | 21 | 32 | 157 | 37 | (²) | 2,018 |
| Nebraska..... | 174 | 81 | +27 | 16 | 93 | 352 | 84 | +12 | 1,506 |
| Kansas..... | 142 | 101 | +1 | 30 | 41 | 713 | 135 | +2 | 2,007 |
| South Atlantic..... | 1,551 | 1,053 | +24 | 463 | 498 | 6,006 | 1,420 | +2 | 23,801 |
| Delaware..... | 44 | 38 | +23 | 18 | 6 | 134 | 20 | -20 | 606 |
| Maryland..... | 195 | 146 | +22 | 68 | 49 | 1,259 | 127 | +4 | 3,004 |
| District of Columbia..... | 149 | 102 | -9 | 20 | 47 | 512 | 159 | +8 | 2,134 |
| Virginia..... | 212 | 132 | -2 | 76 | 80 | 545 | 109 | -10 | 1,169 |
| West Virginia..... | 117 | 86 | +48 | 60 | 31 | 1,137 | 58 | -28 | 2,710 |
| North Carolina..... | 282 | 154 | +43 | 64 | 128 | 729 | 195 | +21 | 2,621 |
| South Carolina..... | 116 | 61 | +11 | 20 | 55 | 535 | 137 | +61 | 3,624 |
| Georgia..... | 270 | 214 | +10 | 53 | 56 | 565 | 230 | -3 | 4,931 |
| Florida..... | 166 | 120 | +208 | 84 | 46 | 590 | 385 | -7 | 3,002 |
| East South Central..... | 1,081 | 794 | +85 | 180 | 287 | 2,665 | 1,033 | +13 | 15,274 |
| Kentucky..... | 254 | 91 | +32 | 43 | 163 | 600 | 189 | -20 | 3,154 |
| Tennessee..... | 568 | 526 | +181 | 29 | 42 | 559 | 301 | +25 | 6,259 |
| Alabama..... | 131 | 108 | +26 | 70 | 23 | 819 | 235 | +43 | 3,896 |
| Mississippi..... | 128 | 69 | -21 | 38 | 59 | 687 | 308 | +12 | 1,965 |
| West South Central..... | 1,489 | 1,225 | -3 | 272 | 264 | 4,129 | 1,020 | +4 | 18,752 |
| Arkansas..... | 161 | 123 | -29 | 17 | 38 | 268 | 157 | -4 | 3,329 |
| Louisiana..... | 151 | 124 | +10 | 110 | 27 | 706 | 152 | -1 | 3,146 |
| Oklahoma..... | 247 | 196 | -17 | 13 | 51 | 1,484 | 278 | +2 | 3,471 |
| Texas..... | 930 | 782 | +5 | 132 | 148 | 1,671 | 433 | +11 | 8,806 |
| Mountain..... | 1,388 | 1,040 | +32 | 309 | 348 | 2,967 | 559 | +10 | 10,023 |
| Montana..... | 117 | 51 | -11 | 26 | 66 | 243 | 48 | -14 | 1,578 |
| Idaho..... | 425 | 343 | +149 | 49 | 82 | 396 | 115 | +69 | 619 |
| Wyoming..... | 74 | 31 | -14 | 12 | 43 | 184 | 26 | -30 | 433 |
| Colorado..... | 265 | 225 | -2 | 36 | 40 | 890 | 124 | -1 | 2,856 |
| New Mexico..... | 96 | 82 | -27 | 16 | 14 | 257 | 43 | +34 | 1,868 |
| Arizona..... | 173 | 130 | +40 | 111 | 43 | 382 | 130 | +43 | 1,075 |
| Utah..... | 131 | 87 | +118 | 16 | 44 | 453 | 28 | -28 | 1,279 |
| Nevada..... | 107 | 91 | +8 | 43 | 16 | 132 | 45 | -22 | 315 |
| Pacific..... | 2,017 | 1,652 | -1 | 521 | 365 | 6,902 | 2,133 | +9 | 29,050 |
| Washington..... | 239 | 178 | -16 | 85 | 61 | 960 | 156 | +11 | 5,795 |
| Oregon..... | 430 | 315 | -11 | 128 | 115 | 760 | 169 | +17 | 1,541 |
| California..... | 1,348 | 1,159 | +5 | 308 | 189 | 5,182 | 1,808 | +3 | 21,714 |
| Alaska..... | 16 | 8 | +33 | 2 | 8 | 67 | 32 | +191 | 139 |
| Hawaii..... | 19 | 13 | +30 | 5 | 6 | 30 | 22 | -15 | 441 |

¹ Preliminary. ² Data not comparable. State agency suspended operations July 28-September 26.

UNEMPLOYMENT COMPENSATION, OCTOBER 1939

BENEFIT payments to unemployed workers aggregated approximately \$26,700,000 in October, a decline of nearly 21 percent from September. Decreases were general, with only 10 States reporting larger amounts of benefits than in the preceding month. Most of the industrial States continued to show reduced amounts of payments, reflecting primarily the higher levels of business activity which were reached during October. Declines of more than 20 percent were reported by most of the States in which manufacturing is the predominant industrial activity, with the exception of New York. The sharpest reduction occurred in Michigan, where benefit payments decreased more than 50 percent for the second successive month. This reduction largely reflected seasonal reemployment in the automobile industry, as the rate of production on 1940 models was increased sharply during October. Accelerated operations in the steel industry probably accounted for some of the decreases in Indiana, Maryland, and Pennsylvania. About 38.1 percent of the payments in October were accounted for by Illinois, Massachusetts, Michigan, Ohio, and Pennsylvania, as compared with 44.7 percent in September.

Although both the amount of benefit payments and the number of continued claims declined, the volume of initial and reopened claims received in central offices of State unemployment compensation agencies increased more than 7 percent. Increases were widespread, with 38 States reporting larger receipts than in the preceding month. The increases were fairly substantial in most States; in 21 States, receipts were more than 20 percent higher than in September. These expansions reflect to a certain extent lay-offs in highly seasonal industries, and since relatively low levels of receipts were reached in September, slight absolute increases resulted in substantial percentage changes. The greater number of working days during October also contributed to the higher volume of receipts of initial claims.

About \$370,000,000 has been paid in unemployment compensation benefits since January 1, 1939. Nearly half of the total is accounted for by payments in California, Michigan, New York, and Pennsylvania. More than three-quarters of a billion have been paid since benefits were first payable.

Unemployment Compensation Claims and Benefits, by States, October 1939

[Preliminary data reported by State agencies, corrected to November 9, 1939]

| State | Initial and re-opened claims received | | Continued claims received | | Benefits paid | | | Date benefits first payable | Amount of payments since benefits first payable |
|---------------------|---------------------------------------|----------------------------------|---------------------------|----------------------------------|---------------|--------------|----------------------------------|-----------------------------|---|
| | Number | Percent of change from September | Number | Percent of change from September | Number | Amount | | | |
| | | | | | | All payments | Percent of change from September | | |
| All States..... | 512,140 | +7.3 | 2,752,123 | -17.2 | 2,611,125 | \$26,686,271 | -20.8 | ..... | \$765,724,892 |
| Alabama..... | 6,543 | +15.4 | 40,476 | -29.3 | 40,166 | 291,109 | -25.0 | Jan. 1938 | 11,867,994 |
| Alaska..... | 578 | +55.4 | 1,934 | +25.6 | 1,154 | 16,624 | +9.7 | Jan. 1939 | 295,061 |
| Arizona..... | 2,079 | +22.4 | 10,058 | -8.5 | 9,182 | 100,991 | -12.2 | Jan. 1938 | 3,205,608 |
| Arkansas..... | 4,214 | +21.7 | 19,808 | -8.6 | 19,016 | 118,921 | -6.4 | Jan. 1939 | 1,574,947 |
| California..... | 42,591 | +41.4 | 260,336 | +3.2 | 227,935 | 2,416,397 | -3.2 | Jan. 1938 | 54,899,473 |
| Colorado..... | 3,816 | +25.7 | 16,290 | -6.1 | 15,606 | 156,645 | -7.9 | Jan. 1939 | 3,061,373 |
| Connecticut..... | 10,344 | +5.1 | 32,357 | -26.5 | 34,533 | 328,377 | -29.4 | Jan. 1938 | 16,835,077 |
| Delaware..... | 1,670 | +40.3 | 6,015 | -9.5 | 5,641 | 47,577 | -11.2 | Jan. 1939 | 620,414 |
| Dist. of Col..... | 1,734 | +11.2 | 15,257 | -1.7 | 11,160 | 88,010 | -9.0 | Jan. 1938 | 2,906,996 |
| Florida..... | 6,210 | -2.7 | 59,163 | -32.5 | 58,799 | 498,749 | -31.9 | Jan. 1939 | 2,861,985 |
| Georgia..... | 9,522 | +14.9 | 35,554 | -24.1 | 37,029 | 243,265 | -23.6 |do..... | 2,746,512 |
| Hawaii..... | 1,303 | +50.3 | 4,580 | +61.3 | 4,577 | 36,034 | +40.1 |do..... | 203,713 |
| Idaho..... | 1,233 | +68.9 | 3,441 | -15.8 | 4,263 | 43,472 | -21.8 | Sept. 1938 | 2,410,130 |
| Illinois..... | 38,569 | -8.8 | 265,322 | -19.9 | 268,781 | 3,120,826 | -20.5 | July 1939 | 10,647,767 |
| Indiana..... | 8,737 | +27.0 | 44,024 | -22.4 | 43,640 | 420,835 | -20.5 | Apr. 1938 | 25,351,298 |
| Iowa..... | 6,132 | -1.4 | 20,077 | -25.8 | 20,632 | 190,273 | -38.4 | July 1938 | 7,388,359 |
| Kansas..... | 4,079 | +10.2 | 12,642 | -10.0 | 12,399 | 114,720 | -11.4 | Jan. 1939 | 2,019,712 |
| Kentucky..... | 15,167 | +15.3 | 60,640 | -27.3 | 29,116 | 236,865 | -29.9 |do..... | 4,464,642 |
| Louisiana..... | 10,498 | +6.7 | 44,579 | -24.9 | 44,355 | 366,452 | -19.4 | Jan. 1938 | 9,263,415 |
| Maine..... | 3,998 | -1.7 | 28,649 | +12.3 | 23,668 | 158,973 | +4.9 |do..... | 7,123,295 |
| Maryland..... | 3,858 | -2 | 48,413 | -15.6 | 23,394 | 312,125 | -29.8 |do..... | 15,214,531 |
| Massachusetts..... | 41,273 | +7.3 | 149,497 | +5 | 144,383 | 1,360,319 | -16.1 |do..... | 43,563,715 |
| Michigan..... | 22,638 | +35.1 | 132,884 | -49.3 | 139,864 | 1,730,368 | -53.8 | July 1938 | 73,559,853 |
| Minnesota..... | 5,579 | +37.3 | 34,536 | -2.5 | 34,574 | 341,406 | -2.3 | Jan. 1938 | 14,873,981 |
| Mississippi..... | 5,252 | +31.1 | 14,015 | -12.1 | 12,668 | 73,638 | -15.2 | Apr. 1938 | 2,653,395 |
| Missouri..... | 17,881 | +48.7 | 46,295 | -18.5 | 41,968 | 349,961 | -29.5 | Jan. 1939 | 4,468,881 |
| Montana..... | 2,592 | +16.6 | 13,868 | +9.8 | 12,244 | 137,815 | +4.5 | July 1939 | 409,296 |
| Nebraska..... | 2,388 | +40.5 | 7,746 | +2.2 | 7,382 | 64,360 | +7.5 | Jan. 1939 | 1,122,349 |
| Nevada..... | 874 | +15.8 | 4,955 | -2.6 | 4,249 | 56,542 | -7.2 |do..... | 661,427 |
| New Hampshire..... | 3,673 | +3.0 | 12,910 | +5.8 | 12,511 | 93,978 | -3.2 | Jan. 1938 | 3,982,820 |
| New Jersey..... | 17,312 | +17.8 | 81,317 | +12.8 | 77,286 | 754,295 | -20.6 | Jan. 1939 | 13,121,721 |
| New Mexico..... | 1,290 | +9.3 | 9,461 | -17.5 | 8,571 | 86,286 | -22.0 | Dec. 1938 | 1,064,190 |
| New York..... | 60,987 | +5.5 | 395,387 | -8.1 | 415,058 | 4,841,493 | +2.4 | Jan. 1938 | 156,938,674 |
| North Carolina..... | 10,962 | -39.7 | 87,176 | +14.8 | 40,296 | 211,209 | -26.8 |do..... | 12,235,791 |
| North Dakota..... | 543 | +80.4 | 2,955 | +24.2 | 2,029 | 19,923 | +9.6 | Jan. 1939 | 474,173 |
| Ohio..... | 14,981 | -1.1 | 146,945 | -26.1 | 133,146 | 1,229,457 | -23.3 |do..... | 19,937,243 |
| Oklahoma..... | 8,488 | +30.1 | 24,978 | -1.9 | 24,069 | 234,038 | +5.9 | Dec. 1938 | 3,774,756 |
| Oregon..... | 4,494 | +25.9 | 25,240 | +12.8 | 15,890 | 181,894 | -1.7 |do..... | 9,508,555 |
| Pennsylvania..... | 36,432 | -14.2 | 238,792 | -28.9 | 252,126 | 2,725,168 | -34.1 |do..... | 121,206,744 |
| Rhode Island..... | 7,493 | -23.3 | 42,523 | -34.1 | 42,523 | 396,560 | -34.0 |do..... | 14,336,019 |
| South Carolina..... | 5,145 | -32.6 | 22,431 | -15.5 | 23,511 | 142,343 | -17.0 | July 1938 | 2,444,443 |
| South Dakota..... | 827 | (¹) | 5,902 | (¹) | 5,615 | 40,975 | (¹) | Jan. 1939 | 353,792 |
| Tennessee..... | 8,063 | +10.7 | 63,979 | -15.8 | 46,169 | 338,957 | -14.3 | Jan. 1938 | 10,020,443 |
| Texas..... | 19,676 | +4.3 | 57,633 | -9.6 | 45,413 | 729,616 | -10.9 |do..... | 18,452,000 |
| Utah..... | 2,123 | +7.5 | 9,827 | -12.6 | 9,206 | 98,353 | -18.1 |do..... | 3,958,117 |
| Vermont..... | 1,395 | -23.6 | 4,788 | -7.0 | 4,902 | 37,058 | +1.3 |do..... | 1,320,764 |
| Virginia..... | 6,973 | +27.8 | 30,971 | -21.5 | 31,518 | 238,928 | -21.8 |do..... | 9,635,487 |
| Washington..... | 5,756 | +35.1 | 27,773 | -3.5 | 27,858 | 335,919 | +2.7 | Jan. 1939 | 5,106,980 |
| West Virginia..... | 4,622 | -18.7 | 23,418 | -34.2 | 25,642 | 262,682 | -15.2 | Jan. 1938 | 15,963,726 |
| Wisconsin..... | 8,209 | +35.6 | 29,459 | +10.6 | 21,955 | 219,733 | -23.3 | July 1936 | 14,612,279 |
| Wyoming..... | 1,344 | +39.7 | 4,983 | -9.4 | 3,550 | 45,847 | -11.0 | Jan. 1939 | 1,000,976 |

¹ Includes 11,412 initial claims for miners. Filing of these claims was delayed due to labor disputes.

² Represents number of compensable weeks for which 31,054 checks were written.

³ Compensable continued claims only.

⁴ Data not comparable. State agency suspended operations July 28-September 26.

⁵ Excludes claims for partial unemployment.

RAILROAD RETIREMENT BENEFITS, 1938-39¹

BENEFIT payments under the Railroad Retirement Act during the fiscal year 1938-39 amounted to almost \$107,000,000. Seven-tenths (70.4 percent) of this total was paid on employee annuities, and over one-fourth (27.0 percent) on pensions. Survivor and death-benefit annuities and lump-sum death benefits accounted for only 2.6 percent of the total benefit payments. In 1937-38, employee annuities formed 55.5 percent of the total, and pension payments 41.8 percent.

Since the beginning of operations under the act in 1935, a total of \$194,440,151 has been paid for benefits thereunder. Of this total \$125,743,683, or 64.7 percent, was paid to employee annuitants (for both age and disability), and \$63,553,612, or 32.7 percent, to former pensioners of the railroads who had been transferred to the rolls under the act of 1937. Payments on survivor annuities formed 0.6 percent of the total payments, death-benefit annuities and lump-sum benefits 0.7 percent each, and temporary pensions to former carrier pensioners, 0.6 percent.

Table 1 shows the payments for each type of benefit.

TABLE 1.—Total Benefit Payments Certified, by Class of Payment, by Years, 1936-37 to 1938-39, and by months, July 1938 to June 1939¹

| Fiscal year and month | Total payments | Employee annuities ² | Survivor annuities ³ | Death-benefit annuities ⁴ | Lump-sum death benefits ⁵ | Perman-ent pensions ⁶ |
|------------------------------|----------------|---------------------------------|---------------------------------|--------------------------------------|--------------------------------------|----------------------------------|
| Cumulative through June 1939 | \$194,440,151 | \$125,743,683 | \$1,187,476 | \$1,397,574 | \$1,374,262 | \$63,553,612 |
| Total, 1936-37 | 4,604,232 | 4,487,496 | 47,490 | 69,245 | — | — |
| Total, 1937-38 | 782,994,286 | 46,097,991 | 381,237 | 625,106 | 38,954 | 34,667,453 |
| Total, 1938-39 | 106,841,632 | 75,158,195 | 758,748 | 703,221 | 1,335,307 | 28,886,158 |
| <i>1938</i> | | | | | | |
| July | 8,408,325 | 5,725,976 | 52,321 | 64,558 | 27,539 | 2,537,929 |
| August | 8,554,061 | 5,899,260 | 61,258 | 68,040 | 35,059 | 2,490,443 |
| September | 8,545,649 | 5,906,594 | 66,114 | 64,035 | 37,269 | 2,471,635 |
| October | 8,920,443 | 6,326,128 | 60,714 | 51,349 | 26,483 | 2,455,768 |
| November | 8,865,460 | 6,244,225 | 51,221 | 60,567 | 62,641 | 2,446,803 |
| December | 9,021,040 | 6,383,667 | 61,021 | 63,552 | 83,891 | 2,428,907 |
| <i>1939</i> | | | | | | |
| January | 8,973,209 | 6,330,103 | 59,577 | 57,248 | 118,494 | 2,407,785 |
| February | 9,159,324 | 6,476,104 | 62,570 | 56,011 | 182,597 | 2,382,041 |
| March | 8,991,519 | 6,279,671 | 71,060 | 34,090 | 261,416 | 2,345,281 |
| April | 9,130,100 | 6,478,516 | 63,843 | 61,861 | 196,822 | 2,329,056 |
| May | 9,181,703 | 6,588,326 | 68,080 | 55,010 | 164,804 | 2,305,482 |
| June | 9,090,791 | 6,519,620 | 80,965 | 66,894 | 138,286 | 2,285,023 |

¹ Figures are total amounts certified to the Secretary of the Treasury for payment minus cancellations.

² Employee annuities include age and disability annuities.

³ Survivor annuities are paid to the surviving spouse of a deceased employee annuitant who duly elected a reduced annuity during his lifetime in order to provide a lifetime annuity for his spouse after his death.

⁴ Death-benefit annuities are paid under the 1935 act to the surviving spouse or dependent next of kin of a deceased annuitant or of a deceased employee entitled to receive an annuity at the time of his death.

⁵ Lump-sum death benefits are paid under the 1937 act to a designated beneficiary or to the deceased employee's legal representative.

⁶ Payments to individuals on the pension rolls of employers under the act on both March 1 and July 1, 1937, who were not eligible for employee annuities. Total payments of pensions in any month are frequently less than corresponding monthly amounts payable, due to cancellation of checks because of pensioner deaths reported after voucher for month's payment was sent to the Secretary of the Treasury.

⁷ Total includes payments of \$1,183,541 to temporary pensioners for 3 months before October 1, 1937.

¹ Data are from Social Security Board, Social Security Bulletin, Washington, issues of July 1939 (p. 3) and August 1939 (p. 65); Railroad Retirement Board, Bureau of Research and Information Service, Weekly Review, Washington, issues of July 14 and November 11, 1939 (mimeographed).

At the close of the fiscal year 1938-39, altogether 132,239 annuities and pensions were being paid, as compared with 108,240 at the beginning of the year. The total monthly payments to annuitants and pensioners in June 1939 and in June 1938 were, respectively, \$8,290,476 and \$6,708,316. There was a steady increase during 1938-39 in the number of employee annuities and death-benefit and survivor annuities; and there was a continuous decrease in the number of pensions. The decrease in the proportion of pensioners (from 41.8 to 27.0 percent) was due largely to two factors: Practically no private pensioners were transferred to the rolls of the Railroad Retirement Board, and death was gradually reducing the number of pensioners. Of the total of 48,740 pensioners taken over from the railroads, 9,166 had died by June 30, 1939.

Applications for employee annuities during the fiscal year numbered 28,440, bringing the total for the entire period of operation to 134,034. More applications were received during June 1939 than during any of the preceding 5 months, averaging 78 per calendar day. The average for the last 6 months of the fiscal year, however—72 per calendar day—was lower than that for the first 6 months, which was 84 per calendar day. During the fiscal year, 7,093 employee annuities were terminated by death, 63 by return to service, and 114 by commutation into lump-sum payment.

During 1938-39, 4,510 pensioners were dropped from the rolls because of death, and 97 new pensioners were added through retroactive certifications, the number on the rolls at the end of the year being 39,500. The number of survivor annuities in force rose from 807 to 1,783 during the year, and the number of death-benefit annuities from 649 to 771.

Employee annuities under the Railroad Retirement Act are of two principal types—age annuities and disability annuities. Age annuities are those accruing at or after age 65 and those beginning before age 65 on at least 30 years of credited service. Disability annuities also vary according to years of service—those for annuitants with 30 years of credited service, and those with less than 30 years of service but who are 60 years of age when the annuity begins to accrue. A reduced annuity is provided for age annuitants under 65 years and for disability annuitants with less than 30 years' service.

A comparison of average actual annuities in the four classes of annuities is available only for the certifications initially made on a final basis during the last 3 months of the fiscal year 1938-39, and for all certifications finally made for the period through June 30, 1938; but, it is stated by the Board, these figures furnish a general indication of changes in the amounts of annuities. In the last 3 months of

1938-39, the average actual annuity per month for all four classes of annuities was \$66.22, as compared with \$69.06 during the earlier period—a decrease of 4 percent. Disability annuities with 30 years' credited service had the highest average of the four kinds of annuities, but the smallest average change between the two periods. The average actual annuities in this class and also in each of the three other classes were lower in the later period than in the earlier. Annuities for disability with less than 30 years' credited service had the greatest difference between the two periods—17 percent, a decrease from \$40.21 in the earlier period to \$33.47 in the later period.

Table 2 presents the number and average actual amount payable on finally certified employee annuities of each of the four types, for the last 3 months of the fiscal year 1938-39, and for the period up to June 30, 1938:

TABLE 2.—Number and Average Actual Monthly Amount Payable on Finally Certified¹ Employee Annuities, by Type of Annuity, Through June 30, 1938, and by Months, April-June 1939

| Period | All annuities | | Age annuities | | | | Disability annuities | | | |
|---------------------------------------|---------------|------------------------|---------------|------------------------|----------|------------------------|----------------------------|------------------------|--------------------------------------|------------------------|
| | Number | Average actual annuity | 65 and over | | Under 65 | | 30 years' credited service | | Less than 30 years' credited service | |
| | | | Number | Average actual annuity | Number | Average actual annuity | Number | Average actual annuity | Number | Average actual annuity |
| | | | | | | | | | | |
| Cumulative through June 30, 1938..... | 53, 889 | \$69. 06 | 47, 431 | \$68. 30 | 1, 186 | \$63. 53 | 4, 721 | \$81. 43 | 551 | \$40. 21 |
| Total, April-June 1939..... | 4, 710 | 66. 22 | 2, 867 | 65. 24 | 330 | 61. 97 | 1, 135 | 80. 81 | 378 | 33. 47 |
| April..... | 1, 665 | 65. 89 | 958 | 65. 42 | 130 | 60. 82 | 431 | 79. 15 | 146 | 34. 38 |
| May..... | 1, 619 | 66. 07 | 980 | 64. 41 | 123 | 62. 65 | 386 | 82. 81 | 130 | 32. 12 |
| June..... | 1, 426 | 66. 76 | 929 | 65. 95 | 77 | 62. 83 | 318 | 80. 63 | 102 | 33. 87 |

¹ Finally certified annuities in 1939 months are annuities originally certified on a final basis; cumulative figures through June 1938 include also those recertified on final basis by that date. Figures for 1939 are preliminary.

The total tax collections from the beginning of operations (under the Carriers' Taxing Act of 1937) through June 1939 amounted to \$259,297,441. Appropriations by Congress for the payment of benefits and investment for reserve purposes totaled \$146,500,000 for 1937-38, and \$118,300,000 for 1938-39. The total administrative expenditures to June 30, 1938, were \$4,700,000, and \$3,000,000 was appropriated for this purpose for 1938-39. As of June 30, 1939, investments of \$67,200,000 in 3-percent special Treasury notes had been credited to the railroad retirement account in the Treasury, and the interest credited on these investments amounted to \$3,612,698.

PUBLIC AID IN THE UNITED STATES, 1933 TO 1939¹

THE total expenditures for public assistance in continental United States, during the 6½ years from January 1933, when the Federal Government first assumed part of the responsibility for relieving unemployment and destitution, through June 1939, amounted to \$6,900,000,000. This does not include expenditures for work relief or the cost of administration of the various relief programs. The highest amount spent for general relief was for the first half of 1935, when the relief program of the FERA reached its peak. Final grants to the States by the FERA were made at the close of 1935, and the effect of the withdrawal of Federal funds from the general-relief program is apparent from the drop in expenditures for general relief in the succeeding half-yearly periods.

The amounts spent for the three types of special assistance—old-age assistance, aid to dependent children, and aid to the blind—have increased steadily since the first half of 1936, when grants-in-aid to the States under the Social Security Act were first made.

Obligations incurred for general relief in the United States, which is financed entirely by State and local funds, during the 6 months' period January to June 1939, amounted to \$252,095,000. Other obligations for special types of public assistance included \$211,926,000 for old-age assistance, \$56,144,000 for aid to dependent children, and \$10,079,000 for aid to the blind.

Table 1 shows the obligations incurred for the different kinds of public assistance from January 1933 to June 1939.

TABLE 1.—Amount of Public Assistance in Continental United States, by 6-Month Periods, January 1933–June 1939¹

[In thousands]

| Period | Obligations incurred for— | | | | |
|------------------------|---------------------------|--------------------|---------------------------|------------------|---|
| | General relief | Old-age assistance | Aid to dependent children | Aid to the blind | Relief under special programs of the FERA |
| 1933 January–June..... | \$403,200 | \$13,425 | \$20,722 | \$2,901 | \$2,066 |
| July–December..... | 355,552 | 12,646 | 19,782 | 2,938 | 3,687 |
| 1934 January–June..... | 464,941 | 14,317 | 20,254 | 3,237 | 25,123 |
| July–December..... | 735,419 | 17,927 | 20,432 | 3,836 | 35,946 |
| 1935 January–June..... | 852,878 | 29,105 | 20,588 | 3,890 | 85,294 |
| July–December..... | 580,302 | 35,861 | 21,139 | 4,080 | 29,702 |
| 1936 January–June..... | 248,780 | 52,782 | 23,237 | 6,020 | 2,688 |
| July–December..... | 190,235 | 102,477 | 26,226 | 6,793 | 1,185 |
| 1937 January–June..... | 211,684 | 141,305 | 32,323 | 7,668 | 467 |
| July–December..... | 195,185 | 169,137 | 38,931 | 8,603 | ..... |
| 1938 January–June..... | 256,124 | 191,037 | 46,556 | 9,411 | ..... |
| July–December..... | 219,937 | 201,483 | 50,882 | 9,740 | ..... |
| 1939 January–June..... | 252,095 | 211,926 | 56,144 | 10,079 | ..... |

¹ Figures are partly estimated and subject to revision.

¹ U. S. Federal Security Agency, Social Security Board, Social Security Bulletin, Washington, August 1939 (p. 39); Federal Works Agency, Work Projects Administration, Federal Work Programs and Public Assistance, Washington, August 1939 (mimeographed).

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Federal Reserve Bank of St. Louis

In August 1939 the number of recipients of general relief in continental United States totaled 1,582,000; they received payments amounting to \$38,088,000. The number of cases receiving general relief was almost the same as in August 1938, but the amount paid rose 5 percent during the year.

The number of recipients of old-age assistance increased 9 percent during the year, reaching 1,872,000 in August 1939. They received payments totaling \$36,361,000. Aid to dependent children was received by 313,000 families in August 1939, which was an increase of 18 percent over the number in August a year previous. The total payments to them in August of this year amounted to \$9,653,000. Aid to the blind totaled \$1,709,000 in August 1939, which was paid to 69,000 recipients. This compared with 64,000 recipients and \$1,598,000 in the same month of 1938.

Data concerning the number of recipients of the various kinds of public assistance, and the total payments made each month from January 1938 to August 1939, are presented in table 2:

TABLE 2.—*Recipients and Payments of Public Aid in the United States, 1938-39, by Months*

[In thousands]

| Year and month | Number of recipients | | | | Amount of payments | | | |
|----------------|-----------------------------|---------------------------------|--|-------------------------------|-----------------------------|---------------------------------|--|-------------------------------|
| | General relief ¹ | Old-age assistance ² | Aid to dependent children ³ | Aid to the blind ⁴ | General relief ³ | Old-age assistance ⁴ | Aid to dependent children ⁴ | Aid to the blind ⁴ |
| <i>1938</i> | | | | | | | | |
| January..... | 1,893 | 1,600 | 234 | 57 | \$46,404 | \$31,186 | \$7,357 | \$1,560 |
| February..... | 1,996 | 1,623 | 241 | 59 | 47,207 | 31,403 | 7,572 | 1,598 |
| March..... | 1,994 | 1,646 | 247 | 60 | 47,471 | 31,782 | 7,874 | 1,629 |
| April..... | 1,815 | 1,662 | 252 | 60 | 41,113 | 32,072 | 7,880 | 1,527 |
| May..... | 1,696 | 1,677 | 256 | 62 | 37,337 | 32,319 | 7,886 | 1,536 |
| June..... | 1,648 | 1,657 | 258 | 62 | 36,747 | 32,276 | 7,987 | 1,562 |
| July..... | 1,610 | 1,707 | 260 | 63 | 35,998 | 32,826 | 8,013 | 1,583 |
| August..... | 1,581 | 1,716 | 265 | 64 | 36,244 | 32,915 | 8,300 | 1,598 |
| September..... | 1,526 | 1,731 | 268 | 65 | 35,406 | 33,258 | 8,388 | 1,615 |
| October..... | 1,496 | 1,746 | 271 | 65 | 34,934 | 33,615 | 8,504 | 1,630 |
| November..... | 1,518 | 1,762 | 274 | 66 | 36,475 | 33,966 | 8,736 | 1,648 |
| December..... | 1,631 | 1,776 | 280 | 67 | 40,865 | 34,723 | 8,935 | 1,666 |
| <i>1939</i> | | | | | | | | |
| January..... | 1,772 | 1,792 | 288 | 67 | 43,679 | 35,079 | 9,227 | 1,666 |
| February..... | 1,844 | 1,804 | 296 | 67 | 45,026 | 35,191 | 9,392 | 1,679 |
| March..... | 1,851 | 1,818 | 298 | 67 | 46,438 | 35,250 | 9,491 | 1,682 |
| April..... | 1,724 | 1,834 | 296 | 68 | 41,135 | 35,343 | 9,205 | 1,687 |
| May..... | 1,644 | 1,835 | 300 | 68 | 39,096 | 35,229 | 9,268 | 1,682 |
| June..... | 1,568 | 1,845 | 311 | 68 | 36,914 | 35,828 | 9,569 | 1,694 |
| July..... | 1,539 | 1,858 | 312 | 69 | 36,131 | 36,167 | 9,621 | 1,700 |
| August..... | 1,582 | 1,872 | 313 | 69 | 38,088 | 36,361 | 9,653 | 1,709 |

¹ Partly estimated; corrected to September 25.

² Includes recipients under the Social Security Act and estimated number of recipients in States not participating under the act. Corrected to September 15.

³ Obligations incurred during month from State and local funds and balances of FERA funds. Partly estimated, corrected to September 25.

⁴ Payments to recipients for the month from Federal, State, and local funds in States under the Social Security Act and estimated amount from State and local funds only in States not participating under the act. Corrected to September 15.

NEW SOCIAL-INSURANCE SYSTEMS IN JAPAN

ON APRIL 5, 1939, the Government of Japan promulgated three important acts in the field of social insurance.¹ One established a health-insurance system for salaried workers, and another a health and pension insurance system for seamen. The third made a number of changes in the health-insurance system for industrial and mining workers which had been instituted by the Health Insurance Act of 1922. Before this new legislation becomes operative, however, certain imperial ordinances will need to be issued in order to determine some points not included in the laws themselves. A brief outline of the new insurance systems is given below.

Salaried Employees' Insurance

The Health Insurance Act of 1922 covers salaried employees in industrial enterprises and mines. The salaried employees included in the new system under the act of April 5, 1939, are those engaged in commercial establishments with staffs of 10 or more persons. It is estimated that approximately 380,000 will be affected. The insurance is compulsory, and provision is made for medical benefits and cash allowances in case of sickness and accident, a funeral benefit, and, insofar as resources will permit, medical benefit for dependents. A joint contribution of 3½ percent of salaries will be required, the employer and employee each paying half. The system is to be administered by funds set up for their staffs by the undertakings concerned, and by Government agencies for employees not affiliated to such funds.

Seamen's Social Insurance

Crews of registered Japanese ships of more than 500 tons will be covered by a compulsory insurance system providing benefits for sickness, accident, invalidity, retirement, and death. Medical benefit and cash allowances are to be granted for 6 months. If the sickness or injury is incurred in the ship's service, the benefits will begin upon the expiration of the 3-month period during which the owner of the ship is liable under the Seaman's Act. A pension for invalidity may be granted on the completion of a 3-year qualifying period. Old-age pensions are provided at the age of 50, after 15 years of service. Both invalidity and old-age pensions are fixed at 25 percent of the average annual earnings of the seaman. In case of death, or withdrawal from sea service without a pension, a lump sum is payable. The major part of the expenses under the new insurance act for seamen will be defrayed by equal contributions from

¹ International Labor Office. Industrial and Labor Information, Geneva, August 28, 1939.

the employers and the employees concerned. The State, however, will share in the cost of pensions. Administration of the system will be a Government function.

Amendment of 1922 Act

The main purposes of the amendments to the Health Insurance Act of 1922, are to coordinate the scope of industrial workers' insurance with that of the new system for salaried employees, and to improve the benefit scheme. Under the new provisions, the salaried personnel in any industrial or mining establishment, may, if they so desire, transfer in a body to the system for salaried employees. Insurance funds with sufficient financial resources will be empowered to allow medical benefit to the families of persons who are insured and of persons who, having been called for military service, are no longer insured. In case of tuberculosis, the maximum benefit period of 6 months may be prolonged to 1 year.

Productivity of Labor and Industry

EMPLOYMENT AND PRODUCTION IN MANUFACTURING INDUSTRIES, 1919 TO 1936

EVERY Census of Manufactures from 1849 to 1919 showed an increase in the number of wage earners employed in manufacturing industries. During the next 10 years there were sharp fluctuations, and in 1929 the number of wage earners was somewhat smaller than in 1919, although production had increased more than 40 percent. These general trends for manufacturing as a whole are illustrated by a recent detailed study of 59 manufacturing industries.¹ In these 59 industries the amount of production was at least 50 percent larger in 1929 than in 1919 and the amount of employment was approximately the same in the 2 years. In 1936 the amount produced in the 59 industries was about a tenth less than in 1929 and the amount of employment in total man-hours had declined more than a fourth. (See chart, p. 1399.)

Changes in 59 Manufacturing Industries Combined

The National Research Project study of 59 manufacturing industries includes estimates of production and labor productivity in the separate industries and in the 59 industries combined. The volume of production in the combined industries can be expressed only in the form of index numbers showing the extent of change. Two estimates of production and productivity in the 59 industries combined were made by the use of 2 different formulas. Each formula was designed to answer questions of a different kind, and the two methods give somewhat different estimates of aggregate production and average output. (See table 1.) The method that gives the smaller increase in man-hour output over the entire period from 1919 to 1936 indicates an increase of 79 percent. The 59 industries together, in 1929, employed more than half of all manufacturing wage earners and accounted for more than half of the value of manufactured products. This extensive and varied coverage indicates that the estimates are approximately representative of all manufacturing industries.

¹ U. S. Works Progress Administration. National Research Project. Studies of the Labor Supply, Productivity, and Production, Report No. S-1, Pts. 1-3: Production, Employment and Productivity in 59 Manufacturing Industries, 1919-36, by Harry Magdoff, Irving H. Siegel, and Milton B. Davis. Washington, 1939. This report is part of a series by the National Research Project, under the direction of David Weintraub, on Reemployment Opportunities and Recent Changes in Industrial Techniques.

TABLE 1.—Indexes of Employment, Man-Hours, Production, and Productivity in 59 Manufacturing Industries Combined, 1919 to 1936¹

[1929=100.0]

| Year | Average number of wage-earners | Total man-hours | Man-hour output in terms of— | | Production corresponding to man-hour output with— | |
|-----------|--------------------------------|-----------------|---------------------------------|--------------------------------|---|---|
| | | | Base-year composite of products | Changing composite of products | Base-year composite of products ² | Changing composite of products ³ |
| 1919..... | 98.4 | 99.9 | 63.5 | 69.1 | 63.4 | 69.0 |
| 1920..... | 100.5 | 100.5 | 67.0 | 72.0 | 67.3 | 72.4 |
| 1921..... | 78.8 | 75.9 | 71.5 | 77.2 | 54.3 | 58.6 |
| 1922..... | 91.7 | 91.5 | 76.9 | 80.1 | 70.4 | 73.3 |
| 1923..... | 100.7 | 100.7 | 81.1 | 82.8 | 81.7 | 83.4 |
| 1924..... | 94.8 | 92.1 | 84.0 | 85.6 | 77.4 | 78.8 |
| 1925..... | 98.2 | 97.5 | 88.3 | 89.3 | 86.1 | 87.1 |
| 1926..... | 98.8 | 98.7 | 91.4 | 91.9 | 90.2 | 90.7 |
| 1927..... | 95.6 | 95.7 | 92.5 | 93.2 | 88.5 | 89.2 |
| 1928..... | 96.3 | 96.0 | 96.9 | 97.2 | 93.0 | 93.3 |
| 1929..... | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 1930..... | 86.3 | 80.1 | 100.9 | 101.1 | 80.8 | 81.0 |
| 1931..... | 73.2 | 65.2 | 104.3 | 106.3 | 68.0 | 69.3 |
| 1932..... | 64.4 | 51.8 | 103.1 | 107.7 | 53.4 | 55.8 |
| 1933..... | 72.6 | 57.7 | 107.6 | 113.5 | 62.1 | 65.5 |
| 1934..... | 84.0 | 60.5 | 110.9 | 113.6 | 67.1 | 68.7 |
| 1935..... | 86.9 | 65.7 | 118.6 | 122.4 | 77.9 | 80.4 |
| 1936..... | 90.9 | 73.3 | 121.8 | 123.9 | 89.3 | 90.8 |

¹ For source, see footnote 1, p. 1397. For many industries data are lacking for some of the years of the period 1919-36. Hence the index numbers were constructed by chaining links for identical industries.

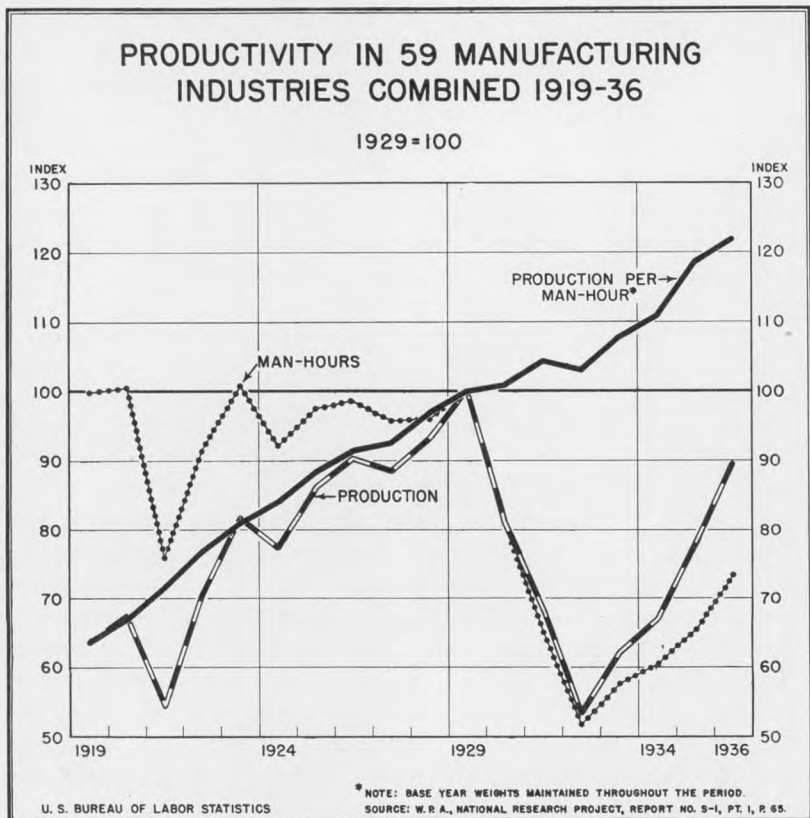
² Equivalent to a harmonic mean of the indexes of the several products with changing man-hour-weights.

³ Equivalent to an arithmetic mean of the indexes of the several products with base-year man-hour weights.

One of the two methods of analyzing production and labor productivity assumes a base-year composition of production and the other a changing composition. It is held that the choice of method should be determined in part by the nature of the questions to which answers are desired, and in part by the economic characteristics of the period considered. The base-year composite, it is stated, has greater significance when business conditions are comparatively stable than when periods of relatively rapid changes are considered. But even if there are marked changes in the composition and volume of production, analysis by use of the base-year composite is called for if it is assumed that the trend has been reversed and that production again approaches the base-year composition and volume.

For instance, if the objective were to determine how much labor would be required if we again attained the 1929 volume and composition of production, the base-year (in this case 1929) production composite would have to be used. Despite the changed relative importance of the consumers'-goods and capital-goods sections, one may nevertheless assume that when 1929 volumes of production are again attained the composition of production would revert to one similar to that of 1929. Such an assumption would then permit the construction of measures for the 1929 production composite. Should, however, analysis of present conditions indicate that today's composition of production, rather than that of 1929, is likely to be typical of the future, then the questions would have to be formulated in terms of the composition of production in a more recent year, or in terms of a changing composition of production. When the changing composition

of production is in a definite direction, not random, then the question posed in terms of the changing composite is a more appropriate one. The use of a base-year composite has the advantage of permitting comparisons between any two years, since the changes in the required volume of labor in each year are measured relative to the same base-year composite.



Whatever conception of production and productivity is adopted, there remains the problem of measuring changes in the aggregate volume of production of different kinds of products. It is apparent that such different units of output as barrels of cement and pounds of butter cannot literally be combined but must first be reduced to some common unit or common denominator. The choice of this unit, given the necessary data, should be determined by the purpose of the particular economic analysis for which the index is to be used. The method most frequently used for manufactures has been to weight the units of the separate products by value added in process of manufacture. This method may be well suited to the analysis of changes in the volume of trade. When, however, it is desired to study the relation of the amount of production to the amount of employment, a more suitable common unit is labor time, particularly the man-hour.

Any method of constructing an index of production is limited in its results to approximations because of the restricted data available. For individual products in a particular industry, man-hour figures are usually not known, and therefore it is impossible in many cases to combine the separate products of a particular industry by using man-hour weights. In the National Research Project study, this was true, for example, of the separate items of the industry described as clay products (other than pottery) and nonclay refractories. The several types of brick, tile, and other products of this industry were combined by means of unit-value weights, and the resulting index was then combined with indexes of production in other industries by the use of man-hour weights. There are serious limitations in available figures of hours for industries and industry groups, and the resulting indexes of production are admittedly approximations.²

Labor Productivity in Separate Manufacturing Industries

Changes in average man-hour output are affected by the volume of production. In the rayon industry, for example, between 1923 and 1935 there was more than a sevenfold increase in production. Such a large expansion of an industry is naturally accompanied by changes in methods of production that would not have been possible without an increase in production. This is itself no doubt a significant fact, but it entails no problems of labor displacement or unemployment, these being associated with industries of declining or stable production and rising output per man-hour. It is conceivable that a reduction of total output might tend to increase the output per man-hour. This might come about, for example, by the elimination of less productive plants. Indirectly, a decline in production may stimulate efforts to reduce labor costs by mechanization or by changes in management.

A fall in the level of production, however, is ordinarily accompanied by increased overhead and loss of many of the efficiencies of large-scale and mass production. In the iron and steel industry, for example, average man-hour output tends to vary inversely with the percentage of capacity operation. A study published in 1935³ revealed a change in man-hours of manufacturing labor running from 34.4 hours per ton of steel at 55 to 60 percent of total capacity to 46.5 hours per ton at 20 to 25 percent of capacity.

² The Central Statistical Board, in commenting on the National Research Project study here reviewed, states: "In view of the fact that innumerable adjustments had to be made to the available data to correct for the lack of uniformity as to scope, coverage, and detail and that many of the indexes are based on estimates, it is difficult to determine the accuracy of these measurements. In general, it may be said that although the indexes may not register the correct magnitude of the year-to-year movements, they do probably indicate the direction of the trends accurately." (Report of the Executive Secretary to the Central Statistical Board for August and September, 1939, p. 2.)

³ Monthly Labor Review, May 1935: Man-Hours of Labor Per Unit of Output in Steel Manufacture, by Bernard H. Topkis and H. O. Rogers. (Reprinted as Serial No. R. 240.)

The effects of an increased volume of production on output per man-hour may be eliminated by limiting the comparisons to years when there were no significant differences in volume of production or when there were declines as compared to the base period. Such comparisons are possible in many of the 59 industries surveyed in the National Research Project study here reviewed. In addition to these limitations, the comparisons here made (table 2) are restricted to census years because of the greater degree of adequacy of the information on which the comparisons are based. Most of the comparisons are for the years 1919, 1929, and 1935, but in some instances the limitations of available data call for comparisons between other years, as for example, between 1923 and 1933. The same base year, namely, 1929, is used for all the comparisons.

TABLE 2.—*Indexes of Production and Output per Man-Hour in Selected¹ Manufacturing Industries, 1919 to 1935*

[1929=100.0]

| Year | Production | Output per man-hour | Production | Output per man-hour | Production | Output per man-hour | Production | Output per man-hour |
|-----------|---|---------------------|---|---------------------|-------------------------------|---------------------|-----------------------|---------------------|
| | Iron and steel (blast furnaces, steel works, and rolling mills) | | Nonferrous metals (primary smelters and refineries) | | Furniture | | Planing-mill products | |
| 1919..... | 61.6 | 51.0 | 63.3 | 51.0 | 55.1 | 72.7 | 77.1 | 72.9 |
| 1929..... | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 1935..... | 64.1 | 108.5 | 51.3 | 85.1 | 56.5 | 100.9 | 45.2 | 97.4 |
| | Lumber and timber products | | Clay products, etc. ² | | Cement | | Cotton goods | |
| 1919..... | 96.0 | 95.8 | 67.1 | 79.8 | 47.9 | 60.2 | 85.2 | 85.0 |
| 1929..... | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 1935..... | 53.2 | 118.8 | 35.9 | 95.5 | 44.6 | 112.9 | 76.7 | 122.1 |
| | Leather | | Flour and other grain-mill products | | Slaughtering and meat packing | | Cane-sugar refining | |
| 1919..... | 104.3 | 71.3 | 110.9 | 64.3 | 91.1 | 74.3 | 82.2 | 63.6 |
| 1929..... | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 1935..... | 107.4 | 131.3 | 81.9 | 104.3 | 82.7 | 105.8 | 82.3 | 133.0 |
| | Cigars | | Chewing and smoking tobacco and snuff | | Fertilizers | | Manufactured gas | |
| 1919..... | 112.3 | 81.4 | 111.2 | 82.9 | 87.5 | 69.2 | 76.1 | 76.9 |
| 1929..... | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 1935..... | 70.5 | 150.3 | 89.9 | 118.8 | 69.3 | 119.9 | 72.2 | 124.9 |

¹ The industries selected had a volume of production in 1935 (or 1933) approximately equal to or less than the volume of production in the initial year of the comparison. (See comment in text.)

² Clay products (other than pottery) and nonclay refractories.

³ 1927 value.

TABLE 2.—Indexes of Production and Output per Man-Hour in Selected Manufacturing Industries, 1919 to 1935—Continued

| Year | Production | Output per man-hour | Production | Output per man-hour | Production | Output per man-hour | Production | Output per man-hour |
|-----------|---------------------------------|---------------------|----------------------|---------------------|--|---------------------|------------------------------|---------------------|
| | Woolen and worsted goods | | Ice cream | | Rubber goods, other than tires and inner tubes | | Manufactured ice | |
| 1923..... | 128.2 | 94.6 | 80.4 | 77.0 | 90.2 | 95.8 | 76.5 | 92.6 |
| 1929..... | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 1935..... | 114.0 | 135.9 | 81.3 | 128.0 | 77.3 | 122.3 | 71.6 | 141.5 |
| | Confectionery | | Paper | | Newspapers and periodicals | | Rubber tires and inner tubes | |
| 1927..... | 99.8 | 100.4 | 90.2 | 97.0 | 90.2 | 97.9 | 84.4 | 89.0 |
| 1929..... | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 1935..... | 98.6 | 165.7 | 92.4 | 116.1 | 87.8 | 119.1 | 80.8 | 185.3 |
| | Motor vehicles | | Glass | | Silk and rayon goods | | Boots and shoes | |
| 1923..... | 64.3 | 69.8 | 88.4 | 86.0 | 67.5 | 72.3 | 91.6 | 81.0 |
| 1929..... | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 1933..... | 40.9 | 100.0 | 75.6 | 148.5 | 71.5 | 109.0 | 94.1 | 113.1 |
| | Bread and other bakery products | | Paints and varnishes | | Pulp | | Petroleum refining | |
| 1923..... | 78.3 | 97.4 | 68.3 | 90.8 | ³ 87.9 | ³ 85.5 | ³ 83.4 | ³ 95.1 |
| 1929..... | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 1933..... | 79.9 | 101.0 | 60.4 | 98.5 | 88.4 | 121.3 | 86.8 | 133.5 |

In all of the industries that qualify under these various restrictions, the output per man-hour in the final year of comparison was significantly larger than the man-hour output in the initial year of the comparison. In bread and other bakery products, which shows a relatively slight rise in labor productivity, the comparison is between 1923 and 1933. Production in this industry was only 2.0 percent greater in 1933 than in 1923, and man-hour output was only 3.7 percent greater. This industry is widely dispersed and composed of an unusually large number of local units and is one of the older and more stable industries. These circumstances may account in part for the relatively slight degree of technological change and of change in labor productivity. This industry is also an illustration of a field of production with a great variety of types of output. The available information about the products of the industry, and also the amount of labor used in making the several products, is so limited that the

indexes of production, employment, and average output in this industry must be viewed as exceptionally rough approximations. Some of the other industries interpose similar difficulties.

In all the industries except confectionery there were increases in man-hour output between the initial year of the comparison and 1929. The comparison for confectionery does not go back of 1927 and man-hour output was substantially the same in both 1927 and 1929. This industry, like bread and other bakery products, is so varied and localized as to put serious obstacles in the way of computing precise indexes. In all of the industries with 1935 as the final year of comparison there were increases over 1929 in man-hour output, except in nonferrous metals, planing-mill products, and clay products. In these industries, the declines in man-hour output were accompanied by extreme reductions in the total output. The output of nonferrous metals was hardly more than half of that of 1929, and the volumes of production in the planing-mill and clay-products industries in 1935 were less than half of the outputs of 1929.

Changes in Labor Cost per Unit of Output

In many of the industries of the National Research Project study, figures of total pay rolls are available for the same coverage as the figures of production. In 25 industries or groups of industries which had in 1929 about 71 percent of the total number of employees covered by the National Research Project study, it is possible to compare pay rolls and production.⁴ In all but 1 of these 25 industries or groups of industries there was a decline in labor cost per unit of output between 1923 and 1929. The reductions between these years ranged from 1 percent to 30 percent. Half of the workers were employed in the industries that had reductions of 15 percent or more in unit labor cost. (See table 3.) In all manufacturing industries combined, pay rolls, as reported to the Bureau of the Census, increased 5.5 percent between 1923 and 1929, and total production, as estimated by the National Bureau of Economic Research,⁵ increased 26.3 percent. Labor cost per unit of output therefore decreased about 16.5 percent.

⁴ The National Research Project study of production, employment, and productivity in 59 manufacturing industries, reviewed in this article, does not include figures of unit labor cost. The figures here given were obtained from the National Research Project indexes of production and the Bureau of Labor Statistics indexes of pay rolls.

⁵ See that Bureau's Bulletin No. 59, p. 24. It is understood that a revision of the index of production indicates a rise of more than 26.3 percent between 1923 and 1929.

TABLE 3.—Index Numbers of Labor Cost per Unit of Output in Selected ¹ Manufacturing Industries, 1923, 1929, and 1935

| Industry | Unit labor cost ² | | |
|--|------------------------------|-------------------|-------------------|
| | 1923 | 1929 | 1935 |
| Nonferrous metals (primary smelters and refineries) | 100.0 | 70.5 | 69.5 |
| Rayon | 100.0 | 72.3 | 36.8 |
| Petroleum refining | 100.0 | 73.0 | 62.1 |
| Cane-sugar refining | 100.0 | 77.1 | 73.1 |
| Chemicals | 100.0 | 77.7 | 70.5 |
| Cement | 100.0 | 79.3 | 76.1 |
| Boots and shoes | 100.0 | 81.4 | 61.2 |
| Cotton goods | 100.0 | 81.5 | 77.6 |
| Iron and steel (blast furnaces, steel works, and rolling mills) | 100.0 | 81.8 | 80.0 |
| Rubber products (tires and tubes, boots and shoes, and other rubber goods) | 100.0 | 82.3 | 67.8 |
| Ice cream | 100.0 | 83.7 | 58.2 |
| Flour and other grain-mill products | 100.0 | 85.0 | 80.2 |
| Paper and pulp | 100.0 | 85.5 | 70.0 |
| Fertilizers | 100.0 | 86.6 | 76.5 |
| Clay products (other than pottery) and nonclay refractories | 100.0 | 90.2 | 81.2 |
| Confectionery | ³ 100.0 | ³ 90.7 | ³ 64.0 |
| Lumber and timber products | 100.0 | 90.8 | 74.5 |
| Newspapers and periodicals | 100.0 | 92.2 | 79.9 |
| Canning and preserving | 100.0 | 93.5 | 74.2 |
| Woolen and worsted goods | 100.0 | 94.2 | 73.7 |
| Planing-mill products | 100.0 | 94.3 | 75.6 |
| Paints and varnishes | 100.0 | 96.6 | 84.5 |
| Leather | 100.0 | 97.2 | 79.4 |
| Knit goods | 100.0 | 99.1 | 78.1 |
| Bread and other bakery products | 100.0 | 100.1 | 99.0 |

¹ Limited to those industries of the National Research Project survey for which comparable production and pay-roll figures are available.

² Derived from National Research Project production indexes and Bureau of Labor Statistics pay-roll indexes.

³ The base year is 1925.

The figures of unit labor cost are limited to census years because these years afford relatively adequate data. The significance of the trends up to 1929 is mainly in relation to the economic disequilibrium that found effect in the depression beginning in 1929. During the half-dozen years before 1929 the marked reductions in labor cost per unit produced did not find expression in a comparable rise in wages, and at the same time these reductions in labor cost were not accompanied by significant advantages to consumers through price changes. During the years immediately following 1929, the extreme fluctuations in business conditions must be considered in detail for an understanding of the apparently erratic nature of the changes in unit labor cost. By 1935, however, there were reductions even below the levels of 1929 in all of the 25 industries.

LABOR AND PRODUCTION IN ANTHRACITE MINES, 1934 TO 1938

IT IS estimated that 97,000 men were employed in anthracite mines in 1938. In that year the total production was 46,099,027 tons, of which 1,588,407 tons were cut by machines, 5,095,341 tons were mined by stripping, and 10,151,669 tons were loaded by machines underground. These figures are included in the annual statistical summary for the industry made by the United States Bureau of Mines.¹

The data available for 1938—for production, employment, and mechanization—show less favorable conditions in the industry than those for the preceding year. This is also true of all of the series shown in the table for 1937 as compared with 1936.

Summary Statistics of Anthracite Mining, 1934 to 1938

| Item | 1934 | 1935 | 1936 | 1937 | 1938 |
|--|------------|------------|------------|------------|---------------------|
| Production.....net tons.. | 57,168,291 | 52,158,783 | 54,579,535 | 51,856,433 | 46,099,027 |
| Average number of days worked..... | 207 | 189 | 192 | 189 | (1) |
| Man-days lost on account of strikes and lock-outs..... | 774,856 | 763,307 | 407,372 | 580,462 | (1) |
| Number of men on strike during year..... | 38,994 | 26,127 | 27,574 | 34,346 | (1) |
| Average number of men employed..... | 109,050 | 103,269 | 102,081 | 99,085 | ² 97,000 |
| Output per man per day.....net tons.. | 2.53 | 2.68 | 2.79 | 2.77 | (1) |
| Output per man per year.....do..... | 524 | 505 | 535 | 523 | (1) |
| Quantity cut by machines.....do..... | 1,981,088 | 1,848,095 | 2,162,744 | 1,984,512 | 1,588,407 |
| Quantity mined by stripping.....do..... | 5,798,138 | 5,187,072 | 6,203,267 | 5,696,018 | 5,095,341 |
| Quantity loaded by machines under ground.....do..... | 9,284,486 | 9,279,057 | 10,827,946 | 10,683,837 | 10,151,669 |

¹ Data not yet available.

² Estimated from the report of the Pennsylvania Department of Mines; Bureau of Mines data not yet available.

¹ U. S. Bureau of Mines. *Pennsylvania Anthracite*, by M. Van Sicken, L. Mann, and J. R. Bradley. (Reprinted from *Minerals Yearbook 1939, Review of 1938.*)

Employment and Labor Conditions

GERMAN LABOR MEASURES IN BOHEMIA-MORAVIA

FORCED labor service similar to that in operation in Germany was introduced in Bohemia-Moravia (formerly a part of Czechoslovakia) by the Protectorate decree of July 25, 1939, the principal provisions of which are summarized below.¹ The principle of the German Labor Front was also put into practice, September 15, 1939.²

Compulsory Labor Service

In order to carry out work of special importance to the Reich, all male citizens of the Protectorate of Bohemia-Moravia between the ages of 16 and 25 were made liable for forced civil labor service for a specified period. The normal period is 1 year, but if the importance of the work requires it, this period may be extended to 2 years. In the case of men who have performed their military service, the period of active military service may be included in the period of forced labor service, provided that the period thus included does not exceed 6 months.

Persons liable to forced service are entitled to the wages which are fixed in the locality in question. For those who are under an obligation to insure wholly or partly the maintenance of members of their families it is provided that an adequate family allowance will be paid. Working clothes and tools are to be provided free of charge.

In its placement work, the employment service is to give preference to persons who have completed their forced civil labor service and who are unable to return to the position they occupied before being called up.

A decree of August 24, 1939 provided among other things that the forced service may be required on work of all kinds.

Working conditions of persons undertaking forced civil labor service are fixed by the legislation in force concerning the contract of employment, hours of labor, social insurance, and other measures. The contract of service, however, cannot be terminated until the forced labor service has been completed, except with the permission of the competent employment office.

A decree of July 25, 1939, promulgated on August 24, 1939, reorganized the employment-service system and in particular replaced the

¹ Industrial and Labor Information, Geneva, International Labor Office, October 16, 1939 (pp. 77-80).

² Reichsarbeitsblatt, Berlin, October 25, 1939 (part 1, p. 487); Südost Echo (a semi-official weekly), Vienna, September 29, 1939.

former local and regional administration by a centralized administration. Regional employment offices were to be established for one or more local administrative areas. Provincial employment offices were also to be established at Prague and at Brno.

According to the Social Bureau of the German Labor Front, the labor camps which were established in Bohemia-Moravia by the former Czechoslovak Government before March 16, 1939, for the relief of unemployment, have been abolished. It was reported that this was due to the great decrease in unemployment, there being not more than 4,000 unemployed persons in the Protectorate at the beginning of August as reported in the *Deutsche Arbeits Correspondenz* for August 9, 1939.

The disciplinary labor camps were transferred to the Ministry of the Interior by a decree of August 22, 1939. That decree provided that the following persons may be placed in the disciplinary labor camps: (a) Voluntarily unemployed persons who refuse to work and who are not less than 18 years of age, unless they can prove that their maintenance is duly assured; and (b) workers in ordinary labor camps, if they are very disobedient, or if they carry out their work with intentional negligence. The local administrative authorities of first instance decide who is to go into a disciplinary camp. The activity of these camps is controlled by different administrative authorities according to the kind of work undertaken. The work must be of public utility. Hours of labor are at least 48 per week, and in addition a certain period is devoted to civic education. Persons enrolled in disciplinary camps must remain there at least 3 months unless they become physically or mentally incapable of remaining in the camp. Members of these camps receive board, lodging, and equipment, at the expense of the State, and in addition they receive a small allowance—pocket money (*Taschen-Geld*).

Introduction of Labor Front

The Labor Front—a Government-employer-employee arrangement similar to the labor-union system in Soviet Russia—was introduced on September 15, 1939. This measure apparently marks the beginning of the application of the German National Labor Law of January 20, 1934² to the non-German States, territories, and peoples conquered by the Third Reich.

In each industrial establishment the Labor Front is to appoint an establishment chief (*Betriebsobmann*). In agreement with him the employer (the leader) is to make up and present, for the approval of the Reichsprotector for Bohemia-Moravia, a list of the workers (followers) who are to constitute the council of advisers for the establishment.

² See *Monthly Labor Review*, May 1934, for a summary of this law.

No decision or proposal may be made by the establishment chief, spokesmen, or advisers without approval by the Reichsprotector. He has authority to dismiss any of these officials at will.

The extension of the labor-front principle is to take place first in (1) establishments having German workers only and (2) those with both German and Czech workers. If in establishments of class (2) there are fewer than five German workers, a German spokesman (*Sprecher*) will be appointed, instead of an establishment chief. Czech workers are to be permitted to remain in membership in Czech labor unions which have been reorganized and centralized under authority of the Reichsprotector.

Unemployed Youth

SIX YEARS OF CCC OPERATIONS

ON July 1, 1939, the Civilian Conservation Corps, which up to that time had been an independent establishment, was transferred to the new agency known as the Federal Security Agency. During the 6 years of its independent operation, 2,500,000 young men, war veterans, Indians, and territorials worked for varying periods in CCC camps. These enrollees assigned to their dependents out of their basic cash allowances of \$30 a month a total of over \$500,000,000.¹

Work Accomplishments

During the 6 years of CCC operation its enrollees have participated in more than 150 types of work and aided a conservation program which extended to every State, Alaska, Puerto Rico, the Virgin Islands, and Hawaii. The greater number of these men were inexperienced in any kind of work when they enrolled, but they quickly learned to work efficiently.

Through the efforts of CCC workers the output of Federal and State tree nurseries has been more than tripled during the 6-year period, and 1,554,000,000 seedlings have been planted on waste land for reforestation purposes and 187,000,000 seedlings planted in gullies and on farm lands to prevent erosion. Thousands of acres of naturally propagated seedlings have been saved from destruction by the fire-protection activities of the Corps during this period.

Under the supervision of the Soil Conservation Service, enrollees have assisted in conserving soil resources on 13,000,000 acres of farm and grazing lands, helping to control gullies, build terraces, and plant trees, and doing many other kinds of work useful in erosion control.

Recreational facilities in National and State forests and parks and related areas have been improved and expanded by the work of CCC enrollees. In National and State forests, camping grounds and facilities have been increased, buildings constructed, and streams improved for fishing. In approximately 1,000 National and State parks and related areas CCC work has been used in forest protection and

¹ Data are from Civilian Conservation Corps, Office of the Director, press release, Washington, June 29, 1939; Federal Security Agency, Civilian Conservation Corps, Office of the Director, Monthly Statistical Summary, Washington, August 1939; U. S. Office of Education, School Life, Washington, November 1939 (p. 59): CCC Educational Achievements, 1938-39, by Howard W. Oxley.

improvement, erosion control, stream-bank protection, construction of picnic areas, overnight cabins, horse and foot trails and bridges, dams for swimming pools and boating purposes, etc.

Other work activities in which CCC enrollees have given service are the improvement of grazing conditions in Western States, the rehabilitation of reclamation projects, flood-control work such as the completed Winooski River flood-control project in Vermont, emergency rescue work, etc. The Corps has assisted the Biological Survey in developing wildlife sanctuaries, has built fish hatcheries, and planted more than 782,000,000 fingerlings and young fish in ponds, lakes, and streams. It has constructed 57 airplane landing fields, built 70 radio stations, quarried 2,008,000 tons of limestone for erosion-control purposes, constructed 2,827 miles of stock driveways, and carried out rodent and predatory control operations over 33,854,000 acres.

The following table shows some of the work accomplishments of the CCC during the 6 years of its operations:

Selected Work Accomplishments of the CCC, April 1933 to June 30, 1939

| Type of work | Unit | New work | Maintenance |
|---|------------------|-------------|-------------|
| Bridges..... | Number..... | 42,871 | 8,421 |
| Buildings, other than CCC camps..... | do..... | 49,597 | 26,652 |
| Impounding and large diversion dams..... | do..... | 5,575 | 2,291 |
| Fences..... | Rods..... | 17,100,440 | 5,002,777 |
| Telephone lines..... | Miles..... | 73,589 | 200,622 |
| Truck trails or minor roads..... | do..... | 106,812 | 420,759 |
| Horse and foot trails..... | do..... | 24,864 | 85,970 |
| Erosion control check dams..... | Number..... | 4,891,529 | 166,812 |
| Terrace channel construction..... | Linear feet..... | 30,712,061 | 1,636,891 |
| Terrace outlet structures..... | Number..... | 346,466 | 25,220 |
| Excavation, channels, canals, and ditches..... | Cubic yards..... | 19,440,530 | 54,456,629 |
| Field planting or seeding, trees..... | Acres..... | 1,668,825 | 143,616 |
| Forest-stand improvement..... | do..... | 3,405,806 | 16,755 |
| Fighting forest fires..... | Man-days..... | 4,865,588 | ----- |
| Fire breaks..... | Miles..... | 62,324 | 47,050 |
| Fire-hazard reduction, other than roadside and trailside..... | Acres..... | 1,940,910 | 6,632 |
| Fire prevention..... | Man-days..... | 609,087 | 1,412 |
| Tree and plant disease control..... | Acres..... | 7,354,467 | 717,062 |
| Tree insect pest control..... | do..... | 11,271,943 | 156,345 |
| Public campground development..... | do..... | 43,481 | 21,819 |
| Stocking fish..... | Number..... | 782,091,334 | ----- |
| Eradication of poisonous weeds or exotic plants..... | Acres..... | 730,156 | ----- |
| Insect pest control..... | do..... | 5,106,184 | 47,393 |
| Rodent and predatory animal control..... | do..... | 33,853,554 | 699,504 |
| Timber estimating..... | do..... | 33,574,992 | 65,141 |

Education

Since the creation of the CCC in 1933 its main objective has been the conservation of unemployed youth and their welfare and training. Every aspect of the camp life of the enrollees—the routine and discipline, the open-air work, the nourishing food, regular hours, etc.—increases their employability and usefulness as citizens. In addition to these intangible benefits, however, organized educational activities of many kinds are carried on in the camps.

In 1938-39 the average number of enrollees in the Corps was 273,572, and over nine-tenths (91.3 percent) of them (249,768), on the average, were regular attendants in organized educational classes and activities. Thirty-seven percent participated in academic classes; 47 percent in vocational classes; 65 percent in job-training activities; 16 percent in informal educational activities; 13 percent in professional training; and 59 percent in first-aid, health, safety, and life-saving classes.

General education.—During the fiscal year 1938-39, 8,445 illiterate enrollees were taught to read and write. Eighth-grade diplomas were awarded to 5,146 enrollees; high-school diplomas to 1,048 enrollees; and college degrees to 96 enrollees.

Eighty-six different elementary subjects were offered in the camps, but 97 percent of the enrollees attended classes in the following 9 subjects: Literacy training, grammar, penmanship, reading, spelling, arithmetic, civics, geography, and history. An average of 24,476 instructors, or 16 per camp, were in charge of these classes. Educational films were shown, averaging 6,203 per month, with an attendance of 503,566, and 7,320 lectures, with an attendance of 960,379, were given monthly.

Vocational training.—Only a small portion of the enrollees had had vocational training or experience before their enrollment, and therefore training is necessary for their jobs while in camp and also for employment after the conclusion of their enrollment. In the maintenance of the camp itself, clerks, cooks, mess stewards, truck drivers, general handy men, etc., who are enrollees, are trained while on the job. Workers on the 60 major types of work projects are also trained on the job. These projects include road construction, forest culture, landscaping, dam and bridge construction, limestone and quarry work, power- and telephone-line construction, soil conservation, and public-grounds development. Classes in related subjects are also conducted during leisure time. The average number of men taking part in these job-training activities was 178,918.

Seventy-one percent of the men were enrolled in 21 vocational courses, but 249 different vocational subjects were being taught. The more popular subjects included bookkeeping, shorthand, typing, office practice, business management, electricity, house wiring, radio service, carpentry, masonry, cabinetmaking, general agriculture, soil conservation, forestry, auto mechanics, blacksmithing, welding, retail merchandising, surveying, and drafting.

Informal, professional, and other activities.—Sixteen percent of the enrollees participated in such informal types of education as arts and crafts, dramatics, and music. Instruction in first aid, health, and safety is given in every camp. Foremanship, leader-training, and

teacher-training classes are attended by officers, foremen, enrollees, and other instructors.

Cooperation of outside agencies.—Scholarships were offered in 1938-39 by 189 colleges and other institutions, and correspondence courses were provided by others. Hundreds of other colleges and schools have opened their facilities to enrollees, and other non-Government organizations, including the Chamber of Commerce, the Junior Chamber of Commerce, Y. M. C. A., Kiwanis, and Rotarians, have assisted in the education of the men and in procuring employment for them.

Education and Training

TRAINING OF MERCHANT MARINE PERSONNEL

THE United States Maritime Service is a voluntary training organization, established by the United States Maritime Commission, under the Merchant Marine Act of 1936, as amended.¹ The act declares that the purpose of this service, which is administered by the United States Coast Guard, is to maintain a trained and efficient personnel in the American Merchant Marine. Enrollment in the Maritime Service, however, does not give any special right to employment on vessels of the Maritime Commission or other vessels.

Some of the principal features of this training scheme are given in a pamphlet entitled "General information on the United States Maritime Service, revised October 1939," from which (except where otherwise specified) the data in the present article are taken.

Eligibility for Training

Enrollees in the licensed and unlicensed personnel of the United States Maritime Service, with the exception of apprentice seamen, must be American citizens over 19 years of age, who within the 3 years immediately preceding their application for enrollment, have served at least 12 months on merchant vessels of this country with a gross tonnage of 500 or over, operating on any ocean or on the Great Lakes. An applicant may be refused enrollment for a physical, mental, or moral defect which makes him unfit for duty on a seagoing vessel. Licensed men who have served at least 12 months within the 3-year period preceding their application for entry into the Service, as licensed officers in charge of a watch, may be enrolled as ensigns at \$125 a month. Unlicensed personnel of the steward's, engineer's, deck, and miscellaneous departments may be enrolled at \$36 a month.

Probationary and Regular Enrollment

A probation of 3 months follows the original enrollment. Transportation to the training station is provided by the Service, but an enrollee will not be reimbursed for travel by private conveyance.

¹ Public No. 705, 75th Cong., 3d sess., approved June 23, 1938. (See United States Maritime Commission Report to Congress on Training Merchant Marine Personnel, January 1, 1939, Washington, 1939, pp. 101 and 102.)

The Government furnishes quarters, meals, and a uniform clothing outfit gratis. Overnight and week-end leaves are allowed reasonably often.

At the close of 3 months of probationary training, transportation will be furnished the enrollee from his training station to the place at which he enrolled. If his qualifications and conduct are found satisfactory he will be offered, before leaving the training station, the opportunity of regular enrollment in the Maritime Service. A man regularly enrolled, who is released from active duty, will be expected later on to serve 8 months per annum on a seagoing merchant vessel, and 1 month with the Maritime Service. This gives him the right to a retainer allowance of 1 month's pay per annum in addition to his earnings for active duty with the Maritime Service.

Disenrollment.—A probationer who is not accepted as a regular enrollee will be disenrolled at the close of his probationary training. A probationary or a regular enrollee may be disenrolled if his conduct is not satisfactory, or at any time at his own request.

Applications for enrollment.—Application for probationary enrollment should be made on the prescribed form² and sent to the United States Maritime Service, Washington, D. C. In the authorization of enrollments no discrimination is made because of race, creed, or membership in lawful organizations.

Training Stations

Training stations of the Maritime Service are located at Hoffman Island (New York Harbor), for unlicensed personnel, and at Fort Trumbull (New London, Conn.), for licensed personnel. Government Island Training Station, at Alameda, Calif., enrolls both licensed and unlicensed men. The Port Tampa, Fla., training station receives only apprentice seamen.

The ship *American Seaman*, a steam vessel of 7,000 gross tons, is especially equipped for training, and carries 200 enrollees in addition to the regular crew.

Training Courses

In the development of training courses special consideration has been given to the great variation in the enrollees' abilities and requirements.

The curriculum of all enrollees who are being trained includes nomenclature and types of ships, knots and hitches, rowing, boatmanship, emergency drills, seamen's laws, breeches-buoy drill, marching drill, hygiene and first aid, customs and traditions.

² To be secured from an office of the Maritime Commission, Coast Guard, shipping commissioner, collector of customs, or a seamen's organization.

Deck officers will be offered instruction in navigation, navigational instruments, signaling, cargo handling, damage control, maritime law, and first-aid treatment.

Engineer officers may take courses in steam engineering, Diesel engines, electricity, and machine-shop practice.

Unlicensed men of the deck department have courses in seamanship, rules of the road, rigging and canvas work, painting, cargo handling, and upkeep of hulls.

Unlicensed men of the engine department will have available courses in steam engineering, Diesel engineering, electricity, and machine-shop practice.

Unlicensed men of the steward's department are provided with courses in the preparation and handling of food, dining-room steward routine, and room-steward routine.

Instructors.—The training-station instructors will be selected from the Coast Guard and Maritime Service personnel. Since few vacancies occur in the staff of administrators, enrollees should not expect employment at the training station.

A sample daily routine.—The daily routine at the training station at Hoffman Island which is here recorded is similar to those followed at other training stations:

| | | | |
|-----------------------|------------------|----------------------|-------------------|
| Call cooks..... | 6:15 a. m. | Instruction..... | 10:35-11:45 a. m. |
| Turn out all hands... | 6:45 a. m. | Dinner..... | 12 m. |
| Breakfast..... | 7:20 a. m. | Requests and com- | |
| Muster, turn to..... | 8 a. m. | plaints..... | 12:45 p. m. |
| Instruction..... | 8:15-9:15 a. m. | Muster, turn to..... | 1 p. m. |
| Sick call..... | 9:30 a. m. | Instruction..... | 1:15-2:30 p. m. |
| Instruction..... | 9:20-10:30 a. m. | Instruction..... | 2:30-4:00 p. m. |
| Inspection of bar- | | Supper..... | 5:30 p. m. |
| racks..... | 10 a. m. | Lights out..... | 10 p. m. |

After 3 weeks of training the probationer is allowed time off every other day from 4:30 p. m. to midnight and from noon Saturday until Monday morning.

Correspondence courses.—After a regular enrollee completes his training and leaves the station where he received such training, various correspondence courses are made available to him without cost so that he may go on with his general and professional education.

Some of these courses are listed below:

| | |
|---------------------------|------------------------------------|
| Ocean navigation. | Grade-school subjects. |
| Motorboat navigation. | High-school subjects. |
| Gas and electric welding. | Elementary electrical engineering. |
| Diesel engines. | Electrical engineering. |
| Marine steam engineering. | High-school mathematics. |
| Reading shop blueprints. | Internal-combustion engines. |
| Short mechanical drawing. | Communications. |
| Good English. | Algebra course. |

The Coast Guard Institute, New London, Conn., administers the correspondence courses and awards certificates to those who satisfactorily complete their work in this connection.

Apprentice Seamen

A restricted number of men between 18 and 23 years of age are to be enrolled as apprentice seamen at \$21 per month. They are not required to have had previous sea service and their training will be extended and adapted to their needs. The United States Maritime Service, Washington, D. C., will, upon request, furnish additional information on this subject.

Analysis of Enrollments

In the following table, statistics issued by the United States Maritime Service, covering enrollment of licensed and unlicensed seamen from the date of establishment of the Service, are summarized:

Analysis of Licensed and Unlicensed Personnel Enrolled in United States Maritime Service

| Item | Number of enrollees up to and including— | | Item | Number of enrollees up to and including— | |
|------------------|--|---------------------------|---|--|---------------------------|
| | Sept. 23, 1939, licensed | Oct. 14, 1939, unlicensed | | Sept. 23, 1939, licensed | Oct. 14, 1939, unlicensed |
| Total..... | 419 | 2,036 | Age—Continued. | | |
| Native born..... | 313 | 1,834 | 40-50..... | 160 | 291 |
| Naturalized..... | 106 | 202 | 50..... | 57 | 99 |
| Race: | | | Disenrolled..... | 48 | 508 |
| White..... | 419 | 1,988 | At own request..... | 22 | 332 |
| Colored..... | | 37 | Upon superintendent's recommendation..... | 16 | 166 |
| Others..... | | 11 | Unsatisfactory completion of probationary training..... | 10 | 10 |
| Marital status: | | | Regular enrollees released from active duty..... | 213 | 755 |
| Single..... | 143 | 1,662 | Regular enrollees on active duty..... | 25 | 191 |
| Married..... | 234 | 260 | Probationers under training..... | 133 | 582 |
| Divorced..... | 42 | 114 | | | |
| Age: | | | | | |
| 19-30..... | 51 | 958 | | | |
| 30-40..... | 151 | 688 | | | |

After Passage of Neutrality Act³

On November 13, 1939, the Commandant of the United States Coast Guard announced the discontinuance of enrollments in the United States Maritime Service training schools, except for seamen "beached" by the recent Neutrality Act.

