

MONTHLY LABOR REVIEW

UNITED STATES DEPARTMENT OF LABOR • BUREAU OF LABOR STATISTICS



Tapping Furnace in Foundry

Photo by courtesy of Farm Security Administration

In this issue . . . Use of Federal Troops in Labor Disputes •
SEPTEMBER 1941 Provisions of State Minimum-Wage Orders •
Vol. 53 • No. 3 Prison Labor • Accidents in Iron and Steel Industry

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This Issue in Brief

Federal Troops in Labor Disputes.

The strike at the North American Aviation, Inc., plant in California in June last is significant as the first labor dispute since 1921 to result in the intervention of Federal armed forces. The first recorded use of Federal troops in labor disputes was during the railroad strikes of 1877. Since then Federal troops have been so used in connection with 18 major labor disputes, chiefly in the coal and metal-mining industries. Page 561.

Minimum-Wage Provisions.

Not only do State minimum-wage orders establish minimum-wage rates on an hourly basis; they may also contain provisions to insure that the workers shall receive a certain weekly minimum. Such provisions are designed to overcome the effects of irregular employment, split shifts, etc., and to prevent deductions from wages. Some of the provisions whose purpose is the guaranty of at least a minimum level of weekly earnings are discussed on page 572.

Prison Labor in 1940.

The average number of prisoners under sentence in State and Federal prisons, according to a recent study by the Bureau of Labor Statistics, increased from 158,947 in 1932 to 191,776 in 1940. Those productively employed increased from 82,276 to 83,515. Consequently, the proportion of all prisoners productively employed decreased from 52 percent in 1932 to 44 percent in 1940. The value of prison production dropped from about \$75,369,000 in 1932 to \$56,732,000 in 1940, or 25 percent. Contractors employed less than 1 percent of those

productively employed in 1940 as compared with 16 percent in 1932. In 1940, 12 percent of the employed prisoners produced goods which were sold for State account on the open market. For 1932 the percentage was 19. Page 578.

Earnings in the Dyeing and Finishing Industry.

Hourly earnings of dyeing and finishing industry employees averaged 52.8 cents in September 1940—54.0 cents for males and 42.7 cents for females. Almost one-fourth were receiving less than 40 cents an hour and one-third from 40 to 50 cents. Approximately 11 percent of the workers had average hourly earnings of 70 cents and over. Page 723.

Accidents in the Iron and Steel Industry.

The average frequency of disabling injuries during 1940 was 8 for each million employee-hours worked in the iron and steel industry. These frequency rates for the 37 classifiable departments ranged from 0.5 for the clerical and sales department to 37.2 for the electric-furnace department. Nearly half (17) of all the departments, however, had frequency rates ranging between 5 and 10; 7 others had rates of less than 5; and 8 had rates in the range of 10 to 15. Three departments had rates of 15 but less than 20, while only 2 had rates higher than 20. Page 679.

State Unemployment-Compensation Laws.

All of the States have enacted legislation which provides compensation for unemployment, and during the 1941 legislative year important changes were made in many of the State laws.

In general, these amendments increased the weekly benefits for unemployed workers, lengthened the period of compensation, and liberalized the qualifications for benefits. Thus, as a result of the amendatory legislation, many more thousands of workers are protected from the hazards of unemployment. Likewise, unemployed workers in many States may receive greater benefits and for a longer period of time. In some States the maximum weekly benefit has been increased from \$15 or \$16 to \$18, and in three States a weekly maximum of \$20 may be paid. Page 625.

Fatigue and Working Hours of Truck Drivers.

The problem of fatigue and hours of service of drivers of commercial vehicles operating in interstate commerce was the subject of a recent study made by the United States Public Health Service for the Interstate Commerce Commission for the purpose of revising, if necessary, the regulations governing the daily and weekly hours of work of such drivers. The various

tests—both performance and non-performance—showed a progressive decrease in general efficiency with increasing hours of driving. It was concluded that a reasonable limitation of hours of service would reduce the number of drivers with low functional efficiency and would also be in the interest of highway safety. Page 667.

Consumers' Cooperatives, 1940.

Wholesale and retail cooperatives increased their business substantially in 1940. At the end of the year it is estimated that there were nearly 6,000 retail associations operating stores, buying clubs, and gasoline stations or providing services of various kinds. Their membership exceeded 1,600,000 at the end of the year. Cooperative business in 1940 amounted to over \$319,000,000, of which about \$249,000,000 was in retail and some \$70,000,000 in wholesale trade. The 9,510 credit unions had an estimated membership of 2,816,653 and their loans to members totaled \$302,340,000. Page 648.

MONTHLY LABOR REVIEW

FOR SEPTEMBER 1941

USE OF FEDERAL TROOPS IN LABOR DISPUTES ¹

THE first recorded instance of the use of Federal troops in labor disputes was during the railroad strikes of 1877. Since then Federal troops have been used in connection with 18 major labor disputes, chiefly in coal and metal mining strikes. Recently, in the interests of national defense, Federal troops were directed to take over and operate an aircraft-manufacturing plant.

The President's power to dispatch troops to the scene of a labor dispute is derived from constitutional and statutory provisions which authorize the use of armed forces in domestic disturbances in two classes of cases: (1) In aid of the States, to suppress insurrections and domestic violence; and (2) in aid of the Federal Government, to assist civil officers in protecting Federal property and in carrying out Federal laws or the orders of Federal courts. The basic authority for the employment of Federal troops in aid of the States is set forth in article 4, section 4 of the Constitution which provides for Federal protection to the States against domestic violence "on application of the legislature or of the executive (when the legislature cannot be convened)." The basis for the use of troops in aid of the Federal Government is the recognized principle that, when the civil power is inadequate, "the Army of the Nation and all its militia are at the service of the Nation to compel obedience to its laws."² Additional authority is found in the constitutional obligation resting on the President "to take care that the laws be faithfully executed."³

Several statutes have been enacted which give effect to the authority outlined in the Constitution. An act of 1807⁴ gives the President power to send troops in case of an insurrection against a State government, but only when the State legislature or (if it cannot be convened) the governor requests that they be sent. An act of 1861 empowers the President to use troops whenever it is impracticable to enforce, by the ordinary course of judicial proceedings, the laws of the United

¹ Prepared by Harry Cannon of the Bureau's Industrial Relations Division, under the direction of Florence Peterson, chief.

² *In Re Debs, Petitioner*, 158 U. S. 564, 582.

³ United States Constitution, art. I, sec. 9.

⁴ United States Code, title 50, sec. 201.

States. When the President considers it necessary to use the military forces to suppress insurrections or domestic violence the same act requires him to issue a proclamation ordering "the insurgents to disperse and retire peaceably to their respective abodes within a limited time."⁵

Other statutes give the President the right to use troops to enforce the processes of Federal courts, to enforce the execution of all laws guaranteeing civil rights and to prevent conspiracies which deprive anyone of rights guaranteed by the Constitution and the laws.⁶

The usual peacetime procedure under which Federal troops are used in labor disputes involves a request from the governor or State legislature to the President indicating that disorders are in progress which the State authorities are unable to control. Under the governing principles of the Constitution and the Federal laws, the military power of the United States is not to be called into service until the State, after having summoned its entire police power, is unable to deal with the disorders.

The power of the President to order out the troops when receiving a request from a State is a discretionary one. The President is the sole judge of the emergency. He may furnish prompt assistance upon the first sign of disorder or he may refuse to render any aid whatever. State requests for Federal assistance in quelling labor disputes have been denied on more than one occasion, on the ground that State authorities have overestimated the dangers or have failed to exhaust their own resources in suppressing a disturbance.

As Commander in Chief of the armed forces, the President can direct the activities of the troops at the scene of a labor dispute. The manner in which this power is exercised does, of course, have a considerable effect on the outcome of industrial disputes. A Presidential ban on the importation of strikebreakers may serve not only to lessen the possibility of violence but may also have the effect of indirectly assisting the strikers by preventing a complete or partial resumption of production. On the other hand, the establishment of rigid rules with respect to picketing or the suppression of other strike activities in order to preserve peace and order may have the effect of contributing to the defeat of the strikers.

During the emergency caused by the 1914-18 World War, a relaxation of the usual peacetime rules was considered necessary by the War Department. Soon after the entrance of the United States in the war, the National Guard of the various States was drafted into the service of the Federal Government and the States were thus, in many cases, left without military forces. As a consequence, the War Department relaxed the usual rule that a request for troops be for-

⁵ United States Code, title 50, secs. 202 and 204.

⁶ United States Code, title 8, sec. 55 (acts of 1866 and 1870); United States Code, title 50, sec. 203 (act of 1871).

warded first to the President for his consideration. Troops were sent to the scenes of a number of labor disputes directly by the War Department even though no request for their use had been made to the President.

After the cessation of hostilities in November 1918 the emergency which had occasioned the relaxation of the peacetime rules was still in effect, as the members of the former militia did not automatically become part of the National Guard.⁷ It was not until December 1920 that the peacetime regulations for the employment of Federal troops were again in force. Corps commanders were instructed that the Army was not to be sent upon the request of either the legislature or governor "without a reference of the request with all of the facts to the President for his information and instructions, unless the danger is so immediate and imminent as to require instant response."⁸ By October 1922 all but one of the States had reestablished their militia.

The President's power to use troops in labor disputes which tend to obstruct the objectives of the present national defense program was recently defined in a statement by Attorney General Jackson in connection with the dispatch of troops to the struck plant of the North American Aviation, Inc. The Attorney General declared that the President's action in that case rested upon "the aggregate of the Presidential powers derived from the Constitution itself and from statutes enacted by the Congress," as well as on the duty "to take care that the laws be faithfully executed." Among the laws cited by the Attorney General which the President is required to find a means to execute are those which direct him to equip an enlarged Army, to carry out the provisions of the Lend Lease Act and to protect those who are engaged in carrying out the business of the Government. "The Constitution also places on the President the responsibility and vests in him the powers of Commander in Chief of the Army and of the Navy," said Attorney General Jackson. "These weapons for the protection of the continued existence of the Nation are placed in his sole command and the implication is clear that he should not allow them to become paralyzed by a failure to obtain supplies for which Congress has appropriated money and which it has directed the President to obtain."⁹

The more important labor disputes in which Federal troops have been used are described in the following pages.¹⁰ There were, in addition, several instances in which small contingents were sent into lo-

⁷ Sec. 111 of the National Defense Act of June 13, 1916 (ch. 134, 39 Stats. 120) provided that "all persons so drafted shall, from the date of their draft, stand discharged from the militia."

⁸ Report of the Chief of Staff, U. S. Army, 1921 (p. 39).

⁹ Statement of Attorney General Jackson on June 9, 1941, following the proclamation of the President ordering the Army to take possession of the plant of the North American Aviation, Inc., at Inglewood, Calif.

¹⁰ Information on the use of Federal troops was obtained from reports of the Secretary of War; reports of the Adjutant General of the Army; reports of the Chief of Staff, U. S. Army; and S. Doc. 263, (67th Cong., 2nd sess.); Federal Aid in Domestic Disturbances.

calities where minor labor disturbances had started or were threatened, but no details are available concerning their stay or withdrawal: Keystone Canyon, Alaska, 1907; Treadwell, Alaska, 1907 and 1908; Columbus, Ga., August 1918, street-railway and cotton-mill strikes; Flat River, Mo., September 1918, lead-and-zinc-mines disturbances; Gerard, Ga., March 1919; Bogalusa, La., November 1919.

Railroad Strikes of 1877

The first time in the history of the country that Federal troops were used in a labor dispute was during the railroad strikes in 1877. Starting on the Baltimore & Ohio Railroad at Martinsburg, W. Va., on July 14, the strikes quickly spread to most of the lines operating from St. Louis to the Atlantic Seaboard. The basic general cause was the successive reductions in wages which had been made during preceding years, but other reasons for discontent were the irregularity of employment and the delay in payment of wages. These railroad strikes were marked by much violence and property damage.

Although requests for Federal aid were made by the governors of eight States, President Hayes dispatched troops only to the States of West Virginia, Maryland, Pennsylvania, and Illinois. Requests for Federal assistance by the Governors of Indiana and Michigan were denied on the grounds that violence was merely threatening and that Federal troops could not be sent until State authorities had exhausted their resources in suppressing the disorders. Calls for aid were also made by the Governors of Wisconsin and California, but in both cases the disorders had subsided before the Federal Government found it necessary to decide on a course of action. Troops were ordered to Missouri without prior request by the Governor to protect Federal property and to assist in the enforcement of Federal court orders.

The strikers returned to work with little or no changes in their working conditions. In reporting on the activities of the Army during the strikes, the Secretary of War stated that the Federal troops "were able to execute all their orders without firing a gun and without bloodshed."¹¹

Disturbances at Coeur d'Alene Mines, 1892

During the 1890's the Coeur d'Alene mining region of northern Idaho was the scene of a number of labor disturbances. These conflicts between the operators and miners, often assuming the aspects of local civil wars, were the result of efforts on the part of the miners to organize the area and gain union recognition. One such conflict on July 11, 1892, resulted in the killing of a number of nonmembers and the destruction of property.

¹¹ S. Doc. 263 (67th Cong., 2nd sess.): Federal Aid in Domestic Disturbances (p. 175).

The Idaho National Guard numbered only 196 men and was insufficient to cope with the situation. Accordingly, on July 11, the Governor called upon President Harrison for assistance. The latter immediately ordered troops to the scene of the disturbance and at the same time issued a proclamation commanding those engaged in the disorders to retire peaceably to their homes. There was at no time the slightest conflict between the Federal troops and the miners, nor did the latter offer any resistance to the regulations. By the end of July the troops were withdrawn.

Pullman Strike, 1894

In the years following the spontaneous railroad strikes of 1877 there arose numerous local conflicts between the railroad companies and their workmen, but not until the spring and summer of 1894 was there another Nation-wide alignment of labor against the railroads. The railroad strike of 1894 originated in a movement by the employees of the Pullman Palace Car Co. for higher wages, which the company declined to grant. As a result, on the 11th of May, approximately 2,000 of the company's employees quit work. The strike was called by the American Railway Union, an industrial union organized by Eugene Debs. Many railroad workers went on strike in sympathy with the Pullman employees, although the Railroad Brotherhoods were officially opposed to the strike.

On the grounds that the strike obstructed the passage of the mail, prevented communications on military roads, and involved violence restricting civil rights, President Cleveland ordered troops to various parts of the country, and numerous injunctions were issued by the Federal courts at the initiative of the Department of Justice. Once injunctions were obtained, troops were used under the law to enforce them. In some cases the fact that the railroads were also in the hands of receivers appointed by Federal courts gave further basis for issuance of the injunctions. Troops were sent to Idaho and Oklahoma upon the request of the Governors who stated that violence which had developed could not be controlled by the State militia. A similar request for aid by the Governor of New Mexico was denied because violence had not yet occurred. After the first week of July violence became less common and by the middle of the month peace had been restored to practically all of the disturbed areas.

In Chicago, where the strike assumed greater proportions than elsewhere, the Army was directed by the President to prevent obstruction of United States mails and generally to enforce the execution of the laws and the President's proclamation. The troops arrived in Chicago on July 4 and for the next few days were kept busy putting down violence and aiding the marshals in serving injunction writs and other court process. Governor Altgeld of Illinois, who did not

send the State militia into Chicago until July 6, denied the necessity for Federal troops and protested the President's action. The Federal forces were withdrawn from Chicago on July 20.

Coeur d'Alene Disturbance of 1899

The unwillingness of a Coeur d'Alene mining company to grant recognition to the Western Federation of Miners was the immediate cause of a strike in 1899 which resulted in the calling of Federal troops. The strike proceeded uneventfully for a few days but soon developed into a bitter armed conflict that resulted in violence, considerable property damage, and the loss of two lives.