The Commandant also notified the Boston District Commander to proceed with plans for the establishment of a new training station on Gallups Island in Boston Harbor. The Public Health Service has made available the former quarantine station, where 1,000 recruits could be accommodated.

³ United States Treasury Department. Memorandum for the Press, Washington, November 13, 1939.

Housing Conditions

BUILDING AND LOAN ASSOCIATIONS, 1938

ALTHOUGH both the number and assets of building and loan associations decreased in 1938 as compared with 1937, membership increased by more than half a million persons. The annual report of the United States League of Building and Loan Associations^a pointed out certain other encouraging factors, including an increased ratio of total mortgage loans to assets, a decreased ratio of owned real estate to total assets, and an increase in total in loans outstanding.

The following table gives, by States, the number of associations, membership, and total assets of associations chartered under State laws and under the Federal law. As it indicates, the losses from 1937 to 1938 in each of these three items were sustained by the State-chartered associations; the Federal associations gained in each.

Number, Membership, and Assets of Building and Loan Associations, by States, 1938

| State | Number of associations | | | Number of members | | | Amount of assets | | |
|---------------------------|------------------------|-------|---------|-------------------|--------------------|----------------------|------------------|--------------------|----------------------|
| | Total | State | Federal | Total | State associations | Federal associations | Total | State associations | Federal associations |
| Alabama..... | 37 | 23 | 14 | 20,978 | 11,250 | 9,728 | \$12,941,502 | \$7,078,844 | \$5,862,658 |
| Arizona..... | 3 | 1 | 2 | 2,776 | 800 | 1,976 | 2,642,640 | 501,144 | 2,141,496 |
| Arkansas..... | 42 | 9 | 33 | 16,314 | 3,876 | 12,438 | 13,725,445 | 3,714,217 | 10,011,228 |
| California..... | 190 | 115 | 75 | 283,087 | 193,366 | 89,721 | 304,653,404 | 210,928,929 | 93,724,475 |
| Colorado..... | 56 | 33 | 23 | 38,515 | 16,550 | 21,965 | 29,433,736 | 11,578,586 | 17,855,150 |
| Connecticut..... | 50 | 35 | 15 | 44,813 | 29,667 | 15,146 | 34,162,042 | 23,665,518 | 10,496,524 |
| Delaware..... | 44 | 43 | 1 | 15,271 | 15,200 | 71 | 12,790,839 | 12,668,992 | 121,847 |
| District of Columbia..... | 28 | 26 | 2 | 142,815 | 133,321 | 9,494 | 132,987,964 | 125,947,000 | 7,040,964 |
| Florida..... | 88 | 40 | 48 | 42,098 | 6,000 | 36,098 | 42,983,759 | 5,350,199 | 37,633,560 |
| Georgia..... | 68 | 25 | 43 | 29,496 | 4,533 | 24,963 | 24,305,609 | 7,473,562 | 16,832,047 |
| Idaho..... | 14 | 5 | 9 | 12,959 | 1,950 | 11,009 | 7,582,402 | 871,707 | 6,710,695 |
| Illinois..... | 690 | 592 | 98 | 364,220 | 256,508 | 107,712 | 332,316,123 | 236,038,329 | 96,277,794 |
| Indiana..... | 259 | 191 | 68 | 211,462 | 100,000 | 111,462 | 160,121,347 | 79,209,804 | 80,911,543 |
| Iowa..... | 96 | 65 | 31 | 55,200 | 40,491 | 14,709 | 44,497,989 | 33,766,264 | 10,731,725 |
| Kansas..... | 144 | 120 | 24 | 93,889 | 70,571 | 23,318 | 73,565,082 | 55,448,339 | 18,116,743 |
| Kentucky..... | 173 | 122 | 51 | 139,601 | 70,000 | 69,601 | 109,895,432 | 52,715,925 | 57,179,507 |
| Louisiana..... | 74 | 62 | 12 | 108,184 | 96,594 | 11,590 | 90,073,530 | 77,372,558 | 12,700,972 |
| Maine..... | 41 | 36 | 5 | 24,808 | 23,932 | 876 | 23,358,081 | 22,757,003 | 601,078 |
| Maryland..... | 731 | 1,700 | 31 | 179,289 | 1,150,500 | 28,789 | 122,994,902 | 1,100,000,000 | 22,994,902 |
| Massachusetts..... | 211 | 185 | 26 | 427,171 | 338,091 | 89,080 | 478,457,593 | 387,812,995 | 90,644,598 |
| Michigan..... | 82 | 55 | 27 | 112,602 | 78,477 | 34,125 | 122,870,182 | 91,567,814 | 31,302,368 |
| Minnesota..... | 76 | 46 | 30 | 80,395 | 31,683 | 48,712 | 61,263,296 | 25,703,696 | 35,559,600 |
| Mississippi..... | 46 | 25 | 21 | 10,143 | 4,150 | 5,993 | 8,937,831 | 5,000,000 | 3,937,831 |
| Missouri..... | 220 | 183 | 37 | 188,001 | 150,000 | 38,001 | 127,138,792 | 91,940,439 | 35,198,353 |
| Montana..... | 22 | 20 | 2 | 15,145 | 14,449 | 696 | 10,603,613 | 10,247,390 | 356,223 |
| Nebraska..... | 72 | 57 | 15 | 89,488 | 81,434 | 8,054 | 67,192,943 | 60,960,785 | 6,232,158 |
| Nevada..... | 4 | 4 | ----- | 1,150 | 1,150 | ----- | 954,898 | 954,898 | ----- |
| New Hampshire..... | 30 | 28 | 2 | 21,509 | 14,928 | 6,581 | 18,094,736 | 11,576,892 | 6,417,844 |
| New Jersey..... | 1,327 | 1,327 | ----- | 528,507 | 528,507 | ----- | 691,959,695 | 691,959,695 | ----- |

¹ Estimated.

^a American Building Association News (Cincinnati), October 1939.

*Number, Membership, and Assets of Building and Loan Associations,
by States, 1938—Continued*

| State | Number of associations | | | Number of members | | | Amount of assets | | |
|------------------|------------------------|-------|---------|-------------------|--------------------|----------------------|------------------|--------------------|----------------------|
| | Total | State | Federal | Total | State associations | Federal associations | Total | State associations | Federal associations |
| New Mexico..... | 22 | 14 | 8 | 5,282 | 3,600 | 1,682 | \$5,378,643 | \$3,753,790 | \$1,624,853 |
| New York..... | 280 | 216 | 64 | 590,309 | 385,050 | 205,259 | 396,591,805 | 258,019,052 | 138,572,753 |
| North Carolina.. | 179 | 163 | 16 | 125,436 | 112,360 | 13,076 | 86,234,629 | 75,559,988 | 10,674,641 |
| North Dakota... | 23 | 17 | 6 | 11,707 | 8,911 | 2,796 | 10,759,854 | 8,778,658 | 1,981,196 |
| Ohio..... | 718 | 605 | 113 | 1,458,589 | 1,224,621 | 233,968 | 806,150,778 | 625,195,145 | 180,955,633 |
| Oklahoma..... | 69 | 36 | 33 | 57,604 | 11,382 | 46,222 | 60,804,454 | 17,909,050 | 42,895,404 |
| Oregon..... | 35 | 13 | 22 | 33,502 | 15,390 | 18,112 | 27,202,037 | 14,845,238 | 12,356,799 |
| Pennsylvania... | 1,892 | 1,821 | 71 | 517,469 | 471,127 | 46,342 | 583,125,782 | 498,368,248 | 34,757,534 |
| Rhode Island... | 9 | 8 | 1 | 52,743 | 52,043 | 700 | 34,796,871 | 34,180,833 | 616,038 |
| South Carolina.. | 73 | 43 | 30 | 27,868 | 8,900 | 18,968 | 22,890,798 | 8,800,369 | 14,090,429 |
| South Dakota... | 18 | 14 | 4 | 7,129 | 4,592 | 2,537 | 4,790,808 | 3,171,677 | 1,619,131 |
| Tennessee..... | 53 | 14 | 39 | 33,303 | 3,635 | 29,668 | 24,262,046 | 2,689,938 | 21,572,108 |
| Texas..... | 184 | 92 | 92 | 113,572 | 60,267 | 53,305 | 91,362,437 | 51,654,198 | 39,708,239 |
| Utah..... | 21 | 15 | 6 | 32,601 | 21,900 | 10,701 | 27,227,316 | 20,603,249 | 6,624,067 |
| Vermont..... | 14 | 12 | 2 | 7,032 | 5,204 | 1,828 | 5,935,223 | 4,125,520 | 1,809,703 |
| Virginia..... | 87 | 66 | 21 | 56,426 | 39,350 | 17,076 | 47,628,884 | 31,482,272 | 16,146,612 |
| Washington..... | 70 | 34 | 36 | 163,216 | 69,194 | 94,022 | 59,097,499 | 20,639,159 | 38,458,340 |
| West Virginia.. | 64 | 43 | 21 | 32,463 | 17,000 | 15,463 | 26,881,384 | 13,172,237 | 13,709,147 |
| Wisconsin..... | 198 | 171 | 27 | 178,385 | 164,785 | 13,600 | 181,816,306 | 170,792,880 | 11,023,426 |
| Wyoming..... | 14 | 5 | 9 | 5,959 | 3,400 | 2,559 | 5,683,268 | 3,233,255 | 2,450,013 |
| Hawaii..... | 9 | 8 | 1 | 18,517 | 16,815 | 1,702 | 8,299,335 | 6,470,958 | 1,828,377 |
| Alaska..... | 1 | ----- | 1 | 169 | ----- | 169 | 139,305 | ----- | 139,305 |
| Total: | | | | | | | | | |
| 1938... | 8,951 | 7,583 | 1,368 | 6,829,167 | 5,167,504 | 1,661,663 | 5,629,564,869 | 4,318,357,238 | 1,311,207,631 |
| 1937... | 9,762 | 8,434 | 1,328 | 6,233,019 | 5,316,276 | 916,743 | 5,711,658,410 | 4,619,557,192 | 1,092,101,218 |

REDUCED INSURANCE AND UTILITY RATES FOR PUBLIC HOUSING PROJECTS

ECONOMIES are accruing to tenants of certain public low-rent housing projects as a result of reductions in insurance and utility rates obtained by the United States Housing Authority.¹

Insurance

By rewriting the insurance covering the 44 projects constructed by the PWA Housing Division and now owned by the USHA, savings of more than 60 percent in annual premiums levied are assured. Similar provision for lowered rates will be made for the Authority's other projects which are under construction throughout the country.

Lowered rates mean that the tenants who are already enjoying rents below those in privately owned buildings will secure additional savings. For the 44 projects the cost of insurance was reduced from \$182,100 to \$69,795 for 3 years. The average reduction in insurance charges against each low-rent unit of 4 rooms is from about 30 to 12 cents per month. For projects generally, the saving per tenant will range from about 10 to 75 cents a month, depending upon the loca-

¹ United States Department of the Interior. Federal Works Agency. U. S. Housing Authority. Public Housing (Weekly News), October 10 and 31, 1939.

tion and structure of the project. This is a considerable item in a total rent bill of only \$12 to \$15 monthly.

The original insurance premium of \$182,100 was based on prevailing insurance rates for ordinary commercial projects. Careful consideration led the Administrator to believe that a reduction was warranted for the more durably built and more safely planned public buildings.

Local authorities are not bound by the advice of the USHA in placing their insurance, but it is a main function of the Federal agency to supply them with technical information and the results of investigations to guide them toward economies in their own operation.

Utilities

To attain the same objective, namely adequate shelter at the lowest rent, the Authority has also secured contracts with private and municipal utility companies providing rates below those ordinarily charged under domestic-use schedules. Lower rates are justified for public projects, in the opinion of the Authority, by the large-scale purchases which result in reduction of collection and distribution costs, elimination of collection losses, and acquisition of new business without advertising charges. The local market for utilities is also expanded through the opening of public projects since many of the tenants have not previously been consumers of electricity and gas.

Figures computed for four localities and relating to projects under construction show the amounts tenants will save. If purchased at retail the cost of fuel and energy to the tenant, which is included in rent, would be \$6.69 monthly in New England as compared with \$3.02 under the revised schedules, in the South Central States the figures are \$3.49 and \$1.18, respectively; for the Southeast they are \$6.34 and \$2.63; and in the West, \$4.14 and \$2.15.



BRITISH HOUSING PROGRESS, 1938-39

STEADY progress in slum clearance, the abatement of overcrowding, and the reconditioning of existing and building of new houses were reported by the British Minister of Health in the annual report for the year ended March 31, 1939.¹ Had it not been for the international crisis of September 1938, the Minister stated, the program would no doubt have been extended more rapidly. Between 1933 and the end of the latest year for which statistics are available, over a

¹ Great Britain. Ministry of Health. Twentieth Annual Report, 1938-39 (pp. 81-103). London, 1939. (Cmd. 6089.)

million persons were removed from slum conditions to new houses. Local authorities and private enterprise have erected 3,998,366 since the war of 1914-18. The report reviewed points out that the new houses built during the past year were expected to facilitate to some extent the evacuation of children from cities, as roughly 45 percent of the units were in reception areas, over 35 percent in neutral areas, and under 20 percent in evacuation areas.

Building and Costs

In all, 332,360 houses were built in England and Wales in the year ended March 31, 1939, of which 101,744 were completed by Local Authorities, 226,409 by private enterprise without Government aid, and 4,207 with such assistance. The number of houses with a taxable value not exceeding £78 (£105 in Greater London) completed in England and Wales, excluding those for rehousing purposes in connection with slum-clearance schemes prior to the Housing Act of 1930, is shown below for the last 11 fiscal years. These figures show a slight decrease in number of units built in 1938-39, as compared with 1937-38.

| | <i>Number of houses</i> | | <i>Number of houses</i> |
|--------------|-----------------------------|--------------|-----------------------------|
| 1928-29..... | 169, 532 | 1934-35..... | 329, 106 |
| 1929-30..... | 202, 060 | 1935-36..... | 324, 860 |
| 1930-31..... | 183, 807 | 1936-37..... | 346, 053 |
| 1931-32..... | 200, 812 | 1937-38..... | 337, 602 |
| 1932-33..... | 200, 496 | 1938-39..... | 332, 360 |
| 1933-34..... | 266, 622 | | |

For all nonparlor dwellings for which tenders were let or direct labor schemes were approved during the last year, the average building price was slightly higher than in the previous year, that is £361 as compared with £355. The cost of ordinary nonparlor houses (excluding dwellings in 3 or more story buildings and small dwellings having 1 bedroom) increased from £364 to £370 in this 1-year period. Increases in building costs during the year, like those of the 2 previous years, the report states, were "due in the main to general pressure on the building industry and to the demands made on labor and materials by the rearmament program."

The Ministry of Health kept costs under close scrutiny, sometimes postponing approval of rehousing schemes because the high costs would increase rents. It deprecated the action of some local authorities in limiting competition for contracts to local firms and specifying particular local materials without giving contractors the opportunity to substitute suitable materials of an equivalent standard, thus raising building costs.

Management

A special study was made during the year covering management of municipal housing estates by local authorities, with special reference to the employment of trained house managers. The investigation carried on by the House Management Subcommittee of the Central Housing Advisory Committee disclosed that trained house managers had been appointed by a minority of local authorities and that management was carried on under the ordinary machinery of local government to a large extent. Different officers were found to be responsible for managerial work falling in their specialized fields and little was being done by way of social service.

Recognizing that most people resent interference in their private life, the subcommittee nevertheless recommended occasional visits even to the best tenants to insure that the houses were being used to the best advantage, and constant supervision of the tenants who constitute a management problem. The need for social education was stressed. Woman managers were recommended as best suited to visiting the housewife. These visits should start before tenants move into their new dwellings, if possible. In order to give managers a business reason for their periodic visits, it was considered advisable to combine rent collection with social work. Finally, the subcommittee stressed personality and training as essential for all managers, and a degree or diploma from a university or recognized professional body which confers degrees in estate management for those in charge of large estates.

Health and Industrial Hygiene

ESTABLISHMENT OF FIRST-AID SERVICE IN COSTA RICA ¹

FIRST-AID chests, containing specified medicines and equipment, are required to be maintained in certain establishments in Costa Rica, under a decree of April 9, 1937. These include: (1) Industrial establishments, import and export companies, slaughterhouses, markets, agricultural and grazing enterprises, sawmills, commercial houses dealing in inflammable or explosive materials, and all industrial and commercial establishments in which the workers use machines or move merchandise that can cause accidents; (2) hotels and other public lodging houses; (3) public or private schools; (4) river boats, vehicles, and airplanes, used in passenger transport, when their regular traveling distance within the national territory is more than 50 kilometers; and (5) places of amusement or recreation maintained by the State or by private concerns for profit (as theaters, stadiums, etc.). One chest is to be placed in each of the establishments and vehicles mentioned. The sanitary and police authorities are to supervise the execution of this decree, and to penalize violators according to specified public-health laws. The decree became effective May 13, 1937.

FREE MEDICAL ASSISTANCE FOR AGRICULTURAL LABOR IN GUATEMALA ²

CONTRACTORS employing agricultural labor in Guatemala are required to have first-aid chests at their camps for emergency purposes, under an order of April 20, 1938. The director of public health is to determine the medicines required and the quantities of each in relation to the number of workers.

¹ Costa Rica, Banco Nacional de Seguros, Ley y reglamento sobre reparación por accidentes del trabajo; además contiene la ley contra el ofidismo de 1926 y el decreto sobre botiquines de emergencia de 1937, San José, 1938.

² Diario de Centro América, Guatemala, April 21, 1938, Sección Informativa, p. 2.

Contractors are not allowed to begin work until they have complied with this regulation and have made arrangements with hospitals and other health institutions to furnish free medical attention and medicines. In case of work already under way, a period of 8 days is allowed in which to comply with these requirements. The civil authority has charge of the enforcement of the regulations. The cost of transporting workers who are ill from the camps to the hospitals and similar institutions, and their expenses while there, are to be charged to the contractors. The order became effective April 22, 1938.

Labor Laws and Court Decisions

LEGISLATIVE SESSIONS IN 1940

ONLY eight States (Kentucky, Louisiana, Mississippi, New Jersey, New York, Rhode Island, South Carolina, and Virginia) will meet in regular legislative session in 1940. The legislatures of Puerto Rico and the Philippine Islands will also assemble during the coming year, and the third session of the Seventy-sixth Congress will convene on January 3, 1940.

The majority of the States, as well as Alaska and Hawaii, hold biennial sessions and meet in odd-numbered years. Hereafter, the Legislature of Massachusetts will be included in this category, as a result of a referendum vote of the people at the State election held on November 8, 1938. The legislature in this State, known as the general court, met during 1939 and will not assemble again in regular session until 1941.

Of the State legislatures scheduled to meet in 1940, all except Louisiana will meet in January. The legislature of this State will convene on the second Monday in May. The terms of the legislative sessions meeting in 1940 are limited in four States to 60 days (Kentucky, Louisiana, Rhode Island, and Virginia). In the remainder of the States meeting, there is no limit as to the length of time the legislature may stay in session. This is also true now of the National Congress.

Although only eight States will meet in regular session in 1940, according to law, no doubt others not regularly scheduled to meet will be called into special session by the governors. The following table shows the States meeting in regular session in 1940, as well as the date of convening, and the length of the session wherever fixed by law.

Dates Set by Law for Convening of State Legislatures

| State | Time of assembly fixed by law | Date of convening 1940 session | Length of session |
|---------------------|--|--------------------------------|------------------------|
| Kentucky..... | Tuesday after first Monday in January..... | Jan. 2 | 60 days. |
| Louisiana..... | Second Monday in May..... | May 13 | Do. |
| Mississippi..... | Tuesday after first Monday in January..... | Jan. 2 | No limit. |
| New Jersey..... | Second Tuesday in January..... | Jan. 9 | Do. |
| New York..... | First Wednesday in January..... | Jan. 3 | Do. |
| Rhode Island..... | First Tuesday in January..... | Jan. 2 | 60 days. |
| South Carolina..... | Second Tuesday in January..... | Jan. 9 | No limit. ¹ |
| Virginia..... | Second Wednesday in January..... | Jan. 10 | 60 days. ² |

¹ State constitution provides that members of general assembly may not receive compensation for more than 40 days in any one session.

² May be extended up to 30 days by a three-fifths vote in each house.

COURT DECISIONS OF INTEREST TO LABOR

Ordinance Prohibiting Peaceful Picketing Held Unconstitutional

AN ORDINANCE which prohibited peaceful picketing except by employees who had been employed for at least 3 months and so employed within 60 days prior to the picketing, has been held unconstitutional by the Washington Supreme Court. In this case, a person was convicted of violating the ordinance by picketing a power-equipment company, although he had never been in its employ.

The court, in holding the conviction in the lower court improper, held that the ordinance conflicted with the public policy of the State as declared in the anti-injunction law. This act regulates the issuance of injunctions in labor disputes, and provides that a labor dispute may exist "regardless of whether or not the disputants stand in the proximate relation of employer and employee." The court disagreed with the contention that the ordinance was valid as an exercise of the municipal police power, and declared that the city derives its police power from the State and can exercise it only in conformity with the public policy of the State. The conclusion reached by the court was also said to be "in harmony with what seems to be the unanimous opinion of courts dealing with the subject of peaceful picketing in the light of the Norris-LaGuardia Act and acts identical with, or patterned after, it." (*City of Yakima v. Gorham*, 94 Pac. (2d) 180.)

Attendance at a Teachers' Institute Held To Be Within the Course of Employment

A school teacher, who was injured in an automobile accident while attending a teachers' institute, was held by the Court of Appeals of Ohio to have been injured in the course of her employment and thus entitled to compensation under the workmen's compensation law. In this case, the teacher was attending the institute in a city other than the one in which she taught, at the express request and direction of the superintendent of schools. She was injured while proceeding in an automobile to the place where she intended to spend the night.

The teacher's claim for compensation was rejected by the industrial commission on the ground that her injuries were not suffered in the course of her employment. The court did not agree with the ruling of the commission, but declared that the teacher at the moment of injury was "performing duties incidental to her employment and a necessary part of her entire trip to Toledo to attend the institute, as she had been directed to do by her employer." (*Bower v. Industrial Commission*, 22 N. E. (2d) 840.)

Workmen's Compensation Claims Held Not Assignable

Claims for the payment of benefits under the State Workmen's Compensation Act are not assignable, according to a recent decision of the Supreme Court of Michigan. In this case, a workman had contracted an occupational disease, and 3 days before his death, he assigned his claim for compensation to his daughter, whom he had named executrix in his will. After his death she continued the prosecution of his claim. The court held that the daughter's claim should have been dismissed, as "compensation payments are specifically made nonassignable by statute." (*Hoffman v. Parker Monument Co.*, 287 N. W. 553.)

Use of Libelous Signs by Pickets Held Unlawful

The anti-injunction law of Illinois was recently held not to apply in a case where a union picketed a beauty shop with signs declaring that it was unfair to organized labor. The ruling of the State Supreme Court was based on the ground that the signs were libelous, as the employer had no objection to his employees joining the union. They, however, did not wish to do so. The employer and the employees joined in petitioning for an injunction, and the court held that it should have been granted.

The union contended that the constitutional right of freedom of speech protected them in their exhibition of the signs and that "if the statements be untrue, the remedy must be by civil action or by prosecution for criminal libel." In answer to this argument, the court said that "freedom of speech does not include freedom to libel or slander," and that "there is no theory upon which the Constitution can be shaped into a mantle for wrong." The court also declared that "it is right for men to earn their living by honest means within the law and it is wrong for others either singly or in combination to prevent such honest labor by any unlawful means whether it be force, violence, or libel." (*Swing v. American Federation of Labor*, 22 N. E. (2d) 857.)

Industrial Disputes

TREND OF STRIKES

THERE was a substantial increase in strike activity in October 1939 as compared with September, although it was still at a lower level than in some of the preceding months of the year. Preliminary estimates indicate 195 strikes beginning in October, involving 105,000 workers. There were around 1,500,000 man-days of idleness in October as a result of 320 strikes in progress during the month. As compared with September, October shows increases of 18 percent in number of strikes, 200 percent in number of workers involved, and 87½ percent in man-days of idleness.

Trend of Strikes, 1933 to October 1939¹

| Year and month | Number of strikes | | | | | Workers involved in strikes | | Man-days idle during month or year |
|------------------------------|--------------------------------|----------------------------|--------------------------|----------------|---------------------------|-----------------------------|--------------------------|------------------------------------|
| | Continued from preceding month | Beginning in month or year | In progress during month | Ended in month | In effect at end of month | Beginning in month or year | In progress during month | |
| 1933..... | | 1,695 | | | | 1,168,272 | | 16,872,128 |
| 1934..... | | 1,856 | | | | 1,466,695 | | 19,591,949 |
| 1935..... | | 2,014 | | | | 1,117,213 | | 15,456,337 |
| 1936..... | | 2,172 | | | | 788,648 | | 13,901,956 |
| 1937..... | | 4,740 | | | | 1,860,621 | | 28,424,857 |
| 1938..... | | 2,772 | | | | 688,376 | | 9,148,273 |
| <i>1938</i> | | | | | | | | |
| January..... | 120 | 168 | 288 | 159 | 129 | 35,329 | 55,850 | 473,289 |
| February..... | 129 | 198 | 327 | 180 | 147 | 53,175 | 77,486 | 514,111 |
| March..... | 147 | 274 | 421 | 246 | 175 | 56,759 | 105,962 | 767,856 |
| April..... | 175 | 281 | 456 | 261 | 195 | 78,666 | 110,950 | 838,158 |
| May..... | 195 | 300 | 495 | 290 | 205 | 83,029 | 124,682 | 1,174,052 |
| June..... | 205 | 219 | 424 | 245 | 179 | 52,801 | 95,854 | 871,002 |
| July..... | 179 | 208 | 387 | 215 | 172 | 50,193 | 85,672 | 776,237 |
| August..... | 172 | 262 | 454 | 272 | 162 | 48,378 | 81,052 | 830,987 |
| September..... | 162 | 222 | 384 | 234 | 150 | 96,399 | 133,357 | 989,916 |
| October..... | 150 | 256 | 406 | 241 | 165 | 52,703 | 113,074 | 842,202 |
| November..... | 165 | 207 | 372 | 239 | 133 | 43,128 | 75,445 | 557,903 |
| December..... | 133 | 177 | 310 | 190 | 120 | 37,816 | 62,160 | 512,560 |
| <i>1939</i> | | | | | | | | |
| January..... | 120 | 178 | 298 | 171 | 127 | 49,963 | 71,231 | 513,150 |
| February..... | 127 | 179 | 306 | 185 | 121 | 66,853 | 86,193 | 536,008 |
| March..... | 121 | 196 | 317 | 180 | 137 | 41,854 | 69,338 | 599,978 |
| April..... | 137 | 227 | 364 | 217 | 147 | 390,662 | 419,000 | 4,869,323 |
| May..... | 147 | 222 | 369 | 233 | 136 | 92,638 | 452,571 | 3,515,065 |
| June..... | 136 | 205 | 341 | 228 | 113 | 58,505 | 123,065 | 937,661 |
| July..... | 113 | 189 | 302 | 174 | 128 | 170,209 | 204,624 | 1,134,157 |
| August..... | 128 | 221 | 349 | 204 | 145 | 74,439 | 110,386 | 1,049,754 |
| September ¹ | 145 | 165 | 310 | 185 | 125 | 35,000 | 90,000 | 800,000 |
| October ¹ | 125 | 195 | 320 | 190 | 130 | 105,000 | 130,000 | 1,500,000 |

¹ Strikes involving fewer than 6 workers or lasting less than 1 day are not included in this table nor in the following tables. Notices or leads regarding strikes are obtained by the Bureau from more than 650 daily papers, labor papers, and trade journals, as well as from all Government labor boards. Letters are written to representatives of parties in the disputes asking for detailed and authentic information. Since answers to some of these letters have not yet been received, the figures given for the late months are not final. This is particularly true with regard to figures for the last 2 months, and these should be considered as preliminary estimates.

The dispute involving the largest number of workers in October was at plants of the Chrysler Corporation in Detroit, Mich. About 20,000 workers were idle at the Dodge plants where this dispute first centered, and an additional 30,000 or 35,000 were later idle when other plants of the company were closed. This dispute began early in October and was still in progress at the end of the month.

As compared with October a year ago, the preliminary estimates for October 1939 indicate a reduction of 24 percent in number of strikes, but increases of nearly 100 percent in number of workers involved and 78 percent in man-days of idleness.

The figures shown in the preceding table for September and October are preliminary estimates based on newspaper reports and other information available as this goes to press. An analysis of strikes in each of these months, based on detailed and verified information, will appear in subsequent issues of the Monthly Labor Review.



STRIKES IN AUGUST 1939¹

THE number of strikes in August 1939, after a slight recession in July, rose approximately to the level of April and May when strikes were comparatively numerous. When all information is in and complete, it is likely that strikes in August will prove to be more numerous than in any preceding month of the year. The number of workers involved in the August strikes, however, was less than in April, May, or July. The same was true of the amount of idleness because of strikes in August.

The largest strike of the month was that of building-trades workers in Philadelphia, Pa., in which it is estimated that at least 15,000 workers were involved. This strike, called by the Philadelphia Building Trades Council and approved to some extent by the employers, was in protest against the calling of alleged unauthorized strikes by local unions of plumbers and steamfitters. It began August 29 and continued for about a week in September when work was resumed under a 5-day truce. At Cumberland, Md., approximately 9,000 employees of the Celanese Corporation of America were idle from August 4 to September 5, over terms of a new contract. This strike was settled by signed agreement.

Of 221 strikes beginning in August, on which detailed information has been obtained, 36 were in the textile industries, 32 were in building and construction, 22 in lumber and allied products, 18 in transportation, 18 in trade, and 17 in the food industries. The greatest number of workers involved was in the building and construction and the

¹ Detailed information on a few strikes has not yet been received. (See footnote to preceding table.) Data on missing strikes will be included in the annual report.

rayon-manufacturing industries because of the Philadelphia and Cumberland strikes referred to above. The most man-days idle because of strikes in August were in the chemical industries, which include rayon manufacturing (196,000), textiles (173,000), lumber and allied products (101,000), and building and construction (85,000).

TABLE 1.—*Strikes in August 1939, by Industry*

| Industry | Beginning in August | | In progress during August | | Man-days idle during August |
|---|---------------------|------------------|---------------------------|------------------|-----------------------------|
| | Number | Workers involved | Number | Workers involved | |
| All industries..... | 221 | 74, 439 | 349 | 110, 386 | 1, 049, 754 |
| Iron and steel and their products, not including machinery..... | 2 | 839 | 3 | 1, 079 | 7, 740 |
| Blast furnaces, steel works, and rolling mills..... | 1 | 374 | 1 | 240 | 1, 200 |
| Hardware..... | 1 | 465 | 1 | 374 | 5, 610 |
| Stoves..... | 1 | 465 | 1 | 465 | 930 |
| Machinery, not including transportation equipment..... | 7 | 737 | 13 | 1, 774 | 14, 772 |
| Electrical machinery, apparatus, and supplies..... | 3 | 116 | 4 | 656 | 3, 166 |
| Foundry and machine-shop products..... | 1 | 463 | 5 | 845 | 9, 340 |
| Radios and phonographs..... | 1 | 34 | 1 | 34 | 272 |
| Other..... | 2 | 124 | 3 | 239 | 1, 994 |
| Transportation equipment..... | 5 | 5, 611 | 10 | 16, 541 | 80, 678 |
| Aircraft..... | 1 | 34 | 1 | 765 | 9, 000 |
| Automobiles, bodies and parts..... | 4 | 5, 061 | 8 | 15, 226 | 71, 128 |
| Shipbuilding..... | 1 | 550 | 1 | 550 | 550 |
| Nonferrous metals and their products..... | 3 | 783 | 7 | 2, 915 | 45, 613 |
| Brass, bronze, and copper products..... | 1 | 34 | 1 | 554 | 12, 742 |
| Clocks, watches, and time-recording devices..... | 1 | 400 | 1 | 400 | 230 |
| Jewelry..... | 1 | 435 | 1 | 18 | 414 |
| Smelting and refining—copper, lead, and zinc..... | 1 | 40 | 2 | 1, 595 | 27, 115 |
| Stamped and enameled ware..... | 1 | 308 | 1 | 40 | 800 |
| Other..... | 1 | 308 | 1 | 308 | 4, 312 |
| Lumber and allied products..... | 22 | 5, 783 | 36 | 8 940 | 100, 915 |
| Furniture..... | 11 | 1, 660 | 14 | 1, 984 | 34, 185 |
| Millwork and planing..... | 5 | 3, 811 | 9 | 6, 775 | 13, 755 |
| Sawmills and logging camps..... | 6 | 312 | 9 | 5, 631 | 45, 137 |
| Other..... | 4 | 418 | 8 | 821 | 7, 838 |
| Stone, clay, and glass products..... | 4 | 418 | 8 | 821 | 9, 182 |
| Brick, tile, and terra cotta..... | 1 | 350 | 2 | 204 | 4, 406 |
| Glass..... | 1 | 350 | 1 | 350 | 2, 100 |
| Marble, granite, slate, and other products..... | 1 | 65 | 1 | 65 | 910 |
| Other..... | 3 | 68 | 4 | 202 | 1, 716 |
| Textiles and their products..... | 36 | 8, 330 | 57 | 15, 869 | 173, 009 |
| Fabrics: | | | | | |
| Cotton goods..... | 1 | 2, 100 | 6 | 6, 182 | 74, 748 |
| Dyeing and finishing textiles..... | 1 | 11 | 1 | 11 | 165 |
| Silk and rayon goods..... | 3 | 1, 477 | 5 | 1, 788 | 13, 630 |
| Woolen and worsted goods..... | 2 | 594 | 3 | 1, 294 | 21, 105 |
| Other..... | 5 | 290 | 9 | 724 | 13, 148 |
| Wearing apparel: | | | | | |
| Clothing, men's..... | 1 | 48 | 3 | 124 | 1, 180 |
| Clothing, women's..... | 10 | 497 | 13 | 579 | 4, 017 |
| Corsets and allied garments..... | 1 | 400 | 1 | 400 | 2, 800 |
| Men's furnishings..... | 2 | 1, 008 | 3 | 1, 358 | 15, 260 |
| Hats, caps, and millinery..... | 2 | 1, 320 | 2 | 1, 320 | 7, 920 |
| Shirts and collars..... | 1 | 532 | 1 | 762 | 7, 620 |
| Hosiery..... | 4 | 53 | 5 | 674 | 4, 085 |
| Knit goods..... | 4 | 53 | 4 | 53 | 431 |
| Other..... | 1 | 600 | 1 | 600 | 6, 900 |
| Leather and its manufactures..... | 7 | 2, 605 | 9 | 3, 373 | 21, 960 |
| Boots and shoes..... | 3 | 989 | 4 | 1, 746 | 6, 011 |
| Other leather goods..... | 4 | 1, 616 | 5 | 1, 627 | 15, 949 |
| Food and kindred products..... | 17 | 7, 035 | 24 | 8, 093 | 77, 938 |
| Baking..... | 3 | 64 | 4 | 74 | 862 |
| Beverages..... | 1 | 1, 727 | 2 | 82 | 360 |
| Canning and preserving..... | 6 | 1, 727 | 6 | 1, 727 | 14, 837 |
| Confectionery..... | 1 | 3, 045 | 1 | 190 | 4, 370 |
| Slaughtering and meat packing..... | 5 | 2, 142 | 6 | 3, 723 | 32, 227 |
| Sugar refining, cane..... | 1 | 57 | 1 | 2, 142 | 23, 562 |
| Other..... | 2 | 4 | 4 | 155 | 1, 718 |
| Tobacco manufactures..... | 1 | 850 | 1 | 850 | 6, 500 |
| Cigars..... | 1 | 650 | 1 | 650 | 6, 500 |
| Paper and printing..... | 9 | 391 | 12 | 1, 049 | 10, 215 |
| Boxes, paper..... | 1 | 33 | 2 | 712 | 7, 384 |
| Printing and publishing: | | | | | |
| Book and job..... | 1 | 14 | 1 | 14 | 98 |
| Newspapers and periodicals..... | 4 | 64 | 6 | 103 | 1, 013 |
| Other..... | 3 | 220 | 3 | 220 | 1, 720 |

TABLE 1.—Strikes in August 1939, by Industry—Continued

| Industry | Beginning in August | | In progress during August | | Man-days idle during August |
|---|---------------------|------------------|---------------------------|------------------|-----------------------------|
| | Number | Workers involved | Number | Workers involved | |
| Chemicals and allied products | 4 | 9,336 | 10 | 10,824 | 196,043 |
| Chemicals..... | 2 | 314 | 2 | 314 | 1,848 |
| Fertilizers..... | | | 1 | 15 | 240 |
| Paints and varnishes..... | | | 1 | 44 | 572 |
| Petroleum refining..... | | | 2 | 1,030 | 7,540 |
| Rayon and allied products..... | 1 | 9,000 | 2 | 9,206 | 185,562 |
| Soap..... | | | | 193 | 193 |
| Other..... | 1 | 22 | 1 | 22 | 88 |
| Rubber products | 3 | 674 | 5 | 934 | 17,948 |
| Other rubber goods..... | 3 | 674 | 5 | 934 | 17,948 |
| Miscellaneous manufacturing | 8 | 2,509 | 13 | 3,101 | 26,737 |
| Furriers and fur factories..... | | | 1 | 118 | 529 |
| Other..... | 8 | 2,509 | 12 | 2,983 | 26,208 |
| Extraction of minerals | 3 | 288 | 8 | 1,454 | 28,947 |
| Coal mining, anthracite..... | 1 | 80 | 2 | 305 | 5,655 |
| Coal mining, bituminous..... | | | 1 | 300 | 6,900 |
| Metalliferous mining..... | | | 3 | 641 | 13,160 |
| Other..... | 2 | 208 | 2 | 208 | 3,232 |
| Transportation and communication | 18 | 1,758 | 25 | 2,548 | 28,781 |
| Water transportation..... | 7 | 991 | 8 | 1,247 | 17,062 |
| Motortruck transportation..... | 8 | 509 | 12 | 956 | 6,909 |
| Motorbus transportation..... | 2 | 168 | 4 | 255 | 2,450 |
| Taxicabs and miscellaneous..... | 1 | 90 | 1 | 90 | 360 |
| Trade | 18 | 2,982 | 27 | 3,427 | 33,853 |
| Wholesale..... | 4 | 368 | 6 | 473 | 4,335 |
| Retail..... | 14 | 2,614 | 21 | 2,954 | 29,518 |
| Domestic and personal service | 10 | 638 | 20 | 2,282 | 40,297 |
| Hotels, restaurants, and boarding houses..... | 3 | 50 | 5 | 184 | 12,115 |
| Personal service, barbers, beauty parlors..... | 1 | 23 | 1 | 23 | 460 |
| Laundries..... | 2 | 79 | 5 | 1,375 | 21,742 |
| Dyeing, cleaning, and pressing..... | 3 | 480 | 8 | 694 | 5,890 |
| Other..... | 1 | 6 | 1 | 6 | 90 |
| Professional service | 1 | 36 | 2 | 86 | 1,694 |
| Recreation and amusement..... | | | 1 | 50 | 1,550 |
| Professional..... | 1 | 36 | 1 | 36 | 144 |
| Building and construction | 32 | 19,480 | 46 | 20,986 | 85,429 |
| Buildings, exclusive of PWA..... | 17 | 16,654 | 24 | 17,585 | 68,270 |
| All other construction (bridges, docks, etc., and PWA buildings)..... | 15 | 2,826 | 22 | 3,401 | 17,159 |
| Agriculture and fishing | 6 | 3,380 | 6 | 3,380 | 42,060 |
| Agriculture..... | 1 | 400 | 1 | 400 | 800 |
| Fishing..... | 5 | 2,980 | 5 | 2,980 | 41,260 |
| WPA, relief, and resettlement projects | 1 | 45 | 1 | 45 | 270 |
| Other nonmanufacturing industries..... | 4 | 191 | 6 | 215 | 1,227 |

Nearly one-fourth (52) of the 221 strikes beginning in August were in New York State. There were 21 in California, 19 in Pennsylvania, 18 in New Jersey, and 12 in Massachusetts. States having the greatest number of workers involved were Pennsylvania (18,156), Maryland (9,247), New York (8,266), and California (5,817). These four States also had more man-days idle during the month than any others: Maryland (185,000), New York (104,000), Pennsylvania (92,000), and California (86,500).

Seven of the 221 strikes extended into two or more States. The largest of these were the strike of the National Sugar Refining Co. employees at Edgewater, N. J., and Long Island City, N. Y., which

began August 17, and a strike of lumber and timber workers in Washington and Oregon, which began August 29. Both of these strikes were still in progress at the end of August.

TABLE 2.—*Strikes in August 1939, by States*

| State | Beginning in August | | In progress during August | | Man-days idle during August |
|---------------------------|---------------------|------------------|---------------------------|------------------|-----------------------------|
| | Number | Workers involved | Number | Workers involved | |
| All States..... | 221 | 74,439 | 349 | 110,386 | 1,049,754 |
| Alabama..... | 1 | 20 | 2 | 520 | 11,640 |
| Arizona..... | 1 | 1 | 1 | 87 | 2,349 |
| California..... | 21 | 5,817 | 28 | 6,729 | 86,517 |
| Colorado..... | 1 | 200 | 3 | 785 | 11,995 |
| Connecticut..... | 2 | 446 | 5 | 757 | 6,852 |
| Delaware..... | 1 | 1 | 1 | 10 | 170 |
| District of Columbia..... | 1 | 200 | 1 | 200 | 3,200 |
| Florida..... | 1 | 25 | 3 | 1,331 | 23,449 |
| Georgia..... | 1 | 1 | 1 | 452 | 1,808 |
| Illinois..... | 9 | 354 | 12 | 1,153 | 21,700 |
| Indiana..... | 8 | 2,948 | 12 | 3,814 | 37,901 |
| Iowa..... | 5 | 2,085 | 8 | 2,348 | 14,728 |
| Kansas..... | 2 | 162 | 2 | 162 | 852 |
| Kentucky..... | 1 | 1 | 2 | 377 | 8,286 |
| Louisiana..... | 1 | 110 | 2 | 245 | 1,092 |
| Maine..... | 1 | 135 | 1 | 135 | 810 |
| Maryland..... | 5 | 9,247 | 6 | 9,347 | 184,907 |
| Massachusetts..... | 12 | 4,009 | 20 | 8,136 | 77,978 |
| Michigan..... | 7 | 4,105 | 9 | 4,280 | 10,282 |
| Minnesota..... | 2 | 109 | 5 | 248 | 3,026 |
| Mississippi..... | 1 | 7 | 1 | 7 | 14 |
| Missouri..... | 7 | 274 | 11 | 1,168 | 11,534 |
| Montana..... | 2 | 57 | 2 | 57 | 438 |
| New Hampshire..... | 2 | 52 | 2 | 32 | 224 |
| New Jersey..... | 18 | 2,328 | 27 | 4,031 | 56,153 |
| New Mexico..... | 1 | 1 | 1 | 250 | 1,000 |
| New York..... | 52 | 8,266 | 79 | 10,450 | 104,228 |
| North Carolina..... | 2 | 1 | 1 | 540 | 12,420 |
| North Dakota..... | 2 | 234 | 2 | 234 | 1,770 |
| Ohio..... | 6 | 1,306 | 13 | 3,530 | 32,241 |
| Oklahoma..... | 1 | 1,500 | 4 | 2,422 | 8,339 |
| Oregon..... | 2 | 100 | 2 | 100 | 470 |
| Pennsylvania..... | 19 | 18,156 | 31 | 19,572 | 92,199 |
| Rhode Island..... | 2 | 2 | 2 | 245 | 6,615 |
| South Carolina..... | 2 | 2,200 | 3 | 2,540 | 22,120 |
| Tennessee..... | 2 | 578 | 4 | 665 | 2,879 |
| Texas..... | 6 | 843 | 7 | 868 | 5,132 |
| Utah..... | 1 | 435 | 3 | 519 | 9,743 |
| Virginia..... | 1 | 41 | 2 | 98 | 563 |
| Washington..... | 4 | 1,514 | 8 | 3,643 | 58,223 |
| West Virginia..... | 1 | 350 | 1 | 350 | 2,100 |
| Wisconsin..... | 6 | 384 | 8 | 960 | 7,359 |
| Interstate..... | 7 | 5,862 | 11 | 16,989 | 104,448 |

There was an average of 337 workers involved in the 221 strikes beginning in August. About 60 percent of the strikes involved less than 100 workers each, 34 percent involved from 100 up to 1,000 workers each, and 6 percent involved 1,000 or more workers each. Included in the latter group were the Philadelphia and Cumberland strikes referred to before—the only strikes in August in which more than 5,000 workers were involved.

TABLE 3.—*Strikes Beginning in August 1939, Classified by Number of Workers Involved*

| Industry group | Total | Number of strikes in which the number of workers involved was— | | | | | | |
|---|-------|--|------------------|-------------------|---------------------|-----------------------|------------------------|-----------------|
| | | 6 and under 20 | 20 and under 100 | 100 and under 500 | 500 and under 1,000 | 1,000 and under 5,000 | 5,000 and under 10,000 | 10,000 and over |
| All industries..... | 221 | 48 | 84 | 63 | 12 | 12 | 1 | 1 |
| <i>Manufacturing</i> | | | | | | | | |
| Iron and steel and their products, not including machinery..... | 2 | | | 2 | | | | |
| Machinery, not including transportation equipment..... | 7 | | 5 | 2 | | | | |
| Transportation equipment..... | 5 | | 1 | 1 | 2 | 2 | | |
| Nonferrous metals and their products..... | 3 | | 1 | 2 | | | | |
| Lumber and allied products..... | 22 | 5 | 10 | 4 | 2 | 1 | | |
| Stone, clay, and glass products..... | 4 | 2 | 1 | 1 | | | | |
| Textiles and their products..... | 36 | 7 | 15 | 10 | 2 | 2 | | |
| Leather and its manufactures..... | 7 | 2 | | 2 | 2 | 1 | | |
| Food and kindred products..... | 17 | 2 | 5 | 7 | 1 | 2 | | |
| Tobacco manufactures..... | 1 | | | | 1 | | | |
| Paper and printing..... | 9 | 5 | 3 | 1 | | | | |
| Chemicals and allied products..... | 4 | | 2 | 1 | | | 1 | |
| Rubber products..... | 3 | | | 3 | | | | |
| Miscellaneous manufacturing..... | 8 | 3 | | 3 | 1 | 1 | | |
| <i>Nonmanufacturing</i> | | | | | | | | |
| Extraction of minerals..... | 3 | 1 | 1 | 1 | | | | |
| Transportation and communication..... | 18 | 3 | 7 | 8 | | | | |
| Trade..... | 18 | 6 | 10 | 1 | | 1 | | |
| Domestic and personal service..... | 10 | 6 | 3 | 1 | | | | |
| Professional service..... | 1 | | 1 | | | | | |
| Building and construction..... | 32 | 4 | 18 | 8 | | 1 | | 1 |
| Agriculture and fishing..... | 6 | | | 4 | 1 | 1 | | |
| WPA, relief, and resettlement projects..... | 1 | | 1 | | | | | |
| Other nonmanufacturing industries..... | 4 | 2 | 1 | 1 | | | | |

Union-organization matters were the major issues in 59 percent of the strikes beginning in August. About 44 percent of the total workers involved were included in these strikes. In 26 percent of the strikes, including 27 percent of the workers involved, the major issues were wages and hours. In a large proportion of these strikes, a wage increase was the principal issue. In 15 percent of the strikes, including 29 percent of the total workers involved, the major issues were miscellaneous matters including jurisdiction, rival union or factional disputes, sympathy strikes and disputes over specific

working conditions and grievances such as delayed pay, unequal division of work, vacations, etc.

TABLE 4.—Major Issues Involved in Strikes Beginning in August 1939

| Major issue | Strikes | | Workers involved | |
|-----------------------------------|------------|------------------|------------------|------------------|
| | Number | Percent of total | Number | Percent of total |
| All issues | 221 | 100.0 | 74,439 | 100.0 |
| Wages and hours | 57 | 25.8 | 20,235 | 27.2 |
| Wage increase..... | 41 | 18.5 | 17,674 | 23.8 |
| Wage decrease..... | 2 | .9 | 314 | .4 |
| Wage increase, hour decrease..... | 11 | 5.0 | 1,966 | 2.6 |
| Wage decrease, hour increase..... | 3 | 1.4 | 281 | .4 |
| Union organization | 130 | 58.8 | 32,811 | 44.1 |
| Recognition..... | 25 | 11.3 | 2,792 | 3.8 |
| Recognition and wages..... | 31 | 14.0 | 16,258 | 21.9 |
| Recognition and hours..... | 4 | 1.8 | 707 | .9 |
| Recognition, wages and hours..... | 19 | 8.6 | 1,751 | 2.4 |
| Closed or union shop..... | 33 | 14.9 | 9,788 | 13.1 |
| Discrimination..... | 11 | 5.0 | 533 | .7 |
| Other..... | 7 | 3.2 | 982 | 1.3 |
| Miscellaneous | 34 | 15.4 | 21,393 | 28.7 |
| Sympathy..... | 3 | 1.4 | 328 | .4 |
| Rival unions or factions..... | 5 | 2.3 | 1,357 | 1.8 |
| Jurisdiction ¹ | 6 | 2.7 | 317 | .4 |
| Other..... | 20 | 9.0 | 19,391 | 26.1 |

¹ It is probable that the figures here given do not include all jurisdictional strikes. Due to the local nature of these disputes, it is difficult for the Bureau to find out about all of them.

About 58 percent (204) of the 349 strikes in progress during August were terminated during the month, with an average duration of 23 calendar days. One-third of these strikes ended in less than a week after they began, 41 percent lasted from a week up to 1 month, 22 percent lasted from 1 up to 3 months, and 4 percent (9 strikes) had been in progress for 3 months or more. Included in this latter group was the strike at the airplane factory of the Curtiss-Wright Corporation near St. Louis, Mo., which had been in progress since March 1, the strike at the electrical products plant of the Allen-Bradley Co., at Milwaukee, Wis., which began early in May, and the strike at the Kieckhefer Container Co., at Delair, N. J., which also began early in May.

TABLE 5.—Duration of Strikes Ending in August 1939

| Industry group | Total | Number of strikes with duration of— | | | | | 3 months or more |
|---|-------|-------------------------------------|------------------------------|-------------------------|--------------------------|--------------------------|------------------|
| | | Less than 1 week | 1 week and less than ½ month | ½ and less than 1 month | 1 and less than 2 months | 2 and less than 3 months | |
| All industries..... | 204 | 68 | 44 | 39 | 37 | 7 | 9 |
| <i>Manufacturing</i> | | | | | | | |
| Iron and steel and their products, not including machinery..... | 2 | 1 | | 1 | | | |
| Machinery, not including transportation equipment..... | 7 | 1 | 3 | | 1 | 1 | 1 |
| Transportation equipment..... | 6 | 3 | | 1 | 1 | | 1 |
| Nonferrous metals and their products..... | 3 | | | 2 | | 1 | |
| Lumber and allied products..... | 21 | 5 | 4 | 7 | 3 | 1 | 1 |
| Stone, clay, and glass products..... | 5 | 1 | 1 | 1 | 2 | | |
| Textiles and their products..... | 36 | 6 | 11 | 10 | 6 | 1 | 2 |
| Leather and its manufactures..... | 6 | 1 | 4 | 1 | | | |
| Food and kindred products..... | 15 | 3 | 4 | 4 | 3 | 1 | |
| Paper and printing..... | 4 | 2 | | | 1 | | 1 |
| Chemicals and allied products..... | 5 | 1 | | 1 | 1 | 1 | 1 |
| Miscellaneous manufacturing..... | 7 | 2 | 2 | 1 | 1 | 1 | |
| <i>Nonmanufacturing</i> | | | | | | | |
| Extraction of minerals..... | 2 | | 1 | | 1 | | |
| Transportation and communication..... | 20 | 12 | 5 | 1 | 2 | | |
| Trade..... | 14 | 5 | 4 | 1 | 4 | | |
| Domestic and personal service..... | 9 | 4 | | 1 | 3 | | 1 |
| Building and construction..... | 36 | 18 | 4 | 6 | 7 | | 1 |
| Agriculture and fishing..... | 2 | 2 | | | | | |
| WPA, relief, and resettlement projects..... | 1 | | 1 | | | | |
| Other nonmanufacturing industries..... | 3 | 1 | | 1 | 1 | | |

Government officials or boards assisted in negotiating settlements of 47½ percent of the 204 strikes ending in August. More than 60 percent of the total workers involved in all strikes ending in August were in this group. These workers were represented in most cases by their union officials. About 37 percent of the strikes, including 33 percent of the workers involved, were settled through direct negotiations between employers and representatives of organized workers. There were no formal settlements in the cases of about 13 percent of the strikes, which included 5 percent of the total workers involved. Most of these strikes were simply terminated when the strikers returned to work without settlements of the disputed issues or when employers hired new workers to fill their places, moved to another locality, or went out of business.

TABLE 6.—*Methods of Negotiating Settlements of Strikes Ending in August 1939*

| Negotiations toward settlements carried on by— | Strikes | | Workers involved | |
|--|---------|------------------|------------------|------------------|
| | Number | Percent of total | Number | Percent of total |
| Total..... | 204 | 100.0 | 45,758 | 100.0 |
| Employers and workers directly..... | 3 | 1.5 | 451 | 1.0 |
| Employers and representatives of organized workers directly..... | 76 | 37.3 | 15,039 | 32.9 |
| Government officials or boards..... | 97 | 47.5 | 27,790 | 60.7 |
| Private conciliators or arbitrators..... | 1 | .5 | 11 | (1) |
| Terminated without formal settlement..... | 27 | 13.2 | 2,467 | 5.4 |

¹ Less than a tenth of 1 percent.

Approximately 37 percent of the strikes ending in August, including 19 percent of the total workers involved, resulted in substantial gains to the workers; 38 percent of the strikes, including 46 percent of the total workers resulted in partial gains or compromises; and 14 percent of the strikes, including 9 percent of the workers involved, resulted in little or no gains. (See table 7.)

TABLE 7.—*Results of Strikes Ending in August 1939*

| Result | Strikes | | Workers involved | |
|--|---------|------------------|------------------|------------------|
| | Number | Percent of total | Number | Percent of total |
| Total..... | 204 | 100.0 | 45,758 | 100.0 |
| Substantial gains to workers..... | 76 | 37.3 | 8,552 | 18.7 |
| Partial gains or compromises..... | 78 | 38.2 | 20,881 | 45.7 |
| Little or no gains to workers..... | 28 | 13.7 | 4,138 | 9.0 |
| Jurisdiction, rival union, or faction settlements..... | 15 | 7.4 | 11,264 | 24.6 |
| Indeterminate..... | 6 | 2.9 | 873 | 1.9 |
| Not reported..... | 1 | .5 | 50 | .1 |

In table 8 the results of the 204 strikes ending in August are shown in relation to the major issues involved. Comparing the strikes over wages and hours with those in which union-organization matters were the major issues, the figures indicate that a smaller proportion of the wage-and-hour strikes were won, proportionately more were compromised, but considerably fewer were lost by the workers. The same general relationship existed in the proportions of workers who won, lost, or compromised. Of the 14,808 workers involved in the wage-and-hour strikes, 23 percent substantially won what was demanded, 65 percent obtained compromise settlements, and 12 percent gained little or nothing. Of the 14,424 workers involved in the strikes over union-organization matters, 29 percent substantially won what was demanded, 54 percent obtained partial gains or compromises, and 14 percent gained little or nothing.

TABLE 8.—Results of Strikes Ending in August 1939, in Relation to Major Issues Involved

| Major issue | Total | Strikes resulting in— | | | | | |
|-----------------------------------|--------|------------------------------|------------------------------|-------------------------------|---|---------------|--------------|
| | | Substantial gains to workers | Partial gains or compromises | Little or no gains to workers | Jurisdiction, rival union, or faction settlements | Indeterminate | Not reported |
| Number of strikes | | | | | | | |
| All issues..... | 204 | 76 | 78 | 28 | 15 | 6 | 1 |
| Wages and hours..... | 57 | 23 | 30 | 4 | — | — | — |
| Wage increase..... | 43 | 17 | 23 | 3 | — | — | — |
| Wage decrease..... | 3 | 1 | 2 | — | — | — | — |
| Wage increase, hour decrease..... | 8 | 4 | 4 | — | — | — | — |
| Wage decrease, hour increase..... | 3 | 1 | 1 | 1 | — | — | — |
| Union organization..... | 108 | 45 | 40 | 22 | — | 1 | — |
| Recognition..... | 19 | 9 | 2 | 7 | — | 1 | — |
| Recognition and wages..... | 26 | 10 | 12 | 4 | — | — | — |
| Recognition and hours..... | 3 | 2 | — | 1 | — | — | — |
| Recognition, wages and hours..... | 20 | 12 | 5 | 3 | — | — | — |
| Closed or union shop..... | 23 | 5 | 18 | 5 | — | — | — |
| Discrimination..... | 5 | 2 | 2 | 1 | — | — | — |
| Other..... | 7 | 5 | 1 | 1 | — | — | — |
| Miscellaneous..... | 39 | 8 | 8 | 2 | 15 | 5 | 1 |
| Sympathy..... | 7 | — | — | 1 | — | 5 | 1 |
| Rival unions or factions..... | 6 | — | — | — | 6 | — | — |
| Jurisdiction..... | 9 | — | — | — | 9 | — | — |
| Other..... | 17 | 8 | 8 | 1 | — | — | — |
| Number of workers involved | | | | | | | |
| All issues..... | 45,758 | 8,552 | 20,881 | 4,138 | 11,264 | 873 | 50 |
| Wages and hours..... | 14,808 | 3,398 | 9,665 | 1,745 | — | — | — |
| Wage increase..... | 13,224 | 3,090 | 8,434 | 1,700 | — | — | — |
| Wage decrease..... | 1,099 | 29 | 1,070 | — | — | — | — |
| Wage increase, hour decrease..... | 204 | 71 | 133 | — | — | — | — |
| Wage decrease, hour increase..... | 281 | 208 | 28 | 45 | — | — | — |
| Union organization..... | 14,494 | 4,204 | 7,799 | 2,071 | — | 350 | — |
| Recognition..... | 3,355 | 1,271 | 782 | 952 | — | 350 | — |
| Recognition and wages..... | 4,351 | 617 | 3,447 | 287 | — | — | — |
| Recognition and hours..... | 74 | 60 | — | 14 | — | — | — |
| Recognition, wages and hours..... | 1,540 | 1,239 | 265 | 36 | — | — | — |
| Closed or union shop..... | 4,011 | 205 | 3,146 | 660 | — | — | — |
| Discrimination..... | 111 | 75 | 26 | 10 | — | — | — |
| Other..... | 982 | 737 | 133 | 112 | — | — | — |
| Miscellaneous..... | 16,526 | 950 | 3,417 | 392 | 11,264 | 523 | 50 |
| Sympathy..... | 873 | — | — | 300 | — | 523 | 50 |
| Rival unions or factions..... | 10,276 | — | — | — | 10,276 | — | — |
| Jurisdiction..... | 988 | — | — | — | 988 | — | — |
| Other..... | 4,389 | 950 | 3,417 | 22 | — | — | — |

ACTIVITIES OF UNITED STATES CONCILIATION SERVICE, OCTOBER 1939

THE United States Conciliation Service in October 1939 disposed of 283 situations involving 67,871 workers. The services of this agency were requested by the employees, employers, and other interested parties.

Of these situations, 173 were strikes, threatened strikes, lock-outs, and controversies, involving 53,459 workers. The remaining situations, involving 14,412 workers, were services rendered, such as filling requests for information, adjusting complaints, holding conferences regarding labor conditions, etc.

The facilities of the Service were used in 27 major industrial fields, such as building trades and the manufacture of foods, iron and steel, textiles, etc. (table 1), and were utilized by employees and employers in 38 States and the District of Columbia (table 2).

TABLE 1.—Situations Disposed of by U. S. Conciliation Service, October 1939, by Industries

| Industry | Disputes | | Other situations | | Total | |
|--|----------|------------------|------------------|------------------|--------|------------------|
| | Number | Workers involved | Number | Workers involved | Number | Workers involved |
| All industries..... | 173 | 53,459 | 110 | 14,412 | 283 | 67,871 |
| Agriculture..... | | | | | | |
| Automobile..... | 6 | 6,246 | 1 | 7 | 7 | 6,253 |
| Building trades..... | 7 | 1,430 | 8 | 304 | 15 | 1,734 |
| Chemicals..... | 5 | 2,403 | | | 5 | 2,403 |
| Communications..... | 2 | 673 | | | 2 | 673 |
| Hotels, restaurants, and others (domestic and personal)..... | 16 | 762 | 3 | 4 | 19 | 766 |
| Food..... | 18 | 6,504 | 5 | 5 | 23 | 6,509 |
| Iron and steel..... | 19 | 5,804 | 8 | 257 | 27 | 6,061 |
| Leather..... | 4 | 689 | 2 | 2 | 6 | 691 |
| Lumber and furniture..... | 12 | 2,423 | 4 | 5 | 16 | 2,428 |
| Machinery..... | 13 | 2,365 | 4 | 353 | 17 | 2,718 |
| Maritime..... | 2 | 307 | 4 | 7,252 | 6 | 7,559 |
| Mining..... | 3 | 9,850 | 6 | 6 | 9 | 9,856 |
| Motion pictures..... | 3 | 202 | | | 3 | 202 |
| Nonferrous metals..... | 2 | 496 | 1 | 1 | 3 | 497 |
| Paper..... | 2 | 377 | 2 | 551 | 4 | 928 |
| Petroleum..... | 1 | 300 | 8 | 126 | 9 | 426 |
| Printing..... | 3 | 121 | | | 3 | 121 |
| Professional..... | | | 3 | 252 | 3 | 252 |
| Public utilities..... | 2 | 379 | | | 2 | 379 |
| Rubber..... | 2 | 250 | | | 2 | 250 |
| Stone, clay, and glass..... | 6 | 2,468 | 1 | 1 | 7 | 2,469 |
| Textile..... | 11 | 5,584 | 13 | 2,236 | 24 | 7,820 |
| Tobacco..... | 1 | 450 | 2 | 1,501 | 3 | 1,951 |
| Trade..... | 16 | 1,675 | 7 | 18 | 23 | 1,693 |
| Transportation..... | 11 | 708 | 7 | 407 | 18 | 1,115 |
| Transportation equipment..... | 2 | 215 | | | 2 | 215 |
| Unclassified..... | 4 | 778 | 20 | 1,123 | 24 | 1,901 |

TABLE 2.—Situations Disposed of by U. S. Conciliation Service, October 1939, by States

| State | Disputes | | Other situations | | Total | |
|---------------------------|----------|------------------|------------------|------------------|--------|------------------|
| | Number | Workers involved | Number | Workers involved | Number | Workers involved |
| All States..... | 173 | 53,459 | 110 | 14,412 | 283 | 67,871 |
| Alabama..... | 4 | 227 | 1 | 2,750 | 5 | 2,977 |
| Arizona..... | 2 | 206 | | | 2 | 206 |
| Arkansas..... | 2 | 111 | | | 2 | 111 |
| California..... | 8 | 3,971 | 10 | 5,612 | 18 | 9,583 |
| Colorado..... | 3 | 337 | | | 3 | 337 |
| Connecticut..... | 3 | 325 | | | 3 | 325 |
| District of Columbia..... | 17 | 995 | 5 | 264 | 22 | 1,259 |
| Florida..... | 1 | 300 | 1 | 1 | 2 | 301 |
| Georgia..... | 1 | 400 | | | 1 | 400 |
| Illinois..... | 15 | 3,501 | 8 | 359 | 23 | 3,860 |
| Indiana..... | 12 | 1,431 | 9 | 103 | 21 | 1,534 |
| Iowa..... | 1 | 65 | | | 1 | 65 |
| Kansas..... | 2 | 76 | 1 | 1 | 3 | 77 |
| Kentucky..... | 4 | 851 | | | 4 | 851 |
| Maryland..... | 4 | 775 | 3 | 3 | 7 | 778 |
| Massachusetts..... | 3 | 282 | 7 | 1,403 | 10 | 1,685 |
| Michigan..... | 4 | 6,910 | 1 | 7 | 5 | 6,917 |
| Minnesota..... | 1 | 60 | | | 1 | 60 |
| Mississippi..... | 1 | 122 | | | 1 | 122 |
| Missouri..... | 10 | 3,612 | 6 | 40 | 16 | 3,652 |
| Montana..... | 2 | 9,483 | | | 2 | 9,483 |
| Nebraska..... | 1 | 220 | 1 | 1 | 2 | 221 |
| New Hampshire..... | 1 | 40 | | | 1 | 40 |
| New Jersey..... | 12 | 3,350 | 3 | 3 | 15 | 3,353 |
| New York..... | 7 | 2,796 | 19 | 541 | 26 | 3,337 |
| North Carolina..... | 1 | 600 | 2 | 1,501 | 3 | 2,101 |
| Ohio..... | 13 | 3,705 | 7 | 556 | 20 | 4,261 |
| Oklahoma..... | 2 | 53 | 1 | 1 | 3 | 54 |
| Oregon..... | 2 | 131 | 2 | 9 | 4 | 140 |
| Pennsylvania..... | 21 | 4,389 | 7 | 16 | 28 | 4,405 |
| Rhode Island..... | | | 1 | 1 | 1 | 1 |
| South Carolina..... | 1 | 2,500 | 3 | 819 | 4 | 3,319 |
| Tennessee..... | 1 | 33 | 2 | 2 | 3 | 35 |
| Texas..... | 1 | 22 | 1 | 1 | 2 | 23 |
| Virginia..... | 1 | 20 | 1 | 1 | 2 | 21 |
| Washington..... | 3 | 1,028 | 4 | 397 | 7 | 1,425 |
| West Virginia..... | 1 | 20 | 2 | 2 | 3 | 22 |
| Wisconsin..... | 5 | 512 | 1 | 1 | 6 | 513 |
| Wyoming..... | | | 1 | 17 | 1 | 17 |

Minimum Wages and Maximum Hours

SECOND YEAR OF THE WAGE AND HOUR ACT

BASING conclusions on conditions as of April 1939, it is estimated that 650,000 persons engaged in interstate commerce or the production of goods for interstate commerce were subject to wage increases to 30 cents an hour on October 24 under the provisions for an automatic wage increase in the Fair Labor Standards Act of 1938.¹ This estimate was made in connection with a special survey by the Bureau of Labor Statistics to determine the probable extent of the increase in wages and decrease in normal weekly working time (without the payment of overtime rates) prescribed by the wage and hour law. The study also disclosed that 2,400,000 of the persons in occupations subject to the law were working over 42 hours a week in April, but that 30 percent of them were receiving overtime pay for hours in excess of 42 per week.

Coverage of Act

Somewhat more than 14,100,000 workers were employed in April 1939, in the broad groups of industries subject to the Fair Labor Standards Act. The groups shown in table 1 include manufacturing, mining, quarrying, and crude-petroleum production, railroads and motor carriers, public utilities, wholesale trade, mail-order houses, and insurance and brokerage. Reports from employers to the Bureau of Labor Statistics indicated that of these workers, 12,300,000 were engaged in interstate commerce and subject to the act at the time of the survey.² More than three-fifths of the workers subject to the act were found in manufacturing industries alone.

¹ United States. Bureau of Labor Statistics. Estimated Number of Workers in April 1939 Subject to Provisions of the Fair Labor Standards Act Effective October 24, 1939. Washington, 1939. (Mimeographed Report No. 8293.) The study was limited to establishments in continental United States. The Wage and Hour Division has estimated that 40,000 workers (exclusive of home workers) in Puerto Rico received less than 30 cents.

² The Bureau did not attempt to define coverage; all inquiries received by the Bureau as to which workers are subject to the act were referred to the Wage and Hour Division.

There appears to be some overreporting of wage earners as subject to the act. This type of overreporting for the manufacturing industries may involve 200,000 or 300,000 workers. It also appears from the reports received that employers in wholesale trade have applied a very rigorous interpretation of the law in estimating the number of workers subject to the act. It may be that in the ultimate enforcement of the act in the courts it will be applied to several hundred thousand less workers in wholesale trade than are reported to be covered in answer to the Bureau questionnaire. Although, the figure of 12,300,000 may be too high, there is no reason to believe the number is less than 11,500,000.

In general, the sharpest contrast in the reported ratio of the workers subject to the act was that between wage earners and salaried workers. In manufacturing, about 63 percent, and in the extractive industries, about 60 percent, of the salaried workers were reported to be subject to the act. On the other hand, among wage earners in manufacturing and the extractive industries, all but 5 or 6 percent were reported covered.

The lowest ratios of wage earners subject to the act were reported from wholesale trade, insurance and brokerage, motor carriers, and electric light and power. The reported coverage of 72 percent for wage earners in wholesale trade was the lowest coverage reported for the nonmanufacturing industries in interstate commerce.

The proportion of wage earners subject to the act was, of course, not the same in every manufacturing industry. Of a list of 25 industries, for which reasonably accurate totals could be constructed, the lowest reported coverage (70 percent) was in bakeries (exclusive of small retail bakers) and the next lowest in the printing industries (91-92 percent). Fifteen of the industries reported 95 to 98 percent of the wage earners as subject to the act.

The most significant exception to this range among all manufacturing industries is indicated by reports received from the canning industry, in which industry more than half of the workers were reported as not affected by section 7 of the act.³ Similarly, a high proportion of workers in the manufacturing of butter came within the same category.

Reports from establishments manufacturing confectionery, ice cream, beverages, and shirts and collars indicated about the same proportion of workers subject to the act as in the case of bakeries. Otherwise, it appeared that more than 90 percent of the wage earners were covered in each of the several manufacturing industries.

³ From Wage and Hour Division, R-333, p. 2:

"An individual shall be regarded as employed in the 'area of production' within the meaning of Section 13 (a) (10), in handling, packing, storing, ginning, compressing, pasteurizing, drying, preparing in their raw or natural state, or canning of agricultural or horticultural commodities for market, or in making cheese or butter or other dairy products:

"(a) if he performs those operations on materials all of which come from farms in the general vicinity of the establishment where he is employed, and the number of employees engaged in those operations in that establishment does not exceed seven, or

"(b) * * *

"(c) * * *

"(d) if he performs those operations on materials all of which come from farms in the immediate locality of the establishment where he is employed, and the establishment is located in the open country or in a rural community. As used in this subsection (d), 'immediate locality' shall not include any distance of more than ten miles and 'open country' or 'rural community' shall not include any city or town of 2,500 or greater population according to the 15th United States Census, 1930."

TABLE 1.—Estimated Number of Employees in Manufacturing and Nonmanufacturing Industries Affected by October 1939 Changes in Fair Labor Standards Act

[Compiled from reports received from firms cooperating monthly with Bureau of Labor Statistics and based upon April 1939 reports. Because of need of rounding State and regional data, totals of these data may not agree exactly with United States total shown here]

| Industry | Estimated employment, April 1939 | Estimated number subject to act | Employees receiving less than 30 cents per hour | Estimated number of employees subject to act— | |
|---|----------------------------------|---------------------------------|---|---|--|
| | | | | Working more than 42 hours per week | Receiving overtime for work in excess of 42 hours per week |
| United States total..... | 14, 116, 700 | 12, 290, 000 | 650, 000 | 2, 380, 000 | 718, 500 |
| Manufacturing: | | | | | |
| Wage earners..... | 7, 347, 000 | 6, 900, 000 | 1 460, 000 | 1, 368, 000 | 423, 000 |
| Salaried employees..... | 1, 204, 600 | 757, 500 | 8, 100 | 152, 300 | 21, 700 |
| Anthracite: | | | | | |
| Wage earners..... | 80, 000 | 72, 000 | (²) | 3, 000 | (²) |
| Salaried employees..... | 4, 000 | 1, 600 | (²) | 900 | (²) |
| Bituminous: | | | | | |
| Wage earners..... | 414, 000 | 396, 000 | 1, 000 | 5, 000 | 2, 000 |
| Salaried employees..... | 15, 200 | 9, 900 | 100 | 2, 300 | 400 |
| Metalliferous mining: | | | | | |
| Wage earners..... | 93, 000 | 90, 000 | 1, 000 | 33, 000 | 24, 000 |
| Salaried employees..... | 6, 400 | 3, 200 | (²) | 1, 900 | 900 |
| Quarrying and nonmetallic mining: | | | | | |
| Wage earners..... | 68, 000 | 65, 000 | 6, 000 | 28, 000 | 10, 000 |
| Salaried employees..... | 5, 900 | 3, 500 | 100 | 1, 400 | 200 |
| Crude-petroleum production: | | | | | |
| Wage earners..... | 156, 000 | 148, 000 | (²) | 35, 000 | 8, 000 |
| Salaried employees..... | 9, 600 | 6, 300 | (²) | 1, 000 | 300 |
| Telephone and telegraph: Wage earners..... | 394, 000 | 347, 000 | 13, 000 | 31, 000 | 1, 000 |
| Electric light and power: Wage earners..... | 403, 000 | 311, 000 | 2, 000 | 44, 000 | 14, 000 |
| Wholesale trade: Wage earners..... | 1, 648, 000 | 1, 183, 000 | 79, 000 | 447, 000 | 136, 000 |
| Insurance and brokerage: Wage earners..... | 365, 000 | 288, 000 | 3, 000 | 13, 000 | 6, 000 |
| Railroads (class I): Wage earners..... | 950, 000 | 950, 000 | 19, 000 | ----- | ----- |
| Motor carriers: Wage earners..... | 850, 000 | 659, 000 | 54, 000 | 214, 000 | 71, 000 |
| Railroads (other): Wage earners..... | 58, 000 | 58, 000 | 4, 000 | ----- | ----- |
| Mail-order houses: Wage earners..... | 45, 000 | 41, 000 | (²) | ----- | ----- |

¹ Includes 398,000 wage earners in manufacturing estimated from questionnaire returns and an allowance of 62,000 for underreporting in these returns.

² Less than 500.

³ Less than 50.

Workers Receiving Less Than 30 Cents an Hour

About 650,000 persons receiving less than 30 cents an hour were employed in April 1939 in occupations reported by employers to be subject to the Fair Labor Standards Act. They constituted about 5½ percent of the 12,300,000 persons estimated to be in industries and occupations in interstate commerce subject to the act. The minimum estimate derived from reports received is 588,000. The maximum estimate that seems reasonable with allowance for underreporting is about 700,000.

The great majority of these persons were wage earners in three broad groups of industries: Manufacturing, wholesale trade, and motor carriers. These three in combination accounted for all but 10 percent of the persons reported to receive less than 30 cents. In these indus-

tries from 2 to 4 percent of the wage earners in the North,⁴ and nearly 20 percent of those in the South received less than 30 cents. In the West very few workers in these industries receive less than 30 cents an hour.

Only about 6,000 workers in quarrying and nonmetallic mining received less than 30 cents. They were largely found in the Southern States. In that region about one-fifth of the workers received less than 30 cents.

A significant number of workers in telegraph and telephone companies received less than 30 cents an hour. In the North the figure was 7,000 or about 3 percent of the wage earners covered in these industries, while in the South there were 5,000, or approximately 7 percent of those subject to the act.

Reports indicate that relatively few wage earners on class I railroads, or in electric light and power companies, metal mining, or insurance and brokerage houses received less than 30 cents an hour. The number in the North is too small to be significant. In the South in each of these branches of industry approximately 5 percent of the wage earners received less than 30 cents.

Finally, it may be noted that in no region did any significant number of wage earners receive less than 30 cents an hour in coal mining or in the production of crude petroleum.

For mail-order houses the data are available only in national totals.

All but about 1 percent of the salaried workers—as distinguished from wage earners—in manufacturing, mining, quarrying, and the production of crude petroleum, received more than 30 cents an hour in April 1939.

Regional Distribution

The concentration of workers receiving less than 30 cents an hour in particular States was very marked. There were 20 States in which more than 5,000 such workers subject to the act were found. They were either large industrial States in the northeast or were located in

⁴ *North* includes: Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, New Jersey, Pennsylvania, Ohio, Indiana, Illinois, Michigan, Wisconsin, Minnesota, Iowa, Missouri, North Dakota, South Dakota, Nebraska, Kansas, Maryland, District of Columbia, West Virginia, and Delaware. *South* includes: Virginia, North Carolina, South Carolina, Georgia, Florida, Kentucky, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, Texas, Arizona, and New Mexico. *West* includes: Montana, Idaho, Wyoming, Colorado, Utah, Nevada, Washington, Oregon, and California. The classification in these three broad regions was made on the basis of information available before the data were tabulated. Subsequent analysis confirms what was known before—namely, that the regions may themselves be subdivided, and, more particularly, that States like Missouri, Oklahoma, Kentucky, and Maryland constitute an intermediate zone in the wage structure of the country. The classification is therefore arbitrary and largely follows combinations of broad regions used by the Census. Arizona and New Mexico were grouped with the Southern States on the basis of earlier data for common labor rates. As regards the Fair Labor Standards Act, and especially as regards the proportion of workers receiving less than 30 cents, they are better grouped with the other Mountain States. The general summary tables have not been revised to exclude them; but in the subsequent analysis by subregions these two States are treated as part of the Mountain States. Similarly, Oklahoma is usually discussed in connection with Kansas and other Midwestern States.

the South. These 20 States had three-quarters of the workers receiving less than 30 cents an hour and subject to the act. Among them were the two largest industrial States of the country, New York and Pennsylvania, each of which had more than 1,000,000 workers subject to the act; 3 of the 4 States with 500,000 but less than 1,000,000 workers subject to the act, namely, Illinois, Massachusetts, and Ohio; as well as New Jersey with 490,000 workers under the act. Few of the Southern States, all of which are included in this list of 20 States, had as many as 200,000 workers subject to the act. These 20 States, and the estimated number of workers receiving less than 30 cents in each⁵ are as follows:

| | |
|-------------------------------|--|
| Over 40,000 workers..... | Georgia, North Carolina. |
| 30,000-40,000 workers..... | Tennessee, South Carolina, Alabama, Texas. |
| 20,000-30,000 workers..... | Pennsylvania, Mississippi, Virginia, New York, Louisiana, Florida. |
| 10,000-20,000 workers..... | Arkansas, Massachusetts, New Jersey, Illinois, Missouri, Maryland, Ohio. |
| Less than 10,000 workers..... | Kentucky. |

At the other extreme are found 16 States and the District of Columbia in each of which less than 1,600 workers are subject to the act. These include:

| | | |
|----------------------|--------------|---------------|
| Arizona | Montana | Utah |
| Colorado | Nevada | Vermont |
| Delaware | New Mexico | Washington |
| District of Columbia | North Dakota | West Virginia |
| Idaho | Oregon | Wyoming |
| Minnesota | South Dakota | |

More than three-quarters of the manufacturing wage earners receiving less than 30 cents an hour in the South are found in 6 industries. They are, in order of their importance, lumber, cotton textiles, cotton garments, knit goods, fertilizers, and cottonseed oil. Each of these in its busy season has employed more than 10,000 workers subject to the act at less than 30 cents. It is estimated that 205,000 to 235,000 wage earners paid less than 30 cents an hour are found in these 6 industries.