On April 29, the Governor of Idaho asked President McKinley for Federal troops, since the Idaho National Guard was in the Philippines. Troops were sent the following day and assisted State authorities in making mass arrests and ransacking houses in search of arms. Although a State law passed in 1893¹² made it unlawful for employers to require agreements from employees not to join a union, State officials established a permit system requiring applicants for employment at the mines to renounce membership in the union. The permit system was worked out by company officials, the Governor's representative, and the commander general of the Federal troops.

On the complaint of the union that the United States troops were being used to enforce an illegal order, the President instructed the commander to cease his interference with the internal regulation of the mines and to employ his forces only in the maintenance of peace and order. The Federal troops were withdrawn on April 11, 1901, ending an occupation of slightly under 2 years.

Protests against the conduct of the Federal troops resulted in an investigation by the House of Representatives. The majority report justified the conduct of the troops by calling attention to the lawlessness of the miners. The minority report pointed out that there was only one act of violence against life and property and condemned the use of Federal troops to carry out wholesale arrests under the order of the Governor's representative.¹³

Miners' Strike in Arizona, 1903

Early in June 1903, miners in Morenci, Ariz., went on strike in protest against a reduction in pay ensuing from a recently enacted Territorial 8-hour law. The miners demanded their previous 10 hours' pay for the new 8-hour day. The refusal of the operators to maintain the same daily wage level precipitated the strike.

On June 10, because of violence which had developed in the district, Territorial troops were sent in by the Acting Territorial Governor

¹² Comp. Stats. of Idaho, 1919, vol. 1, sec. 2321, p. 650.

¹³ House Military Affairs Committee, Report No. 1999 (56th Cong.), (pp. 69-125).

who, at the same time, requested Federal troops. In less than an hour after the receipt of the request, President Theodore Roosevelt ordered troops to report. On arriving, the Federal troops found the district quiet and the situation completely under control of the Territorial authorities. The Federal soldiers were withdrawn on the 18th of June. Although the President contended that his promptness in sending troops was justified because of the inability of Territorial troops to control the violence, the Western Federation of Miners denounced his action as an attempt to break the strike.¹⁴

Miners' Strike in Goldfield, 1907

In the fall of 1907, the miners of Goldfield, Nev., struck in protest against the payment of wages in scrip. Back of this direct cause, there existed discontent owing to the hostile attitude of the operators toward the Western Federation of Miners and to the desire of the miners for higher wages. On December 5, the Governor of Nevada appealed to President Roosevelt for troops, asserting that the State was encountering difficulty in enforcing the laws and that the dispute was attended with destruction of property and threats of personal violence.

Although troops were immediately dispatched, the President instructed Army officers not to act until a proclamation was issued, and cautioned further that the troops were "to be neither for nor against the strikers or the employers."¹⁵ No occasion for issuing the proclamation arose and at no time were troops used against the strikers. However, disagreement developed between the Governor and the President on the question of continuing the troops in the area. President Roosevelt desired their withdrawal, on the ground that order had been restored. A Presidential commission appointed to investigate the disturbance criticized the Governor for requesting the troops, since none of the conditions enumerated in the statutes for sending troops existed. The commission recommended, however, that the troops be continued at Goldfield for a limited period, to avert future disorders. The last of the military forces were withdrawn on March 7, 1908, ending a 3-month stay.

Colorado Coal Strike of 1913-14

The Colorado coal strike of 1913-14 was one of the most bitter labor disputes which the country had as yet witnessed. For years the miners in Colorado had made unsuccessful attempts to gain recognition of their union. The rejection by the coal operators, in September 1913, of the demands of the United Mine Workers for union recognition and improved working conditions led to a strike which did not end until

¹⁴ Miners Magazine, August 1903 (p. 2).

¹⁵ S. Doc. 263 (67th Cong., 2d sess.): Federal Aid in Domestic Disturbances (p. 310).

December of the next year. The strike was marked by clashes between the striking miners on the one hand and local police officers and mine guards on the other. A number of persons were killed and wounded when State militia fired into a tent colony where evicted strikers with their families were living.

The Governor of Colorado requested the assistance of United States troops but President Wilson, before sending troops, attempted to mediate the dispute. His efforts proved unsuccessful, and Federal troops were ordered to Colorado on April 28 and a proclamation ordering the strikers to disperse was issued the same day. Commanding officers were instructed by the Secretary of War to act with "extreme discretion and caution,"¹⁶ and by the President to permit no importation of strikebreakers.

By December 1914, union officials realized the futility of continuing the struggle and voted a formal end to the strike. Upon the insistence of the Governor the troops were permitted to remain for the rest of December, but on January 1, 1915, after an 8 months' stay, some of the troops were withdrawn. The withdrawal was completed on January 10, 1915.

Copper-Mine Strikes, 1917-20

Federal troops were used on several occasions in connection with strikes of copper miners in Arizona and Montana during the period 1917-20. On July 2, 1917, members of the Industrial Workers of the World at Globe, Ariz., went on strike for union recognition and guaranties against discriminatory discharge. A request for Federal aid from State authorities resulted in the dispatch of several hundred United States troops who remained only a short while. Troops were again dispatched to Globe in July and October 1918, at the request of the Governor who considered their presence necessary for the preservation of order. Troops were stationed at the same time in the cities of Miami, Ray, Jerome, and Ajo. These garrisons remained for almost 18 months—until January 1920.

On September 10, 1917, in connection with disorders growing out of a strike of I. W. W. miners, Federal troops were brought into Butte, Mont., to patrol the streets leading to the mines. Among the objects of the strike, which was called in the summer of 1917, were a wage increase and the abolition of the "rustling" card system. The strike ended officially on December 18, 1917, and troops were withdrawn.

Federal troops were dispatched to Butte again during 1919 and 1920. A strike was called by the I. W. W. on February 7, 1919, in protest against a wage reduction. Several hundred United States troops were sent into Butte, although little disorder attended the strike, which ended February 17, 1919. Most of the troops left for their stations on

¹⁶ S. Doc. 263 (67th Cong., 2d sess.): Federal Aid in Domestic Disturbances (p. 313).

February 22, 1919. The second strike, in April 1920, was for a \$7, 6-hour day. Federal troops called in to preserve order were stationed in the district until January 1921.

Seattle General Strike, 1919

The wartime agreement between the United States Shipping Board, the Navy, and the presidents of the shipbuilding craft unions creating the Shipbuilding Adjustment Board was to stay in effect until the end of the war. After the Armistice the Seattle Metal Trades Council demanded a revision of the award which had eliminated the differential traditionally enjoyed by the western shipyard workers. Upon failure to obtain favorable action, a strike was ordered for January 21. An appeal to the Seattle Central Labor Council for sympathetic support resulted, on February 6, in a general strike involving 60,000 organized workers.

The Governor of Washington advised the Secretary of War of the proposed general strike and the latter ordered troops to Seattle and Tacoma to be ready for an emergency. As no violence occurred, the Federal troops remained in camp for the few days of their stay.

Steel Strike, 1919

At the 1918 American Federation of Labor convention, 24 unions having jurisdiction in the steel industry launched an organization campaign, and a year later announced that over 150,000 steel workers were organized. Requests for conferences with the United States Steel Corporation and other steel companies were denied and union members were discharged in large numbers. Thereupon a strike was called, on September 22, which affected every producing center and involved approximately 367,000 workers.

During this 3-month strike there was considerable violence. On October 4 a clash occurred between strikers and strikebreakers in Gary, Ind. The Governor immediately dispatched 11 companies of the Indiana National Guard to Gary. The inability of the National Guard to prevent the strikers from staging a forbidden parade resulted in an appeal for Federal troops. Several companies, commanded by Gen. Leonard Wood, were sent into Gary on October 6, 1919. Immediately after his arrival, General Wood declared martial law and limited picketing. No group of more than four persons was permitted in any portion of the city and the number of union pickets was limited to two. Federal troops were not withdrawn from Gary until January 1, 1920.

The steel strike was called off on January 8, 1920, after the unions had ascertained that the steel companies had recruited working forces to about three-fourths of normal.

Bituminous-Coal Strike of 1919

A strike in the bituminous-coal industry was called on November 1, 1919, by the United Mine Workers of America, after its failure to negotiate wage increases in line with increases in the cost of living.¹⁷ Efforts were made by President Wilson and the Secretary of Labor to mediate the dispute. On November 8 a United States District Court, on the motion of Attorney General Palmer, ordered the officers of the United Mine Workers to cease all activities tending to encourage and maintain the strike in the bituminous-coal industry. On December 3, Government attorneys brought information against 84 representatives of the United Mine Workers, charging them with contempt of court for disobeying the injunction. The injunction was based primarily on the Lever Food and Fuel Control Act of 1917, which made it unlawful to limit the facilities for the transportation or production of any necessities.

Meanwhile the War Department had given orders that troops be sent at the request of the governors of the coal-mining States to protect all men who desired to work in the mines. Federal troops were sent into West Virginia, Pennsylvania, Tennessee, Wyoming, Utah, New Mexico, Oklahoma, Kansas, and Washington.

By January 1920 practically all of the troops were withdrawn, most of the miners having returned to work, upon the unions' acceptance of President Wilson's compromise for a 14-percent wage increase and a promise of further investigation of wages and prices of coal. The Bituminous Coal Commission later awarded a 27-percent increase.

Denver Streetcar Strike, 1920

On August 1, 1920, the streetcar workers in Denver, Colo., went on strike for wage increases. The system was soon tied up and the company's efforts to run cars with strikebreakers resulted in much violence. On August 7 the Governor of Colorado asked for Federal troops and 700 men were sent. The officers in charge ordered the disarming of strikebreakers and posted soldiers on top of each car. Order was restored and the strike ended when the company deported the strikebreakers and reemployed its former workers. The troops were withdrawn on September 9.

West Virginia Mine Disturbances, 1920-21

For many years there had been intermittent scenes of violence in the nonunion coal fields of West Virginia during attempts at organization by the United Mine Workers. During 1920 two requests for Federal troops to suppress labor disturbances were made by the

¹⁷ Cost of living increased about 40 percent between the signing of the old agreement in October 1917, and November 1919.

Governor of West Virginia. On each occasion Federal troops were dispatched but no formal proclamation by the President was issued.

A request for troops was made again in May 1921. President Harding informed the West Virginia Governor that, since the position of the Federal Government was not threatened, he did not feel justified in sending troops until he was assured that the State had exhausted its own resources in subduing the disorders. A similar request for troops was made early in August but was again denied on the ground that State authorities were able to take care of the situation.

However, on August 30, President Harding issued a proclamation commanding the miners to disperse. Satisfied that the men were not obeying the proclamation, the commanding officer in the area advised the sending of troops. About 2,000 soldiers arrived September 2 and 3. Conditions quieted to such an extent that in less than a week some of the troops were withdrawn. By December 6, 1921, all of them had left the strike zone.

North American Aviation, Inc., Strike, 1941

The strike which began on June 5, 1941, at the Inglewood, Calif., plant of North American Aviation, Inc., is significant as the first labor dispute since 1921 to result in the intervention of Federal armed forces. At the time of the walk-out, the matters in dispute were being considered by the National Defense Mediation Board under an agreement by the union to postpone strike action until 3 days after the Board's recommendations.

Because the company was engaged in the production of planes vital to national defense, direct appeals to the strikers to return to work were made by President Roosevelt and the president of the C. I. O. Warnings by Government officials were issued to the effect that failure to resume production would result in Government operation of the plant and the consequent prohibition of strikes. The appeals to return to work pending National Defense Mediation Board recommendations were unsuccessful. Accordingly, on June 9, by Presidential proclamation, the War Department was directed to take immediate possession of the plant. The President declared that his action was necessary because the strike jeopardized the ability of the United States to obtain materials essential to the armed forces and seriously impaired the national defense program.

Within a short time after the arrival of the troops the massed pickets disbanded and production was resumed. One week later Government mediation of the dispute was renewed and some of the troops were withdrawn. On July 2, control of production was returned to private management and all troops were evacuated.

GUARANTEED LIVING-WAGE PROVISIONS OF STATE MINIMUM-WAGE ORDERS FOR WOMEN

By LOUISE STITT, U. S. Women's Bureau

Summary

MODERN State minimum-wage orders are not restricted to the establishment of minimum-wage rates on a straight hourly basis, but may also take into account the many subsidiary factors that affect a worker's wages, such as irregularity of employment, detrimental labor practices, and long hours of work. Several methods to counteract underemployment have been devised. One of these is the requirement of a higher hourly rate of pay for part-time workers. Another is the establishment of a basic minimum-wage rate on a weekly basis so that the worker who is employed for less than the maximum legal workweek will nevertheless receive a week's wages. "Guaranteed weekly wage provisions," as minimum-wage rates established on a weekly basis are termed, have taken several forms. Some State orders require the weekly minimum wage to be paid for any work done during the week, irrespective of the number of hours. Under other orders, the weekly wage must be paid if work is performed on a certain number of days, and still others base the minimum weekly wage on work within a specified range of hours. Certain injurious labor practices which, when unregulated, result in a variety of deductions from the worker's wages, have been brought under control in State minimum-wage orders. One such type of regulation provides that where the employer requires the worker to wear a uniform while on duty, the employer must furnish the uniform and must either bear the expense of laundering it or compensate the worker for doing so by the payment of an additional weekly sum. The evil of long over-all working hours occasioned by use of a split-shift arrangement has been prevented by the requirement of a higher rate of pay on days when it occurs.

Guaranteed Weekly Wage Provisions

Irregularity of employment is a factor quite as important as low wage rates in determining the amounts on which workers must live during a year. Minimum-wage officials have always been aware of this fact and have realized that the mandate of minimum-wage laws that women shall be paid at least a living wage has been met only partially when an hourly rate is established, even though that rate be high. One of the earliest devices resorted to, under minimum-wage laws, for offsetting the effects of partial employment upon total earnings was to require that employers who failed to provide workers with

a full week's work should pay a higher hourly rate for short hours than for full time. Provisions of this kind are very common in wage orders that were issued during the depression years of the 1930's, when underemployment was one of the most serious of our industrial problems.

It was not until 1938, however, that any State adopted the provision that a woman shall be paid a certain weekly wage irrespective of the number of hours she works. The members of the laundry wage board of New York who recommended this provision reasoned that a woman's weekly living expenses continue to be exactly the same whether she is provided with a week's work or not. They believed that employers could do much more to regularize employment than they had done in the past if the incentive for doing so were sufficient. Accordingly, they recommended and the commissioner of labor adopted the provision that any employer, except those in very small communities, who employed a woman or minor at all during a week should pay her at least \$14, even if she worked only 1 hour. This requirement, which was considered revolutionary at the time of its proposal, has since been adopted by several States, though not always in as drastic a form as that of the New York provision. For example, one State requires that in a certain industry the same wage shall be paid for 17 hours as for 44; others have designated 24, 32, or 36 as the lower limit of a range of hours for which the same weekly wage must be paid. Minnesota was the first State to adopt this modified guaranteed weekly wage, as it has come to be called. As far back as 1921 the blanket wage order of Minnesota covering all occupations required that \$12 be paid to all women employed in places of 5,000 or more population for weeks ranging from 36 to 48 hours. State administrators report that the requirement of the guaranteed weekly wage has tended to regularize employment, and in the industries for which it has been established fewer women are employed for part weeks than was formerly the case.