The lumber industry alone accounts for about 100,000 of these wage earners. This constitutes about three-fourths of all of the wage earners in southern sawmills.

The second largest number of wage earners employed at less than 30 cents in the Southern States was found in cotton textiles. The number was certainly greater than 50,000, and may well have been in the neighborhood of 60,000 workers. The proportion of workers

⁵Individual State figures are not to be regarded as reliable except within very broad limits. There is a known underreporting by low-wage establishments, for which allowance is made in discussing the South as a whole and particular industries in the South. There is no means of distributing this allowance accurately among the several Southern States.

in the cotton-textile industry receiving less than 30 cents an hour was about 1 out of 5 wage earners.

A field survey by the Bureau of Labor Statistics in the spring of 1939 indicated that 63.3 percent of the workers in the South engaged in the manufacture of men's cotton garments and shirts and collars received less than 30 cents an hour. This means that at least 25,000 workers in this industry received less than that rate.

The fourth largest group of wage earners in the South in manufacturing receiving less than 30 cents an hour was in the knit-goods industry, including underwear and seamless and full-fashioned hosiery. On the basis of all available evidence, the Bureau estimates the number to be 20,000 to 25,000. In August and September 1938 a field study indicated that in the South 11.7 percent of the wage earners in full-fashioned hosiery, 45.6 percent of those in seamless hosiery, and 38.3 percent of those in underwear establishments received less than 30 cents an hour. In view of the readjustments of the wage scales made in October 1938, when the 25-cent minimum wage became effective, these percentages are somewhat too high to reflect the situation that existed in the spring of 1939.

The cottonseed oil, cake, and meal industry is located almost exclusively in the South. Somewhat more than 15,000, or about 80 percent of the workers, received less than 30 cents an hour in this industry.

In the fertilizer industry in the South there were between 11,500 and 13,000 workers who received less than 30 cents an hour in the spring of 1939. They constituted about two-thirds of all of the wage earners in this industry.

Employees Working More Than 42 Hours a Week

It is estimated that about 2,400,000 persons were actually working over 42 hours per week in April 1939 in occupations reported by the employer to be subject to the Fair Labor Standards Act. Of these persons who were working more than 42 hours, about 720,000, or 30 percent, received an overtime rate of pay for work which they had done in excess of 42 hours.⁶ The same three groups of industries which were important in connection with the 30-cent wage rate were dominant with regard to the 42-hour overtime limit. Over 90 percent of the persons working over 42 hours per week were found in manufacturing, wholesale trade, and motor carriers, as shown in table 2.

In proportion to the number of workers subject to the Fair Labor Standards Act, the longest hours were being worked in wholesale

⁶ This does not refer to the number of workers who, if they are required to work more than 42 hours, are paid overtime rates. A plant with 1,000 workers, for example, may have a general policy of paying overtime rates for work after 40 hours. In April there may have been only 5 people working more than 42 hours. It is this number which would have been reported.

trade, which had 38 percent of such workers employed over 42 hours. The proportion was but little less in motor carriers. Except for these two and for manufacturing, only a low proportion of workers were employed for more than 42 hours. In general, however, about 70 percent of those actually working more than 42 hours in each of the branches were not paid overtime rates for work beyond 42 hours, in April.

TABLE 2.—*Estimated Number of Persons Working Over 42 Hours per Week and Subject to Fair Labor Standards Act, April 1939, by Industry Group*

| Industry group | Persons working over 42 hours | | Persons receiving overtime pay | Persons not receiving overtime pay | | |
|-------------------------------|-------------------------------|------------------------|--------------------------------|------------------------------------|-------------------------------|------------------------|
| | Number | Percent subject to act | | Number | Percent working over 42 hours | Percent subject to act |
| All industries..... | 2,380,800 | 19.4 | 718,500 | 1,662,300 | 69.8 | 13.5 |
| Manufacturing industries..... | ¹ 1,520,300 | 19.9 | ² 444,700 | ³ 1,075,600 | 70.7 | 14.0 |
| Wholesale trade..... | 447,000 | 37.8 | 136,000 | 311,000 | 70.0 | 26.3 |
| Motor carriers..... | 214,000 | 32.5 | 71,000 | 143,000 | 66.8 | 21.7 |
| Other industries..... | ⁴ 199,500 | 7.1 | ⁵ 66,800 | ⁶ 132,700 | 66.5 | 4.8 |

¹ Includes 152,300 salaried workers.

² Includes 21,700 salaried workers.

³ Includes 130,600 salaried workers.

⁴ Includes 7,500 salaried workers.

⁵ Includes 1,800 salaried workers.

⁶ Includes 5,700 salaried workers.

About one-third of the workers subject to the act in all industries who were employed over 42 hours were in four States—New York, Pennsylvania, Ohio, and Illinois. If four more States—Massachusetts, New Jersey, Michigan, and Texas—were added, over half of the group working more than 42 hours would be included. Thus, the overtime problem, at least as regards the absolute number of workers involved, appears to relate to the Northern States, in contrast to the 30-cent wage limit which was most important, even in absolute terms, in the South.

In terms of the percentage of workers subject to the Fair Labor Standards Act, however, the situation was different. In 20 States, more than 25 percent of the workers subject to the act were employed over 42 hours. These States were mostly in the South, the Great Plains area, and the Mountain States. None of the Pacific Coast States, and only Vermont and Delaware of the Northern States east of the Mississippi River were included among those States in which 25 percent of the workers covered by the act worked overtime.

Considering only the manufacturing industries, much the same story was presented as for all industries together. Seven Northern States—Massachusetts, New Jersey, New York, Pennsylvania, Ohio, Illinois, and Michigan—had half of the workers who were employed over 42 hours per week in April 1939 in manufacturing. These same

States and North Carolina had 52 percent of the factory workers who worked more than 42 hours but were not paid at overtime rates after 42 hours' work. Except for Missouri and Texas, the States west of the Mississippi River did not have large numbers of persons working over 42 hours.

In the nonmanufacturing industries the case was somewhat different. Three widely distant States—New York, Illinois, and Texas—had the largest number of workers at more than 42 hours. In these three States were employed 29 percent of all of the nonmanufacturing wage earners working over 42 hours per week. Four more States—Massachusetts, Pennsylvania, Ohio, and California—together had another 23 percent.⁷

The reports on time worked in excess of 42 hours and of payment of overtime rates for such time actually worked in April suggest that there is a general relationship between the two. Though many exceptions are to be noted, there is some tendency to pay overtime rates for time worked in excess of 42 hours more frequently when relatively small proportions of the workers actually work more than 42 hours. This is indeed to be expected, for the policy of paying overtime rates is ordinarily adopted as a device to limit (without prohibiting) overtime work. Conversely, where there is extensive employment of workers for more than 42 hours, time worked beyond 42 hours is not so generally paid for at overtime rates. This relationship, with many exceptions, can be noticed in many of the industry estimates. It appears perhaps more significantly in the regional comparisons. It will be recalled that the States in which more than 25 percent of the workers subject to the act worked more than 42 hours were found primarily in the South, Great Plains area, and Mountain States. The Southern States, and less generally the States in the other areas indicated, are for the most part among the 26 States in which more than 70 percent of the workers who worked more than 42 hours in April were not paid at overtime rates for such work. The exceptions to this statement in the South were Texas, Oklahoma, and Virginia.



MINIMUM WAGE FOR COTTON INDUSTRY UNDER WAGE AND HOUR ACT

BY ESTABLISHING an hourly rate of pay of 32½ cents for the textile industry, effective October 24, 1939, the Administrator of the Fair Labor Standards Act followed the recommendation of the committee created under the act, for the industry, and had the benefit of information presented at public hearings and in special studies of the economic condition of the industry. In the Administrator's report

⁷ Of the Southeastern States, only Florida was important in point of numbers.

of findings and opinion,¹ it is stated that the economic section of the Wage and Hour Division estimated that the increase in labor costs resulting from the 32½-cent rate would be 4 percent above the level prevailing on October 24, 1938. The Cotton Textile Institute made an estimate of 4.2 percent, and the Textile Workers Organizing Committee, 3.8 percent. Applying the 4-percent increase to the average hourly wage rate of 38.4 cents prevailing in August 1938, the average is raised to 39.9 cents or by 1.5 cents.

This is the second minimum-wage order for an individual industry issued by the Administrator under the aim specified in provisions of the wage and hour law, namely to reach the objective of a universal minimum wage of 40 cents an hour as rapidly as possible without curtailing employment or earning power, for workers subject to the terms of the legislation.²

It was generally agreed at the hearing that labor costs represent 36 percent of total manufacturing costs in the cotton industry. Therefore the wage increase would result in raising manufacturing costs by only 1.44 percent.

If the effect of the wage change to 32½ cents an hour is evaluated in terms of the 30-cent rate which became effective automatically for all employments subject to the act on October 24, 1939, the estimated increase in the wage bill is 2.1 percent and the increase in manufacturing cost is 0.76 percent.

Since the minimum wage established for the textile industry entailed less than 1.5 percent increase in the average cost of manufacture over October 24, 1938, the Administrator held that it would not have a serious effect on employment in textile manufacture. He stated further that the effect would be negligible owing to the fact that the industry would in any event have become subject to the 30-cent rate on October 24, 1939.



AUSTRALIAN ENDORSEMENT OF 44-HOUR WEEK³

THE first explicit declaration establishing the 44-hour week as a standard in Australia was made in a recent award of the Commonwealth Court of Conciliation and Arbitration dealing with working conditions of storemen and packers. Although many Australian workers had previously been awarded a 44-hour week, this maximum had been prescribed without specifying it as a general principle.

¹ U. S. Department of Labor. Wage and Hour Division. Press release R-422a, September 29, 1939.

² For a summary of the report on the hosiery industry, the first to benefit under such an order, see *Monthly Labor Review* for October 1939.

³ Data are from the *Employers' Review* (Employers' Federation of New South Wales, Sydney), August 31, 1939; *Industry and Trade* (Melbourne, Victorian Employers' Federation), September 1, 1939; and *New York Times* (New York City), August 16, 1939.

On application of the Federated Storemen and Packer's Union for a reduction in weekly hours from 48 to 44, the Court, on August 15, 1939, made a decision that normal hours of storemen and packers should consist of 88 averaged over 2 weeks with a maximum of 48 hours to be worked in any 1 week. The reference made in the award to staggering the starting and finishing times was interpreted by the Victorian Employers' Federation to be a recognition of the need for some flexibility in the application of the 44-hour workweek to various industries.

Two of the three judges of the Arbitration Court concurred in the decision which is here reviewed. They stated that the award applicable to storemen and packers in the States of South Australia and Tasmania established a week of 48 ordinary hours, but that a 44-hour week had been awarded by the Court to many storemen and packers working in different industries. The latter awards were of two kinds: (1) Those dealing solely with workers in these two occupations; and (2) those applying to employees of these categories subject to the terms of decisions establishing standards in particular industries such as printing, metal trades, or textiles. In addition, the awards of New South Wales, Queensland, and Western Australia prescribed a 44-hour week for storemen and packers. In Victoria and South Australia most of these workers were also employed on the same weekly schedule.

Equation of Leisure

In previous cases the late chief judge of the Arbitration Court held that in determining whether hours should be reduced below 48 per week there should be an "equation of leisure," that is, providing leisure time for workers in unhealthy or unpleasant occupations in order to compensate for these disadvantages.

Although the present chief judge endorsed this principle, he stated that "the general shortening of the 48-hour working week would be fraught with danger to the workers themselves," as there is nothing to show that actual or potential production beyond existing needs would justify the Court in sanctioning a general reduction. One of the remaining judges favored a general 44-hour week with some exceptions, but the third judge, who dissented, believed that a reduction was not justified, that it spelled retrogression and not progression, and would injure the country and the metal trades in particular.

In the judgment here reviewed a middle course was taken. The chief judge believed that it "indicates the probable course of the Court in future application, that is to say that in industries which are similar in their conditions as to leisure or want of leisure to the engineering industry the Court will probably apply a similar reduction as in the case of the engineering industry but not in other industries or not to the extent * * * indicated."

Reasonable Practicability

At one stage in its history the Court held that hours should not be reduced where it would not be "reasonably practicable" to work one group of employees shorter hours than others. If employers voluntarily adopted the 44-hour week for all employees, thus accepting the inevitable, the award stated, there would be no problem. Since this was not the case, the Court had to consider whether special circumstances existed justifying a refusal of the shorter workweek to storemen and packers.

It was decided that refusal would not be justified simply because a reduction in hours would raise costs for employers. Previous cases were cited to show that possible loss of trade and employment were not considered sufficient cause for refusal of other reductions in working hours. Harm is more likely to arise, it is stated in the award, from maintaining different hour schedules in the several States.

Uniformity of Conditions

The arbitration law requires that the Court or conciliation commissioner shall provide uniform conditions throughout an industry insofar as possible. This applies to hours, holidays, and general conditions. Complete uniformity is impossible where State and Federal tribunals operate in the same area. The legislation also prescribes that occupation awards as well as industry awards may be made. Therefore in awarding a 44-hour week for storemen and packers, the Court held that it was fulfilling the objectives of the legislation. Under the discretionary powers granted to the Court, it is not required to fix the same hours of employment for all employees. In establishing a 44-hour week in this particular occupation the Court was applying the principle of uniformity insofar as is in its power, since most of the storemen and packers in Australia were previously awarded a 44-hour week.

Wages and Hours of Labor

ENTRANCE RATES OF COMMON LABORERS, JULY 1939

By EDWARD K. FRAZIER and JACOB PERLMAN, *Bureau of Labor Statistics*

IN July 1939, the average hourly entrance rate of adult male common laborers in 20 industries surveyed by the Bureau of Labor Statistics amounted to 49.9 cents for the country as a whole. This figure is based on the Bureau's recently completed fourteenth annual study of entrance rates of common laborers. The data in this report cover 6,448 establishments and 192,648 common laborers receiving entrance rates. Of the 20 industries, 16 were in manufacturing, 3 were public utilities, and 1 was building construction.

The effect of the Fair Labor Standards Act on the distribution of hourly entrance rates is reflected in the fact that one-tenth of the workers covered in this survey earned exactly 25 cents an hour in July 1939. The 25-cent minimum for plants engaged in interstate commerce, it will be remembered, became effective on October 24, 1938. In July 1939, one-eighth of the common laborers earned below 30 cents, which became the minimum on October 24, 1939.

Scope and Method of Study

A common laborer, in this survey, has been defined as one who "performs physical or manual labor of a general character and simple nature, requiring no special training, judgment, or skill." The definition excludes all semiskilled employees, as well as unskilled workers other than common laborers, and those performing specific duties and designated by distinct occupational titles. However, it is quite possible that in numerous instances the employers, when making out the reports, did not distinguish between common laborers and other unskilled workers.

The survey did not include any common laborers who received more than the entrance rate (i. e., the lowest rate paid to the workers when newly hired). In some plants, there are several rates in existence—an entrance rate, and one or more higher rates, varying in accordance with efficiency, length of service, etc. In most establishments, however, all common laborers are paid a single rate, which is also the entrance rate. Some plants have several entrance rates,

depending on the working conditions connected with the job, which may be dangerous, unpleasant, or extraordinarily heavy.

The present survey is comparable with the surveys of previous years in other respects. It covered the same industries as in 1936, 1937, and 1938. The classification of common laborers as to white (other than Mexican), Negro, and Mexican, which was adopted in 1936, was also retained. In every one of the surveys since the inception of the series in 1926, the data were obtained as of July 1. Moreover, females and minors were excluded, as relatively few of them are common laborers. Reports were received from every one of the 48 States and the District of Columbia.

The survey this year differs in two important respects as regards coverage: (1) The reports are not fully representative of the number of common laborers still receiving less than 25 cents an hour. The Bureau's original list of more than 11,000 establishments covers for the most part enterprises which are in interstate commerce and are thus subject to a legal minimum. Obviously, violations of the law would not be reported voluntarily. (2) The reports do not adequately cover establishments not in interstate commerce and paying in some instances less than 25 cents. Hence, no significance attaches to the number of workers at less than 25 cents, which was included in the tables merely in order to account for the total coverage.

However, although the 1939 sample is obviously inadequate as regards establishments paying less than 25 cents, it is believed to be more representative than was the 1938 sample of establishments paying less than average wages. Every effort was made this year to extend the coverage and to secure a larger proportion of returns. The number of establishments reporting common laborers at entrance rates was increased from 4,944 in 1938 to 6,448 in 1939, and the number of employees covered from 150,617 in 1938 to 192,648 in 1939.

Entrance Rates for the Country as a Whole

Although this survey is confined to a relatively homogeneous group of workers, the individual hourly entrance rates in the 20 industries for the country as a whole covered a fairly wide range. According to table 1, the effective lower limit of the entrance rates reported was 25 cents, while the upper limit was over \$1.

A detailed examination of the data shows numerous concentrations in the distribution of hourly entrance rates. Furthermore, there is a tendency to set wages at figures that are multiples of 5 cents. As pointed out previously, there is a massing at exactly 25 cents, amounting to 9.6 percent of the total common laborers, and another important grouping occurs at exactly 30 cents. Moreover, there are concentrations in the classes of 35.0 and under 37.5 cents, and 40.0

and under 42.5 cents. In each case, the massing is actually at the lower limit of the class, which is a multiple of 5 cents. The wide prevalence of the 50-cent hourly entrance rate among common laborers is responsible for an important concentration in the class between 47.5 and 52.5 cents.

In contrast with the conditions just described, the large group at entrance rates between 62.5 and 67.5 cents may be accounted for, largely, by the dominance of the 62.5-cent minimum in the iron and steel industry in the Pittsburgh and Great Lakes areas.

Looking at the distribution as a whole, it will be seen that over seven-tenths (72.5 percent) of all common laborers had hourly entrance rates between 40.0 and 67.5 cents. As many as one-fifth (20.7 percent) were paid under 40 cents, whereas 6.8 percent earned 67.5 cents and over.

TABLE 1.—*Distribution of Adult Male Common Laborers by Hourly Entrance Rates in 20 Industries, July 1939*

| Hourly entrance rate | Number of laborers at entrance rate | Simple percentage | Cumulative percentage |
|-------------------------------------|-------------------------------------|-------------------|-----------------------|
| All rates..... | 192, 648 | 100.0 | ----- |
| Under 25.0 cents..... | 432 | .2 | 0.2 |
| Exactly 25.0 cents..... | 18, 557 | 9.6 | 9.8 |
| Over 25.0 and under 27.5 cents..... | 3, 677 | 1.9 | 11.7 |
| 27.5 and under 30.0 cents..... | 1, 662 | .9 | 12.6 |
| Exactly 30.0 cents..... | 5, 145 | 2.7 | 15.3 |
| Over 30.0 and under 32.5 cents..... | 647 | .3 | 15.6 |
| 32.5 and under 35.0 cents..... | 1, 300 | .7 | 16.3 |
| 35.0 and under 37.5 cents..... | 5, 740 | 3.0 | 19.3 |
| 37.5 and under 40.0 cents..... | 2, 635 | 1.4 | 20.7 |
| 40.0 and under 42.5 cents..... | 19, 890 | 10.3 | 31.0 |
| 42.5 and under 47.5 cents..... | 16, 597 | 8.6 | 39.6 |
| 47.5 and under 52.5 cents..... | 25, 635 | 13.3 | 52.9 |
| 52.5 and under 57.5 cents..... | 21, 003 | 10.9 | 63.8 |
| 57.5 and under 62.5 cents..... | 19, 836 | 10.3 | 74.1 |
| 62.5 and under 67.5 cents..... | 36, 804 | 19.1 | 93.2 |
| 67.5 and under 72.5 cents..... | 5, 824 | 3.0 | 96.2 |
| 72.5 and under 77.5 cents..... | 3, 054 | 1.6 | 97.8 |
| 77.5 and under 82.5 cents..... | 1, 003 | .5 | 98.3 |
| 82.5 and under 90.0 cents..... | 1, 898 | 1.0 | 99.3 |
| 90.0 and under 100.0 cents..... | 785 | .4 | 99.7 |
| 100.0 and under 110.0 cents..... | 400 | .2 | 99.9 |
| 110.0 cents and over..... | 126 | .1 | ----- |

Geographical Differences

Geographical differences exist in the hourly entrance rates, as seen from table 2, which presents the averages by States for all industries combined.¹

¹ In comparing these figures with those for earlier years, it should be remembered that fluctuations in the coverage may greatly affect the State averages. This is especially true of States with relatively small reporting samples, where the addition or omission of one or more plants may change the averages radically. This is indicated by a comparison of the figures for 1938 and 1939 in several of the less industrial States. For example, the average hourly entrance rates between these years increased by 12.4 cents in Arizona and 9.2 cents in New Mexico. Because of the small coverage, no averages are presented this year for Nevada and North Dakota.

TABLE 2.—Average Hourly Entrance Rates of Adult Male Common Laborers in 20 Industries, by State and Region, July 1939

| Region and State | Es- tab- lish- ments | Labor- ers at en- trance rate | Aver- age hourly en- trance rate | Region and State | Es- tab- lish- ments | Labor- ers at en- trance rate | Aver- age hourly en- trance rate |
|---------------------------|-------------------------------|---|---|--------------------------|-------------------------------|---|---|
| United States..... | 6, 448 | 192, 648 | \$0. 499 | North and West—Contd. | | | |
| North and West..... | 5, 084 | 141, 877 | . 557 | Pennsylvania..... | 548 | 19, 214 | \$0. 553 |
| California..... | 373 | 9, 278 | . 575 | Rhode Island..... | 46 | 510 | . 559 |
| Colorado..... | 54 | 1, 088 | . 580 | South Dakota..... | 13 | 269 | . 478 |
| Connecticut..... | 116 | 1, 821 | . 544 | Utah..... | 34 | 524 | . 477 |
| Delaware..... | 39 | 476 | . 452 | Vermont..... | 26 | 403 | . 425 |
| District of Columbia..... | 58 | 1, 493 | . 511 | Washington..... | 200 | 7, 032 | . 629 |
| Idaho..... | 23 | 730 | . 561 | West Virginia..... | 85 | 5, 648 | . 546 |
| Illinois..... | 309 | 13, 262 | . 581 | Wisconsin..... | 221 | 5, 251 | . 523 |
| Indiana..... | 252 | 9, 782 | . 566 | Wyoming..... | 11 | 101 | . 549 |
| Iowa..... | 103 | 3, 189 | . 536 | South and Southwest..... | 1, 364 | 50, 771 | . 337 |
| Kansas..... | 97 | 1, 961 | . 513 | Alabama..... | 103 | 4, 710 | . 370 |
| Maine..... | 70 | 2, 234 | . 455 | Arizona..... | 30 | 671 | . 449 |
| Maryland..... | 111 | 3, 604 | . 492 | Arkansas..... | 65 | 4, 348 | . 302 |
| Massachusetts..... | 216 | 3, 229 | . 534 | Florida..... | 107 | 5, 153 | . 283 |
| Michigan..... | 314 | 8, 230 | . 551 | Georgia..... | 92 | 1, 995 | . 262 |
| Minnesota..... | 122 | 3, 855 | . 580 | Kentucky..... | 81 | 1, 781 | . 463 |
| Missouri..... | 164 | 3, 735 | . 556 | Louisiana..... | 101 | 7, 398 | . 333 |
| Montana..... | 20 | 966 | . 604 | Mississippi..... | 32 | 2, 790 | . 322 |
| Nebraska..... | 40 | 1, 173 | . 495 | New Mexico..... | 13 | 228 | . 396 |
| Nevada..... | 5 | 16 | (1) | North Carolina..... | 97 | 3, 035 | . 275 |
| New Hampshire..... | 44 | 1, 058 | . 477 | Oklahoma..... | 84 | 1, 724 | . 417 |
| New Jersey..... | 226 | 5, 735 | . 556 | South Carolina..... | 51 | 2, 391 | . 267 |
| New York..... | 344 | 8, 731 | . 548 | Tennessee..... | 107 | 2, 974 | . 322 |
| North Dakota..... | 8 | 89 | (1) | Texas..... | 254 | 7, 774 | . 398 |
| Ohio..... | 605 | 12, 532 | . 576 | Virginia..... | 147 | 3, 799 | . 333 |
| Oregon..... | 127 | 4, 658 | . 586 | | | | |

¹ Because of the small coverage, no averages are presented.

The average hourly entrance rates ranged from 26 cents in Georgia to 63 cents in Washington. Generally speaking, the highest averages were found in a group of 34 States, which include the Pacific coast and the States north of Arizona, New Mexico, Oklahoma, Arkansas, Kentucky, and Virginia.

However, there is considerable variation in average hourly entrance rates among the Northern and Western States. Thus, northern New England, including Vermont, New Hampshire, and Maine, showed a much lower wage level than the southern New England States, the former averaging 43 to 48 cents and the latter 53 to 56 cents. The Middle Atlantic States, including West Virginia, New York, Ohio, Michigan, Indiana, Illinois, Wisconsin, Minnesota, Iowa, and Missouri, had averages around 55 cents. Wisconsin and Iowa were somewhat lower. Ohio, Illinois, and Minnesota had averages of 58 cents. On the other hand, the predominantly agricultural strip of territory, embracing South Dakota, Nebraska, and Kansas, had lower averages, ranging from 48 to 51 cents. In the northern Mountain States, outside of Nevada and Utah, the averages were 55 cents and over, with Utah averaging 48 cents. Relatively high averages were found on the Pacific coast, amounting to 58 cents in California, 59 cents in Oregon, and 63 cents in Washington.

The above area, embracing the large cities of the country and with the highest percentage of industrial workers, can be contrasted as regards its wage structure with the Southern and Southwestern States. However, there is no rigid line of demarcation; thus, Kentucky has a slightly higher average than Delaware. Maryland has a somewhat higher average than Kentucky. These three States, lying between the industrial Northeast and Southeastern States, have average rates for common labor rather like those found in northern New England. The Southwestern States in general averaged 40 to 41 cents, although the average for Arizona is somewhat higher.

The lowest averages (26 to 28 cents) were found in the Southeastern Seaboard States, which included North Carolina, South Carolina, Georgia, and Florida. The strip of territory composed of Virginia, Tennessee, Mississippi, Arkansas, and Louisiana had a somewhat higher level, with averages ranging from 30 to 33 cents. The average of Alabama amounted to 37 cents. The highest average for any of the Southern and Southwestern States, 46 cents, was that of Kentucky.

Table 3 presents the simple percentage distribution of individual hourly entrance rates separately for each region.

TABLE 3.—Percentage distribution of Adult Male Common Laborers by Hourly Entrance Rates in 20 Industries, by Race and Region, July 1939

| Hourly entrance rate | North and West | | | | South and Southwest | | | |
|-------------------------------------|------------------|--------------------------|------------------|---------|---------------------|--------------------------|------------------|---------|
| | All | White other than Mexican | Negro | Mexican | All | White other than Mexican | Negro | Mexican |
| All rates..... | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Under 25.0 cents..... | (¹) | (¹) | ----- | ----- | .8 | .7 | .9 | 3.1 |
| Exactly 25.0 cents..... | .5 | .5 | 1.0 | .1 | 35.1 | 23.2 | 44.4 | 12.7 |
| Over 25.0 and under 27.5 cents..... | (¹) | (¹) | (¹) | ----- | 7.2 | 5.6 | 8.5 | .9 |
| 27.5 and under 30.0 cents..... | .1 | .1 | .1 | ----- | 2.9 | 2.2 | 3.5 | ----- |
| Exactly 30.0 cents..... | .5 | .5 | .6 | .3 | 8.7 | 8.1 | 8.8 | 17.2 |
| Over 30.0 and under 32.5 cents..... | .1 | .1 | .2 | .1 | .9 | .7 | 1.1 | 1.6 |
| 32.5 and under 35.0 cents..... | .2 | .2 | .1 | .2 | 2.1 | 1.5 | 2.5 | 1.2 |
| 35.0 and under 37.5 cents..... | 1.4 | 1.3 | 1.4 | 4.5 | 7.4 | 10.2 | 4.9 | 18.6 |
| 37.5 and under 40.0 cents..... | 1.3 | 1.3 | .2 | 2.6 | 1.7 | 1.1 | 1.6 | 13.7 |
| 40.0 and under 42.5 cents..... | 8.5 | 8.5 | 9.4 | 2.2 | 15.4 | 16.8 | 14.5 | 17.5 |
| 42.5 and under 47.5 cents..... | 8.8 | 8.8 | 9.3 | 7.5 | 8.1 | 12.4 | 5.3 | 3.7 |
| 47.5 and under 52.5 cents..... | 16.6 | 16.8 | 13.9 | 18.9 | 4.1 | 5.8 | 2.9 | 4.4 |
| 52.5 and under 57.5 cents..... | 13.9 | 13.5 | 18.7 | 10.6 | 2.5 | 4.5 | 1.0 | 3.8 |
| 57.5 and under 62.5 cents..... | 13.7 | 13.8 | 12.1 | 17.0 | .7 | 1.7 | (¹) | .2 |
| 62.5 and under 67.5 cents..... | 25.6 | 26.3 | 17.8 | 33.9 | 1.0 | 2.2 | .1 | 1.4 |
| 67.5 and under 72.5 cents..... | 3.8 | 3.4 | 8.6 | 1.7 | .8 | 1.9 | (¹) | ----- |
| 72.5 and under 77.5 cents..... | 2.0 | 1.9 | 3.1 | .3 | .6 | 1.4 | ----- | ----- |
| 77.5 and under 82.5 cents..... | .7 | .7 | .6 | ----- | ----- | ----- | ----- | ----- |
| 82.5 and under 90.0 cents..... | 1.3 | 1.3 | 2.2 | .1 | ----- | ----- | ----- | ----- |
| 90.0 and under 100.0 cents..... | .6 | .6 | .6 | ----- | ----- | ----- | ----- | ----- |
| 100.0 and under 110.0 cents..... | .3 | .3 | .1 | ----- | ----- | ----- | ----- | ----- |
| 110.0 cents and over..... | .1 | .1 | (¹) | ----- | ----- | ----- | ----- | ----- |

¹ Less than a tenth of 1 percent.

Variations in Entrance Rates, by Race

Of the total number of common laborers covered by the survey in the country as a whole, 146,803 were white other than Mexican, 42,005 Negro, and 3,840 Mexican. The racial composition of the common-labor forces differed considerably, however, between the Northern and Western States and the Southern and Southwestern States. In the former territory, 89.1 percent of all common laborers were whites other than Mexicans, as against 9.1 percent Negroes and 1.8 percent Mexicans. In the South and Southwestern States, the respective figures were 40.3, 57.3, and 2.4 percent.

In view of the fact that it has sometimes been alleged that the position of the Negro would be jeopardized by minimum-wage legislation, it is significant to note that Negroes constituted a slightly higher percentage of the common labor sample in 1939 than in 1938.

There was very little difference in the average hourly entrance rates among whites other than Mexicans, Negroes, and Mexicans in the Northern and Western States, the respective figures amounting to 55.7, 56.2, and 54.9 cents. By contrast, the averages for Negroes in the Southern and Southwestern States were markedly lower than those of the other two groups—30.9 cents, as compared with 37.6 cents for whites other than Mexicans, and 35.7 cents for Mexicans. Part of this difference, as has been pointed out in earlier studies, is due to the fact that high percentages of Negroes are employed in States with low averages; it seldom reflects a difference in rates paid to the two racial groups by the same employer.

Differences by Industry

According to table 4, the lowest average hourly entrance rates among the manufacturing industries in the Northern and Western States were found in the fertilizer, brick, tile, and terra cotta, and leather industries, the averages in each case being over 45 but less than 50 cents.² In the paper and pulp, foundry and machine-shop products, glass, lumber, and paints and varnishes industries, the averages ranged from 51 to 54 cents. Industries that reported averages between 55 and 60 cents were automobile parts, cement, meat packing, chemicals, and iron and steel. Common laborers in petroleum refining averaged 68 cents, or exactly 8 cents higher than the next lower average, which was reported for iron and steel.

The average for all 16 manufacturing industries in the Northern and Western States was 54.7 cents, which is higher than the 51.3-cent

² The 26 rubber tire and tube establishments reporting had very few common laborers at entrance rates: 467 out of a total employment around 16,000. It happens that a great part of these laborers were in plants with low entrance rates. The average of 45.6 cents, while a true average of the earnings of common laborers at entrance rates in July 1939, does not reflect the average earnings of common laborers in this industry, most of whom were not at entrance rates.

average reported for the 3 public-utility industries. Among the latter, the averages amounted to 50 cents for electric light and power, 51 cents for manufactured and natural gas, and 52 cents for electric street-railway and city motorbus operation and maintenance. The average for building construction was 67.3 cents, or slightly lower than that reported for petroleum.

In the Southern and Southwestern States, the lowest average hourly entrance rates among the manufacturing industries were for lumber (26 cents), brick, tile, and terra cotta (28 cents), and fertilizers (30 cents). In paints and varnishes and foundry and machine-shop products, the average was 34 cents, while in another group of industries, namely leather, chemicals, paper and pulp, cement, and glass, the averages ranged from 37 to 41 cents. The meat-packing and iron and steel industries averaged respectively 43 and 44 cents. The highest average was in petroleum refining, amounting to 58 cents.

TABLE 4.—Average Hourly Entrance Rates of Adult Male Common Laborers, by Industry and Region, July 1939

| Industry | Average hourly earnings of all wage earners ¹ | Common laborers | | | | | | | | |
|--|--|--------------------------|------------------|----------------------|--------------------------------------|------------------|----------------------|------------------------------|------------------|----------------------|
| | | Establishments reporting | | | Number of laborers at entrance rates | | | Average hourly entrance rate | | |
| | | Total | North and West | South and South-west | Total | North and West | South and South-west | Total | North and West | South and South-west |
| All 20 industries..... | (²) | 6, 448 | 5, 084 | 1, 364 | 192, 648 | 141, 877 | 50, 771 | \$0. 499 | \$0. 557 | \$0. 337 |
| Manufacturing..... | (²) | 4, 638 | 3, 776 | 862 | 153, 905 | 111, 573 | 42, 332 | . 487 | . 547 | . 331 |
| Automobile parts..... | (²) | 65 | 65 | --- | 1, 644 | 1, 644 | --- | . 558 | . 558 | --- |
| Brick, tile, terra cotta..... | \$0. 531 | 375 | 310 | 65 | 8, 724 | 6, 824 | 1, 900 | . 435 | . 477 | . 283 |
| Cement..... | . 706 | 137 | 108 | 29 | 4, 238 | 3, 153 | 1, 085 | . 522 | . 563 | . 403 |
| Chemicals..... | . 783 | 153 | 130 | 23 | 4, 454 | 3, 106 | 1, 348 | . 527 | . 590 | . 381 |
| Fertilizers..... | . 485 | 287 | 125 | 162 | 3, 978 | 1, 561 | 2, 417 | . 362 | . 465 | . 296 |
| Foundry and machine-shop products..... | . 716 | 1, 297 | 1, 142 | 155 | 16, 880 | 15, 479 | 1, 401 | . 496 | . 510 | . 342 |
| Glass..... | . 715 | 134 | 122 | 12 | 6, 224 | 5, 672 | 552 | . 518 | . 529 | . 408 |
| Iron and steel..... | . 849 | 250 | 230 | 20 | 27, 678 | 24, 650 | 3, 028 | . 583 | . 600 | . 443 |
| Leather..... | . 630 | 136 | 123 | 13 | 2, 914 | 2, 503 | 411 | . 473 | . 490 | . 371 |
| Lumber (sawmills)..... | . 543 | 545 | 322 | 223 | 34, 402 | 14, 526 | 19, 876 | . 374 | . 532 | . 259 |
| Meat packing..... | . 687 | 228 | 200 | 28 | 9, 915 | 9, 059 | 856 | . 572 | . 586 | . 433 |
| Paints and varnishes..... | . 704 | 318 | 285 | 33 | 2, 220 | 1, 988 | 232 | . 517 | . 537 | . 342 |
| Paper and pulp..... | . 616 | 477 | 433 | 44 | 23, 726 | 16, 625 | 7, 101 | . 471 | . 505 | . 391 |
| Petroleum refining..... | . 985 | 149 | 95 | 54 | 5, 789 | 3, 665 | 2, 124 | . 642 | . 680 | . 577 |
| Rubber tires and inner tubes..... | . 956 | 26 | 26 | --- | 467 | 467 | --- | (⁵) | (⁵) | --- |
| Soap..... | . 744 | 61 | (³) | (³) | 652 | (³) | (³) | . 552 | (³) | (³) |
| Public utilities..... | (²) | 719 | 537 | 182 | 17, 880 | 14, 546 | 3, 334 | . 485 | . 513 | . 361 |
| Electric light and power..... | (⁴) | 338 | 246 | 92 | 6, 803 | 5, 378 | 1, 425 | . 477 | . 501 | . 384 |
| Electric street-railway and city motorbus operation and maintenance..... | . 714 | 209 | 167 | 42 | 6, 525 | 5, 715 | 810 | . 499 | . 524 | . 321 |
| Manufactured and natural gas..... | (⁴) | 172 | 124 | 48 | 4, 552 | 3, 453 | 1, 099 | . 477 | . 513 | . 362 |
| Building construction..... | . 920 | 1, 091 | 771 | 320 | 20, 863 | 15, 758 | 5, 105 | . 601 | . 673 | . 377 |

¹ These are United States totals, based on monthly reports on employment and pay rolls collected by the Bureau.

² Not available.

³ Regional figures are omitted, in order not to disclose plant identity.

⁴ The average for electric light and power and manufactured gas combined was 86.9 cents in July 1939.

⁵ See footnote 2, p. 1455.

For all manufacturing industries in the Southern and Southwestern States, the average was 33.1 cents, as compared with 36.1 cents for the three public utilities. Among the latter, electric light and power averaged 38 cents, manufactured and natural gas 36 cents, and electric street-railway and city motorbus operation and maintenance 32 cents. Building construction showed an average of 37.7 cents.

In every industry for which figures are shown for both regions, the average entrance rate per hour was substantially higher in the Northern and Western States than in the Southern and Southwestern States. Among the manufacturing industries, the differences ranged from 10.3 cents in petroleum refining to 27.3 cents in lumber. For all manufacturing industries, the difference amounted to 21.6 cents, which may be compared with 15.2 cents for the three public utilities and as much as 29.6 cents for building construction.

Rates in Relation to Provisions of Fair Labor Standards Act

As mentioned before, the provisions of the Fair Labor Standards Act established a minimum of 25 cents on October 24, 1938, which was followed by the 30-cent minimum 1 year later. In accordance with the act, it is possible for the Administrator to set minimum wages in the various industries above 30 but not to exceed 40 cents. This may be done upon the recommendation of an Industry Committee and approval of the Administrator of the Wage and Hour Division. The 40-cent minimum, however, becomes mandatory on October 24, 1945. It should be remembered that the act applies only to plants engaged in interstate commerce, but it is fairly certain that practically all establishments covered in this survey fall within that category.

The present survey, therefore, affords an opportunity to throw some light on the extent to which the plants covered in this survey are conforming to the various minima mentioned in the Fair Labor Standards Act. It should be remembered that the data here cover only hourly entrance rates of common laborers, but there are other workers found in the lower wage classes.

References have already been made to the number of common laborers earning exactly 25, less than 30, and below 40 cents in hourly entrance rates for all 20 industries in the country as a whole. However, the picture is different between the Northern and Western States and the Southern and Southwestern States, as well as among the various industries in each region.

In the Northern and Western States, only 0.6 percent of all common laborers included were paid under 30 cents in hourly entrance rates in July 1939, with 0.5 percent earning exactly 25 cents. The number receiving less than 40 cents amounted to 4.1 percent.

Only 1 industry in the Northern and Western States, namely, fertilizers, showed any substantial proportion of common laborers receiving under 30 cents an hour in entrance rates, the figure amounting to 7.4 percent. The number paid below that amount was 2.9 percent in lumber, 1.4 percent in electric street-railway and city motorbus operation and maintenance, and 1.2 percent in both automobile parts and brick, tile, and terra cotta. In the remaining industries, less than 1 percent earned under 30 cents, with none reported below that figure in cement, petroleum refining, and manufactured and natural gas. Most of the common laborers receiving less than 30 cents were found earning exactly 25 cents. (See table 5.)

A considerable proportion of common laborers in this region had hourly entrance rates under 40 cents—lumber (15.6 percent), fertilizers (13.4 percent), brick, tile, and terra cotta (11.8 percent), leather (8.4 percent), and electric street-railway and city motorbus operation and maintenance (5.7 percent). In a number of industries, namely, paper and pulp, automobile parts, paints and varnishes, electric light and power, foundry and machine-shop products, glass, chemicals, manufactured and natural gas, and meat packing, the number varied from 1 to 4.5 percent. Less than 1 percent earned below 40 cents in building construction, iron and steel, and petroleum refining, with none being found in that category in cement.

TABLE 5.—Cumulative Percentage Distribution of Adult Male Common Laborers by Hourly Entrance Rates, Industry, and Region, July 1939

| Hourly entrance rate (in cents) | Automobile parts | | | Brick, tile, and terra cotta | | | Cement | | | Chemicals | | |
|---------------------------------|------------------|----------------|----------------------|------------------------------|----------------|----------------------|--------|----------------|----------------------|-----------|----------------|----------------------|
| | Total | North and West | South and South-west | Total | North and West | South and South-west | Total | North and West | South and South-west | Total | North and West | South and South-west |
| Under 25.0..... | | | | 0.9 | | 4.5 | | | | | | |
| 25.0 and under..... | 1.2 | 1.2 | | 12.3 | 0.9 | 53.6 | | | | 0.2 | 0.2 | 0.4 |
| Under 27.5..... | 1.2 | 1.2 | | 14.2 | .9 | 62.2 | | | | .2 | .2 | .4 |
| Under 30.0..... | 1.2 | 1.2 | | 16.1 | 1.2 | 69.9 | 2.1 | | 8.1 | 4.6 | .2 | 15.0 |
| Under 32.5..... | 2.5 | 2.5 | | 21.5 | 3.7 | 86.1 | 3.0 | | 11.7 | 4.8 | .3 | 15.4 |
| Under 35.0..... | 2.5 | 2.5 | | 23.5 | 4.6 | 92.0 | 3.0 | | 11.7 | 9.5 | .4 | 30.8 |
| Under 37.5..... | 3.9 | 3.9 | | 25.7 | 7.0 | 93.8 | 6.3 | | 24.4 | 11.2 | 1.8 | 33.2 |
| Under 40.0..... | 3.9 | 3.9 | | 29.5 | 11.8 | 93.8 | 7.9 | | 30.7 | 15.4 | 1.8 | 47.0 |
| Under 42.5..... | 10.7 | 10.7 | | 42.4 | 28.0 | 94.7 | 18.1 | 1.8 | 65.4 | 26.5 | 3.5 | 79.7 |
| Under 47.5..... | 16.9 | 16.9 | | 56.4 | 45.5 | 95.5 | 28.7 | 5.2 | 96.9 | 36.0 | 8.8 | 98.3 |
| Under 52.5..... | 49.1 | 49.1 | | 74.9 | 69.0 | 95.5 | 44.0 | 25.5 | 97.7 | 43.9 | 19.9 | 99.3 |
| Under 57.5..... | 55.7 | 55.7 | | 86.4 | 82.6 | 99.6 | 79.8 | 72.8 | 100.0 | 51.4 | 30.6 | 99.4 |
| Under 62.5..... | 63.8 | 63.8 | | 99.7 | 99.5 | 100.0 | 87.2 | 82.7 | | 67.9 | 54.3 | 99.5 |
| Under 67.5..... | 85.8 | 85.8 | | 99.9 | 99.7 | | 97.5 | 96.5 | | 90.5 | 86.5 | 100.0 |
| Under 72.5..... | 90.1 | 90.1 | | 99.9 | 99.7 | | 99.6 | 99.4 | | 99.8 | 99.8 | |
| Under 77.5..... | 100.0 | 100.0 | | 100.0 | 99.9 | | 100.0 | 100.0 | | 100.0 | 100.0 | |
| Under 82.5..... | | | | 100.0 | 100.0 | | | | | | | |

TABLE 5.—Cumulative Percentage Distribution of Adult Male Common Laborers by Hourly Entrance Rates, Industry, and Region, July 1939—Continued

| Hourly entrance rate (in cents) | Fertilizers | | | Foundry and machine-shop products | | | Glass | | | Iron and steel | | |
|---------------------------------|----------------|----------------|----------------------|-----------------------------------|----------------|----------------------|--------------------------|-----------------------|----------------------|----------------------|----------------|----------------------|
| | Total | North and West | South and South-west | Total | North and West | South and South-west | Total | North and West | South and South-west | Total | North and West | South and South-west |
| Under 25.0 | 2.2 | | 3.8 | 0.1 | (1) | 1.2 | | | | | | |
| 25.0 and under | 35.8 | 7.4 | 54.0 | 2.5 | 0.3 | 26.0 | 1.8 | 0.1 | 19.4 | (1) | | 0.3 |
| Under 27.5 | 37.0 | 7.4 | 56.0 | 2.6 | .4 | 26.4 | 1.8 | .1 | 19.4 | (1) | | .3 |
| Under 30.0 | 37.8 | 7.4 | 57.3 | 2.6 | .4 | 26.5 | 2.6 | .1 | 28.1 | 0.2 | (1) | 1.8 |
| Under 32.5 | 47.9 | 8.6 | 73.1 | 4.4 | 1.2 | 40.3 | 3.0 | .3 | 31.5 | .8 | (1) | 7.3 |
| Under 35.0 | 48.0 | 8.6 | 73.3 | 5.1 | 1.4 | 46.8 | 3.0 | .3 | 31.5 | 1.0 | (1) | 9.5 |
| Under 37.5 | 53.0 | 13.2 | 78.6 | 7.6 | 2.7 | 62.0 | 4.9 | 2.3 | 33.1 | 1.2 | (1) | 11.7 |
| Under 40.0 | 55.7 | 13.4 | 82.9 | 8.3 | 3.1 | 65.9 | 4.9 | 2.3 | 33.1 | 1.5 | 0.1 | 13.1 |
| Under 42.5 | 71.7 | 34.8 | 95.4 | 23.1 | 17.0 | 91.1 | 13.1 | 8.6 | 60.2 | 4.4 | .6 | 35.9 |
| Under 47.5 | 80.6 | 51.9 | 99.0 | 34.8 | 29.4 | 95.5 | 27.5 | 23.0 | 74.7 | 11.8 | 3.4 | 80.4 |
| Under 52.5 | 88.7 | 72.1 | 99.4 | 63.4 | 60.4 | 97.5 | 52.7 | 49.8 | 83.2 | 15.4 | 7.2 | 82.3 |
| Under 57.5 | 93.4 | 83.2 | 100.0 | 79.6 | 77.8 | 99.1 | 59.9 | 57.7 | 83.2 | 32.4 | 24.5 | 97.2 |
| Under 62.5 | 99.0 | 97.5 | | 89.4 | 88.5 | 100.0 | 91.0 | 90.1 | 100.0 | 40.5 | 33.6 | 97.2 |
| Under 67.5 | 99.4 | 98.5 | | 98.9 | 98.8 | | 100.0 | 100.0 | | 99.6 | 99.6 | 100.0 |
| Under 72.5 | 100.0 | 100.0 | | 99.5 | 99.5 | | | | | 99.9 | 99.9 | |
| Under 77.5 | | | | 100.0 | 100.0 | | | | | 100.0 | 100.0 | |
| Hourly entrance rate (in cents) | Leather | | | Lumber | | | Meat packing | | | Paints and varnishes | | |
| | Total | North and West | South and South-west | Total | North and West | South and South-west | Total | North and West | South and South-west | Total | North and West | South and South-west |
| Under 25.0 | | | | 0.4 | | 0.8 | 0.1 | | 1.2 | | | |
| 25.0 and under | 1.2 | 0.4 | 6.1 | 42.1 | 2.2 | 71.3 | 2.7 | 0.4 | 26.3 | 1.7 | 0.5 | 11.6 |
| Under 27.5 | 1.3 | .4 | 6.6 | 51.8 | 2.3 | 88.0 | 2.7 | .4 | 26.3 | 1.8 | .6 | 12.0 |
| Under 30.0 | 6.0 | .4 | 39.8 | 54.2 | 2.9 | 91.7 | 2.7 | .4 | 26.3 | 3.1 | .6 | 24.5 |
| Under 32.5 | 7.0 | 1.1 | 42.7 | 59.1 | 5.3 | 98.4 | 3.1 | .6 | 29.7 | 7.2 | 1.9 | 52.6 |
| Under 35.0 | 8.1 | 1.3 | 49.5 | 59.3 | 5.8 | 98.4 | 3.2 | .7 | 30.4 | 7.2 | 2.0 | 52.6 |
| Under 37.5 | 8.4 | 1.7 | 49.5 | 62.0 | 10.1 | 100.0 | 3.9 | 1.1 | 34.5 | 9.4 | 3.3 | 62.5 |
| Under 40.0 | 16.3 | 8.4 | 64.8 | 64.3 | 15.6 | | 4.1 | 1.2 | 35.6 | 9.9 | 3.8 | 62.9 |
| Under 42.5 | 37.5 | 31.2 | 75.0 | 67.0 | 22.0 | | 6.4 | 3.4 | 39.7 | 21.5 | 13.8 | 87.9 |
| Under 47.5 | 51.9 | 48.0 | 75.2 | 67.8 | 23.9 | | 7.9 | 5.0 | 40.5 | 28.8 | 21.2 | 94.8 |
| Under 52.5 | 68.4 | 64.7 | 90.0 | 73.7 | 37.8 | | 14.1 | 10.9 | 49.3 | 50.5 | 44.8 | 100.0 |
| Under 57.5 | 81.7 | 78.6 | 100.0 | 76.8 | 45.2 | | 30.2 | 23.8 | 100.0 | 64.7 | 60.6 | |
| Under 62.5 | 91.1 | 89.6 | | 85.6 | 66.0 | | 76.2 | 74.0 | | 81.8 | 79.6 | |
| Under 67.5 | 99.0 | 98.8 | | 99.6 | 99.1 | | 100.0 | 100.0 | | 97.1 | 96.7 | |
| Under 72.5 | 100.0 | 100.0 | | 100.0 | 100.0 | | 100.0 | 100.0 | | 100.0 | 99.9 | |
| Under 77.5 | | | | 100.0 | 100.0 | | | | | 100.0 | 100.0 | |
| Hourly entrance rate (in cents) | Paper and pulp | | | Petroleum refining | | | Soap, ² total | Building construction | | | | |
| | Total | North and West | South and South-west | Total | North and West | South and South-west | | Total | North and West | South and South-west | | |
| Under 25.0 | | | | | | | | | | | | |
| 25.0 and under | 0.5 | | 1.6 | | | | 0.3 | 2.7 | 0.1 | | | 10.9 |
| Under 27.5 | .9 | | 2.8 | | | | .3 | 2.7 | .1 | | | 10.9 |
| Under 30.0 | 1.1 | 0.2 | 3.0 | | | | .5 | 2.7 | .1 | | | 10.9 |
| Under 32.5 | 2.8 | .8 | 7.4 | 0.4 | | | 1.0 | 2.3 | 7.9 | .2 | | 31.8 |
| Under 35.0 | 5.0 | 1.0 | 14.2 | .5 | 0.1 | 1.0 | 2.9 | 7.9 | .2 | | | 31.9 |
| Under 37.5 | 13.1 | 3.1 | 36.6 | .5 | .1 | 1.0 | 6.9 | 10.8 | .6 | | | 42.6 |
| Under 40.0 | 14.4 | 4.5 | 37.6 | 1.1 | .1 | 2.7 | 7.7 | 10.9 | .6 | | | 42.8 |
| Under 42.5 | 34.1 | 16.0 | 76.5 | 2.0 | .1 | 5.2 | 24.7 | 25.4 | 6.6 | | | 83.7 |
| Under 47.5 | 52.2 | 33.8 | 95.3 | 3.0 | .4 | 7.5 | 28.8 | 40.0 | 22.0 | | | 95.8 |
| Under 52.5 | 71.6 | 59.8 | 99.2 | 19.8 | 4.8 | 11.6 | 51.6 | 43.8 | 27.0 | | | 96.3 |
| Under 57.5 | 86.4 | 80.5 | 100.0 | 27.8 | 14.1 | 51.2 | 55.7 | 43.8 | 27.0 | | | 96.3 |
| Under 62.5 | 88.4 | 83.4 | | 33.6 | 18.9 | 58.6 | 62.4 | 51.8 | 37.4 | | | 96.3 |
| Under 67.5 | 100.0 | 100.0 | | 46.2 | 33.4 | 67.8 | 70.1 | 63.2 | 51.4 | | | 100.0 |
| Under 72.5 | 100.0 | 100.0 | | 84.4 | 83.0 | 86.6 | 89.6 | 71.7 | 62.7 | | | |
| Under 77.5 | | | | 91.1 | 85.9 | 100.0 | 100.0 | 82.6 | 77.0 | | | |
| Under 82.5 | | | | 100.0 | 100.0 | | | 84.7 | 79.7 | | | |
| Under 90.0 | | | | | | | | 93.7 | 91.7 | | | |
| Under 100.0 | | | | | | | | 97.5 | 96.7 | | | |
| Under 110.0 | | | | | | | | 99.4 | 99.2 | | | |

¹ Less than a tenth of 1 percent.

² Regional figures not shown, in order not to reveal plant identity.

TABLE 5.—Cumulative Percentage Distribution of Adult Male Common Laborers by Hourly Entrance Rates, Industry, and Region, July 1939—Continued

| Hourly entrance rate (in cents) | Electric light and power | | | Electric street-railway and city motorbus operation and main- tenance | | | Manufactured and natural gas | | |
|------------------------------------|-----------------------------|----------------------|--------------------------------|--|----------------------|--------------------------------|---------------------------------|----------------------|--------------------------------|
| | Total | North and West | South and South- west | Total | North and West | South and South- west | Total | North and West | South and South- west |
| Under 25.0..... | (¹) | ----- | 0.1 | ----- | ----- | ----- | 0.3 | ----- | 1.1 |
| 25.0 and under..... | 1.3 | ----- | 6.3 | 3.7 | 0.9 | 23.1 | 1.8 | ----- | 7.2 |
| Under 27.5..... | 1.4 | (¹) | 6.4 | 4.0 | .9 | 25.6 | 1.8 | ----- | 7.2 |
| Under 30.0..... | 1.4 | (¹) | 6.4 | 4.5 | 1.4 | 26.3 | 1.8 | ----- | 7.2 |
| Under 32.5..... | 5.9 | 0.4 | 26.4 | 10.2 | 2.0 | 67.8 | 8.6 | (¹) | 35.1 |
| Under 35.0..... | 6.0 | .4 | 26.8 | 11.3 | 2.2 | 74.7 | 8.6 | (¹) | 35.1 |
| Under 37.5..... | 12.2 | 2.9 | 47.3 | 14.3 | 3.7 | 88.8 | 13.9 | 1.1 | 53.7 |
| Under 40.0..... | 13.9 | 3.2 | 54.2 | 16.1 | 5.7 | 89.2 | 16.3 | 1.3 | 62.8 |
| Under 42.5..... | 35.8 | 26.2 | 72.2 | 30.9 | 22.4 | 90.8 | 32.6 | 16.8 | 81.9 |
| Under 47.5..... | 48.8 | 38.6 | 87.3 | 47.4 | 40.3 | 97.1 | 54.0 | 40.6 | 96.2 |
| Under 52.5..... | 74.5 | 69.0 | 95.5 | 55.4 | 49.4 | 98.0 | 71.6 | 62.6 | 100.0 |
| Under 57.5..... | 80.9 | 76.9 | 96.2 | 69.7 | 65.7 | 98.0 | 80.0 | 73.7 | ----- |
| Under 62.5..... | 84.7 | 80.7 | 99.8 | 73.5 | 70.1 | 98.0 | 83.6 | 78.4 | ----- |
| Under 67.5..... | 98.0 | 97.4 | 99.9 | 93.0 | 92.0 | 100.0 | 96.6 | 95.5 | ----- |
| Under 72.5..... | 99.3 | 99.1 | 100.0 | 99.9 | 99.9 | ----- | 99.7 | 99.6 | ----- |
| Under 77.5..... | 99.4 | 99.2 | ----- | 99.9 | 99.9 | ----- | 100.0 | 100.0 | ----- |
| Under 82.5..... | 100.0 | 100.0 | ----- | 99.9 | 99.9 | ----- | ----- | ----- | ----- |
| Under 90.0..... | ----- | ----- | ----- | 100.0 | 100.0 | ----- | ----- | ----- | ----- |

¹ Less than a tenth of 1 percent.

In the Southern and Southwestern States, nearly one-half (46.0 percent) of all common laborers in the reporting industries had entrance rates of less than 30 cents an hour in July 1939. A substantial proportion (35.1 percent) received exactly 25 cents. As many as two-thirds (66.8 percent) were paid under 40 cents.

The proportion of common laborers found in the lower wage classes in the Southern and Southwestern States varied considerably by race. The number paid under 30 cents an hour amounted to 57.3 percent for Negroes, 31.7 percent for whites other than Mexicans, and 16.7 percent for Mexicans. Of the total, the number receiving exactly 25 cents was 44.4 percent for Negroes, 23.2 percent for whites other than Mexicans, and 12.7 percent for Mexicans. Taking 40 cents as the upper limit, the number was 76.2 percent for Negroes, 53.3 percent for whites other than Mexicans, and 69.0 percent for Mexicans.

The industries in the Southern and Southwestern States that were affected most by the wage provisions of the Fair Labor Standards Act effective in 1939 are lumber, brick, tile, and terra cotta, fertilizers, and leather; the respective number of common laborers earning under 30 cents an hour in entrance rates being 91.7, 69.9, 57.3, and 39.8 percent. In 3 of these industries, there was also a considerable concentration at exactly 25 cents, the figure amounting to 70.5 percent in lumber, 50.2 percent in fertilizers, and 49.1 percent in brick, tile, and terra cotta. In leather, only 6.1 percent of the common laborers received exactly 25 cents.

In several other industries in this region between 25 and 30 percent of the common laborers were paid entrance rates below 30 cents an

hour. These industries are glass, foundry and machine-shop products, meat packing, electric street-railway and city motorbus operation and maintenance, and paints and varnishes. In all but paints and varnishes, by far the greater number of the common laborers paid under 30 cents had entrance rates of exactly 25 cents. In that industry, however, less than one-half were paid exactly 25 cents, with the remainder earning over 25 and less than 30 cents.

Among the remaining industries in this region, the number of common laborers with entrance rates of below 30 cents an hour amounted to 15.0 percent in chemicals, 10.9 percent in building construction, 8.1 percent in cement, 7.2 percent in manufactured and natural gas, 6.4 percent in electric light and power, 3.0 percent in paper and pulp, and 1.8 percent in iron and steel. In 4 of these industries, namely building construction, electric light and power, manufactured and natural gas, and paper and pulp, the majority under 30 cents were receiving exactly 25 cents, but in the other industries very few were found at that rate. Not a single common laborer was reported as earning under 30 cents an hour in petroleum refining.

Every one of the common laborers covered in the lumber industry in the Southern and Southwestern States received hourly entrance rates under 37.5 cents in July 1939, but there were other industries with a relatively large number of workers found in the lower wage classes. In brick, tile, and terra cotta, electric street-railway and city motorbus operation and maintenance, and fertilizers, four-fifths or more of the common laborers were paid under 40 cents. At least 50 percent of the common laborers were found in that category in foundry and machine-shop products, leather, paints and varnishes, manufactured and natural gas, and electric light and power. In chemicals, building construction, paper and pulp, meat packing, glass, and cement, between three-tenths and one-half of the common laborers received less than 40 cents. Only 13.1 percent of the workers covered in iron and steel were paid under 40 cents, which may be compared with 2.7 percent in petroleum.

Comparison of Entrance Rates for Identical Establishments Between 1938 and 1939

The data so far presented are for all establishments reporting in 1939. As pointed out, the sample was enlarged in 1939 to be more nearly representative of all establishments in the industries covered.

This enlargement of the sample makes it undesirable to contrast the averages of all of the reports received in 1939 with averages for all of the reports received in 1938. To measure changes in rates, it is better to compare the average rates only in plants that reported both in 1938 and 1939. This group of identical establishments em-

ployed 127,951 common laborers at entrance rates in 1938 and 141,231 of the 192,648 covered in 1939.

Confining the survey to plants that reported common laborers at entrance rates in both years, the average for the 20 industries combined in the entire country showed very little change between 1938 and 1939, the respective figures amounting to 51.3 and 51.8 cents.

TABLE 6.—Average Hourly Entrance Rates of Adult Male Common Laborers, by Industry and Region, July 1938 and July 1939

| Industry | Total | | | North and West | | | South and Southwest | | | | | |
|--|--------------------------|---------|--------------------------|--------------------------|---------|--------------------------|--------------------------|---------------------|--------------------------|---------|------|---------------------|
| | Identical establishments | | All establishments, 1939 | Identical establishments | | All establishments, 1939 | Identical establishments | | All establishments, 1939 | | | |
| | 1938 | 1939 | | Per- cent of change | 1938 | | 1939 | Per- cent of change | | 1938 | 1939 | Per- cent of change |
| All 20 industries..... | \$0.513 | \$0.518 | +1.0 | \$0.499 | \$0.557 | \$0.563 | +1.1 | \$0.557 | \$0.352 | \$0.362 | +2.8 | \$0.337 |
| Manufacturing..... | .509 | .511 | +4 | .487 | .554 | .555 | +2.2 | .547 | .351 | .361 | +2.8 | .331 |
| Automobile parts..... | .539 | .559 | +3.7 | .558 | .539 | .559 | +3.7 | .558 | | | | |
| Brick, tile, terra cotta..... | .454 | .450 | -9 | .435 | .480 | .475 | -1.0 | .477 | .301 | .309 | +2.7 | .283 |
| Cement..... | .522 | .526 | +8 | .522 | .561 | .569 | +1.4 | .563 | .406 | .405 | -2 | .403 |
| Chemicals..... | .536 | .544 | +1.5 | .527 | .601 | .598 | -5 | .590 | .382 | .384 | +5 | .381 |
| Fertilizers..... | .366 | .367 | +3 | .362 | .469 | .457 | -2.6 | .465 | .279 | .297 | +6.5 | .296 |
| Foundry and machine-shop products..... | .500 | .497 | -6 | .496 | .514 | .513 | -2 | .510 | .350 | .347 | -9 | .342 |
| Glass..... | .527 | .530 | +6 | .518 | .531 | .541 | +1.9 | .529 | .396 | .407 | +2.8 | .408 |
| Iron and steel..... | .581 | .583 | +3 | .583 | .598 | .601 | +5 | .600 | .439 | .446 | +1.6 | .443 |
| Leather..... | .498 | .476 | -4.4 | .473 | .511 | .499 | -2.3 | .490 | .396 | .372 | -6.1 | .371 |
| Lumber (sawmills)..... | .410 | .413 | +7 | .374 | .552 | .548 | -7 | .532 | .250 | .265 | +6.0 | .259 |
| Meat packing..... | .575 | .582 | +1.2 | .572 | .589 | .592 | +5 | .586 | .474 | .471 | -6 | .433 |
| Paints and varnishes..... | .528 | .541 | +2.5 | .517 | .552 | .568 | +2.9 | .537 | .338 | .356 | +5.3 | .342 |
| Paper and pulp..... | .487 | .480 | -1.4 | .471 | .515 | .509 | -1.2 | .505 | .399 | .402 | +8 | .391 |
| Petroleum refining..... | .641 | .640 | -2 | .642 | .677 | .671 | -9 | .680 | .583 | .588 | +9 | .577 |
| Rubber tires and inner tubes..... | (1) | (1) | (1) | (1) | (1) | (1) | (1) | (1) | | | | |
| Soap..... | .607 | .581 | -4.3 | .552 | (2) | (2) | | (2) | (2) | (2) | | (2) |
| Public utilities..... | .483 | .489 | +1.2 | .485 | .511 | .515 | +8 | .513 | .359 | .365 | +1.7 | .361 |
| Electric light and power..... | .466 | .467 | +2 | .477 | .492 | .490 | -4 | .501 | .388 | .389 | +3 | .384 |
| Electric street-railway and city motorbus operation and maintenance..... | .504 | .508 | +8 | .499 | .529 | .531 | +4 | .524 | .307 | .323 | +5.2 | .321 |
| Manufactured and natural gas..... | .467 | .487 | +4.3 | .477 | .496 | .519 | +4.6 | .513 | .358 | .366 | +2.2 | .362 |
| Building construction..... | .581 | .604 | +4.0 | .601 | .646 | .675 | +4.5 | .673 | .355 | .368 | +3.7 | .377 |

¹ See footnote 2, p. 1455.

² Regional figures are omitted, in order not to disclose plant identity.

Between 1938 and 1939, there was also very little change in the hourly entrance rates of common laborers for identical establishments in all industries combined in the Northern and Western States. The averages were 55.7 cents in 1938 and 56.3 cents in 1939. Moreover, no pronounced changes were found in the respective distribu-

tions of individual hourly entrance rates, especially in the lower-wage classes, as one may see from table 7.

Comparing the averages between 1938 and 1939 in the Northern and Western States on the basis of identical establishments, by industry, it will be seen that the increases and decreases were almost evenly divided. In most industries, however, the changes were not very pronounced. In eight of them, they amounted to less than 1 percent, in four others to between 1 and 2 percent, and in three more to between 2 and 3 percent. The most conspicuous changes were increases of 3.7 percent in automobile parts, 4.5 percent in building construction, and 4.6 percent in manufactured and natural gas. A detailed examination of the data indicates that these differences were due less to changes in entrance rates and more to changes in number of common laborers receiving the various rates.

TABLE 7.—Cumulative Percentage Distribution of Adult Male Common Laborers in 20 Industries, by Hourly Entrance Rates and Region, July 1938 and July 1939

| Hourly entrance rate | Total | | | North and West | | | South and Southwest | | |
|------------------------|--------------------------|------|-------------------------|--------------------------|------|-------------------------|--------------------------|-------|-------------------------|
| | Identical establishments | | All establishments 1939 | Identical establishments | | All establishments 1939 | Identical establishments | | All establishments 1939 |
| | 1938 | 1939 | | 1938 | 1939 | | 1938 | 1939 | |
| Under 17.5 cents..... | 0.5 | (1) | 0.1 | | | | 2.2 | 0.2 | 0.2 |
| Under 22.5 cents..... | 1.9 | (1) | .3 | (1) | | | 8.6 | .4 | .8 |
| Under 25.0 cents..... | 2.9 | (1) | .3 | (1) | | (1) | 13.0 | .4 | .8 |
| Under 27.5 cents..... | 6.9 | 7.0 | 11.8 | 0.2 | 0.3 | 0.5 | 30.9 | 30.5 | 43.1 |
| Under 30.0 cents..... | 7.6 | 8.0 | 12.7 | .2 | .3 | .6 | 34.0 | 34.6 | 46.0 |
| Under 32.5 cents..... | 11.0 | 11.0 | 15.7 | .7 | .8 | 1.2 | 47.9 | 46.1 | 55.6 |
| Under 35.0 cents..... | 11.7 | 11.5 | 16.4 | .9 | .9 | 1.4 | 50.4 | 47.9 | 57.7 |
| Under 37.5 cents..... | 13.6 | 13.5 | 19.4 | 2.0 | 2.0 | 2.8 | 55.6 | 53.1 | 65.1 |
| Under 40.0 cents..... | 15.6 | 15.0 | 20.8 | 3.2 | 3.3 | 4.1 | 60.4 | 55.4 | 66.8 |
| Under 42.5 cents..... | 25.1 | 25.3 | 31.1 | 10.8 | 10.9 | 12.6 | 76.9 | 75.1 | 82.2 |
| Under 47.5 cents..... | 34.1 | 34.4 | 39.7 | 19.6 | 19.1 | 21.4 | 86.8 | 87.3 | 90.3 |
| Under 52.5 cents..... | 47.9 | 47.0 | 53.0 | 35.6 | 33.8 | 38.0 | 92.8 | 92.3 | 94.4 |
| Under 57.5 cents..... | 61.3 | 59.4 | 63.9 | 51.6 | 48.7 | 51.9 | 96.6 | 96.0 | 96.9 |
| Under 62.5 cents..... | 74.1 | 71.0 | 74.2 | 67.8 | 63.4 | 65.6 | 97.0 | 97.0 | 97.6 |
| Under 67.5 cents..... | 94.6 | 93.1 | 93.2 | 93.6 | 91.8 | 91.2 | 98.5 | 97.8 | 98.6 |
| Under 72.5 cents..... | 97.4 | 96.4 | 96.2 | 96.9 | 95.7 | 95.0 | 99.2 | 99.1 | 99.4 |
| Under 77.5 cents..... | 98.7 | 98.2 | 97.8 | 98.3 | 97.8 | 97.0 | 100.0 | 100.0 | 100.0 |
| Under 82.5 cents..... | 98.9 | 98.5 | 98.3 | 98.6 | 98.1 | 97.7 | | | |
| Under 90.0 cents..... | 99.4 | 99.4 | 99.3 | 99.3 | 99.2 | 99.0 | | | |
| Under 100.0 cents..... | 99.7 | 99.9 | 99.7 | 99.7 | 99.8 | 99.6 | | | |

¹ Less than a tenth of 1 percent.

In the Southern and Southwestern States, the hourly entrance rates of common laborers for identical plants in all the industries combined increased from 35.2 cents in 1938 to 36.2 cents in 1939. To some extent this gain was due directly to the 25-cent minimum established under the Fair Labor Standards Act. Thus, a comparison of the distributions of individual hourly entrance rates between the 2 years shows that, whereas the plants included here reported 13.0 percent receiving under 25 cents in 1938, the number amounted to less than than one-half of 1 percent in 1939. Most of these workers were paid

exactly 25 cents at the time of the survey, as there is very little difference between the distributions above 25 cents.

Looking at the industry averages on the basis of identical establishments in this region for 1938 and 1939, it is noted that only 4 of the 17 industries for which figures are presented showed decreases between the 2 years. In 3 industries, the reductions amounted to less than 1 percent, but in leather it was 6.1 percent, the latter being due to a considerable increase in the number of common laborers in one plant with a relatively low entrance rate. Among the remaining industries, 4 showed gains of less than 1 percent, 1 of between 1 and 2 percent, and 3 of between 2 and 3 percent. The conspicuous increases were 3.7 percent in building construction, 5.2 percent in electric street-railway and city motorbus operation and maintenance, 5.3 percent in paints and varnishes, 6.0 percent in lumber, and 6.5 percent in fertilizers. In electric street-railway and city motorbus operation and maintenance, lumber, and fertilizers, the gain was due largely to the establishment of the 25-cent minimum, as evidenced by the fact that in 1938 each of these industries employed a considerable proportion of common laborers under 25 cents.

Most of the common laborers in the various industries in this region, who received below 25 cents in hourly entrance rates in 1938, were paid exactly 25 cents in 1939. For example, on the basis of identical establishments, 35.6 percent of the workers in lumber earned less than 25 cents in 1938, with 40.7 percent receiving between 25 and 27.5 cents. In 1939, on the other hand, 80.0 percent were reported to be paid between 25 and 27.5 cents. In brick, tile, and terra cotta, 22.8 percent earned below 25 cents in 1938, and 8.3 percent were paid between 25 and 27.5 cents. For the same establishments, only 3.5 percent were reported earning below 25 cents in 1939, while 29.7 percent received between 25 and 27.5 cents. The proportion earning less than 25 cents in 1938 amounted to 12.6 percent in fertilizers, with 49.4 percent receiving between 25 and 27.5 cents. The respective figures for identical establishments in 1939 were 1.8 and 54.0 percent. In each case, the great majority of the common laborers found in the class between 25 and 27.5 cents in 1939 earned exactly 25 cents.

Trends of Entrance Rates From 1926 to 1939

Table 8 presents the average hourly entrance rates of common laborers for all industries, as well as for the manufacturing industries, public utilities, and building construction, for the years 1926 to 1939, inclusive. It should be noted that the manufacturing group includes here only 9 industries, for which comparable figures are available for every year since 1926. These industries are brick, tile, and terra

cotta, cement, foundry and machine-shop products, iron and steel, leather, lumber, meat packing, paper and pulp, and petroleum refining.

The averages shown in table 8, for the years 1926 to 1936, are based upon the entire number of companies reporting in each year and are therefore indicative only of the general trend.³ Those for 1937 and 1938 are calculated on the basis of identical establishments. The average for 1939 is calculated upon the entire coverage for that year.

TABLE 8.—Average Hourly Entrance Rates of Adult Male Common Laborers in 13 Industries, by Industry Group, 1926 to 1939

| July | All in- dustries covered | Manufac- turing in- dustries covered | Public utilities | Building construc- tion ¹ |
|-------------------|--------------------------------|---|---------------------|--|
| 1926 | \$0. 426 | \$0. 401 | \$0. 420 | \$0. 471 |
| 1927 | . 424 | . 399 | . 398 | . 482 |
| 1928 | . 428 | . 402 | . 429 | . 474 |
| 1929 | . 432 | . 407 | . 428 | . 483 |
| 1930 | . 429 | . 405 | . 446 | . 470 |
| 1931 | . 403 | . 383 | . 446 | . 426 |
| 1932 | . 355 | . 318 | . 415 | . 399 |
| 1933 | . 333 | . 305 | . 387 | . 383 |
| 1934 | . 420 | . 407 | . 418 | . 465 |
| 1935 | . 430 | . 415 | . 420 | . 481 |
| 1936 | . 434 | . 425 | . 437 | . 509 |
| 1937 ² | . 493 | . 488 | . 463 | . 551 |
| 1938 ² | . 495 | . 486 | . 479 | . 578 |
| 1939 | . 500 | . 487 | . 485 | . 601 |

¹ For the years 1926 to 1935, inclusive, the figures cover a small amount of construction outside of the building industry.

² Averages for the year were computed on the basis of identical establishments for both 1937 and 1938.

³ Averages for the year were computed on the basis of identical establishments for both 1938 and 1939.

The above figures indicate that there was almost no change in hourly earnings of common laborers in the 9 manufacturing industries from 1937 to 1939, a rise of about 2 cents in public utilities, occurring mostly between 1937 and 1938, and a rise of 5 cents in building construction over the 2-year period. The general average for all 13 industries has risen by less than 1 cent.

³ See Monthly Labor Review, December 1937, p. 1508, footnote 6.

HOURS AND EARNINGS IN MANUFACTURING INDUSTRIES, 1932 TO 1939

THE Bureau of Labor Statistics has revised its previously published data concerning average hours worked per week, average hourly earnings, and average weekly earnings for the manufacturing industries, from January 1932 to August 1939.¹ The revised series supersede those formerly published by the Bureau.

The differences between the former and the revised averages are primarily the result of (1) the omission of the railroad repair-shop group which the Bureau discontinued as part of its manufacturing series in 1938, and (2) the application of a more refined system of weighting in constructing the revised average hours and hourly earnings. Revisions have also been made in several of the separate industries surveyed, because of changes in the composition of the industry and the reclassification of establishments. In three industries, namely sawmills, fertilizers, and soap, the series have been completely revised by the use of weighting factors which are designed to equalize the effects of uneven distribution in the reporting sample as to geographic area, type of establishment, and size of establishment.

A bulletin explaining the revisions and methods in detail and containing a complete series of all available data for manufacturing and nonmanufacturing industries by months from 1932 to the end of 1939 is now being prepared. Pending the publication of this bulletin, however, the Bureau has prepared, in mimeographed form, tables showing yearly averages, where available, for all years from 1932 to 1938 and monthly data from January 1938 to September 1939 for the separate manufacturing industries, the manufacturing groups, and the nonmanufacturing industries. These mimeographed sets may be obtained upon request.

Average hours and average hourly earnings are computed from figures furnished by establishments reporting man-hour information, whereas average weekly earnings are based on the reports received from all cooperating establishments. As all firms do not supply man-hour figures, the results obtained by multiplying average weekly hours by average hourly earnings derived from the man-hour sample

¹ Figures for later months will be published in the Bureau's regular monthly reports on employment and pay rolls. For September averages, see p. 1530.

do not necessarily produce the average weekly earnings obtained by dividing total weekly pay rolls for the more complete sample by number of workers employed. Although the averages are not strictly comparable from month to month because of changes in the size and composition of the reporting sample, the variations in the averages due to such changes are relatively unimportant.

The revised series for all manufacturing industries combined and for the durable and nondurable groups are presented in the table following.