Provisions for Beauty-Culture Occupations

An interesting variation of the guaranteed weekly wage has been applied rather commonly to beauty-culture occupations. Owing to consumer habits, work in beauty shops is heaviest on the last 4 days of the week. Girls employed on a part-time basis for the 4 busy days find it next to impossible to supplement that employment by work in other shops on Mondays and Tuesdays. This being the case, several State wage orders for beauty shops provide that the full weekly minimum wage shall be paid to all women who work on 4 days or more. With such a provision, the workers cease to be the victims of customer preferences over which the workers have no control.

Beauty culture, because of a situation peculiar to the industry, has been the object of another unique wage-order regulation. It is becom-

ing increasingly common for beauty schools of a certain type to attract patronage to shops run in conjunction with the schools by offering very low-priced services performed by students. As these students are paid no wages, the price competition with legitimate shops has been considered by the industry as an unfair trade practice. Moreover, the students themselves often are seriously exploited, in addition to working without pay, since in some cases they are required to devote more time to serving the public than to learning their trade. To correct this situation the beauty-culture wage order of Ohio provides that in any establishment in which the public is charged a fee for beauty services, the legal minimum wage must be paid to all persons performing such services. Though this provision applies to students as to all other workers, it applies to them not in their capacity of students but of employees. No other State has as yet adopted a similar provision, but the effects of the Ohio order are being watched with interest.

Split-Shift Provisions

Three of the orders of the State of New York contain provisions designed to discourage the employment of women on split shifts. Some State hour laws control the split shift by providing that the 8 hours for which women may legally be employed in 1 day may not be spread over more than 10 hours. The New York hour law is not among these. Nevertheless, New York wage boards for hotels, for restaurants, and for dry-cleaning establishments found in their investigations "that the split shift is a hardship to the worker" and should be reduced as far as possible. Each of these boards recommended that higher wages be paid for days on which the workers' shifts are split. In answer to a petition of 41 employers in the dry-cleaning industry asking for a review of the validity and reasonableness of this and other provisions, the Board of Standards and Appeals of the New York Department of Labor said:

Females and minors required to work on a split shift are placed at a distinct disadvantage with respect to persons whose hours of employment are consecutive. By being put to the additional expense of extra carfare and meals, their earnings are depreciated below the basic wages of persons whose hours of employment are continuous.

The board concluded, therefore, that a provision "imposing a higher rate for split-shift workers to compensate for this additional expense" was a proper regulation under the New York minimum-wage law.

Deductions from Wages

Wages, even though rates may be fair, can be so undermined by charges and deductions required by employers that when pay day

arrives the pay envelope contains little more than an itemized account of the money the worker does not receive. Few modern wage orders permit deductions of any kind, except those authorized by law, such as social security taxes. Everyone has admired the gay uniforms of bright colors and intricate designs worn by waitresses and chambermaids and has noted how charmingly they harmonize with the color scheme of the hotel or restaurant. But few persons realize that in many cases the waitresses themselves are required to pay for these uniforms, that their wardrobes must contain as many as the employer demands, and that he may change his requirements as to style and color as often as his fancy dictates. Today most wage orders for hotels and restaurants provide that employers who require that uniforms be worn must furnish them free of charge to the workers and must pay for their upkeep and laundering. It is argued that uniforms, like the table linen and the window curtains, are part of the decorative pattern of the establishment and their cost should be borne by the employer.

Even deductions for meals are prohibited by some wage orders, though the economic value of meals furnished to workers is recognized by the setting of lower hourly or weekly rates for those workers who receive meals than for those who do not. This type of wage differential represents the efforts of some wage boards to prevent the staggering abuses that have resulted from wage deductions. These boards have accepted the theory that the money value of wages should be determined in relation to payments in kind, and that when once determined no deductions of any kind should be permitted.

Coverage and Rates Under Wage Orders

A few examples of the evils that modern State wage orders attempt to correct have been cited. Many of the regulations to be found in wage orders today are the result of careful investigations of wage practices made by State minimum-wage divisions before wage boards are appointed. On the basis of this kind of factual information, plus the personal knowledge of the industry problems furnished by employer and employee representatives, wage boards in addition to recommending minimum-wage rates are attempting to find ways of controlling industry practices that tend indirectly to lower wages. Wage orders are designed to meet the needs of particular industries. Orders for the same industry issued by different States often differ widely, though there is a strong tendency for States issuing new orders to adopt provisions that have proved effective in other States.

Coverage and Rates Under Minimum-Wage Laws and Orders as of August 1, 1941¹

ORDERS FOR SPECIFIC INDUSTRIES

Industry	States with wage orders in force	Range in full-time rates for experienced workers ²		Estimated total number of workers covered in all States ³
		Highest	Lowest	
Laundry	Ariz., Calif., Colo., Conn., D. C., Ill., Mass., Minn., N. H., N. J., N. Y., N. Dak., Ohio, Oreg., Pa., R. I., Wash.	N. Y.: \$14 per wk. for any work up to 40 hrs.; 35¢ over 40 to 45 hrs.; 52½¢ over 45 to 48 hrs.	Pa.: 27¢ per hr. (44-hr. max. wk.).	90,560
Dry cleaning	Ariz., Calif., Conn., D. C., Mass., N. H., N. J., N. Y., N. Dak., Ohio, Oreg., R. I., Wash.	N. Y.: 36¢ per hr. for 40 hrs.; 45¢ over 40 to 48 hrs.	N. Dak.: \$12.60 per wk. of 30 to 48 hrs.	7,406
Retail trade	Ariz., Calif., Colo., D. C., Mass., N. H., N. Dak., Oreg., R. I., Utah, Wash.	D. C.: \$17 per wk. of 40 to 48 hrs.	N. Dak.: \$13 per wk. of 48 hrs.	127,224
Beauty culture	Calif., Colo., Conn., D. C., Ill., Mass., N. H., N. Y., Ohio, Oreg., Wash.	Conn.: \$18 per wk. for work on 4 or more days; 60¢ over 48 to 52 hrs.	Oreg.: 30¢ per hr. (44-hr. max. wk.).	54,508
Restaurant and hotel ⁴	Calif., Colo., D. C., Minn., N. H., N. Y., N. Dak., Ohio, Oreg., Utah, Wash.	D. C.: \$17 per wk. of 40 to 48 hrs.	Ohio: 21.8¢ per hr. (48-hr. max. wk.).	149,133
General and professional offices	Calif., D. C., Mass., Oreg., Wash.	D. C.: \$17 per wk. of 30 to 44 hrs.; 50¢ over 44 hrs. No limit.	Wash.: \$13.20 per wk. of 48 hrs.	295,443
Fish, fruit, and vegetable packing and canning	Calif., Oreg., Maine, Mass., Wash., Wis.	Wash.: 37½¢ per hr. (48-hr. wk. max.).	Wis.: 22½¢ per hr. (60-hr. max. wk. in season).	11,233
Manufacturing other than fish, fruit, and vegetable	Calif., D. C., Ill., Mass., Minn., N. H., N. J., N. Y., N. Dak., Oreg., R. I., Wash.	N. J.: 35¢ per hr. for 40 hrs. Time and a half the worker's regular rate over 40 to 54 hrs.	N. H. and Wash.: 27½¢ per hr. (48-hr. max. wk.).	153,862
Other ⁵	Calif., Mass., N. Dak., Oreg., Wash.	Calif.: \$16 for standard wk. in establishment (48 hrs. or less).	Oreg.: 30¢ per hr. (44-hr. max. wk.).	9,171

GENERAL WAGE ORDERS

State	Industries covered	Wage rate for experienced workers in all industries covered	Total number of workers in all industries covered
Kentucky	All occupations	25¢ hr. (48-hr. wk. max.)	59,610
Minnesota ⁶	Any occupation—i.e., industry, trade, or branch thereof.	\$15 per wk. of 36 to 48 hrs. 36¢ per hr. over 48 to 54 hrs.	80,600
Wisconsin ⁷	Any occupation, trade, or industry (includes domestic service).	22½¢ hr. 50-hr. wk. max. (except hotels, 55-hr. wk., and minors, 40-hr. wk.).	155,359

¹ For more detailed information see Women's Bureau Bulletin 167, "State Minimum-Wage Laws and Orders," and Supplement. The following States with wage-board-type laws have no wage orders in force as of Aug. 1, 1941: Kansas, Louisiana, Oklahoma.

² Where the wage order establishes a geographical differential, the rate given applies to metropolitan areas.

³ Figures based on 1930 Census.

⁴ As of Aug. 1, 1941, New Hampshire and Minnesota orders apply to restaurants only.

⁵ One or more of the States listed have orders covering one or more of the following industries: Telephone, hospital, apartment house, office and building cleaning, personal service.

⁶ Minnesota has separate wage orders for Laundry, Needlecraft, Restaurant, Telegraph. These industries included in "orders for specific industries" excluded here.

⁷ Wisconsin has separate orders for canning. This industry was included under "orders for specific industries."

Coverage and Rates Under Minimum-Wage Laws and Orders as of August 1, 1941—
Continued

FLAT-RATE LAWS

State	Industries covered by minimum-wage law	Statutory rate applicable to all workers	Total number of workers covered
Alaska	All occupations.....	\$18 wk. (48 hrs. max.).	2,854
Arkansas	Manufacturing, mechanical, or mercantile establishment, hotel, restaurant, eating place, bank, building and loan, insurance company, finance or credit business, company supplying water or electricity; work in elevators. <i>Exceptions:</i> Cotton factories; gathering of fruit or farm products; railway companies whose hours are regulated by Federal laws.	\$1.25 for day of 9 hrs.	9,835
Nevada	Private employment. <i>Exceptions:</i> Domestic service; State, county, city, or town employees.	\$3 for day of 8 hrs.; \$18 wk. of 48 hrs.	2,704
Puerto Rico	Industrial occupations, commercial or public-service undertakings. <i>Exceptions:</i> Agriculture and agricultural industries.	\$6 wk. of 48 hrs.	113,829
South Dakota	Factory, workshop, mechanical, use or mercantile establishment, laundry, hotel, restaurant, or packing house.	\$12 wk. of 54 hrs.	7,550

The foregoing table makes no attempt to illustrate the variations in so-called administrative regulations of State wage orders, but it does show the wide range in minimum-wage rates established by the various States for the same occupations. These differences in rates are attributable to a variety of causes. For one thing, all rates were not established at the same time. Some were set during periods of depression, others during more prosperous times, and many of them have not been adjusted to changing economic conditions. Moreover, minimum-wage rates often reflect the general differences in wage levels to be found in various parts of the country. A third important reason for variation in minimum-wage rates is the personnel of the wage boards that recommended them. Many boards have been composed of progressive, farsighted men and women who have recognized the importance of adequate wage standards. Other boards have been less fortunately constituted. Whatever the causes for variations in rates in the past, it is interesting to speculate on whether or not the margin between rates established by the States for the same industry will tend to narrow as a result of the influence of the Fair Labor Standards Act, under which no geographic differentials have been established. In speculating on this matter, however, it is important to remember that the Federal act applies only to those industries in which interstate competition is of major importance. Variation in wage rates from State to State is a much less important competitive factor in the service industries to which most States are devoting the major part of their minimum-wage activity today.

PRISON LABOR IN THE UNITED STATES, 1940¹

Summary

THE various systems under which State and Federal prisoners have been employed and the disposal of the goods produced in prisons have for many years received the active attention of organized labor, prison authorities, manufacturers, legislators, and others familiar with prison problems. There has been strong opposition to the sale of prison-made goods on the open market in direct competition with the products of free labor. Those States which wished to restrict the inflow of prison-made products were hampered in their efforts by the fact that, under the Constitution, control of the interstate transportation of goods rests in the hands of the Federal Government.

In 1929, however, Congress passed the Hawes-Cooper Act, which divested prison-made goods of their interstate character and thus enabled any State to prohibit within its borders the sale of goods made in the prisons of other States. This act became effective in 1934. In the years immediately following the enactment of the Hawes-Cooper Act, a large majority of the States restricted, by law, the sale and movement of prison products.

The Ashhurst-Sumners Act, which became effective in 1935, materially strengthened the Hawes-Cooper Act and also supplemented State prison-labor legislation. It prohibited the transportation of prison products into any State in violation of the laws of that State. In 1940, the Congress went one step farther and enacted legislation, to be effective in October 1941, which prohibits the transportation into any State of prison goods made in another.

The Bureau of Labor Statistics has made surveys of prison labor at 8- or 10-year intervals since 1885. A comparison of the 1940 survey with that for 1932 shows the changes which have occurred in the amount of prison labor and the volume and character of production since the Hawes-Cooper and Ashhurst-Sumners Acts became effective. The average number of prisoners under sentence in State and Federal prisons increased from 158,947 in 1932 to 191,776 in 1940. During the same period, the average number of prisoners productively employed changed but slightly from 82,276 to 83,515. Thus, the proportion of all prisoners productively employed decreased from 52 percent in 1932 to 44 percent in 1940. Contractors employed less than 1 percent of those productively employed in 1940, as compared with 16 percent in 1932. Furthermore, in 1940 only 12 percent of the employed prisoners produced goods which were sold for State account on the open market, in contrast to 19 percent in 1932. Approximately 88 percent of the productively employed prisoners in 1940, as against

¹ Prepared by Richard F. Jones, Jr., under the direction of Herman B. Byer, chief of the Bureau's Division of Construction and Public Employment.

65 percent in 1932, were engaged in constructing or improving public property and in producing goods for use within the same institution or for sale to other State or Federal institutions or departments.

The decrease in the proportion of productively employed prisoners was accompanied by a 25-percent drop in the value of prison production—from approximately \$75,369,000 in 1932 to \$56,732,000 in 1940. The average annual value of product per employed prisoner declined from \$916 in 1932 to \$679 in 1940, or 26 percent.

A majority of the prisoners without productive employment in 1940 (constituting 36 percent of all prisoners) were assigned to maintenance duties. Six percent of the total prison population attended school as a major daily assignment, 8 percent were sick or otherwise unavailable for work, and 6 percent were available for work but had no duties provided.

To offset losses in revenues and to alleviate the grave problem of idleness among prisoners, various solutions have been tried. Among the most effective have been surveys of State-use markets, the creation of prison-industry boards, commissions, or corporations, and State legislation tending toward compulsory purchase of prison goods by State agencies. Federal institutions and State institutions of 27 States (12 of which employed salesmen) reported that in 1940 they made some attempt to promote the sale of prison-made goods. Typical of the methods reported are the circulation of catalogs and the coordination of prison production with the needs of State purchasing officers.

Scope and Method of Study

The 1940 survey included 125 State and 25 Federal prisons; in addition, 3 county prisons and 1 city prison, which by arrangement with their respective States house State prisoners, were included with the State prisons. These totals included 2 State prisons (the reformatories for women in Arkansas and Rhode Island) and 1 Federal prison (the prison camp in the State of Washington) which had no productive activity in 1940, but excluded 6 Federal prisons which were not in operation during a major portion of the fiscal year. The coverage was complete therefore, for all Federal and State prisons for adults which were in operation during the major part of the fiscal year.²

Although all figures in the survey covered a 12-month period ending in 1940, the end of the fiscal year occurred in different months in the various prisons. The 129 institutions housing State prisoners terminated the fiscal year on the following dates: 6 prisons, May 31, 87 prisons, June 30; 7 prisons, September 30; 10 prisons, November 30;

² For a complete list of the prisons surveyed, see table 6. To simplify tabulation and analysis, the penal institutions of the District of Columbia have been considered as State institutions.

and 19 prisons, December 31. All data for Federal prisons covered the fiscal year ending June 30, 1940, except those for farm products which were reported for the year ending November 30, 1940.

Agents of the Bureau visited each of the 154 institutions covered and personally examined the records and interviewed the prison authorities.

The figures on production were in most cases obtained from the books, invoices, or other records of the institutions and referred to the quantities produced during the year covered. Allowance was made for sales in excess of production, and inventory increases were estimated on the basis of average selling prices during the fiscal year. In some cases, where goods were transferred from the shops to the steward's department within the same institution at net cost of materials, the Bureau's agents in conference with prison officials substituted a market value based upon such factors as (a) the prison's sale price for identical or similar articles, (b) the current wholesale price of the commodity on the local market, and (c) the current wholesale price in the nearest city for which data were available.

The value of construction projects covered only that portion constructed during the fiscal year. Valuations were usually based upon appraisals by highway commissions, engineers, State appraisers, or private appraisers employed by the State.

The production data include some unavoidable duplications. For instance, wheat which is reported under farm production may be processed into cereal and bran and reported under grist-mill production. Part of this latter product may be fed to livestock which in turn shows an inventory increase on the prison records. Sugarcane may be included under farm production and again, after being processed, as sirup and raw sugar.

Systems of Work

Over the period since 1885, when the Bureau conducted its first survey of prison labor, prison-made goods have been produced under six systems of work. A description of the various systems follows.

State-use system.—Under this system, an institution conducts a business of manufacture or other production, but the use or sale of the product is limited to the same institution or to some other State or Federal institution or department. Such other State institution or department may be under the control of the State proper or any of its minor subdivisions. This system also covers the sale of goods to an institution of another State. The principle of the State-use system is to make the prison product available to public institutions but to avoid direct competition with free-labor products.

Public works and ways system.—This system is, in effect, the same as the State-use system, the only difference being in the character of

the work performed. The public works and ways system applies not to consumption goods, but to the construction and repair of prison and other public buildings, roads, parks, bridges and to such kindred work as flood control, reforestation, and land clearance. This work is all of a more or less permanent character as distinguished from purely maintenance and repair work.

State-account system.—Under this system the prison operates a manufacturing business or other productive enterprise and disposes of the product on the general market in competition with goods produced by free labor. If the business is one of manufacturing, the institution buys the raw material, sells the finished product, and assumes the business risks in the same way as a private manufacturer. However, the product may be disposed of in part under the State-use system and in part under the State-account system. To illustrate, part of the flour and bran milled in a prison from wheat it has raised may be consumed within the institution and the rest sold on the open market.

Contract system.—Under this system an outside contractor contracts with the institution for the labor of prisoners at a stipulated amount per capita per day. The institution houses, feeds, and guards the prisoners, and the contractor furnishes the raw materials and generally his own foremen, machinery, and tools.

Piece-price system.—This system differs from the contract system in only one respect: The contractor pays the institution on the basis of an agreed price per unit of product rather than per unit of labor.

Lease system.—Under this system, which is no longer operative in State and Federal prisons, the prison enters into a contract with a lessee who agrees to receive, feed, clothe, house, and guard the prisoners, and to pay the State a stipulated amount per day per man.

Two distinct trends in prison labor are apparent from the Bureau's surveys. First, the systems of work which permitted the exploitation of the prison population for private gain have practically disappeared. Second, the proportion of prisoners productively employed has decreased consistently.

In 1885, 74 percent of the prisoners productively employed were working primarily for the benefit of private contractors. Table 1 indicates the steady decrease in this percentage through the years. The lease system, the most condemned of all, had disappeared by 1923. In 1940 no prisoners were found working under the contract system and less than 1 percent were employed under the piece-price system.

Inversely, the percentage of productively employed prisoners working under those systems wherein the State exerts all control and receives all benefits has risen from 26 percent in 1885 to slightly less than 100 percent in 1940. Moreover, efforts to restrict open-market sales and direct competition with free labor have been reflected in a sharp decrease in the percentage of inmates working under the State-

account system. True, there was an upswing between 1905 and 1914 caused by the understandable and oftentimes necessary efforts of authorities to offset the losses in revenue resulting from the large decrease in the number of prisoners employed under the three contract systems. But as restrictive State statutes began to appear in increasing numbers, it was generally recognized that the complete adoption of the two types of State-use systems should be the ultimate goal. As a result, in 1940 only 12 percent of the productively employed prisoners were engaged in producing goods for sale to other than public institutions and agencies. The percentage of the employed prisoners producing exclusively for public use rose from 26 percent in 1905 to 88 percent in 1940, having jumped 23 percent since 1932.

Unfortunately, this commendable effort to supplant all other systems by the State-use and public works and ways systems has resulted in a very marked decrease in the number of employed prisoners. Whereas in 1885, 75 percent of all prisoners incarcerated in State and Federal prisons were productively employed, in 1940 only 44 percent were so engaged.

TABLE 1.—*Percent of Prisoners Productively Employed in State and Federal Prisons, 1885-1940, Classified by Systems of Work*

Systems of work	Percent of prisoners productively employed						
	1885	1895	1905	1914	1923	1932	1940
All systems.....	100	100	100	100	100	100	100
State-use.....	1 26	1 33	18	22	35	42	59
Public works and ways.....			8	11	19	23	29
State-account.....			21	31	26	19	12
Piece-price.....			8	14	8	6	7	(^{2}) 11
Contract.....	40	34	36	26	12	5	0
Lease.....	26	19	9	4	0	0	0
Percent of all prisoners under sentence, engaged in productive labor.....	75	72	65	(³)	61	52	44

¹ No separation made of State-account, State-use, and public works and ways system in this year.

² Less than 1 percent.

³ Not reported.

The ascendancy of the two types of State-use systems at the expense of those under which goods flow to the open market is strikingly shown in table 2 also. The value of production under the former systems rose from approximately 38 percent to 84 percent of the total between 1923 and 1940, while the value of goods produced under the latter systems declined from a high of 62 percent to a low of 16 percent. Especially significant is the curtailment in the production volume, in the two types of contract shops, to only half of 1 percent of the total value in 1940.

The value of State-use products was 61 percent higher in 1940 than in 1932. The rate of increase was faster during this period than

between 1923 and 1932. A drop of almost \$8,500,000 in the value of road construction in 4 Southern States—Alabama, Florida, Georgia, and Virginia—was primarily responsible for the noticeably large decrease in the value of public works and ways construction between 1932 and 1940.

TABLE 2.—*Value of Production in State and Federal Prisons, 1923, 1932, and 1940, by Systems of Work*

Systems of work	Value of commodities produced			Percent of total value		
	1923	1932	1940	1923	1932	1940
All systems.....	\$76,096,960	\$75,369,471	\$56,731,654	100.0	100.0	100.0
State-use.....	13,753,201	21,260,411	34,159,572	18.1	28.2	60.2
Public works and ways.....	15,331,545	25,159,152	13,448,838	20.1	33.4	23.7
State-account.....	16,421,878	12,367,646	8,823,266	21.6	16.4	15.6
Piece-price.....	12,340,986	10,522,200	299,978	16.2	14.0	0.5
Contract.....	18,249,350	6,060,062	0	24.0	8.0	0.0

Trends in Prison Population, Employment, and Production

The prison population of the State and Federal institutions surveyed increased 88 percent between 1923 and 1932 and 126 percent between 1923 and 1940, according to figures in tables 3 and 4. The corresponding increases since 1923 in the estimated total population of the United States were 12 percent by 1932 and 18 percent by 1940. The number of persons under sentence in these prisons had in 1940 reached a point where it approximated 1 in every 500 of the total population 16 years of age and over.

Despite efforts to spread the work and to establish new outlets for prison products, the indexes of prisoners productively employed and of value of production do not reflect the increases in the number under sentence. In fact, although there was little change in the value of production between 1923 and 1932, the value of 1940 production was only 75 percent of that in 1923.

A greater increase in the number of prisoners productively employed than in the total prison population indicates a more extensive use of available prisoners, but a greater increase in value of output than in number employed denotes a more intensive use of those employed. In State prisons of only two States—New Jersey and Oregon—were there increases between 1932 and 1940 in both the percentage employed and the value of product per employed prisoner. In all other States, either employment failed to keep pace with population or production failed to keep pace with employment.

In every State there were increases in State prison populations between 1923 and 1932 which ranged from 5 percent in Wyoming to

193 percent in the District of Columbia. In 1940 only 2 States—Rhode Island and Wyoming—had fewer State prisoners than in 1923, but 15 States had a smaller penal population than in 1932.

State institutions in 6 States in 1932 and in 15 States in 1940 employed a smaller number of prisoners than they did in 1923. There were 28 States which furnished productive work to fewer inmates in 1940 than in 1932. Between 1923 and 1932, 17 States, led by Idaho, showed a greater percentage increase in prisoners productively employed than in the total under sentence, while between 1923 and 1940 the indexes indicate that only 9 States accomplished this same result.

Losses in the value of products suffered by State prisons in 22 States from 1923 to 1932 were largely offset by the gains made by those in the other States, resulting in a net loss for all State prisons of only 3 percent. The real depression in State prison production is vividly brought to light in the data for 1940; between 1923 and 1940 a loss in total commodity values of over 33 percent was sustained. Production in 1940 was below the 1923 level in 28 States and failed to reach the 1932 volume in 35 States. However, 12 States produced at least 50 percent more in 1940 than in 1923; and for 7 of these—the District of Columbia, Idaho, Louisiana, New Jersey, New Mexico, Oregon, and Texas—the gain was more than 100 percent.

Reference to table 3 reveals that in the period 1923–1940 the State prisons in 13 States suffered production losses of over \$1,000,000 each, which aggregated more than \$31,000,000. Gains of over \$1,000,000 each occurred in North Carolina, Louisiana, and Texas.

The total inmate population of the Federal prisons covered in the 1940 survey was almost 3½ times that of the Federal prisons covered in 1923, but the number of prisoners productively employed rose only 95 percent in the same period. However, the value of product per employed prisoner increased to such an extent that there was a gain in total value of 219 percent between 1923 and 1940. The value of product per employed prisoner in 1940 was almost 80 percent higher in Federal than in State institutions.

Data in table 3 show the great expansion in the number and locations of Federal institutions since 1923. In that year there were included in the survey 3 prisons in 3 States, in 1932 there were 12 prisons located in 9 States, and in 1940 there were 25 prisons distributed among 20 States. In consequence of this extensive building program, there have been numerous transfers of prisoners and changes in production facilities. Indexes by States under these circumstances lack significance and have accordingly been excluded from table 4.

TABLE 3.—Prisoners Under Sentence and Productively Employed, and Value of Production in State and Federal Prisons, by State, 1923, 1932, and 1940

State	Average number of prisoners under sentence			Average number of prisoners productively employed			Value of commodities produced		
	1923	1932	1940	1923	1932	1940	1923	1932	1940
Total, State and Federal prisons.....	84,761	158,947	191,776	51,799	82,276	83,515	\$76,096,960	\$75,369,471	\$56,731,654
State prisons									
All States.....	79,350	145,421	173,284	48,336	77,267	76,775	\$73,668,879	\$71,306,061	\$48,995,818
Alabama.....	2,988	4,837	6,940	2,553	3,763	5,002	6,153,387	5,525,751	2,595,089
Arizona.....	383	591	812	56	225	206	69,573	262,116	120,404
Arkansas.....	1,295	1,425	2,161	1,053	867	1,313	300,623	232,409	427,649
California.....	3,841	7,675	8,843	2,541	4,394	4,705	1,463,332	2,651,567	1,760,266
Colorado.....	1,003	1,369	1,690	795	354	773	922,378	137,187	412,202
Connecticut.....	916	1,378	1,198	528	738	392	2,421,119	698,804	371,935
Delaware.....	350	527	501	245	312	183	431,661	226,018	68,394
District of Columbia.....	539	1,580	2,909	220	676	1,166	297,479	712,020	747,500
Florida.....	1,426	2,786	3,691	1,028	1,739	2,423	2,199,796	2,205,647	869,964
Georgia.....	3,822	4,197	5,035	3,698	3,328	3,222	5,084,188	4,962,727	1,373,678
Idaho.....	280	307	406	42	203	60	20,045	198,613	40,824
Illinois.....	4,450	10,453	12,776	2,531	4,577	3,773	1,320,687	2,030,032	1,583,135
Indiana.....	2,946	6,309	5,765	1,369	3,780	2,517	1,702,369	2,233,989	1,642,653
Iowa.....	1,851	2,904	2,580	1,400	1,988	1,173	2,051,389	2,721,769	855,355
Kansas.....	1,225	2,731	2,485	881	1,326	999	807,453	657,364	488,943
Kentucky.....	2,043	3,575	4,731	1,695	2,407	442	6,961,220	3,115,445	441,802
Louisiana.....	1,596	2,782	3,127	1,110	1,644	1,980	257,992	979,230	1,335,900
Maine.....	338	515	691	278	152	407	454,154	33,435	141,865
Maryland.....	1,495	2,586	2,856	1,212	1,841	906	2,771,143	2,099,867	1,034,613
Massachusetts.....	1,864	3,586	4,135	966	1,781	1,801	1,161,921	2,002,267	1,830,223
Michigan.....	3,881	9,735	9,187	2,110	4,164	2,294	3,637,829	4,203,736	1,879,327
Minnesota.....	1,488	2,449	2,638	875	1,321	1,362	2,064,253	2,989,332	3,299,415
Mississippi.....	1,572	2,194	2,610	1,252	1,370	2,058	779,571	393,663	639,066
Missouri.....	2,828	4,981	4,482	1,813	2,222	1,424	4,426,097	3,103,964	1,387,709
Montana.....	340	615	523	119	107	120	71,874	194,853	78,506
Nebraska.....	805	1,212	1,140	627	830	512	677,947	866,226	527,100
Nevada.....	147	255	260	30	74	17	22,769	71,473	16,549
New Hampshire.....	138	179	267	100	140	205	218,000	181,577	127,287
New Jersey.....	1,850	3,349	3,633	503	1,421	1,397	409,363	1,210,588	1,224,044
New Mexico.....	399	560	657	193	263	274	37,175	59,217	85,242
New York.....	6,512	11,485	16,906	2,395	4,321	4,315	1,789,397	3,780,581	2,712,861
North Carolina ¹	1,102	2,877	9,748	935	1,834	7,930	1,638,233	805,211	3,265,842
North Dakota.....	220	417	308	122	197	172	374,448	366,067	354,496
Ohio.....	4,128	8,941	9,669	1,751	3,886	3,256	1,323,291	2,290,190	1,626,360
Oklahoma.....	2,051	4,117	4,087	1,271	2,064	2,108	1,940,710	979,592	1,234,364
Oregon.....	424	851	1,033	163	352	453	129,402	265,301	524,593
Pennsylvania.....	4,336	6,314	7,054	987	2,148	2,269	1,148,163	2,492,075	1,958,508
Rhode Island.....	570	657	416	329	421	127	1,458,471	464,788	70,519
South Carolina.....	537	1,142	1,376	452	459	505	381,302	393,797	393,586
South Dakota.....	309	524	399	232	405	138	267,731	528,415	241,472
Tennessee.....	1,691	2,941	3,254	1,359	2,063	1,871	2,120,055	1,609,161	1,124,486
Texas.....	3,744	5,550	6,687	2,749	4,462	4,138	925,291	1,371,572	3,145,725
Utah.....	188	312	412	39	37	135	86,847	16,573	89,912
Vermont.....	344	430	364	243	266	140	615,280	291,816	114,271
Virginia.....	1,439	3,719	4,404	857	2,944	3,460	2,303,610	3,828,290	2,180,105
Washington.....	1,094	1,976	2,269	302	566	875	215,604	368,684	320,051
West Virginia.....	1,625	2,642	2,712	1,281	1,555	921	2,879,329	2,592,545	1,195,138
Wisconsin.....	1,188	2,554	3,063	782	1,502	1,262	2,558,562	1,565,052	919,813
Wyoming.....	399	420	394	264	278	194	1,716,325	259,565	117,077
Federal prisons									
All States ²	5,411	13,526	18,492	3,463	5,009	6,740	\$2,428,081	\$4,063,410	\$7,735,836
Alabama.....	-----	-----	208	-----	-----	12	-----	-----	22,850
Arizona.....	-----	-----	151	-----	-----	92	-----	-----	219,189
California.....	-----	529	826	-----	199	223	-----	194,064	170,787
Florida.....	-----	-----	259	-----	-----	142	-----	-----	123,716
Georgia.....	2,479	3,526	3,112	2,066	1,626	1,399	1,992,779	1,566,898	2,036,977
Idaho.....	-----	-----	145	-----	-----	88	-----	-----	68,061
Kansas.....	2,454	4,993	4,092	1,270	1,440	1,614	283,943	1,236,758	2,404,926

See footnotes at end of table.