Average Weekly Hours, Hourly Earnings, and Weekly Earnings in Manufacturing, by Years, 1932 to 1938, and by Months, January 1932 to August 1939

ALL MANUFACTURING

| Month and year | Average hours worked per week | | | | | | | |
|----------------|-------------------------------|---------|---------|---------|---------|---------|---------|---------|
| | 1932 | 1933 | 1934 | 1935 | 1936 | 1937 | 1938 | 1939 |
| January..... | 38.6 | 37.6 | 33.6 | 35.0 | 37.3 | 39.6 | 33.3 | 36.6 |
| February..... | 39.6 | 38.3 | 35.5 | 36.3 | 37.3 | 40.5 | 34.4 | 37.1 |
| March..... | 39.0 | 36.6 | 36.0 | 36.4 | 38.5 | 41.0 | 34.7 | 37.3 |
| April..... | 37.7 | 38.1 | 35.9 | 36.1 | 38.6 | 40.4 | 34.3 | 36.6 |
| May..... | 37.6 | 40.8 | 35.4 | 35.5 | 39.1 | 39.7 | 34.5 | 36.8 |
| June..... | 36.8 | 42.8 | 34.6 | 35.3 | 39.1 | 39.2 | 34.5 | 37.3 |
| July..... | 35.9 | 42.6 | 33.1 | 35.2 | 38.5 | 38.0 | 35.0 | 36.7 |
| August..... | 36.6 | 38.4 | 33.8 | 36.6 | 39.5 | 38.7 | 36.5 | 38.0 |
| September..... | 38.9 | 36.1 | 33.2 | 37.4 | 38.8 | 37.5 | 37.1 | ----- |
| October..... | 40.2 | 35.6 | 34.1 | 38.1 | 40.5 | 37.6 | 37.6 | ----- |
| November..... | 38.9 | 34.2 | 33.8 | 37.6 | 40.5 | 35.4 | 36.6 | ----- |
| December..... | 38.5 | 34.0 | 35.0 | 38.5 | 41.1 | 34.5 | 37.3 | ----- |
| Average..... | 38.2 | 37.8 | 34.5 | 36.5 | 39.1 | 38.6 | 35.5 | ----- |
| | Average hourly earnings | | | | | | | |
| | Cents | Cents | Cents | Cents | Cents | Cents | Cents | Cents |
| January..... | 49.4 | 42.1 | 52.6 | 55.7 | 56.3 | 58.7 | 65.2 | 64.4 |
| February..... | 48.6 | 41.9 | 52.4 | 55.9 | 56.1 | 59.2 | 64.7 | 64.3 |
| March..... | 48.0 | 42.0 | 52.6 | 56.1 | 56.2 | 60.4 | 64.5 | 64.5 |
| April..... | 47.7 | 41.6 | 53.6 | 56.2 | 56.3 | 62.9 | 64.2 | 64.2 |
| May..... | 47.2 | 41.1 | 54.1 | 56.2 | 56.3 | 64.0 | 64.0 | 64.3 |
| June..... | 46.3 | 40.7 | 54.3 | 56.5 | 56.3 | 64.4 | 63.8 | 64.2 |
| July..... | 46.0 | 41.1 | 54.9 | 55.9 | 56.2 | 64.8 | 63.1 | 63.7 |
| August..... | 44.7 | 47.2 | 54.7 | 55.8 | 56.0 | 64.8 | 62.5 | 63.4 |
| September..... | 43.2 | 50.1 | 55.0 | 55.3 | 55.7 | 64.7 | 62.6 | ----- |
| October..... | 42.7 | 50.8 | 54.6 | 55.5 | 56.2 | 65.5 | 63.4 | ----- |
| November..... | 42.6 | 51.0 | 54.8 | 55.7 | 56.9 | 65.6 | 63.9 | ----- |
| December..... | 42.6 | 51.7 | 55.4 | 56.2 | 58.3 | 65.6 | 64.2 | ----- |
| Average..... | 45.8 | 45.5 | 54.1 | 55.9 | 56.4 | 63.4 | 63.9 | ----- |
| | Average weekly earnings | | | | | | | |
| January..... | \$19.60 | \$16.34 | \$17.86 | \$19.83 | \$21.40 | \$23.83 | \$21.66 | \$23.80 |
| February..... | 19.78 | 16.21 | 18.83 | 20.76 | 21.21 | 24.54 | 22.07 | 24.01 |
| March..... | 19.29 | 15.38 | 19.36 | 20.90 | 21.99 | 25.35 | 22.23 | 24.18 |
| April..... | 18.55 | 15.98 | 19.74 | 20.96 | 22.44 | 26.12 | 22.05 | 23.79 |
| May..... | 18.35 | 17.10 | 19.61 | 20.55 | 22.72 | 26.22 | 21.92 | 23.84 |
| June..... | 17.62 | 17.72 | 19.23 | 20.32 | 22.70 | 25.80 | 22.07 | 24.17 |
| July..... | 16.95 | 17.75 | 18.36 | 19.91 | 22.19 | 25.16 | 21.95 | 23.64 |
| August..... | 16.61 | 18.49 | 18.68 | 20.64 | 22.46 | 25.64 | 22.83 | 24.52 |
| September..... | 16.60 | 18.21 | 18.35 | 20.93 | 21.97 | 24.73 | 23.24 | ----- |
| October..... | 17.15 | 18.36 | 18.68 | 21.43 | 23.20 | 25.17 | 23.90 | ----- |
| November..... | 16.75 | 17.66 | 18.68 | 21.59 | 23.69 | 23.66 | 23.77 | ----- |
| December..... | 16.65 | 17.78 | 19.58 | 22.10 | 24.65 | 22.68 | 24.26 | ----- |
| Average..... | 17.86 | 17.36 | 18.93 | 20.85 | 22.60 | 24.95 | 22.70 | ----- |

Average Weekly Hours, Hourly Earnings, and Weekly Earnings in Manufacturing, by Years, 1932 to 1938, and by Months, January 1932 to August 1939—Continued

DURABLE GOODS

| Month and year | Average hours worked per week | | | | | | | |
|----------------|-------------------------------|---------|---------|---------|---------|---------|---------|---------|
| | 1932 | 1933 | 1934 | 1935 | 1936 | 1937 | 1938 | 1939 |
| January | 33.5 | 31.3 | 32.4 | 34.5 | 37.9 | 40.7 | 32.2 | 36.1 |
| February | 34.6 | 31.9 | 34.6 | 36.6 | 37.8 | 41.9 | 33.0 | 36.6 |
| March | 33.4 | 30.2 | 35.7 | 36.8 | 39.7 | 42.5 | 33.6 | 36.8 |
| April | 32.4 | 32.6 | 35.8 | 37.0 | 40.8 | 42.1 | 33.5 | 36.6 |
| May | 33.0 | 36.6 | 35.3 | 36.0 | 41.4 | 41.4 | 33.8 | 36.9 |
| June | 31.5 | 39.3 | 34.8 | 35.5 | 41.3 | 40.8 | 33.9 | 37.4 |
| July | 30.1 | 39.8 | 31.8 | 34.8 | 39.8 | 38.7 | 33.4 | 36.2 |
| August | 30.0 | 38.0 | 32.6 | 36.9 | 40.8 | 40.2 | 35.8 | 38.4 |
| September | 30.9 | 34.8 | 31.2 | 38.0 | 40.5 | 38.8 | 36.4 | ----- |
| October | 33.8 | 34.6 | 32.8 | 39.3 | 42.7 | 39.1 | 37.5 | ----- |
| November | 33.1 | 33.1 | 32.8 | 39.1 | 42.8 | 36.2 | 36.7 | ----- |
| December | 32.4 | 32.8 | 34.3 | 39.7 | 42.9 | 34.2 | 37.1 | ----- |
| Average | 32.5 | 34.7 | 33.7 | 37.1 | 40.8 | 39.8 | 34.8 | ----- |
| | Average hourly earnings | | | | | | | |
| | Cents | Cents | Cents | Cents | Cents | Cents | Cents | Cents |
| January | 54.6 | 46.3 | 53.8 | 58.3 | 59.3 | 62.3 | 70.5 | 71.0 |
| February | 53.9 | 45.9 | 54.0 | 58.4 | 59.1 | 63.1 | 70.2 | 70.9 |
| March | 53.2 | 46.0 | 54.5 | 58.7 | 59.3 | 65.1 | 70.2 | 71.1 |
| April | 53.1 | 45.2 | 56.6 | 58.8 | 59.6 | 68.6 | 70.1 | 71.0 |
| May | 52.6 | 44.7 | 57.5 | 58.7 | 59.5 | 69.6 | 69.9 | 70.7 |
| June | 51.1 | 44.1 | 57.5 | 59.2 | 59.5 | 69.6 | 69.6 | 70.8 |
| July | 50.5 | 44.3 | 57.7 | 58.7 | 59.4 | 70.5 | 68.8 | 70.2 |
| August | 49.4 | 49.5 | 57.7 | 58.5 | 59.0 | 70.3 | 68.5 | 69.9 |
| September | 48.2 | 52.2 | 57.6 | 58.1 | 58.8 | 70.3 | 69.0 | ----- |
| October | 46.9 | 52.8 | 57.2 | 58.4 | 59.4 | 71.0 | 69.6 | ----- |
| November | 46.8 | 52.7 | 57.4 | 58.9 | 60.4 | 71.3 | 70.6 | ----- |
| December | 46.6 | 53.1 | 58.0 | 59.2 | 62.3 | 71.0 | 70.9 | ----- |
| Average | 50.8 | 48.5 | 56.7 | 58.7 | 59.7 | 68.6 | 69.8 | ----- |
| | Average weekly earnings | | | | | | | |
| | \$19.60 | \$16.15 | \$18.18 | \$20.99 | \$23.34 | \$26.33 | \$22.90 | \$26.53 |
| January | 19.96 | 15.87 | 19.51 | 22.62 | 22.80 | 27.35 | 23.42 | 26.78 |
| February | 19.01 | 14.97 | 20.47 | 22.70 | 24.30 | 28.62 | 23.69 | 27.02 |
| March | 18.48 | 15.92 | 21.30 | 22.92 | 25.42 | 29.87 | 23.80 | 26.92 |
| April | 18.72 | 17.64 | 21.19 | 22.29 | 25.69 | 29.90 | 23.93 | 26.82 |
| May | 17.33 | 18.52 | 20.70 | 21.90 | 25.56 | 29.19 | 23.86 | 27.26 |
| June | 16.60 | 18.62 | 18.89 | 21.21 | 24.58 | 28.23 | 23.32 | 26.31 |
| July | 15.83 | 19.70 | 19.37 | 22.21 | 24.76 | 29.10 | 24.84 | 27.92 |
| August | 15.42 | 18.81 | 18.22 | 22.72 | 24.46 | 28.01 | 25.65 | ----- |
| September | 16.57 | 19.04 | 19.24 | 23.66 | 26.13 | 28.61 | 26.86 | ----- |
| October | 16.50 | 18.12 | 19.41 | 24.19 | 26.83 | 26.47 | 27.02 | ----- |
| November | 16.46 | 18.10 | 20.61 | 24.52 | 27.79 | 24.59 | 27.27 | ----- |
| December | 16.46 | 18.10 | 20.61 | 24.52 | 27.79 | 24.59 | 27.27 | ----- |
| Average | 17.66 | 17.80 | 19.81 | 22.72 | 25.24 | 28.09 | 24.77 | ----- |

NONDURABLE GOODS

| Month and year | Average hours worked per week | | | | | | | |
|----------------|-------------------------------|------|------|------|------|------|------|-------|
| | 1932 | 1933 | 1934 | 1935 | 1936 | 1937 | 1938 | 1939 |
| January | 42.0 | 41.3 | 34.5 | 35.4 | 36.8 | 38.7 | 34.3 | 37.0 |
| February | 43.0 | 42.0 | 36.2 | 36.0 | 37.0 | 39.3 | 35.5 | 37.5 |
| March | 42.7 | 40.3 | 36.2 | 36.1 | 37.5 | 39.6 | 35.6 | 37.7 |
| April | 41.3 | 41.3 | 35.9 | 35.5 | 36.8 | 38.7 | 35.0 | 36.6 |
| May | 40.8 | 43.3 | 35.4 | 35.1 | 37.1 | 38.2 | 35.1 | 36.7 |
| June | 40.3 | 44.9 | 34.5 | 35.0 | 37.2 | 37.7 | 35.0 | 37.2 |
| July | 39.8 | 44.4 | 34.1 | 35.5 | 37.3 | 37.3 | 36.1 | 37.1 |
| August | 40.7 | 38.7 | 34.6 | 36.4 | 38.5 | 37.3 | 37.0 | 37.8 |
| September | 43.5 | 37.0 | 34.6 | 37.0 | 37.5 | 36.3 | 37.6 | ----- |
| October | 43.7 | 36.3 | 34.9 | 37.2 | 38.7 | 36.2 | 37.6 | ----- |
| November | 42.3 | 35.0 | 34.5 | 36.4 | 38.5 | 34.7 | 36.5 | ----- |
| December | 42.1 | 34.9 | 35.5 | 37.5 | 39.5 | 34.7 | 37.5 | ----- |
| Average | 41.9 | 39.7 | 35.1 | 36.1 | 37.7 | 37.4 | 36.1 | ----- |

Average Weekly Hours, Hourly Earnings, and Weekly Earnings in Manufacturing, by Years, 1932 to 1938, and by Months, January 1932 to August 1939—Continued

NONDURABLE GOODS—Continued

| Month and year | Average hourly earnings | | | | | | | |
|-----------------|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 1932 | 1933 | 1934 | 1935 | 1936 | 1937 | 1938 | 1939 |
| | <i>Cents</i> | <i>Cents</i> | <i>Cents</i> | <i>Cents</i> | <i>Cents</i> | <i>Cents</i> | <i>Cents</i> | <i>Cents</i> |
| January | 45.8 | 39.7 | 51.8 | 53.8 | 53.8 | 55.5 | 60.9 | 59.2 |
| February | 45.0 | 39.6 | 51.4 | 54.0 | 53.7 | 55.7 | 60.3 | 59.1 |
| March | 44.5 | 39.7 | 51.3 | 54.2 | 53.6 | 56.2 | 60.1 | 59.1 |
| April | 44.1 | 39.5 | 51.3 | 54.2 | 53.5 | 57.5 | 59.6 | 58.8 |
| May | 43.5 | 38.9 | 51.6 | 54.3 | 53.6 | 58.7 | 59.5 | 59.2 |
| June | 43.1 | 38.6 | 51.9 | 54.4 | 53.6 | 59.4 | 59.4 | 59.0 |
| July | 43.0 | 39.1 | 52.8 | 53.8 | 53.6 | 59.5 | 59.0 | 58.7 |
| August | 41.9 | 45.7 | 52.6 | 53.8 | 53.6 | 59.6 | 58.5 | 58.5 |
| September | 40.3 | 48.8 | 53.2 | 53.2 | 53.2 | 59.6 | 58.2 | ----- |
| October | 40.3 | 49.5 | 52.9 | 53.2 | 53.6 | 60.3 | 58.7 | ----- |
| November | 40.2 | 50.0 | 53.0 | 53.2 | 53.8 | 60.2 | 58.6 | ----- |
| December | 40.3 | 50.8 | 53.5 | 53.7 | 54.8 | 60.7 | 58.9 | ----- |
| Average | 42.7 | 43.7 | 52.3 | 53.8 | 53.7 | 58.5 | 59.3 | ----- |
| | Average weekly earnings | | | | | | | |
| January | \$19.59 | \$16.47 | \$17.62 | \$18.87 | \$19.58 | \$21.29 | \$20.47 | \$21.29 |
| February | 19.63 | 16.45 | 18.29 | 19.14 | 19.95 | 21.67 | 20.83 | 21.47 |
| March | 19.53 | 15.66 | 18.44 | 19.33 | 19.84 | 21.96 | 20.92 | 21.58 |
| April | 18.61 | 16.02 | 18.42 | 19.21 | 19.58 | 22.12 | 20.49 | 20.89 |
| May | 18.03 | 16.73 | 18.22 | 18.94 | 19.79 | 22.16 | 20.11 | 21.09 |
| June | 17.87 | 17.16 | 17.94 | 18.89 | 19.87 | 22.13 | 20.51 | 21.31 |
| July | 17.24 | 17.13 | 17.93 | 18.74 | 19.87 | 21.80 | 20.84 | 21.25 |
| August | 17.18 | 17.60 | 18.13 | 19.26 | 20.36 | 21.98 | 21.24 | 21.58 |
| September | 17.40 | 17.77 | 18.46 | 19.43 | 19.71 | 21.28 | 21.32 | ----- |
| October | 17.52 | 17.86 | 18.28 | 19.46 | 20.39 | 21.36 | 21.34 | ----- |
| November | 16.92 | 17.32 | 18.14 | 19.15 | 20.53 | 20.52 | 20.84 | ----- |
| December | 16.78 | 17.53 | 18.79 | 19.85 | 21.42 | 20.69 | 21.52 | ----- |
| Average | 18.01 | 17.04 | 18.23 | 19.20 | 20.09 | 21.60 | 20.89 | ----- |

ANNUAL EARNINGS IN MEAT PACKING, 1937¹

WAGE earners who were employed throughout 1937 in the meat-packing industry averaged \$1,437 in annual earnings. Such workers constituted three-fifths (59.6 percent) of the total for whom annual data were obtained. The average annual earnings of employees who worked 9 months or more amounted to \$1,369. This group comprised 85.4 percent of all wage earners covered by the annual data. These averages, however, apply only to workers found on the pay roll of the plants surveyed by the Bureau of Labor Statistics for hourly earnings in December 1937,² who were employed by the same establishment for one or more pay-roll periods during that year.

*Scope and Method*³

The survey of hourly earnings covered 258 establishments, with 49,235 wage earners. However, annual data were obtained for 230 plants and 46,978 employees.⁴

The coverage for hourly earnings was selected with great care, in order to make it representative of the total industry, taking into consideration geographical distribution, size of community, corporate affiliation, size of establishment, product, and unionization. As regards annual data, the omission of 28 plants makes the sample less balanced, especially since all but 2⁵ of these establishments belong to the small companies. On the other hand, the coverage of the small companies is still large, including as many as 157 plants with 11,638 employees.⁶ Moreover, an analysis shows that the sample of the small companies is fairly well distributed from the standpoint of each of the factors considered.

Along with the data on annual earnings for each wage earner, there was obtained the number of pay-roll periods worked during the calendar year 1937. The latter information made it possible, as in other surveys, to classify the employees as follows: (1) Those working during each pay-roll period throughout the year; (2) those working 9 months or more; (3) those working 6 months or more; and (4) those working any part of the year. Except for the figures covering em-

¹ Prepared by J. Perlman, assisted by Edward B. Morris, of the Bureau's Division of Wage and Hour Statistics.

² See article on Earnings and Hours in the Meat-Packing Industry, December 1937, in the October issue of the Monthly Labor Review (pp. 936-959).

³ For a more detailed description of the methods used by the Bureau in its surveys of annual earnings, see article on Annual Earnings in the Manufacture of Electrical Products, 1936, in the October issue of the Monthly Labor Review (pp. 921-931).

⁴ There were 47,149 workers scheduled for hourly earnings in these 230 establishments. The small difference between this number of employees and that covered by the annual data is accounted for by some casual laborers and other workers for whom annual figures were not easily available.

⁵ No annual earnings data were obtained in 2 establishments belonging to the "Big Four" packers.

⁶ 1 intermediate plant in the South is included in the small companies.

ployees who worked each pay-roll period in the year, the data for those working 9 months or more are the most significant from the standpoint of presenting the total annual earnings received from the industry for the year. This is due to the fact that in most instances, if one works 9 months or more in a given plant during the year, his opportunity to obtain work in other establishments is very small.

The annual earnings of employees in a given industry depend considerably upon two factors, namely the degree of seasonality in the industry's activity and general business conditions. The meat-packing industry is subject to considerable seasonal fluctuation, which generally reaches its peak in December and January. The extent of the industry's seasonality in 1937 may be seen from the monthly index numbers of employment and pay rolls of the Bureau, which are as follows:

| | <i>Employ- ment</i> | <i>Pay rolls</i> |
|----------------|-------------------------|------------------|
| January..... | 106.3 | 104.9 |
| February..... | 100.7 | 96.9 |
| March..... | 100.0 | 100.2 |
| April..... | 97.5 | 108.1 |
| May..... | 98.6 | 108.5 |
| June..... | 98.0 | 108.7 |
| July..... | 99.1 | 109.4 |
| August..... | 95.8 | 105.9 |
| September..... | 95.7 | 107.4 |
| October..... | 98.6 | 109.6 |
| November..... | 99.8 | 112.0 |
| December..... | 100.2 | 114.6 |

With respect to general business conditions, it appears that 1937 was a year of fairly good activity in the meat-packing industry. The index of employment, using 1923-25 as the base or 100, stood at 99.2 in 1937, which is the highest for any year except 1934 (due to abnormal activity) since 1924. The 1937 index of pay rolls amounted to 107.2, this being the highest for any year since 1920.

Annual Earnings of All Workers

Although the average annual earnings of all employees who worked 12 months in 1937 amounted to \$1,437, there was considerable variation in the annual earnings of individual workers, as may be seen from table 1. Over one-half (52.5 percent) of the employees received between \$1,200 and \$1,600, and four-fifths (79.6 percent) were paid between \$1,000 and \$1,800. There were 7.6 percent earning less than \$1,000, but only 1.6 percent received under \$800. On the other hand, as many as one-eighth (12.8 percent) were paid \$1,800 and over, with 6.6 percent earning \$2,000 and over.

As mentioned before, employees working 9 months or more averaged \$1,369. According to the distribution of individual annual earnings, less than one-half (48.1 percent) of this group received between \$1,200 and \$1,600. The number paid between \$1,000 and \$1,800 constituted over three-fourths (76.4 percent) of the total. As many as 13.2 percent earned less than \$1,000, with 3.8 percent receiving under \$800. By contrast, one-tenth (10.4 percent) were paid \$1,800 and over, with 5.3 percent earning \$2,000 and over.

Wage earners who worked 6 months or more showed an average of \$1,326, which may be compared with \$1,235 for those who were employed any part of the year.

TABLE 1.—Percentage Distribution of Meat-Packing Workers by Annual Earnings, Wage District, Sex, and Skill, 1937

| Annual earnings | Percent of employees whose work extended over— | | | | | | | | | | | |
|--------------------------------|--|---------------------|--------------|-----------------------|---------------------|--------------|------------------|---------------------|--------------|-----------------------|---------------------|--------------|
| | 12 months | | | | | | 9 months or more | | | | | Fe- males |
| | Total | Males | | | | Fe- males | Total | Males | | | | |
| | | All work- ers | Skil- led | Semi- skil- led | Un- skil- led | | | All work- ers | Skil- led | Semi- skil- led | Un- skil- led | |
| <i>United States</i> | | | | | | | | | | | | |
| Under \$200..... | (¹) | | | | | 0.1 | (¹) | (¹) | | | (¹) | 0.1 |
| \$200 and under \$400..... | 0.1 | 0.1 | 0.1 | (¹) | 0.1 | .1 | 0.1 | 0.1 | 0.1 | 0.1 | 0.2 | .2 |
| \$400 and under \$600..... | .2 | .1 | .1 | .1 | .3 | .9 | .6 | .4 | .2 | .4 | .6 | 2.2 |
| \$600 and under \$800..... | 1.3 | .7 | .3 | .6 | 1.3 | 7.9 | 3.1 | 1.5 | .6 | 1.3 | 3.0 | 14.9 |
| \$800 and under \$1,000..... | 6.0 | 2.8 | 1.3 | 2.7 | 5.1 | 37.6 | 9.4 | 5.4 | 2.2 | 5.0 | 9.6 | 39.5 |
| \$1,000 and under \$1,200..... | 14.2 | 11.4 | 4.1 | 11.0 | 21.2 | 41.5 | 17.5 | 15.2 | 5.7 | 15.0 | 25.9 | 34.7 |
| \$1,200 and under \$1,400..... | 29.6 | 31.5 | 12.7 | 36.0 | 44.2 | 10.2 | 28.2 | 31.0 | 14.5 | 35.5 | 38.7 | 7.3 |
| \$1,400 and under \$1,600..... | 22.9 | 25.1 | 21.2 | 29.0 | 20.8 | 1.3 | 19.9 | 22.4 | 21.2 | 25.6 | 16.6 | .9 |
| \$1,600 and under \$1,800..... | 12.9 | 14.2 | 21.6 | 14.0 | 5.5 | .3 | 10.8 | 12.2 | 20.6 | 11.7 | 4.4 | .1 |
| \$1,800 and under \$2,000..... | 6.2 | 6.8 | 15.7 | 4.6 | 1.1 | .1 | 5.1 | 5.8 | 14.7 | 3.7 | .8 | .1 |
| \$2,000 and under \$2,200..... | 3.4 | 3.7 | 10.9 | 1.3 | .3 | | 2.8 | 3.1 | 9.9 | 1.1 | .2 | |
| \$2,200 and under \$2,400..... | 1.7 | 1.9 | 6.1 | .5 | .1 | | 1.4 | 1.6 | 5.4 | .4 | (¹) | |
| \$2,400 and over..... | 1.5 | 1.7 | 5.9 | .2 | | | 1.1 | 1.3 | 4.9 | .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..... | 27,997 | 25,406 | 6,900 | 12,939 | 5,567 | 2,591 | 40,121 | 35,449 | 9,114 | 17,844 | 8,491 | 4,672 |
| | 6 months or more | | | | | | Any part of year | | | | | |
| Under \$200..... | (¹) | (¹) | | (¹) | 0.1 | 0.1 | 3.1 | 2.8 | 0.8 | 1.9 | 6.4 | 4.9 |
| \$200 and under \$400..... | 0.5 | 0.3 | 0.2 | 0.2 | .7 | 1.6 | 4.3 | 3.9 | 1.4 | 3.2 | 7.2 | 7.0 |
| \$400 and under \$600..... | 2.3 | 1.6 | .5 | 1.4 | 3.1 | 7.6 | 3.6 | 3.0 | 1.5 | 2.6 | 5.0 | 7.7 |
| \$600 and under \$800..... | 5.2 | 3.6 | 1.3 | 3.0 | 7.0 | 17.0 | 5.0 | 3.6 | 1.7 | 3.0 | 6.2 | 15.1 |
| \$800 and under \$1,000..... | 10.1 | 6.6 | 3.1 | 6.0 | 11.0 | 35.4 | 9.3 | 6.1 | 3.1 | 5.7 | 9.3 | 31.3 |
| \$1,000 and under \$2,000..... | 16.8 | 14.8 | 6.2 | 14.6 | 23.7 | 30.8 | 15.3 | 13.6 | 5.9 | 13.7 | 20.0 | 27.3 |
| \$1,200 and under \$1,400..... | 26.5 | 29.2 | 14.4 | 34.1 | 34.6 | 6.5 | 24.1 | 26.8 | 13.9 | 31.7 | 29.3 | 5.8 |
| \$1,400 and under \$1,600..... | 18.7 | 21.1 | 20.7 | 24.5 | 14.9 | .8 | 17.0 | 19.4 | 20.1 | 23.0 | 12.5 | .7 |
| \$1,600 and under \$1,800..... | 10.1 | 11.5 | 19.9 | 11.1 | 4.0 | .1 | 9.2 | 10.6 | 19.2 | 10.4 | 3.3 | .1 |
| \$1,800 and under \$2,000..... | 4.8 | 5.5 | 14.2 | 3.5 | .7 | .1 | 4.4 | 5.0 | 13.7 | 3.3 | .6 | .1 |
| \$2,000 and under \$2,200..... | 2.6 | 3.0 | 9.6 | 1.0 | .2 | | 2.4 | 2.7 | 9.2 | .9 | .2 | |
| \$2,200 and under \$2,400..... | 1.3 | 1.5 | 5.2 | .4 | (¹) | | 1.2 | 1.4 | 5.0 | .4 | (¹) | |
| \$2,400 and over..... | 1.1 | 1.3 | 4.7 | .2 | | | 1.1 | 1.1 | 4.5 | .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..... | 42,861 | 37,596 | 9,415 | 18,719 | 9,462 | 5,265 | 46,978 | 41,036 | 9,788 | 20,017 | 11,231 | 5,942 |

¹ Less than a tenth of 1 percent.

TABLE 1.—Percentage Distribution of Meat-Packing Workers by Annual Earnings, Wage District, Sex, and Skill, 1937—Continued

| Annual earnings | Percent of employees whose work extended over— | | | | | | | | | | | |
|--------------------------------|--|--------------|---------|--------------|------------------|------------------|--------|--------------|---------|--------------|------------|----------|
| | 12 months | | | | | 9 months or more | | | | | | |
| | Total | Males | | | | Fe-males | Total | Males | | | | Fe-males |
| | | All work-ers | Skilled | Semi-skilled | Un-skilled | | | All work-ers | Skilled | Semi-skilled | Un-skilled | |
| <i>Northern wage district</i> | | | | | | | | | | | | |
| Under \$200..... | (1) | (1) | (1) | (1) | 0.1 | (1) | (1) | (1) | (1) | 0.1 | (1) | |
| \$200 and under \$400..... | 0.1 | (1) | (1) | (1) | .1 | 0.3 | 0.2 | 0.1 | (1) | 0.1 | .3 | |
| \$400 and under \$600..... | .6 | 0.2 | (1) | 0.1 | .6 | 4.7 | 2.0 | .8 | 0.2 | .6 | 1.9 | |
| \$600 and under \$800..... | 4.8 | 1.5 | 0.5 | 1.4 | 2.9 | 37.4 | 8.2 | 3.9 | 1.3 | 3.6 | 7.2 | |
| \$800 and under \$1,000..... | 13.2 | 10.0 | 3.0 | 9.3 | 20.0 | 44.9 | 16.8 | 14.0 | 4.5 | 13.4 | 25.4 | |
| \$1,000 and under \$1,200..... | 30.4 | 32.2 | 12.2 | 36.7 | 46.5 | 11.0 | 29.3 | 32.1 | 14.0 | 36.6 | 41.3 | |
| \$1,200 and under \$1,400..... | 24.0 | 26.3 | 21.7 | 30.6 | 22.4 | 1.4 | 21.1 | 23.7 | 22.1 | 27.4 | 17.9 | |
| \$1,400 and under \$1,600..... | 13.5 | 14.9 | 22.2 | 14.9 | 5.9 | .3 | 11.4 | 12.9 | 21.2 | 12.6 | 4.8 | |
| \$1,600 and under \$1,800..... | 6.5 | 7.2 | 16.2 | 4.9 | 1.2 | (1) | 5.4 | 6.1 | 15.4 | 4.0 | .9 | |
| \$1,800 and under \$2,000..... | 3.5 | 3.9 | 11.6 | 1.4 | .3 | (1) | 2.9 | 3.3 | 10.5 | 1.1 | .2 | |
| \$2,000 and under \$2,200..... | 1.8 | 2.0 | 6.5 | .5 | (1) | (1) | 1.5 | 1.7 | 5.7 | .4 | (1) | |
| \$2,200 and under \$2,400..... | 1.6 | 1.8 | 6.1 | .2 | (1) | (1) | 1.2 | 1.4 | 5.1 | .2 | (1) | |
| \$2,400 and over..... | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | |
| Total..... | 25,619 | 23,239 | 6,265 | 11,846 | 5,128 | 2,380 | 36,430 | 32,198 | 8,202 | 16,240 | 7,756 | |
| Number of workers..... | 4,232 | 4,232 | 4,232 | 4,232 | 4,232 | 4,232 | 4,232 | 4,232 | 4,232 | 4,232 | 4,232 | |
| <i>Southern wage district</i> | | | | | | | | | | | | |
| 6 months or more | | | | | Any part of year | | | | | | | |
| Under \$200..... | (1) | (1) | (1) | (1) | 0.1 | 2.8 | 2.6 | 0.6 | 1.6 | 6.0 | 4.7 | |
| \$200 and under \$400..... | 0.2 | 0.1 | (1) | 0.1 | .3 | 1.2 | 3.9 | 3.5 | 1.2 | 3.0 | 6.3 | |
| \$400 and under \$600..... | 1.8 | 1.1 | 0.2 | .8 | 2.4 | 6.8 | 3.2 | 2.6 | 1.2 | 2.2 | 4.5 | |
| \$600 and under \$800..... | 4.2 | 2.8 | .9 | 2.3 | 5.9 | 14.2 | 4.2 | 3.0 | 1.3 | 2.4 | 5.4 | |
| \$800 and under \$1,000..... | 9.0 | 5.2 | 2.2 | 4.7 | 9.0 | 36.2 | 8.3 | 4.8 | 2.3 | 4.5 | 7.7 | |
| \$1,000 and under \$1,200..... | 16.2 | 13.8 | 5.1 | 13.2 | 23.4 | 33.5 | 14.9 | 12.7 | 4.9 | 12.4 | 19.9 | |
| \$1,200 and under \$1,400..... | 27.6 | 30.5 | 13.9 | 35.2 | 37.4 | 7.1 | 25.1 | 27.9 | 13.5 | 32.9 | 31.8 | |
| \$1,400 and under \$1,600..... | 20.0 | 22.5 | 21.6 | 26.2 | 16.2 | .9 | 18.2 | 20.7 | 20.8 | 24.5 | 13.8 | |
| \$1,600 and under \$1,800..... | 10.7 | 12.2 | 20.6 | 12.0 | 4.3 | .1 | 9.8 | 11.3 | 19.9 | 11.3 | 3.7 | |
| \$1,800 and under \$2,000..... | 5.1 | 5.8 | 14.9 | 3.8 | .8 | (1) | 4.7 | 5.3 | 14.4 | 3.6 | .7 | |
| \$2,000 and under \$2,200..... | 2.7 | 3.1 | 10.2 | 1.1 | .2 | (1) | 2.5 | 2.9 | 9.8 | 1.0 | .2 | |
| \$2,200 and under \$2,400..... | 1.4 | 1.6 | 5.5 | .4 | (1) | (1) | 1.3 | 1.5 | 5.3 | .4 | (1) | |
| \$2,400 and over..... | 1.1 | 1.3 | 4.9 | .2 | (1) | (1) | 1.1 | 1.2 | 4.8 | .2 | (1) | |
| Total..... | 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..... | 38,768 | 33,988 | 8,463 | 16,955 | 8,570 | 4,780 | 42,322 | 36,921 | 8,764 | 18,075 | 10,082 | |
| <i>Northern wage district</i> | | | | | | | | | | | | |
| 12 months | | | | | 9 months or more | | | | | | | |
| Under \$200..... | 0.1 | | | | 0.9 | 0.1 | (1) | | | 0.1 | 0.9 | |
| \$200 and under \$400..... | .5 | 0.4 | 0.6 | 0.1 | 0.9 | .9 | 0.6 | 0.7 | 0.3 | 1.2 | 1.6 | |
| \$400 and under \$600..... | 1.9 | 1.3 | .8 | 1.1 | 2.5 | 8.1 | 4.1 | 2.9 | 1.6 | 3.0 | 4.4 | |
| \$600 and under \$800..... | 8.9 | 5.5 | 2.5 | 5.7 | 9.6 | 43.2 | 13.1 | 8.2 | 3.6 | 7.9 | 14.3 | |
| \$800 and under \$1,000..... | 19.2 | 17.2 | 9.0 | 16.5 | 31.0 | 39.3 | 21.4 | 20.3 | 10.4 | 19.5 | 34.5 | |
| \$1,000 and under \$1,200..... | 24.5 | 26.6 | 15.3 | 29.2 | 35.8 | 5.7 | 24.2 | 26.8 | 16.2 | 30.8 | 31.4 | |
| \$1,200 and under \$1,400..... | 21.6 | 23.7 | 17.9 | 29.7 | 16.6 | .9 | 18.3 | 20.6 | 19.4 | 25.5 | 11.7 | |
| \$1,400 and under \$1,600..... | 10.4 | 11.4 | 15.9 | 12.4 | 2.7 | (1) | 8.2 | 9.3 | 15.2 | 9.2 | 1.9 | |
| \$1,600 and under \$1,800..... | 6.3 | 6.8 | 17.0 | 3.5 | .5 | .5 | 4.9 | 5.5 | 15.0 | 2.6 | .3 | |
| \$1,800 and under \$2,000..... | 3.3 | 3.6 | 10.2 | 1.1 | .2 | .5 | 2.5 | 2.8 | 8.4 | .7 | .1 | |
| \$2,000 and under \$2,240..... | 1.5 | 1.6 | 4.7 | .5 | (1) | (1) | 1.2 | 1.4 | 4.5 | .3 | (1) | |
| \$2,200 and under \$2,400..... | .8 | .8 | 2.5 | .1 | .2 | (1) | .6 | .7 | 2.2 | .1 | .1 | |
| \$2,400 and over..... | 1.0 | 1.1 | 3.6 | .1 | (1) | (1) | .7 | .9 | 2.8 | .1 | (1) | |
| Total..... | 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..... | 2,378 | 2,167 | 635 | 1,093 | 439 | 211 | 3,691 | 3,251 | 912 | 1,604 | 735 | |

¹ Less than a tenth of 1 percent.

TABLE 1.—Percentage Distribution of Meat-Packing Workers by Annual Earnings, Wage District, Sex, and Skill, 1937—Continued

| Annual earnings | Percent of employees whose work extended over— | | | | | | | | | | | |
|---|--|---------------------|---------|------------------|----------------|------------------|--------|---------------------|---------|------------------|----------------|--------------|
| | 6 months or more | | | | | Any part of year | | | | | | |
| | Total | Males | | | | Fe- males | Total | Males | | | | Fe- males |
| | | All work- ers | Skilled | Semi- skilled | Un- skilled | | | All work- ers | Skilled | Semi- skilled | Un- skilled | |
| <i>Southern wage district—Continued</i> | | | | | | | | | | | | |
| Under \$200..... | 0.2 | 0.1 | ----- | 0.1 | 0.1 | 0.8 | 5.5 | 5.4 | 2.1 | 4.4 | 9.8 | 6.8 |
| \$200 and under \$400..... | 2.8 | 2.4 | 1.4 | 1.8 | 4.6 | 5.8 | 7.7 | 7.5 | 2.8 | 5.5 | 15.1 | 9.4 |
| \$400 and under \$600..... | 7.5 | 6.4 | 2.5 | 6.5 | 10.3 | 16.3 | 7.8 | 6.9 | 4.4 | 6.8 | 9.1 | 14.6 |
| \$600 and under \$800..... | 14.4 | 10.3 | 4.5 | 9.9 | 17.2 | 45.0 | 12.8 | 9.2 | 5.1 | 9.0 | 13.3 | 40.3 |
| \$800 and under \$1,000..... | 20.3 | 19.4 | 10.9 | 18.5 | 30.3 | 27.0 | 18.0 | 17.1 | 10.5 | 16.8 | 23.5 | 24.2 |
| \$1,000 and under \$1,200..... | 22.0 | 24.2 | 15.7 | 28.1 | 25.9 | 4.1 | 19.2 | 21.3 | 14.6 | 25.5 | 20.1 | 3.7 |
| \$1,200 and under \$1,400..... | 16.5 | 18.7 | 18.6 | 23.2 | 9.6 | .6 | 14.5 | 16.4 | 17.3 | 21.1 | 7.5 | .6 |
| \$1,400 and under \$1,600..... | 7.4 | 8.4 | 14.6 | 8.4 | 1.6 | ----- | 6.5 | 7.3 | 13.6 | 7.7 | 1.2 | ----- |
| \$1,600 and under \$1,800..... | 4.4 | 5.0 | 14.4 | 2.3 | .2 | .2 | 3.9 | 4.4 | 13.4 | 2.1 | .2 | .2 |
| \$1,800 and under \$2,000..... | 2.2 | 2.5 | 8.2 | .7 | .1 | .2 | 2.0 | 2.2 | 7.6 | .6 | .1 | .2 |
| \$2,000 and under \$2,200..... | 1.1 | 1.3 | 4.3 | .3 | ----- | ----- | 1.0 | 1.1 | 4.0 | .3 | ----- | ----- |
| \$2,200 and under \$2,400..... | .5 | .6 | 2.1 | .1 | .1 | ----- | .5 | .5 | 2.0 | .1 | .1 | ----- |
| \$2,400 and over..... | .7 | .7 | 2.8 | .1 | ----- | ----- | .6 | .7 | 2.6 | .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..... | 4, 093 | 3, 608 | 952 | 1, 764 | 892 | 485 | 4, 656 | 4, 115 | 1, 024 | 1, 942 | 1, 149 | 541 |

Variations by Sex and Skill

Considerable differences are found in the annual earnings of workers classified on the basis of sex and skill (see table 2). Males averaged \$465 more than females among employees who worked throughout the year, and the difference between the two sexes for those whose work was spread over 9 months or more was almost as large, namely \$456. Taking employees who worked 12 months, the difference between skilled and semiskilled males amounted to \$314, which may be compared with only \$125 between semiskilled and unskilled males. The respective figures for employees who worked 9 months or more were \$314 and \$132.

Likewise, there was considerable variation in the stability of employment among workers classified by sex and skill. Of the total employees for whom annual data were obtained, the proportion working throughout the year amounted to 61.9 percent for males and 43.6 percent for females. Among males, the percentages were 70.5 for skilled, 64.6 for semiskilled, and 49.6 for unskilled employees. If the group is enlarged to include all those who worked 9 months or

more, the difference in the percentages between males and females is much less pronounced, the respective figures being 86.4 and 78.6 percent. The percentages for males were 93.1 for skilled, 89.1 for semiskilled, and 75.6 for unskilled employees.

TABLE 2.—Average Annual Earnings in Meat-Packing Industry, by Sex, Skill, and Wage District, 1937

| Sex and skill | Employees whose work extended over— | | | | | | | | | | | |
|-------------------------|-------------------------------------|--|--|------------------|--|--|------------------|--|--|------------------|--|--|
| | 12 months | | | 9 months or more | | | 6 months or more | | | Any part of year | | |
| | United States | North- ern wage dis- trict | South- ern wage dis- trict | United States | North- ern wage dis- trict | South- ern wage dis- trict | United States | North- ern wage dis- trict | South- ern wage dis- trict | United States | North- ern wage dis- trict | South- ern wage dis- trict |
| Average annual earnings | | | | | | | | | | | | |
| Total..... | \$1,437 | \$1,459 | \$1,199 | \$1,369 | \$1,394 | \$1,122 | \$1,326 | \$1,353 | \$1,068 | \$1,235 | \$1,264 | \$967 |
| Males..... | 1,480 | 1,502 | 1,239 | 1,422 | 1,447 | 1,173 | 1,383 | 1,412 | 1,115 | 1,292 | 1,323 | 1,007 |
| Skilled..... | 1,736 | 1,762 | 1,481 | 1,687 | 1,716 | 1,423 | 1,662 | 1,693 | 1,393 | 1,614 | 1,649 | 1,321 |
| Semiskilled..... | 1,422 | 1,443 | 1,183 | 1,373 | 1,398 | 1,125 | 1,343 | 1,371 | 1,075 | 1,276 | 1,306 | 997 |
| Unskilled..... | 1,297 | 1,320 | 1,029 | 1,241 | 1,266 | 970 | 1,184 | 1,214 | 899 | 1,039 | 1,072 | 746 |
| Females..... | 1,015 | 1,035 | 785 | 966 | 989 | 746 | 919 | 940 | 713 | 841 | 859 | 658 |
| Percent of workers | | | | | | | | | | | | |
| Total..... | 59.6 | 60.5 | 51.1 | 85.4 | 86.1 | 79.3 | 91.2 | 91.6 | 87.9 | 100.0 | 100.0 | 100.0 |
| Males..... | 61.9 | 62.9 | 52.7 | 86.4 | 87.2 | 79.0 | 91.6 | 92.1 | 87.7 | 100.0 | 100.0 | 100.0 |
| Skilled..... | 70.5 | 71.5 | 62.0 | 93.1 | 93.6 | 89.1 | 96.2 | 96.6 | 93.0 | 100.0 | 100.0 | 100.0 |
| Semiskilled..... | 64.6 | 65.5 | 56.3 | 89.1 | 89.8 | 82.6 | 93.5 | 93.8 | 90.8 | 100.0 | 100.0 | 100.0 |
| Unskilled..... | 49.6 | 50.9 | 38.2 | 75.6 | 76.9 | 64.0 | 84.2 | 85.0 | 77.6 | 100.0 | 100.0 | 100.0 |
| Females..... | 43.6 | 44.1 | 39.0 | 78.6 | 78.4 | 81.3 | 88.6 | 88.5 | 89.6 | 100.0 | 100.0 | 100.0 |
| Number of workers | | | | | | | | | | | | |
| Total..... | 27,997 | 25,619 | 2,378 | 40,121 | 36,430 | 3,691 | 42,861 | 38,768 | 4,093 | 46,978 | 42,322 | 4,656 |
| Males..... | 25,406 | 23,239 | 2,167 | 35,449 | 32,198 | 3,251 | 37,596 | 33,988 | 3,608 | 41,036 | 36,921 | 4,115 |
| Skilled..... | 6,900 | 6,265 | 635 | 9,114 | 8,202 | 912 | 9,415 | 8,463 | 952 | 9,788 | 8,764 | 1,024 |
| Semiskilled..... | 12,939 | 11,846 | 1,093 | 17,844 | 16,240 | 1,604 | 18,719 | 16,955 | 1,764 | 20,017 | 18,075 | 1,942 |
| Unskilled..... | 5,567 | 5,128 | 439 | 8,491 | 7,756 | 735 | 9,462 | 8,570 | 892 | 11,231 | 10,082 | 1,149 |
| Females..... | 2,591 | 2,380 | 211 | 4,672 | 4,232 | 440 | 5,265 | 4,780 | 485 | 5,942 | 5,401 | 541 |

Geographical Differences

Only a relatively small portion of the industry is located in the Southern States. The annual earnings of workers in this region are considerably lower than those found in northern territory.⁷ The

⁷ The Southern States comprise Alabama, Arizona, Arkansas, Florida, Georgia, Kentucky, Louisiana, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, and Virginia. The Northern States comprise California, Colorado, Connecticut, Delaware, Illinois, Indiana, Iowa, Kansas, Maine, Maryland, Massachusetts, Michigan, Minnesota, Missouri, Montana, Nebraska, Nevada, New Jersey, New York, North Dakota, Ohio, Oregon, Pennsylvania, Rhode Island, South Dakota, Utah, Washington, West Virginia, and Wisconsin.

difference in the averages amounted to \$260 for employees who worked throughout the year and \$272 for those who worked 9 months or more. Substantial differences in favor of northern over southern employees were also found for each sex and for each skill among the males.

Similarly, there was somewhat greater stability of employment in the northern as compared with the southern region. Of the total employees covered by the annual data, those working throughout the year formed 60.5 percent in the North and 51.1 percent in the South. The respective figures were 86.1 and 79.3 percent for those whose work was spread over 9 months or more. Similar differences were found for each classification by skill among the males. In the case of female employees, however, the percentage was greater in the Northern as compared with the Southern States only for those who worked 12 months.

Annual Earnings by Type of Company

As in the case of hourly earnings, there are important differences in average annual earnings in the meat-packing industry by type of company, as shown in table 3.

For employees who worked during the entire year, the average annual earnings of all workers in the United States amounted to \$1,483 in the "Big Four" companies, as compared with \$1,397 in the intermediate and \$1,367 in the small companies. This is a difference of \$86 between the "Big Four" and intermediate companies but only \$30 between the intermediate and small companies. Similar differences are noted for males, but for females the difference between the intermediate and small companies is considerably larger than the one between the "Big Four" and intermediate companies.

Taking the employees whose work was spread over 9 months or more, the average annual earnings for all workers in the United States were \$1,405 in the "Big Four," \$1,338 in the intermediate, and \$1,303 in the small companies.

In considering the sample, it will be remembered that there were 26 establishments of the small companies that supplied information on hourly earnings but did not furnish any annual data. In view of the fact that small companies have the lowest average annual earnings, the inclusion of the above plants would have lowered the annual earnings for the entire industry. However, the weight exerted by the 26 establishments of the small companies in the data is relatively small, so that the figures here are not materially higher than those that would have been obtained had all companies reported on annual data.

TABLE 3.—Average Annual Earnings of Meat-Packing Workers, by Type of Company, Sex, and Wage District, 1937

| Type of company and sex | Employees whose work extended over— | | | | | | | | | | | |
|---------------------------------|-------------------------------------|--|--|------------------|--|--|------------------|--|--|------------------|--|--|
| | 12 months | | | 9 months or more | | | 6 months or more | | | Any part of year | | |
| | United States | North- ern wage dis- trict | South- ern wage dis- trict | United States | North- ern wage dis- trict | South- ern wage dis- trict | United States | North- ern wage dis- trict | South- ern wage dis- trict | United States | North- ern wage dis- trict | South- ern wage dis- trict |
| | Average annual earnings | | | | | | | | | | | |
| "Big Four"..... | \$1,483 | \$1,502 | \$1,294 | \$1,405 | \$1,426 | \$1,210 | \$1,369 | \$1,392 | \$1,163 | \$1,297 | \$1,320 | \$1,092 |
| Males..... | 1,522 | 1,542 | 1,332 | 1,458 | 1,480 | 1,262 | 1,426 | 1,450 | 1,211 | 1,354 | 1,380 | 1,132 |
| Females..... | 1,067 | 1,086 | 858 | 1,007 | 1,029 | 795 | 967 | 986 | 773 | 901 | 916 | 747 |
| Intermediate ¹ | 1,397 | 1,397 | ----- | 1,338 | 1,338 | ----- | 1,303 | 1,303 | ----- | 1,208 | 1,208 | ----- |
| Males..... | 1,443 | 1,443 | ----- | 1,392 | 1,392 | ----- | 1,362 | 1,362 | ----- | 1,266 | 1,266 | ----- |
| Females..... | 1,029 | 1,029 | ----- | 968 | 968 | ----- | 924 | 924 | ----- | 849 | 849 | ----- |
| Small ¹ | 1,367 | 1,416 | 1,062 | 1,303 | 1,362 | 981 | 1,241 | 1,301 | 921 | 1,115 | 1,180 | 795 |
| Males..... | 1,414 | 1,463 | 1,102 | 1,356 | 1,414 | 1,027 | 1,298 | 1,360 | 964 | 1,173 | 1,241 | 831 |
| Females..... | 889 | 924 | 703 | 846 | 886 | 680 | 788 | 822 | 638 | 690 | 719 | 561 |
| | Number of workers | | | | | | | | | | | |
| "Big Four"..... | 15,465 | 14,058 | 1,407 | 23,254 | 20,973 | 2,281 | 24,540 | 22,057 | 2,483 | 26,300 | 23,603 | 2,697 |
| Males..... | 14,117 | 12,822 | 1,295 | 20,525 | 18,498 | 2,027 | 21,528 | 19,316 | 2,212 | 22,993 | 20,580 | 2,413 |
| Females..... | 1,348 | 1,236 | 112 | 2,729 | 2,475 | 254 | 3,012 | 2,741 | 271 | 3,307 | 3,023 | 284 |
| Intermediate ¹ | 5,557 | 5,557 | ----- | 7,743 | 7,743 | ----- | 8,210 | 8,210 | ----- | 9,040 | 9,040 | ----- |
| Males..... | 4,939 | 4,939 | ----- | 6,755 | 6,755 | ----- | 7,103 | 7,103 | ----- | 7,797 | 7,797 | ----- |
| Females..... | 618 | 618 | ----- | 988 | 988 | ----- | 1,107 | 1,107 | ----- | 1,243 | 1,243 | ----- |
| Small ¹ | 6,975 | 6,004 | 971 | 9,124 | 7,714 | 1,410 | 10,111 | 8,501 | 1,610 | 11,638 | 9,679 | 1,959 |
| Males..... | 6,350 | 5,478 | 872 | 8,169 | 6,945 | 1,224 | 8,965 | 7,569 | 1,396 | 10,246 | 8,544 | 1,702 |
| Females..... | 625 | 526 | 99 | 955 | 769 | 186 | 1,146 | 932 | 214 | 1,392 | 1,135 | 257 |

¹ 1 intermediate plant in the South is included in the small companies.

Occupational Differences

Table 4 presents the average annual earnings of males for selected skilled occupational classes by region.

In the Northern States, the average annual earnings of employees who worked throughout the year ranged from \$2,211 for splitters in the cattle-killing department to \$1,387 for ham and shoulder sawyers in the fresh pork cutting department, if the analysis is confined only to the direct productive occupations. Only two other occupations among the latter averaged above \$2,000, namely, floorsmen in the cattle-killing department (\$2,105) and cold calf skinners in the fresh beef cutting department (\$2,046). On the other hand, a number of occupations had averages of less than \$1,500, namely leg breakers (\$1,407), gutters (\$1,482), and tail sawyers (\$1,492) in the cattle-killing department, ham facers (\$1,475) and general butchers (\$1,430) in the hog-killing department, and shoulder trimmers (\$1,484), scribe sawyers (\$1,444), and general butchers (\$1,494) in the fresh pork cutting department. In the maintenance, power, and service departments, the highest paid occupations were those of bricklayers (\$2,228) and machinists (\$2,028), with none of the other occupations averaging less than \$1,600.

The average annual earnings of workers who were employed 9 months or more in the North covered a spread from \$2,158 for splitters in the cattle-killing department to \$1,332 for ham and shoulder sawyers in the fresh pork cutting department, using only the direct productive occupations. Among the remaining occupations, the range was from \$2,189 for bricklayers to \$1,584 for painters.

TABLE 4.—Average Annual Earnings of Male Meat-Packing Workers in Selected Skilled Occupations, by Wage Districts, 1937

| Occupational class and wage district | Employees whose work extended over— | | | | | | | | Average hourly earnings, December 1937 ^a |
|---|-------------------------------------|---------------------|-------------------------|---------------------|-------------------------|---------------------|-------------------------|---------------------|---|
| | 12 months | | 9 months or more | | 6 months or more | | Any part of year | | |
| | Average annual earnings | Number of employees | Average annual earnings | Number of employees | Average annual earnings | Number of employees | Average annual earnings | Number of employees | |
| <i>Cattle-killing department</i> | | | | | | | | | |
| Stickers and headers..... | \$1,530 | 88 | \$1,449 | 134 | \$1,432 | 137 | \$1,378 | 144 | \$0.735 |
| Northern wage district..... | 1,584 | 74 | 1,512 | 112 | 1,490 | 115 | 1,441 | 120 | .797 |
| Southern wage district..... | 1,243 | 14 | 1,129 | 22 | 1,129 | 22 | 1,062 | 24 | .607 |
| Leg breakers..... | 1,382 | 95 | 1,331 | 143 | 1,308 | 150 | 1,282 | 154 | .692 |
| Northern wage district..... | 1,407 | 85 | 1,374 | 120 | 1,356 | 125 | 1,341 | 127 | .732 |
| Southern wage district..... | (1) | 10 | 1,107 | 23 | 1,068 | 25 | 1,005 | 27 | .538 |
| Floorsmen..... | 2,034 | 126 | 2,002 | 174 | 1,991 | 176 | 1,901 | 187 | 1.023 |
| Northern wage district..... | 2,105 | 111 | 2,066 | 151 | 2,053 | 153 | 2,005 | 158 | 1.083 |
| Southern wage district..... | 1,515 | 15 | 1,582 | 23 | 1,582 | 23 | 1,337 | 29 | .767 |
| Rumpers..... | 1,849 | 82 | 1,777 | 109 | 1,742 | 113 | 1,718 | 115 | .904 |
| Northern wage district..... | 1,892 | 72 | 1,839 | 95 | 1,809 | 98 | 1,795 | 99 | .942 |
| Southern wage district..... | (1) | 10 | 1,355 | 14 | 1,305 | 15 | 1,243 | 16 | .687 |
| Fell cutters..... | 1,666 | 27 | 1,584 | 45 | 1,567 | 46 | 1,545 | 47 | .840 |
| Northern wage district..... | 1,657 | 24 | 1,596 | 39 | 1,577 | 40 | 1,550 | 41 | .843 |
| Southern wage district..... | (1) | 3 | (1) | 6 | (1) | 6 | (1) | 6 | (1) |
| Backers..... | 1,941 | 52 | 1,907 | 67 | 1,893 | 68 | 1,854 | 70 | .998 |
| Northern wage district..... | 1,947 | 46 | 1,938 | 58 | 1,922 | 59 | 1,904 | 60 | 1.027 |
| Southern wage district..... | (1) | 6 | (1) | 9 | (1) | 9 | (1) | 10 | .827 |
| Hide droppers..... | 1,652 | 84 | 1,586 | 122 | 1,566 | 126 | 1,495 | 134 | .819 |
| Northern wage district..... | 1,689 | 78 | 1,620 | 111 | 1,604 | 114 | 1,564 | 118 | .858 |
| Southern wage district..... | (1) | 6 | (1) | 11 | 1,203 | 12 | 981 | 16 | .585 |
| Gutters..... | 1,455 | 69 | 1,405 | 90 | 1,389 | 92 | 1,367 | 94 | .709 |
| Northern wage district..... | 1,482 | 62 | 1,431 | 79 | 1,424 | 80 | 1,398 | 82 | .737 |
| Southern wage district..... | (1) | 7 | (1) | 11 | 1,153 | 12 | 1,153 | 12 | .580 |
| Tail sawyers..... | 1,438 | 45 | 1,410 | 55 | 1,402 | 56 | 1,388 | 57 | .729 |
| Northern wage district..... | 1,492 | 37 | 1,452 | 46 | 1,440 | 47 | 1,424 | 48 | .759 |
| Southern wage district..... | (1) | 8 | (1) | 9 | (1) | 9 | (1) | 9 | (1) |
| Splitters..... | 2,119 | 93 | 2,057 | 118 | 2,042 | 120 | 2,025 | 122 | 1.036 |
| Northern wage district..... | 2,211 | 79 | 2,158 | 97 | 2,137 | 99 | 2,115 | 101 | 1.097 |
| Southern wage district..... | 1,605 | 14 | 1,593 | 21 | 1,593 | 21 | 1,593 | 21 | .771 |
| Chuck splitters..... | 1,591 | 35 | 1,555 | 46 | 1,532 | 47 | 1,504 | 48 | .784 |
| Northern wage district..... | 1,641 | 29 | 1,621 | 37 | 1,591 | 38 | 1,555 | 39 | .811 |
| Southern wage district..... | (1) | 6 | (1) | 9 | (1) | 9 | (1) | 9 | (1) |
| Butchers, general..... | 1,566 | 124 | 1,501 | 164 | 1,463 | 174 | 1,405 | 183 | .681 |
| Northern wage district..... | 1,700 | 103 | 1,653 | 131 | 1,611 | 139 | 1,567 | 144 | .740 |
| Southern wage district..... | 909 | 21 | 897 | 33 | 879 | 35 | 804 | 39 | .438 |
| <i>Hog-killing department</i> | | | | | | | | | |
| Stickers..... | 1,568 | 50 | 1,538 | 74 | 1,528 | 75 | 1,477 | 78 | .776 |
| Northern wage district..... | 1,598 | 46 | 1,578 | 66 | 1,566 | 67 | 1,527 | 69 | .801 |
| Southern wage district..... | (1) | 4 | (1) | 8 | (1) | 8 | (1) | 9 | (1) |
| Scalders..... | 1,478 | 60 | 1,444 | 79 | 1,436 | 80 | 1,350 | 86 | .710 |
| Northern wage district..... | 1,500 | 55 | 1,473 | 71 | 1,464 | 72 | 1,367 | 78 | .728 |
| Southern wage district..... | (1) | 5 | (1) | 8 | (1) | 8 | (1) | 8 | (1) |
| Headers..... | 1,557 | 51 | 1,505 | 70 | 1,493 | 72 | 1,475 | 73 | .789 |
| Northern wage district..... | 1,564 | 49 | 1,516 | 67 | 1,503 | 69 | 1,484 | 70 | .803 |
| Southern wage district..... | (1) | 2 | (1) | 3 | (1) | 3 | (1) | 3 | (1) |
| Gutters, bung droppers, and rippers open..... | 1,505 | 121 | 1,466 | 158 | 1,433 | 165 | 1,415 | 168 | .756 |
| Northern wage district..... | 1,520 | 114 | 1,486 | 148 | 1,457 | 154 | 1,438 | 157 | .772 |
| Southern wage district..... | (1) | 7 | (1) | 10 | (1) | 11 | (1) | 11 | .541 |

See footnotes at end of table.

TABLE 4.—Average Annual Earnings of Male Meat-Packing Workers in Selected Skilled Occupations, by Wage Districts, 1937—Continued

| Occupational class and wage district | Employees whose work extended over— | | | | | | | | Average hourly earnings, December 1937 ^a |
|--|-------------------------------------|---------------------|-------------------------|---------------------|-------------------------|---------------------|-------------------------|---------------------|---|
| | 12 months | | 9 months or more | | 6 months or more | | Any part of year | | |
| | Average annual earnings | Number of employees | Average annual earnings | Number of employees | Average annual earnings | Number of employees | Average annual earnings | Number of employees | |
| <i>Hog-killing department—Continued</i> | | | | | | | | | |
| Splitters..... | \$1,685 | 77 | \$1,634 | 107 | \$1,614 | 109 | \$1,595 | 111 | \$0.823 |
| Northern wage district..... | 1,721 | 71 | 1,682 | 97 | 1,682 | 97 | 1,658 | 99 | .858 |
| Southern wage district..... | (1) | 6 | (1) | 10 | 1,070 | 12 | 1,070 | 12 | .580 |
| Ham facers..... | 1,467 | 36 | 1,438 | 56 | 1,414 | 57 | 1,365 | 60 | .752 |
| Northern wage district..... | 1,475 | 33 | 1,426 | 51 | 1,421 | 52 | 1,367 | 55 | .757 |
| Southern wage district..... | (1) | 3 | (1) | 5 | (1) | 5 | (1) | 5 | (1) |
| Butchers, general..... | 1,417 | 58 | 1,395 | 82 | 1,374 | 85 | 1,356 | 88 | .608 |
| Northern wage district..... | 1,430 | 57 | 1,404 | 81 | 1,382 | 84 | 1,364 | 87 | .630 |
| Southern wage district..... | (1) | 1 | (1) | 1 | (1) | 1 | (1) | 1 | (1) |
| <i>Sheep and calf killing department</i> | | | | | | | | | |
| Leggers..... | 1,532 | 72 | 1,475 | 113 | 1,453 | 118 | 1,427 | 121 | .791 |
| Northern wage district..... | 1,530 | 69 | 1,476 | 106 | 1,452 | 111 | 1,424 | 114 | .796 |
| Southern wage district..... | (1) | 3 | (1) | 7 | (1) | 7 | (1) | 7 | (1) |
| Breast pullers..... | 1,613 | 31 | 1,557 | 45 | 1,544 | 46 | 1,519 | 47 | .837 |
| Northern wage district..... | 1,607 | 29 | 1,547 | 42 | 1,534 | 43 | 1,508 | 44 | .838 |
| Southern wage district..... | (1) | 2 | (1) | 3 | (1) | 3 | (1) | 3 | (1) |
| Facers..... | 1,746 | 60 | 1,717 | 87 | 1,700 | 89 | 1,700 | 89 | .900 |
| Northern wage district..... | 1,746 | 56 | 1,715 | 82 | 1,697 | 84 | 1,697 | 84 | .900 |
| Southern wage district..... | (1) | 4 | (1) | 5 | (1) | 5 | (1) | 5 | (1) |
| Rumpers and back pullers..... | 1,606 | 47 | 1,447 | 65 | 1,447 | 65 | 1,419 | 67 | .760 |
| Northern wage district..... | 1,614 | 43 | 1,450 | 60 | 1,450 | 60 | 1,419 | 62 | .764 |
| Southern wage district..... | (1) | 4 | (1) | 5 | (1) | 5 | (1) | 5 | (1) |
| Sheep and calf butchers..... | 1,955 | 23 | 1,786 | 43 | 1,786 | 43 | 1,754 | 44 | .914 |
| Northern wage district..... | 1,955 | 23 | 1,786 | 43 | 1,786 | 43 | 1,754 | 44 | .920 |
| <i>Casing department</i> | | | | | | | | | |
| Fatters, bungs and middles..... | 1,536 | 74 | 1,496 | 100 | 1,462 | 105 | 1,452 | 106 | .782 |
| Northern wage district..... | 1,528 | 67 | 1,493 | 89 | 1,455 | 94 | 1,444 | 95 | .778 |
| Southern wage district..... | (1) | 7 | (1) | 11 | (1) | 11 | (1) | 11 | (1) |
| <i>Cutting, fresh beef department</i> | | | | | | | | | |
| Ribbers..... | 1,508 | 56 | 1,480 | 69 | 1,480 | 69 | 1,468 | 70 | .719 |
| Northern wage district..... | 1,551 | 47 | 1,536 | 56 | 1,536 | 56 | 1,520 | 57 | .761 |
| Southern wage district..... | (1) | 9 | 1,238 | 13 | 1,238 | 13 | 1,238 | 13 | .569 |
| Ham facers, strippers, and markers..... | 1,639 | 18 | 1,641 | 25 | 1,622 | 26 | 1,587 | 27 | .827 |
| Northern wage district..... | 1,663 | 15 | 1,666 | 20 | 1,642 | 21 | 1,642 | 21 | .835 |
| Southern wage district..... | (1) | 3 | (1) | 5 | (1) | 5 | (1) | 6 | (1) |
| Boners..... | 1,671 | 323 | 1,624 | 451 | 1,585 | 475 | 1,480 | 520 | .804 |
| Northern wage district..... | 1,697 | 268 | 1,654 | 375 | 1,623 | 392 | 1,529 | 425 | .827 |
| Southern wage district..... | 1,542 | 55 | 1,475 | 76 | 1,406 | 83 | 1,260 | 95 | .714 |
| Cutters and general butchers..... | 1,734 | 230 | 1,663 | 290 | 1,629 | 305 | 1,576 | 320 | .743 |
| Northern wage district..... | 1,781 | 207 | 1,703 | 262 | 1,672 | 275 | 1,611 | 290 | .764 |
| Southern wage district..... | 1,317 | 23 | 1,285 | 28 | 1,241 | 30 | 1,241 | 30 | .553 |
| Cold calf skinners..... | 2,036 | 84 | 1,996 | 117 | 1,949 | 123 | 1,914 | 126 | .991 |
| Northern wage district..... | 2,046 | 80 | 2,006 | 106 | 1,975 | 110 | 1,949 | 112 | .996 |
| Southern wage district..... | (1) | 4 | (1) | 11 | 1,728 | 13 | 1,634 | 14 | .948 |
| <i>Cutting, fresh pork department</i> | | | | | | | | | |
| Ham and shoulder sawyers..... | 1,372 | 54 | 1,320 | 76 | 1,303 | 79 | 1,230 | 86 | .709 |
| Northern wage district..... | 1,387 | 51 | 1,332 | 72 | 1,313 | 75 | 1,235 | 82 | .716 |
| Southern wage district..... | (1) | 3 | (1) | 4 | (1) | 4 | (1) | 4 | (1) |
| Ham cutters-off..... | 1,633 | 30 | 1,477 | 41 | 1,413 | 45 | 1,297 | 50 | .740 |
| Northern wage district..... | 1,634 | 29 | 1,476 | 40 | 1,411 | 44 | 1,318 | 48 | .755 |
| Southern wage district..... | (1) | 1 | (1) | 1 | (1) | 1 | (1) | 2 | (1) |
| Ham trimmers..... | 1,667 | 97 | 1,531 | 117 | 1,512 | 120 | 1,501 | 121 | .766 |
| Northern wage district..... | 1,581 | 93 | 1,554 | 109 | 1,544 | 111 | 1,532 | 112 | .786 |
| Southern wage district..... | (1) | 4 | (1) | 8 | (1) | 9 | (1) | 9 | (1) |
| Ham and shoulder skinners..... | 1,647 | 89 | 1,506 | 110 | 1,445 | 121 | 1,393 | 128 | .757 |
| Northern wage district..... | 1,557 | 82 | 1,533 | 100 | 1,473 | 110 | 1,414 | 117 | .767 |
| Southern wage district..... | (1) | 7 | (1) | 10 | (1) | 11 | (1) | 11 | (1) |

See footnotes at end of table.

TABLE 4.—Average Annual Earnings of Male Meat-Packing Workers in Selected Skilled Occupations, by Wage Districts, 1937—Continued

| Occupational class and wage district | Employees whose work extended over— | | | | | | | | Average hourly earnings, December 1937 ^a |
|--|-------------------------------------|---------------------|-------------------------|---------------------|-------------------------|---------------------|-------------------------|---------------------|---|
| | 12 months | | 9 months or more | | 6 months or more | | Any part of year | | |
| | Average annual earnings | Number of employees | Average annual earnings | Number of employees | Average annual earnings | Number of employees | Average annual earnings | Number of employees | |
| <i>Cutting, fresh pork department—Con.</i> | | | | | | | | | |
| Ham boners..... | \$1,642 | 41 | \$1,570 | 58 | \$1,542 | 60 | \$1,510 | 62 | \$0.769 |
| Northern wage district..... | 1,666 | 38 | 1,593 | 54 | 1,562 | 56 | 1,528 | 58 | .775 |
| Southern wage district..... | (1) | 3 | (1) | 4 | (1) | 4 | (1) | 4 | (1) |
| Shoulder cutters-off..... | 1,518 | 29 | 1,471 | 42 | 1,471 | 42 | 1,394 | 45 | .764 |
| Northern wage district..... | 1,512 | 27 | 1,465 | 40 | 1,465 | 40 | 1,384 | 43 | .760 |
| Southern wage district..... | (1) | 2 | (1) | 2 | (1) | 2 | (1) | 2 | (1) |
| Shoulder trimmers..... | 1,457 | 88 | 1,406 | 120 | 1,367 | 128 | 1,303 | 136 | .709 |
| Northern wage district..... | 1,484 | 81 | 1,434 | 110 | 1,398 | 117 | 1,334 | 124 | .729 |
| Southern wage district..... | (1) | 7 | (1) | 10 | (1) | 11 | 988 | 12 | .528 |
| Shoulder boners..... | 1,522 | 43 | 1,467 | 60 | 1,423 | 64 | 1,319 | 70 | .771 |
| Northern wage district..... | 1,537 | 42 | 1,479 | 58 | 1,433 | 62 | 1,325 | 68 | .778 |
| Southern wage district..... | (1) | 1 | (1) | 2 | (1) | 2 | (1) | 2 | (1) |
| Scribe sawyers..... | 1,433 | 36 | 1,369 | 50 | 1,346 | 52 | 1,327 | 53 | .702 |
| Northern wage district..... | 1,444 | 34 | 1,409 | 45 | 1,382 | 47 | 1,359 | 48 | .723 |
| Southern wage district..... | (1) | 2 | (1) | 5 | (1) | 5 | (1) | 5 | (1) |
| Loin pullers..... | 1,474 | 82 | 1,434 | 108 | 1,403 | 112 | 1,376 | 115 | .730 |
| Northern wage district..... | 1,504 | 74 | 1,462 | 99 | 1,438 | 102 | 1,408 | 105 | .744 |
| Southern wage district..... | (1) | 8 | (1) | 9 | (1) | 10 | (1) | 10 | (1) |
| Ribbers..... | 1,497 | 55 | 1,428 | 75 | 1,375 | 81 | 1,314 | 86 | .737 |
| Northern wage district..... | 1,512 | 52 | 1,447 | 70 | 1,400 | 75 | 1,333 | 80 | .746 |
| Southern wage district..... | (1) | 3 | (1) | 5 | (1) | 6 | (1) | 6 | (1) |
| Loin and belly trimmers..... | 1,523 | 171 | 1,462 | 244 | 1,449 | 250 | 1,378 | 267 | .770 |
| Northern wage district..... | 1,540 | 165 | 1,476 | 234 | 1,463 | 240 | 1,392 | 256 | .778 |
| Southern wage district..... | (1) | 6 | (1) | 10 | (1) | 10 | (1) | 11 | .609 |
| Butchers, general..... | 1,461 | 126 | 1,448 | 151 | 1,372 | 173 | 1,293 | 189 | .635 |
| Northern wage district..... | 1,494 | 118 | 1,483 | 140 | 1,396 | 162 | 1,314 | 177 | .648 |
| Southern wage district..... | (1) | 8 | (1) | 11 | (1) | 11 | 983 | 12 | .441 |
| <i>Sausage department</i> | | | | | | | | | |
| Sausage makers, general..... | 1,597 | 59 | 1,576 | 68 | 1,519 | 77 | 1,414 | 85 | .695 |
| Northern wage district..... | 1,675 | 46 | 1,644 | 54 | 1,565 | 63 | 1,448 | 70 | .724 |
| Southern wage district..... | 1,323 | 13 | 1,312 | 14 | 1,312 | 14 | 1,256 | 15 | .536 |
| Ham boners..... | 1,669 | 106 | 1,640 | 140 | 1,618 | 144 | 1,555 | 152 | .755 |
| Northern wage district..... | 1,694 | 97 | 1,665 | 127 | 1,648 | 130 | 1,585 | 137 | .774 |
| Southern wage district..... | (1) | 9 | 1,395 | 13 | 1,336 | 14 | 1,281 | 15 | .585 |
| <i>Cured-meat department</i> | | | | | | | | | |
| Ham boners..... | 1,866 | 48 | 1,891 | 62 | 1,854 | 64 | 1,834 | 65 | .941 |
| Northern wage district..... | 1,883 | 44 | 1,905 | 57 | 1,865 | 59 | 1,843 | 60 | .949 |
| Southern wage district..... | (1) | 4 | (1) | 5 | (1) | 5 | (1) | 5 | (1) |
| <i>Maintenance, power, and service departments</i> | | | | | | | | | |
| Blacksmiths..... | 1,913 | 54 | 1,875 | 65 | 1,850 | 67 | 1,830 | 68 | .883 |
| Northern wage district..... | 1,924 | 52 | 1,883 | 62 | 1,856 | 64 | 1,835 | 65 | .887 |
| Southern wage district..... | (1) | 2 | (1) | 3 | (1) | 3 | (1) | 3 | (1) |
| Bricklayers..... | 2,228 | 36 | 2,162 | 48 | 2,162 | 48 | 2,067 | 51 | 1.036 |
| Northern wage district..... | 2,228 | 36 | 2,189 | 47 | 2,189 | 47 | 2,115 | 49 | 1.041 |
| Southern wage district..... | (1) | (1) | (1) | 1 | (1) | 1 | (1) | 2 | (1) |
| Carpenters..... | 1,852 | 197 | 1,777 | 282 | 1,738 | 298 | 1,663 | 315 | .829 |
| Northern wage district..... | 1,862 | 182 | 1,795 | 258 | 1,761 | 271 | 1,719 | 279 | .849 |
| Southern wage district..... | 1,730 | 15 | 1,582 | 24 | 1,504 | 27 | 1,226 | 36 | .689 |
| Coopers..... | 1,673 | 116 | 1,646 | 146 | 1,640 | 148 | 1,624 | 150 | .795 |
| Northern wage district..... | 1,703 | 106 | 1,679 | 133 | 1,672 | 135 | 1,654 | 137 | .812 |
| Southern wage district..... | (1) | 10 | 1,309 | 13 | 1,309 | 13 | 1,309 | 13 | .619 |
| Electricians..... | 1,962 | 131 | 1,898 | 189 | 1,877 | 194 | 1,828 | 201 | .891 |
| Northern wage district..... | 1,975 | 125 | 1,914 | 178 | 1,891 | 183 | 1,860 | 187 | .903 |
| Southern wage district..... | (1) | 6 | (1) | 11 | (1) | 11 | 1,404 | 14 | .758 |
| Machinists..... | 2,019 | 105 | 1,982 | 143 | 1,972 | 145 | 1,951 | 147 | .925 |
| Northern wage district..... | 2,028 | 99 | 1,991 | 133 | 1,980 | 135 | 1,980 | 135 | .938 |
| Southern wage district..... | (1) | 6 | (1) | 10 | (1) | 10 | 1,627 | 12 | .776 |
| Millwrights..... | 1,910 | 141 | 1,874 | 193 | 1,867 | 195 | 1,833 | 200 | .878 |
| Northern wage district..... | 1,934 | 129 | 1,901 | 175 | 1,894 | 177 | 1,855 | 182 | .890 |
| Southern wage district..... | 1,646 | 12 | 1,611 | 18 | 1,611 | 18 | 1,611 | 18 | .752 |

See footnotes at end of table.

TABLE 4.—Average Annual Earnings of Male Meat-Packing Workers in Selected Skilled Occupations, by Wage Districts, 1937—Continued

| Occupational class and wage district | Employees whose work extended over— | | | | | | | | Average hourly earnings, December 1937 ^a |
|--|-------------------------------------|---------------------|-------------------------|---------------------|-------------------------|---------------------|-------------------------|---------------------|---|
| | 12 months | | 9 months or more | | 6 months or more | | Any part of year | | |
| | Average annual earnings | Number of employees | Average annual earnings | Number of employees | Average annual earnings | Number of employees | Average annual earnings | Number of employees | |
| <i>Maintenance, power, and service departments—Continued</i> | | | | | | | | | |
| Painters..... | \$1, 638 | 69 | \$1, 580 | 98 | \$1, 556 | 104 | \$1, 486 | 110 | \$0. 737 |
| Northern wage district..... | 1, 639 | 65 | 1, 584 | 93 | 1, 567 | 96 | 1, 491 | 102 | . 745 |
| Southern wage district..... | (1) | 4 | (1) | 5 | (1) | 8 | (1) | 8 | (1) |
| Pipe fitters..... | 1, 931 | 155 | 1, 877 | 216 | 1, 853 | 223 | 1, 814 | 229 | . 875 |
| Northern wage district..... | 1, 943 | 144 | 1, 901 | 197 | 1, 874 | 204 | 1, 831 | 210 | . 884 |
| Southern wage district..... | (1) | 11 | 1, 628 | 19 | 1, 628 | 19 | 1, 628 | 19 | . 766 |
| Repairers..... | 1, 694 | 227 | 1, 639 | 320 | 1, 616 | 333 | 1, 567 | 347 | . 724 |
| Northern wage district..... | 1, 724 | 198 | 1, 671 | 280 | 1, 652 | 290 | 1, 602 | 302 | . 752 |
| Southern wage district..... | 1, 489 | 29 | 1, 409 | 40 | 1, 372 | 43 | 1, 333 | 45 | . 567 |
| Tinsmiths..... | 1, 847 | 59 | 1, 792 | 89 | 1, 786 | 90 | 1, 750 | 92 | . 869 |
| Northern wage district..... | 1, 866 | 54 | 1, 805 | 82 | 1, 799 | 83 | 1, 760 | 85 | . 875 |
| Southern wage district..... | (1) | 5 | (1) | 7 | (1) | 7 | (1) | 7 | (1) |
| Welders..... | 1, 968 | 67 | 1, 943 | 89 | 1, 893 | 94 | 1, 840 | 98 | . 906 |
| Northern wage district..... | 1, 950 | 63 | 1, 934 | 84 | 1, 881 | 89 | 1, 838 | 92 | . 907 |
| Southern wage district..... | (1) | 4 | (1) | 5 | (1) | 5 | (1) | 6 | (1) |
| Engineers..... | 1, 934 | 368 | 1, 919 | 431 | 1, 904 | 440 | 1, 836 | 462 | . 788 |
| Northern wage district..... | 1, 992 | 326 | 1, 985 | 377 | 1, 966 | 386 | 1, 901 | 404 | . 828 |
| Southern wage district..... | 1, 483 | 42 | 1, 461 | 54 | 1, 461 | 54 | 1, 387 | 58 | . 565 |

¹ Not enough workers to justify the presentation of an average.

^a The average hourly earnings are based on a somewhat wider coverage than that used in connection with the average annual earnings.

On the basis of the coverage in this survey, there were very few occupations in the Southern States with a sufficient number of workers to justify the presentation of an average. For the few direct productive occupations for which averages are shown, the annual earnings of employees working throughout the year covered a spread from \$1,605 for splitters to \$909 for general butchers in the cattle-killing department. Among the occupations in the maintenance, power, and service departments, the averages ranged from \$1,730 for carpenters to \$1,483 for engineers. Taking the wage earners who were employed 9 months or more, the spread for the direct productive occupations was from \$1,593 for splitters to \$897 for general butchers in the cattle-killing department, while in the other occupations it was from \$1,628 for pipe fitters to \$1,309 for coopers.

No averages are shown for the semiskilled and unskilled occupations of both males and females (very few of whom were skilled), due to the fact that many of the employees were working in a different occupation from that in which they were classified when the survey of hourly earnings was made in December 1937. In other words, there is considerable shifting of workers from one job to another in the semiskilled and unskilled occupations, but this shifting is of minor importance among the skilled occupations.

Differences Among Individual Plants

Table 5 shows the distribution of individual plants according to average annual earnings. It also presents the distribution of establishments by the proportion of employees whose work extended over specified periods in relation to those who worked any part of the year. Plant figures for any group were computed only when there were 10 or more employees. This table brings out the extreme differences in the data among the various plants covered.

TABLE 5.—Distribution of Meat-Packing Plants by Average Annual Earnings of Employees and Proportion of Employees Working Specified Periods, 1937

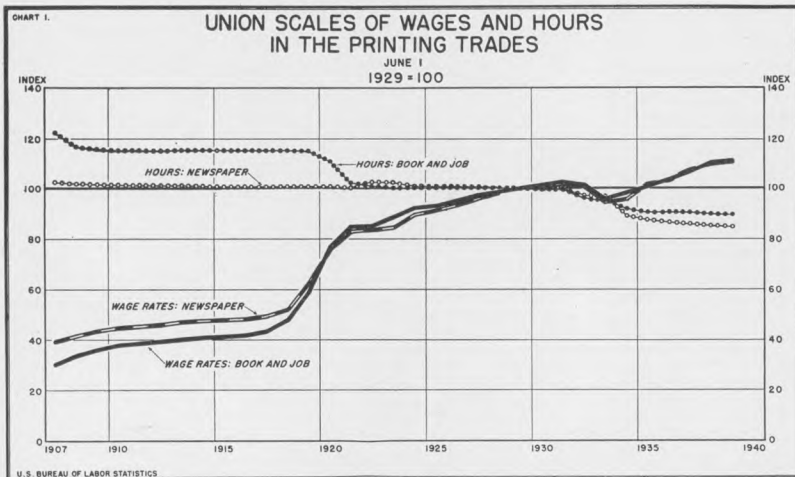
| Average annual earnings | Plants having employees whose work extended over— | | | | Proportion to total employees who worked any part of year (percent) | Plants having employees whose work extended over— | | |
|------------------------------|---|------------------|------------------|------------------|---|---|------------------|------------------|
| | 12 months | 9 months or more | 6 months or more | Any part of year | | 12 months | 9 months or more | 6 months or more |
| \$200 and under \$400..... | | | | 3 | Under 10..... | 6 | | |
| \$400 and under \$600..... | 1 | 2 | 4 | 7 | 10 and under 20... | 6 | 2 | |
| \$600 and under \$800..... | 3 | 5 | 6 | 15 | 20 and under 30... | 4 | | |
| \$800 and under \$1,000.... | 7 | 13 | 23 | 21 | 30 and under 40... | 10 | 2 | 1 |
| \$1,000 and under \$1,200... | 25 | 30 | 35 | 73 | 40 and under 50... | 16 | 4 | 1 |
| \$1,200 and under \$1,400... | 67 | 80 | 87 | 70 | 50 and under 60... | 59 | 3 | 3 |
| \$1,400 and under \$1,600... | 73 | 69 | 58 | 34 | 60 and under 70... | 56 | 30 | 5 |
| \$1,600 and under \$1,800... | 29 | 19 | 12 | 5 | 70 and under 80... | 52 | 50 | 33 |
| \$1,800 and under \$2,000... | 6 | 4 | 2 | 1 | 80 and under 90... | 18 | 74 | 61 |
| | | | | | 90 and under 100... | 2 | 62 | 114 |
| Total..... | 211 | 222 | 227 | 229 | 100..... | | 2 | 11 |
| | | | | | Total..... | 229 | 229 | 229 |

UNION SCALES OF WAGES AND HOURS IN THE PRINTING TRADES, JUNE 1, 1939¹

Summary

THE average union wage rate per hour was \$1.193 for all of the printing trades in the 72 cities covered in a survey made by the Bureau of Labor Statistics on June 1, 1939. The average for the book and job trades was \$1.135 and for the newspaper trades, \$1.302.

There was an average increase of 0.9 percent in the wage rates of union members in all printing trades between June 1, 1938, and June 1, 1939. The book and job wage-rate index rose 0.8 percent, and the newspaper index rose 1.1 percent, making the respective indexes 11.2 and 11.1 percent higher than in 1929. About one-fourth of the total membership, for whom both 1938 and 1939 reports were received, had increases in their wage rates during the year.



The average maximum workweek provided in union agreements for all printing trades was 39 hours in 1939. The book and job trades averaged 39.6 hours, and the newspaper trades averaged 38.4 hours on day shifts and 37.3 hours on night shifts.

Less than 5 percent of the total printing-trades membership had any change in weekly hours during the year. The index of weekly hours for the book and job trades declined from 89.9 in 1938 to 89.6 in 1939 (1929=100), and the newspaper index declined from 85.3 to 84.9.

¹ Prepared by Frank S. McElroy of the Bureau's Industrial Relations Division, under the direction of Florence Peterson, chief.

Scope and Method of the Study

Data on union scales of wages and hours in the printing trades have been collected by the Bureau of Labor Statistics each year since 1907. The early studies were made in 39 cities and included 7 book and job occupations and 4 newspaper occupations. The study has been gradually extended to cover 72 cities and now includes 11 book and job occupations and 7 newspaper occupations. These cities are located in 40 States and the District of Columbia.

LIST OF CITIES COVERED

[Letters indicate population group in which city was included in tables 9 and 10]

North and Pacific

| | | | |
|---|---|------------------------------|---|
| Baltimore, Md. | B | New Haven, Conn. | D |
| Boston, Mass. | B | New York, N. Y. | A |
| Buffalo, N. Y. | B | Omaha, Nebr. | D |
| Butte, Mont. | E | Peoria, Ill. | D |
| Charleston, W. Va. | E | Philadelphia, Pa. | A |
| Chicago, Ill. | A | Pittsburgh, Pa. | B |
| Cincinnati, Ohio. | C | Portland, Maine. | E |
| Cleveland, Ohio. | B | Portland, Oreg. | C |
| Columbus, Ohio. | C | Providence, R. I. | C |
| Davenport, Iowa, included in Rock Island (Ill.) district. | | Reading, Pa. | D |
| Dayton, Ohio. | D | Rochester, N. Y. | C |
| Denver, Colo. | C | Rock Island (Ill.) district. | D |
| Des Moines, Iowa. | D | St. Louis, Mo. | B |
| Detroit, Mich. | A | St. Paul, Minn. | C |
| Duluth, Minn. | D | Salt Lake City, Utah. | D |
| Erie, Pa. | D | San Francisco, Calif. | B |
| Grand Rapids, Mich. | D | Scranton, Pa. | D |
| Indianapolis, Ind. | C | Seattle, Wash. | C |
| Kansas City, Mo. | C | South Bend, Ind. | D |
| Los Angeles, Calif. | A | Spokane, Wash. | D |
| Madison, Wis. | E | Springfield, Mass. | D |
| Manchester, N. H. | E | Toledo, Ohio. | C |
| Milwaukee, Wis. | B | Washington, D. C. | C |
| Minneapolis, Minn. | C | Wichita, Kans. | D |
| Moline, Ill., included in Rock Island (Ill.) district. | | Worcester, Mass. | D |
| Newark, N. J. | C | York, Pa. | E |
| | | Youngstown, Ohio. | D |

South and Southwest

| | | | |
|--------------------|---|----------------------|---|
| Atlanta, Ga. | C | Louisville, Ky. | C |
| Birmingham, Ala. | C | Memphis, Tenn. | C |
| Charleston, S. C. | E | Nashville, Tenn. | D |
| Charlotte, N. C. | E | New Orleans, La. | C |
| Dallas, Tex. | C | Norfolk, Va. | D |
| El Paso, Tex. | D | Oklahoma City, Okla. | D |
| Houston, Tex. | C | Phoenix, Ariz. | E |
| Jackson, Miss. | E | Richmond, Va. | D |
| Jacksonville, Fla. | D | San Antonio, Tex. | D |
| Little Rock, Ark. | E | | |

As far as possible the scales covered were those actually in effect on June 1. The collection of the data was made by agents of the Bureau who personally visited some responsible official of each local union included in the study. Each scale was verified by the union official interviewed, and was further checked by comparison with the written agreements when copies were available. Interviews were obtained with 481 union representatives and 2,108 quotations of scales were received. The union membership covered by these contractual scales of wages and hours was 64,110 in the book and job trades and 35,009 in the newspaper trades.

DEFINITIONS

A union scale is a scale of wages and hours agreed to by an employer (or group of employers) and a labor organization for persons who are actually working or would be working if there were work to be done in that locality. A union scale usually fixes a limit in one direction, that is, a minimum wage rate and maximum hours of work, with specific provisions for overtime.

A collective agreement is a mutual arrangement between a union and an employer (or group of employers) regarding wages and hours and other working conditions. Collective agreements are usually written and are signed by both parties. The Bureau has included scales in oral agreements only in those cases where there was clear evidence that the rates were actually in effect.

Apprentices and foremen.—A young person working in the trade for a definite number of years, for the purpose of learning the trade, and receiving instruction as an element of compensation, is considered an apprentice. Scales for apprentices are not included.

No rates are included for strictly supervising foremen or for individuals who are paid unusual rates because of some personal qualification as distinct from the usual trade qualifications.

Union rates and actual rates.—As previously stated, the rates of wages and hours included in this report were obtained from union business agents, secretaries, and other officials of local unions in the 72 cities visited. A large majority of the rates were recorded in written agreements, copies of which in most cases were given to the agents for the Bureau's files. If no written records were on file in the union office, the Bureau representative listed the scales on a schedule which the union official then signed. If the Bureau representative had any reason to doubt the accuracy of these scales, he made further inquiry from persons who might be informed about the situation. It is believed that the scales collected in this survey accurately represent the union scales in effect on June 1, 1939.

It does not necessarily follow, however, that these rates are in all cases the actual wages paid or hours worked. The union scale usually fixes the minimum wages and maximum hours. More

experienced and skilled workers may earn more than the union rate. This is especially true during periods of prosperity, when a plentiful supply of jobs creates competitive bidding for the better workmen. In periods of depression, in order to spread or share available work, actual hours worked are sometimes less than those provided in the union agreement. Where such a share-the-work policy was formally adopted by the union and was in effect for the majority of the members, the adjusted scale of hours was used in this report rather than the theoretical scale appearing in the written agreement.

Union rates and prevailing rates.—This report is concerned only with the contract scales for union members. No attempt was made to discover what proportions of all the workers in the different occupations were union members. As union strength varies from city to city and trade to trade, the prevailing scale for any one occupation in any one city may or may not coincide with the union scale. If practically all the workers of a particular trade belong to the local union, the union scale will be equivalent to the prevailing scale in that community. On the other hand, if the proportion of craftsmen belonging to the union is small, the union scale may not be the actual prevailing scale.

Averages.—The averages for each trade given in this report are weighted according to the number of members in the various local unions. Thus, the averages reflect not only the actual rates provided for in union agreements but also the number of persons presumably benefiting from these rates.

Index numbers.—In the series of index numbers the percentage change from year to year is based on aggregates computed from the quotations of unions which furnished reports for identical occupations in both years. The membership weights in both of the aggregates used in each year-to-year comparison are those reported for the second year. The index for each year is computed by multiplying the index for the preceding year by the ratio of the aggregates so obtained. The index numbers were revised on this basis in 1936 in order to eliminate the influence of changes in union membership which obscure the real changes in wages and hours.

For the trend of union rates, the table of indexes should be consulted; for a comparison of wage rates between trades or cities at a given time, the table of averages should be used.

Trend from 1907 to 1939

Wage rates.—The index of wage rates for all printing trades advanced from 110.2 to 111.2 between June 1, 1938, and June 1, 1939 (1929=100). The index for the newspaper trades increased to 111.1, a rise of 1.1 percent over the previous year. The book and job index of wage rates increased 0.8 percent, to 112.2. The increase in each

index represented the smallest percentage advance recorded in any year since the present upward movement began in 1934. Indexes of hourly wage rates and weekly hours are shown in table 1 for all printing trades for the years 1907 to 1939.

TABLE 1.—*Indexes of Union Hourly Wage Rates and Weekly Hours in all Printing Trades, 1907 to 1939*

[1929=100.0]

| Year | Hourly wage rates | | | Weekly hours | | |
|-----------|-------------------|--------------|------------|--------------|--------------|------------|
| | All printing | Book and job | News-paper | All printing | Book and job | News-paper |
| 1907..... | (1) | 30.0 | 39.2 | (1) | 122.4 | 102.3 |
| 1908..... | (1) | 33.3 | 41.3 | (1) | 116.8 | 101.8 |
| 1909..... | (1) | 35.7 | 43.1 | (1) | 115.8 | 101.5 |
| 1910..... | (1) | 37.6 | 44.6 | (1) | 115.4 | 101.3 |
| 1911..... | 40.0 | 38.6 | 45.2 | 111.6 | 115.4 | 101.3 |
| 1912..... | 40.7 | 39.3 | 46.0 | 111.5 | 115.3 | 101.1 |
| 1913..... | 41.5 | 40.0 | 47.0 | 111.4 | 115.3 | 101.0 |
| 1914..... | 42.3 | 40.9 | 47.5 | 111.3 | 115.3 | 100.8 |
| 1915..... | 42.5 | 41.1 | 47.8 | 111.3 | 115.3 | 100.7 |
| 1916..... | 42.9 | 41.7 | 48.0 | 111.3 | 115.3 | 100.6 |
| 1917..... | 44.4 | 43.2 | 49.2 | 111.3 | 115.3 | 100.6 |
| 1918..... | 48.3 | 47.8 | 51.6 | 111.3 | 115.3 | 100.6 |
| 1919..... | 59.1 | 58.9 | 62.2 | 111.3 | 115.2 | 100.8 |
| 1920..... | 75.7 | 76.9 | 76.1 | 108.1 | 110.9 | 100.7 |
| 1921..... | 83.0 | 84.7 | 82.8 | 101.5 | 102.1 | 100.4 |
| 1922..... | 83.8 | 85.0 | 83.5 | 101.1 | 100.8 | 102.4 |
| 1923..... | 86.4 | 88.3 | 84.4 | 100.7 | 100.2 | 102.2 |
| 1924..... | 90.6 | 92.0 | 89.5 | 100.3 | 100.2 | 100.8 |
| 1925..... | 92.0 | 92.9 | 91.1 | 100.3 | 100.3 | 100.5 |
| 1926..... | 94.0 | 95.0 | 93.1 | 100.2 | 100.1 | 100.7 |
| 1927..... | 96.7 | 97.3 | 95.9 | 100.1 | 100.1 | 100.4 |
| 1928..... | 98.5 | 98.7 | 98.3 | 100.1 | 100.1 | 100.2 |
| 1929..... | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 1930..... | 101.5 | 101.8 | 101.0 | 99.9 | 99.9 | 99.8 |
| 1931..... | 102.1 | 102.5 | 101.3 | 99.8 | 99.9 | 99.8 |
| 1932..... | 101.3 | 101.4 | 101.1 | 96.5 | 96.1 | 97.3 |
| 1933..... | 95.3 | 95.8 | 94.5 | 95.7 | 95.1 | 96.8 |
| 1934..... | 97.3 | 98.4 | 95.8 | 90.8 | 91.8 | 89.1 |
| 1935..... | 101.0 | 100.6 | 101.6 | 89.3 | 90.4 | 87.6 |
| 1936..... | 103.3 | 103.5 | 103.1 | 88.9 | 90.5 | 86.5 |
| 1937..... | 106.8 | 106.7 | 107.0 | 88.5 | 90.3 | 85.7 |
| 1938..... | 110.2 | 110.4 | 109.8 | 88.1 | 89.9 | 85.3 |
| 1939..... | 111.2 | 111.2 | 111.1 | 87.8 | 89.6 | 84.9 |

¹ Combined data for the years 1907-1910 not available.

Each of the two group indexes of wage rates has had an almost steady advance each year throughout the period covered by the Bureau's series, the only exceptions being in 1932 and 1933 when both indexes had declines which carried them somewhat below their 1927 levels.

The book and job wage-rate index advanced more over the entire period (1907-39) than did the newspaper index, 270.7 percent as compared with 183.4 percent. This relatively more rapid movement in the book and job index occurred principally in the years from 1907 to 1921. In 1921 the book and job index was 182.3 percent above its 1907 value as compared with the advance of 111.2 percent in the newspaper index. The rise during the 3 years from 1918 to 1921 was particularly pronounced. During this short period the book and job wage-rate index advanced 77.2 percent, and the newspaper index in-

creased 60.5 percent. Since 1921 the indexes of the two groups have, in general, moved together, there now being only one-tenth of a point difference in their values.

Hours of work.—The index of full-time weekly hours in all printing trades declined 0.4 percent from 88.1 on June 1, 1938, to 87.8 on June 1, 1939. The 1939 index of hours per week for the newspaper trades was 84.9 and for the book and job trades 89.6.

Most of the difference in the movement of the book and job and newspaper indexes of hours since 1929 came in the year from 1933 to 1934, when the newspaper index declined 8.0 percent as compared with 3.5 percent for the book and job index. Previous to 1932 there was little variation from year to year in the newspaper index of hours. The book and job index, on the other hand, declined 5.4 percent between 1907 and 1909, with a second drop of 11.4 percent between 1919 and 1921. From 1922 through 1931 there was little change in the book and job index. Since 1931 it decreased 10.3 percent, as compared with a 14.9 percent drop in the newspaper index. During the entire period of 32 years, however, the book and job index declined 26.8 percent and the newspaper index only 17 percent.

Trends in Individual Trades

Wage rates.—The wage-rate index of every trade included in the survey rose somewhat between 1938 and 1939 (see table 2). Most of the increases were small, only two indexes advancing as much as 2 percent over 1938. The index for newspaper pressmen rose 2.2 percent to 111.7, and that of the newspaper photoengravers increased 2.1 percent to 117.8. The bookbinders' index had the greatest rise in the book and job group, an increase of 1.9 percent making it 9.3 percent higher than in 1929.

The 1939 indexes of wage rates are the highest ever reached for every printing trade included in the survey. Most of the indexes declined in 1932 and all dropped in 1933. Since that time each has increased somewhat every year. The 1933 decreases carried all of the indexes, except that of the book and job photoengravers, below the base year (1929). The press assistants and feeders' index at that time showed the greatest recession, having fallen to 90.9. By 1936 all of the indexes, except that of the press assistants and feeders, were higher than in 1929. In 1937 the press assistants and feeders' index rose to 104.8. In 1939 a majority of the indexes were over 10 percent higher than in 1929, the highest being that of the newspaper photoengravers (117.8) and the lowest that of the book and job machine operators (108.0).

Hours.—Five book and job trades and four newspaper trades had slight decreases in their indexes of weekly hours between 1938 and 1939. Seven trades had no change in their hour indexes. The

greatest change occurred in the index for newspaper stereotypers, which declined 3 percent, from 88.8 in 1938 to 86.1 in 1939. Among the book and job trades the bookbinders' index had the greatest reduction, a decrease of 1.4 percent, from 91.2 to 90.0.

All of the hour indexes in 1939, except those of the cylinder pressmen and the press assistants and feeders, were at their lowest point. The press assistants' index had been lower in 1932 and again in 1934 and 1935, and the cylinder-pressmen's index had been lower in 1934 and 1935.

In relation to the base year (1929), the newspaper typographical trades showed the greatest reduction in average hours. Their indexes in 1939 were: Hand compositors, 83.4; machine operators, 82.1; and machine tenders, 79.6. The electrotypers had the lowest hour index (83.6) among the book and job trades.

The indexes for each printing trade, except mailers, from 1907 to 1939 are shown in table 2. Separate indexes for day and night work in the newspaper trades are not shown, since the movement from year to year is very similar.

TABLE 2.—Indexes of Union Hourly Wage Rates and Weekly Hours in Each Printing Trade

BOOK AND JOB
[1929=100.0]

| Year | Bindery women | | Bookbinders | | Compositors, hand | | Machine operators | | Machine tenders (machinists) | |
|------|---------------|-------|-------------|-------|-------------------|-------|-------------------|-------|------------------------------|-------|
| | Wage rate | Hours | Wage rate | Hours | Wage rate | Hours | Wage rate | Hours | Wage rate | Hours |
| 1907 | | | 33.5 | 119.4 | 35.9 | 108.8 | 38.0 | 107.8 | | |
| 1908 | | | 37.0 | 108.7 | 36.0 | 108.8 | 39.4 | 107.8 | | |
| 1909 | | | 37.5 | 108.1 | 36.0 | 108.8 | 40.9 | 107.8 | | |
| 1910 | | | 37.9 | 107.7 | 37.6 | 108.8 | 42.3 | 107.8 | | |
| 1911 | | | 38.6 | 107.4 | 38.6 | 108.8 | 42.8 | 107.8 | | |
| 1912 | | | 38.8 | 107.4 | 39.4 | 108.7 | 43.8 | 107.5 | 43.9 | 108.6 |
| 1913 | | | 39.8 | 107.4 | 39.9 | 108.7 | 45.0 | 107.5 | 44.6 | 108.6 |
| 1914 | | | 40.4 | 107.4 | 40.9 | 108.7 | 45.5 | 107.5 | 44.7 | 108.6 |
| 1915 | 37.3 | 107.0 | 40.5 | 107.4 | 41.1 | 108.7 | 45.6 | 107.5 | 44.9 | 108.6 |
| 1916 | 37.9 | 107.0 | 40.6 | 107.4 | 42.0 | 108.7 | 45.7 | 107.7 | 45.0 | 108.8 |
| 1917 | 40.6 | 107.0 | 43.1 | 107.4 | 42.9 | 108.7 | 46.8 | 107.7 | 46.1 | 108.8 |
| 1918 | 45.3 | 107.0 | 48.4 | 107.4 | 47.3 | 108.7 | 50.5 | 107.7 | 50.6 | 108.8 |
| 1919 | 58.7 | 107.0 | 61.8 | 107.4 | 57.8 | 108.7 | 60.9 | 107.7 | 62.2 | 108.8 |
| 1920 | 81.1 | 107.0 | 81.2 | 107.4 | 76.1 | 108.7 | 77.6 | 107.7 | 77.9 | 108.8 |
| 1921 | 94.7 | 102.1 | 88.9 | 101.9 | 87.3 | 102.8 | 87.8 | 102.1 | 90.1 | 100.8 |
| 1922 | 91.7 | 100.8 | 85.3 | 100.9 | 88.8 | 100.7 | 87.9 | 100.6 | 89.0 | 100.4 |
| 1923 | 95.8 | 100.3 | 90.5 | 100.4 | 90.9 | 99.7 | 89.5 | 100.2 | 90.8 | 100.1 |
| 1924 | 97.2 | 100.3 | 94.5 | 100.1 | 94.9 | 100.0 | 93.3 | 99.8 | 94.8 | 100.0 |
| 1925 | 98.3 | 100.3 | 95.6 | 100.4 | 94.4 | 100.0 | 93.3 | 100.2 | 94.9 | 100.2 |
| 1926 | 96.4 | 100.5 | 97.3 | 100.3 | 96.3 | 100.0 | 94.4 | 100.0 | 98.2 | 100.0 |
| 1927 | 98.7 | 99.9 | 99.4 | 100.0 | 98.0 | 100.0 | 98.1 | 100.2 | 98.8 | 100.0 |
| 1928 | 99.2 | 99.8 | 98.9 | 100.7 | 99.5 | 100.0 | 98.4 | 100.0 | 99.2 | 100.0 |
| 1929 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 1930 | 100.7 | 99.9 | 101.2 | 99.9 | 102.2 | 100.0 | 102.7 | 100.0 | 101.8 | 100.0 |
| 1931 | 101.2 | 99.8 | 101.6 | 99.8 | 102.8 | 100.0 | 103.2 | 100.0 | 102.9 | 100.0 |
| 1932 | 98.7 | 99.9 | 97.9 | 99.7 | 102.5 | 99.7 | 103.3 | 99.9 | 103.5 | 100.0 |
| 1933 | 94.8 | 99.9 | 94.4 | 99.6 | 96.3 | 96.5 | 96.9 | 95.6 | 97.4 | 95.0 |
| 1934 | 99.6 | 93.5 | 97.9 | 93.5 | 97.3 | 94.1 | 97.0 | 92.9 | 100.4 | 91.5 |
| 1935 | 100.5 | 92.8 | 99.3 | 91.5 | 99.0 | 92.4 | 98.6 | 91.2 | 100.9 | 90.7 |
| 1936 | 102.4 | 92.4 | 100.6 | 91.5 | 102.0 | 91.7 | 102.0 | 90.4 | 104.0 | 90.2 |
| 1937 | 104.0 | 91.9 | 103.4 | 91.5 | 105.8 | 91.6 | 104.8 | 90.3 | 107.0 | 90.2 |
| 1938 | 109.0 | 91.5 | 107.2 | 91.2 | 109.4 | 91.4 | 107.7 | 90.1 | 110.3 | 90.1 |
| 1939 | 110.6 | 90.4 | 109.3 | 90.0 | 109.9 | 91.4 | 108.0 | 90.1 | 110.7 | 90.0 |

TABLE 2.—Indexes of Union Hourly Wage Rates and Weekly Hours in Each Printing Trade—Continued

BOOK AND JOB—Continued

| Year | Electrotypers | | Photoengravers | | Press assistants and feeders | | Pressmen, cylinder | | Pressmen, platen | |
|------|---------------|-------|----------------|-------|------------------------------|-------|--------------------|-------|------------------|-------|
| | Wage rate | Hours | Wage rate | Hours | Wage rate | Hours | Wage rate | Hours | Wage rate | Hours |
| 1907 | 32.5 | 108.1 | ----- | ----- | 27.7 | 120.7 | 35.4 | 115.8 | 35.1 | 114.2 |
| 1908 | 32.6 | 107.7 | ----- | ----- | 30.7 | 109.6 | 37.2 | 110.2 | 36.2 | 110.3 |
| 1909 | 32.8 | 107.5 | ----- | ----- | 31.2 | 108.5 | 40.3 | 108.6 | 37.5 | 108.0 |
| 1910 | 34.1 | 104.7 | ----- | ----- | 31.8 | 108.3 | 41.6 | 108.4 | 38.1 | 107.8 |
| 1911 | 36.1 | 104.0 | ----- | ----- | 33.1 | 108.3 | 41.4 | 108.4 | 38.9 | 107.8 |
| 1912 | 36.6 | 104.0 | ----- | ----- | 33.6 | 108.3 | 42.1 | 108.4 | 39.4 | 107.8 |
| 1913 | 37.3 | 103.8 | ----- | ----- | 34.4 | 108.1 | 42.6 | 108.4 | 40.2 | 107.9 |
| 1914 | 39.0 | 103.6 | ----- | ----- | 35.3 | 108.1 | 43.6 | 108.4 | 40.8 | 107.9 |
| 1915 | 39.9 | 103.6 | ----- | ----- | 35.5 | 108.1 | 43.6 | 108.4 | 41.0 | 107.9 |
| 1916 | 41.0 | 103.5 | ----- | ----- | 36.0 | 108.1 | 44.2 | 108.4 | 41.8 | 107.9 |
| 1917 | 42.3 | 103.4 | 38.9 | 108.9 | 37.9 | 108.1 | 45.0 | 108.4 | 43.9 | 107.9 |
| 1918 | 44.4 | 103.4 | 44.9 | 108.6 | 44.3 | 108.1 | 49.9 | 108.4 | 48.4 | 107.9 |
| 1919 | 50.9 | 103.4 | 52.3 | 108.6 | 57.1 | 108.1 | 60.5 | 108.4 | 59.4 | 107.9 |
| 1920 | 72.9 | 103.3 | 72.2 | 100.2 | 78.4 | 108.0 | 78.6 | 108.4 | 80.5 | 107.8 |
| 1921 | 84.7 | 100.1 | 76.9 | 100.0 | 84.8 | 102.2 | 86.8 | 102.4 | 89.9 | 102.2 |
| 1922 | 86.4 | 98.7 | 77.6 | 100.0 | 82.1 | 101.1 | 84.8 | 101.2 | 87.9 | 101.6 |
| 1923 | 91.8 | 99.6 | 78.4 | 100.0 | 91.9 | 100.4 | 91.5 | 100.7 | 91.5 | 100.3 |
| 1924 | 95.2 | 99.3 | 83.9 | 100.0 | 91.1 | 100.6 | 94.2 | 100.9 | 94.3 | 100.6 |
| 1925 | 94.9 | 100.2 | 86.0 | 100.2 | 96.2 | 100.3 | 95.4 | 100.4 | 94.8 | 100.5 |
| 1926 | 95.8 | 100.2 | 91.5 | 100.0 | 97.3 | 100.2 | 97.3 | 100.2 | 99.3 | 99.7 |
| 1927 | 96.9 | 100.3 | 95.9 | 100.0 | 98.5 | 100.1 | 97.5 | 100.2 | 100.2 | 99.7 |
| 1928 | 97.7 | 100.2 | 98.6 | 100.0 | 99.1 | 100.0 | 98.3 | 100.0 | 98.5 | 99.9 |
| 1929 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 1930 | 102.9 | 98.8 | 100.2 | 99.8 | 101.2 | 100.0 | 101.8 | 100.0 | 101.7 | 100.0 |
| 1931 | 105.2 | 98.1 | 100.5 | 99.8 | 102.0 | 100.0 | 102.5 | 100.0 | 102.2 | 100.5 |
| 1932 | 104.8 | 98.2 | 103.5 | 94.9 | 97.6 | 87.9 | 99.8 | 91.4 | 100.0 | 98.2 |
| 1933 | 98.2 | 93.1 | 101.5 | 91.7 | 90.9 | 92.9 | 93.6 | 92.4 | 93.1 | 95.9 |
| 1934 | 105.1 | 90.1 | 103.1 | 90.5 | 94.4 | 89.8 | 93.3 | 89.2 | 95.7 | 92.0 |
| 1935 | 106.7 | 88.2 | 109.6 | 86.9 | 96.5 | 89.6 | 97.5 | 88.9 | 96.4 | 91.3 |
| 1936 | 107.1 | 86.5 | 112.3 | 85.7 | 99.7 | 91.9 | 101.5 | 90.7 | 100.4 | 91.3 |
| 1937 | 108.5 | 86.3 | 113.7 | 85.2 | 104.8 | 91.7 | 105.1 | 90.4 | 105.0 | 90.9 |
| 1938 | 113.4 | 84.5 | 116.6 | 84.4 | 110.2 | 91.5 | 108.2 | 90.1 | 108.2 | 90.6 |
| 1939 | 114.2 | 83.6 | 117.5 | 83.8 | 110.9 | 91.5 | 109.0 | 90.1 | 109.2 | 90.6 |

NEWSPAPER

| Year | Compositors, hand | | Machine operators | | Machine tenders (machinists) | | Photoengravers | | Pressmen, web presses ¹ | | Stereotypers | |
|------|-------------------|-------|-------------------|-------|------------------------------|-------|----------------|-------|------------------------------------|-------|--------------|-------|
| | Wage rate | Hours | Wage rate | Hours | Wage rate | Hours | Wage rate | Hours | Wage rate | Hours | Wage rate | Hours |
| 1907 | 39.1 | 101.6 | 40.0 | 101.6 | ----- | ----- | ----- | ----- | 38.1 | 101.4 | 41.6 | 105.5 |
| 1908 | 41.2 | 101.5 | 41.8 | 101.6 | ----- | ----- | ----- | ----- | 40.4 | 99.6 | 43.9 | 103.9 |
| 1909 | 43.4 | 101.5 | 43.1 | 101.6 | ----- | ----- | ----- | ----- | 42.2 | 98.9 | 45.3 | 102.8 |
| 1910 | 45.2 | 101.5 | 44.4 | 101.6 | ----- | ----- | ----- | ----- | 43.6 | 98.6 | 46.4 | 101.6 |
| 1911 | 46.1 | 101.5 | 44.8 | 101.6 | ----- | ----- | ----- | ----- | 43.9 | 98.6 | 46.7 | 101.4 |
| 1912 | 47.1 | 101.2 | 45.6 | 101.3 | 49.6 | 100.6 | ----- | ----- | 44.5 | 98.4 | 47.4 | 101.2 |
| 1913 | 47.9 | 101.2 | 46.4 | 101.2 | 50.0 | 100.6 | ----- | ----- | 45.5 | 98.4 | 50.2 | 101.3 |
| 1914 | 48.4 | 100.9 | 46.9 | 100.9 | 50.3 | 100.5 | ----- | ----- | 45.8 | 98.4 | 50.7 | 101.1 |
| 1915 | 48.7 | 100.8 | 47.3 | 100.6 | 50.6 | 100.3 | ----- | ----- | 46.0 | 98.4 | 50.8 | 101.0 |
| 1916 | 48.9 | 100.7 | 47.5 | 100.5 | 50.7 | 100.2 | 42.7 | 106.9 | 46.3 | 98.4 | 51.3 | 101.0 |
| 1917 | 50.1 | 100.7 | 48.9 | 100.5 | 51.3 | 100.2 | 44.6 | 106.9 | 47.2 | 98.3 | 52.6 | 100.9 |
| 1918 | 52.3 | 100.8 | 50.6 | 100.7 | 53.8 | 100.3 | 48.3 | 105.7 | 50.9 | 98.3 | 54.8 | 100.9 |
| 1919 | 62.9 | 100.8 | 61.6 | 100.7 | 68.3 | 100.3 | 56.9 | 105.4 | 62.7 | 99.0 | 61.7 | 101.0 |
| 1920 | 76.4 | 101.1 | 76.3 | 100.8 | 84.3 | 100.4 | 65.6 | 104.3 | 77.5 | 98.6 | 75.3 | 100.5 |
| 1921 | 83.3 | 100.9 | 81.2 | 100.6 | 87.9 | 100.4 | 77.6 | 101.1 | 83.0 | 98.4 | 87.7 | 99.1 |
| 1922 | 85.2 | 102.1 | 83.4 | 102.1 | 88.7 | 101.0 | 81.3 | 101.8 | 78.7 | 103.5 | 86.4 | 101.0 |
| 1923 | 86.0 | 102.1 | 84.3 | 102.0 | 88.9 | 101.0 | 81.0 | 100.9 | 79.8 | 103.0 | 88.1 | 100.9 |
| 1924 | 90.6 | 101.1 | 89.4 | 100.6 | 94.0 | 100.4 | 84.4 | 100.9 | 88.7 | 99.8 | 90.7 | 100.8 |
| 1925 | 91.3 | 101.0 | 91.1 | 100.6 | 91.4 | 100.9 | 87.8 | 100.2 | 92.7 | 99.2 | 93.1 | 100.4 |
| 1926 | 93.4 | 101.2 | 93.4 | 100.3 | 90.5 | 100.7 | 94.4 | 99.8 | 92.7 | 100.3 | 94.3 | 100.4 |
| 1927 | 96.5 | 100.6 | 95.4 | 100.2 | 95.7 | 100.1 | 95.7 | 100.2 | 97.5 | 100.1 | 95.5 | 100.2 |
| 1928 | 98.3 | 100.4 | 98.9 | 99.9 | 97.9 | 100.3 | 99.5 | 100.0 | 99.6 | 99.7 | 95.5 | 100.7 |
| 1929 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 1930 | 100.9 | 99.7 | 100.8 | 99.8 | 100.8 | 99.8 | 101.6 | 99.9 | 101.0 | 99.8 | 100.8 | 100.0 |
| 1931 | 101.0 | 99.7 | 100.9 | 99.8 | 101.0 | 99.8 | 102.6 | 99.5 | 102.3 | 99.8 | 101.2 | 100.1 |
| 1932 | 100.0 | 97.6 | 100.2 | 95.9 | 100.4 | 92.9 | 103.8 | 99.4 | 103.6 | 97.8 | 100.2 | 99.3 |
| 1933 | 93.4 | 96.5 | 93.7 | 95.2 | 93.3 | 92.1 | 96.0 | 99.6 | 97.0 | 98.7 | 94.6 | 98.1 |
| 1934 | 94.8 | 86.7 | 94.9 | 85.2 | 94.5 | 82.6 | 100.5 | 95.5 | 97.2 | 93.9 | 96.0 | 94.9 |
| 1935 | 100.9 | 85.6 | 101.2 | 84.3 | 100.9 | 81.4 | 105.3 | 92.4 | 102.5 | 91.8 | 100.5 | 92.7 |
| 1936 | 102.7 | 84.0 | 102.9 | 82.7 | 102.8 | 79.9 | 107.9 | 92.1 | 103.1 | 91.4 | 102.0 | 92.3 |
| 1937 | 107.1 | 83.5 | 107.3 | 82.2 | 107.2 | 79.7 | 109.9 | 91.1 | 106.5 | 90.3 | 105.2 | 90.6 |
| 1938 | 109.3 | 83.5 | 109.7 | 82.1 | 109.8 | 79.6 | 115.5 | 88.6 | 109.3 | 89.7 | 108.8 | 88.8 |
| 1939 | 110.1 | 83.4 | 110.5 | 82.1 | 110.3 | 79.6 | 117.8 | 88.4 | 111.7 | 89.1 | 109.9 | 86.1 |

¹ Includes pressmen in charge.

Since data for mailers were not collected in 1929, it is impossible to present index numbers for this craft comparable to those for the other trades. The changes over the previous year, as shown in comparable quotations for each year in which data have been collected for this trade, were as follows:

| | Percent of change from previous year | | | |
|-------------------|--------------------------------------|-------|-----------|-------|
| | 1938 | | 1939 | |
| Mailers: | Wage rate | Hours | Wage rate | Hours |
| Book and job..... | +5.9 | 0 | +1.7 | 0 |
| Newspaper..... | +2.7 | 0 | +0.8 | +0.1 |

Changes Between 1938 and 1939²

Increased wage rates were reported in 518, or 25.7 percent, of the 1939 quotations which were comparable with 1938 (see table 3). Only 10 quotations, less than one-half of 1 percent showed decreases. The increases applied to 25.6 percent of the total membership and the decreases to only one-tenth of 1 percent.

In the book and job trades, 26.8 percent of the comparable quotations showed increases in wage rates between June 1, 1938, and June 1, 1939. Of the total members reported, 23.8 percent had increases, 76.2 percent had no changes in hourly wage rates, and fewer than one-tenth of 1 percent had decreases.

The bookbinders had the greatest proportionate number of increases, with 59 out of 133 comparable rates showing rises. These increases applied to 48.4 percent of the total bookbinders' membership reported. The bindery women had 16 increases in 66 comparable quotations, affecting 34.6 percent of their members. The mailers had only 6 increases among 24 quotations, but as these increases were gained by some of the larger local unions the benefits accrued to 70.4 percent of the total membership reported. The electrotypers and the pressmen, both cylinder and platen, each reported rises in about one-fourth of their comparable quotations. About one in six of the reports for the typographers and photoengravers showed increases during the year.

² Certain anomalies enter into a comparison of average rates between 2 years when such averages reflect not only the actual rates provided for in the agreements but the number of union members for those years in each local union covered by the reported rates. By and large, it would be expected that a general increase in actual rates would be accompanied by a corresponding increase in the average rate paid to union members, but if union membership increases most (or decreases least) in the lower-paid crafts or in areas with less-than-average rates, the average of the rates paid to all union members may not increase correspondingly or may even show a decrease. Conversely, the average rate may increase in spite of a downward swing in actual rates if union membership declines sufficiently in the lower-paid crafts or in areas where lower-than-average rates are paid.

Because the averages do not accurately reflect changes from year to year, no table comparing 1938 and 1939 averages is included in this report. For the trend of actual union rates, the tables of indexes (tables 1 and 2) should be consulted, since these are so computed as to eliminate the effect of fluctuating memberships at various rates. The current averages, on the other hand, best serve for comparison of the general level of wage rates between trades, or between cities and regions at the time the survey was made.

The newspaper trades had a slightly smaller proportion of quotations showing increases (24.7 percent) than the book and job group, but their raises applied to a somewhat larger proportion (29.0 percent) of their membership.

The increases reported for newspaper photoengravers benefited over half their members on both day and night shifts. The pressmen's reports showed raises accruing to nearly half of the total journeymen and men in charge on day shifts, and to over half of those on night shifts. In each of the other newspaper trades there were increases for slightly larger proportions of the day workers than of the night workers.

TABLE 3.—Number of Changes in Union Wage-Rate Quotations and Percent of Members Affected, June 1, 1939, as Compared With June 1, 1938

| Trade | Number of quotations comparable with 1938 | Number of quotations showing— | | | Percent of members affected | | |
|------------------------------------|---|-------------------------------|----------|-----------|-----------------------------|------------------|-----------|
| | | Increase | Decrease | No change | Increase | Decrease | No change |
| All printing trades | 2, 013 | 518 | 10 | 1, 485 | 25.6 | 0.1 | 74.3 |
| Book and job | 1, 001 | 268 | 2 | 731 | 23.8 | (¹) | 76.2 |
| Bindery women | 66 | 16 | — | 50 | 34.6 | — | 65.4 |
| Bookbinders | 133 | 59 | 2 | 72 | 48.4 | .2 | 51.4 |
| Compositors, hand | 70 | 11 | — | 59 | 16.2 | — | 83.8 |
| Electrotypers | 52 | 14 | — | 38 | 26.8 | — | 73.2 |
| Machine operators | 74 | 12 | — | 62 | 11.8 | — | 88.2 |
| Machine tenders (machinists) | 42 | 8 | — | 34 | 19.4 | — | 80.6 |
| Mallers | 24 | 6 | — | 18 | 70.4 | — | 29.6 |
| Photoengravers | 54 | 9 | — | 45 | 13.5 | — | 86.5 |
| Press assistants and feeders | 169 | 54 | — | 115 | 19.9 | — | 80.1 |
| Pressmen, cylinder | 203 | 55 | — | 148 | 22.6 | — | 77.4 |
| Pressmen, platen | 114 | 24 | — | 90 | 26.3 | — | 73.7 |
| Newspaper | 1, 012 | 250 | 8 | 754 | 29.0 | .2 | 70.8 |
| Day work | 531 | 134 | 5 | 392 | 29.9 | .2 | 69.9 |
| Night work | 481 | 116 | 3 | 362 | 28.0 | .2 | 71.8 |
| Compositors, hand: | | | | | | | |
| Day work | 81 | 21 | 1 | 59 | 26.7 | .1 | 73.2 |
| Night work | 69 | 17 | — | 52 | 20.7 | — | 79.3 |
| Machine operators: | | | | | | | |
| Day work | 90 | 21 | 3 | 66 | 23.6 | .3 | 76.1 |
| Night work | 79 | 19 | — | 60 | 18.0 | — | 82.0 |
| Machine tenders (machinists): | | | | | | | |
| Day work | 70 | 19 | — | 51 | 18.9 | — | 81.1 |
| Night work | 64 | 16 | — | 48 | 14.1 | — | 85.9 |
| Mallers: | | | | | | | |
| Day work | 43 | 9 | 1 | 33 | 16.6 | 1.3 | 82.1 |
| Night work | 41 | 9 | 1 | 31 | 14.0 | 1.3 | 84.7 |
| Photoengravers: | | | | | | | |
| Day work | 49 | 14 | — | 35 | 53.3 | — | 46.7 |
| Night work | 46 | 11 | — | 35 | 58.9 | — | 41.1 |
| Pressmen, web (journeymen): | | | | | | | |
| Day work | 71 | 16 | — | 55 | 41.6 | — | 58.4 |
| Night work | 64 | 13 | 1 | 50 | 57.4 | .3 | 42.3 |
| Pressmen in charge, web: | | | | | | | |
| Day work | 58 | 15 | — | 43 | 49.3 | — | 50.7 |
| Night work | 54 | 13 | 1 | 40 | 55.9 | .2 | 43.9 |
| Stereotypers: | | | | | | | |
| Day work | 69 | 19 | — | 50 | 23.7 | — | 76.3 |
| Night work | 64 | 18 | — | 46 | 22.9 | — | 77.1 |

¹ Less than a tenth of 1 percent.

The majority of the increases reported were comparatively small. In 352 instances the 1939 rates were less than 5 percent higher than in 1938, and in 143 instances they were between 5 and 10 percent higher. In only 23 instances did the increases amount to 10 percent or more. The greatest percentage increase reported was that of the newspaper mailers on night shift in Washington, D. C., whose rate advanced from \$0.65 per hour in 1938 to \$0.80 per hour in 1939, an increase of 23 percent.

These larger increases applied to very few members. Of the total number of members benefited by higher scales, less than 3 percent had their rates raised as much as 10 percent above 1938. The increases of less than 5 percent applied to nearly three-fourths of the members benefited, and those of 5 to 10 percent applied to one-fourth. The distribution of the wage-rate increases according to the percent of increase is shown in table 4.

TABLE 4.—Number of Increases in Union Wage-Rate Quotations, by Percent of Increase, June 1, 1939 as Compared With June 1, 1938

| Trade | Number of quotations showing increases of— | | | | | Percent of members affected by increases of— | | | | |
|-----------------------------------|--|------------------------|-------------------------|-------------------------|---------------------|--|------------------------|-------------------------|-------------------------|---------------------|
| | Less than 5 percent | 5 and under 10 percent | 10 and under 15 percent | 15 and under 20 percent | 20 percent and over | Less than 5 percent | 5 and under 10 percent | 10 and under 15 percent | 15 and under 20 percent | 20 percent and over |
| All printing trades..... | 352 | 143 | 14 | 6 | 3 | 18.6 | 6.4 | 0.3 | 0.1 | 0.2 |
| Book and job..... | 168 | 89 | 8 | 1 | 2 | 17.7 | 5.3 | .5 | (1) | .3 |
| Bindery women..... | 7 | 7 | 1 | — | 1 | 18.6 | 13.0 | .4 | — | 2.6 |
| Bookbinders..... | 24 | 34 | 1 | — | — | 32.6 | 15.8 | (1) | — | — |
| Compositors, hand..... | 8 | 3 | — | — | — | 15.2 | 1.0 | — | — | — |
| Electrotypers..... | 14 | — | — | — | — | 26.8 | — | — | — | — |
| Machine operators..... | 8 | 3 | — | — | — | 10.9 | .9 | — | — | — |
| Machine tenders (machinists)..... | 8 | — | — | — | — | 19.4 | — | — | — | — |
| Mailers..... | 5 | 1 | — | — | — | 69.5 | .9 | — | — | — |
| Photoengravers..... | 3 | 6 | — | — | — | 1.2 | 12.3 | — | — | — |
| Press assistants and feeders..... | 31 | 21 | 1 | 1 | — | 15.6 | 3.4 | .6 | .3 | — |
| Pressmen, cylinder..... | 41 | 10 | 3 | — | 1 | 18.8 | 1.5 | 2.3 | — | (1) |
| Pressmen, platen..... | 18 | 4 | 2 | — | — | 23.3 | 1.0 | 2.0 | — | — |
| Newspaper..... | 184 | 54 | 6 | 5 | 1 | 20.1 | 8.5 | (1) | .3 | .1 |
| Day work..... | 96 | 30 | 4 | 4 | — | 19.7 | 9.6 | (1) | .6 | — |
| Night work..... | 88 | 24 | 2 | 1 | 1 | 20.4 | 7.3 | (1) | .1 | .2 |
| Compositors, hand: | | | | | | | | | | |
| Day work..... | 17 | 2 | — | — | — | 22.0 | 4.6 | .1 | — | — |
| Night work..... | 15 | 2 | 2 | — | — | 16.6 | 4.1 | — | — | — |
| Machine operators: | | | | | | | | | | |
| Day work..... | 18 | 2 | 1 | — | — | 19.0 | 4.6 | (1) | — | — |
| Night work..... | 17 | 2 | — | — | — | 14.4 | 3.6 | — | — | — |
| Machine tenders (machinists): | | | | | | | | | | |
| Day work..... | 17 | 2 | — | — | — | 16.2 | 2.7 | — | — | — |
| Night work..... | 14 | 2 | — | — | — | 10.9 | 3.2 | — | — | — |
| Mailers: | | | | | | | | | | |
| Day work..... | 3 | 4 | — | 2 | — | 7.3 | 5.0 | — | 4.3 | — |
| Night work..... | 4 | 3 | — | 1 | 1 | 9.1 | 2.7 | — | .6 | 1.6 |
| Photoengravers: | | | | | | | | | | |
| Day work..... | 7 | 6 | 1 | — | — | 47.9 | 5.1 | .3 | — | — |
| Night work..... | 9 | 2 | — | — | — | 57.0 | 1.9 | — | — | — |
| Pressmen, web: | | | | | | | | | | |
| Day work..... | 11 | 4 | — | 1 | — | 18.5 | 22.1 | — | 1.0 | — |
| Night work..... | 8 | 4 | 1 | — | — | 35.7 | 21.5 | .2 | — | — |
| Pressmen in charge: | | | | | | | | | | |
| Day work..... | 11 | 3 | — | 1 | — | 22.7 | 26.1 | — | .5 | — |
| Night work..... | 10 | 2 | 1 | — | — | 42.1 | 13.6 | .2 | — | — |
| Stereotypers: | | | | | | | | | | |
| Day work..... | 12 | 7 | — | — | — | 12.4 | 11.3 | — | — | — |
| Night work..... | 11 | 7 | — | — | — | 8.8 | 14.1 | — | — | — |

¹ Less than a tenth of 1 percent.

Hours of work.—Changes in hour scales affected less than 5 percent of the membership for whom comparable reports were received. There were 110 quotations which indicated that weekly hours had been reduced during the year, and 3 which showed increased weekly hours. The decreased hour scales affected 4.2 percent of the total membership and the increases 0.1 percent.

All of the increases and 68 of the decreases applied to the newspaper workers. The book and job members had 42 hour reductions among 1,001 comparable quotations.

About 17 percent of the stereotypers, 14 percent of the bookbinders, and 12 percent of the bindery women had their weekly hours reduced. These were the only trades in which as many as 10 percent of the members were affected by hour changes.

The distribution of the changes in weekly hours between 1938 and 1939, and the percent of members affected, are shown in table 5.

TABLE 5.—*Number of Changes in Weekly Hours and Percent of Members Affected, June 1, 1939, as Compared With June 1, 1938*

| Trade | Number of quotations comparable with 1938 | Number of quotations showing— | | | Percent of members affected | | |
|-----------------------------------|---|-------------------------------|----------|-----------|-----------------------------|----------|-----------|
| | | Increase | Decrease | No change | Increase | Decrease | No change |
| All printing trades..... | 2, 013 | 3 | 110 | 1, 900 | 0. 1 | 4. 2 | 95. 7 |
| Book and job..... | 1, 001 | | 42 | 959 | | 4. 3 | 95. 7 |
| Bindery women..... | 66 | | 3 | 63 | | 12. 0 | 88. 0 |
| Bookbinders..... | 133 | | 21 | 112 | | 14. 1 | 85. 9 |
| Compositors, hand..... | 70 | | 1 | 69 | | . 2 | 99. 8 |
| Electrotypers..... | 52 | | 3 | 49 | | 9. 3 | 90. 7 |
| Machine operators..... | 74 | | 1 | 73 | | . 1 | 99. 9 |
| Machine tenders (machinists)..... | 42 | | 1 | 41 | | . 3 | 99. 7 |
| Mailers..... | 24 | | | 24 | | | 100. 0 |
| Photoengravers..... | 54 | | 4 | 50 | | 9. 4 | 90. 6 |
| Press assistants and feeders..... | 169 | | 2 | 167 | | . 2 | 99. 8 |
| Pressmen, cylinder..... | 203 | | 4 | 199 | | . 3 | 99. 7 |
| Pressmen, platen..... | 114 | | 2 | 112 | | . 4 | 99. 6 |
| Newspaper..... | 1, 012 | 3 | 68 | 941 | . 2 | 3. 9 | 95. 9 |
| Day work..... | 531 | 2 | 37 | 492 | . 3 | 4. 9 | 94. 8 |
| Night work..... | 481 | 1 | 31 | 449 | . 2 | 2. 8 | 97. 0 |
| Compositors, hand: | | | | | | | |
| Day work..... | 81 | | 3 | 78 | | 3. 8 | 96. 2 |
| Night work..... | 69 | | 2 | 67 | | 1. 5 | 98. 5 |
| Machine operators: | | | | | | | |
| Day work..... | 90 | | 3 | 87 | | 4. 0 | 96. 0 |
| Night work..... | 79 | | 2 | 77 | | 1. 6 | 98. 4 |
| Machine tenders (machinists): | | | | | | | |
| Day work..... | 70 | 1 | 2 | 67 | . 2 | 2. 5 | 97. 3 |
| Night work..... | 64 | | 2 | 62 | | 1. 1 | 98. 9 |
| Mailers: | | | | | | | |
| Day work..... | 43 | 1 | 1 | 41 | 2. 9 | . 7 | 96. 4 |
| Night work..... | 41 | 1 | 1 | 39 | 1. 6 | . 7 | 97. 7 |
| Photoengravers: | | | | | | | |
| Day work..... | 49 | | 2 | 47 | | 1. 5 | 98. 5 |
| Night work..... | 46 | | 2 | 44 | | 3. 7 | 96. 3 |
| Pressmen, web (journeymen): | | | | | | | |
| Day work..... | 71 | | 6 | 65 | | 4. 4 | 95. 6 |
| Night work..... | 64 | | 4 | 60 | | 1. 5 | 98. 5 |
| Pressmen in charge, web: | | | | | | | |
| Day work..... | 58 | | 5 | 53 | | 4. 6 | 95. 4 |
| Night work..... | 54 | | 4 | 50 | | 1. 4 | 98. 6 |
| Stereotypers: | | | | | | | |
| Day work..... | 69 | | 15 | 54 | | 17. 7 | 82. 3 |
| Night work..... | 64 | | 14 | 50 | | 17. 1 | 82. 9 |

Average Union Wage Rates, 1939

The average union rate per hour for all printing trades in the 72 cities studied on June 1, 1939, was \$1.193. The book and job average was \$1.135 and the newspaper average, \$1.302. (See table 6.)

The photoengravers' averages were higher than those of any other trade. For book and job work they averaged \$1.564 per hour, and for newspaper work they averaged \$1.583 on day shifts and \$1.829 on night shifts. The only other average to exceed \$1.50 per hour was that of the newspaper pressmen in charge on night shifts, which was \$1.514. All of the book and job trades except the bindery women and the press assistants and feeders averaged above \$1.00 per hour, as did all but the mailers in the newspaper group.

Among the book and job trades the hourly wage rates ranged from \$0.275 per hour, for bindery women working on tailors' sample books in Philadelphia, to \$2.00 per hour, for machine operators setting Hebrew text in New York City. Over three-fourths of all the book and job members had rates of over \$1.00 per hour, with 63.2 percent having rates between \$1.00 and \$1.40. Rates of \$1.40 per hour and higher were reported for 12.5 percent of the membership. Scales of \$1.50 and over per hour were reported only among the electrotypers, machine operators, machine tenders, photoengravers, and cylinder pressmen. There were rates between \$1.80 and \$1.90 for 31.5 percent of the photoengravers; between \$1.70 and \$1.80 for 4.3 percent of the photoengravers and 0.1 percent of the cylinder pressmen; between \$1.60 and \$1.70 for 44.7 percent of the electrotypers, 0.6 percent of the photoengravers, and 2.6 percent of the cylinder pressmen; and between \$1.50 and \$1.60 for 8.9 percent of the electrotypers, 1.5 percent of the machine tenders, 10.8 percent of the photoengravers, and 1.9 percent of the cylinder pressmen. The highest book and job rate, \$2.00 per hour, applied to 0.3 percent of the machine operators although no other members of this craft had rates as high as \$1.40 per hour.

Practically all of the bindery women had rates below 80 cents per hour, there being only one quotation, covering less than one-tenth of 1 percent of the membership, which recorded a higher rate. A majority, 54.6 percent, of the press assistants and feeders had rates below \$1.00 per hour. In each of the other book and job trades, over half of the members had rates of \$1.00 or higher. There were no typographic nor cylinder pressmen's rates under 80 cents per hour. The electrotypers had no rates below 90 cents and the photoengravers none under \$1.00.

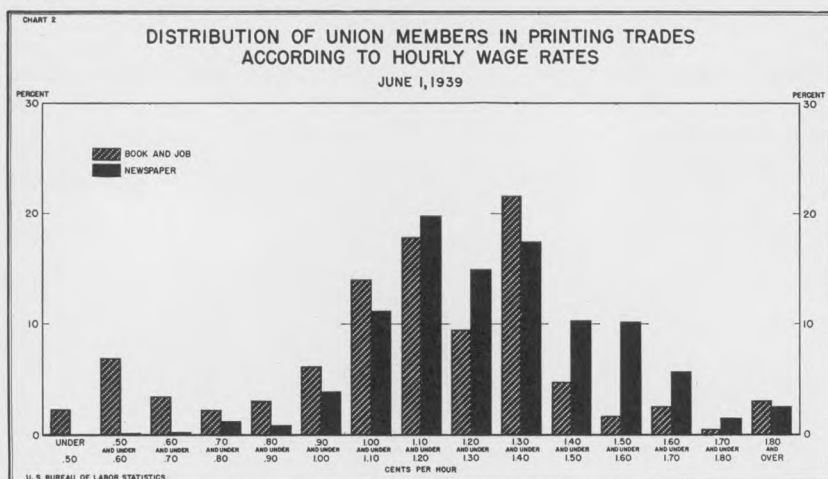
The rates for newspaper workers ranged from \$0.50 per hour, for mailers on day shifts in Little Rock and Wichita, to \$2.667 for hand and machine compositors setting Hebrew text on night shifts in New York City. Over 62 percent of the newspaper membership had

TABLE 6.—Percentage Distribution of Union Members in the Printing Trades, by Hourly Rates, June 1, 1939

| Trade | Average rate per hour | Percentage of union members whose rates (in cents) per hour were— | | | | | | | | | | | | | | | | | | | | |
|------------------------------|-----------------------|---|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|--------------|------|
| | | Under 40 | 40 and under 45 | 45 and under 50 | 50 and under 55 | 55 and under 60 | 60 and under 70 | 70 and under 80 | 80 and under 90 | 90 and under 100 | 100 and under 110 | 110 and under 120 | 120 and under 130 | 130 and under 140 | 140 and under 150 | 150 and under 160 | 160 and under 170 | 170 and under 180 | 180 and under 190 | 190 and under 200 | 200 and over | |
| All printing trades | \$1.193 | 0.3 | 0.5 | 0.7 | 2.6 | 2.0 | 2.3 | 1.9 | 2.3 | 5.4 | 13.1 | 18.5 | 11.4 | 20.2 | 6.7 | 4.7 | 3.7 | 0.8 | 2.2 | 0.1 | 0.6 | |
| Book and job | 1.135 | .5 | .8 | 1.0 | 3.9 | 3.0 | 3.5 | 2.3 | 3.1 | 6.2 | 14.1 | 17.8 | 9.5 | 21.8 | 4.8 | 1.7 | 2.6 | .4 | 3.0 | | (1) | |
| Bindery women | 1.535 | 4.8 | 4.8 | 9.6 | 30.8 | 22.2 | 26.0 | 1.8 | | | | (3) | | | | | | | | | | |
| Bookbinders | 1.032 | | 2.2 | | 1.5 | 4.4 | .7 | | 1.1 | 11.5 | 35.1 | 31.5 | 10.2 | 1.1 | .1 | | | | | | | |
| Compositors, hand | 1.205 | | | | | | | | 1.5 | 3.0 | 17.6 | 28.2 | 10.3 | 39.2 | .2 | | | | | | | |
| Electrotypers | 1.423 | | | | | | | | | 2.5 | 2.1 | 9.4 | 25.1 | 4.2 | 3.1 | 8.9 | 44.7 | | | | | |
| Machine operators | 1.276 | | | | | | | | .8 | 1.8 | 9.6 | 18.9 | 7.4 | 61.2 | | | | | | | 3 | |
| Machine tenders (machinists) | 1.285 | | | | | | | | .7 | .6 | 7.6 | 19.9 | 20.9 | 38.0 | 10.8 | 1.5 | | | | | | |
| Mailers | 1.037 | | | | 3.0 | | 1.1 | 1.8 | 10.2 | 7.7 | 18.0 | 56.8 | 1.4 | | | | | | | | | |
| Photoengravers | 1.564 | | | | | | | | | | .5 | | 4.5 | 16.5 | 31.3 | 10.8 | .6 | 4.3 | 31.5 | | | |
| Press assistants and feeders | 1.992 | .1 | .3 | .2 | 3.5 | 1.1 | 4.5 | 13.0 | 13.6 | 18.3 | 17.0 | 19.4 | 8.7 | .3 | | | | | | | | |
| Pressmen, cylinder | 1.245 | | | | | | | | 1.0 | 3.7 | 20.2 | 17.0 | 11.9 | 30.1 | 11.5 | 1.9 | 2.6 | .1 | | | | |
| Pressmen, platen | 1.053 | | | | | | .4 | 7.5 | 13.5 | 26.7 | 8.9 | 11.4 | 24.3 | 7.3 | | | | | | | | |
| Newspaper | 1.302 | | | | (1) | .1 | | | | 8 | 3.9 | 11.2 | 19.9 | 15.0 | 17.5 | 10.3 | 10.2 | 5.7 | 1.5 | .7 | .3 | 1.6 |
| Day work | 1.238 | | | | (1) | 1 | .2 | 1.7 | .8 | 5.6 | 13.6 | 25.3 | 16.9 | 15.0 | 10.5 | 6.1 | 1.4 | 1.7 | | | .5 | .6 |
| Night work | 1.373 | | | | (1) | (1) | .2 | .5 | .8 | 2.0 | 8.6 | 13.9 | 13.0 | 20.0 | 10.0 | 14.8 | 10.5 | 1.3 | 1.6 | | .1 | 2.7 |
| Compositors, hand | 1.349 | | | | | | | | | | | | | | | | | | | | | |
| Day work | 1.296 | | | | | | | (1) | .1 | 1.9 | 7.6 | 19.1 | 22.2 | 24.0 | 15.9 | 8.2 | (1) | | | | .5 | .5 |
| Night work | 1.402 | | | | | | | | (1) | | 2.8 | 10.8 | 16.1 | 22.4 | 16.2 | 23.5 | 7.9 | | | | | .3 |
| Machine operators | 1.356 | | | | | | | | | | | | | | | | | | | | | |
| Day work | 1.307 | | | | | | | | | | | | | | | | | | | | | |
| Night work | 1.406 | | | | | | | .1 | .4 | 1.8 | 7.8 | 16.1 | 25.5 | 23.4 | 9.9 | 11.0 | .7 | | | | 1.4 | 1.9 |
| Machine tenders (machinists) | 1.352 | | | | | | | | | | | | | | | | | | | | | 1.0 |
| Day work | 1.305 | | | | | | | | | | | | | | | | | | | | | |
| Night work | 1.413 | | | | | | | | | 1.3 | 7.0 | 15.3 | 27.4 | 23.4 | 15.5 | 9.9 | | | | | .2 | |
| Mailers | 1.984 | | | | | | | | | | | | | | | | | | | | | |
| Day work | 1.917 | | | | .5 | 1.3 | 1.4 | 18.4 | 3.2 | 41.8 | 32.8 | .6 | | | | | | | | | | |
| Night work | 1.038 | | | | | .3 | 1.9 | 3.6 | 5.1 | 12.0 | 44.3 | 31.5 | 1.3 | | | | | | | | | |
| Photoengravers | 1.703 | | | | | | | | | | | | | | | | | | | | | |
| Day work | 1.583 | | | | | | | | | | | | | | | | | | | | | |
| Night work | 1.829 | | | | | | | | | .3 | | .2 | 2.3 | 14.8 | 17.8 | 19.4 | 15.1 | 30.1 | | | | |
| Pressmen (journeymen) | 1.239 | | | | | | | | | .9 | | | | 1.4 | 6.1 | 6.4 | 18.5 | 12.2 | 14.7 | | | 39.8 |
| Day work | 1.158 | | | | | | | | | | | | | | | | | | | | | |
| Night work | 1.357 | | | | | | .3 | | .8 | 1.9 | 23.5 | 56.1 | 2.7 | 2.3 | 12.4 | | | | | | | |
| Pressmen in charge | 1.386 | | | | | | | | .2 | 2.1 | 4.9 | 12.9 | 24.0 | 23.5 | .1 | .3 | 28.5 | 3.5 | | | | |
| Day work | 1.290 | | | | | | | | | | | | | | | | | | | | | |
| Night work | 1.514 | | | | | | | | .8 | | 5.6 | 24.6 | 32.2 | 21.1 | .5 | 2.0 | 13.2 | | | | | |
| Stereotypers | 1.241 | | | | | | | | | | 1.6 | 7.3 | 9.6 | 19.4 | 12.3 | 20.7 | .2 | .2 | 24.6 | | 4.1 | |
| Day work | 1.171 | | | | | | | | | 1.6 | 3.9 | 15.6 | 39.1 | 28.8 | 8.7 | 1.8 | .5 | | | | | |
| Night work | 1.334 | | | | | | | | .6 | 1.4 | 7.6 | 27.0 | 13.3 | 13.8 | 11.4 | .8 | 23.5 | | | .6 | | |

rates of \$1.20 per hour and higher. Twenty percent were receiving \$1.50 or better, and only 6.1 percent were working for less than \$1.00 per hour.

More than half the newspaper photoengravers on day shifts had rates of \$1.50 per hour or more, and over half of those working nights had rates of \$1.80 and higher. Five other newspaper trades reported some hourly scales in excess of \$1.80, the pressmen in charge on night shifts being the only craft, other than photoengravers, in which these rates applied to an important proportion (28.7 percent) of the membership. At the other extreme, although each trade had some rates in the lower brackets, the mailers constituted the only trade having a considerable number of members working for less than \$1.00 per hour. These rates applied to 66.6 percent of the mailers on day shifts and to 22.9 percent of those working nights. None of the mailers had rates above \$1.30 per hour. Most of the typographic members had day rates ranging between \$1.10 and \$1.50. A considerable number of their members, however, had night rates in the \$1.50 to \$1.70 brackets. Nearly all of the pressmen and stereotypers had day rates between \$1.00 and \$1.50 per hour. On night shifts, however, 32.3 percent of the pressmen and 24.9 percent of the stereotypers were being paid \$1.50 or more per hour. The pressmen in charge generally had higher rates, 93.6 percent of their day workers having scales between \$1.10 and \$1.70, while 28.7 percent of their night workers received \$1.80 or better.



NIGHT WAGE-RATE DIFFERENTIALS

The union agreements of the newspaper trades in the cities surveyed provided an average differential of 10.9 cents per hour in favor of night workers as compared with the day workers in identical occupations in the same city. A few agreements specified the same rate for

both day and night work; the majority, however, provided higher rates for the night shift.

The actual differentials were as high as 66.7 cents for hand and machine compositors setting Hebrew text in New York City. Nearly half of the night workers had differentials in excess of 8 cents per hour and over 37 percent had differentials of between 6 and 8 cents per hour.

The photoengravers had the greatest average differential (21.1 cents) among the separate trades. Forty percent of their night working members had differentials of between 28 and 32 cents per hour and 25 percent, between 20 and 24 cents per hour. The pressmen, pressmen in charge, stereotypers, and mailers all had average differentials exceeding 10 cents per hour. The lowest average differential was that of the machine operators, 7.9 cents per hour. The stereotypers had the greatest proportionate number of night workers (24.6 percent) with differentials in excess of 32 cents per hour, but they likewise had the greatest proportionate number (8.2 percent) with no differentials.

The night differential for hand compositors setting Hebrew text in Chicago was 64.5 cents per hour, a close second to that in New York. Other differentials exceeding 32 cents per hour were reported for color pressmen (35.4 cents) and men in charge of color presses (39.3 cents) in New York, and for stereotypers on foreign language papers in Chicago (32.7 cents). Regular black presswork carried differentials of 33.1 cents per hour for pressmen in charge in Toledo, 39.5 cents for stereotypers in Newark, and 33 cents for stereotypers in New York.

The average differentials and the distribution of the night-working newspaper membership according to the amount of the differentials are shown in table 7.

TABLE 7.—Differentials Between Union Day and Night Wage Rates in Newspaper Printing Trades, June 1, 1939

| Trade or occupation | Average difference per hour in wage rate ¹ | Percent of night workers whose wage-rate differences (in cents) in comparison to day work, were— | | | | | | | | | | | | |
|-----------------------------------|---|--|---------|---------------|---------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-------------|
| | | 0 | Up to 4 | 4 and under 6 | 6 and under 8 | 8 and under 10 | 10 and under 12 | 12 and under 14 | 14 and under 16 | 16 and under 20 | 20 and under 24 | 24 and under 28 | 28 and under 32 | 32 and over |
| All newspaper trades..... | \$0.109 | 2.3 | 2.7 | 9.0 | 37.3 | 7.9 | 5.9 | 10.8 | 8.0 | 3.6 | 7.0 | .1 | 2.4 | 3.0 |
| Compositors, hand..... | .080 | .4 | ----- | 7.6 | 59.8 | 11.2 | 10.3 | 5.0 | 5.5 | ----- | ----- | ----- | ----- | .2 |
| Machine operators..... | .079 | .7 | ----- | 9.8 | 66.8 | 8.5 | 4.5 | 4.6 | 4.3 | ----- | ----- | ----- | ----- | .8 |
| Machine tenders (machinists)..... | .084 | 2.3 | ----- | 10.1 | 37.7 | 9.5 | 31.7 | 2.9 | 5.8 | ----- | ----- | ----- | ----- | ----- |
| Mailers..... | .101 | .9 | 10.5 | 16.8 | 6.7 | 1.3 | 3.1 | 50.6 | 9.8 | ----- | .3 | ----- | ----- | ----- |
| Photoengravers..... | .211 | ----- | ----- | 2.6 | 3.3 | ----- | 6.3 | 21.0 | ----- | 1.0 | 25.4 | ----- | 40.4 | ----- |
| Pressmen (Journeyman)..... | .149 | 6.2 | 3.4 | 4.9 | 4.9 | 9.0 | 2.8 | .9 | 19.0 | 16.3 | 28.9 | ----- | .2 | 3.5 |
| Pressmen in charge..... | .166 | 5.7 | 3.6 | 4.0 | 4.5 | 7.9 | 1.4 | 1.7 | 14.8 | 21.9 | 30.0 | ----- | ----- | 4.5 |
| Stereotypers..... | .142 | 8.2 | 10.4 | 14.0 | 12.2 | 6.7 | .1 | 9.9 | 7.8 | 4.4 | ----- | 1.7 | ----- | 24.6 |

¹ Since some cities did not have both day and night workers, and are thus excluded from table 7, the average differentials shown in this table are not the same as the differences between the averages for day and night work shown in table 6.

OVERTIME RATES

Time and one-half was predominantly specified as the initial overtime rate in the printing-trade agreements. This rate applied to over 98 percent of the total membership reported. Some of the agreements, however, specified that this rate should apply only to a limited amount of overtime and that a higher rate should apply when overtime work was prolonged.

The typographical union, although allowing its members who hold regular situations to work overtime in emergencies, requires them to share this extra work with unemployed members by taking equivalent time off later and allowing a substitute to work in their places.

The distribution of the initial overtime rates provided in the printing-trade agreements and the proportions of the memberships to which they apply are shown in table 8.

TABLE 8.—Overtime Rates Provided in Printing Trades Union Agreements, June 1, 1939

| Trade | Number of quotations showing initial overtime rates of— | | | | Percentage of union members having initial overtime rates of— | | | |
|-----------------------------------|---|-------------|---------------------|---------------------------|---|-------------|---------------------|---------------------------|
| | Time and one-half | Double time | Other penalty scale | No penalty rate specified | Time and one-half | Double time | Other penalty scale | No penalty rate specified |
| All printing trades..... | 2,069 | 3 | 8 | 128 | 98.1 | 0.8 | 0.8 | 10.3 |
| Book and job..... | 1,051 | 3 | | 110 | 98.4 | 1.3 | | 1.3 |
| Bindery women..... | 64 | 3 | | 1 | 88.0 | 11.9 | | .1 |
| Bookbinders..... | 135 | | | 11 | 99.5 | | | 1.5 |
| Compositors, hand..... | 70 | | | 2 | 99.2 | | | .8 |
| Electrotypers..... | 55 | | | | 100.0 | | | |
| Machine operators..... | 74 | | | 2 | 99.7 | | | .3 |
| Machine tenders (machinists)..... | 47 | | | 1 | 99.9 | | | .1 |
| Mailers..... | 36 | | | | 100.0 | | | |
| Photoengravers..... | 66 | | | | 100.0 | | | |
| Press assistants and feeders..... | 172 | | | 3 | 99.5 | | | .5 |
| Pressmen, cylinder..... | 224 | | | | 100.0 | | | |
| Pressmen, platen..... | 118 | | | | 100.0 | | | |
| Newspaper..... | 1,018 | | 8 | 18 | 97.4 | | 2.2 | .4 |
| Day work..... | 535 | | 3 | 11 | 96.8 | | 2.8 | .4 |
| Night work..... | 483 | | 5 | 7 | 98.1 | | 1.6 | .3 |
| Compositors, hand: | | | | | | | | |
| Day work..... | 80 | | | 4 | 99.8 | | | .2 |
| Night work..... | 68 | | | 1 | 100.0 | | | (2) |
| Machine operators: | | | | | | | | |
| Day work..... | 86 | | | 6 | 98.5 | | | 1.5 |
| Night work..... | 75 | | | 4 | 99.5 | | | .5 |
| Machine tenders (machinists): | | | | | | | | |
| Day work..... | 69 | | | 1 | 99.8 | | | .2 |
| Night work..... | 64 | | | | 100.0 | | | |
| Mailers: | | | | | | | | |
| Day work..... | 49 | | | | 100.0 | | | |
| Night work..... | 47 | | | 2 | 99.1 | | | .9 |
| Photoengravers: | | | | | | | | |
| Day work..... | 50 | | | | 100.0 | | | |
| Night work..... | 47 | | | | 100.0 | | | |
| Pressmen: | | | | | | | | |
| Day work..... | 73 | | 1 | | 90.7 | | 9.3 | |
| Night work..... | 64 | | 2 | | 93.6 | | 6.4 | |
| Pressmen in charge: | | | | | | | | |
| Day work..... | 58 | | 1 | | 95.6 | | 4.4 | |
| Night work..... | 53 | | 2 | | 95.9 | | 4.1 | |
| Stereotypers: | | | | | | | | |
| Day work..... | 70 | | 1 | | 92.5 | | 7.5 | |
| Night work..... | 65 | | 1 | | 93.5 | | 6.5 | |

¹ Includes 1 quotation prohibiting overtime entirely, applying to a half of 1 percent of the bookbinders and amounting to a tenth of 1 percent of the book and job membership and to less than a tenth of 1 percent of the membership in all printing trades.

² Less than a tenth of 1 percent.

AVERAGE WAGE RATES BY SIZE OF CITY

The average wage rates for the printing trades varied directly with the size of the cities for which reports were received. This was true not only of the averages for all printing trades combined but also of the separate averages for the book and job and newspaper groups. (See table 9.)

For the northern and Pacific cities the direct variation in accordance with population held for the averages of all trades combined and for the averages of the book and job trades. In the newspaper averages there was one exception; the average for size C cities slightly exceeded that for size B cities. This was largely due to the influence of the high rates and comparatively large memberships in Washington and Newark.

In the southern and southwestern cities the newspaper averages varied directly with the city sizes but the averages for the book and job trades and those for all trades combined did not. The average for all printing trades in size D cities exceeded that for size C cities, mainly because in the size D cities the newspaper membership in relation to the book and job membership, was greater than in the size C cities. This situation resulted in a much heavier proportionate weighting of the newspaper rates (which generally average higher than book and job rates) in the average for the size D cities.

The book and job average for size E cities in the South and Southwest was greater than that of the size D cities. This resulted from the fact that the lower-paid occupations, bookbinders and bindery women, either did not exist or were not organized in the smaller southern and southwestern cities, which gave a disproportionate weight to the more highly paid crafts in the average for those cities.

In general, the averages for the separate trades varied directly with the population groups. The averages of all cities for five book and job trades varied directly throughout the city-size classifications. In the averages for northern and Pacific cities three book and job trades maintained direct variation, and in the averages for southern and southwestern cities two trades had direct variation with the city sizes.

The averages for the newspaper trades varied with the city-size groups more consistently than those of the book and job trades. There was direct variation in the averages of all cities for every newspaper trade except the pressmen, pressmen in charge, and the stereotypers. The averages for the northern and Pacific cities were not so consistent. However, three trades had direct variation throughout their day-rate averages and two had direct variation throughout their night-rate averages. For southern and southwestern cities there were deviations from direct variation in three each of the day-rate and night-rate averages.

REGIONAL DIFFERENCES IN WAGE RATES

There is no city in the South or Southwest with a population of over 500,000. Consequently, any comparison of average wage rates between the regions must be confined to population groups C, D, and E. (See table 9.)