TABLE 3.—Prisoners Under Sentence and Productively Employed, and Value of Production in State and Federal Prisons, by State, 1923, 1932, and 1940—Continued

State	Average number of prisoners under sentence			Average number of prisoners productively employed			Value of commodities produced		
	1923	1932	1940	1923	1932	1940	1923	1932	1940
Federal prisons—Continued									
Louisiana.....			397			14			\$11, 107
Michigan.....			586			170			104, 238
Minnesota.....			333			84			47, 015
Missouri.....			794			61			47, 482
New Hampshire.....	301		100	134		2		\$78, 238	842
New York.....			283			53			28, 187
Ohio.....	1, 625		1, 407		666	520		349, 595	458, 106
Oklahoma.....			1, 132			537			541, 950
Pennsylvania.....			1, 570			636			720, 201
South Carolina ³	147			40				29, 137	
Texas.....			507			165			75, 251
Virginia.....		1, 020	832		458	245		131, 430	132, 290
Washington.....	478	943	1, 052	127	285	356	\$151, 359	410, 351	215, 008
West Virginia.....		442	706		161	327		66, 939	307, 653

¹ Road camps not included in 1923 and 1932.² Includes 3 prisons in 3 States in 1923; 12 prisons in 9 States in 1932; and 25 prisons in 20 States in 1940.³ Parris Island discontinued as naval prison in 1933.TABLE 4.—Indexes of Prisoners Under Sentence, Prisoners Productively Employed, and Value of Production in State and Federal Prisons, by State, 1932 and 1940¹

[1923=100.0]

State	Average number of prisoners under sentence		Average number of prisoners productively employed		Value of production	
	1932	1940	1932	1940	1932	1940
Total, State and Federal prisons.....	187.5	226.3	158.8	161.2	99.0	74.6
State prisons.....	183.3	218.4	159.9	158.8	96.8	66.5
Alabama.....	161.9	232.3	147.4	195.9	89.8	42.2
Arizona.....	154.3	212.0	401.8	367.9	376.7	173.1
Arkansas.....	110.0	166.9	82.3	124.7	77.3	142.3
California.....	199.8	230.2	172.9	161.6	181.2	120.3
Colorado.....	136.5	168.5	44.5	97.2	14.9	44.7
Connecticut.....	150.4	130.8	139.8	74.2	28.9	15.4
Delaware.....	150.6	143.1	127.3	74.7	52.4	15.8
District of Columbia.....	293.1	539.7	307.3	530.0	239.4	251.3
Florida.....	195.4	258.8	169.2	235.7	100.3	39.5
Georgia.....	109.8	131.7	90.0	87.1	97.6	27.0
Idaho.....	109.6	145.0	483.3	142.9	990.8	203.7
Illinois.....	234.9	287.1	180.8	149.1	153.7	119.9
Indiana.....	214.2	195.7	276.1	183.9	131.2	96.5
Iowa.....	156.9	139.4	142.0	83.8	132.7	41.7
Kansas.....	222.9	202.9	150.5	113.4	81.4	60.6
Kentucky.....	175.0	231.6	142.0	26.1	44.8	6.3
Louisiana.....	174.3	195.9	148.1	178.4	379.6	517.8
Maine.....	152.4	204.4	54.7	146.4	7.4	31.2
Maryland.....	173.0	191.0	110.6	74.8	75.8	37.3
Massachusetts.....	182.6	210.5	184.4	186.4	172.3	157.5
Michigan.....	287.9	271.7	197.3	108.7	115.6	51.7
Minnesota.....	164.6	177.3	150.9	155.7	112.2	123.8
Mississippi.....	133.8	166.0	109.4	164.4	50.5	82.0
Missouri.....	176.1	158.5	122.6	78.5	70.1	31.4
Montana.....	180.9	153.8	89.9	100.8	271.1	109.2
Nebraska.....	150.6	141.6	132.4	81.7	127.8	77.7
Nevada.....	173.5	176.9	246.7	56.7	313.9	72.7
New Hampshire.....	129.7	193.5	140.0	205.0	85.6	58.4
New Jersey.....	181.0	196.4	282.5	277.7	295.7	299.0
New Mexico.....	140.4	164.7	136.3	142.0	159.3	229.3

See footnotes at end of table.

TABLE 4.—Indexes of Prisoners Under Sentence, Prisoners Productively Employed, and Value of Production in State and Federal Prisons, by State, 1932 and 1940¹—Continued

State	Average number of prisoners under sentence		Average number of prisoners productively employed		Value of production	
	1932	1940	1932	1940	1932	1940
State prisons—Continued.						
New York	176.4	259.6	180.4	180.2	211.3	151.6
North Carolina ²	261.1	884.6	196.1	848.1	49.2	199.4
North Dakota	189.5	140.0	161.5	141.0	116.7	94.7
Ohio	216.6	234.2	221.9	186.0	173.1	122.9
Oklahoma	200.7	199.3	162.4	165.9	50.5	63.6
Oregon	200.7	243.6	216.0	277.9	205.0	405.4
Pennsylvania	145.6	162.7	217.6	229.9	217.0	170.6
Rhode Island	115.3	73.0	128.0	38.6	31.9	4.8
South Carolina	212.7	256.2	101.5	111.7	103.3	103.2
South Dakota	169.6	129.1	174.6	59.5	197.4	90.2
Tennessee	173.9	192.4	151.8	137.7	75.9	53.0
Texas	159.8	192.5	162.3	150.5	148.2	340.0
Utah	166.0	219.1	94.9	346.2	19.1	103.5
Vermont	125.0	105.8	109.5	57.6	47.4	18.6
Virginia	258.4	306.0	343.5	403.7	166.2	94.6
Washington	180.6	207.4	187.4	289.7	171.0	148.4
West Virginia	160.6	164.9	121.4	71.9	90.0	41.5
Wisconsin	215.0	257.8	192.1	161.4	61.2	36.0
Wyoming	105.3	98.7	105.3	73.5	15.1	6.8
Federal prisons	250.0	341.7	144.6	194.6	167.4	318.6

¹ Computed from figures in table 3.² Road camps not included in 1923 and 1932.

Employment Status of Prisoners

Of 173,284 State prisoners under sentence in 1940, 76,775, or 44 percent, were productively employed. This ratio ranged from 7 percent in Nevada to 81 percent in North Carolina. In only 15 of the States shown in table 5 were more than 50 percent of the prisoners employed in this manner. Of these employed prisoners 10,056, or 13 percent, were engaged in producing goods to be sold for State account, this percentage being exceeded in only 20 of the individual States. The piece-price system utilized the services of but 308 prisoners in 2 States—Florida and South Carolina.

In Federal prisons 36 percent of the 18,492 inmates were assigned to productive work, all of which was carried on under the State-use and public works and ways systems.

Prison duties or maintenance work were assigned to 35 percent of all State prisoners in 1940, as compared with 47 percent of those in Federal prisons. Various authorities estimate that in the average penal institution, not more than 25 percent of the inmates are actually needed for this type of work.

Some form of supervised schooling was reported in the State prisons of 37 States and in the Federal institutions of 8 States in 1940. Although 7 percent of all State prisoners attended school, only about 1 percent of the Federal prisoners did. These data include only those convicts to whom school was a major daily assignment. In addition,

many prisoners in both State and Federal prisons subscribe to correspondence-school courses which may also be used by other inmates.

The proportion of idle prisoners was twice as high in State as in Federal institutions in 1940, the percentages being 6 and 3, respectively. On the other hand, 13 percent of all Federal prisoners were sick or otherwise unavailable for work as contrasted with 8 percent of all State prisoners.

TABLE 5.—*Employment Status of Prisoners in State and Federal Prisons, by State, 1940*

State	Average number of prisoners under sentence									
	Total	Productively employed under indicated systems of work					Engaged in prison duties	At-tending school	Sick or otherwise un-available	Idle
		Total employed	State-use	Public works and ways	State-account	Piece-price				
Total, State and Federal prisons.....	191,776	83,515	48,814	24,337	10,056	308	68,894	11,868	16,519	10,980
	State prisons									
All States.....	173,284	76,775	44,345	22,066	10,056	308	60,268	11,673	14,127	10,441
Alabama.....	6,940	5,002	1,690	2,465	847		1,601		333	4
Arizona.....	812	206	152	54			516	24	66	
Arkansas.....	2,161	1,313	699	34	580		560	11	277	
California.....	8,843	4,105	2,176	691	1,288		4,277	30	342	89
Colorado.....	1,690	773	605	81	87		696	31	70	120
Connecticut.....	1,198	392	359	11	22		644	108	49	5
Delaware.....	501	183	121	10	52		259		59	
District of Columbia.....	2,909	1,166	937	229			1,461		282	
Florida.....	3,691	2,423	369	1,966	20	68	541	93	634	
Georgia.....	5,035	3,222	294	2,893	35		1,428	4	381	
Idaho.....	406	60	57		3		120	42	21	163
Illinois.....	12,776	3,773	3,327	119	327		6,701	968	821	513
Indiana.....	5,765	2,517	1,989	107	421		2,474	87	614	73
Iowa.....	2,580	1,173	880	106	187		1,129	123	143	12
Kansas.....	2,485	999	851	4	144		1,309	66	106	5
Kentucky.....	4,731	442	311	119	12		1,324	1,102	102	1,761
Louisiana.....	3,127	1,980	1,478	7	432		1,019		128	
Maine.....	691	407	271	8	128		221		43	20
Maryland.....	2,856	906	630	273	3		658	339	200	753
Massachusetts.....	4,135	1,801	1,801				1,743	248	308	35
Michigan.....	9,187	2,294	2,100	12	182		3,574	1,795	949	575
Minnesota.....	2,638	1,362	427	49	886		910	254	104	8
Mississippi.....	2,610	2,058	730		1,328		358		194	
Missouri.....	4,482	1,424	783	84	557		1,838	98	410	712
Montana.....	523	120	120				274	82	47	
Nebraska.....	1,140	512	441	60	11		361	125	30	112
Nevada.....	290	17	17				101	8	15	119
New Hampshire.....	267	205	201	3	1		57		5	
New Jersey.....	3,633	1,397	1,326	71			1,498	182	274	282
New Mexico.....	657	274	175	10	89		223		12	148
New York.....	16,906	4,315	3,676	639			6,262	2,581	2,354	1,394
North Carolina.....	9,748	7,930	695	7,202	33		1,118		700	
North Dakota.....	308	172	71	17	84		91		11	34
Ohio.....	9,669	3,256	3,212	14	30		3,201	979	1,998	235
Oklahoma.....	4,087	2,108	1,862	58	188		1,664	149	166	
Oregon.....	1,033	453	183	77	193		443		27	110
Pennsylvania.....	7,054	2,269	1,935	334			2,206	1,554	330	695
Rhode Island.....	416	127	127				214	16	24	35
South Carolina.....	1,376	505	200		65	240	472	33	140	226
South Dakota.....	399	138	41	40	57		98	18	20	125
Tennessee.....	3,254	1,871	1,266	595	10		920	162	100	201
Texas.....	6,687	4,138	2,658	215	1,265		2,036	20	493	
Utah.....	412	135	74	57	4		123	29	20	105
Vermont.....	364	140	112		28		79	6	33	106
Virginia.....	4,404	3,460	1,009	2,393	58		726	3	215	
Washington.....	2,269	875	715	158	2		951	16	160	267
West Virginia.....	2,712	921	212	709			475		166	1,150
Wisconsin.....	3,063	1,262	886	20	356		1,179	277	127	218
Wyoming.....	394	194	94	9	91		135	10	24	31

TABLE 5.—*Employment Status of Prisoners in State and Federal Prisons, by State, 1940—Continued*

State	Average number of prisoners under sentence									
	Total	Productively employed under indicated systems of work					Engaged in prison duties	At-tending school	Sick or otherwise un-available	Idle
		Total employed	State-use	Public works and ways	State-account	Piece-price				
	Federal prisons									
All States.....	18,492	6,740	4,469	2,271			8,626	195	2,392	539
Alabama.....	208	12		12			172		20	4
Arizona.....	151	92		92			54		4	1
California.....	826	223	146	77			472		115	16
Florida.....	259	142	17	125			79		38	
Georgia.....	3,112	1,399	1,181	218			1,189	4	319	201
Idaho.....	145	88	11	77			42		13	2
Kansas.....	4,092	1,614	1,374	240			1,906	40	508	24
Louisiana.....	397	14	14				221	120	37	5
Michigan.....	586	170	114	56			260		156	
Minnesota.....	333	84		84			210		38	1
Missouri.....	794	61	18	43			494	7	217	15
New Hampshire.....	100	2	2				63		3	32
New York.....	283	53	53				129		49	52
Ohio.....	1,407	520	323	197			697		172	18
Oklahoma.....	1,132	537	209	328			458	4	106	27
Pennsylvania.....	1,570	636	465	171			751	14	166	3
Texas.....	507	165	87	78			249	1	47	45
Virginia.....	832	245	90	155			389	5	117	76
Washington.....	1,052	356	151	205			473		210	13
West Virginia.....	706	327	214	113			318		57	4

Productive Employment in Relation to Sex of Prisoners

Productive employment was less common for female than for male prisoners in State institutions in 1940. As shown by figures in table 6, only 26 percent of the females in State prisons were productively employed, whereas 45 percent of the male prisoners were so engaged. Of the 54 State institutions housing women, 23 provided no productive work. However, in 6 States—Alabama, Iowa, Nebraska, Texas, Vermont, and Wisconsin—the percentage of women employed exceeded the average ratio for men by 45 percent.

The Virginia State Penitentiary and Convict Road Force—with 83 percent—led all State institutions in the ratio of men employed. It was followed closely by 6 other prisons in each of which more than three-fourths of the male prisoners were productively engaged. The institutions for the criminally insane, owing to the natural limitations placed upon them, employed the lowest percentages of inmates.

In Federal prisons the ratio of females productively employed (37.1 percent) slightly exceeded that of males (36.4 percent). Only 2 Federal institutions reported woman prisoners, however. Of the individual prisons, the Federal Prison Camp at Mill Point, W. Va., furnished employment to the greatest percentage of inmates, while the U. S. Naval Prison at Portsmouth, N. H., employed only 2 men out of a total of 100.