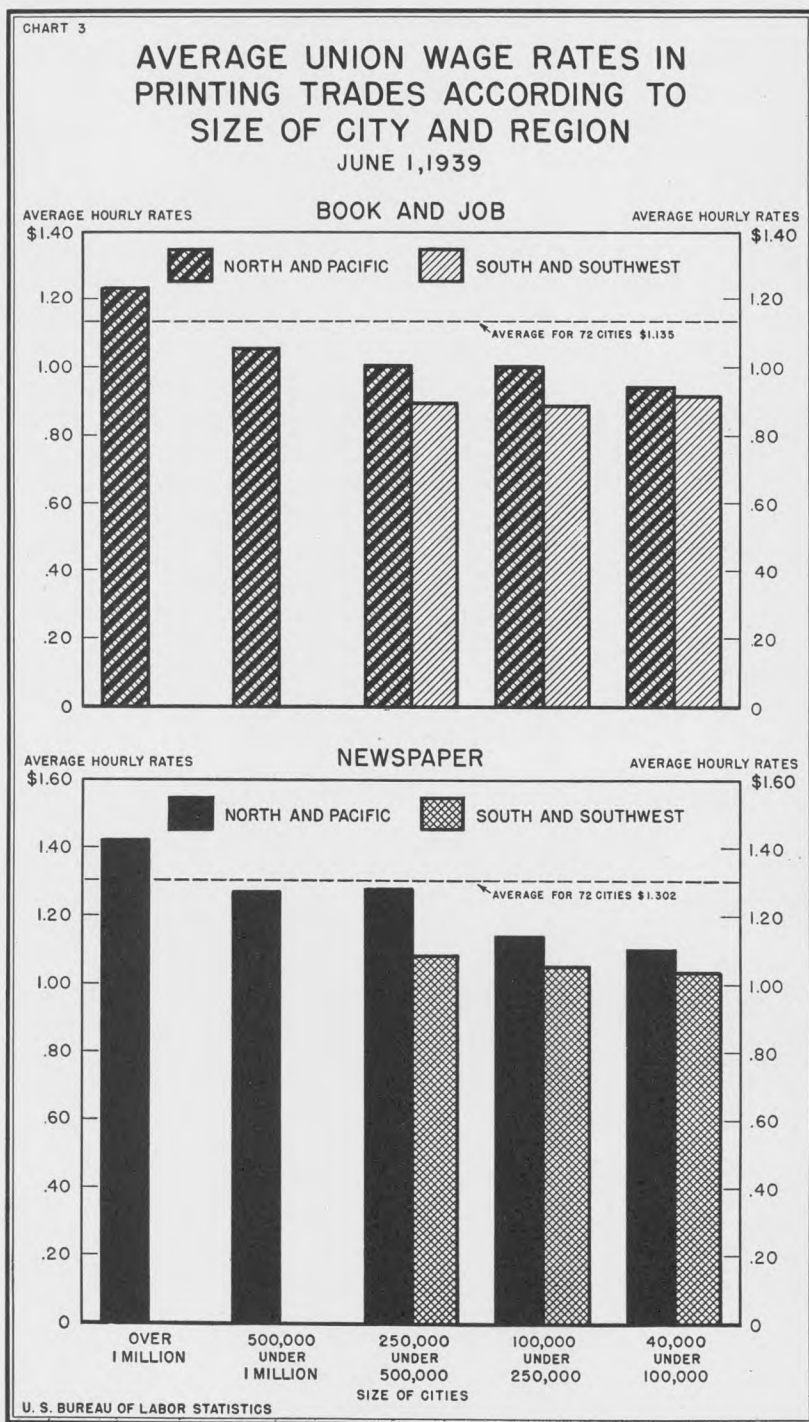
The northern and Pacific cities consistently had higher averages than those of comparable size southern and southwestern cities. This was true in all city size groups for both the newspaper and book and job averages, and also for the averages of all trades combined.

The regional differences prevailed generally for each of the different crafts. There were no exceptions in the trade averages for size C cities, and only four each in the size D and size E averages.

TABLE 9.—Average Hourly Wage Rates of Union Members in the Printing Trades, by Region and Size of City, June 1, 1939

| Trade | Average hourly wage rates in cities of specified population group ¹ | | | | | | | | | | |
|---|--|--|----------------|------------------------------|--------------------------------|----------------|------------------------------|--------------------------------|----------------|------------------------------|--------------------------------|
| | Group A, North and Pa- cific | Group B, North and Pa- cific | Group C | | | Group D | | | Group E | | |
| | | | All regions | North and Pa- cific | South and South- west | All regions | North and Pa- cific | South and South- west | All regions | North and Pa- cific | South and South- west |
| All printing trades.... | \$1.288 | \$1.139 | \$1.091 | \$1.110 | \$0.991 | \$1.051 | \$1.069 | \$0.995 | \$0.999 | \$1.009 | \$0.985 |
| Book and job..... | 1.234 | 1.059 | .991 | 1.006 | .898 | .984 | 1.004 | .890 | .940 | .949 | .920 |
| Bindery women..... | .555 | .552 | .502 | .509 | .440 | .506 | .524 | .458 | .470 | .476 | (?) |
| Bookbinders..... | 1.018 | 1.088 | 1.052 | 1.077 | .915 | .922 | .922 | .922 | 1.017 | 1.053 | (?) |
| Compositors, hand..... | 1.311 | 1.142 | 1.112 | 1.131 | 1.013 | 1.036 | 1.064 | .942 | .982 | .970 | 1.010 |
| Electrotypers..... | 1.586 | 1.191 | 1.239 | 1.247 | 1.126 | 1.182 | 1.206 | 1.024 | (?) | (?) | ----- |
| Machine operators..... | 1.355 | 1.177 | 1.134 | 1.153 | 1.052 | 1.049 | 1.055 | 1.031 | .997 | 1.016 | .966 |
| Machine tenders (ma- chinists)..... | 1.376 | 1.209 | 1.199 | 1.224 | .972 | 1.121 | 1.124 | (?) | 1.125 | 1.125 | 1.125 |
| Mailers..... | 1.072 | 1.107 | 1.011 | 1.025 | .911 | .810 | .807 | (?) | ----- | ----- | ----- |
| Photoengravers..... | 1.649 | 1.444 | 1.443 | 1.467 | 1.284 | 1.377 | 1.381 | 1.360 | 1.334 | (?) | 1.256 |
| Press assistants and feeders..... | 1.061 | .861 | .788 | .815 | .588 | .800 | .824 | .603 | .654 | .720 | 1.546 |
| Pressmen, cylinder..... | 1.355 | 1.155 | 1.124 | 1.158 | .949 | 1.123 | 1.136 | 1.013 | .987 | 1.009 | .937 |
| Pressmen, platen..... | 1.233 | .974 | .916 | .930 | .799 | .884 | .908 | .772 | .846 | .833 | .860 |
| Newspaper..... | 1.423 | 1.271 | 1.238 | 1.279 | 1.082 | 1.116 | 1.142 | 1.054 | 1.071 | 1.102 | 1.038 |
| Day work..... | 1.354 | 1.222 | 1.195 | 1.233 | 1.050 | 1.094 | 1.114 | 1.036 | 1.053 | 1.093 | 1.005 |
| Night work..... | 1.474 | 1.333 | 1.308 | 1.355 | 1.134 | 1.148 | 1.188 | 1.073 | 1.086 | 1.110 | 1.063 |
| Compositors, hand: Day work..... | 1.450 | 1.320 | 1.263 | 1.295 | 1.136 | 1.118 | 1.141 | 1.063 | 1.050 | 1.091 | 1.012 |
| Night work..... | 1.518 | 1.402 | 1.352 | 1.398 | 1.181 | 1.181 | 1.215 | 1.124 | 1.114 | 1.177 | 1.066 |
| Machine operators: Day work..... | 1.462 | 1.321 | 1.283 | 1.311 | 1.141 | 1.125 | 1.143 | 1.050 | 1.065 | 1.096 | 1.030 |
| Night work..... | 1.526 | 1.388 | 1.381 | 1.409 | 1.207 | 1.187 | 1.216 | 1.113 | 1.122 | 1.170 | 1.085 |
| Machine tenders (machinists): Day work..... | 1.466 | 1.309 | 1.265 | 1.300 | 1.175 | 1.140 | 1.162 | 1.079 | 1.088 | 1.113 | 1.050 |
| Night work..... | 1.552 | 1.394 | 1.349 | 1.399 | 1.216 | 1.196 | 1.240 | 1.121 | 1.138 | 1.181 | 1.104 |
| Mailers: Day work..... | .986 | .953 | .842 | .901 | .695 | .811 | .815 | .803 | .761 | .969 | (?) |
| Night work..... | 1.082 | 1.045 | .932 | .971 | .829 | .856 | .906 | .801 | .697 | .689 | .731 |
| Photoengravers: Day work..... | 1.700 | 1.452 | 1.450 | 1.466 | 1.265 | 1.345 | 1.342 | 1.353 | (?) | ----- | (?) |
| Night work..... | 1.975 | 1.609 | 1.578 | 1.635 | 1.264 | 1.496 | 1.494 | 1.501 | ----- | ----- | ----- |
| Pressmen (journey- men): Day work..... | 1.216 | 1.136 | 1.123 | 1.150 | 1.033 | 1.019 | 1.033 | .982 | 1.052 | 1.101 | .933 |
| Night work..... | 1.459 | 1.249 | 1.195 | 1.228 | 1.105 | 1.077 | 1.117 | 1.018 | 1.097 | 1.155 | 1.011 |
| Pressmen in charge: Day work..... | 1.381 | 1.243 | 1.218 | 1.245 | 1.120 | 1.148 | 1.154 | 1.107 | 1.182 | 1.182 | ----- |
| Night work..... | 1.632 | 1.381 | 1.285 | 1.318 | 1.202 | 1.192 | 1.185 | 1.208 | 1.214 | 1.214 | ----- |
| Stereotypers: Day work..... | 1.237 | 1.218 | 1.139 | 1.168 | 1.042 | 1.043 | 1.061 | .995 | 1.058 | 1.082 | 1.008 |
| Night work..... | 1.467 | 1.317 | 1.204 | 1.261 | 1.099 | 1.089 | 1.132 | 1.020 | 1.105 | 1.134 | 1.067 |

¹ Group A, over 1,000,000 population; group B, 500,000 to 1,000,000; group C, 250,000 to 500,000; group D, 100,000 to 250,000; and group E, 40,000 to 100,000. No cities of over 500,000 in the South and Southwest.



AVERAGE RATES IN EACH CITY

Averages of the combined book and job rates and of the combined newspaper rates in each city, grouped according to population, are presented in table 10. The averages used were weighted according to the number of members in each local union covered by the reported rates. Thus the averages reflect not only the specific rates provided in the union agreements but also the number of persons presumably benefiting from these rates.³

Not all the trades had effective union scales in all the cities. This was especially true among the bindery women, bookbinders, electrotypers, machine tenders, mailers, and photoengravers—occupations which either did not exist or were not organized in a number of the smaller cities. The averages, however, do represent all the effective union scales in each city. As it may be assumed that the types of printing done in cities of comparable size will in general be similar, these averages should be comparable within the city size groups.

No averages have been included in table 10 unless they were computed from the effective rates of at least two distinct printing trades. In this respect the three typographical classifications were considered as constituting only one trade, as were the newspaper pressmen and pressmen in charge. Day and night newspaper rates for identical occupations were also considered as representing but one trade. In consequence, a few cities included in the survey do not appear in table 10.

The highest city averages for book and job work were those of New York, \$1.285 per hour, and Chicago, \$1.264. Toledo (\$1.183), Youngstown (\$1.178), Seattle (\$1.169), and Madison (\$1.160) all averaged above \$1.15 per hour, and 28 other cities averaged above \$1 per hour. The lowest city averages for the book and job trades were those of Memphis (\$0.765) and Little Rock (\$0.790).

The newspaper averages were all considerably higher than those of the book and job trades. This resulted mainly from the fact that newspaper work includes none of the three lowest-paid printing crafts, bookbinders, bindery women, and press assistants and feeders, and

³ Although a comparison of average rates between cities where averages include the influence of the membership factor may be somewhat misleading where membership is unusually large or small in comparison to the same trade in other cities, a weighted average of this kind is obviously more realistic than a simple average of specific rates. In the latter case, a wage rate in a trade including half a dozen members would be given the same importance as a trade including several hundred members.

in part from the fact that newspaper scales for comparable occupations, such as typesetting, very often are higher than the book and job rates.

The New York City average (\$1.568) for newspaper work was first by a wide margin. The second highest average, \$1.419 for Washington, was nearly 15 cents per hour less than that of New York. Newark (\$1.383), Chicago (\$1.370), Providence (\$1.368), Cleveland (\$1.351), Cincinnati (\$1.316), Milwaukee (\$1.314), and Boston (\$1.307), however, all had averages in excess of \$1.30 per hour and 53 other cities had averages of over \$1 per hour. The lowest newspaper average was that of New Orleans, \$0.909 per hour.

TABLE 10.—Average Hourly Wage Rates of Union Members in the Printing Trades, by Cities and by Classified Population, June 1, 1939

| BOOK AND JOB | | | |
|---------------------------------|---------------------|--|---------------------|
| City and population group | Average hourly rate | City and population group | Average hourly rate |
| A. Over 1,000,000: | | D. 100,000 to 250,000: | |
| New York, N. Y..... | \$1.285 | Youngstown, Ohio..... | \$1.178 |
| Chicago, Ill..... | 1.264 | Rock Island (Ill.) district ¹ | 1.137 |
| <i>Average for group A.....</i> | <i>1.234</i> | Springfield, Mass..... | 1.119 |
| Detroit, Mich..... | 1.134 | Erie, Pa..... | 1.098 |
| Los Angeles, Calif..... | 1.052 | Dayton, Ohio..... | 1.052 |
| Philadelphia, Pa..... | 1.047 | Omaha, Nebr..... | 1.040 |
| B. 500,000 to 1,000,000: | | Duluth, Minn..... | 1.020 |
| Pittsburgh, Pa..... | 1.157 | South Bend, Ind..... | 1.018 |
| San Francisco, Calif..... | 1.146 | New Haven, Conn..... | 1.017 |
| Cleveland, Ohio..... | 1.142 | Peoria, Ill..... | .995 |
| Buffalo, N. Y..... | 1.062 | El Paso, Tex..... | .992 |
| <i>Average for group B.....</i> | <i>1.059</i> | Norfolk, Va..... | .991 |
| St. Louis, Mo..... | 1.012 | <i>Average for group D.....</i> | <i>.984</i> |
| Milwaukee, Wis..... | 1.007 | Reading, Pa..... | .962 |
| Baltimore, Md..... | 1.004 | Oklahoma City, Okla..... | .946 |
| Boston, Mass..... | .982 | Des Moines, Iowa..... | .935 |
| C. 250,000 to 500,000: | | Richmond, Va..... | .935 |
| Toledo, Ohio..... | 1.183 | Scranton, Pa..... | .935 |
| Seattle, Wash..... | 1.169 | Spokane, Wash..... | .933 |
| Rochester, N. Y..... | 1.140 | Wichita, Kans..... | .930 |
| Indianapolis, Ind..... | 1.103 | Grand Rapids, Mich..... | .926 |
| Cincinnati, Ohio..... | 1.083 | Worcester, Mass..... | .926 |
| Newark, N. J..... | 1.063 | Salt Lake City, Utah..... | .922 |
| Columbus, Ohio..... | 1.040 | San Antonio, Tex..... | .874 |
| Portland, Oreg..... | 1.028 | Jacksonville, Fla..... | .830 |
| Providence, R. I..... | 1.026 | Nashville, Tenn..... | .817 |
| Dallas, Tex..... | 1.024 | E. 40,000 to 100,000: | |
| <i>Average for group C.....</i> | <i>.991</i> | Madison, Wis..... | 1.160 |
| Houston, Tex..... | .987 | Phoenix, Ariz..... | 1.043 |
| Kansas City, Mo..... | .982 | Charlotte, N. C..... | 1.024 |
| Denver, Colo..... | .974 | Butte, Mont..... | .991 |
| Washington, D. C..... | .962 | Charlestown, W. Va..... | .981 |
| Atlanta, Ga..... | .914 | <i>Average for group E.....</i> | <i>.940</i> |
| St. Paul, Minn..... | .894 | York, Pa..... | .901 |
| Birmingham, Ala..... | .893 | Portland, Maine..... | .850 |
| New Orleans, La..... | .851 | Jackson, Miss..... | .831 |
| Minneapolis, Minn..... | .844 | Manchester, N. H..... | .821 |
| Louisville, Ky..... | .835 | Little Rock, Ark..... | .790 |
| Memphis, Tenn..... | .765 | | |

¹ Includes Davenport, Iowa, and Moline, Ill.

TABLE 10.—Average Hourly Wage Rates of Union Members in the Printing Trades, by Cities and Classified Population, June 1, 1939—Continued

| NEWSPAPER | | | |
|-----------------------------|---------------------|-------------------------------|---------------------|
| City and population group | Average hourly rate | City and population group | Average hourly rate |
| A. Over 1,000,000: | | D. 100,000 to 250,000: | |
| New York, N. Y. | \$1.568 | Scranton, Pa. | \$1.288 |
| <i>Average for group A.</i> | <i>1.423</i> | Youngstown, Ohio | 1.270 |
| Chicago, Ill. | 1.370 | Dayton, Ohio | 1.238 |
| Detroit, Mich. | 1.293 | Erie, Pa. | 1.225 |
| Los Angeles, Calif. | 1.227 | Reading, Pa. | 1.204 |
| Philadelphia, Pa. | 1.210 | Des Moines, Iowa | 1.190 |
| B. 500,000 to 1,000,000: | | Omaha, Nebr. | 1.172 |
| Cleveland, Ohio | 1.351 | Jacksonville, Fla. | 1.169 |
| Milwaukee, Wis. | 1.314 | Worcester, Mass. | 1.150 |
| Boston, Mass. | 1.307 | Duluth, Minn. | 1.146 |
| <i>Average for group B.</i> | <i>1.271</i> | Rock Island (Ill.) district 1 | 1.134 |
| Pittsburgh, Pa. | 1.234 | Peoria, Ill. | 1.122 |
| St. Louis, Mo. | 1.234 | <i>Average for group D.</i> | <i>1.116</i> |
| Baltimore, Md. | 1.228 | Grand Rapids, Mich. | 1.113 |
| San Francisco, Calif. | 1.227 | El Paso, Tex. | 1.098 |
| Buffalo, N. Y. | 1.221 | Springfield, Mass. | 1.082 |
| C. 250,000 to 500,000: | | Salt Lake City, Utah. | 1.081 |
| Washington, D. C. | 1.419 | San Antonio, Tex. | 1.076 |
| Newark, N. J. | 1.383 | Norfolk, Va. | 1.067 |
| Providence, R. I. | 1.368 | Richmond, Va. | 1.064 |
| Cincinnati, Ohio. | 1.316 | New Haven, Conn. | 1.061 |
| Columbus, Ohio. | 1.293 | Oklahoma City, Okla. | 1.057 |
| Toledo, Ohio. | 1.293 | South Bend, Ind. | 1.037 |
| Seattle, Wash. | 1.271 | Spokane, Wash. | 1.008 |
| Minneapolis, Minn. | 1.252 | Nashville, Tenn. | .948 |
| Indianapolis, Ind. | 1.250 | Wichita, Kans. | .931 |
| <i>Average for group C.</i> | <i>1.238</i> | E. 40,000 to 100,000. | |
| St. Paul, Minn. | 1.217 | Butte, Mont. | 1.183 |
| Portland, Oreg. | 1.208 | Phoenix, Ariz. | 1.155 |
| Houston, Tex. | 1.180 | Madison, Wis. | 1.145 |
| Denver, Colo. | 1.147 | <i>Average for group E.</i> | <i>1.071</i> |
| Kansas City, Mo. | 1.139 | Manchester, N. H. | 1.061 |
| Rochester, N. Y. | 1.136 | Portland, Maine. | 1.042 |
| Louisville, Ky. | 1.103 | Charlotte, N. C. | 1.033 |
| Dallas, Tex. | 1.091 | Charleston, S. C. | .989 |
| Memphis, Tenn. | 1.090 | Little Rock, Ark. | .989 |
| Atlanta, Ga. | 1.045 | | |
| Birmingham, Ala. | 1.010 | | |
| New Orleans, La. | .909 | | |

Union Hours, 1939

The average maximum workweek provided in the union agreements for all of the printing trades on June 1, 1939, was 39 hours. For the book and job trades the average was 39.6 hours and for the newspaper trades, 37.9 hours. Night work on newspapers averaged 37.3 hours per week as compared with 38.4 hours for work on day shifts.

The photoengravers' average of 37.4 hours per week was the lowest among the book and job trades. The electrotypers averaged 37.7 hours per week, the typographic trades averaged just under 40 hours, and the six other book and job trades averaged exactly 40 hours per week.

The mailers were the only newspaper trade with an average of 40 or more hours per week. Their average for day work was 41 hours and for night work 39.3 hours per week. The shortest average workweek was that of the night pressmen and pressmen in charge, 35.8 hours per week.

Forty hours was the basic workweek for 65.7 percent of the members reported. Thirty-seven and one-half hours was specified for 22.3 percent of the total membership, and 8.1 percent were limited to 35 or fewer hours per week. Only 2 percent were allowed to work more than 40 hours in any week without overtime.

The 40-hour week predominated in the book and job agreements, applying to 87.6 percent of the membership in that field. The newspaper trades, however, had 37½-hour weeks for 51.6 percent of their members, and 40-hour weeks for 25.4 percent. Although, on the average, the newspaper hours were shorter than book and job hours, the newspaper trades had workweeks in excess of 40 hours for 3.9 percent of their members as compared with 1.1 percent in the book and job trades. Less than 37½-hour weeks prevailed for 4.9 percent of the book and job members and for 17.7 percent of the newspaper members.

A majority of the members in each book and job trade, excepting the photoengravers, had 40-hour scales. The photoengravers had a 37½-hour week for 43 percent of their book and job members and a 35-hour week for 31.6 percent.

The newspaper trades had much less concentration at any one scale of hours. The typographic trades and the photoengravers had 37½-hour scales for a majority of their members on both day and night shifts. A majority of the day mailers and day stereotypers, however, were working 40-hour weeks. The pressmen, pressmen in charge, and stereotypers each had 35-hour scales or less for important percentages of their night-working memberships. The newspaper mailers, on the other hand, were the only trade having as many as 10 percent of their members working in excess of 40 hours per week.

The distribution of the membership in each trade according to the maximum weekly hours allowed by the agreements is shown in table 11.

TABLE 11.—Percentage Distribution of Union Members in Printing Trades, by Hour Scales, June 1, 1939

| Trade | Average hours per week | Percent of members whose hours per week were— | | | | | | | | | |
|------------------------------------|------------------------|---|------|-----------------------|-----------------------|-----|----------------------|-----|----------------------|-----|-----|
| | | Under 35 | 35 | Over 35 and under 37½ | Over 37½ and under 40 | 40 | Over 40 and under 44 | 44 | Over 44 and under 48 | 48 | |
| All printing trades | 39.0 | 3.4 | 4.7 | 1.4 | 22.3 | 0.5 | 65.7 | 0.4 | 1.2 | (1) | 0.4 |
| Book and job | 39.6 | 1.6 | 3.2 | .1 | 6.3 | .1 | 87.6 | — | 1.1 | — | (1) |
| Bindery women | 40.0 | — | — | — | 2.5 | .1 | 96.4 | — | 1.0 | — | — |
| Bookbinders | 40.0 | — | — | — | 1.5 | .1 | 97.3 | — | 1.1 | — | — |
| Compositors, hand | 39.9 | — | — | — | 3.9 | — | 95.8 | — | .3 | — | — |
| Electrotypers | 37.7 | 33.4 | — | — | — | — | 56.8 | — | 9.8 | — | (1) |
| Machine operators | 39.9 | — | .6 | .3 | 3.2 | — | 95.7 | — | .2 | — | — |
| Machine tenders (machinists) | 39.3 | — | 7.4 | — | 11.7 | — | 80.9 | — | — | — | — |
| Mailers | 40.0 | 1.6 | — | 1.4 | .7 | — | 92.1 | — | 4.2 | — | — |
| Photoengravers | 37.4 | — | 31.6 | — | 43.0 | .5 | 24.6 | — | .3 | — | — |
| Press assistants and feeders | 40.0 | — | — | — | 1.5 | — | 97.9 | — | .6 | — | — |
| Pressmen, cylinder | 40.0 | — | .1 | — | 2.1 | — | 97.1 | — | .7 | — | — |
| Pressmen, platen | 40.0 | — | — | — | 1.6 | — | 96.8 | — | 1.6 | — | — |

TABLE 11.—Percentage Distribution of Union Members in Printing Trades, by Hour Scales, June 1, 1939—Continued

| Trade | Average hours per week | Percent of members whose hours per week were— | | | | | | | | | |
|-----------------------------------|------------------------|---|------|-----------------------|------|-----------------------|------|----------------------|------|----------------------|------|
| | | Under 35 | 35 | Over 35 and under 37½ | 37½ | Over 37½ and under 40 | 40 | Over 40 and under 44 | 44 | Over 44 and under 48 | 48 |
| Newspaper..... | 37.9 | 6.6 | 7.3 | 3.8 | 51.6 | 1.4 | 25.4 | 1.2 | 1.5 | (1) | 1.2 |
| Day work..... | 38.4 | 2.6 | 4.1 | 3.1 | 50.2 | 2.0 | 33.5 | 2.1 | .2 | .1 | 2.1 |
| Night work..... | 37.3 | 10.9 | 10.9 | 4.5 | 53.3 | .8 | 16.4 | .1 | 2.9 | | .2 |
| Compositors, hand..... | 37.7 | | | | | | | | | | |
| Day work..... | 37.8 | 3.0 | 5.2 | 4.4 | 61.9 | 3.3 | 22.2 | | | | |
| Night work..... | 37.6 | 1.9 | 6.1 | 2.4 | 73.5 | .7 | 15.4 | | | | |
| Machine operators..... | 37.3 | | | | | | | | | | |
| Day work..... | 37.2 | 6.9 | 9.9 | 7.5 | 52.9 | 3.1 | 19.7 | | | | |
| Night work..... | 37.3 | 3.9 | 8.3 | 5.5 | 66.6 | 1.2 | 14.5 | | | | |
| Machine tenders (machinists)..... | 37.7 | | | | | | | | | | |
| Day work..... | 37.7 | 1.8 | 4.0 | 4.3 | 64.5 | 7.6 | 17.8 | | | | |
| Night work..... | 37.6 | 1.1 | 4.9 | 3.4 | 75.3 | .9 | 14.4 | | | | |
| Mailers..... | 40.1 | | | | | | | | | | |
| Day work..... | 41.0 | .6 | | | 19.1 | | 61.3 | .2 | | | 18.8 |
| Night work..... | 39.3 | | 8.5 | .4 | 45.3 | .7 | 21.9 | | 23.2 | | |
| Photoengravers..... | 38.2 | | | | | | | | | | |
| Day work..... | 38.4 | | | .2 | 63.5 | .5 | 34.9 | | .9 | | |
| Night work..... | 37.9 | | | .7 | 83.8 | 1.3 | 13.5 | .5 | .2 | | |
| Pressmen, web (journeymen)..... | 37.7 | | | | | | | | | | |
| Day work..... | 39.0 | | 1 | | 49.0 | | 40.9 | 9.3 | .3 | | .4 |
| Night work..... | 35.8 | 40.1 | 29.6 | 7.4 | 5.2 | .2 | 16.8 | | | | .7 |
| Pressmen in charge, web..... | 37.5 | | | | | | | | | | |
| Day work..... | 38.8 | | | | 52.4 | | 42.0 | 4.6 | .7 | | .3 |
| Night work..... | 35.8 | 37.2 | 31.0 | 10.0 | 5.0 | .2 | 15.9 | .2 | | | .5 |
| Stereotypers..... | 38.1 | | | | | | | | | | |
| Day work..... | 39.3 | .7 | 2.8 | .3 | 32.3 | 1.9 | 57.1 | | .4 | .9 | 3.6 |
| Night work..... | 36.4 | 26.5 | 5.3 | 10.2 | 34.8 | .5 | 19.8 | 1.4 | | | 1.5 |

¹ Less than a tenth of 1 percent.



HOURLY WAGES IN HUNGARY, 1938 AND 1939

A RECENT report from Hungary indicates that there was a substantial rise in the level of hourly wages of certain groups of industrial workers in that country in July 1939 as compared with the previous year.¹

| | 1938 (monthly average, in pengős) ² | July 1939 (pengős) |
|-----------------------------|---|--------------------------|
| Plumbers..... | 0.63 | 0.62 |
| Cabinetmakers..... | .55 | .59 |
| Tailors..... | .61 | .66 |
| Bricklayers..... | .71 | .79 |
| Day laborers..... | .42 | .46 |
| Female factory workers..... | .24 | .29 |
| Female day laborers..... | .35 | .37 |

² Average exchange rates of pengő in July 1939=19.6 cents.

¹ Economic Bulletin of Central Corporation of Banking Companies (Budapest, Hungary), Vol. XV (1939), No. 2, p. 100.

6-HOUR DAY FOR CIVIL-SERVICE EMPLOYEES IN ITALY¹

BECAUSE of the exigencies of the times, and at the solicitation of the employees, an uninterrupted 6-hour day for civil-service employees in Italy was instituted, effective September 18, 1939. On weekdays such employees are to be on duty from 8 a. m. to 2 p. m., and on Sundays and holidays from 8 a. m. to noon; at other hours only the private secretaries of cabinet members and under secretaries are to be on duty.

It is believed that an uninterrupted 6-hour day will not be more fatiguing than an 8-hour day in 2 shifts, and that the normal office work can be accomplished in the shorter time. Advantages claimed for the workers are an entire afternoon free for family life, for study, or for recreation, and a saving of 50 percent in transportation to and from offices; for the offices, avoidance of delay and uncertainty, and a saving of light and heat in winter.

It is considered likely that the example of the Government will be followed by private enterprises.



EARNINGS AND HOURS IN YOKOHAMA, JULY 1939

THE average daily earnings of laborers in Yokohama in July 1939 ranged from 0.65 yen² for female silk reelers to 5.05 yen for open-hearth furnace workers. The next highest earnings were those of steel rollers—4.41 yen, and of longshoremen, 4.10 yen. Stonemasons, however, received as much as 3.80 yen per day; cement makers 3.53 yen, and plasterers and bricklayers 3.40 yen. Female cotton weavers earned an average of as little as 0.78 yen, while the average earnings in other occupations ranged from 0.82 yen for female hosiery knitters to 3.48 yen for beer brewerymen. These rates and others shown in the accompanying statistics are quoted from the Monthly Report of Economic Statistics of Yokohama, July 1939, published by the Yokohama Chamber of Commerce and Industry.

In 37 of the 50 occupations reported, the average daily earnings in July 1939 were higher than in July 1938. In the following 10 occupations average daily earnings were lower: Cotton weavers, female; wooden-pattern makers, lathe hands, milling workers, welders, fitters, finishers, cement makers, typesetters, and bookbinders. In 8 of these 10 occupations, however, average hours³ also showed a substantial decline. In 3 occupations no change in average earnings was reported in July 1939 as compared with the same month in the preceding year.

¹ Il Lavoro Fascista, Rome, September 14, 1939, p. 1.

² Average exchange rate of yen in July 1938=28.72 cents, and in July 1939=27.28 cents.

Daily Earnings and Hours in Various Industries in Yokohama,
July 1938 and July 1939

| Industry and occupation | July 1939 | | | July 1938 | | |
|--|------------------------|---------------------|------|------------------------|---------------------|------|
| | Average daily earnings | Average daily hours | | Average daily earnings | Average daily hours | |
| | Yen | Hr. | Min. | Yen | Hr. | Min. |
| Textile industry: | | | | | | |
| Silk reelers, female | 0.65 | 10 | 15 | 0.58 | 10 | 17 |
| Silk spinners, female | .83 | 9 | 07 | .75 | 8 | 59 |
| Cotton weavers, female | .78 | 9 | 36 | .80 | 9 | 14 |
| Refiners, bleachers and dyers | 2.27 | 10 | 34 | 2.04 | 9 | 18 |
| Textile printers, hand | 1.87 | 9 | 32 | 1.40 | 9 | 41 |
| Hosiery knitters, male | 1.58 | 11 | 16 | 1.28 | 10 | 31 |
| Hosiery knitters, female | .82 | 10 | 18 | .79 | 9 | 31 |
| Metal industry: | | | | | | |
| Open-hearth furnace workers | 5.05 | 12 | 29 | 4.06 | 12 | 16 |
| Founders | 3.31 | 13 | 20 | 2.81 | 13 | 16 |
| Steel rollers | 4.41 | 11 | 59 | 3.79 | 11 | 12 |
| Platers | 2.38 | 9 | 30 | 2.13 | 10 | 10 |
| Blacksmiths | 3.27 | 10 | 56 | 2.71 | 10 | 29 |
| Wooden-pattern makers | 3.00 | 10 | 36 | 3.43 | 11 | 38 |
| Lathe hands | 2.87 | 10 | 44 | 3.01 | 11 | 04 |
| Milling workers | 1.92 | 11 | 00 | 2.68 | 12 | 15 |
| Welders | 2.22 | 10 | 43 | 2.55 | 11 | 23 |
| Riveters | 3.10 | 10 | 55 | 2.67 | 11 | 01 |
| Fitters | 3.05 | 10 | 57 | 3.24 | 11 | 58 |
| Finishers | 3.05 | 10 | 57 | 3.24 | 11 | 58 |
| Stone, glass, and clay products: | | | | | | |
| Cement makers | 3.53 | 12 | 00 | 3.59 | 11 | 59 |
| Glass makers | 2.80 | 10 | 15 | 2.75 | 9 | 33 |
| Turners (porcelain making) | 3.18 | 7 | 19 | 3.18 | 7 | 19 |
| Brickmakers | 2.59 | 9 | 39 | 1.99 | 9 | 27 |
| Tile makers | 2.00 | 10 | 00 | 2.00 | 10 | 00 |
| Chemical industry: | | | | | | |
| Sulfate ammonium makers | 2.63 | 12 | 17 | 2.29 | 11 | 29 |
| Oil pressers | 2.40 | 9 | 03 | 2.34 | 9 | 00 |
| Paper industry: Makers of Japanese paper | 1.89 | 11 | 00 | 1.87 | 11 | 00 |
| Food industry: | | | | | | |
| Flour millers | 2.76 | 12 | 35 | 2.36 | 12 | 04 |
| Brewerymen, beer | 3.48 | 11 | 02 | 3.21 | 10 | 21 |
| Brewerymen, soy | 1.80 | 8 | 16 | 1.63 | 8 | 35 |
| Sugar refinery workers | 2.61 | 9 | 58 | 2.41 | 9 | 44 |
| Confectioners | 2.53 | 10 | 30 | 2.14 | 10 | 34 |
| Canners | 2.26 | 9 | 14 | 1.64 | 10 | 00 |
| Wearing-apparel industry: | | | | | | |
| Tailors | 2.80 | 10 | 00 | 1.76 | 11 | 00 |
| Shoemakers | 2.73 | 10 | 00 | 2.55 | 10 | 00 |
| Clogmakers | 1.83 | 11 | 00 | 1.64 | 11 | 00 |
| Woodworking and mat industries: | | | | | | |
| Sawyers | 2.30 | 10 | 33 | 1.75 | 10 | 28 |
| Cabinetmakers | 3.36 | 12 | 00 | 2.50 | 10 | 00 |
| Matmakers, Tatami | 2.90 | 10 | 00 | 2.75 | 9 | 00 |
| Printing industry: | | | | | | |
| Typesetters | 2.18 | 9 | 15 | 2.26 | 10 | 13 |
| Bookbinders | 1.55 | 10 | 00 | 1.69 | 10 | 14 |
| Building industry: | | | | | | |
| Steel-frame makers | 2.50 | | | 2.10 | | |
| Carpenters | 3.10 | | | 2.60 | | |
| Plasterers | 3.40 | | | 3.00 | | |
| Stonemasons | 3.80 | | | 3.45 | | |
| Bricklayers | 3.40 | | | 3.00 | | |
| Roofing-tile layers | 3.30 | | | 3.00 | | |
| Painters | 3.00 | | | 2.70 | | |
| Longshoremen and day laborers: | | | | | | |
| Longshoremen (shore) | 4.10 | | | 3.50 | | |
| Longshoremen (offing) | 4.10 | | | 4.10 | | |
| Day laborers, male | 2.10 | | | 1.75 | | |
| Day laborers, female | 1.10 | | | .95 | | |



AVERAGE WAGES AND HOURS IN KOREA, 1938

AVERAGE wages and hours in Korea (Chosen) in 1938 varied considerably from industry to industry. Except in very few industries, the wages of Japanese workers were substantially higher than

those of Koreans, the average wage of Japanese male workers over 16 years of age being 2.03 yen¹ for a 10-hour day, compared with 1.03 yen for Korean males over 16 for the same number of hours. The average wage for Japanese female workers over 16 years of age was 0.99 yen for a day of 9 hours and 40 minutes, and for Korean female labor in the same age group, 0.49 yen for 10 hours and 40 minutes. Average daily wages and hours in various industries are given in the following table, based on figures published in the July 1939 issue of the Chosa Geppo, statistical monthly of the Chosen Government.²

Average Daily Wages and Hours of Workers Over 16 Years of Age in Korea (Chosen), 1938

| Industry | Males | | | | Females | | | |
|-----------------------------------|---------------|--------------|-------------------|-------------------|---------------|--------------|------------------|-------------------|
| | Wages | | Hours | | Wages | | Hours | |
| | Japa- nese | Kore- ans | Japanese | Koreans | Japa- nese | Kore- ans | Japanese | Koreans |
| | Yen 2.03 | Yen 1.03 | Hr. Min. 10 00 | Hr. Min. 10 00 | Yen 0.99 | Yen 0.49 | Hr. Min. 9 40 | Hr. Min. 10 40 |
| All industries ¹ | 2.03 | 1.03 | 10 00 | 10 00 | 0.99 | 0.49 | 9 40 | 10 40 |
| Textiles: | | | | | | | | |
| Cotton ginning | 1.95 | .76 | 11 00 | 10 30 | .83 | .40 | 11 00 | 10 50 |
| Dyeing | 1.15 | .62 | 10 00 | 10 00 | ..... | .50 | ..... | 10 00 |
| Flax preparing | 2.00 | .82 | 9 50 | 9 00 | 1.55 | .56 | 9 30 | 9 00 |
| Hosiery ..... | ..... | .90 | ..... | 11 30 | ..... | .77 | ..... | 11 30 |
| Net making | 1.57 | .77 | 10 00 | 10 20 | .95 | .61 | 11 00 | 9 50 |
| Reeling | 1.51 | .69 | 11 00 | 10 50 | .79 | .46 | 10 50 | 10 50 |
| Spinning and weaving | 1.96 | .65 | 11 00 | 11 00 | .97 | .46 | 11 00 | 11 30 |
| Metals: | | | | | | | | |
| Casting and iron work | 2.59 | 1.14 | 11 00 | 10 50 | 1.35 | .53 | 10 00 | 10 00 |
| Machine and tools | 2.46 | 1.14 | 10 20 | 10 20 | ..... | .55 | ..... | 9 50 |
| Weights and measures | 2.52 | 1.79 | 9 30 | 9 30 | ..... | .44 | ..... | 10 00 |
| Stone, glass, and clay: | | | | | | | | |
| Brick | 1.84 | .94 | 9 50 | 10 00 | ..... | .46 | ..... | 9 50 |
| Cement | 2.27 | .98 | 8 30 | 8 50 | .81 | .53 | 9 00 | 9 20 |
| Enameled ironware | 2.73 | .86 | 11 00 | 10 50 | .69 | .31 | 10 00 | 11 00 |
| Glass and glassware ..... | ..... | .63 | ..... | 10 20 | ..... | .33 | ..... | 10 00 |
| Lime ..... | ..... | .67 | ..... | 9 30 | ..... | ..... | ..... | ..... |
| Porcelain and earthenware ..... | ..... | .91 | ..... | 10 00 | ..... | .45 | ..... | 10 00 |
| Slate | 2.90 | .96 | 11 00 | 10 00 | 1.32 | .62 | 11 00 | 10 00 |
| Electric bulbs ..... | ..... | 1.17 | ..... | 10 00 | ..... | .70 | ..... | 10 00 |
| Chemical: | | | | | | | | |
| Coal liquefaction | 1.97 | 1.16 | 8 00 | 8 00 | 1.20 | 1.05 | 8 00 | 8 00 |
| Fertilizers | 1.88 | 1.08 | 8 00 | 8 00 | 1.04 | .57 | 8 00 | 8 00 |
| Leather (tanning) | 2.33 | 1.10 | 10 30 | 10 30 | ..... | .70 | ..... | 9 30 |
| Magnesium | 1.38 | .88 | 8 00 | 8 00 | .92 | .60 | 8 00 | 8 00 |
| Matches | 1.89 | .92 | 10 00 | 9 50 | 1.03 | .49 | 9 30 | 9 50 |
| Oil | 1.63 | 1.09 | 10 20 | 10 30 | 1.07 | .51 | 9 30 | 10 00 |
| Rubber manufacture | 1.78 | .86 | 10 00 | 10 30 | .70 | .65 | 10 00 | 10 00 |
| Paper: | | | | | | | | |
| Paper | 1.90 | .92 | 11 50 | 12 00 | .96 | .34 | 9 40 | 11 00 |
| Paper cases ..... | ..... | .65 | ..... | 12 00 | ..... | ..... | ..... | ..... |
| Pulp | 1.89 | .82 | 12 00 | 12 00 | .61 | .40 | 11 00 | 11 00 |
| Lumber and woodworking: | | | | | | | | |
| Furniture | 2.09 | 1.39 | 9 00 | 9 30 | ..... | .65 | ..... | 9 40 |
| Lumbering | 1.73 | .83 | 10 30 | 10 20 | .87 | .41 | 9 00 | 10 00 |
| Food and drink: | | | | | | | | |
| Brewing | 2.29 | .93 | 10 00 | 10 00 | 1.11 | .45 | 10 00 | 10 00 |
| Canning | 1.19 | .85 | 10 00 | 10 50 | .72 | .48 | 10 00 | 10 00 |
| Confectionery | 1.51 | .79 | 10 40 | 10 50 | .60 | .41 | 10 00 | 10 30 |
| Flour | 1.92 | .34 | 12 00 | 12 00 | ..... | .40 | ..... | 12 00 |
| Rice cleaning | 1.91 | .95 | 10 50 | 11 00 | .83 | .48 | 10 30 | 10 50 |
| Starch and animal feed | 2.16 | 1.37 | 7 50 | 7 50 | ..... | .52 | ..... | 6 20 |
| Sugar | 2.11 | 1.16 | 10 40 | 10 40 | ..... | ..... | ..... | ..... |
| Tobacco | 2.07 | 1.08 | 10 00 | 10 00 | 1.07 | .58 | 10 00 | 10 00 |

¹ Including 1 item ("refining") not listed in table.

¹ Average exchange rate of yen in 1938=28.45 cents.

² Report of O. Gaylord Marsh, American consul general at Keijo.

Average Daily Wages and Hours of Workers Over 16 Years of Age in Korea (Chosen),
1938—Continued

[Average exchange rate of 1 yen in 1938=28.45 cents]

| Industry | Males | | | | Females | | | |
|------------------------|------------|------------|-----------------|-----------------|------------|------------|-----------------|-----------------|
| | Wages | | Hours | | Wages | | Hours | |
| | Japanese | Koreans | Japanese | Koreans | Japanese | Koreans | Japanese | Koreans |
| Clothing: | <i>Yen</i> | <i>Yen</i> | <i>Hr. Min.</i> | <i>Hr. Min.</i> | <i>Yen</i> | <i>Yen</i> | <i>Hr. Min.</i> | <i>Hr. Min.</i> |
| Caps and hats..... | 1.50 | 1.00 | 10 00 | 10 00 | ----- | 0.50 | ----- | 10 00 |
| Sewing..... | 1.66 | 1.54 | 9 30 | 10 00 | 1.06 | .67 | 7 50 | 9 50 |
| Electricity..... | 1.88 | 1.13 | 10 00 | 10 00 | ----- | .43 | ----- | 9 20 |
| Printing..... | 2.42 | 1.38 | 9 00 | 9 00 | .72 | .50 | 8 50 | 9 30 |
| Other: | | | | | | | | |
| Athletic supplies..... | 2.50 | 1.02 | 11 00 | 10 00 | ----- | .30 | ----- | 8 00 |
| Briquettes..... | 1.00 | 1.31 | 11 00 | 11 30 | ----- | ----- | ----- | ----- |
| Cork manufactures..... | 1.32 | .62 | 11 40 | 10 40 | ----- | .45 | ----- | 10 50 |
| Hair work..... | ----- | .99 | ----- | 10 30 | ----- | .47 | ----- | 10 00 |
| Rope..... | ----- | .58 | ----- | 9 50 | ----- | .50 | ----- | 9 00 |
| Rubber tubes..... | 2.13 | 1.02 | 9 00 | 9 30 | ----- | .45 | ----- | 9 00 |
| Vehicles..... | 2.17 | 1.42 | 9 50 | 10 00 | ----- | ----- | ----- | ----- |
| Vessels..... | 2.85 | 1.58 | 9 50 | 10 00 | ----- | .65 | ----- | 9 40 |

Child Labor

Except in establishments for the making of athletic supplies, porcelain and earthenware, lime, briquettes, sugar, flour, and rubber tubes, child labor was being used in all the industries listed in the preceding table. However, Japanese girls under 16 years of age were at work in comparatively few of these industries.

The average daily wage for Japanese male workers under 16 years of age was 0.90 yen, and the average hours per day were 8½. For Korean boys in the same age group, the corresponding average was 0.40 yen for a day of 10 hours and 50 minutes. The average daily wage for Korean boys under 16 was as low as 0.24 yen in the furniture industry, and as high as 0.66 yen in the magnesium industry, the average daily hours of Korean boys in these two industries being 9 hours and 50 minutes and 8 hours, respectively. In certain other industries, male Korean children were working on an average of 11 or 12 hours per day.

The average rate for Japanese female children was 0.62 yen for a 9-hour day and for Korean female children 0.36 yen for 11 hours. Rates paid in a few industries to these very young Korean girls are given below:

| | Average daily wages (yen) | Average hours per day <i>Hr. Min.</i> |
|---------------------------|---------------------------|--|
| Weights and measures..... | 0.20 | 10 00 |
| Enameled ironware..... | .22 | 10 50 |
| Machines and tools..... | .23 | 10 00 |
| Electric bulbs..... | .47 | 10 00 |
| Slate..... | .54 | 11 00 |
| Vessels..... | .60 | 9 30 |

Labor Turn-Over

LABOR TURN-OVER IN MANUFACTURING, SEPTEMBER 1939

INCREASED industrial activity, particularly in the iron and steel and the automotive industries, brought the accession rate for September in manufacturing establishments reporting to the Bureau of Labor Statistics to the highest point since January 1935. The rate of 6.17 indicates the hiring of more than 6 workers per 100 employees on the pay roll.

In the automobiles and bodies industry, because of the beginning of the new model year, the accession rate was 17.67; in the automobile parts and equipment industry, 16.55; and in the iron and steel industry, 10.23. Other industries with high accession rates were brick, tile and terra cotta with 9.89, radios and phonographs with 16.50, and slaughtering and meat packing with 9.25.

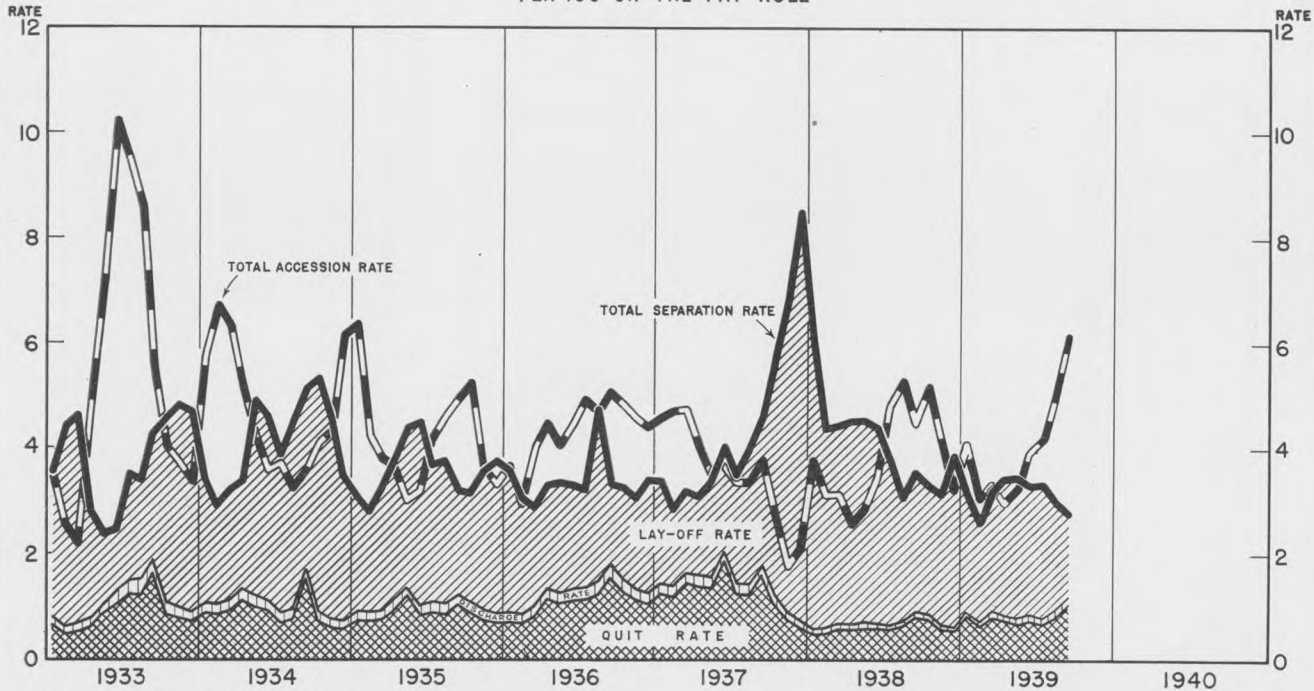
The quit rate of 1.07 for the combined group of 144 industries was the highest since September 1937, indicating that a higher percentage of employees left their jobs voluntarily than in any 1 month during the preceding 2 years. The discharge rate of 0.14 was the same as for August and slightly higher than the discharge rates which prevailed during 1938. As a corollary to the increase in the accession rate, the lay-off rate per 100 employees dropped from 2.05 in August to 1.58 in September, the lowest since April 1937. Outstanding decreases in lay-off rates occurred in the automobiles and bodies industry, from 5.68 in August to 2.15 in September; radios and phonographs, from 2.98 to 0.86; silk and rayon, from 3.88 to 2.54; and woolen and worsted goods, from 6.20 to 3.80. Pronounced increases in lay-off rates were shown by cigar and cigarette manufacturing, from 0.78 in August to 3.44 in September; rayon and allied products, from 0.45 to 1.25; and in slaughtering and meat packing, from 5.86 to 6.58.

All Manufacturing

The Bureau of Labor Statistics' survey of labor turn-over covers approximately 5,500 representative manufacturing establishments, which in September employed nearly 2,500,000 workers. The rates represent the number of changes in personnel per 100 employees on the pay rolls during the month.

LABOR TURN-OVER RATES IN MANUFACTURING

PER 100 ON THE PAY ROLL



UNITED STATES BUREAU OF LABOR STATISTICS

The rates shown in table 1 are compiled from reports received from representative plants in 144 industries. In the 30 industries for which separate rates are shown (see table 2) reports were received from representative plants employing at least 25 percent of the workers in each industry.

Table 1 shows the total separation rate classified into quit, discharge, and lay-off rates and the accession rate for each month of 1937 and 1938 and the first 9 months in 1939 for manufacturing as a whole. The averages of the monthly rates for 1937 and 1938 are also presented.

TABLE 1.—Monthly Labor Turn-Over Rates in Representative Factories in 144 Industries

| Class of turn-over and year | January | February | March | April | May | June | July | August | September | October | November | December | Average |
|-----------------------------|---------|----------|-------|-------|------|------|------|--------|-----------|---------|----------|----------|---------|
| Separations: | | | | | | | | | | | | | |
| Quits: | | | | | | | | | | | | | |
| 1939 | 0.85 | 0.64 | 0.82 | 0.76 | 0.68 | 0.73 | 0.70 | 0.82 | 1.07 | | | | |
| 1938 | .52 | .49 | .61 | .59 | .62 | .61 | .59 | .65 | .82 | 0.78 | 0.60 | 0.58 | 0.62 |
| 1937 | 1.27 | 1.19 | 1.43 | 1.38 | 1.37 | 1.89 | 1.25 | 1.23 | 1.59 | 1.05 | .72 | .60 | 1.25 |
| Discharges: | | | | | | | | | | | | | |
| 1939 | .10 | .10 | .13 | .10 | .13 | .12 | .12 | .14 | .14 | | | | |
| 1938 | .11 | .11 | .11 | .10 | .13 | .11 | .09 | .10 | .12 | .12 | .10 | .09 | .11 |
| 1937 | .21 | .22 | .24 | .23 | .21 | .19 | .21 | .19 | .19 | .19 | .16 | .14 | .20 |
| Lay-offs: ² | | | | | | | | | | | | | |
| 1939 | 2.24 | 1.87 | 2.23 | 2.60 | 2.67 | 2.46 | 2.54 | 2.05 | 1.58 | | | | |
| 1938 | 5.45 | 3.79 | 3.74 | 3.85 | 3.82 | 3.69 | 3.13 | 2.33 | 2.62 | 2.40 | 2.44 | 3.21 | 3.37 |
| 1937 | 1.90 | 1.44 | 1.53 | 1.48 | 1.79 | 1.94 | 2.06 | 2.57 | 2.84 | 4.45 | 5.99 | 7.77 | 2.98 |
| Total: | | | | | | | | | | | | | |
| 1939 | 3.19 | 2.61 | 3.18 | 3.46 | 3.48 | 3.31 | 3.36 | 3.01 | 2.79 | | | | |
| 1938 | 6.08 | 4.39 | 4.46 | 4.54 | 4.57 | 4.41 | 3.81 | 3.08 | 3.56 | 3.30 | 3.14 | 3.88 | 4.10 |
| 1937 | 3.38 | 2.85 | 3.20 | 3.09 | 3.37 | 4.02 | 3.52 | 3.99 | 4.62 | 5.69 | 6.87 | 8.51 | 4.43 |
| Accessions: | | | | | | | | | | | | | |
| 1939 | 4.09 | 3.06 | 3.34 | 2.95 | 3.29 | 3.92 | 4.16 | 5.06 | 6.17 | | | | |
| 1938 | 3.78 | 3.13 | 3.13 | 2.58 | 2.84 | 3.44 | 4.81 | 5.29 | 4.51 | 5.19 | 4.24 | 3.22 | 3.85 |
| 1937 | 4.60 | 4.71 | 4.74 | 4.04 | 3.56 | 3.69 | 3.36 | 3.36 | 3.78 | 2.84 | 1.79 | 2.12 | 3.55 |

¹ The various turn-over rates represent the number of quits, discharges, lay-offs, total separations, and accessions per 100 employees.

² Including temporary, indeterminate, and permanent lay-offs.

Detailed turn-over rates for 30 selected manufacturing industries are shown in the accompanying table which gives the number of quits, discharges, and lay-offs, total separations, and total accessions per 100 employees in reporting firms in September and August 1939 and September 1938.

TABLE 2.—Monthly Turn-Over Rates (per 100 Employees) in Specified Manufacturing Industries

| Class of rates | September 1939 | August 1939 | September 1938 | September 1939 | August 1939 | September 1938 | September 1939 | August 1939 | September 1938 |
|-----------------------|------------------------------|-------------|----------------|-------------------------|-------------|----------------|-----------------------------|-------------|----------------|
| | Automobiles and bodies | | | Automobile parts | | | Boots and shoes | | |
| Quit..... | 0.60 | 0.61 | 0.47 | 0.98 | 0.66 | 0.54 | 0.93 | 0.87 | 1.00 |
| Discharge..... | .07 | 1.08 | .09 | .13 | .12 | .12 | .11 | .15 | .16 |
| Lay-off..... | 2.15 | 5.68 | 2.98 | 1.81 | 2.51 | 2.30 | 2.16 | 1.84 | 1.91 |
| Total separation..... | 2.82 | 6.37 | 3.54 | 2.92 | 3.29 | 2.96 | 3.20 | 2.86 | 3.07 |
| Accession..... | 17.67 | 27.48 | 17.85 | 16.55 | 16.55 | 18.32 | 1.82 | 2.19 | 1.82 |
| | Brick, tile, and terra cotta | | | Cement | | | Cigars and cigarettes | | |
| Quit..... | 1.38 | 0.77 | 0.81 | 0.96 | 0.37 | 0.51 | 1.77 | 1.43 | 1.44 |
| Discharge..... | .11 | .34 | .07 | .08 | .09 | .13 | .21 | .23 | .10 |
| Lay-off..... | 2.47 | 2.45 | 2.90 | 2.27 | 2.18 | 3.70 | 3.44 | .78 | 1.41 |
| Total separation..... | 3.96 | 3.56 | 3.78 | 3.31 | 2.64 | 4.34 | 5.42 | 2.44 | 2.95 |
| Accession..... | 9.89 | 5.55 | 7.29 | 3.40 | 1.56 | 5.47 | 3.35 | 6.25 | 4.05 |
| | Cotton manufacturing | | | Electrical machinery | | | Foundries and machine shops | | |
| Quit..... | 1.70 | 1.53 | 1.33 | 0.89 | 0.75 | 0.72 | 0.75 | 0.49 | 0.41 |
| Discharge..... | .25 | .26 | .22 | .10 | .08 | .05 | .11 | .10 | .06 |
| Lay-off..... | 1.01 | 1.37 | 2.25 | .62 | 1.15 | .99 | 1.37 | 1.68 | 2.76 |
| Total separation..... | 2.96 | 3.16 | 3.80 | 1.61 | 1.98 | 1.76 | 2.23 | 2.27 | 3.23 |
| Accession..... | 6.56 | 4.49 | 4.49 | 4.64 | 3.85 | 5.09 | 5.41 | 3.12 | 3.05 |
| | Furniture | | | Glass | | | Hardware | | |
| Quit..... | 1.06 | 0.87 | 0.87 | 0.62 | 0.36 | 0.58 | 0.79 | 0.61 | 0.57 |
| Discharge..... | .21 | .24 | .20 | .08 | .27 | .14 | .17 | .19 | .02 |
| Lay-off..... | 1.39 | 1.68 | 1.52 | .60 | 3.43 | 1.85 | .65 | .54 | .43 |
| Total separation..... | 2.66 | 2.79 | 2.59 | 1.30 | 4.06 | 2.57 | 1.51 | 1.34 | 1.02 |
| Accession..... | 5.61 | 5.62 | 5.73 | 6.22 | 2.67 | 6.84 | 6.92 | 3.15 | 5.68 |
| | Iron and steel | | | Knit goods | | | Machine tools | | |
| Quit..... | 0.59 | 0.40 | 0.42 | 1.22 | 1.00 | 1.02 | 1.38 | 0.79 | 0.56 |
| Discharge..... | .05 | .06 | .03 | .19 | .14 | .08 | .13 | .10 | .15 |
| Lay-off..... | .36 | .56 | 1.11 | 1.20 | 1.53 | 1.04 | .55 | .36 | 1.80 |
| Total separation..... | 1.00 | 1.02 | 1.56 | 2.61 | 2.67 | 2.14 | 2.06 | 1.25 | 2.51 |
| Accession..... | 10.23 | 2.31 | 1.82 | 3.85 | 2.94 | 3.50 | 5.34 | 3.35 | .99 |
| | Men's clothing | | | Paints and varnishes | | | Paper and pulp | | |
| Quit..... | 0.88 | 0.86 | 0.61 | 0.86 | 0.80 | 0.77 | 1.11 | 0.64 | 0.75 |
| Discharge..... | .16 | .12 | .07 | .28 | .08 | .15 | .19 | .10 | .18 |
| Lay-off..... | 1.62 | 1.64 | 3.56 | 1.12 | .88 | 1.03 | .63 | 1.01 | 1.48 |
| Total separation..... | 2.66 | 2.62 | 4.24 | 2.26 | 1.76 | 1.95 | 1.93 | 1.75 | 2.41 |
| Accession..... | 2.35 | 3.43 | 3.40 | 3.26 | 1.97 | 2.78 | 4.24 | 2.73 | 1.82 |
| | Petroleum refining | | | Printing and publishing | | | | | |
| | | | | Book and job | | | Newspapers | | |
| Quit..... | 1.26 | 0.68 | 0.75 | 0.62 | 0.43 | 0.48 | 0.30 | 0.39 | 0.23 |
| Discharge..... | .08 | .10 | .04 | .13 | .14 | .17 | .22 | .09 | .10 |
| Lay-off..... | 1.75 | 1.74 | 1.67 | 2.70 | 3.91 | 3.08 | .80 | 1.85 | 1.38 |
| Total separation..... | 3.09 | 2.52 | 2.46 | 3.45 | 4.48 | 3.73 | 1.32 | 1.83 | 1.71 |
| Accession..... | 1.81 | 2.18 | 1.30 | 4.76 | 4.15 | 4.24 | 3.36 | 2.47 | 2.93 |

1 Revised.

TABLE 2.—Monthly Turn-Over Rates (per 100 Employees) in Specified Manufacturing Industries—Continued

| Class of rates | Sep- tember 1939 | August 1939 | Sep- tember 1938 | Sep- tember 1939 | August 1939 | Sep- tember 1938 | Sep- tember 1939 | August 1939 | Sep- tember 1938 |
|-----------------------|----------------------------------|----------------|------------------------|--|----------------|------------------------|-----------------------------|----------------|------------------------|
| | Radios and phono- graphs | | | Rayon and allied products | | | Rubber boots and shoes | | |
| Quit..... | 2.10 | 2.25 | 1.03 | 0.81 | 0.65 | 1.09 | 1.01 | 0.85 | 0.59 |
| Discharge..... | .22 | .32 | .12 | .19 | .14 | .11 | .04 | .08 | .03 |
| Lay-off..... | .86 | 2.98 | 1.27 | 1.25 | .45 | 1.03 | 1.00 | 1.61 | .55 |
| Total separation..... | 3.18 | 5.55 | 2.42 | 2.25 | 1.24 | 2.23 | 2.05 | 2.54 | 1.17 |
| Accession..... | 16.50 | 8.16 | 7.67 | 2.77 | 2.41 | 3.91 | 4.04 | 4.08 | 10.33 |
| | Rubber tires | | | Sawmills | | | Silk and rayon goods | | |
| Quit..... | 0.75 | 0.48 | 0.48 | 1.92 | 1.48 | 1.70 | 1.30 | 1.13 | 1.69 |
| Discharge..... | .09 | .05 | .04 | .18 | .18 | .20 | .08 | .14 | .08 |
| Lay-off..... | .64 | .86 | .74 | 2.74 | 2.93 | 4.81 | 2.54 | 3.88 | 4.33 |
| Total separation..... | 1.48 | 1.39 | 1.26 | 4.84 | 4.59 | 6.71 | 3.92 | 5.15 | 6.10 |
| Accession..... | 5.07 | 3.47 | 3.23 | 5.92 | 5.93 | 5.97 | 3.90 | 4.74 | 3.46 |
| | Slaughtering and meat packing | | | Steam and hot-water heating apparatus | | | Woolen and worsted goods | | |
| Quit..... | 1.03 | 0.53 | 0.77 | 1.31 | 0.95 | 0.49 | 1.37 | 1.14 | 0.75 |
| Discharge..... | .11 | .16 | .12 | .19 | .13 | .13 | .08 | .20 | .11 |
| Lay-off..... | 6.58 | 5.86 | 5.46 | .52 | .98 | .67 | 3.80 | 6.20 | 11.10 |
| Total separation..... | 7.72 | 6.55 | 6.35 | 2.02 | 2.06 | 1.29 | 5.25 | 7.54 | 11.96 |
| Accession..... | 9.25 | 5.96 | 6.48 | 5.36 | 3.49 | 2.04 | 5.99 | 3.80 | 3.00 |

Building Operations

SUMMARY OF BUILDING CONSTRUCTION IN PRINCIPAL CITIES, OCTOBER 1939¹

CONFORMING to the seasonal trend, the volume of new building construction for which permits were issued in October was 3.3 percent less than in September. In spite of the fact that the value of awards for USHA low-rent housing projects was lower in October than in September, permit valuations for new residential construction were 4.7 percent greater in October. Permit valuations for new nonresidential construction fell off 17.6 percent from September, while additions, alterations, and repairs to existing structures increased 2.1 percent.

The value of new building construction showed an increase of 3.7 percent as compared with October 1938. The gain was due to greater activity in new residential construction which increased 19.1 percent from October 1938. All sections of the country participated in the new residential increase. Permit valuations of new nonresidential construction fell off 13.9 percent over the year period, and additions, alterations, and repairs to existing structures decreased 2.2 percent.

Comparison of October 1939 with September 1939 and October 1938

A summary of building construction in 2,041 identical cities in October 1939, September 1939, and October 1938 is given in table 1.

TABLE 1.—*Summary of Building Construction for Which Permits Were Issued in 2,041 Identical Cities, October 1939*

| Class of construction | Number of buildings | | | Permit valuation | | |
|---|---------------------|-------------------------|--------------|------------------|-------------------------|--------------|
| | October 1939 | Percentage change from— | | October 1939 | Percentage change from— | |
| | | September 1939 | October 1938 | | September 1939 | October 1938 |
| All construction | 72,739 | +9.2 | +5.4 | \$170,357,345 | -3.3 | +3.7 |
| New residential | 18,760 | +16.2 | +22.0 | 92,013,195 | +4.7 | +19.1 |
| New nonresidential | 14,228 | +11.2 | +9.9 | 49,339,409 | -17.6 | -13.9 |
| Additions, alterations, and repairs | 39,751 | +5.5 | -2.4 | 29,004,741 | +2.1 | -2.2 |

¹ More detailed information by geographic divisions and individual cities is given in a separate pamphlet entitled "Building Construction, October 1939," copies of which will be furnished upon request.

A summary of permit valuations of housekeeping dwellings and the number of families provided for in new dwellings in 2,041 identical cities, having a population of 1,000 and over, is shown in table 2 for October 1939 compared with September 1939 and October 1938.

TABLE 2.—Permit Valuation of Housekeeping Dwellings and Number of Families Provided for in 2,041 Identical Cities, October 1939

| Type of dwelling | Permit valuation of housekeeping dwellings | | | Number of families provided for in new dwellings | | |
|--------------------------------|--|-------------------------|------------------|--|-------------------------|--------------|
| | October 1939 | Percentage change from— | | October 1939 | Percentage change from— | |
| | | September 1939 | October 1938 | | September 1939 | October 1938 |
| All types..... | \$89,951,985 | +3.2 | +18.2 | 23,866 | +0.7 | +14.3 |
| 1-family..... | 70,198,827 | +21.8 | +23.8 | 17,626 | +18.4 | +22.0 |
| 2-family ¹ | 3,244,032 | +2.1 | +12.8 | 1,182 | +2.2 | +2.0 |
| Multifamily ² | 16,509,126 | -37.4 | (³) | 5,058 | -33.9 | -4.3 |

¹ Includes 1- and 2-family dwellings with stores.

² Includes multifamily dwellings with stores.

³ Increase less than a tenth of 1 percent.

Construction During First 10 Months, 1938 and 1939

Cumulative totals for the first 10 months of 1939 compared with the same months of the preceding year are shown in table 3. The data are based on reports received from cities having a population of 1,000 and over.

TABLE 3.—Permit Valuation of Building Construction in Reporting Cities of 1,000 Population and Over, First 10 Months, 1938 and 1939

| Class of construction | Permit valuation of building construction, first 10 months of— | | Percentage change |
|--|--|-----------------|-------------------|
| | 1939 | 1938 | |
| All construction..... | \$1,750,116,071 | \$1,435,433,742 | +21.9 |
| New residential..... | 950,084,484 | 719,137,296 | +32.1 |
| New nonresidential..... | 507,638,213 | 446,367,628 | +13.7 |
| Additions, alterations, and repairs..... | 292,393,374 | 269,928,818 | +8.3 |

Table 4 presents the permit valuation of housekeeping dwellings and number of family-dwelling units provided in cities with a population of 1,000 and over for the first 10 months of 1938 and 1939.

TABLE 4.—Permit Valuation of Housekeeping Dwellings and Number of Family-Dwelling Units, First 10 Months, 1938 and 1939, by Type of Dwelling

| Type of dwelling | Permit valuation of house-keeping dwellings, first 10 months of— | | Percent- age change | Number of family- dwelling units, first 10 months of— | | Percent- age change |
|--------------------------------|--|---------------|---------------------------|---|---------|---------------------------|
| | 1939 | 1938 | | 1939 | 1938 | |
| All types..... | \$936,848,046 | \$711,964,156 | +31.6 | 256,438 | 195,844 | +30.9 |
| 1-family..... | 607,195,026 | 473,490,449 | +28.2 | 153,502 | 119,510 | +28.4 |
| 2-family ¹ | 29,479,071 | 28,176,897 | +4.6 | 11,284 | 10,702 | +5.4 |
| Multifamily ² | 300,173,949 | 210,296,810 | +42.7 | 91,652 | 65,632 | +39.6 |

¹ Includes 1- and 2-family dwellings with stores.

² Includes multifamily dwellings with stores.

Analysis by Size of City, October 1939

Table 5 shows the value of permits issued for building construction in October 1939 compared with September 1939 and October 1938, by size of city and by class of construction.

TABLE 5.—Permit Valuation of Building Construction in 2,041 Identical Cities, by Size of City, October 1939

| Size of city | Number of cities | Total construction | | | New residential buildings | | |
|----------------------------------|------------------|--------------------------------|-------------------------|----------------------|--------------------------------|-------------------------|----------------------|
| | | Permit valuation, October 1939 | Percentage change from— | | Permit valuation, October 1939 | Percentage change from— | |
| | | | Sep- tember 1939 | Octo- ber 1938 | | Sep- tember 1939 | Octo- ber 1938 |
| Total, all reporting cities..... | 2,041 | \$170,357,345 | -3.3 | +3.7 | \$92,013,195 | +4.7 | +19.1 |
| 500,000 and over..... | 14 | 56,347,333 | -4.5 | +10.6 | 30,378,288 | -7.9 | +3.4 |
| 100,000 and under 500,000..... | 79 | 37,291,596 | +2.6 | -3.8 | 16,012,800 | -7.3 | +13.4 |
| 50,000 and under 100,000..... | 96 | 16,380,103 | +9.1 | +13.4 | 9,474,577 | +30.7 | +52.4 |
| 25,000 and under 50,000..... | 161 | 16,903,433 | +7.0 | -4.0 | 9,508,799 | +37.2 | +34.0 |
| 10,000 and under 25,000..... | 421 | 22,765,095 | -24.1 | +7.2 | 13,104,671 | +13.4 | +33.8 |
| 5,000 and under 10,000..... | 386 | 11,651,600 | +4.5 | +17.9 | 7,736,925 | +26.6 | +42.7 |
| 2,500 and under 5,000..... | 443 | 5,961,961 | +6.1 | -23.8 | 3,919,912 | +10.3 | -8.0 |
| 1,000 and under 2,500..... | 441 | 3,056,224 | -6.8 | -12.1 | 1,877,223 | -17.3 | +20.8 |

| Size of city | New residential buildings | | Additions, alterations, and repairs | | | Popula- tion (census of 1930) | |
|----------------------------------|--------------------------------|-------------------------|-------------------------------------|--------------------------------|-------------------------|--|----------------------|
| | Permit valuation, October 1939 | Percentage change from— | | Permit valuation, October 1939 | Percentage change from— | | |
| | | Sep- tember 1939 | Octo- ber 1938 | | Sep- tember 1939 | | Octo- ber 1938 |
| Total, all reporting cities..... | \$49,339,409 | -17.6 | -13.9 | \$29,004,741 | +2.1 | -2.2 | 59,971,298 |
| 500,000 and over..... | 16,011,313 | -7.7 | +15.3 | 9,957,732 | +14.4 | +29.6 | 21,449,853 |
| 100,000 and under 500,000..... | 13,495,494 | +12.4 | -23.8 | 7,783,302 | +10.1 | +12.0 | 15,017,880 |
| 50,000 and under 100,000..... | 3,848,540 | -7.4 | -20.0 | 3,056,986 | -15.5 | -10.6 | 6,377,892 |
| 25,000 and under 50,000..... | 4,592,095 | -20.7 | -28.1 | 2,802,539 | -9.1 | -32.2 | 5,688,778 |
| 10,000 and under 25,000..... | 6,636,510 | -55.5 | -8.9 | 3,023,914 | -14.3 | -27.3 | 6,455,864 |
| 5,000 and under 10,000..... | 2,534,688 | -28.4 | -15.3 | 1,379,987 | -8.3 | -6.0 | 2,708,906 |
| 2,500 and under 5,000..... | 1,349,827 | -6.4 | -50.0 | 692,222 | +11.0 | -53.7 | 1,569,648 |
| 1,000 and under 2,500..... | 870,942 | +17.4 | -44.1 | 308,059 | +14.6 | -15.0 | 702,477 |

The permit valuation of housekeeping dwellings in the 2,041 identical cities reporting for September and October 1939, together with the number of family-dwelling units provided in new dwellings, by size of city, is given in table 6.

TABLE 6.—Permit Valuation of Housekeeping Dwellings and Number of Families Provided for in 2,041 Identical Cities, by Size of City, September and October 1939

| Size of city | Permit valuation of housekeeping dwellings | | | Number of families provided for in— | | | | | | | |
|----------------------------|--|----------------|-------------------|-------------------------------------|----------------|--------------------|----------------|---------------------------------|----------------|-------------------------------------|----------------|
| | October 1939 | September 1939 | Percentage change | All types | | 1-family dwellings | | 2-family dwellings ¹ | | Multi-family dwellings ² | |
| | | | | October 1939 | September 1939 | October 1939 | September 1939 | October 1939 | September 1939 | October 1939 | September 1939 |
| | Total, all reporting cities. | \$89,951,985 | \$87,182,179 | +3.2 | 23,866 | 23,695 | 17,626 | 14,886 | 1,182 | 1,157 | 5,058 | 7,652 |
| 500,000 and over | 28,948,788 | 32,681,187 | -11.4 | 7,224 | 8,488 | 4,097 | 3,111 | 268 | 295 | 2,859 | 5,082 |
| 100,000 and under 500,000. | 15,902,800 | 17,254,180 | -7.8 | 4,340 | 4,813 | 3,655 | 3,283 | 382 | 315 | 303 | 1,215 |
| 50,000 and under 100,000. | 9,467,977 | 7,210,289 | +31.3 | 2,640 | 2,149 | 1,751 | 1,474 | 154 | 136 | 735 | 539 |
| 25,000 and under 50,000. | 9,411,799 | 6,892,492 | +36.6 | 2,660 | 1,894 | 1,777 | 1,641 | 127 | 141 | 756 | 112 |
| 10,000 and under 25,000. | 13,017,671 | 11,370,398 | +14.5 | 3,416 | 3,091 | 3,101 | 2,650 | 125 | 113 | 190 | 328 |
| 5,000 and under 10,000. | 7,423,315 | 5,968,025 | +24.4 | 2,009 | 1,657 | 1,744 | 1,427 | 63 | 92 | 202 | 138 |
| 2,500 and under 5,000. | 3,912,412 | 3,537,005 | +10.6 | 1,016 | 973 | 959 | 838 | 44 | 49 | 13 | 86 |
| 1,000 and under 2,500. | 1,867,223 | 2,268,603 | -17.7 | 561 | 630 | 542 | 462 | 19 | 16 | 0 | 152 |

¹ Includes 1- and 2-family dwellings with stores.

² Includes multifamily dwellings with stores.

The information on building permits issued is based on reports received by the Bureau of Labor Statistics from 2,041 identical cities having a population of 1,000 and over.

The information is collected by the Bureau of Labor Statistics from local building officials, except in the States of Illinois, Massachusetts, New Jersey, and Pennsylvania, where the State departments of labor collect and forward the information to the Bureau. In New York and North Carolina the information from the smaller cities is collected by the Bureau of Labor Statistics from local building officials and the information from the larger cities is collected and forwarded to the Bureau by the State departments of labor. The permit valuations shown in this report are estimates made by prospective builders on applying for permits to build. No land costs are included. Only building projects within the corporate limits of the cities enumerated are included in the Bureau's tabulation. The data collected by the Bureau of Labor Statistics show, in addition to private and municipal construction, the value of buildings for which contracts were awarded by the Federal and State Governments in the cities included in the report. For October 1939 the value of these buildings amounted to \$13,860,000, for September 1939 to \$18,222,000, and for October 1938 to \$14,134,000.

Construction from Public Funds

The value of contracts awarded and force-account work started during October 1939, September 1939, and October 1938 on construction projects financed wholly or partially from various Federal funds is shown in table 7.

TABLE 7.—Value of Contracts Awarded and Force-Account Work Started on Projects Financed from Federal Funds, October 1939¹

| Federal agency | Contracts awarded and force-account work started | | |
|---|--|-----------------------------|---------------------------|
| | October 1939 | September 1939 ² | October 1938 ² |
| Total..... | \$94,686,082 | \$154,458,181 | \$182,704,746 |
| Public Works Administration: | | | |
| Federal..... | 493,346 | 1,135,638 | 10,060,905 |
| Non-Federal: | | | |
| N. I. R. A..... | 62,350 | 1,634,978 | 407,266 |
| E. R. A. A..... | 2,800,683 | 622,531 | 79,786,597 |
| P. W. A. A., 1938..... | 7,308,351 | 35,198,553 | 5,480,523 |
| Federal agency projects from WPA funds..... | 1,388,653 | 2,342,806 | 405,832 |
| Regular Federal appropriations..... | 75,235,206 | 93,088,779 | 75,085,919 |
| U. S. Housing Authority..... | 7,397,493 | 20,434,896 | 11,477,704 |

¹ Preliminary, subject to revision.
² Revised.

The value of public-building and highway construction awards financed wholly from appropriations from State funds, as reported by the various State governments for October 1939, September 1939, and October 1938 is shown in the following statement:

| | Public build-ings | Highway con-struction |
|---------------------|-------------------|-----------------------|
| October 1939..... | \$2,180,675 | \$3,914,360 |
| September 1939..... | 553,859 | 9,494,756 |
| October 1938..... | 2,404,573 | 5,712,173 |

Trend of Employment and Pay Rolls

SUMMARY OF REPORTS FOR OCTOBER 1939

Total Nonagricultural Employment

BETWEEN September and October nearly 400,000 workers were returned to jobs in nonagricultural occupations. In addition to a greater-than-seasonal gain of nearly 270,000 workers in manufacturing industries, largely in the durable-goods group, there were substantial employment increases in wholesale and retail trade, in mining, and on class I steam railroads. These figures do not include emergency employment, which increased 127,000 in October, as follows: 106,000 on projects operated by the Work Projects Administration, 8,000 in the Civilian Conservation Corps, and 13,000 on work projects of the National Youth Administration.

Industrial and Business Employment

Increases in employment from September to October were reported for 74 of the 90 manufacturing industries surveyed by the Bureau of Labor Statistics, and for 8 of the 16 nonmanufacturing industries covered. Pay-roll gains were shown by 75 of the manufacturing and 10 of the nonmanufacturing industries.

For all manufacturing industries combined, the gains were 3.4 percent in employment and 8.3 percent in pay rolls. These indicated the addition of nearly 270,000 wage earners to the number employed and of \$14,800,000 to weekly wages. Factory employment and pay rolls have expanded each month since May, with the exception of a smaller-than-seasonal pay-roll decline in July. It is notable that the current gains are larger than those reported for October in any of the preceding 20 years. On the average, employment in October has shown but little variation from the September level, while pay rolls have shown an increase of 1.2 percent.

The factory employment index for October, which stood at 103.6 percent of the 1923-25 level, was 12.1 percent above the figure for October 1938, and the pay-roll index, at 101.6 percent of the 1923-25 average, was 20.7 percent above a year ago. Both indexes are at the highest level since the autumn of 1937. The most marked increases from September to October were in the durable-goods group of

industries—7.1 percent for employment and 13.4 percent for pay rolls. The corresponding increases for the nondurable-goods group were 0.5 percent and 3.3 percent. Employment in the durable-goods group was 20.6 percent higher than in October 1938, and pay rolls were 33.6 higher. For the nondurable-goods group the gains over the year interval were 5.8 percent and 9.4 percent.

As in the past few months, most of the employment gains were larger than seasonal or have occurred in industries where there is usually a loss of employment, this being especially true of the durable-goods industries. Among the industries showing such increases were steel (56,900 workers), automobiles (35,800 workers), cotton goods (21,600 workers), foundries and machine shops (21,400 workers), woolen and worsted goods (15,700 workers), electrical machinery (11,300 workers), brass, bronze, and copper products (10,300 workers), sawmills (10,000 workers), radios and phonographs (7,800 workers), furniture (6,800 workers), paper and pulp (5,800 workers), chemicals (5,700 workers), paper boxes (5,400 workers), rubber goods, other than shoes and tires (5,300 workers), dyeing and finishing textiles (5,100 workers), cars, electric- and steam-railroad (4,700 workers), silk and rayon goods (4,400 workers), glass (4,200 workers), and machine tools (4,100 workers).

The aircraft industry reported a gain of 6.1 percent, or 2,500, in the number of wage earners, marking the thirteenth consecutive monthly increase. The employment index for this industry is at an all-time high with about three times as many people employed as in 1929.

Only 4 of the durable-goods and 12 of the nondurable-goods industries reported employment declines in October. Important declines, all seasonal, were those in canning and preserving (102,800 workers), boots and shoes (5,100 workers), beverages (4,600 workers), ice cream (2,200 workers), men's clothing (2,200 workers), and millinery (2,000 workers).

Retail establishments increased employment between mid-September and mid-October by 1.3 percent, or 44,000 workers, and weekly pay rolls by 2.5 percent, or \$1,677,000. The October employment gain, although slightly smaller than the average October increase reported for the last 10 years, followed a greater-than-seasonal increase between August and September. Between October 1938 and October 1939 the gains were 2.9 percent, or 99,300, in number of employees and 4.7 percent, or \$3,046,000, in weekly pay rolls. Employment in retail food, general, and drug stores declined 0.7 percent, 1.0 percent, and 1.4 percent, respectively, during the month, while in automobile and automotive-supply firms and cigar stores it showed virtually no change. The remaining groups surveyed under retail

trade showed increases as follows: Apparel (3.8 percent), general merchandise (3.1 percent), jewelry (2.9 percent), furniture (2.6 percent), lumber and building materials (1.5 percent), hardware (1.4 percent), coal-wood-ice (1.4 percent), and farmers' supplies (1.1 percent).

Wholesale-trade establishments increased the number of their employees by 2.2 percent, or 32,100 workers, a much larger gain than the average October increase (0.8 percent) for the last decade. The employment index, 92.5 percent of the 1929 average, stood at the highest point since December 1937. Weekly pay rolls also showed a substantially greater-than-seasonal rise of 3.0 percent, or \$1,300,000. Increased employment was general among the wholesale lines surveyed with the exception of firms dealing in petroleum products, groceries and food specialties, and other food products, which showed employment decreases of 1.1 percent, 0.7 percent, and 0.1 percent, respectively. Assemblers, country buyers, and other dealers in farm products increased their forces seasonally by nearly 30 percent. Among other wholesale lines, the following employment gains were in excess of the October average for recent years: Iron and steel scrap (13.8 percent), metals and minerals (4.0 percent), automotive (3.5 percent), lumber and building materials (3.2 percent), furniture and housefurnishings (2.2 percent), dry goods and apparel (1.8 percent), paper and paper products (1.2 percent), hardware (1.1 percent), electrical (0.8 percent), and machinery, equipment, and supplies (0.5 percent).

Anthracite mines took on 5 percent, or 3,600 more workers than were employed in mid-September, and increased weekly pay rolls by 30.2 percent, or more than \$500,000. Bituminous-coal mines, which also stepped up production in response to increased demand, expanded their forces by 9.2 percent, or 35,800 workers, and their weekly pay rolls by 21.8 percent, or nearly \$2,000,000; both were greater-than-customary October gains, which have averaged 1.5 percent and 10.3 percent, respectively, for the last 10 years. Metal mines also reported a better-than-seasonal employment pick-up of 3.9 percent, or 2,700 wage earners. Pay rolls rose 15.7 percent, reflecting greater production and the effect of wage increases in a number of localities.

Employment in private building construction showed a slight decrease of 0.6 percent from September to October, according to reports from 14,232 contractors employing 146,853 workers. Corresponding pay rolls decreased 1.0 percent. In the East North Central States, slight employment gains were registered in Ohio and Indiana, but losses in Illinois, Michigan, and Wisconsin resulted in a 1.4 percent decrease for the area. The only substantial gain in the West North Central group was reported in Nebraska, the over-all change being a net decrease of 0.4 percent. A decline of 3.3 percent

in the East South Central States reflected decreases in all the States in the area except Kentucky. Recessions in all of the West South Central States resulted in a 3.9 percent decline for this area. Sizable employment losses in Maryland and the District of Columbia were counteracted by improvement in other sections of the South Atlantic States, principally Delaware and Florida, to result in virtually unchanged employment for the area (+0.2 percent). In the Middle Atlantic States, a continuation of the downward trend shown in New York in September offset increases in New Jersey and Pennsylvania and resulted in an 0.6 percent employment decrease for this area. Small employment losses in California and Washington and a substantial gain in Oregon resulted in an increase of 0.3 percent for the Pacific States. Moderate gains were reported from all of the New England States with the exception of Massachusetts, the rise in employment for the area amounting to 0.5 percent. In the Mountain States, employment rose 1.7 percent, with Montana, Wyoming, New Mexico, and Nevada registering slight increases. The reports on which these figures are based do not cover construction projects financed by the Works Progress Administration, the Public Works Administration, and the Reconstruction Finance Corporation or by regular appropriations of the Federal, State, or local Governments.

A preliminary report of the Interstate Commerce Commission showed an employment gain by class I railroads from September to October of 3.5 percent, the total number at work in October being 1,055,164. Corresponding pay rolls were not available when this report was prepared. For September they were \$160,137,020, a decrease of 0.1 percent from the August figure of \$160,315,811.

Hours and earnings.—The average hours worked per week by wage earners in manufacturing industries were 39.1 in October, a gain of 2.9 percent since September. The average hourly earnings of these workers were 64.5 cents, a gain of 1.1 percent as compared with the preceding month. Average weekly earnings of factory workers climbed 4.8 percent to \$25.80.

Of the 14 nonmanufacturing industries for which man-hours are available, 9 showed increases in average hours worked per week and 12 showed gains in average hourly earnings. Twelve of the 16 nonmanufacturing industries surveyed reported higher average weekly earnings.

Employment and pay-roll indexes and average weekly earnings in October 1939 for all manufacturing industries combined, for selected nonmanufacturing industries, and for class I railroads, with percentage changes over the month and year intervals, are presented in table 1.

TABLE 1.—Employment, Pay Rolls, and Earnings in All Manufacturing Industries Combined and in Nonmanufacturing Industries, October 1939 (Preliminary figures)

| Industry | Employment | | | Pay rolls | | | Average weekly earnings | | |
|--|---------------------|-------------------------|---------------|---------------------|-------------------------|---------------|-------------------------|-------------------------|-------------------|
| | Index, October 1939 | Percentage change from— | | Index, October 1939 | Percentage change from— | | Average in October 1939 | Percentage change from— | |
| | | Sep-tember 1939 | Octo-ber 1938 | | Sep-tember 1939 | Octo-ber 1938 | | Sep-tember 1939 | Octo-ber 1938 |
| | (1923-25 = 100) | | | (1923-25 = 100) | | | | | |
| All manufacturing industries combined ¹ | 103.6 | +3.4 | +12.1 | 101.6 | +8.3 | +20.7 | 25.80 | +4.8 | +7.7 |
| Class I steam railroads ² | 59.1 | +3.5 | +8.1 | (3) | (3) | (3) | (3) | (3) | (3) |
| | (1929 = 100) | | | (1929 = 100) | | | | | |
| Coal mining: | | | | | | | | | |
| Anthracite ⁴ | 51.9 | +5.0 | -9 | 52.2 | +30.2 | +20.3 | 33.03 | +24.0 | +21.4 |
| Bituminous ⁴ | 93.2 | +9.2 | +6.9 | 97.7 | +21.8 | +24.8 | 28.70 | +11.5 | +16.7 |
| Metalliferous mining..... | 65.4 | +3.9 | +12.8 | 63.7 | +15.7 | +29.6 | 30.63 | +11.4 | +14.8 |
| Quarrying and nonmetallic mining..... | 47.8 | -2 | +7.7 | 45.1 | +5.6 | +15.1 | 23.00 | +5.8 | +6.9 |
| Crude-petroleum producing..... | 64.4 | -9 | -7.3 | 59.0 | -3.0 | -7.4 | 32.80 | -2.1 | -1 |
| Public utilities: | | | | | | | | | |
| Telephone and telegraph..... | 75.4 | +2 | +9 | 95.2 | +3 | -1 | \$31.25 | +1 | -1.1 |
| Electric light and power and manufactured gas..... | 93.5 | -2 | +1.1 | 101.0 | -1 | +1.1 | \$33.28 | +2 | -(⁵) |
| Electric-railroad and motor-bus operation and maintenance..... | 70.0 | +2 | +2 | 72.3 | +2.7 | +4.9 | \$33.49 | +2.5 | +4.7 |
| Trade: | | | | | | | | | |
| Wholesale..... | 92.5 | +2.2 | +3.7 | 80.3 | +3.0 | +6.9 | \$30.29 | +8 | +3.0 |
| Retail..... | 88.4 | +1.3 | +2.9 | 74.1 | +2.5 | +1.7 | \$21.17 | +1.2 | +1.7 |
| General merchandising..... | 103.2 | +3.1 | +3.8 | 91.7 | +3.8 | +3.9 | \$17.71 | +7 | +1 |
| Other than general merchandising..... | 84.5 | +7 | +2.7 | 70.5 | +2.2 | +4.9 | \$24.16 | +1.5 | +2.1 |
| Hotels (year-round) ⁴ | 92.8 | +1.6 | -1 | 82.2 | +2.2 | +1.7 | \$15.27 | +6 | +1.8 |
| Laundries ⁴ | 96.1 | -1.8 | +1.7 | 83.9 | -7 | +5.5 | 17.90 | +1.1 | +3.7 |
| Dyeing and cleaning ⁴ | 105.1 | -2 | -1.6 | 77.3 | -1.3 | -9 | 20.42 | -1.2 | +7 |
| Brokerage..... | (³) | -1.0 | +8 | (³) | -1.6 | +2 | \$36.76 | -6 | -6 |
| Insurance..... | (³) | -1 | +1.3 | (³) | +5 | +2.5 | \$34.47 | +5 | +1.2 |
| Building construction..... | (³) | -6 | +3.9 | (³) | -1.0 | +6.9 | 31.08 | -3 | +2.8 |

¹ Revised indexes; adjusted to 1937 Census of Manufactures.

² Preliminary; source—Interstate Commerce Commission.

³ Not available.

⁴ Indexes adjusted to 1935 census. Comparable series back to January 1929 presented in January 1938 issue of the pamphlet, Employment and Pay Rolls.

⁵ Less than 1/10 of 1 percent.

⁶ Average weekly earnings not strictly comparable with figures published in issues of the Monthly Labor Review dated earlier than April 1938 (except for the January figures appearing in the March issue), as they now exclude corporation officers, executives, and other employees whose duties are mainly supervisory.

⁷ Cash payments only; the additional value of board, room, and tips cannot be computed.

Public Employment

Employment on construction projects financed by the Public Works Administration decreased 26,000 during the month ending October 15, leaving 221,000 still at work. The number of men employed on projects financed from National Industrial Recovery Act funds and Emergency Relief Appropriation Acts of 1935, 1936, and 1937 funds remained at 22,000, while the number working on projects financed from 1938 funds dropped from 225,000 to 199,000. Total pay-roll disbursements amounted to \$20,827,000, a decrease of \$2,159,000 from September.

A substantial increase for the month ending October 15 was reported on low-rent projects financed by the United States Housing Authority.

The number of men engaged on these projects was 27,000, and pay rolls for the month were \$2,942,000. These figures cover new construction and demolition and pertain only to those projects started under the USHA; those formerly under the Public Works Administration are shown under the PWA building-construction projects in this report.

On construction projects financed from regular Federal appropriations, seasonal curtailment of employment on public road projects was offset by increases in ship construction; reclamation; and dredging, dyke, and revetment projects. Minor gains in other types of projects financed from regular Federal appropriations brought the total employment up to 288,000 for the month ending October 15. In spite of the slight gain in employment, the number of man-hours worked was lower in October. As a result, pay-roll disbursements of \$29,306,000 were \$1,371,000 less than in September.

Decreased employment was reported on construction projects financed by the Reconstruction Finance Corporation. During the month ending October 15, approximately 2,400 were at work and pay rolls amounted to \$274,000.

Because of the heavier relief load coming at this season of the year, more people were employed on work relief projects operated by the Work Projects Administration. The number at work rose from 1,720,000 in September to 1,826,000 in October. Pay rolls increased from \$98,543,000 to \$98,543,000. Employment on Federal agency projects financed by the Work Projects Administration showed an increase of 5,000 in October. Pay-roll disbursements for the month were \$4,220,000.

A gain of 13,000 was reported on work projects of the National Youth Administration, bringing employment up to 238,000 in October. Expanded activity on school projects resulted in a gain of 296,000 on the Student Aid program. Pay-roll disbursements on the work projects were \$4,432,000, and on the Student Aid program, \$2,360,000.

Enlistments in the Civilian Conservation Corps increased employment from 312,000 in September to 320,000 in October. Of the 320,000 on the pay roll, 282,100 were enrollees; 900, reserve officers; 1,600, educational advisers; 300, nurses; and 35,100, supervisory and technical employees. Pay rolls for the whole group were \$14,343,000.

In the regular services of the Federal Government, increases were reported in the judicial and military services, and decreases in the executive and legislative services. Of the 937,000 employees in the executive service, 126,000 were working in the District of Columbia and 811,000 outside the District. Force-account employees (employees who are on the Federal pay roll and are engaged on construction projects) were 10.3 percent of the total number of employees in the executive service. Increased employment was reported in the War

and Navy Departments, the Federal Security Agency, Panama Canal, Tennessee Valley Authority, and the Civil Aeronautics Authority; while decreases were reported in the Department of Agriculture, the Post Office Department, and the Federal Works Agency.

Employment on State-financed road projects was curtailed by 3,000 in the month ending October 15. Of the 158,000 at work, 29,000 were engaged in the construction of new roads and 129,000 in maintenance. Pay rolls for both types of road work were \$11,339,000.

A summary of Federal employment and pay-roll data for October is given in table 2.

TABLE 2.—Summary of Federal Employment and Pay Rolls, October and September 1939¹
(Preliminary Figures)

| Class | Employment | | | Pay rolls | | |
|--|--------------|------------------------|-------------------|---------------|----------------------------|-------------------|
| | October 1939 | September 1939 | Percentage change | October 1939 | September 1939 | Percentage change |
| Federal services: | | | | | | |
| Executive ² | 937,357 | ³ 940,130 | -0.3 | \$142,065,340 | ³ \$141,663,231 | +0.3 |
| Judicial..... | 2,357 | 2,282 | +3.3 | 569,870 | 568,434 | +1.3 |
| Legislative..... | 5,418 | 5,551 | -2.4 | 1,234,990 | 1,247,594 | -1.0 |
| Military..... | 386,216 | 376,480 | +2.6 | 29,819,814 | 29,165,321 | +2.2 |
| Construction projects: | | | | | | |
| Financed by PWA ⁴ | 220,612 | 247,422 | -10.8 | 20,826,535 | 22,985,513 | -9.4 |
| USHA low-rent housing.... | 26,523 | 21,958 | +20.8 | 2,941,809 | 2,517,739 | +16.8 |
| Financed by RFC ⁵ | 2,470 | 2,646 | -6.7 | 274,070 | 314,061 | -12.7 |
| Financed by regular Federal appropriations..... | 288,497 | 286,652 | +1.6 | 29,305,560 | 30,677,007 | -4.5 |
| Federal agency projects financed by the Works Projects Administration..... | 86,168 | 81,319 | +6.0 | 4,219,650 | 3,921,494 | +7.6 |
| Projects operated by WPA..... | 1,825,734 | ³ 1,719,870 | +6.2 | 98,543,038 | ³ 89,390,255 | +10.2 |
| National Youth Administration: | | | | | | |
| Work projects..... | 237,788 | 225,477 | +5.5 | 4,432,127 | 4,221,759 | +5.0 |
| Student aid..... | 358,000 | 61,844 | +478.9 | 2,360,000 | 268,452 | +779.1 |
| Civilian Conservation Corps.... | 319,636 | 311,910 | +2.5 | 14,342,739 | 14,145,853 | +1.4 |

¹ Includes data on projects financed wholly or partially from Federal funds.

² Includes force-account and supervisory and technical employees shown under other classifications, to the extent of 133,421 employees and pay-roll disbursements of \$16,637,168 for October 1939, and 132,695 employees and pay-roll disbursements of \$16,253,503 for September 1939.

³ Revised.

⁴ Data covering PWA projects financed from National Industrial Recovery Act funds, Emergency Relief Appropriation Acts of 1935, 1936, and 1937 funds, and Public Works Administration Appropriation Act of 1938 funds are included. These data are not shown under projects financed by the Works Projects Administration. Includes 13,347 wage earners and \$1,266,959 pay roll for October 1939, 15,213 wage earners and \$1,451,935 pay roll for September 1939, covering Public Works Administration projects financed from Emergency Relief Appropriation Acts of 1935, 1936, and 1937 funds. Includes 198,951 wage earners and \$18,589,415 pay roll for October 1939, 225,560 wage earners and \$20,688,881 pay roll for September 1939, covering Public Works Administration projects financed from funds provided by the Public Works Administration Appropriation Act of 1938.

⁵ Includes 559 employees and pay-roll disbursements of \$48,380 for October 1939, 603 employees and pay-roll disbursements of \$56,200 for September 1939, on projects financed by the R F C Mortgage Co.

DETAILED REPORTS FOR SEPTEMBER 1939

A MONTHLY report on employment and pay rolls is published as a separate pamphlet by the Bureau of Labor Statistics. This gives detailed data regarding employment, pay rolls, working hours, and earnings for the current month for industrial and business establishments and for the various forms of public employment. This pamphlet is distributed free upon request. Its principal contents for the month of September, insofar as industrial and business employment is concerned, are reproduced in this section of the Monthly Labor Review.

Industrial and Business Employment

Monthly reports on employment and pay rolls are available for the following groups: 90 manufacturing industries; 16 nonmanufacturing industries, including private building construction; and class I steam railroads. The reports for the first two of these groups—manufacturing and nonmanufacturing—are based on sample surveys by the Bureau of Labor Statistics. The figures on class I steam railroads are compiled by the Interstate Commerce Commission and are presented in the foregoing summary.

EMPLOYMENT, PAY ROLLS, HOURS, AND EARNINGS

The employment and pay-roll indexes, as well as average hours worked per week, average hourly earnings, and average weekly earnings for July, August, and September 1939, where available, are presented in table 1. The July and August figures, where given, may differ in some instances from those previously published, because of revisions necessitated primarily by the inclusion of late reports.

The average weekly earnings shown in table 1 are computed by dividing the total weekly pay rolls in the reporting establishments by the total number of full- and part-time employees reported. As not all reporting establishments supply man-hours, average hours worked per week and average hourly earnings are necessarily based on data furnished by a smaller number of reporting firms. The size and composition of the reporting sample varies slightly from month to month. Therefore the average hours per week, average hourly earnings, and average weekly earnings shown are not strictly comparable from month to month. The sample, however, is believed to be sufficiently adequate in virtually all instances to indicate the general movement of earnings and hours over the period shown. The changes from the preceding month, expressed as percentages, are based on identical lists of firms for the 2 months, but the changes from September 1938 are computed from chain indexes based on the month-to-month percentage changes.

TABLE 1.—*Employment, Pay Rolls, Hours, and Earnings in Manufacturing and Nonmanufacturing Industries*

MANUFACTURING

[Indexes are based on 3-year average, 1923-25=100, and are adjusted to 1937 Census of Manufactures for all industries except automobiles. Not comparable to indexes published in pamphlets prior to August 1939. Comparable series available upon request]

| Industry | Employment index | | | Pay-roll index | | | Average weekly earnings ¹ | | | Average hours worked per week ¹ | | | Average hourly earnings ¹ | | |
|---|-----------------------------|----------------|--------------|-----------------------------|----------------|--------------|--------------------------------------|----------------|--------------|--|----------------|--------------|--------------------------------------|----------------|---------------|
| | Sep- tem- ber 1939 | August 1939 | July 1939 | Sep- tem- ber 1939 | August 1939 | July 1939 | Sep- tem- ber 1939 | August 1939 | July 1939 | Sep- tem- ber 1939 | August 1939 | July 1939 | Sep- tem- ber 1939 | August 1939 | July 1939 |
| All manufacturing | 100.0 | 96.3 | 93.5 | 93.6 | 89.7 | 84.4 | \$24.69 | \$24.60 | \$23.69 | 37.9 | 38.0 | 36.6 | Cents 64.3 | Cents 63.9 | Cents 64.3 |
| Durable goods..... | 89.4 | 83.9 | 83.0 | 87.5 | 81.5 | 76.0 | 28.15 | 28.04 | 26.42 | 38.2 | 38.3 | 36.1 | 72.5 | 71.6 | 71.8 |
| Nondurable goods..... | 110.2 | 108.0 | 103.5 | 100.5 | 99.0 | 93.7 | 21.57 | 21.61 | 21.26 | 37.7 | 37.7 | 37.0 | 57.8 | 57.9 | 58.1 |
| <i>Durable goods</i> | | | | | | | | | | | | | | | |
| Iron and steel and their products, not including machinery | 96.4 | 92.3 | 89.7 | 91.5 | 88.0 | 78.6 | 27.97 | 28.16 | 25.81 | 36.9 | 37.0 | 34.2 | 75.8 | 75.6 | 76.0 |
| Blast furnaces, steel works, and rolling mills..... | 101.1 | 97.0 | 95.3 | 95.3 | 92.7 | 82.0 | 29.77 | 30.13 | 27.12 | 35.2 | 35.7 | 32.1 | 84.5 | 84.3 | 84.9 |
| Bolts, nuts, washers, and rivets..... | 100.0 | 96.9 | 92.9 | 109.4 | 104.0 | 83.1 | 26.89 | 26.17 | 21.79 | 39.3 | 38.0 | 31.8 | 68.5 | 68.9 | 68.5 |
| Cast-iron pipe..... | 74.6 | 75.3 | 74.6 | 62.9 | 67.9 | 65.8 | 20.48 | 21.81 | 21.28 | 34.9 | 37.4 | 36.6 | 57.9 | 58.0 | 57.8 |
| Cutlery (not including silver and plated cutlery) and edge tools..... | 96.9 | 92.1 | 86.5 | 84.7 | 79.5 | 76.1 | 22.72 | 22.34 | 22.66 | 39.3 | 38.1 | 37.6 | 59.0 | 59.8 | 61.2 |
| Forgings, iron and steel..... | 58.9 | 55.6 | 54.4 | 63.0 | 59.4 | 54.8 | 29.15 | 29.10 | 27.43 | 38.4 | 38.3 | 36.2 | 75.8 | 76.0 | 75.8 |
| Hardware..... | 83.1 | 75.6 | 69.0 | 90.5 | 79.8 | 65.4 | 24.28 | 26.03 | 23.38 | 41.4 | 39.0 | 37.4 | 72.2 | 66.9 | 62.5 |
| Plumbers' supplies..... | 79.5 | 77.8 | 76.7 | 71.8 | 71.1 | 65.3 | 26.13 | 26.43 | 24.70 | 38.8 | 38.9 | 36.8 | 67.4 | 68.0 | 67.3 |
| Stamped and enameled ware..... | 156.0 | 152.5 | 143.7 | 156.3 | 156.4 | 137.4 | 23.77 | 24.37 | 22.68 | 38.4 | 38.8 | 36.1 | 61.9 | 62.5 | 62.8 |
| Steam and hot-water heating apparatus and steam fittings..... | 81.2 | 78.4 | 75.7 | 71.3 | 67.9 | 60.0 | 26.84 | 26.47 | 24.23 | 38.6 | 37.9 | 35.1 | 69.7 | 69.9 | 69.1 |
| Stoves..... | 91.6 | 90.2 | 85.5 | 82.0 | 77.7 | 72.7 | 25.54 | 24.78 | 24.43 | 38.9 | 37.7 | 37.0 | 65.8 | 66.0 | 66.1 |
| Structural and ornamental metalwork..... | 73.8 | 71.5 | 68.8 | 63.3 | 63.9 | 58.7 | 27.62 | 28.74 | 27.42 | 38.3 | 39.7 | 38.1 | 72.1 | 72.6 | 72.2 |
| Tin cans and other tinware..... | 107.0 | 107.4 | 100.2 | 117.4 | 114.9 | 102.8 | 24.86 | 24.20 | 23.12 | 40.5 | 39.9 | 38.1 | 61.5 | 60.8 | 60.5 |
| Tools (not including edge tools, machine tools, files, and saws)..... | 85.8 | 83.5 | 79.7 | 81.6 | 79.4 | 72.2 | 24.02 | 23.97 | 22.88 | 38.9 | 38.6 | 36.8 | 61.9 | 62.3 | 62.3 |
| Wirework..... | 144.9 | 116.1 | 125.9 | 161.4 | 115.5 | 124.0 | 27.70 | 24.76 | 24.54 | 39.4 | 36.8 | 35.9 | 70.4 | 62.3 | 68.4 |
| Machinery, not including transportation equipment | 100.3 | 96.8 | 95.7 | 100.9 | 96.9 | 94.0 | 28.21 | 28.07 | 27.55 | 39.1 | 39.0 | 38.0 | 72.2 | 72.1 | 72.4 |
| Agricultural implements (including tractors)..... | 116.1 | 114.4 | 113.0 | 125.0 | 124.0 | 122.7 | 28.91 | 29.11 | 29.20 | 37.3 | 37.4 | 37.4 | 77.8 | 78.1 | 78.5 |
| Cash registers, adding machines, and calculating machines..... | 126.7 | 124.6 | 127.2 | 123.6 | 119.4 | 123.0 | 30.80 | 30.23 | 30.52 | 37.5 | 37.0 | 37.5 | 82.5 | 82.2 | 81.8 |
| Electrical machinery, apparatus, and supplies..... | 92.2 | 87.8 | 86.8 | 98.4 | 93.4 | 91.0 | 28.71 | 28.50 | 28.05 | 38.9 | 38.8 | 37.8 | 74.0 | 73.7 | 74.3 |
| Engines, turbines, water wheels, and windmills..... | 99.2 | 96.8 | 96.2 | 116.2 | 113.5 | 110.2 | 30.97 | 31.01 | 30.36 | 39.6 | 40.1 | 39.2 | 78.7 | 77.8 | 77.9 |

| | | | | | | | | | | | | | | | |
|--|---------|---------|---------|---------|---------|---------|-------|-------|-------|------|------|------|------|------|------|
| Foundry and machine-shop products..... | 85.7 | 84.1 | 82.6 | 80.2 | 78.4 | 74.8 | 27.81 | 27.78 | 26.95 | 38.9 | 38.9 | 37.6 | 71.4 | 71.4 | 71.5 |
| Machine tools..... | 156.2 | 140.3 | 147.4 | 181.8 | 160.9 | 165.7 | 32.19 | 31.72 | 31.23 | 43.0 | 42.6 | 41.8 | 75.0 | 74.6 | 74.8 |
| Radios and phonographs..... | 150.1 | 135.9 | 129.6 | 139.0 | 122.8 | 113.6 | 22.92 | 22.38 | 21.71 | 39.8 | 38.9 | 37.7 | 57.7 | 57.6 | 57.6 |
| Textile machinery and parts..... | 77.3 | 77.6 | 77.1 | 73.1 | 74.6 | 74.7 | 26.15 | 26.47 | 26.63 | 39.8 | 40.1 | 40.5 | 65.8 | 66.1 | 65.8 |
| Typewriters and parts..... | 122.0 | 117.9 | 120.6 | 122.2 | 116.5 | 113.4 | 24.58 | 24.24 | 23.05 | 38.5 | 37.8 | 36.0 | 63.8 | 64.1 | 64.0 |
| Transportation equipment..... | 95.7 | 75.2 | 79.9 | 99.5 | 78.3 | 76.6 | 33.32 | 33.71 | 31.06 | 37.4 | 38.1 | 35.1 | 89.9 | 88.8 | 88.4 |
| Aircraft..... | 1,466.5 | 1,413.5 | 1,398.9 | 1,361.6 | 1,380.9 | 1,337.9 | 29.07 | 30.59 | 29.94 | 40.0 | 41.7 | 40.7 | 74.2 | 74.3 | 73.7 |
| Automobiles..... | 96.9 | 70.4 | 76.4 | 102.8 | 75.0 | 72.9 | 34.61 | 35.15 | 31.50 | 37.3 | 37.7 | 34.0 | 93.0 | 93.5 | 92.8 |
| Cars, electric- and steam-railroad..... | 33.2 | 31.9 | 32.0 | 27.5 | 27.2 | 24.7 | 25.96 | 26.90 | 24.36 | 34.8 | 36.2 | 32.8 | 74.6 | 74.4 | 74.2 |
| Locomotives..... | 27.6 | 29.1 | 28.7 | 25.7 | 27.2 | 26.5 | 28.49 | 28.72 | 28.38 | 37.4 | 37.6 | 37.2 | 76.2 | 76.4 | 76.3 |
| Shipbuilding..... | 129.0 | 121.5 | 124.4 | 134.8 | 128.3 | 131.5 | 31.41 | 31.69 | 31.71 | 37.4 | 38.1 | 37.6 | 82.5 | 82.9 | 83.2 |
| Nonferrous metals and their products..... | 100.4 | 94.7 | 91.3 | 96.8 | 88.8 | 82.4 | 26.72 | 25.99 | 25.11 | 40.3 | 39.4 | 37.8 | 67.4 | 66.8 | 67.1 |
| Aluminum manufactures..... | 150.9 | 154.0 | 149.5 | 166.7 | 163.2 | 143.1 | 26.97 | 25.86 | 24.20 | 39.5 | 38.5 | 35.7 | 68.0 | 67.1 | 67.7 |
| Brass, bronze, and copper products..... | 115.2 | 107.7 | 104.0 | 122.8 | 110.5 | 103.9 | 29.15 | 28.00 | 27.53 | 40.9 | 39.5 | 38.6 | 71.4 | 71.0 | 71.5 |
| Clocks and watches and time-recording devices..... | 86.0 | 82.8 | 79.8 | 89.1 | 85.0 | 76.4 | 23.06 | 22.88 | 21.34 | 39.1 | 39.2 | 36.3 | 59.0 | 58.4 | 58.7 |
| Jewelry..... | 99.9 | 94.2 | 87.0 | 83.6 | 76.9 | 68.6 | 23.54 | 22.89 | 22.20 | 40.8 | 39.7 | 37.7 | 57.9 | 56.8 | 57.9 |
| Lighting equipment..... | 88.3 | 73.0 | 70.5 | 74.7 | 58.3 | 53.5 | 27.42 | 26.06 | 24.66 | 39.5 | 37.6 | 35.8 | 69.4 | 68.9 | 68.9 |
| Silverware and plated ware..... | 71.5 | 68.9 | 62.6 | 65.7 | 59.3 | 50.8 | 26.54 | 25.03 | 23.44 | 41.4 | 39.0 | 37.0 | 64.6 | 64.1 | 64.0 |
| Smelting and refining—copper, lead, and zinc..... | 77.4 | 74.6 | 76.0 | 71.3 | 70.8 | 70.6 | 25.85 | 26.64 | 26.05 | 36.9 | 38.2 | 37.5 | 70.0 | 69.8 | 69.5 |
| Lumber and allied products..... | 70.1 | 68.7 | 66.7 | 63.4 | 62.9 | 56.4 | 21.17 | 21.21 | 19.63 | 39.2 | 39.5 | 38.8 | 54.0 | 54.1 | 53.7 |
| Furniture..... | 90.7 | 87.5 | 84.3 | 78.1 | 75.5 | 68.0 | 20.95 | 20.90 | 19.47 | 39.8 | 39.7 | 37.1 | 53.0 | 52.9 | 52.8 |
| Lumber: | | | | | | | | | | | | | | | |
| Millwork..... | 62.2 | 61.4 | 59.7 | 49.8 | 49.5 | 45.3 | 22.41 | 22.75 | 21.41 | 42.2 | 42.2 | 39.7 | 53.1 | 53.9 | 54.0 |
| Sawmills..... | 63.5 | 62.7 | 61.1 | 56.4 | 56.8 | 50.5 | 20.95 | 20.95 | 19.20 | 38.2 | 38.7 | 36.0 | 55.5 | 54.8 | 54.0 |
| Stone, clay, and glass products..... | 81.8 | 80.8 | 79.7 | 71.8 | 71.7 | 65.9 | 24.02 | 24.28 | 22.57 | 37.0 | 37.7 | 35.3 | 64.6 | 64.7 | 64.6 |
| Brick, tile, and terra cotta..... | 63.2 | 61.8 | 61.5 | 50.4 | 50.1 | 46.4 | 20.66 | 21.17 | 19.58 | 38.1 | 39.2 | 36.6 | 54.0 | 53.9 | 53.1 |
| Cement..... | 71.8 | 72.6 | 72.5 | 68.0 | 69.9 | 68.1 | 27.08 | 27.32 | 26.84 | 38.3 | 38.9 | 38.0 | 70.9 | 70.3 | 70.6 |
| Glass..... | 100.9 | 98.5 | 96.3 | 105.0 | 102.5 | 91.5 | 25.43 | 25.45 | 23.26 | 35.4 | 35.8 | 32.5 | 71.8 | 71.4 | 71.6 |
| Marble, granite, slate, and other products..... | 51.6 | 53.2 | 54.1 | 38.5 | 40.6 | 39.9 | 26.00 | 26.54 | 25.83 | 36.9 | 37.6 | 35.7 | 70.3 | 71.1 | 72.9 |
| Pottery..... | 86.1 | 84.7 | 81.8 | 75.2 | 75.0 | 65.5 | 21.89 | 22.25 | 20.10 | 36.8 | 38.0 | 35.1 | 61.6 | 61.8 | 61.8 |
| <i>Nondurable goods</i> | | | | | | | | | | | | | | | |
| Textiles and their products..... | 104.5 | 103.5 | 98.1 | 86.6 | 88.3 | 79.3 | 16.93 | 17.22 | 16.46 | 35.4 | 36.1 | 35.2 | 47.6 | 47.9 | 47.1 |
| Fabrics..... | 93.5 | 93.1 | 91.1 | 81.0 | 80.3 | 76.6 | 16.76 | 16.66 | 16.23 | 37.0 | 36.7 | 35.9 | 45.9 | 45.8 | 45.8 |
| Carpets and rugs..... | 78.3 | 75.6 | 73.8 | 68.3 | 63.5 | 57.3 | 24.28 | 23.34 | 21.61 | 36.8 | 35.8 | 33.9 | 65.9 | 65.3 | 63.7 |
| Cotton goods..... | 89.5 | 87.3 | 85.7 | 79.2 | 74.8 | 72.5 | 14.51 | 14.03 | 13.83 | 37.8 | 36.6 | 36.1 | 38.5 | 38.3 | 38.3 |
| Cotton small wares..... | 84.3 | 80.9 | 79.5 | 81.5 | 75.6 | 73.0 | 18.81 | 18.18 | 17.78 | 39.5 | 38.6 | 38.5 | 48.3 | 47.7 | 48.1 |
| Dyeing and finishing textiles..... | 124.9 | 122.2 | 119.2 | 107.6 | 103.3 | 97.6 | 21.01 | 20.56 | 19.87 | 39.1 | 38.5 | 37.6 | 53.2 | 52.9 | 52.4 |
| Hats, fur-felt..... | 90.0 | 93.7 | 90.2 | 73.5 | 84.1 | 81.6 | 21.95 | 24.24 | 24.35 | 31.1 | 34.3 | 34.6 | 69.3 | 70.1 | 71.1 |
| Hosiery..... | 149.8 | 152.4 | 148.9 | 156.4 | 161.6 | 144.9 | 18.85 | 19.14 | 17.53 | 35.5 | 36.0 | 33.7 | 53.4 | 53.3 | 52.6 |
| Knitted outerwear..... | 78.6 | 78.1 | 72.1 | 61.9 | 63.8 | 56.6 | 16.90 | 17.45 | 16.76 | 36.8 | 38.7 | 36.9 | 45.6 | 44.8 | 45.3 |
| Knitted underwear..... | 77.7 | 77.1 | 73.2 | 67.1 | 68.0 | 64.7 | 14.66 | 14.92 | 14.90 | 36.4 | 37.0 | 37.1 | 40.4 | 40.4 | 40.2 |
| Knitted cloth..... | 143.2 | 140.4 | 135.9 | 120.9 | 116.6 | 114.0 | 18.59 | 18.86 | 18.34 | 39.7 | 39.3 | 39.2 | 45.9 | 46.9 | 46.1 |
| Silk and rayon goods..... | 63.2 | 62.8 | 60.1 | 52.1 | 52.0 | 48.1 | 15.71 | 15.71 | 15.15 | 36.6 | 37.0 | 35.3 | 42.6 | 42.2 | 42.5 |
| Woolen and worsted goods..... | 82.1 | 86.2 | 86.3 | 67.6 | 71.5 | 72.7 | 19.00 | 19.18 | 19.42 | 36.0 | 36.4 | 36.8 | 52.9 | 52.7 | 53.0 |
| Wearing apparel..... | 124.8 | 122.1 | 109.5 | 92.1 | 98.3 | 79.7 | 17.39 | 18.79 | 17.14 | 33.0 | 35.2 | 33.7 | 50.6 | 51.3 | 49.5 |
| Clothing, men's..... | 110.6 | 110.2 | 105.1 | 79.7 | 86.3 | 78.4 | 18.62 | 20.29 | 19.07 | 31.9 | 34.6 | 33.4 | 58.0 | 58.0 | 55.5 |
| Clothing, women's..... | 178.8 | 174.3 | 143.9 | 118.1 | 132.9 | 96.8 | 17.56 | 20.14 | 17.71 | 31.8 | 34.8 | 34.1 | 51.2 | 52.4 | 48.6 |
| Corsets and allied garments..... | 115.8 | 114.0 | 111.8 | 120.3 | 112.2 | 113.4 | 16.95 | 16.27 | 16.73 | 37.3 | 35.2 | 37.1 | 44.9 | 45.8 | 44.9 |

See footnotes at end of table.

TABLE 1.—Employment, Pay Rolls, Hours, and Earnings in Manufacturing and Nonmanufacturing Industries—Continued

MANUFACTURING—Continued

| Industry | Employment index | | | Pay-roll index | | | Average weekly earnings | | | Average hours worked per week | | | Average hourly earnings | | |
|--|------------------|-------------|-----------|----------------|-------------|-----------|-------------------------|-------------|-----------|-------------------------------|-------------|-----------|-------------------------|-------------|-----------|
| | September 1939 | August 1939 | July 1939 | September 1939 | August 1939 | July 1939 | September 1939 | August 1939 | July 1939 | September 1939 | August 1939 | July 1939 | September 1939 | August 1939 | July 1939 |
| <i>Nondurable goods—Continued</i> | | | | | | | | | | | | | | | |
| Textiles and their products—Continued. | | | | | | | | | | | | | | | |
| Wearing apparel—Continued. | | | | | | | | | | | | | | | |
| Men's furnishings..... | 132.6 | 131.2 | 123.9 | 120.7 | 120.1 | 105.5 | \$13.99 | \$14.27 | \$13.19 | 35.7 | 36.2 | 34.5 | 38.0 | 38.7 | 37.5 |
| Millinery..... | 85.5 | 78.2 | 55.9 | 81.3 | 66.8 | 36.7 | 25.70 | 24.05 | 18.06 | 36.8 | 35.9 | 30.4 | 64.3 | 62.4 | 59.8 |
| Shirts and collars..... | 123.2 | 119.9 | 117.5 | 102.3 | 102.5 | 91.2 | 13.29 | 13.63 | 12.38 | 34.5 | 35.8 | 32.5 | 38.5 | 38.5 | 38.3 |
| Leather and its manufactures. | 97.8 | 100.7 | 99.7 | 76.6 | 84.6 | 83.6 | 18.45 | 19.78 | 19.72 | 34.5 | 37.4 | 37.5 | 58.2 | 52.6 | 52.1 |
| Boots and shoes..... | 96.5 | 100.3 | 99.1 | 72.4 | 82.9 | 81.9 | 17.04 | 18.74 | 18.74 | 33.9 | 37.5 | 37.7 | 50.8 | 50.2 | 49.8 |
| Leather..... | 86.5 | 85.5 | 85.5 | 84.2 | 83.1 | 82.0 | 24.32 | 24.29 | 23.96 | 38.6 | 38.6 | 38.0 | 63.4 | 63.3 | 62.9 |
| Food and kindred products. | 150.7 | 147.0 | 135.0 | 139.6 | 135.1 | 129.6 | 24.16 | 23.95 | 24.61 | 41.6 | 40.5 | 40.1 | 58.5 | 59.5 | 61.5 |
| Baking..... | 148.0 | 146.9 | 147.8 | 138.8 | 135.3 | 139.1 | 26.00 | 25.49 | 26.05 | 42.1 | 41.1 | 42.1 | 62.0 | 62.4 | 62.4 |
| Beverages..... | 287.4 | 295.4 | 301.1 | 335.5 | 350.2 | 359.0 | 34.04 | 34.74 | 34.93 | 39.8 | 40.4 | 40.7 | 86.4 | 86.8 | 86.8 |
| Butter..... | 99.1 | 102.9 | 103.9 | 83.8 | 86.7 | 88.8 | 22.72 | 22.57 | 22.96 | 47.1 | 47.2 | 48.0 | 48.3 | 47.9 | 48.0 |
| Canning and preserving..... | 303.7 | 288.5 | 197.0 | 264.3 | 251.1 | 153.7 | 17.32 | 17.24 | 15.49 | 41.0 | 39.5 | 34.6 | 43.2 | 44.7 | 44.5 |
| Confectionery..... | 91.4 | 78.5 | 70.2 | 91.5 | 76.7 | 64.2 | 19.43 | 18.93 | 17.66 | 40.6 | 37.9 | 34.0 | 48.6 | 50.6 | 51.9 |
| Flour..... | 84.4 | 79.9 | 92.5 | 93.0 | 76.8 | 80.4 | 29.43 | 29.95 | 26.28 | 46.9 | 42.4 | 43.3 | 62.0 | 60.5 | 60.4 |
| Ice cream..... | 82.3 | 89.4 | 82.7 | 68.6 | 74.2 | 77.0 | 29.31 | 29.29 | 29.03 | 46.1 | 46.8 | 47.5 | 63.1 | 62.3 | 60.4 |
| Slaughtering and meat packing..... | 101.3 | 100.2 | 100.7 | 107.9 | 105.8 | 109.2 | 27.99 | 27.77 | 28.54 | 40.8 | 40.4 | 41.6 | 68.6 | 68.8 | 68.7 |
| Sugar, beet..... | 120.8 | 88.3 | 57.2 | 116.6 | 85.7 | 53.6 | 25.12 | 25.22 | 23.96 | 42.1 | 40.1 | 32.5 | 61.4 | 63.8 | 75.7 |
| Sugar refining, cane..... | 90.7 | 98.6 | 97.9 | 86.3 | 80.8 | 80.6 | 26.75 | 23.05 | 23.15 | 43.0 | 36.6 | 36.1 | 62.2 | 63.0 | 64.1 |
| Tobacco manufactures. | 68.4 | 68.6 | 65.4 | 82.9 | 62.7 | 61.8 | 17.43 | 17.43 | 17.43 | 36.9 | 36.9 | 37.0 | 47.5 | 47.2 | 47.6 |
| Chewing and smoking tobacco and snuff..... | 61.2 | 60.7 | 59.1 | 67.2 | 67.3 | 67.3 | 17.69 | 18.04 | 18.52 | 34.4 | 34.9 | 35.3 | 51.3 | 51.7 | 52.4 |
| Cigars and cigarettes..... | 67.0 | 67.3 | 66.1 | 62.3 | 62.1 | 61.0 | 19.37 | 17.30 | 17.26 | 37.2 | 37.1 | 37.2 | 47.0 | 46.7 | 47.0 |
| Paper and printing. | 113.2 | 110.9 | 110.1 | 109.3 | 103.7 | 102.0 | 28.89 | 28.04 | 27.57 | 39.0 | 38.1 | 37.5 | 77.1 | 76.4 | 77.0 |
| Boxes, paper..... | 118.8 | 114.3 | 109.7 | 133.2 | 124.6 | 116.5 | 22.28 | 21.71 | 21.19 | 41.3 | 40.2 | 38.9 | 54.4 | 54.4 | 54.8 |
| Paper and pulp..... | 108.8 | 107.0 | 105.8 | 113.4 | 107.7 | 101.2 | 25.64 | 24.65 | 23.40 | 41.4 | 39.9 | 38.0 | 62.0 | 61.8 | 61.6 |
| Printing and publishing: | | | | | | | | | | | | | | | |
| Book and job..... | 98.3 | 98.3 | 99.1 | 85.6 | 83.4 | 85.6 | 30.38 | 29.78 | 30.16 | 38.3 | 37.8 | 38.3 | 80.5 | 79.7 | 80.2 |
| Newspapers and periodicals..... | 116.2 | 112.0 | 111.9 | 109.8 | 102.2 | 102.2 | 38.03 | 36.75 | 36.78 | 36.3 | 35.7 | 35.5 | 100.7 | 99.8 | 100.1 |
| Chemical, petroleum, and coal products. | 117.7 | 109.2 | 110.4 | 124.6 | 119.1 | 117.9 | 29.00 | 29.62 | 28.98 | 38.8 | 38.5 | 37.9 | 74.5 | 77.0 | 77.0 |
| Petroleum refining..... | 123.1 | 122.7 | 121.8 | 134.8 | 135.9 | 131.5 | 34.38 | 34.76 | 33.91 | 35.6 | 35.8 | 34.7 | 96.9 | 97.5 | 98.5 |
| Other than petroleum refining..... | 116.4 | 105.9 | 107.7 | 121.4 | 113.9 | 113.7 | 26.64 | 27.15 | 26.71 | 40.0 | 39.6 | 39.1 | 66.2 | 68.6 | 68.5 |
| Chemicals..... | 123.6 | 119.1 | 117.1 | 139.7 | 136.3 | 130.8 | 31.08 | 31.48 | 30.74 | 39.8 | 40.1 | 39.3 | 78.1 | 78.5 | 78.3 |
| Cottonseed—oil, cake, and meal..... | 113.3 | 56.7 | 49.3 | 94.0 | 47.5 | 41.7 | 14.06 | 13.69 | 13.55 | 48.7 | 42.3 | 41.1 | 28.4 | 31.0 | 31.3 |
| Druggists' preparations..... | 114.2 | 109.7 | 108.2 | 125.4 | 121.6 | 120.6 | 23.47 | 23.92 | 23.92 | 39.3 | 39.9 | 40.5 | 59.6 | 59.9 | 59.5 |
| Explosives..... | 99.9 | 93.3 | 91.1 | 114.4 | 109.1 | 102.8 | 31.52 | 32.20 | 30.97 | 39.0 | 40.2 | 38.4 | 80.7 | 80.2 | 80.7 |

| | | | | | | | | | | | | | | | |
|-----------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|------|------|------|------|------|
| Fertilizers..... | 98.4 | 73.9 | 73.4 | 96.3 | 62.7 | 63.4 | 17.84 | 17.26 | 17.65 | 37.7 | 35.8 | 36.4 | 47.4 | 48.3 | 48.5 |
| Paints and varnishes..... | 122.1 | 122.1 | 122.2 | 127.5 | 125.6 | 124.0 | 28.65 | 28.47 | 28.14 | 40.7 | 40.3 | 40.0 | 70.4 | 70.7 | 70.4 |
| Rayon and allied products..... | 300.2 | 255.1 | 297.0 | 286.4 | 246.6 | 283.2 | 24.49 | 24.81 | 24.47 | 37.9 | 38.6 | 38.3 | 64.6 | 64.3 | 63.9 |
| Soap..... | 88.5 | 86.0 | 81.9 | 107.1 | 102.3 | 99.0 | 29.46 | 28.98 | 29.42 | 40.2 | 39.6 | 39.6 | 73.6 | 73.3 | 74.4 |
| Rubber products..... | 86.0 | 82.6 | 78.7 | 91.2 | 86.3 | 81.5 | 28.88 | 28.52 | 29.22 | 37.6 | 36.9 | 36.4 | 77.0 | 77.1 | 77.3 |
| Rubber boots and shoes..... | 59.8 | 58.5 | 45.2 | 62.2 | 58.4 | 42.5 | 23.89 | 22.92 | 21.61 | 38.8 | 37.3 | 35.7 | 61.6 | 61.5 | 60.5 |
| Rubber tires and inner tubes..... | 70.0 | 68.3 | 66.6 | 83.0 | 78.9 | 77.1 | 34.63 | 33.77 | 33.84 | 36.2 | 35.5 | 35.6 | 96.3 | 95.6 | 95.6 |
| Rubber goods other..... | 141.6 | 132.9 | 130.7 | 134.9 | 127.1 | 121.4 | 23.20 | 23.23 | 22.47 | 38.8 | 38.8 | 37.6 | 60.3 | 60.5 | 60.4 |

NONMANUFACTURING

[Indexes are based on 12-month average, 1929=100]

| | | | | | | | | | | | | | | | |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|------|------|------|------|------|
| Coal mining: | | | | | | | | | | | | | | | |
| Anthracite ¹ | 49.4 | 48.5 | 44.7 | 40.0 | 33.8 | 25.2 | 26.86 | 23.13 | 18.65 | 28.6 | 24.2 | 20.2 | 92.0 | 92.8 | 93.1 |
| Bituminous ¹ | 85.6 | 81.4 | 79.4 | 81.0 | 74.6 | 64.5 | 25.56 | 24.61 | 22.03 | 28.7 | 27.4 | 24.4 | 89.3 | 89.0 | 89.2 |
| Metalliferous mining..... | 63.1 | 60.4 | 60.4 | 55.2 | 53.0 | 48.5 | 27.46 | 27.47 | 24.91 | 39.5 | 39.5 | 36.4 | 69.6 | 70.1 | 68.8 |
| Quarrying and nonmetallic mining..... | 48.0 | 48.1 | 47.5 | 42.8 | 42.9 | 40.9 | 22.26 | 22.17 | 21.69 | 40.6 | 40.5 | 39.0 | 54.7 | 54.6 | 55.5 |
| Crude-petroleum producing..... | 65.0 | 66.7 | 67.3 | 60.8 | 62.0 | 61.9 | 34.33 | 34.18 | 33.82 | 38.3 | 38.8 | 37.7 | 87.8 | 86.4 | 88.0 |
| Public utilities: | | | | | | | | | | | | | | | |
| Telephone and telegraph ² | 75.3 | 75.5 | 75.4 | 94.8 | 94.3 | 94.6 | 30.77 | 30.92 | 31.06 | 39.5 | 39.1 | 39.4 | 80.7 | 81.8 | 81.5 |
| Electric light and power and manufactured gas ² | 93.8 | 93.8 | 93.2 | 101.2 | 101.1 | 100.0 | 33.96 | 33.59 | 33.48 | 39.4 | 40.0 | 38.7 | 86.0 | 84.2 | 86.4 |
| Electric-railroad and motorbus operation and maintenance ³ | 69.9 | 69.8 | 69.7 | 70.4 | 71.0 | 70.6 | 32.91 | 33.17 | 33.02 | 45.5 | 46.0 | 45.8 | 71.5 | 71.2 | 71.4 |
| Trade: | | | | | | | | | | | | | | | |
| Wholesale ³ | 90.4 | 89.0 | 87.9 | 77.8 | 76.2 | 75.8 | 30.00 | 29.82 | 29.92 | 41.7 | 41.9 | 41.3 | 71.3 | 71.1 | 72.6 |
| Retail ³ | 87.3 | 82.5 | 83.6 | 72.3 | 69.4 | 70.9 | 20.95 | 21.39 | 21.58 | 42.5 | 42.8 | 42.6 | 54.7 | 55.3 | 55.7 |
| General merchandising ³ | 100.1 | 89.8 | 91.7 | 88.3 | 81.1 | 83.8 | 17.62 | 18.07 | 18.25 | 38.9 | 38.5 | 38.5 | 48.0 | 50.1 | 49.9 |
| Other than general merchandising ³ | 83.9 | 80.6 | 81.5 | 69.0 | 67.0 | 68.2 | 23.77 | 23.99 | 24.16 | 43.6 | 44.0 | 43.9 | 56.8 | 56.8 | 57.5 |
| Hotels (year-round) ^{2,3,4} | 91.2 | 89.8 | 90.3 | 80.4 | 79.2 | 79.1 | 15.15 | 15.20 | 15.15 | 46.6 | 47.1 | 46.8 | 32.6 | 32.2 | 32.0 |
| Laundries ² | 97.7 | 99.1 | 100.0 | 84.4 | 85.9 | 88.0 | 17.67 | 17.58 | 17.85 | 42.5 | 42.9 | 43.3 | 41.6 | 41.0 | 41.6 |
| Dyeing and cleaning ¹ | 105.2 | 102.7 | 106.5 | 78.3 | 73.0 | 77.1 | 19.35 | 19.42 | 19.81 | 42.7 | 41.6 | 42.1 | 49.4 | 48.3 | 48.2 |
| Brokerage ⁴ | +6.0 | +1 | -1.5 | +10.9 | -1.4 | -2.1 | 36.81 | 35.32 | 35.78 | (9) | (9) | (9) | (9) | (9) | (9) |
| Insurance ³ | -4 | +1 | +6 | -2 | -9 | -1.2 | 34.10 | 35.77 | 36.20 | (9) | (9) | (9) | (9) | (9) | (9) |
| Building construction ⁵ | +6 | +8 | +4.5 | +1.5 | +1.2 | +4.6 | 31.05 | 30.91 | 30.85 | 33.9 | 33.5 | 33.6 | 91.8 | 92.4 | 92.0 |

¹ Average weekly earnings are computed from figures furnished by all reporting establishments. Average hours and average hourly earnings are computed from data supplied by a smaller number of establishments, as not all reporting firms furnish man-hours. The figures are not strictly comparable from month to month because of changes in the size and composition of the reporting sample. Hours and earnings for all manufacturing industries relate to 90 industries instead of 87 which were covered in the July and prior issues of the pamphlet, due to the separation of the knit goods industry into its 4 component divisions.

² Indexes adjusted to 1935 census. Comparable series back to January 1929 presented in January 1938 issue of this publication.

³ Average weekly earnings, hourly earnings, and hours not strictly comparable with figures published in pamphlets prior to January 1938 as they now exclude corporation officers, executives, and other employees whose duties are mainly supervisory.

⁴ Cash payments only; the additional value of board, room, and tips cannot be computed.

⁵ Indexes of employment and pay rolls are not available, percentage changes from preceding month substituted.

⁶ Not available.

INDEXES OF EMPLOYMENT AND PAY ROLLS

Indexes of employment and pay rolls are given in table 2 for all manufacturing industries combined, for the durable- and nondurable-goods groups of manufacturing industries, and for each of 13 non-manufacturing industries, including 2 subgroups under retail trade, by months, from September 1938 to September 1939, inclusive. The accompanying chart indicates the trend of factory employment and pay rolls from January 1919 to September 1939.

The indexes of factory employment and pay rolls are based on the 3-year average 1923-25 as 100. They relate to wage earners only and are computed from reports supplied by representative manufacturing establishments in 90 manufacturing industries. These reports cover more than 55 percent of the total wage earners in all manufacturing industries of the country and more than 65 percent of the wage earners in the 90 industries included in the monthly survey of the Bureau of Labor Statistics.

The indexes for the nonmanufacturing industries are based on the 12-month average for 1929 as 100. Figures for mining, laundries, and dyeing and cleaning cover wage earners only, but the figures for public utilities, trade, and hotels relate to all employees except corporation officers, executives, and other employees whose duties are mainly supervisory. For crude-petroleum production they cover wage earners and the clerical field force. The coverage of the reporting samples for the various nonmanufacturing industries ranges from approximately 25 percent for wholesale trade and dyeing and cleaning to approximately 80 percent for quarrying and nonmetallic mining, anthracite mining, and public utilities.

Data for both manufacturing and nonmanufacturing industries are based on reports of the number of employees and amount of pay rolls for the pay period ending nearest the 15th of the month.

EMPLOYMENT AND PAY ROLLS ALL MANUFACTURING INDUSTRIES

1923-25=100



UNITED STATES BUREAU OF LABOR STATISTICS

ADJUSTED TO 1937 CENSUS

TABLE 2.—Indexes of Employment and Pay Rolls in Selected Manufacturing¹ and Non-manufacturing² Industries, September 1938 to September 1939, Inclusive

| Industry | Employment | | | | | | | | | | | | | |
|---|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | Av. 1938 | 1938 | | | | 1939 | | | | | | | | |
| | | Sept. | Oct. | Nov. | Dec. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. |
| <i>Manufacturing</i> | | | | | | | | | | | | | | |
| All industries..... | 89.7 | 92.0 | 92.4 | 93.3 | 94.0 | 92.2 | 93.6 | 94.3 | 94.1 | 93.0 | 93.4 | 93.5 | 96.3 | 100.0 |
| Durable goods ³ | 77.9 | 75.9 | 79.7 | 82.9 | 83.8 | 82.3 | 83.3 | 84.1 | 84.8 | 84.0 | 84.6 | 83.0 | 83.9 | 89.4 |
| Nondurable goods ⁴ | 100.9 | 107.3 | 104.6 | 103.1 | 103.8 | 101.7 | 103.5 | 104.0 | 103.0 | 101.6 | 101.8 | 103.5 | 108.0 | 110.2 |
| <i>Nonmanufacturing</i> | | | | | | | | | | | | | | |
| Anthracite mining..... | 52.3 | 46.4 | 52.4 | 51.0 | 51.3 | 50.0 | 52.2 | 51.7 | 53.0 | 52.6 | 51.2 | 44.7 | 48.5 | 49.4 |
| Bituminous-coal mining..... | 86.7 | 83.4 | 87.2 | 88.6 | 89.3 | 88.7 | 88.6 | 87.4 | 25.9 | 47.9 | 78.3 | 79.4 | 81.4 | 85.6 |
| Metalliferous mining..... | 59.0 | 55.2 | 57.9 | 61.9 | 62.3 | 62.6 | 60.9 | 61.0 | 61.5 | 61.9 | 61.6 | 60.4 | 60.4 | 63.1 |
| Quarrying and nonmetallic mining..... | 42.3 | 44.6 | 44.4 | 44.4 | 41.4 | 38.3 | 37.9 | 40.1 | 43.0 | 45.6 | 47.3 | 47.5 | 48.1 | 48.0 |
| Crude-petroleum producing..... | 72.1 | 71.5 | 69.5 | 68.3 | 67.8 | 67.0 | 66.4 | 66.2 | 65.8 | 66.1 | 67.0 | 67.3 | 66.7 | 65.0 |
| Telephone and telegraph..... | 75.1 | 74.9 | 74.7 | 74.4 | 74.3 | 74.1 | 73.3 | 73.4 | 74.1 | 74.7 | 75.3 | 75.4 | 75.5 | 75.3 |
| Electric light and power, and manufactured gas..... | 92.3 | 92.5 | 92.5 | 91.9 | 91.4 | 90.0 | 89.6 | 89.5 | 90.3 | 91.0 | 92.3 | 93.2 | 93.8 | 93.8 |
| Electric-railroad and motorbus operation and maintenance..... | 70.3 | 69.3 | 69.9 | 69.5 | 69.4 | 69.2 | 69.3 | 69.5 | 69.1 | 69.6 | 69.9 | 69.7 | 69.8 | 69.9 |
| Wholesale trade..... | 88.8 | 88.5 | 89.1 | 89.8 | 90.0 | 88.3 | 87.9 | 87.4 | 87.3 | 87.2 | 88.1 | 87.9 | 89.0 | 90.4 |
| Retail trade..... | 85.2 | 84.7 | 85.9 | 86.9 | 88.1 | 82.2 | 81.5 | 83.8 | 85.5 | 85.7 | 86.4 | 83.6 | 82.5 | 87.3 |
| General merchandising..... | 98.0 | 97.0 | 99.4 | 104.5 | 144.1 | 90.7 | 88.8 | 93.2 | 96.9 | 96.8 | 97.4 | 91.7 | 89.8 | 100.1 |
| Other than general merchandising..... | 81.8 | 81.5 | 82.3 | 82.3 | 86.0 | 80.0 | 79.6 | 81.3 | 82.5 | 82.8 | 83.5 | 81.5 | 80.6 | 83.9 |
| Year-round hotels..... | 92.7 | 91.8 | 92.9 | 92.5 | 92.0 | 91.8 | 92.6 | 92.7 | 93.2 | 93.9 | 92.8 | 90.3 | 89.8 | 91.2 |
| Laundries..... | 95.7 | 96.5 | 94.4 | 93.7 | 93.4 | 93.3 | 92.8 | 92.9 | 93.5 | 95.5 | 98.7 | 100.0 | 99.1 | 97.7 |
| Dyeing and cleaning..... | 104.3 | 107.8 | 106.8 | 102.5 | 97.9 | 94.2 | 92.1 | 95.4 | 102.2 | 107.0 | 110.1 | 106.5 | 102.7 | 105.2 |
| <i>Pay rolls</i> | | | | | | | | | | | | | | |
| <i>Manufacturing</i> | | | | | | | | | | | | | | |
| All industries..... | 77.9 | 81.6 | 84.2 | 84.4 | 87.1 | 83.7 | 86.0 | 87.6 | 85.5 | 85.0 | 86.5 | 84.4 | 89.7 | 93.6 |
| Durable goods ³ | 67.6 | 68.1 | 74.6 | 77.6 | 79.6 | 76.0 | 77.7 | 79.4 | 79.5 | 78.8 | 80.7 | 76.0 | 81.5 | 87.5 |
| Nondurable goods ⁴ | 89.6 | 96.7 | 94.9 | 92.1 | 95.4 | 92.4 | 95.3 | 96.7 | 92.2 | 91.9 | 93.0 | 93.7 | 99.0 | 100.5 |
| <i>Nonmanufacturing</i> | | | | | | | | | | | | | | |
| Anthracite mining..... | 38.2 | 29.4 | 43.4 | 36.2 | 42.5 | 38.0 | 45.2 | 34.2 | 43.4 | 57.0 | 36.1 | 25.2 | 33.8 | 40.0 |
| Bituminous-coal mining..... | 67.9 | 71.9 | 78.3 | 81.4 | 80.9 | 78.2 | 81.2 | 77.8 | 17.6 | 20.4 | 66.5 | 64.5 | 74.6 | 81.0 |
| Metalliferous mining..... | 50.4 | 46.1 | 49.2 | 52.3 | 54.1 | 55.3 | 53.4 | 53.6 | 52.6 | 54.1 | 53.8 | 48.5 | 53.0 | 55.2 |
| Quarrying and nonmetallic mining..... | 35.1 | 38.4 | 39.2 | 37.2 | 33.7 | 30.2 | 29.7 | 33.1 | 35.9 | 39.7 | 41.7 | 40.9 | 42.9 | 42.8 |
| Crude-petroleum producing..... | 66.5 | 66.5 | 63.7 | 63.3 | 62.5 | 60.9 | 62.7 | 61.3 | 60.8 | 61.2 | 62.5 | 61.9 | 62.0 | 60.8 |
| Telephone and telegraph..... | 92.1 | 92.6 | 95.3 | 93.0 | 92.5 | 92.0 | 91.7 | 91.9 | 92.1 | 93.7 | 93.7 | 94.9 | 94.3 | 94.8 |
| Electric light and power, and manufactured gas..... | 98.5 | 98.4 | 99.9 | 98.6 | 98.2 | 95.9 | 96.4 | 96.7 | 96.9 | 98.8 | 100.2 | 100.0 | 101.1 | 101.2 |
| Electric-railroad and motorbus operation and maintenance..... | 69.7 | 68.4 | 68.9 | 68.8 | 69.7 | 71.1 | 69.9 | 70.5 | 69.6 | 70.1 | 71.2 | 70.6 | 71.0 | 70.4 |
| Wholesale trade..... | 74.7 | 74.3 | 75.1 | 75.4 | 75.7 | 75.5 | 74.6 | 74.7 | 74.8 | 74.9 | 75.8 | 75.8 | 76.2 | 77.8 |
| Retail trade..... | 70.4 | 69.4 | 70.8 | 71.5 | 79.2 | 69.7 | 68.4 | 69.6 | 71.3 | 71.5 | 72.5 | 70.9 | 69.4 | 72.3 |
| General merchandising..... | 87.8 | 85.3 | 88.3 | 91.8 | 122.9 | 84.0 | 81.0 | 83.4 | 86.6 | 86.7 | 88.1 | 83.8 | 81.1 | 88.3 |
| Other than general merchandising..... | 66.8 | 66.1 | 67.2 | 67.3 | 70.1 | 66.7 | 65.8 | 66.8 | 68.1 | 68.3 | 69.3 | 68.2 | 67.0 | 69.0 |
| Year-round hotels..... | 80.3 | 78.9 | 80.8 | 81.3 | 81.1 | 80.2 | 82.8 | 81.1 | 81.9 | 82.4 | 82.0 | 79.1 | 79.2 | 80.4 |
| Laundries..... | 80.6 | 81.4 | 79.5 | 79.3 | 80.0 | 79.6 | 78.6 | 79.3 | 79.9 | 83.9 | 86.9 | 88.0 | 85.9 | 84.4 |
| Dyeing and cleaning..... | 75.3 | 81.7 | 78.0 | 73.9 | 68.3 | 65.8 | 63.2 | 67.7 | 73.3 | 83.0 | 84.2 | 77.1 | 73.0 | 78.3 |

¹ 3-year average, 1923-25=100—adjusted to 1937 Census of Manufactures.² 12-month average for 1929=100. Comparable indexes are in November 1934 and subsequent issues of Employment and Pay Rolls, or in February 1935 and subsequent issues of Monthly Labor Review, except for anthracite and bituminous-coal mining, year-round hotels, laundries, and dyeing and cleaning. Indexes for these industries from January 1929 forward have been adjusted to the 1935 census and are presented in the January 1938 and subsequent issues of Employment and Pay Rolls.³ Includes: Iron and steel, machinery, transportation equipment, nonferrous metals, lumber and allied products, and stone, clay, and glass products.⁴ Includes: Textiles and their products, leather and its manufactures, food and kindred products, tobacco manufactures, paper and printing, chemicals and allied products, products of petroleum and coal, rubber products, and a number of miscellaneous industries not included in other groups.

TREND OF INDUSTRIAL AND BUSINESS EMPLOYMENT, BY STATES

A comparison of employment and pay rolls, by States and geographic divisions, in August and September 1939 is shown in table 3 for all groups combined and for all manufacturing industries combined based on data supplied by reporting establishments. The percentage changes shown, unless otherwise noted, are unweighted—that is, the industries included in the manufacturing group and in the grand total have not been weighted according to their relative importance.

The totals for all manufacturing industries combined include figures for miscellaneous manufacturing industries in addition to the 90 manufacturing industries presented in table 1. The totals for all groups combined include all manufacturing industries, each of the nonmanufacturing industries presented in table 1 (except building construction), and seasonal hotels.

Similar comparisons showing only percentage changes are available in mimeographed form for: all groups combined, all manufacturing, anthracite mining, bituminous-coal mining, metalliferous mining, quarrying and nonmetallic mining, crude-petroleum producing, public utilities, wholesale trade, retail trade, hotels, laundries, dyeing and cleaning, and brokerage and insurance.

TABLE 3.—Comparison of Employment and Pay Rolls in Identical Establishments in August and September 1939, by Geographic Divisions and by States

[Figures in italics are not compiled by the Bureau of Labor Statistics, but are taken from reports issued by cooperating State organizations]

| Geographic division and State | Total—all groups | | | | Manufacturing | | | | | |
|-------------------------------|--------------------------|-----------------------------------|------------------------------------|--|------------------------------------|--------------------------|-----------------------------------|------------------------------------|--|------------------------------------|
| | Number of establishments | Number on pay roll September 1939 | Percentage change from August 1939 | Amount of pay roll (1 week) September 1939 | Percentage change from August 1939 | Number of establishments | Number on pay roll September 1939 | Percentage change from August 1939 | Amount of pay roll (1 week) September 1939 | Percentage change from August 1939 |
| | | | | <i>Dollars</i> | | | | <i>Dollars</i> | | |
| New England..... | 12,688 | 870,829 | +1.8 | 20,491,871 | +3.3 | 3,556 | 611,019 | +2.0 | 13,880,895 | +4.5 |
| Maine..... | 750 | 56,080 | -2.3 | 1,143,205 | +8 | 283 | 47,650 | -1.8 | 953,084 | +1.8 |
| New Hampshire..... | 569 | 36,876 | -7 | 751,866 | -1.0 | 207 | 32,483 | -6 | 661,454 | -8 |
| Vermont..... | 440 | 15,700 | -2.5 | 343,602 | -1.2 | 146 | 9,874 | -2.7 | 202,677 | -2.1 |
| Massachusetts..... | 17,804 | 478,507 | +1.6 | 11,430,368 | +2.1 | 1,804 | 280,180 | +1.8 | 6,330,544 | +2.9 |
| Rhode Island..... | 818 | 89,110 | +4.9 | 1,915,159 | +9.7 | 415 | 74,965 | +5.4 | 1,577,219 | +12.1 |
| Connecticut..... | 2,307 | 194,556 | +2.9 | 4,907,471 | +5.6 | 701 | 166,167 | +2.9 | 4,155,917 | +6.4 |
| Middle Atlantic..... | 31,240 | 2,057,990 | +3.3 | 54,333,907 | +2.6 | 6,673 | 1,277,395 | +2.9 | 33,126,888 | +2.0 |
| New York..... | 19,561 | 950,619 | +4.2 | 26,022,971 | +3.1 | 2,717 | 462,551 | +4.2 | 12,552,361 | +2.7 |
| New Jersey..... | 3,658 | 355,157 | +2.4 | 9,236,762 | +2.8 | 1,601 | 302,283 | +2.7 | 7,851,576 | +3.3 |
| Pennsylvania..... | 8,021 | 752,214 | +2.6 | 19,074,174 | +1.8 | 2,355 | 512,561 | +1.8 | 12,722,951 | +3.2 |
| East North Central..... | 23,860 | 2,109,711 | +6.9 | 58,249,301 | +7.3 | 8,247 | 1,612,007 | +9.3 | 45,962,796 | +10.0 |
| Ohio..... | 6,514 | 519,786 | +4.2 | 14,083,568 | +3.6 | 2,325 | 408,415 | +4.5 | 11,323,982 | +4.0 |
| Indiana..... | 2,845 | 263,268 | +4.7 | 6,803,214 | +6.6 | 1,059 | 210,613 | +5.4 | 5,604,737 | +7.2 |
| Illinois..... | 46,708 | 619,785 | +2.4 | 16,549,672 | +2.0 | 2,405 | 411,842 | +2.0 | 11,039,386 | +2.0 |
| Michigan..... | 3,490 | 461,110 | +22.4 | 14,603,063 | +23.2 | 1,010 | 412,221 | +31.0 | 13,763,217 | +30.0 |
| Wisconsin..... | 4,303 | 245,752 | +1.9 | 6,209,784 | -3 | 1,448 | 168,916 | +1.1 | 4,231,494 | +1.5 |

See footnotes at end of table.

TABLE 3.—Comparison of Employment and Pay Rolls in Identical Establishments in August and September 1939, by Geographic Divisions and by States—Continued

| Geographic division and State | Total—all groups | | | | | Manufacturing | | | | |
|-------------------------------|--------------------------|-----------------------------------|------------------------------------|--|------------------------------------|--------------------------|-----------------------------------|------------------------------------|--|------------------------------------|
| | Number of establishments | Number on pay roll September 1939 | Percentage change from August 1939 | Amount of pay roll (1 week) September 1939 | Percentage change from August 1939 | Number of establishments | Number on pay roll September 1939 | Percentage change from August 1939 | Amount of pay roll (1 week) September 1939 | Percentage change from August 1939 |
| | | | | <i>Dollars</i> | | | | | <i>Dollars</i> | |
| West North Central..... | 11,091 | 429,814 | +1.5 | 10,511,233 | +1.2 | 2,418 | 216,466 | +0.4 | 5,224,001 | +1.0 |
| Minnesota..... | ⁷² 7,797 | 140,448 | + .5 | 3,745,152 | - 4 | 640 | 54,633 | -4.0 | 1,400,278 | - .6 |
| Iowa..... | 1,656 | 59,018 | + .4 | 1,398,848 | - 5 | 362 | 36,752 | - 5 | 887,797 | - 2 |
| Missouri..... | 2,477 | 138,106 | +3.0 | 3,209,316 | +2.3 | 770 | 86,158 | +2.6 | 1,946,753 | +1.6 |
| North Dakota..... | 382 | 4,212 | +3.8 | 105,810 | +3.4 | 25 | 444 | +7.2 | 11,615 | +11.0 |
| South Dakota..... | 388 | 5,627 | +3.0 | 130,704 | +1.2 | 31 | 2,600 | +6.0 | 64,660 | +4.4 |
| Nebraska..... | 1,025 | 26,610 | +2.7 | 597,192 | +1.3 | 136 | 9,783 | +4.6 | 240,116 | +1.3 |
| Kansas..... | ⁸² 4,666 | 55,795 | +1.1 | 1,326,811 | +1.6 | 454 | 26,096 | +1.9 | 672,782 | +3.4 |
| South Atlantic..... | 9,567 | 837,313 | +3.5 | 16,763,244 | +4.7 | 2,851 | 594,212 | +4.0 | 10,938,419 | +6.0 |
| Delaware..... | 235 | 15,380 | +3.8 | 367,509 | +4.6 | 80 | 11,295 | +6.5 | 253,331 | +8.6 |
| Maryland..... | 1,645 | 145,058 | +9.5 | 3,617,849 | +8.6 | 631 | 104,234 | +12.3 | 2,592,511 | +6.6 |
| District of Columbia..... | 1,026 | 36,270 | +4.8 | 973,915 | +3.8 | 41 | 3,153 | +3.5 | 108,468 | +3.8 |
| Virginia..... | 1,620 | 116,810 | +3.1 | 2,250,094 | +3.9 | 446 | 82,994 | +3.7 | 1,559,067 | +5.0 |
| West Virginia..... | 963 | 121,246 | +1.9 | 3,166,297 | +2.3 | 206 | 49,293 | +1.7 | 1,225,174 | +2.8 |
| North Carolina..... | 1,390 | 170,929 | +2.4 | 2,696,582 | +4.2 | 656 | 155,824 | +2.5 | 2,431,232 | +4.7 |
| South Carolina..... | 684 | 80,900 | - 7 | 1,188,177 | +2.7 | 237 | 75,319 | - 9 | 1,086,638 | +2.7 |
| Georgia..... | 1,184 | 113,507 | +3.8 | 1,813,494 | +5.8 | 370 | 91,258 | +4.1 | 1,324,967 | +7.2 |
| Florida..... | 920 | 37,213 | + 9 | 689,327 | +2.1 | 184 | 20,842 | +5.1 | 352,031 | +2.3 |
| East South Central..... | 4,049 | 284,667 | +3.0 | 5,353,327 | +4.1 | 1,005 | 186,788 | +3.3 | 3,315,445 | +4.1 |
| Kentucky..... | 1,202 | 74,135 | +3.5 | 1,673,975 | +5.9 | 281 | 33,022 | +4.0 | 713,566 | +7.2 |
| Tennessee..... | 1,174 | 100,428 | +2.5 | 1,780,053 | +3.1 | 358 | 76,434 | +2.5 | 1,339,763 | +2.8 |
| Alabama..... | 1,162 | 90,128 | +3.1 | 1,599,559 | +3.6 | 276 | 63,700 | +3.8 | 1,076,558 | +3.7 |
| Mississippi..... | 511 | 19,976 | +1.1 | 299,740 | +3.4 | 90 | 13,632 | +2.2 | 186,558 | +4.3 |
| West South Central..... | 4,928 | 207,316 | +2.2 | 4,569,338 | +1.9 | 1,261 | 111,908 | +2.4 | 2,389,399 | +2.0 |
| Arkansas..... | ¹⁰ 833 | 27,618 | +4.6 | 445,816 | +3.8 | 244 | 18,796 | +5.4 | 296,702 | +6.9 |
| Louisiana..... | 920 | 52,519 | +1.7 | 1,036,858 | +3.6 | 226 | 30,754 | +3.2 | 569,372 | +6.1 |
| Oklahoma..... | 1,265 | 36,003 | +2.9 | 903,568 | +1.4 | 441 | 11,166 | +2.3 | 275,963 | +4.0 |
| Texas..... | 1,910 | 91,176 | +4.2 | 2,183,096 | +1.0 | 650 | 51,192 | +1.7 | 1,247,559 | +3.7 |
| Mountain..... | 3,677 | 114,504 | +6.4 | 2,815,037 | +4.6 | 552 | 39,159 | +10.0 | 928,560 | +3.3 |
| Montana..... | 540 | 14,832 | +1.0 | 393,774 | +1.3 | 71 | 4,979 | -2.5 | 127,396 | -1.9 |
| Idaho..... | 461 | 10,913 | +7.1 | 274,631 | +3.7 | 63 | 3,974 | +14.4 | 98,505 | +7.9 |
| Wyoming..... | 305 | 5,838 | +1 | 159,600 | +7 | 40 | 1,396 | -2.9 | 42,305 | -9.0 |
| Colorado..... | 1,092 | 39,262 | +7.9 | 945,327 | +4.3 | 197 | 16,703 | +12.3 | 407,459 | +4.0 |
| New Mexico..... | 262 | 5,447 | 0 | 110,458 | -3.8 | 29 | 836 | +7 | 16,670 | +4.9 |
| Arizona..... | 346 | 13,554 | +11.3 | 365,668 | +11.1 | 38 | 2,791 | +1.5 | 61,967 | -4.1 |
| Utah..... | 535 | 22,299 | +8.2 | 497,775 | +7.9 | 100 | 8,155 | +19.3 | 164,420 | +9.8 |
| Nevada..... | 136 | 2,359 | +1.3 | 67,744 | +1.4 | 14 | 325 | +16.1 | 9,838 | +13.3 |
| Pacific..... | 9,779 | 504,797 | +1.1 | 14,076,095 | -1.3 | 2,665 | 287,286 | + 8 | 7,766,682 | -2.5 |
| Washington..... | 2,285 | 89,121 | +6.8 | 2,304,585 | +4.0 | 520 | 59,093 | +9.8 | 1,520,893 | +5.2 |
| Oregon..... | 955 | 50,273 | +9.3 | 1,255,395 | +6.7 | 288 | 35,829 | +12.0 | 881,630 | +8.9 |
| California..... | ¹¹ 6,539 | 365,403 | -1.3 | 10,516,115 | -3.2 | 1,857 | 192,364 | -3.4 | 5,964,159 | -6.0 |

¹ Includes banks and trust companies; construction, municipal, agricultural, and office employment; amusement and recreation; professional services; and trucking and handling. Corresponding figures for "Total—all groups," for August, should have been 7,521; 471,515; +1.4; \$11,216,946; +1.0.