TABLE 6.—Prisoners Productively Employed in Individual State and Federal Prisons, 1940, by Sex

State and institution	Average number of prisoners under sentence					
	Males			Females		
	Total	Productively employed		Total	Productively employed	
		Number	Per-cent of total		Number	Per-cent of total
Total, State and Federal prisons.....	184,527	81,534	44.2	7,249	1,981	27.3
State prisons						
All State institutions.....	166,650	75,022	45.0	6,634	1,753	26.4
Alabama: State Prison System.....	6,575	4,745	72.2	365	257	70.4
Arizona: State Prison.....	806	206	25.6	6	0	0.0
Arkansas:						
State Penitentiary.....	2,023	1,313	64.9	42	0	0.0
Reformatory for Women.....				96	0	0.0
California:						
State Prison at Folsom.....	3,058	1,204	39.4			
State Prison at San Quentin.....	5,594	2,835	50.7			
State Institution for Women.....				191	66	34.6
Colorado:						
State Penitentiary.....	1,446	637	40.5	20	0	0.0
State Reformatory.....	224	136	60.7			
Connecticut:						
State Prison and Farm for Women.....				207	66	31.9
State Prison.....	717	222	31.0			
State Reformatory.....	274	104	38.0			
Delaware:						
Sussex County Prison.....	114	70	61.4	5	0	0.0
New Castle County Workhouse.....	359	105	29.2	23	8	34.8
District of Columbia: D. C. Penal Institutions.....	2,744	1,145	41.7	165	21	12.7
Florida: State Prison.....	3,534	2,361	66.8	157	62	39.5
Georgia: State Prison System.....	4,858	3,222	66.3	177	0	0.0
Idaho: State Penitentiary.....	398	60	15.1	8	0	0.0
Illinois:						
State Penitentiary.....	5,847	1,491	25.5			
State Penitentiary, Menard Branch.....	3,018	1,013	33.6			
State Penitentiary, Pontiac Branch.....	2,535	792	31.2			
State Reformatory for Women.....				260	111	42.7
State Farm.....	1,116	366	32.8			
Indiana:						
State Reformatory.....	1,792	801	44.7			
State Prison.....	2,650	935	35.3			
Women's Prison.....				131	21	16.0
State Farm.....	1,192	760	63.8			
Iowa:						
The Men's Reformatory.....	1,119	452	40.4			
State Penitentiary.....	1,390	675	48.6			
Women's Reformatory.....				71	46	64.8
Kansas:						
State Industrial Reformatory.....	625	170	27.2			
State Penitentiary.....	1,785	817	45.8			
State Industrial Farm for Women.....				75	12	16.0
Kentucky:						
State Reformatory.....	3,089	278	9.0			
State Penitentiary.....	1,529	158	10.3			
State Reformatory (Women).....				113	6	5.3
Louisiana: State Penitentiary.....	2,997	1,926	64.3	130	54	41.5
Maine:						
State Prison.....	431	351	81.4			
State Reformatory for Men.....	136	38	27.9			
State Reformatory for Women.....				124	18	14.5
Maryland:						
House of Correction.....	1,262	278	22.0	84	0	0.0
State Penitentiary.....	1,156	346	29.9	1	0	0.0
State Penal Farm.....	353	282	79.9			
Massachusetts:						
Reformatory for Men.....	992	460	46.4			
Reformatory for Women.....				369	109	29.5
State Prison.....	819	556	67.9			
State Prison Colony.....	858	349	40.7			
State Farm.....	1,097	327	29.8			

TABLE 6.—Prisoners Productively Employed in Individual State and Federal Prisons, 1940, by Sex—Continued

State and institution	Average number of prisoners under sentence					
	Males			Females		
	Total	Productively employed		Total	Productively employed	
		Number	Per cent of total		Number	Per cent of total
State prisons—Continued						
Michigan:						
State Reformatory	1,328	401	30.2			
State Prison of Southern Michigan	5,427	1,385	25.5			
State House of Correction and Branch Prison	765	137	17.9			
Detroit House of Correction	429	226	52.7	272	92	33.8
Tonia State Hospital	883	53	6.0	83	0	0.0
Minnesota:						
State Prison	1,341	994	74.1			
State Reformatory	1,226	342	27.9			
State Reformatory for Women				71	26	36.6
Mississippi: State Penitentiary	2,489	2,011	80.8	121	47	38.8
Missouri:						
State Penitentiary	3,923	1,252	31.9	76	0	0.0
Intermediate Reformatory for Young Men	483	172	35.6			
Montana: State Prison	518	120	23.2	5	0	0.0
Nebraska:						
State Penitentiary	708	270	38.1			
State Reformatory for Men	235	135	57.4			
State Reformatory for Women				40	21	52.5
Genoa State Farm						
Nevada: State Prison	157	86	54.8			
Nevada: State Prison	259	17	6.6	1	0	0.0
New Hampshire: State Prison	263	205	77.9	4	0	0.0
New Jersey:						
State Prison	1,160	355	30.6			
State Prison Farm—Bordentown	577	168	29.1			
State Prison Farm—Leesburg	235	110	47.2			
State Reformatory for Women				311	128	41.2
State Reformatory—Rahway	874	432	49.4			
State Reformatory—Annandale	478	204	42.7			
New Mexico: Penitentiary of New Mexico	652	274	42.0	5	0	0.0
New York:						
Albion State Training School				397	51	12.8
Attica Prison	2,230	788	35.3			
Auburn Prison	1,675	689	39.9			
Clinton Prison	2,073	684	33.0			
Dannemora State Hospital	546	24	4.4			
Elmira Reformatory	1,686	248	14.7			
Great Meadow Prison	1,418	284	20.0			
Institution for Male Defective Delinquents	1,006	240	23.9			
Matteawan State Hospital	1,296	65	5.0	210	0	0.0
Sing Sing Prison	2,764	1,049	38.0			
Walkkill Prison	454	54	11.9			
Westfield State Farm (Reformatory for Women)				268	26	9.7
Westfield State Farm (Prison for Women)				209	63	30.1
Woodbourne Institution for Defective Delinquents	674	70	10.4			
North Carolina: State Prison System	9,549	7,857	82.3	199	73	36.7
North Dakota: State Penitentiary	308	172	55.8			
Ohio:						
Reformatory for Women				271	46	17.0
State Penitentiary	3,816	1,186	31.1			
State Reformatory	2,764	1,168	42.3			
London State Farm	1,672	689	41.2			
Lima State Hospital	980	149	15.2	166	18	10.8
Oklahoma:						
State Penitentiary	3,305	1,701	51.5	81	0	0.0
State Reformatory	701	407	58.1			
Oregon: State Penitentiary	1,022	453	44.3	11	0	0.0
Pennsylvania:						
Eastern State Penitentiary	1,290	344	26.7			
New Eastern State Penitentiary	1,966	504	25.6			
Industrial School	1,348	340	25.2			
Western State Penitentiary	1,169	426	36.4			
New Western State Penitentiary	992	572	57.7			
State Industrial Home for Women				289	83	28.7
Rhode Island:						
Reformatory for Women				22	0	0.0
State Prison	270	100	37.0			
Reformatory for Men	124	27	21.8			

TABLE 6.—Prisoners Productively Employed in Individual State and Federal Prisons, 1940, by Sex—Continued

State and institution	Average number of prisoners under sentence					
	Males			Females		
	Total	Productively employed		Total	Productively employed	
		Number	Per cent of total		Number	Per cent of total
State prisons—Continued						
South Carolina: State Penitentiary	1,281	505	39.4	95	0	0.0
South Dakota: State Penitentiary	399	138	34.6			
Tennessee:						
State Penitentiary	1,842	906	49.2	109	33	30.3
Brushy Mountain Penitentiary	866	584	67.4			
Ft. Pillow State Farm	437	348	79.6			
Texas: State Prison System	6,565	4,049	61.7	122	89	73.0
Utah: State Prison	412	135	32.8			
Vermont:						
State Prison and House of Correction for Men	335	124	37.0			
Women's Reformatory				29	16	55.2
Virginia:						
State Industrial Farm for Women				143	37	25.9
State Penitentiary and Convict Road Force	3,810	3,178	83.4			
State Farm	451	245	54.3			
Washington:						
State Penitentiary	1,577	549	34.8	29	0	0.0
State Reformatory	663	326	49.2			
West Virginia:						
State Penitentiary	2,484	816	32.9	77	0	0.0
State Medium Security Prison	151	105	69.5			
Wisconsin:						
Central State Hospital for the Insane	315	45	14.3			
State Prison for Women				96	47	49.0
State Prison	1,673	746	44.6			
State Reformatory	552	255	46.2			
Milwaukee County House of Correction	425	169	39.8	2	0	0.0
Wyoming:						
State Penitentiary	314	154	49.0			
Industrial Institute	80	40	50.0			
Federal prisons						
All Federal institutions	17,877	6,512	36.4	615	228	37.1
Alabama: Federal Prison Camp	208	12	5.8			
Arizona: Federal Prison Camp	151	92	60.9			
California:						
Federal Correctional Institution	422	75	17.8	60	14	23.3
U. S. Naval Prison	60	14	23.3			
U. S. Penitentiary	284	120	42.3			
Florida: Federal Correctional Institution	259	142	54.8			
Georgia: U. S. Penitentiary	3,112	1,399	45.0			
Idaho: Federal Prison Camp	145	88	60.7			
Kansas:						
U. S. Penitentiary	2,966	1,463	49.3			
U. S. Penitentiary Annex	1,126	151	13.4			
Louisiana: Federal Detention Headquarters	397	14	3.5			
Michigan: Federal Correctional Institution	586	170	29.0			
Minnesota: Federal Correctional Institution	333	84	25.2			
Missouri: Medical Center for Federal Prisoners	794	61	7.7			
New Hampshire: U. S. Naval Prison	100	2	2.0			
New York: Federal Detention Headquarters	283	53	18.7			
Ohio: Federal Reformatory	1,407	520	37.0			
Oklahoma: Federal Reformatory	1,132	537	47.4			
Pennsylvania: U. S. Penitentiary	1,570	636	40.5			
Texas: Federal Correctional Institution	507	165	32.5			
Virginia: Federal Reformatory	832	245	29.4			
Washington:						
Federal Prison Camp	96	0	0.0			
U. S. Penitentiary	956	356	37.2			
West Virginia:						
Federal Prison Camp	151	113	74.8			
Federal Reformatory for Women				555	214	38.6

Scheduled Weekly Working Hours

The term "working hours," as used in this survey, means the total number of hours per week that a prisoner remains at his assigned post of duty. In most cases, he actually works to some purpose all of these hours. In some instances, however, the prisoner may be engaged at his duties only a part of the assigned hours. For example, although dairymen and poultry tenders may have widely separated starting and stopping times, there may be intervals during the day when they will be caught up with their duties and will have leisure time. Sometimes, in an effort to spread the work, the number of prisoners assigned to a given shop will exceed the amount of machine equipment available for their use. In such cases the men take turns at tending the machinery.

Hours worked by productively employed prisoners tended to be lower in 1940 than in 1932. In 1940, 60 percent of the employed prisoners in State and Federal institutions worked 44 hours or less per week; in 1932 this percentage was 55. Table 7 shows that in 1932 the greatest concentration of prisoners (44 percent) was in the range of hours from 44 to 48, inclusive, but in 1940 almost an equally large proportion worked from 36 to 44 hours, inclusive. In 1932, 22 percent of the prisoners were assigned to work for 60 hours or more per week; in 1940 the proportion with these hours had dwindled to 5 percent.

Since State prisons housed over nine-tenths of all productively employed prisoners in both 1932 and 1940, they established the trend in hours of work observed above for all prisons. In State institutions the greatest concentration of prisoners in 1940 (41 percent) appeared in the range from 36 to 44 hours, inclusive, although another noticeably large group (25 percent) worked 49 but less than 54 hours per week.

During the period 1932-1940 there was a notable reduction in the working hours of Federal prisoners. Whereas in 1932, 67 percent of the productively employed worked 44 hours or more, in 1940, 97 percent worked less than 44 hours.

TABLE 7.—*Scheduled Weekly Working Hours of Prisoners Productively Employed in State and Federal Prisons, 1932 and 1940*

Scheduled hours per week	1932		1940	
	Average number productively employed	Percent	Average number productively employed	Percent
State and Federal prisons.....	82,276	100.0	83,515	100.0
Under 24 hours.....	1,099	1.4	173	.2
24 and under 32 hours.....	1,343	1.6	6,854	8.2
32 and under 36 hours.....	6,838	8.3	6,642	8.0
36 and under 40 hours.....	4,134	5.0	8,899	10.7

TABLE 7.—Scheduled Weekly Working Hours of Prisoners Productively Employed in State and Federal Prisons, 1932 and 1940—Continued

Scheduled hours per week	1932		1940	
	Average number productively employed	Percent	Average number productively employed	Percent
State and Federal prisons—Continued.				
40 and under 44 hours	6,407	7.8	17,663	21.1
44 hours	25,680	31.2	9,427	11.3
45 and under 48 hours	1,969	2.4	1,094	1.3
48 hours	8,246	10.0	2,087	2.5
49 and under 54 hours	1,366	1.7	19,031	22.8
54 hours	5,194	6.3	508	.6
55 and under 60 hours	2,101	2.6	6,773	8.1
60 hours	17,869	21.7	4,245	5.1
Over 60 hours	30	(1)	119	.1
State prisons				
Under 24 hours	77,267	100.0	76,775	100.0
24 and under 32 hours	1,099	1.4	6,173	.2
32 and under 36 hours	1,843	1.7	6,151	8.0
36 and under 40 hours	6,858	8.9	5,488	7.1
40 and under 44 hours	3,870	5.0	7,829	10.2
44 hours	5,923	6.5	14,081	18.3
45 and under 48 hours	22,572	29.2	9,427	12.3
48 hours	1,969	2.6	863	1.1
49 and under 54 hours	8,206	10.6	2,087	2.7
54 hours	1,193	1.6	19,031	24.9
55 and under 60 hours	5,181	6.7	508	.7
60 hours	2,074	2.7	6,773	8.8
Over 60 hours	17,869	23.1	4,245	5.5
	30	(1)	119	.2
Federal prisons				
24 and under 32 hours	5,009	100.0	6,740	100.0
32 and under 36 hours			703	10.4
36 and under 40 hours			1,154	17.1
40 and under 44 hours	264	5.3	1,070	15.9
44 hours	1,384	27.6	3,582	53.2
45 and under 48 hours	3,108	62.0		
48 hours	40	.8	231	3.4
49 and under 54 hours	173	3.5		
54 hours	13	.3		
55 and under 60 hours	27	.5		
60 hours				
Over 60 hours				

¹ Less than a tenth of 1 percent.

Examination of table 8 indicates that in 38 States the majority of the productively employed prisoners in State institutions worked 44 hours or less per week in 1940. In 10 other States more than 88 percent of the prisoners were assigned working hours in excess of 48. Most of the latter were employed on farms. It is apparent from the wide distribution of hours that in most cases there has been very little attempt to establish any uniformity of hours even within a State. In general, shop workers are assigned relatively short hours and road and farm workers receive the longer tours of duty. Reports showed variations in hours among the different shops of individual prisons and, in some States, among comparable shops in separate prisons.

Data covering Federal prisons, on the other hand, reflect a policy of uniformity in hours. In most cases, all prisoners in a State worked identical hours in 1940. The small groups in Georgia and Pennsylvania assigned to more than 44 hours were employed on farms.

TABLE 8.—Percentage Distribution of Prisoners Productively Employed in State and Federal Prisons, by State and Scheduled Hours per Week, 1940

State	Average number of prisoners productively employed	Percent of prisoners whose scheduled weekly working hours were—													
		Under 24	24 and under 32	32 and under 36	36 and under 40	40 and under 44	44	45 and under 48	48	49 and under 54	54	55 and under 60	60	Over 60	Total
State and Federal prisons.....	83,515	0.2	8.2	8.0	10.7	21.1	11.3	1.3	2.5	22.8	0.6	8.1	5.1	0.1	100.0
State prisons															
All States.....	76,775	0.2	8.0	7.1	10.2	18.3	12.3	1.1	2.7	24.9	0.7	8.8	5.5	0.2	100.0
Alabama.....	5,002				2.7	2.4	.7			94.2					100.0
Arizona.....	206		87.9				9.2								100.0
Arkansas.....	1,313			.8						99.2					100.0
California.....	4,105	3.9	47.8		29.8	5.4			13.1						100.0
Colorado.....	773	1.6		80.8			17.6								100.0
Connecticut.....	392			41.6	24.2	7.1	11.5		.3	9.7		2.0		3.6	100.0
Delaware.....	183					26.8	35.0					38.2			100.0
District of Columbia.....	1,166			1.8	98.2										100.0
Florida.....	2,423										.3	99.7			100.0
Georgia.....	3,222											100.0			100.0
Idaho.....	60								11.7				88.3		100.0
Illinois.....	3,773		64.5	(1)		28.2			4.8	1.6		.4		.5	100.0
Indiana.....	2,517		.8	31.2	28.6	35.5			3.0					.9	100.0
Iowa.....	1,173			24.3		43.3			32.4						100.0
Kansas.....	999		28.4		1.0	50.0	15.0	.3	5.3						100.0
Kentucky.....	442					35.7			64.3						100.0
Louisiana.....	1,980									100.0					100.0
Maine.....	407				80.4	8.8			2.0	6.1		2.7			100.0
Maryland.....	906						57.3			39.8				2.9	100.0
Massachusetts.....	1,801		23.1	1.7	17.3	53.2	2.1	.8		.6		.6	.6		100.0
Michigan.....	2,294				4.1	59.3		1.8	9.2			21.2	4.4		100.0
Minnesota.....	1,362				18.4	72.9	1.9				6.8				100.0
Mississippi.....	2,058								2.3	97.7					100.0
Missouri.....	1,424					87.9	12.1								100.0
Montana.....	120					64.2			35.8						100.0
Nebraska.....	512					55.3	16.8			20.7		7.2			100.0
Nevada.....	17		100.0												100.0
New Hampshire.....	205				11.7	88.3									100.0
New Jersey.....	1,397					74.7		6.2	.5	14.2		3.2		1.2	100.0
New Mexico.....	274			100.0											100.0
New York.....	4,315		10.4	50.5	35.2	.3	1.2		.9	.4		.9		.2	100.0
North Carolina.....	7,930						.3			99.7					100.0
North Dakota.....	172											100.0			100.0
Ohio.....	3,256		1.9	3.2	38.1	56.8									100.0
Oklahoma.....	2,108						100.0								100.0
Oregon.....	453				43.3		56.7								100.0
Pennsylvania.....	2,269		.2	34.0	12.0	20.5	3.4	29.9							100.0
Rhode Island.....	127				74.8	18.9				1.6				4.7	100.0
South Carolina.....	505			20.0		32.9				47.1					100.0
South Dakota.....	138						100.0								100.0
Tennessee.....	1,871					12.2	68.9		.3		18.6				100.0
Texas.....	4,138									1.4			98.6		100.0
Utah.....	135			100.0											100.0
Vermont.....	140				40.7		11.4			5.0	42.9				100.0
Virginia.....	3,460					1.1	88.8		3.0			7.1			100.0
Washington.....	875		37.3			62.7									100.0
West Virginia.....	921					82.2	11.4		6.4						100.0
Wisconsin.....	1,262					20.7	79.3								100.0
Wyoming.....	194				57.2			20.6	22.2						100.0

¹ Less than a tenth of 1 percent.

TABLE 8.—Percentage Distribution of Prisoners Productively Employed in State and Federal Prisons, by State and Scheduled Hours per Week, 1940—Continued

State	Average number of prisoners productively employed	Percent of prisoners whose scheduled weekly working hours were—											Total	
		Under 24	24 and under 32	32 and under 36	36 and under 40	40 and under 44	44	45 and under 48	48	49 and under 54	54	55 and under 60		60
Federal prisons														
All States	6,740	10.4	17.1	15.9	53.2	3.4								100.0
Alabama	12				100.0									100.0
Arizona	92				100.0									100.0
California	223	39.9		53.8	6.3									100.0
Florida	142				100.0									100.0
Georgia	1,399	15.6			72.5	11.9								100.0
Idaho	88			100.0										100.0
Kansas	1,614			13.8	86.2									100.0
Louisiana	14				100.0									100.0
Michigan	170		100.0											100.0
Minnesota	84				100.0									100.0
Missouri	61				37.7	62.3								100.0
New Hampshire	2		100.0											100.0
New York	53		100.0											100.0
Ohio	520		100.0											100.0
Oklahoma	537				100.0									100.0
Pennsylvania	636	26.9		63.0		10.1								100.0
Texas	165		100.0											100.0
Virginia	245				100.0									100.0
Washington	356	63.2	36.8											100.0
West Virginia	327		34.6	12.2	53.2									100.0

Type of Industry

Of all inmates productively employed in State and Federal prisons in 1940, 40 percent were engaged in manufacturing industries, 29 percent in construction activities, 26 percent in farming and kindred land-use work, and 5 percent in mining and quarrying. Although employment in State prisons as a whole followed these ratios closely, there were wide variations among the individual States shown in table 9.

The proportions of prisoners employed at manufacturing in 1940 ranged from 2 percent in North Carolina to 91 percent in Rhode Island. Seven Southern States, with extensive construction and farming programs each utilized less than 12 percent of its prisoners at manufacturing. Only 2 States, Rhode Island and Minnesota, assigned more than 80 percent of their prisoners to this type of work.

North Carolina led all States in 1940 in both the number and percentage of convicts working on construction, practically all of which was road work. Nineteen States reported fewer than 25 men so engaged.

Five Southern States—Alabama, Arkansas, Louisiana, Mississippi, and Texas—dominated the farming picture, each employing more than 1,000 inmates at this pursuit in 1940. Mining and quarrying,

with few exceptions, were rather unimportant insofar as the number of prisoners employed was concerned. Only 3 States—Kansas, Tennessee, and West Virginia—operated coal mines. In other States, such as California, where the man-year quarry production was valued at only \$30 in 1940, prisoners were assigned to the quarry more as a disciplinary or safekeeping measure than as a matter of full-time employment.

Federal prisons operated no mines or quarries, and did relatively little farming and land development in 1940. As a whole, these institutions assigned 52 percent of their employed prisoners to the manufacturing shops and 34 percent to construction work. Georgia and Kansas accounted for 64 percent of all Federal prisoners assigned to manufacturing. Federal prisons in 3 States failed to use prisoners on construction work, and in the remainder an average of 134 convicts per State was engaged in this type of activity.

TABLE 9.—Prisoners Productively Employed in State and Federal Prisons in Each State, Classified by Type of Work, 1940

State	Average number of prisoners productively employed				
	Total	Manufacturing	Construction	Farming and land development	Mining and quarrying
Total, State and Federal prisons.....	83,515	33,640	24,337	21,664	3,874
State prisons					
All States.....	76,775	30,117	22,066	20,718	3,874
Alabama.....	5,002	1,015	2,465	1,522	.....
Arizona.....	206	31	54	121	.....
Arkansas.....	1,313	76	34	1,203	.....
California.....	4,105	2,302	691	312	800
Colorado.....	773	146	81	226	320
Connecticut.....	392	232	11	149	.....
Delaware.....	183	61	10	112	.....
District of Columbia.....	1,166	625	229	312	.....
Florida.....	2,423	176	1,966	281	.....
Georgia.....	3,222	138	2,893	191	.....
Idaho.....	60	7	.....	53	.....
Illinois.....	3,773	2,163	119	619	872
Indiana.....	2,517	1,815	107	410	185
Iowa.....	1,173	713	106	293	61
Kansas.....	999	408	4	176	411
Kentucky.....	442	99	119	161	73
Louisiana.....	1,980	225	70	1,685	.....
Maine.....	407	244	8	70	85
Maryland.....	906	445	273	171	17
Massachusetts.....	1,801	1,408	.....	393	.....
Michigan.....	2,294	1,435	12	847	.....
Minnesota.....	1,362	1,111	49	168	34
Mississippi.....	2,058	68	.....	1,990	.....
Missouri.....	1,424	897	84	344	99
Montana.....	120	78	.....	42	.....
Nebraska.....	512	295	60	157	.....
Nevada.....	17	2	.....	15	.....
New Hampshire.....	205	141	3	21	40
New Jersey.....	1,397	962	71	364	.....
New Mexico.....	274	153	10	111	.....

TABLE 9.—Prisoners Productively Employed in State and Federal Prisons in Each State, Classified by Type of Work, 1940—Continued

State	Average number of prisoners productively employed				
	Total	Manufacturing	Construction	Farming and land development	Mining and quarrying
State prisons—Continued					
New York.....	4,315	3,287	639	330	59
North Carolina.....	7,930	153	7,202	575	-----
North Dakota.....	172	112	17	43	-----
Ohio.....	3,256	2,461	14	781	-----
Oklahoma.....	2,108	1,332	58	593	125
Oregon.....	453	199	77	121	56
Pennsylvania.....	2,269	1,272	334	633	30
Rhode Island.....	127	116	-----	11	-----
South Carolina.....	505	267	-----	238	-----
South Dakota.....	138	70	40	27	1
Tennessee.....	1,871	421	595	438	417
Texas.....	4,138	691	215	3,232	-----
Utah.....	135	45	57	33	-----
Vermont.....	140	68	-----	72	-----
Virginia.....	3,460	669	2,393	340	58
Washington.....	875	525	158	192	-----
West Virginia.....	921	39	709	114	59
Wisconsin.....	1,262	81	20	355	72
Wyoming.....	194	114	9	71	-----
Federal prisons					
All States.....	6,740	3,523	2,271	946	-----
Alabama.....	12	-----	12	-----	-----
Arizona.....	92	-----	92	-----	-----
California.....	223	136	77	10	-----
Florida.....	142	-----	125	17	-----
Georgia.....	1,399	1,014	218	167	-----
Idaho.....	88	11	77	-----	-----
Kansas.....	1,614	1,241	240	133	-----
Louisiana.....	14	14	-----	-----	-----
Michigan.....	170	57	56	57	-----
Minnesota.....	84	-----	84	-----	-----
Missouri.....	61	-----	43	18	-----
Maine.....	2	2	-----	-----	-----
New York.....	53	53	-----	-----	-----
Ohio.....	520	235	197	88	-----
Oklahoma.....	537	159	328	50	-----
Pennsylvania.....	636	401	171	64	-----
Texas.....	165	1	78	86	-----
Virginia.....	245	2	155	88	-----
Washington.....	356	25	205	126	-----
West Virginia.....	327	172	113	42	-----

Type of Production

To show the number of prisoners employed in producing various types of commodities, the production unit used is in most cases synonymous with a prison shop. "Type of production," as used in table 10, indicates the various types of daily work assignments commonly used by prison authorities and therefore most suitable for obtaining accurate averages of men employed.

The decline of over \$18,000,000 in the total value of prison production between 1932 and 1940 may be attributed mainly to the loss of contracts by State prisons. In the production of clothing alone, the

loss in State prisons amounted to over \$15,000,000; and in the output of furniture, to slightly less than \$1,000,000. Despite a reduction of 31 percent in the value of goods produced in State prisons, it was found possible by spreading the work to employ practically the same number of prisoners in 1940 as in 1932. In the case of construction activities, value of production declined 52 percent between 1932 and 1940, but employment rose 26 percent. In the clothing shops, where the use of machines restricted the spread of work, there was a loss of 55 percent in the number employed, as compared with a decrease of 73 percent in the value of product. In 1940 construction took first place (formerly held by clothing) in the number of prisoners employed and also maintained its leadership in the dollar column. Second in volume of employment and dollar value in 1940 were farm products, relegating the manufacture of clothing to third place.

TABLE 10.—Prisoners Productively Employed and Value of Production in State and Federal Prisons, by Type of Production, 1932 and 1940

Type of production	Average number of prisoners productively employed		Value of commodities produced	
	1932	1940	1932	1940
Total, State and Federal prisons.....	82, 276	83, 515	\$75, 369, 471	\$56, 731, 654
	State prisons			
All types.....	77, 267	76, 775	\$71, 306, 061	\$48, 995, 818
Agricultural implements and parts.....	173	298	572, 666	777, 571
Bakery products, commercial.....	26	19	35, 577	32, 043
Brooms, brushes, and mops.....	664	358	892, 757	184, 189
Clay, cement, and stone products.....	1, 843	1, 208	687, 787	402, 069
Clothing, other than knit.....	18, 342	7, 719	20, 362, 921	5, 030, 988
Clothing, knit.....	1 688	927	1 681, 861	716, 127
Construction:				
Buildings.....	5, 372	2, 123	6, 685, 341	2, 959, 103
Land development.....	1, 000	954	469, 616	171, 795
Major repairs to buildings.....	513	418	611, 160	333, 371
Major repairs to roads.....	504	12, 377	182, 274	4, 112, 184
Roads.....	9, 205	5, 444	15, 286, 536	3, 668, 305
Miscellaneous.....	878	750	817, 741	373, 045
Cordage.....	1, 802	1, 316	4, 368, 901	3, 634, 779
Farming:				
Cattle.....		298		413, 646
Dairy.....		1, 572		2, 159, 606
Field crops and garden.....	17, 331	17, 380	5, 814, 362	5, 878, 604
Hogs.....		664		1, 100, 850
Poultry and poultry products.....		375		339, 771
Miscellaneous.....		429		87, 327
Furniture, metal.....	282	738	191, 144	330, 520
Furniture, wood.....	3, 586	2, 966	2, 410, 736	1, 205, 095
Furniture, other than metal or wood.....	162	457	205, 136	402, 582
Grain-mill products.....	4	119	7, 251	337, 089
Laundry, commercial.....	203	249	90, 561	125, 100
Metal products:				
Tags, highway markers, and signs.....	1, 250	2, 008	2, 605, 896	3, 810, 862
Miscellaneous.....	1, 093	1, 155	667, 715	520, 625
Mining.....	1, 057	729	312, 018	244, 609
Paint.....		63		196, 413
Printing and binding.....	958	1, 121	673, 435	657, 037
Quarrying and rock crushing.....	3, 302	3, 145	887, 435	573, 237
Repair and shop work.....	315	(2)	122, 663	(2)
Soap and other detergents.....	61	262	135, 666	536, 785
Sugar.....	132	148	189, 609	398, 475
Textiles.....	4, 748	5, 384	3, 706, 711	3, 513, 939
Textile products.....		965		544, 414
Wood products.....	506	591	293, 019	274, 609
Other manufactured products.....	1, 166	1, 912	1, 281, 562	2, 907, 277
Miscellaneous (labor only).....	101	(2)	56, 004	(2)
Miscellaneous (nonmanufacturing).....		134		41, 777

¹ Does not include knit underwear, inseparably included in "clothing, other than knit."

² Included under appropriate type of production.

TABLE 10.—Prisoners Productively Employed and Value of Production in State and Federal Prisons, by Type of Production, 1932 and 1940—Continued

Type of production	Average number of prisoners productively employed		Value of commodities produced	
	1932	1940	1932	1940
Federal prisons				
All types.....	5,009	6,740	\$4,063,410	\$7,735,836
Bakery products, commercial.....	10		12,622	
Brooms, brushes, and mops.....	155	343	283,081	973,280
Clay, cement, and stone products.....	134		34,252	
Clothing.....	1,039	1,181	797,491	1,764,437
Construction:				
Buildings.....	735	1,806	693,583	1,434,173
Land development.....	192	9	41,740	7,660
Major repairs to buildings.....	233	149	283,599	78,725
Major repairs to roads.....	4	8	5,000	4,750
Roads.....	2	238	1,140	202,142
Miscellaneous.....	60	61	81,423	103,585
Farming:				
Cattle.....		3		5,621
Dairy.....		137		165,384
Field crops and garden.....	980	732	306,290	135,355
Hogs.....		57		118,713
Poultry and poultry products.....		17		22,188
Furniture, metal.....		326		422,854
Furniture, wood.....	30	237	13,802	245,328
Furniture, other than metal or wood.....	19	51	6,472	156,054
Laundry, commercial.....	138	210	113,945	92,907
Metal products:				
Tags, highway markers, and signs.....		5		6,792
Miscellaneous.....		36		43,671
Printing and binding.....	82	79	54,365	89,791
Repair and shop work.....	61	(2)	16,077	(2)
Textiles.....	970	728	1,201,548	1,090,087
Textile products.....		169		376,187
Wood products.....	26	74	13,230	70,460
Other manufactured products.....	50	84	54,306	135,692
Miscellaneous (labor only).....	89	(2)	49,444	(2)

² Included under appropriate type of production.