² Includes laundering and cleaning; and water, light, and power.

³ Weighted percentage change.

⁴ Includes automobile and miscellaneous services; restaurants; and building and contracting.

⁵ Includes construction but not public works.

⁶ Does not include logging.

⁷ Includes banks; real estate; pipe-line transportation; motor transportation (other than operation and maintenance); water transportation; hospitals and clinics; and personal, business, mechanical repair, and miscellaneous services.

⁸ Includes financial institutions, miscellaneous services, and restaurants.

⁹ Weighted percentage change, including hired farm labor.

¹⁰ Includes automobile dealers and garages; and sand, gravel, and building stone.

¹¹ Includes banks, insurance, and office employment.

**INDUSTRIAL AND BUSINESS EMPLOYMENT IN PRINCIPAL
METROPOLITAN AREAS**

A comparison of employment and pay rolls in August and September 1939 is made in table 4 for 13 metropolitan areas, each of which had a population of 500,000 or over in 1930. Cities within these areas, but having a population of 100,000 or over, are not included. Footnotes to the table specify which cities are excluded. Data concerning them have been prepared in a supplementary tabulation which is available on request. The figures represent reports from cooperating establishments and cover both full- and part-time workers in the manufacturing and nonmanufacturing industries presented in table 1, with the exception of building construction, and include also miscellaneous industries.

Revisions made in the figures after they have gone to press, chiefly because of late reports by cooperating firms, are incorporated in the supplementary tabulation mentioned above. This supplementary tabulation covers these 13 metropolitan areas as well as other metropolitan areas and cities having a population of 100,000 or more, according to the 1930 Census of Population.

TABLE 4.—Comparison of Employment and Pay Rolls in Identical Establishments in August and September 1939, by Principal Metropolitan Areas

| Metropolitan area | Number of establishments, September 1939 | Number on pay roll, September 1939 | Percentage change from August 1939 | Amount of pay roll (1 week), September 1939 | Percentage change from August 1939 |
|----------------------------------|--|------------------------------------|------------------------------------|---|------------------------------------|
| New York ¹ | 13, 919 | 612, 867 | +4. 4 | \$16, 518, 661 | +3. 7 |
| Chicago ² | 4, 450 | 435, 556 | +2. 9 | 12, 183, 029 | +2. 2 |
| Philadelphia ³ | 2, 246 | 237, 799 | +2. 1 | 6, 432, 259 | +1. 6 |
| Detroit..... | 1, 448 | 287, 871 | +24. 9 | 9, 863, 989 | +24. 6 |
| Los Angeles ⁴ | 2, 862 | 163, 103 | +3. 8 | 4, 805, 878 | +2. 1 |
| Cleveland..... | 1, 530 | 108, 111 | +5. 3 | 3, 034, 514 | +4. 8 |
| St. Louis..... | 1, 311 | 109, 272 | +2. 3 | 2, 668, 445 | +1. 2 |
| Baltimore..... | 1, 126 | 112, 152 | +5. 5 | 2, 797, 373 | +4. 4 |
| Boston ⁵ | 3, 002 | 183, 609 | +2. 4 | 4, 511, 094 | +1. 8 |
| Pittsburgh..... | 1, 163 | 175, 541 | +4. 0 | 4, 867, 192 | +1. 9 |
| San Francisco ⁶ | 1, 619 | 84, 614 | +9 | 2, 582, 272 | +1. 1 |
| Buffalo..... | 790 | 67, 620 | +7. 5 | 1, 841, 330 | +7. 4 |
| Milwaukee..... | 1, 006 | 102, 070 | +4. 1 | 2, 836, 906 | +2. 7 |

¹ Does not include Elizabeth, Jersey City, Newark, or Paterson, N. J., or Yonkers, N. Y.

² Does not include Gary, Ind.

³ Does not include Camden, N. J.

⁴ Does not include Long Beach, Calif.

⁵ Does not include Cambridge, Lynn, or Somerville, Mass.

⁶ Does not include Oakland, Calif.

Retail Prices

SUMMARY OF FOOD AND COAL PRICES

THE average retail cost of food for 51 cities combined decreased 0.8 percent between September and October. This decrease followed a sharp advance during September. Lower costs for October were reported for 45 of the 51 cities. Retail prices of coal for September showed less than the usual seasonal advance for the 3-month period beginning June 15. Prices of both bituminous and Pennsylvania anthracite coals have shown marked decreases over the period of the past 20 years. September 1939 prices were about 30 percent lower than in September 1920.

FOOD PRICES IN OCTOBER 1939

THE cost of food declined 0.8 percent between September and October. Lower prices for meats, lard, and sugar contributed most to this recession. The decrease for these foods followed a sharp increase between August and September which accounted for the greater part of the 5.2 percent advance in the September index for all foods.

The October index was 78.4 percent of the 1923-25 average. This compares with an index of 79.0 in September and 75.1 in August. The general level of food costs for October was practically unchanged as compared with the corresponding month of 1938. For both years the food cost index was lower than in October of any other year since 1934.

Details by Commodity Groups

The cost of cereals and bakery products increased slightly between September and October to nearly the highest point for the year. A decrease of 1.2 percent for flour was offset by advances of 2.2 percent for rye bread and 0.7 percent for soda crackers. The average price of white bread remained unchanged although slightly higher prices were reported from eight cities.

Meat costs dropped 3.4 percent with lower prices reported for every item in the group except canned salmon. The greatest decreases

were for lamb and pork chops, which declined 8.1 percent. Prices of pink salmon advanced 4.4 percent and were about 12 percent higher than in October 1938.

The index for dairy products reflected a seasonal advance of 2.4 percent for the month. The price of butter was about 2 percent higher, and all other items in the group showed about the same relative increase. Advances in the price of milk amounting to 1 cent per quart were reported from seven cities.

Eggs, which usually show a marked increase in October, advanced slightly and were about 13 percent below the level of 1938.

The cost of fruits and vegetables decreased 0.9 percent during the month. Prices of potatoes declined 4.4 percent but were about 20 percent higher than in October 1938. All other fresh items, except oranges, green beans, and lettuce, declined. Oranges increased less than 1 percent in the month but showed an advance of about 25 percent for the year. The canned items remained practically unchanged between September and October. Prunes advanced 3.4 percent, while navy beans increased 2.9 percent, bringing the price about 1 cent per pound higher than in October 1938.

Beverages showed no change between September and October. The index was 1.2 percent below the level of the corresponding month of 1938.

The cost of fats and oils decreased 3.7 percent during the month. Lard prices, which led the decline, receded to the level of the first quarter of the year.

Sugar prices decreased 3.2 percent between September and October but were about 1 cent per pound higher than in October 1938.

TABLE 1.—Indexes of Retail Food Costs in 51 Large Cities Combined, by Commodity Groups, Oct. 17, Sept. 19, and Aug. 15, 1939, and October 1938, 1932, and 1929

[1923-25=100]

| Commodity group | 1939 | | | Oct. 18, 1938 | Oct. 15, 1932 | Oct. 15, 1929 |
|----------------------------------|----------------------|----------|---------|------------------|------------------|------------------|
| | Oct. 17 ¹ | Sept. 19 | Aug. 15 | | | |
| All foods..... | 78.4 | 79.0 | 75.1 | 78.1 | 66.3 | 107.6 |
| Cereals and bakery products..... | 85.8 | 85.6 | 84.4 | 87.2 | 73.9 | 98.4 |
| Meats..... | 94.1 | 97.4 | 91.9 | 94.9 | 73.1 | 121.6 |
| Dairy products..... | 79.8 | 77.9 | 73.6 | 77.3 | 65.4 | 103.5 |
| Eggs..... | 74.7 | 74.4 | 64.2 | 86.1 | 73.2 | 120.3 |
| Fruits and vegetables..... | 57.8 | 58.3 | 57.9 | 55.6 | 51.3 | 105.5 |
| Fresh..... | 55.7 | 56.5 | 56.4 | 53.6 | 49.7 | 106.1 |
| Canned..... | 75.3 | 74.9 | 74.0 | 75.3 | 68.5 | 95.2 |
| Dried..... | 64.0 | 62.3 | 56.7 | 58.6 | 53.2 | 108.4 |
| Beverages..... | 65.5 | 65.5 | 65.3 | 66.3 | 74.5 | 110.1 |
| Fats and oils..... | 65.1 | 67.6 | 61.1 | 67.1 | 50.5 | 92.6 |
| Sugar..... | 75.3 | 77.8 | 62.3 | 62.3 | 58.9 | 76.5 |

¹ Preliminary.

TABLE 2.—Average Retail Prices of 61 Foods in 51 Large Cities Combined, October, September, and August 1939 and October 1938

| Article | 1939 | | | | Oct. 18, 1938 |
|---|----------------------|-----------------------|------------|------------|------------------|
| | Oct. 17 ¹ | Sept. 19 ² | Sept. 19 | Aug. 15 | |
| Cereals and bakery products: | | | | | |
| Cereals: | | | | | |
| Flour, wheat..... 10 pounds | Cents 42.2 | Cents 42.7 | Cents 39.8 | Cents 36.0 | Cents 37.2 |
| Macaroni..... pound | 14.4 | 14.4 | 14.2 | 14.1 | 14.7 |
| Wheat cereal ³ 28-oz. package | 23.8 | 23.3 | 24.2 | 24.2 | 24.4 |
| Corn flakes..... 8-oz. package | 7.0 | 7.0 | 7.0 | 7.1 | 7.3 |
| Corn meal..... pound | 4.6 | 4.6 | 4.5 | 4.6 | 4.7 |
| Rice ² do | 8.1 | 7.9 | 7.9 | 7.5 | 7.7 |
| Rolled oats ³ do | 7.1 | 7.1 | 7.2 | 7.1 | 7.2 |
| Bakery products: | | | | | |
| Bread, white..... do | 7.9 | 7.9 | 7.9 | 7.9 | 8.2 |
| Bread, whole-wheat..... do | 9.1 | 9.1 | 9.1 | 9.1 | 9.3 |
| Bread, rye..... do | 9.2 | 9.0 | 9.1 | 9.2 | 9.6 |
| Soda crackers..... do | 15.4 | 15.3 | 15.4 | 15.1 | 15.8 |
| Meats: | | | | | |
| Beef: | | | | | |
| Round steak..... do | 36.0 | 37.2 | 38.1 | 36.4 | 35.9 |
| Rib roast..... do | 29.3 | 30.3 | 30.9 | 29.2 | 30.0 |
| Chuck roast..... do | 23.5 | 23.9 | 24.2 | 22.6 | 23.6 |
| Veal: | | | | | |
| Cutlets..... do | 43.2 | 44.3 | 45.0 | 42.3 | 43.3 |
| Pork: | | | | | |
| Chops..... do | 31.7 | 31.5 | 35.2 | 30.7 | 32.7 |
| Bacon, sliced..... do | 31.0 | 31.6 | 32.0 | 30.6 | 36.8 |
| Ham, sliced..... do | 46.0 | 46.8 | 47.5 | 46.4 | 48.0 |
| Ham, whole..... do | 28.9 | 27.8 | 28.2 | 27.4 | 29.5 |
| Salt pork..... do | 16.7 | 17.6 | 17.9 | 16.0 | 20.2 |
| Lamb: | | | | | |
| Leg..... do | 27.0 | 29.1 | 29.9 | 27.6 | 27.5 |
| Rib chops..... do | 34.3 | 33.0 | 38.7 | 36.6 | 34.3 |
| Poultry: | | | | | |
| Roasting chickens..... do | 28.4 | 29.7 | 30.3 | 30.3 | 30.4 |
| Fish: | | | | | |
| Salmon, pink..... 16-oz. can | 14.2 | 13.6 | 13.7 | 13.0 | 12.7 |
| Salmon, red ³ do | 24.8 | 24.5 | 24.4 | 23.1 | 23.9 |
| Dairy products: | | | | | |
| Butter..... pound | 34.9 | 34.1 | 34.2 | 30.8 | 33.1 |
| Cheese..... do | 25.4 | 24.8 | 24.9 | 24.2 | 25.2 |
| Milk, fresh (del. and store) ³ quart | 12.5 | 12.2 | 12.2 | 11.7 | 12.2 |
| Milk, fresh (delivered)..... do | 12.8 | 12.5 | 12.5 | 12.0 | 12.6 |
| Milk, fresh (store)..... do | 11.8 | 11.6 | 11.6 | 11.0 | 11.5 |
| Milk, evaporated..... 14½-oz. can | 6.9 | 6.8 | 6.8 | 6.7 | 7.0 |
| Eggs..... dozen | 37.9 | 37.8 | 37.9 | 32.6 | 44.0 |
| Fruits and vegetables: | | | | | |
| Fresh: | | | | | |
| Apples..... pound | 4.0 | 4.0 | 4.0 | 4.4 | 4.9 |
| Bananas..... do | 6.1 | 6.1 | 6.2 | 6.1 | 6.1 |
| Oranges..... dozen | 34.7 | 34.6 | 34.3 | 30.9 | 27.9 |
| Beans, green..... pound | 9.1 | 8.1 | 7.9 | 7.1 | 10.3 |
| Cabbage..... do | 3.3 | 3.5 | 3.6 | 3.7 | 2.6 |
| Carrots..... bunch | 5.2 | 5.2 | 5.3 | 4.7 | 5.3 |
| Lettuce..... head | 10.0 | 8.1 | 8.2 | 8.2 | 8.6 |
| Onions..... pound | 3.2 | 3.3 | 3.4 | 3.6 | 3.6 |
| Potatoes..... 15 pounds | 34.4 | 36.0 | 36.5 | 34.0 | 28.3 |
| Spinach..... pound | 6.2 | 7.8 | 7.9 | 8.1 | 8.0 |
| Sweetpotatoes..... do | 3.3 | 3.5 | 3.6 | 5.1 | 3.1 |
| Canned: | | | | | |
| Peaches..... No. 2½ can | 16.9 | 16.8 | 17.0 | 16.8 | 17.3 |
| Pineapple..... do | 21.2 | 21.1 | 21.4 | 21.3 | 21.6 |
| Beans, green ³ No. 2 can | 9.9 | 9.9 | 10.0 | 10.0 | 10.8 |
| Corn ⁴ do | 10.5 | 10.4 | 10.6 | 10.4 | 11.1 |
| Peas..... do | 13.8 | 13.7 | 13.8 | 13.8 | 14.4 |
| Tomatoes..... do | 8.6 | 8.6 | 8.7 | 8.6 | 8.7 |
| Dried: | | | | | |
| Prunes..... pound | 9.2 | 8.9 | 9.0 | 9.0 | 9.1 |
| Navy beans..... do | 7.2 | 7.0 | 7.1 | 5.9 | 6.3 |
| Beverages: | | | | | |
| Coffee..... do | 22.2 | 22.2 | 22.4 | 22.4 | 22.8 |
| Tea..... ¼ pound | 17.4 | 17.4 | 17.5 | 17.4 | 17.9 |
| Cocoa ³ 8-oz. can | 8.9 | 8.8 | 8.8 | 8.6 | 8.5 |

See footnotes at end of table.

TABLE 2.—Average Retail Prices of 61 Foods in 51 Large Cities Combined, October, September, and August 1939 and October 1938—Continued

| Article | 1939 | | | | Oct. 18, 1938 |
|---|----------------------|-----------------------|--------------|--------------|---------------|
| | Oct. 17 ¹ | Sept. 19 ² | Sept. 19 | Aug. 15 | |
| Fats and oils: | <i>Cents</i> | <i>Cents</i> | <i>Cents</i> | <i>Cents</i> | <i>Cents</i> |
| Lard..... pound..... | 11.5 | 13.0 | 13.2 | 9.8 | 12.7 |
| Shortening, other than lard— | | | | | |
| In cartons..... do..... | 12.4 | 12.5 | 12.6 | 11.9 | 13.4 |
| In other containers..... do..... | 19.9 | 19.9 | 20.0 | 20.3 | 20.1 |
| Mayonnaise..... ½ pint..... | 16.7 | 16.8 | 16.7 | 16.7 | 17.3 |
| Oleomargarine..... pound..... | 16.4 | 16.1 | 16.3 | 16.1 | 16.9 |
| Peanut butter..... do..... | 17.9 | 17.9 | 18.1 | 17.9 | 18.5 |
| Sugar and sweets: | | | | | |
| Sugar..... 10 pounds..... | 62.2 | 64.0 | 64.4 | 51.7 | 51.4 |
| Corn sirup ³ 24-oz. can..... | 13.5 | 13.5 | 13.7 | 13.7 | 13.9 |
| Molasses ⁴ 18-oz. can..... | 13.4 | 13.4 | 13.6 | 13.6 | 13.6 |

¹ Preliminary.² Revised. Supermarket prices substituted for those of certain service stores as of September 1939.³ Not included in index.⁴ Since April 1939 prices of canned corn have been based upon quotations of cream style only and are not strictly comparable with prices for earlier months, which included both cream style and whole-kernel corn.

TABLE 3.—Indexes of the Average Retail Cost of All Foods, by Regions and Cities, October, September, and August 1939, and October 1938

[1923-25=100]

| Region and city | 1939 | | | Oct. 18, 1938 | Region and city | 1939 | | | Oct. 18, 1938 |
|---|----------------------|----------|---------|---------------|---------------------------------------|---------|----------|---------|---------------|
| | Oct. 17 ¹ | Sept. 19 | Aug. 15 | | | Oct. 17 | Sept. 19 | Aug. 15 | |
| United States..... | 78.4 | 79.0 | 75.1 | 78.1 | South Atlantic..... | 77.3 | 78.9 | 75.4 | 77.2 |
| New England..... | 75.9 | 77.7 | 74.1 | 76.7 | Atlanta..... | 72.8 | 73.1 | 69.7 | 72.3 |
| Boston..... | 74.0 | 75.9 | 72.3 | 74.9 | Baltimore..... | 83.1 | 84.0 | 80.3 | 83.0 |
| Bridgeport..... | 80.3 | 82.4 | 78.3 | 80.9 | Charleston, S. C..... | 79.8 | 80.7 | 76.6 | 79.4 |
| Fall River..... | 79.0 | 79.5 | 77.4 | 78.8 | Jacksonville..... | 78.1 | 79.1 | 75.2 | 76.1 |
| Manchester..... | 79.5 | 81.0 | 77.7 | 79.1 | Norfolk..... | 76.0 | 77.8 | 74.5 | 75.1 |
| New Haven..... | 79.6 | 81.5 | 77.7 | 80.5 | Richmond..... | 69.5 | 72.4 | 70.0 | 70.7 |
| Portland, Me..... | 76.7 | 78.8 | 76.5 | 76.1 | Savannah..... | 79.1 | 80.8 | 77.5 | 77.6 |
| Providence..... | 76.0 | 77.9 | 73.2 | 76.2 | Washington, D. C..... | 80.3 | 82.6 | 78.4 | 80.3 |
| Middle Atlantic..... | 79.6 | 80.6 | 76.6 | 79.2 | East South Central... Dallas..... | 72.6 | 73.2 | 70.0 | 71.9 |
| Buffalo..... | 76.7 | 78.7 | 74.3 | 76.6 | Birmingham..... | 67.8 | 68.0 | 65.5 | 67.5 |
| Newark..... | 81.7 | 83.2 | 78.8 | 81.3 | Louisville..... | 82.1 | 82.7 | 79.5 | 80.7 |
| New York..... | 82.2 | 83.1 | 78.8 | 81.2 | Memphis..... | 74.7 | 76.7 | 71.3 | 74.3 |
| Philadelphia..... | 79.5 | 80.3 | 77.1 | 78.6 | Mobile..... | 76.6 | 76.2 | 72.7 | 74.8 |
| Pittsburgh..... | 74.8 | 76.0 | 72.8 | 77.8 | West South Central... Houston..... | 78.5 | 78.7 | 75.6 | 77.6 |
| Rochester..... | 76.6 | 77.8 | 73.4 | 76.5 | Dallas..... | 73.7 | 73.2 | 70.4 | 74.1 |
| Scranton..... | 75.0 | 76.7 | 71.2 | 72.8 | Little Rock..... | 78.8 | 79.7 | 76.3 | 77.6 |
| East North Central... Chicago..... | 77.9 | 77.6 | 73.4 | 78.1 | New Orleans..... | 73.9 | 75.1 | 71.6 | 72.6 |
| Cincinnati..... | 79.7 | 78.4 | 74.5 | 79.4 | New Orleans..... | 85.9 | 86.1 | 82.9 | 83.7 |
| Cleveland..... | 78.6 | 79.0 | 75.3 | 78.9 | Mountain..... Butte..... | 78.8 | 80.4 | 76.6 | 78.0 |
| Columbus, Ohio..... | 75.6 | 76.4 | 71.8 | 75.2 | Denver..... | 75.9 | 76.6 | 73.4 | 75.2 |
| Detroit..... | 75.3 | 75.0 | 70.4 | 76.5 | Salt Lake City..... | 80.4 | 81.6 | 78.0 | 80.2 |
| Indianapolis..... | 77.9 | 78.3 | 74.1 | 77.2 | Seattle..... | 76.4 | 79.2 | 74.9 | 75.0 |
| Milwaukee..... | 80.6 | 80.8 | 76.3 | 79.9 | Pacific..... Los Angeles..... | 77.6 | 77.8 | 73.9 | 76.5 |
| Peoria..... | 78.7 | 80.5 | 75.5 | 77.6 | Portland, Oreg..... | 72.6 | 71.5 | 68.6 | 70.7 |
| Springfield, Ill..... | 76.5 | 78.2 | 73.8 | 76.9 | San Francisco..... | 79.6 | 81.2 | 76.7 | 79.0 |
| West North Central... Kansas City..... | 81.5 | 82.1 | 77.0 | 80.1 | San Francisco..... | 82.6 | 82.9 | 78.4 | 82.3 |
| Minneapolis..... | 80.4 | 81.3 | 75.4 | 80.7 | Seattle..... | 79.3 | 81.8 | 76.7 | 78.1 |
| Omaha..... | 77.7 | 78.7 | 71.7 | 73.3 | | | | | |
| St. Louis..... | 83.7 | 84.6 | 79.8 | 82.7 | | | | | |
| St. Paul..... | 78.8 | 78.9 | 75.8 | 78.0 | | | | | |

¹ Preliminary.

Indexes of retail food costs for October, September, and August 1939 and October 1938, 1932, and 1929 are shown in table 1.

Prices of 22 of the 61 priced foods were lower in October than in September, 22 were higher, and 17 were unchanged.

Average prices of each of the 61 foods for 51 cities combined are shown in table 2 for October, September, and August 1939, and October 1938.

Details by Regions and Cities

The average decrease of 0.8 percent between September and October in costs of food for 51 cities was due to lower costs in 45 cities and higher costs in 6 cities. The greatest decreases were 4.0 percent in Richmond and 3.5 percent in Salt Lake City. Chicago and Los Angeles each reported an increase of about 1.5 percent.

Indexes of food costs by regions and cities are presented in table 3 for October, September, and August 1939, and October 1938.



COAL PRICES IN SEPTEMBER 1939

RETAIL prices of coal as of the 15th of March, June, September, and December are collected in 51 cities. Average prices of both bituminous coal and Pennsylvania anthracite advanced slightly between June and September. The increases were less than the usual seasonal advance as shown by prices collected by the Bureau for those months for the past 20 years.

The increase of 2.1 percent for bituminous coal was a little greater than in 1938, but less than for any other year since 1934. The average price of bituminous coal in September 1939 was about 30 percent lower than in September 1920. Approximately 25 percent of this decrease occurred prior to 1925.

Prices of stove and chestnut sizes of Pennsylvania anthracite showed less of an increase between June and September 1939 than in any of the preceding 20 years except 1926 when the change for the 3-month period was practically the same as in 1939. Prices declined

about 29 percent between September 1920 and September 1939. The general trend was slightly downward through 1931 after which prices receded approximately 24 percent.

Prices of pea and buckwheat sizes of Pennsylvania anthracite increased 0.6 and 0.9 percent, respectively, between June and September 1939 and were slightly higher than in September 1938. These sizes were not priced for early years.

A price increase of 2.2 percent between June and September was recorded for Arkansas anthracite. The average price was, however, 4.9 percent lower than in September 1938. Colorado and New Mexico anthracite have shown no change during the year.

Average prices of coal, together with indexes for bituminous coal and for Pennsylvania anthracite compared with the 3-year period, October 1922 through September 1925 as 100, are presented in table 4 for September and June 1939 and September 1938.

TABLE 4.—Average Retail Prices of Coal, September and June 1939 and September 1938

| Article | Average retail price per ton of 2,000 pounds | | | Index of retail price (October 1922-September 1925=100) | | | Percentage change, Sept. 15, 1939, compared with— | |
|---|--|---------|----------------|---|---------|----------------|---|----------------|
| | 1939 | | Sept. 15, 1938 | 1939 | | Sept. 15, 1938 | June 15, 1939 | Sept. 15, 1938 |
| | Sept. 15 ¹ | June 15 | | Sept. 15 ¹ | June 15 | | | |
| Bituminous coal (38 cities), old series ² | \$8.45 | \$8.28 | \$8.54 | 86.9 | 85.2 | 88.0 | +2.1 | -1.1 |
| Pennsylvania anthracite (25 cities), new series: ³ | | | | | | | | |
| Stove | 10.56 | 10.47 | 10.80 | 75.1 | 74.4 | 76.7 | + .9 | -2.2 |
| Chestnut | 10.64 | 10.55 | 11.02 | 75.7 | 75.1 | 78.4 | + .9 | -3.4 |
| Pea | 8.62 | 8.57 | 8.60 | | | | + .6 | + .2 |
| Buckwheat | 7.62 | 7.55 | 7.59 | | | | + .9 | + .4 |
| Western anthracite: ² | | | | | | | | |
| Arkansas (8 cities) | 12.11 | 11.85 | 12.73 | | | | +2.2 | -4.9 |
| Colorado (1 city) | 15.81 | 15.81 | 15.81 | | | | 0 | 0 |
| New Mexico (1 city) | 23.69 | 23.69 | 23.69 | | | | 0 | 0 |

¹ Preliminary.

² Unweighted average. Weighted composite prices are in preparation.

³ Weighted on the basis of the distribution by rail or rail and tidewater to each city during the 12-month period from Aug. 1, 1935, to July 31, 1936.

Details by Kinds of Coal¹

Bituminous coal.—Prices of one or more kinds of bituminous coal are reported from 47 of the 51 cities. Prices of low-volatile coal from 28 cities and of eastern high-volatile coal from 27 cities are secured from the Atlantic and Central areas. Seventeen of these cities report on both kinds. Western high-volatile coal is represented by prices from 20 cities in the Central and Pacific areas. Nine of these cities do not report for other kinds of bituminous coal.

¹ A mimeographed report of prices by cities is available upon request.

Prices of low-volatile coal tended upward between June and September in most of the 28 cities from which prices were secured, and increases were reported for about half of the cities reporting on eastern and western high-volatile coals.

Anthracite.—Prices of Pennsylvania anthracite advanced in a few cities but remained practically unchanged over the 3-month period in a majority of the 25 reporting cities. The general price level of Arkansas anthracite advanced slightly due to increases in 3 of the 8 reporting cities. There were no changes in prices of Colorado and New Mexico anthracite either for the quarterly period or for the year.

Wholesale Prices

WHOLESALE PRICES IN OCTOBER 1939

DURING October, the advance in wholesale commodity prices, which rose sharply following the outbreak of war in Europe, continued, but at a slower rate. The all-commodity index of the Bureau of Labor Statistics increased from 79.1 for September to 79.4 for October, a gain of 0.4 percent. Compared with the October 1938 level, the index is 2.3 percent higher.

Of the 10 major group classifications, the index numbers advanced for each, with the exception of the farm products and foods groups. The level for farm products averaged 2.3 percent lower and for foods, 2.4 percent. The increases ranged from 1.0 percent for chemicals and drugs to 6.2 percent for hides and leather products.

Influenced principally by declining prices for farm products, the raw materials group index dropped 0.4 percent. The index is 2.0 percent above a year ago and now stands at 72.3 percent of the 1926 average. After rising nearly 10 percent during September, semi-manufactured commodity prices continued the upward movement and increased 1.6 percent. Average wholesale prices of finished products were 0.5 percent above the September level and 1.5 percent higher than in October 1938.

Wholesale prices of nonagricultural commodities, represented by "all commodities other than farm products," advanced 0.9 percent to 82.0, the index being 2.6 percent higher than a year ago. The index for "all commodities other than farm products and foods," reflecting the movement in prices of industrial commodities, rose 2.1 percent. This was a net increase of approximately $4\frac{1}{2}$ percent over the August level. Prices of industrial commodities were 3.3 percent above October 1938.

Contrasted with the sharp and abrupt rise in wholesale market prices of farm products following the outbreak of war in Europe, the October prices for grains, livestock and poultry, leaf tobacco, and certain fruits and vegetables averaged considerably lower. Important individual items showing declining prices are barley, corn, oats, wheat, cows, steers, hogs, live poultry, apples (Chicago market), lemons, oranges, peanuts, alfalfa seed, tobacco, dried beans, onions, sweet-potatoes, and white potatoes (Portland, Oreg.). Higher prices are

¹ More detailed information on wholesale prices is given in the Wholesale Price pamphlet and will be furnished upon request.

reported for ewes, wethers, rye, cotton, eggs, apples (New York and Seattle markets), alfalfa, clover and timothy hay, hops, fresh milk, flaxseed, wool, and white potatoes (Boston, Chicago and New York markets). The decline brought the farm products group index to 67.1 percent of the 1926 average and 0.4 percent higher than October 1938.

Average wholesale prices of foods were 2.4 percent below the September level. The present decline is a result of lower prices for cereal products, fruits and vegetables, meats, and other foods, including lard, oleomargarine, glucose, oleo oil, pepper, raw and granulated sugar, edible tallow, and vegetable oils. Other important food items which show price decreases are rye and wheat flour, hominy grits, cornmeal, rice, dried and canned fruits, and bananas. The subgroup of dairy products shows an increase of 5.9 percent, influenced by higher prices for butter, cheese, and evaporated, powdered, and fresh milk. Average wholesale prices of meats are 7.5 percent lower than they were in September. With the exception of ham and mess pork which showed fractional advances, all meat items were considerably lower. Other important food items which showed price increases were cocoa beans, powdered cocoa, coffee, copra, canned salmon, cured fish, peanut butter, and eggs. The October index for foods is 73.3, which compares with 75.1 for September and 73.5 for a year ago.

An increase of 15.4 percent in hides and skins, which followed the 26-percent increase in September, together with smaller increases for shoes, leather, and certain leather products, caused the hides and leather products group index to rise 6.2 percent, which almost equaled the 6.3-percent advance during September. Average prices for all important items in the group were higher.

In the textile-products group all subgroups contributed to the 5.3-percent rise. Clothing prices advanced 1.8 percent; cotton textiles rose 5.5 percent; hosiery and underwear, 1.1 percent; silk and rayon, 6.5 percent; woolen and worsted goods, 8.7 percent; and other textile products, including burlap, fibers, twine, rope, and jute yarns, showed an increase of 12.2 percent. The index for the group is 75.5 percent of the 1926 average and 14.0 percent above the corresponding month of last year.

The index for fuel and lighting materials increased 1.5 percent, with each subgroup showing a higher level. Pronounced price advances were reported for anthracite and bituminous coal, beehive coke, Pennsylvania crude petroleum, Pennsylvania gasoline and kerosene.

Average prices for metals and metal products were slightly more than 1 percent above September. With the exception of the indexes for agricultural implements and plumbing and heating, all subgroups showed higher averages. Wholesale prices of agricultural implements declined fractionally, and the level for plumbing and heating items remained unchanged from the preceding month. Important items

which showed lower prices were 3-4 plow tractors, malleable iron castings, bar silver, and pig tin.

Building-material prices during October were 2.1 percent above September. The subgroup of brick and tile advanced 0.5 percent; lumber 4.6 percent; paint and paint materials, 1.2 percent; and other building materials, including reinforcing bars, gravel, wire nails, plaster, prepared roofing, sand, and wood screws, 1.8 percent. Delivered prices of cement remained unchanged from the month before. Compared with October 1938 wholesale prices of building materials were 3.3 percent higher.

With the exception of the subgroup of mixed fertilizers, all subgroups of the chemicals and drugs classification contributed to the 1.0 percent advance in the index for the group. The housefurnishing goods group index was 1.4 percent higher because of advancing prices for furnishings and furniture.

During October prices of cattle feed averaged 11.2 percent lower and crude rubber, 10.5 percent. Paper and pulp prices advanced 5.5 percent, and automobile tires and tubes showed no change.

Index numbers for the groups and subgroups of commodities for September and October 1939 and October 1938 are shown in table 1.

TABLE 1.—Index Numbers of Wholesale Prices by Groups and Subgroups of Commodities

[1926=100]

| Group and subgroup | October 1939 | September 1939 | October 1938 | Group and subgroup | October 1939 | September 1939 | October 1938 |
|---|--------------|----------------|--------------|--|--------------|----------------|--------------|
| All commodities..... | 79.4 | 79.1 | 77.6 | Metals—Continued. | | | |
| Farm products..... | 67.1 | 68.7 | 68.8 | Iron and steel..... | 96.0 | 95.5 | 96.9 |
| Grains..... | 61.6 | 65.1 | 50.8 | Motor vehicles ² | 93.9 | 92.1 | 95.0 |
| Livestock and poultry..... | 70.5 | 76.3 | 76.2 | Nonferrous metals..... | 85.3 | 84.7 | 76.2 |
| Other farm products..... | 66.1 | 64.6 | 65.0 | Plumbing and heating..... | 79.3 | 79.3 | 78.5 |
| Foods..... | 73.3 | 75.1 | 73.5 | Building materials..... | 92.8 | 90.9 | 89.8 |
| Dairy products..... | 78.9 | 74.5 | 71.6 | Brick and tile..... | 91.5 | 91.0 | 91.1 |
| Cereal products..... | 78.0 | 78.8 | 75.1 | Cement ³ | 91.3 | 91.3 | 90.7 |
| Fruits and vegetables..... | 60.2 | 62.8 | 57.5 | Lumber..... | 98.0 | 93.7 | 90.3 |
| Meats..... | 74.9 | 81.0 | 83.3 | Paint and paint materials..... | 85.7 | 84.7 | 81.1 |
| Other foods..... | 70.2 | 71.7 | 70.4 | Plumbing and heating..... | 79.3 | 79.3 | 78.5 |
| Hides and leather products..... | 104.6 | 98.5 | 93.4 | Structural steel..... | 107.3 | 107.3 | 107.3 |
| Shoes..... | 105.7 | 101.8 | 100.3 | Other building materials..... | 91.9 | 90.3 | 91.7 |
| Hides and skins..... | 112.4 | 97.4 | 82.1 | Chemicals and drugs..... | 78.1 | 77.3 | 77.1 |
| Leather..... | 97.8 | 92.0 | 84.6 | Chemicals..... | 82.1 | 81.2 | 80.5 |
| Other leather products..... | 99.3 | 97.1 | 96.9 | Drugs and pharmaceuticals..... | 74.4 | 72.8 | 74.9 |
| Textile products..... | 75.5 | 71.7 | 66.2 | Fertilizer materials..... | 70.6 | 69.2 | 67.5 |
| Clothing..... | 83.2 | 81.7 | 81.6 | Mixed fertilizers..... | 72.6 | 72.6 | 73.4 |
| Cotton goods..... | 74.3 | 70.4 | 64.6 | Housefurnishing goods..... | 87.8 | 86.6 | 85.7 |
| Hosiery and underwear..... | 63.5 | 62.8 | 59.9 | Furnishings..... | 93.7 | 91.7 | 89.3 |
| Silk and rayon..... | 46.2 | 43.4 | 30.9 | Furniture..... | 81.7 | 81.3 | 82.1 |
| Woolen and worsted goods..... | 91.3 | 84.0 | 76.3 | Miscellaneous..... | 77.6 | 76.6 | 72.6 |
| Other textile products..... | 78.3 | 69.8 | 65.3 | Automobile tires and tubes..... | 60.5 | 60.5 | 57.4 |
| Fuel and lighting materials..... | 73.9 | 72.8 | 75.4 | Cattle feed..... | 92.9 | 93.4 | 66.5 |
| Anthracite..... | 75.3 | 72.5 | 79.1 | Paper and pulp..... | 86.3 | 81.8 | 81.7 |
| Bituminous coal..... | 98.2 | 96.7 | 98.7 | Rubber, crude..... | 42.7 | 47.7 | 35.3 |
| Coke..... | 108.0 | 104.2 | 104.2 | Other miscellaneous..... | 55.4 | 52.8 | 81.2 |
| Electricity..... | (1) | 77.5 | 81.8 | Raw materials..... | 72.3 | 72.6 | 70.9 |
| Gas..... | (1) | 87.2 | 87.1 | Semimanufactured articles..... | 83.1 | 81.8 | 75.9 |
| Petroleum products..... | 54.0 | 53.3 | 53.8 | Finished products..... | 82.3 | 81.9 | 81.1 |
| Metals and metal products..... | 95.8 | 94.8 | 95.3 | All commodities other than farm products..... | 82.0 | 81.3 | 79.9 |
| Agricultural implements..... | 93.4 | 93.5 | 95.4 | All commodities other than farm products and foots..... | 83.8 | 82.1 | 81.1 |
| Farm machinery..... | 94.6 | 94.7 | 96.8 | | | | |

¹ Data not available.

² Preliminary revision.

³ Preliminary revision—see pp. 11 and 12 of March 1939 "Wholesale Prices."

Index Numbers by Commodity Groups, 1926 to October 1939

Index numbers of wholesale prices by commodity groups for selected years from 1926 to 1938, inclusive, and by months from October 1938 to October 1939, inclusive, are shown in table 2.

TABLE 2.—Index Numbers of Wholesale Prices, by Groups of Commodities

[1926=100]

| Year and month | Farm products | Foods | Hides and leather products | Textile products | Fuel and lighting | Metals and metal products | Building materials | Chemicals and drugs | House-furnishing goods | Miscellaneous | All commodities |
|-------------------|---------------|-------|----------------------------|------------------|-------------------|---------------------------|--------------------|---------------------|------------------------|---------------|-----------------|
| By years: | | | | | | | | | | | |
| 1926..... | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 1929..... | 104.9 | 99.9 | 109.1 | 90.4 | 83.0 | 100.5 | 95.4 | 94.2 | 94.3 | 82.6 | 95.3 |
| 1932..... | 48.2 | 61.0 | 72.9 | 54.9 | 70.3 | 80.2 | 71.4 | 73.5 | 75.1 | 64.4 | 64.8 |
| 1933..... | 51.4 | 60.5 | 80.9 | 64.8 | 66.3 | 79.8 | 77.0 | 72.6 | 75.8 | 62.5 | 65.9 |
| 1936..... | 80.9 | 82.1 | 95.4 | 71.5 | 76.2 | 87.0 | 86.7 | 80.4 | 81.7 | 70.5 | 80.8 |
| 1937..... | 86.4 | 85.5 | 104.6 | 76.3 | 77.6 | 95.7 | 95.2 | 83.9 | 89.7 | 77.8 | 86.3 |
| 1938..... | 68.5 | 73.6 | 92.8 | 66.7 | 76.5 | 95.7 | 90.3 | 77.6 | 86.8 | 73.3 | 78.6 |
| By months: | | | | | | | | | | | |
| 1938: | | | | | | | | | | | |
| October..... | 66.8 | 73.5 | 93.4 | 66.2 | 75.4 | 95.3 | 89.8 | 77.1 | 85.7 | 72.6 | 77.6 |
| November.... | 67.8 | 74.1 | 94.6 | 66.2 | 73.7 | 94.9 | 89.2 | 76.6 | 85.8 | 73.0 | 77.5 |
| December.... | 67.6 | 73.1 | 93.1 | 65.8 | 73.2 | 94.6 | 89.4 | 76.7 | 86.0 | 73.1 | 77.0 |
| 1939: | | | | | | | | | | | |
| January..... | 67.2 | 71.5 | 93.1 | 65.9 | 72.8 | 94.4 | 89.5 | 76.7 | 85.4 | 73.2 | 76.9 |
| February.... | 67.2 | 71.5 | 91.9 | 66.1 | 73.0 | 94.3 | 89.6 | 76.3 | 85.2 | 73.5 | 76.9 |
| March..... | 65.8 | 70.2 | 91.8 | 66.6 | 73.1 | 94.3 | 89.8 | 76.5 | 85.2 | 74.1 | 76.7 |
| April..... | 63.7 | 68.6 | 90.9 | 66.9 | 73.4 | 94.0 | 89.6 | 76.0 | 85.4 | 74.4 | 76.2 |
| May..... | 63.7 | 68.2 | 91.6 | 67.5 | 73.9 | 93.5 | 89.5 | 75.9 | 85.5 | 74.2 | 76.2 |
| June..... | 62.4 | 67.6 | 92.3 | 67.3 | 73.0 | 93.2 | 89.5 | 75.7 | 85.6 | 73.8 | 75.6 |
| July..... | 62.6 | 67.5 | 92.5 | 67.6 | 72.8 | 93.2 | 89.7 | 75.0 | 85.6 | 73.4 | 75.4 |
| August..... | 61.0 | 67.2 | 92.7 | 67.8 | 72.6 | 93.2 | 89.6 | 74.6 | 85.6 | 73.3 | 75.0 |
| September.. | 68.7 | 75.1 | 98.5 | 71.7 | 72.8 | 94.8 | 90.9 | 77.3 | 89.6 | 76.6 | 79.1 |
| October..... | 67.1 | 73.3 | 104.6 | 75.5 | 73.9 | 95.8 | 92.8 | 78.1 | 87.8 | 77.6 | 79.4 |

The price trend for specified years and months since 1926 is shown in table 3 for the following groups of commodities: Raw materials, semimanufactured articles, finished products, commodities other than farm products, and commodities other than farm products and foods. The list of commodities included under the classifications "Raw materials," "Semimanufactured articles," and "Finished products" was given in the December and Year 1938 issue of the Wholesale Price pamphlet.

TABLE 3.—Index Numbers of Wholesale Prices, by Special Groups of Commodities

[1926=100]

| Year and month | Raw materials | Semi-manufactured articles | Finished products | All commodities other than farm products | All commodities other than farm products and foods | Year and month | Raw materials | Semi-manufactured articles | Finished products | All commodities other than farm products | All commodities other than farm products and foods |
|----------------|---------------|----------------------------|-------------------|--|--|----------------------|---------------|----------------------------|-------------------|--|--|
| By years: | | | | | | By months—Continued. | | | | | |
| 1926..... | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 1939: | | | | | |
| 1929..... | 97.5 | 93.9 | 94.5 | 93.3 | 91.6 | January..... | 70.9 | 74.9 | 80.0 | 78.9 | 80.2 |
| 1932..... | 55.1 | 59.3 | 70.3 | 68.3 | 70.2 | February..... | 70.9 | 74.4 | 80.2 | 78.9 | 80.2 |
| 1933..... | 56.5 | 65.4 | 70.5 | 69.0 | 71.2 | March..... | 70.1 | 74.6 | 80.2 | 79.0 | 80.4 |
| 1936..... | 79.9 | 75.9 | 82.6 | 80.7 | 79.6 | April..... | 68.5 | 74.4 | 80.1 | 78.8 | 80.5 |
| 1937..... | 84.8 | 85.3 | 87.2 | 86.2 | 85.3 | May..... | 68.9 | 74.3 | 79.9 | 78.8 | 80.6 |
| 1938..... | 72.0 | 75.4 | 82.2 | 80.6 | 81.7 | June..... | 67.7 | 74.1 | 79.6 | 78.4 | 80.2 |
| By months: | | | | | | July..... | 67.8 | 74.4 | 79.2 | 78.1 | 80.2 |
| 1938: | | | | | | August..... | 66.5 | 74.5 | 79.1 | 77.9 | 80.1 |
| October..... | 70.9 | 75.9 | 81.1 | 79.9 | 81.1 | September..... | 72.6 | 81.8 | 81.9 | 81.3 | 82.1 |
| November..... | 71.5 | 76.2 | 80.5 | 79.5 | 80.6 | October..... | 72.3 | 83.1 | 82.3 | 82.0 | 83.8 |
| December..... | 70.9 | 75.2 | 80.2 | 79.0 | 80.3 | | | | | | |

Weekly Fluctuations

Weekly fluctuations in the major commodity group classifications during September and October are shown by the index numbers in table 4.

TABLE 4.—Weekly Index Numbers of Wholesale Prices by Commodity Groups, September and October 1939

[1926=100]

| Commodity group | Oct. 28, 1939 | Oct. 21, 1939 | Oct. 14, 1939 | Oct. 7, 1939 | Sept. 30, 1939 | Sept. 23, 1939 | Sept. 16, 1939 | Sept. 9, 1939 | Sept. 2, 1939 |
|---|---------------|---------------|---------------|--------------|----------------|----------------|----------------|---------------|---------------|
| All commodities..... | 79.2 | 79.4 | 78.9 | 79.0 | 79.5 | 79.5 | 79.3 | 78.4 | 75.3 |
| Farm products..... | 67.2 | 67.5 | 66.7 | 66.8 | 69.3 | 69.5 | 69.7 | 68.1 | 62.7 |
| Foods..... | 72.3 | 73.2 | 72.7 | 72.9 | 74.4 | 75.1 | 75.5 | 74.5 | 68.5 |
| Hides and leather products..... | 105.5 | 105.4 | 105.0 | 105.2 | 104.1 | 100.4 | 98.3 | 96.0 | 92.7 |
| Textile products..... | 75.2 | 74.8 | 74.2 | 73.8 | 73.4 | 72.3 | 71.4 | 68.4 | 67.2 |
| Fuel and lighting materials..... | 74.6 | 74.6 | 74.4 | 74.8 | 74.4 | 74.2 | 74.1 | 74.0 | 73.2 |
| Metals and metal products..... | 96.3 | 96.3 | 95.3 | 95.1 | 95.2 | 95.3 | 94.9 | 94.6 | 93.5 |
| Building materials..... | 93.0 | 92.5 | 92.5 | 91.8 | 91.2 | 91.0 | 90.7 | 90.1 | 89.7 |
| Chemicals and drugs..... | 77.9 | 78.0 | 77.6 | 77.9 | 78.5 | 77.9 | 77.1 | 75.9 | 74.4 |
| Housefurnishing goods..... | 89.3 | 89.2 | 89.2 | 89.1 | 89.1 | 88.8 | 87.1 | 87.0 | 87.0 |
| Miscellaneous..... | 77.4 | 77.2 | 77.0 | 77.1 | 76.7 | 76.6 | 76.1 | 76.1 | 75.2 |
| Raw materials..... | 72.1 | 72.2 | 71.6 | 71.7 | 73.1 | 73.0 | 73.0 | 71.8 | 67.1 |
| Semimanufactured articles..... | 82.9 | 83.6 | 83.6 | 83.5 | 83.7 | 83.3 | 82.0 | 79.7 | 74.6 |
| Finished products..... | 82.5 | 82.8 | 82.2 | 82.3 | 82.4 | 82.5 | 82.3 | 81.9 | 79.7 |
| All commodities other than farm products..... | 81.0 | 82.1 | 81.6 | 81.7 | 81.8 | 81.7 | 81.4 | 80.7 | 78.1 |
| All commodities other than farm products and foods..... | 84.2 | 84.1 | 83.7 | 83.7 | 83.3 | 83.0 | 82.4 | 81.7 | 80.4 |

Recent Publications of Labor Interest

NOVEMBER 1939

Child Labor and Child Welfare

Conference on children in a democracy; papers and discussions at initial session, held in Washington, D. C., April 26, 1939. Washington, U. S. Children's Bureau, 1939. 149 pp.

A brief report on this session was published in the June 1939 issue of the Monthly Labor Review (p. 1312).

Federal regulation of child labor, 1906-38. By Grace Abbott. (In Social Service Review, Chicago, September 1939, pp. 409-430.)

One year of Federal child labor control. By Beatrice McConnell. (In American Child, National Child Labor Committee, New York City, October 1939, pp. 1, 3, and November 1939, pp. 1, 3.)

The first of these articles deals with administration and enforcement of the child-labor provisions of the Fair Labor Standards Act. The second article discusses regulation in specific fields—hazardous occupations, agriculture, employment of children 14 and 15 years old; some general results of the legislation; and suggested future action.

Compilación de las leyes y disposiciones sobre menores en Costa Rica. (In Boletín del Patronato Nacional de la Infancia, San José, January 15, 1939, pp. 1201-1386.)

Deals with Costa Rican legislation on working conditions of minors and the application of the workmen's compensation law with respect to minors.

Conciliation and Arbitration

Activities of U. S. Conciliation Service, July 1939 and year 1938-39. Washington, U. S. Bureau of Labor Statistics, 1939. 4 pp. (Serial No. R. 996, reprint from September 1939 Monthly Labor Review.)

Code de la conciliation et de l'arbitrage dans les conflits du travail. Paris, E. de Bocard, 1939. 167 pp.

Official texts of French laws, decrees, and regulations dealing with conciliation and arbitration.

Le contentieux du conflit collectif de travail. By H. Pécout and F. Pécout. Paris, Librairie de Recueil Sirey, 1938. 109 pp.

Practical commentary on the French law of March 4, 1938, establishing procedure in conciliation and arbitration cases.

Cooperative Movement

A list of recent books and pamphlets on cooperation in the United States and foreign countries (supplementary to mimeographed list of 1937). Compiled by Grace Hadley Fuller. Washington, U. S. Library of Congress, Division of Bibliography, June 22, 1939. 44 pp.; mimeographed.

Manual for cooperative directors. By V. S. Alanne. Superior, Wis., Cooperative Publishing Association, 1938. 208 pp.

Covers, in simple terms, the various matters on which directors of cooperative associations need to be informed. Discusses democracy of control in a cooperative; qualifications of board members; what they should know about cooperative principles and methods, bookkeeping, financial statements, parliamentary procedure; their administrative work; how the board functions; how to analyze a financial statement; and various methods of financial control for the cooperative.

Financing farmers' cooperatives. By E. A. Stokdyk. Washington, U. S. Farm Credit Administration, 1939. 13 pp. (Circular E-20.)

Takes up the following points to be considered in the financing of a cooperative: Estimating the capital requirements, the sources of cooperative capital, financing on the revolving-capital plan, the need of reserves, budgeting of expenditures, and the use of audits and financial statements.

The story of farmers' cooperatives. By R. H. Elsworth. Washington, U. S. Farm Credit Administration, 1939. 29 pp., charts, illus. (Circular E-23.)

Excellent short history of the development of farmers' cooperatives in the United States, both purchasing and marketing.

Using your purchasing association. By Joseph G. Knapp. Washington, U. S. Farm Credit Administration, 1939. 13 pp., illus. (Circular E-11.)

One of a series, "You and your co-op", describing the various types of farmers' cooperatives and their advantages to the individual member. Others in the series relate to marketing cooperatives (handling, respectively, livestock, wool, fruits and vegetables, poultry and eggs, fluid milk, etc.), a creamery, cotton gin, farmers' insurance association, production credit association, etc.

Cost and Standards of Living

Differences in living costs in northern and southern cities. Washington, U. S. Bureau of Labor Statistics, 1939. 17 pp. (Serial No. R. 963, reprint from July 1939 Monthly Labor Review.)

Family income and expenditures—Plains and Mountain Region: Part 1, Family income. By Gertrude Schmidt Weiss, Day Monroe, Kathryn Cronister. Washington, U. S. Department of Agriculture, 1939. 329 pp., charts. (Miscellaneous publication No. 345; Consumer purchases study, Urban and village series.)

Money disbursements of wage earners and clerical workers in five cities in West North Central-Mountain Region, 1934-36. By Faith M. Williams and Alice C. Hanson. Washington, U. S. Bureau of Labor Statistics, 1939. 390 pp. (Bulletin No. 641.)

Clothing budgets—prices for San Francisco, March 1939. (Supplement to quantity and cost budgets for four income levels.) Berkeley, University of California, Heller Committee for Research in Social Economics, 1939. 34 pp.; mimeographed.

A study of the dietary and value of living of 44 Japanese families in Hawaii. By Carey D. Miller. Honolulu, University of Hawaii, 1938. 27 pp. (Research publication No. 18.)

A study of the incomes and disbursements of 218 middle-income families in Honolulu. By Harold J. Hoflich, William H. Taylor, Lauren W. Casaday. Honolulu, University of Hawaii, 1938. 35 pp. (Research publication No. 17.)

Economic and Social Problems

Adjusting your business to war. By Leo M. Cherne. New York, Tax Research Institute of America, Inc., 1939. 238 pp.

Study of experience in the World War and discussion of studies made in the field of plans for dealing with the problems of a possible future war. The author discusses the researches of official agencies in proposed plans for industrial mobilization, including control of labor, mobilization of manpower, and regulation of prices.

Does distribution cost too much? A review of the costs involved in current marketing methods and a program for improvement. New York, Twentieth Century Fund, 1939. 403 pp., charts.

The many causes of excessive distribution costs are described as ranging from duplication of sales efforts to unwise price policies. The recommendations are grouped under three main heads, namely, consumer knowledge, efficient performance, and legislative restrictions and regulations. Among the many governmental aids recommended are the expansion and better coordination of Government agencies to provide information for consumers and to test and appraise consumer goods; further measures for eliminating fraud and misrepresentation; assistance in the development and adoption of improved methods of cost accounting and analysis; and the improvement and expansion of public statistics on distribution. The recommendations for nongovernmental action most directly affecting wage earners and possible action by them are in relation to consumer cooperatives and consumers' group-buying agencies.

Industrial market data handbook of the United States. By O. C. Holleran. Washington, U. S. Bureau of Foreign and Domestic Commerce, 1939. 907 pp., charts. (Domestic commerce series, No. 107.)

The handbook is described as "an effort to assemble for each of the 3,071 counties of the United States the basic statistical facts upon which manufacturers of industrial goods and supplies may build their individual market studies, and, thereby, measure the possibility of economical and profitable distribution of their merchandise in every section and every industry of the country." Its possible uses are of course not limited to the promotion of intelligent marketing. It summarizes conveniently a large amount of Census data, as, for example, employment and wages in cities of 10,000 population and over. Much information is given that has been newly collected and that is here presented for the first time.

Government and economic life: Development and current issues of American public policy. Volume I. By Leverett S. Lyon, Myron W. Watkins, Victor Abramson. Washington, Brookings Institution, 1939. 519 pp. (Institute of Economics publication No. 79.)

This volume deals with what the authors describe as "government and private enterprise generally"; the second is planned to cover "those segments of economic life and those occasions in which governmental action has taken special forms or gone over into direct governmental production."

L'intervention de l'état en matière économique. By Henry Laufenburger. Paris, Librairie Générale de Droit et de Jurisprudence, 1939. 371 pp.

A study of the growing participation of government in economic affairs in different countries.

Holyoke, Massachusetts: A case history of the industrial revolution in America. By Constance McLaughlin Green. New Haven, Yale University Press, 1939. 425 pp., bibliography, charts, map, illus. (Yale historical publications, Miscellany XXXIV.)

There are discussions of the distinctive industries and traits of the city, but the interest of the volume is largely as an illustration of the historical background of a more or less typical industrial center. Two of the 13 chapters deal specifically with labor. In addition, there is much incidental information relating to housing, living conditions, education, and community problems as they affected the workers.

The rise of modern industry in Sweden. By G. A. Montgomery. London, P. S. King & Sons, Ltd., 1939. 287 pp., map. (Stockholm University, Institute for Social Sciences, Stockholm economic studies, No. 8.)

The author describes and analyzes the rise and comparative well-being of industrial Sweden, which he attributes to a number of causes, such as the absence of militarism, limitation of Government interference in the life of the country, intelligence and education of the people, and maintenance of normal industrial relations by the cooperative attitude of all elements of the population.

Employment and Unemployment

Estimated number of workers in April 1939, subject to provisions of Fair Labor Standards Act, effective October 24, 1939. Washington, U. S. Bureau of Labor Statistics, 1939. 64 pp.; mimeographed.

The fourth Fortune round table: How can the United States achieve full employment? (In *Fortune*, New York, October 1939, pp. 41-43 et seq.)

Seventeen leaders from agricultural, labor, industrial, financial, political, and economic fields agreed that the wants of the people of this country are far from being gratified; that American industry's inventive and productive genius holds great promise for the years to come; and that ample supplies of funds are available for financing new enterprises and technological development, while raw materials are also abundant. In the face of these indisputable facts the members of the round table proceeded to discuss why these tangible and intangible resources are not being utilized in full.

Canada's unemployment problem. By H. M. Cassidy and others; edited by L. Richter. Toronto, Macmillan Co. of Canada, Ltd., 1939. 414 pp.

This volume, the first of a series of studies to be published under the auspices of the Institute of Public Affairs at Dalhousie University, is a cooperative undertaking which pools the resources of a group of persons who have had special experience in handling or studying unemployment and unemployment-relief problems.

Report of Assistant Secretary of Labor, New Zealand, upon activities and proceedings under Employment Promotion Act. Wellington, Department of Labor, Employment Division, 1939. 26 pp.

Shows the work accomplished in assisted employments on farms and in cities, with a section on employment of youths.

Housing and Building Operations

Urban and rural housing. Geneva, League of Nations, Economic Intelligence Service, 1939. xxxvi, 159 pp.

A general discussion of housing, and of housing shortages, standards, and financial questions, is followed by statements on urban and rural housing in a number of countries.

Homes for low wage earners of Denver. Denver, Housing Action Committee, [1939?]. 24 pp., charts, illus.

Considers the existence and cost of slums, and the national and local plans for providing low-cost housing.

Forty years of housing: The record of the tenement house committee, Charity Organization Society of City of New York, 1898-1938. New York, Charity Organization Society, Committee on Housing, 1938. 48 pp.; mimeographed.

Report of Department of Local Government and Public Health [Ireland], 1937-1938. Dublin, 1939. 270 pp.

A section on housing includes a review of legislation and public housing operations.

Bibliography and guide to literature on housing in Latin America. New York, New York City Housing Authority, 1939. 75 pp.; mimeographed. (Publication of New York City Works Progress Administration, Division of Foreign Housing Studies.)

The economics of building. By Herbert W. Robinson. London, P. S. King & Son, Ltd., 1939. 162 pp., charts.

Treats the various economic aspects of building, and concludes that the industry must be prepared for a period of declining activity since its future is not likely to bring a continued boom in residential construction. Residential building is stated to be more important for the industry as a whole than industrial, commercial, and other branches.

Industrial Accidents and Workmen's Compensation

Industrial accidents in Illinois for year 1938. Chicago, Illinois Department of Labor, Division of Statistics and Research, [1939]. 180 pp., charts; mimeographed.

A statistical study of all accident and occupational disease claims filed with Industrial Commission of Ohio during calendar year 1938, with summary of years 1929-38, inclusive. Columbus, Industrial Commission, 1939. 27 pp.

- Coal-mine mechanization and accident-frequency rates of hand and mechanical loading in Illinois.* By A. U. Miller. Washington, U. S. Bureau of Mines, 1939. 31 pp., charts; mimeographed. (Information circular 7063.)
- Ignition of firedamp by explosives.* By Bernard Lewis and Guenther von Elbe. Washington, U. S. Bureau of Mines, 1939. 11 pp., illus.; mimeographed. (Report of investigations, 3463.)
Technical study of factors in the ignition of firedamp by explosives.
- Recent research by Bureau of Mines on ignition of firedamp by explosives.* By S. L. Gerhard, J. C. Holtz, Wilbert J. Huff. Washington, U. S. Bureau of Mines, 1939. 12 pp., charts, illus.; mimeographed. (Report of investigations, 3464.)
- Notes on large-scale tests of explosibility of coal dusts, made in the United States and Great Britain.* By H. P. Greenwald. Washington, U. S. Bureau of Mines, 1939. 9 pp., charts; mimeographed. (Report of investigations, 3462.)
- Annual summary of injuries in petroleum industry, for 1938.* New York, American Petroleum Institute, Department of Accident Prevention, 1939. 18 pp., chart.

Industrial Hygiene and Occupational Diseases

- An industrial department of health.* Chicago, Northwestern University Medical School, Department of Industrial Medicine, 1939. 56 pp. (Bulletin No. 9.)
The principles and policies of an adequate medical service for industry are discussed in this pamphlet, which also brings together the opinions of many authors on the organization of an industrial medical department, the importance of physical examinations, care in cases of industrial injury and occupational disease, etc.
- The work of an industrial hygiene division in a State [New York] department of labor.* Washington, U. S. Department of Labor, Division of Labor Standards, 1939. 24 pp., illus. (Bulletin No. 31.)
- Industrial health survey.* Chicago, Northwestern University Medical School, Department of Industrial Medicine, 1939. 12 pp.; mimeographed. (Bulletin No. 7.)
- Evaluation of industrial hygiene problem of State of Colorado.* Denver, Board of Health, 1939. 97 pp., charts.
In order to evaluate the industrial health problem in the State, a survey was made of the availability of health services and sanitary facilities in industrial establishments and the extent to which workers were exposed to potentially hazardous materials. Altogether, 526 plants and mines, employing over 31,000 workers, were surveyed, and the report is based on an analysis of the data secured.
- Report of Interim Committee [of Oregon Legislature] on Occupational Diseases, 1939.* Salem, 1939. 22 pp.
Majority and minority reports of members of the committee. The majority report recommended an all-inclusive type of coverage of occupational diseases under the workmen's-compensation law of the State.
- Proceedings of occupational disease symposium, September 26 and 27, 1938, Chicago, Ill.* Chicago, Northwestern University Medical School, Department of Industrial Medicine, 1938. 99 pp.
Topics discussed included the present status of industrial medical education; the scope of the occupational-disease research problem; physical examinations in industry; job placement with reference to physical status; industrial health and safety and the practicing physician; and specific occupational diseases.
- The health problem of the white-collar worker.* Statement of United Office and Professional Workers of America, presented to U. S. Senate Committee on Education and Labor in support of Wagner health bill (S. 1620). New York, United Office and Professional Workers of America, 1939. 10 pp.; mimeographed.

Industrial Relations

Closed shop and check-off in union agreements. Washington, U. S. Bureau of Labor Statistics, 1939. 6 pp. (Serial No. R. 1010, reprint from October 1939 Monthly Labor Review.)

Collective bargaining in the newspaper industry. Washington, U. S. National Labor Relations Board, Division of Economic Research, 1939. 194 pp. (Bulletin No. 3.)

Deals with the characteristics of the newspaper publishing industry and its relation to interstate commerce; activities of the American Newspaper Publishers' Association; development of employee organizations and collective bargaining in the newspaper industry; and Federal intervention in labor relations in the newspaper industry. The final chapter describes various cases in the industry which have been brought before the National Labor Relations Board.

Collective bargaining by United Rubber Workers. By Harry Cannon. Washington, U. S. Bureau of Labor Statistics, 1939. 14 pp. (Serial No. R. 1000, reprint from September 1939 Monthly Labor Review.)

What is collective bargaining? By Mollie Ray Carroll. New York, Longmans, Green & Co., 1939. 109 pp.

Treats of the elements of employer-union negotiations.

South of Joplin. By L. S. Davidson. New York, W. W. Norton & Co., Inc., 1939. 290 pp., illus.

A first-hand vivid account of the not-yet-finished struggle of the miners in the lead and zinc belt south of Joplin to organize and bargain collectively with their employers. The book describes the poverty in which the miners and their families are living, the prevalence of silicosis and lead poisoning among the workers, and the methods used by the employers and their company unions in stamping out the efforts of miners to organize. These conditions are described as prevailing in spite of the rights to collective bargaining granted to the workers first in article 7(a) of the National Industrial Recovery Act and later through the enactment of the National Labor Relations Act.

Getting along with labor: Practical personnel programs. By Leigh S. Plummer. New York, Harper & Brothers, 1939. xxvi, 112 pp.

A discussion of the labor policies of certain companies which were almost entirely free from labor troubles during the critical period of 1936-37.

Labor and the war, 1939 and 1914. (In Conference Board Management Record, National Industrial Conference Board, Inc., New York, September 1939, pp. 133-138; charts.)

Labor in wartime: 1917 and now. (In Labor Relations Reporter, Bureau of National Affairs, Inc., Washington, October 16, 1939, pp. 146-148.)

Reviews briefly the existing agencies for the handling of labor controversies, and the various organizations that were created during the World War to deal with disputes in the railroad, shipbuilding, and other industries.

The National Labor Relations Act: A program for collective bargaining pursuant to legislative enactment. A study by Nathaniel Phillips, presented to Trade and Commerce Bar Association (New York), April 3, 1939. [New York, Mark Service?], 1939. 57 pp.

The National Labor Relations Board. By James E. Pate. (In Southern Economic Journal, Chapel Hill, N. C., July 1939, pp. 56-76.)

Summary of the work and problems of the National Labor Relations Board.

Rules and regulations, Series 2 [of National Labor Relations Board], effective July 14, 1939, and National Labor Relations Act. Washington, U. S. National Labor Relations Board, 1939. 29 pp.

Industry Reports

A. T. & T.: The story of industrial conquest. By N. R. Danielian. New York, Vanguard Press, 1939. 460 pp.

The author made extensive use of the reports of the investigation of the telephone industry made by the Federal Communications Commission under Congressional authorization of 1935. The volume includes accounts of the Bell System pension plan, relations between stockholders and management, methods of influencing the attitude of the public, and choice and training of employees for influencing the public relations of the industry.

Iron brew: A century of American ore and steel. By Stewart H. Holbrook. New York, Macmillan Co., 1939. 352 pp.

An account that emphasizes colorful personalities and events. There are chapters on the steel strikes of 1892 and 1919, and the concluding chapter is entitled "The steel union arrives."

Report on the iron and steel industry of Maryland—blast furnaces, steel works, and rolling mills. By Harry A. Grine. Baltimore, Maryland State Planning Commission, 1938. 98 pp., charts; mimeographed.

Covers the history and present status of the industry, with chapters on employment and wages, prices, and technology.

Economic conditions in the dental profession, 1929-37. By Herman Lasken. Washington, U. S. Bureau of Foreign and Domestic Commerce, 1939. 24 pp., charts.

Some preliminary findings of the investigation upon which this report was based were published in the June 1939 issue of the Monthly Labor Review (p. 1407).

Economic conditions in the osteopathic profession. By Herman Lasken. Washington, U. S. Bureau of Foreign and Domestic Commerce, 1939. 15 pp.

Figures from a preliminary article, "Incomes of dentists and osteopathic physicians," based on this study, were published in the June 1939 issue of the Monthly Labor Review (p. 1407).

International Labor Conditions

International Labor Conference, June 1939. By John S. Gambs, Assistant U. S. Labor Commissioner, Geneva, Switzerland. Washington, U. S. Bureau of Labor Statistics, 1939. 8 pp. (Serial No. R. 979, reprint from August 1939 Monthly Labor Review.)

International Labor Conference, session of 1939. By Robert J. Watt, American workers' delegate. (In American Federationist, American Federation of Labor, Washington, October 1939, pp. 1055-1064.)

Draft conventions and recommendations adopted by International Labor Conference at 25th session, June 8-28, 1939. Geneva, [International Labor Office], 1939. 74 pp.

The organization of labor inspection in industrial and commercial undertakings. First item on agenda of International Labor Conference, 26th session, Geneva, 1940. Geneva, International Labor Office, 1939. 419 pp. (Single-discussion procedure: Preliminary report.)

The two major sections of the volume are devoted, respectively, to a comparative analysis of national laws and regulations, and to bases for international regulation of labor inspection. The second part presents the conclusions submitted by the International Labor Office to the Preparatory Technical Conference on the Organization of Labor Inspection in Industrial and Commercial Undertakings, held in Geneva from May 29 to June 2, 1939, and the report adopted by that Conference.

Report on action taken to give effect to resolutions adopted by Santiago conference; second item on agenda of second conference of American States members of International Labor Organization, Havana, November 1939. Geneva, International Labor Office, 1939. 216 pp.

Report regarding organization of official institutions of immigration and colonization; third item on agenda of second conference of American States members of International Labor Organization, Havana, November 1939. Geneva, International Labor Office, 1939. 55 pp.

Labor Organization and Activities

The Brotherhood of Railway Clerks. By George M. Harrison. (In Labor Information Bulletin, U. S. Bureau of Labor Statistics, Washington, October 1939, pp. 7-11; illus.)

The union [American Federation of Teachers] in 1939. By Irvin R. Kuenzli. Chicago, American Federation of Teachers, 1939. 31 pp.; mimeographed. Records the organization and growth of this group of over 32,000 members.

Howard Crawley memorial lectures, 1939. Philadelphia, University of Pennsylvania Press, 1939. 71 pp.

One of the lectures was on the objectives of organized labor, by Robert J. Watt, American workers' delegate to the International Labor Organization at Geneva.

The progress of labor in the United States. By Sigmund Uminski. New York, House of Field, Inc., 1939. 254 pp.

Chronology of situations and events, with emphasis on the growth of the American Federation of Labor and the Congress of Industrial Organizations.

Labor in the West Indies; The birth of a workers' movement. By W. Arthur Lewis. London, Victor Gollancz, Ltd., 1939. 44 pp. (Fabian Society research series No. 44.)

Describes the economic and social background of life in the British West Indies, and shows the extent of labor organization in the different islands.

Old-Age Assistance and Retirement

The administration of old-age assistance. By Robert T. Lansdale and others. Chicago, Public Administration Service, 1939. 345 pp., diagrams. (Social Science Research Council, Committee on Public Administration, Studies in administration, Volume VI.)

An attempt "to discover the best practice achieved to date in the administration of old-age assistance," in the course of which the systems in 12 States (California, Colorado, Connecticut, Florida, Indiana, Iowa, Massachusetts, Mississippi, New Jersey, New York, Washington, and Wisconsin) were analyzed.

Old-age security—social and financial trends. By Margaret Grant. Washington, Social Science Research Council, Committee on Social Security, 1939. 261 pp., charts.

Analysis of the ways in which certain foreign countries have dealt with the financial problems arising under old-age pension systems. The report covers operations in Australia, Czechoslovakia, Denmark, Germany, Great Britain, New Zealand, and Sweden.

Eighteenth annual report of Board of Actuaries, Civil Service Retirement and Disability Fund. Washington, U. S. Civil Service Commission, 1939. 36 pp. (House Doc. No. 179, 76th Cong., 1st sess.)

The data cover the fiscal year ending June 30, 1938.

Serving the needy aged of Illinois. Springfield, Department of Public Welfare, 1938. 115 pp.

Statistics of operation of old-age assistance system of Illinois in 1936-38, as well as statistics regarding the recipients of assistance.

Compte rendu des opérations et de la situation de la Caisse Générale d'Épargne et de Retraite, année 1938. Brussels, Caisse Générale d'Épargne et de Retraite, 1939. 110 pp., charts.

Report of the Belgian General Savings and Retirement Fund for 1938. Approximately 4,647,000 persons were affiliated with the retirement fund and nearly 6,000,000 with the savings fund in 1938.

Sickness Insurance and Medical Care

Factual data on medical economics. Chicago, American Medical Association, Bureau of Medical Economics, 1939. 67 pp., charts.

This bulletin provides statistical data relating to current medical problems. The subjects covered include medical facilities, i. e., physicians (number in relation to population and according to size of community and number in general practice and specialties) and hospitals (equipment and extent of use); vital statistics; statistics of sickness-insurance systems in foreign countries; and medical services and economic status.

Health in handcuffs. By John A. Kingsbury. New York, Modern Age Books, Inc., 1939. 210 pp.

The author discusses various issues in the field of health and presents the case for national health insurance.

The health insurance doctor—his role in Great Britain, Denmark, and France. By Barbara N. Armstrong. Princeton, Princeton University Press, 1939. 264 pp.

The study is based on a first-hand investigation by the writer made in 1936. The facts were secured with the aid and cooperation of both the government and the organized medical profession in each of the three countries. A summary of the health-insurance system in each of the countries is given, and all phases of the relation of the physicians to the systems are discussed. There is also a discussion of the attitude of the medical profession toward the system in each of the countries.

Recent developments in tax-supported medical care in Great Britain. By Franz Goldmann, M. D. Chicago, American Public Welfare Association, 1939. 15 pp.

Social Security (General)

Compilation of social security laws, including Social Security Act amendments of 1939 and other enactments of 76th Congress, 1st session. Washington, U. S. Social Security Board, 1939. 92 pp.

Offentlig forsorg og social forsikring i regnskabsaaret 1936-37. Copenhagen, Statistiske Departement, 1939. 115 pp.

Annual report on public relief and social insurance in Denmark during 1936 and 1937, including information on protection for children, relief work by local governments, and insurance against old age, invalidity, sickness, accidents, and unemployment.

Printed in Danish, with French translations of table of contents and some table heads.

Public social services: A handbook of information on services for the individual citizen provided by the State [Great Britain]. London, National Council of Social Service, Inc., 1939. 197 pp. 8th ed., revised and enlarged.

Relazione sull'attività svolta nel 1938 [del Patronato Nazionale per l'Assistenza Sociale]. Rome, Patronato Nazionale per l'Assistenza Sociale, 1939. 12 pp. (Supplement to L'Assistenza Sociale, July 1939.)

Account of activities in 1938 of the National Institute for Social Welfare in Italy, containing information on the organization of the institution; compensation for industrial and agricultural accidents; invalidity, old-age, maternity, and survivors' benefits; and medical and legal aid for industrial and agricultural workers.

Social insurance in Latin America. By Anice L. Whitney. Washington, U. S. Bureau of Labor Statistics, 1939. 31 pp. (Serial No. R. 1004, reprint from September 1939 Monthly Labor Review.)

Les assurances sociales [Switzerland]. Zurich, l'Office fédéral des assurances sociales et de l'Office fédéral de l'industrie, des arts et métiers et du travail, 1939. 15 pp.

The provisions of the various social-insurance systems in Switzerland—sickness and accident insurance, old-age, invalidity, and survivors' insurance, and unemployment insurance—are summarized and data given on the number of members in the different systems.

Wages and Hours of Labor

Frequency of pay days in American industry. By Alice Olenin. Washington, U. S. Bureau of Labor Statistics, 1939. 14 pp. (Serial No. R. 991, reprint from August 1939 Monthly Labor Review.)

Ministers' salaries. By Arthur E. Holt and Anton T. Boisen. (In Social Action, Council for Social Action of Congregational and Christian Churches, New York, October 15, 1939, pp. 5-47; charts.)

In 1938 the average salary, including house rent, of Methodist ministers in the Michigan, New Hampshire, northwest Iowa, and Kansas conferences was \$1,938, but nearly 70 percent received less than this amount.

Executive compensation practices of retail companies, 1928-37. By John Calhoun Baker. Boston, Harvard University, Graduate School of Business Administration, 1939. 50 pp., chart. (Business research studies, No. 23.)

General wage census, Part II—Seasonal factories: Report on an inquiry into wages, hours of work and conditions of employment in seasonal factories of Bombay Province, 1936. Bombay, Labor Office, 1939. 88 pp.

The data presented are for ginning, pressing, and gur (molasses) factories, and rice-mills.

Agricultural wages [in Ireland], 1928-39. (In Irish Trade Journal and Statistical Bulletin, Department of Industry and Commerce, Dublin, September 1939, p. 173.)

Arbeidstiden m. v. i jordbruk og gartneri, 1939. Oslo, Norway, Statistiske Sentralbyrå, 1939. 59 pp., charts.

Report on working hours in agriculture and gardening in Norway in 1939, with information on pertinent legislation.