Examination of the State-prison data discloses a concentration of both employment and value in a comparatively few types of products. Of the 39 types of production, 19, each with production valued at over \$500,000 in 1940, employed 90 percent of the prisoners and accounted for 90 percent of the value of all commodities. The value of metal tags, highway markers, and signs rose well over \$1,000,000 between 1932 and 1940, largely because in the latter year 40 States (an increase of 14 over 1932) manufactured automobile license tags. In 1940, 34 percent more prisoners were engaged in the production of textiles and textile products than in 1932, with an increase of only 9 percent in the volume of output.

Between 1932 and 1940 the Federal prisons achieved an increase of 90 percent in total value of products, but of only 35 percent in the number of production workers. Although the rises in employment and output were distributed among most types of production shown in table 10, they are particularly noticeable in such classifications as brooms, brushes and mops, clothing, building construction, and furniture. This last is a comparatively new industry in Federal prisons.

Comparison of Production in Prisons and Private Industry

Since the so-called "industries" in prison are in most cases not comparable with those in outside life, it was necessary in making the rough comparison shown in table 10 to allocate each individual prison-manufactured article to the same classification as the particular industry in private business which is primarily engaged in making that article. The values for private industry are totals for plants engaged primarily in making the indicated products and do not include the value of such articles made as secondary products in other industries.

In only 8 of a total of 97 industries conducted in prisons did the value of production in penal institutions in 1940 exceed 1 percent of the total for private industry in 1939. Chief among these 8, which are shown in table 11, were cordage and twine, brooms, and stamped and pressed metal products for which prison production was equivalent to 6.4, 2.5, and 2.2 percent, respectively, of private production in those industries. Prison-made automobile license tags represented over \$3,000,000 of the total shown for stamped and pressed metal products. The value of prison output in 35 additional industries, not shown in table 11, was in each case more than 0.1 percent but less than 1 percent of the total for private industry.

TABLE 11.—*Value of Production in State and Federal Prisons in 1940, and in Private Industry in 1939*

Industry	Value of production	
	State and Federal prisons, 1940	Private industry, 1939 ¹
Cane sugar (except refineries).....	\$416, 839	\$33, 526, 898
Jute goods (except felt).....	257, 263	16, 897, 414
Cordage and twine.....	3, 634, 994	56, 685, 817
Men's and boys' work shirts.....	706, 637	35, 672, 002
Canvas products.....	403, 861	24, 408, 030
Stamped and pressed metal products (except automobile stampings).....	3, 964, 039	178, 395, 076
Brooms.....	299, 939	11, 842, 422
Brushes.....	850, 592	48, 466, 966

¹ Data are from U. S. Census of Manufactures, preliminary reports for 1939.

Sale of Prison-Made Goods

Of the \$9,122,840 worth of goods manufactured in State prisons in 1940 under systems other than the State-use and public works and ways, the figures in table 12 show that 75 percent were sold within the State where produced and 25 percent outside the State. The effect of regulatory legislation may be seen by comparing these percentages with those for 1932 when 34 percent of such goods were sold within the State and 66 percent outside. The relatively large volume of goods sold outside the State in 1940 by the Alabama Prison System was all marketed in South America. Among the States with the greatest volume of out-of-State sales in 1940 were Minnesota,

which sold cordage and farm machinery valued at \$812,328; Oregon, flax products valued at \$114,747; and Missouri, shoes and rope which had a combined value of \$140,126. Kansas, Michigan, and South Dakota sold considerable quantities of cordage.

Sales within the State accounted for 75 percent of all production under the State-account and 73 percent of that under the piece-price system in 1940. State prisons in only two States—Florida and South Carolina—produced on a piece-price basis, and only South Carolina sold such goods outside of the State. No goods were produced under the State-account system in the District of Columbia, Arizona, Nevada, New Jersey, and Pennsylvania, and a number of States such as Idaho, New York, Tennessee, and West Virginia sold only excess farm products produced under these systems.

Federal prisons in 1940, as in the past, produced only under the State-use and public works and ways systems.³

TABLE 12.—*Value of Goods Produced Under State-Account and Piece-Price Systems in Individual State Prisons, Sold Inside and Outside of State, 1940*

State and institution	Total, both systems			State-account		
	Total	Sold within State	Sold outside State	Total	Sold within State	Sold outside State
All State prisons.....	\$9,122,840	\$6,831,667	\$2,291,173	\$8,822,862	\$6,612,678	\$2,210,184
Alabama: State Prison System.....	837,175	31,728	805,447	837,175	31,728	805,447
Arkansas: State Penitentiary.....	182,324	182,324	-----	182,324	182,324	-----
California:						
State Prison at Folsom.....	571	571	-----	571	571	-----
State Prison at San Quentin.....	456,398	456,398	-----	456,398	456,398	-----
Colorado:						
State Penitentiary.....	18,848	18,848	-----	18,848	18,848	-----
State Reformatory.....	6,639	6,639	-----	6,639	6,639	-----
Connecticut:						
State Prison.....	1,693	1,693	-----	1,693	1,693	-----
State Reformatory.....	13,147	13,147	-----	13,147	13,147	-----
Delaware:						
Sussex County Prison.....	7,230	7,230	-----	7,230	7,230	-----
New Castle County Workhouse.....	6,078	6,078	-----	6,078	6,078	-----
Florida: State Prison.....	4 65,532	4 65,532	-----	4 65,532	4 65,532	-----
Georgia: State Prison.....	14,370	14,370	-----	14,370	14,370	-----
Idaho: State Penitentiary.....	4,307	4,307	-----	4,307	4,307	-----
Illinois: State Penitentiary, Menard						
Branch.....	18,553	18,553	-----	18,553	18,553	-----
Indiana:						
State Reformatory.....	45,149	45,149	-----	45,149	45,149	-----
State Prison.....	12,501	12,501	-----	12,501	12,501	-----
Women's Prison.....	2,125	2,125	-----	2,125	2,125	-----
State Farm.....	113,322	113,322	-----	113,322	113,322	-----
Iowa:						
The Men's Reformatory.....	10,027	10,027	-----	10,027	10,027	-----
State Penitentiary.....	146,922	76,422	70,500	146,922	76,422	70,500
Women's Reformatory.....	1,548	1,545	3	1,548	1,545	3
Kansas:						
State Industrial Reformatory.....	3,669	3,669	-----	3,669	3,669	-----
State Penitentiary.....	92,594	24,954	67,640	92,594	24,954	67,640
Kentucky:						
State Reformatory.....	3,041	3,041	-----	3,041	3,041	-----
State Penitentiary.....	2,005	2,005	-----	2,005	2,005	-----
Louisiana: State Penitentiary.....	533,534	533,534	-----	533,534	533,534	-----
Maine:						
State Prison.....	24,350	24,350	-----	24,350	24,350	-----
State Reformatory for Men.....	3,016	3,016	-----	3,016	3,016	-----
State Reformatory for Women.....	134	134	-----	134	134	-----
Maryland: State Penal Farm.....	6,964	6,964	-----	6,964	6,964	-----

See footnotes at end of table.

³ Excess farm products valued at \$404 were sold on the open market by Federal prisons in 1940.

TABLE 12.—Value of Goods Produced Under State-Account and Piece-Price Systems in Individual State Prisons, Sold Inside and Outside of State, 1940—Continued

State and institution	Total, both systems			State-account		
	Total	Sold within State	Sold outside State	Total	Sold within State	Sold outside State
Massachusetts:						
Reformatory for Men	\$130	\$130		\$130	\$130	
Reformatory for Women	1,258	1,258		1,258	1,258	
State Prison Colony	1,226	1,226		1,226	1,226	
State Farm	207	207		207	207	
Michigan:						
State Reformatory	375	375		375	375	
State Prison of Southern Michigan	292,336	121,319	\$171,017	292,336	121,319	\$171,017
Detroit House of Correction	35,687	35,687		35,687	35,687	
Ionia State Hospital	2,046	2,046		2,046	2,046	
Minnesota:						
State Prison	3,062,018	2,249,690	812,328	3,062,018	2,249,690	812,328
State Reformatory	3,387	3,387		3,387	3,387	
Mississippi: State Penitentiary	350,113	350,113		350,113	350,113	
Missouri:						
State Penitentiary	635,152	495,026	140,126	635,152	495,026	140,126
Intermediate Reformatory for Young Men	582	582		582	582	
Montana: State Prison	184	184		184	184	
Nebraska:						
State Reformatory for Men	7,345	7,345		7,345	7,345	
State Prison	131	131		131	131	
State Reformatory for Women	1,380	1,380		1,380	1,380	
Genoa State Farm	6,837	6,837		6,837	6,837	
New Hampshire: State Prison	2,540	2,540		2,540	2,540	
New Mexico: Penitentiary of New Mexico	22,501	22,501		22,501	22,501	
New York:						
Institution for Male Defective Delinquents	27	27		27	27	
Matteawan State Hospital	257	257		257	257	
Walkill Prison	25	25		25	25	
Woodbourne Institution for Defective Delinquents	80	80		80	80	
North Carolina: State Prison System	32,107	32,107		32,107	32,107	
North Dakota: State Penitentiary	277,618	277,618		277,618	277,618	
Ohio:						
State Reformatory	270	270		270	270	
Lima State Hospital	2,106	2,106		2,106	2,106	
Oklahoma:						
State Penitentiary	98,125	98,125		98,125	98,125	
State Reformatory	22,122	22,122		22,122	22,122	
Oregon: State Penitentiary	228,232	113,485	114,747	228,232	113,485	114,747
Rhode Island: State Prison	38	38		38	38	
South Carolina: State Penitentiary	¹ 255,470	⁶ 174,481	⁷ 80,989	16,331	16,331	
South Dakota: State Penitentiary	123,732	103,720	20,012	123,732	103,720	20,012
Tennessee: Fort Pillow State Farm	5,582	5,582		5,582	5,582	
Texas: Prison System	579,378	579,378		579,378	579,378	
Utah: State Prison	2,031	2,031		2,031	2,031	
Vermont:						
State Prison and House of Correction for Men	10,979	10,979		10,979	10,979	
Women's Reformatory	6,200	6,200		6,200	6,200	
Virginia: State Penitentiary and Convict Road Force	81,000	81,000		81,000	81,000	
Washington:						
State Penitentiary	40	40		40	40	
State Reformatory	1,712	1,712		1,712	1,712	
West Virginia: State Medium Security Prison	652	652		652	652	
Wisconsin:						
Central State Hospital for Insane	863	863		863	863	
State Prison for Women	1,584	1,584		1,584	1,584	
State Prison	219,356	218,856	500	219,356	218,856	500
State Reformatory	8,095	8,095		8,095	8,095	
Milwaukee House of Correction	68,345	62,348	5,997	68,345	62,348	5,997
Wyoming:						
State Penitentiary	30,262	28,395	1,867	30,262	28,395	1,867
Industrial Institute	7,351	7,351		7,351	7,351	

¹ Includes \$299,978 produced on piece-price basis.

² Includes \$218,989 produced on piece-price basis.

³ Includes \$80,989 produced on piece-price basis.

⁴ Includes \$60,989 produced on piece-price basis.

⁵ Includes \$239,139 produced on piece-price basis.

⁶ Includes \$158,150 produced on piece-price basis.

⁷ Includes \$80,989 produced on piece-price basis.

Production Under Public Works and Ways System

The total value of construction under the public works and ways system in State and Federal institutions during 1940 was \$13,448,838, according to figures in table 13. This work was responsible for the employment of 24,337 prisoners. Major repairs to roads, valued at \$4,116,934, employed the greatest number of prisoners, 12,385, while 3,929 inmates constructed new buildings valued at \$4,393,276.

State prisons in North Carolina led those in all other States in 1940 by employing 7,202 prisoners on public construction valued at \$2,444,845; 93 percent of this amount represented major repairs to roads. State prisons in Georgia, Virginia, and West Virginia, chiefly through the construction of new roads, each completed construction valued at over \$1,000,000 and employed large forces of convicts. Whereas 13 States employed prisoners on new road construction in 1932, only 5 did in 1940. Maryland and Texas, with extensive building programs well under way at the beginning of the year, each reported for 1940 new building construction appraised in excess of \$380,000. Only 3 States failed to do any work of this type during the fiscal year. Alabama and Illinois used State prisoners extensively on alterations and improvements to buildings. Pennsylvania, with considerable sewer and steam-line construction, led all States in the value of miscellaneous construction.

Federal prisons employed 2,271 prisoners at construction valued at \$1,831,035 in 1940. The construction of new buildings represented 78 percent of the total valuation. Oklahoma, with new building construction at the Federal Reformatory, exceeded all other States in number of prisoners employed and value of construction.

TABLE 13.—Prisoners Productively Employed and Value of Production Under Public Works and Ways System in State and Federal Prisons in Each State, 1940

State	Average number of prisoners productively employed						
	Total	Land develop- ment	Construction				Roads, major repairs
			New build- ings	Alterations and improve- ments	New, other than build- ings and roads	Roads, new	
Total, State and Federal prisons.....	24,337	963	3,929	567	811	5,682	12,385
	State prisons						
All States.....	22,066	954	2,123	418	750	5,444	12,377
Alabama.....	2,465		36	86			2,343
Arizona.....	54		31	4	19		
Arkansas.....	34		34				
California.....	691		92		154	400	45
Colorado.....	81		81				
Connecticut.....	11		11				

TABLE 13.—Prisoners Productively Employed and Value of Production Under Public Works and Ways System in State and Federal Prison in Each State, 1940—Continued

State	Average number of prisoners productively employed					
	Total	Land development	Construction			
			New buildings	Alterations and improvements	New, other than buildings and roads	Roads, new	Roads, major repairs
State prisons—Continued						
Delaware.....	10	9	1			
District of Columbia.....	229		200		29	
Florida.....	1,966	296	11	30		1,629
Georgia.....	2,893		21			2,786
Idaho.....	(1)					
Illinois.....	119		41	66	12	
Indiana.....	107		87	20		
Iowa.....	106		68		38	
Kansas.....	4		2		2	
Kentucky.....	119		110			
Louisiana.....	70			70		
Maine.....	8		8			
Maryland.....	273		191			41
Michigan.....	12		12			
Minnesota.....	49		49			
Missouri.....	84		42	40	2	
Nebraska.....	60		38	20	2	
New Hampshire.....	3		3			
New Jersey.....	71		10		61	
New Mexico.....	10		10			
New York.....	639	566	73			
North Carolina.....	7,202		77			7,125
North Dakota.....	17			17		
Ohio.....	14		14			
Oklahoma.....	58		18	40		
Oregon.....	77		77			
Pennsylvania.....	334	25	143		166	
South Dakota.....	40		40			
Tennessee.....	595		76			519
Texas.....	215		194	21		
Utah.....	57		51		6	
Virginia.....	2,393	5	146			1,666
Washington.....	158		4		141	13
West Virginia.....	709	35	5		118	551
Wisconsin.....	20	13	7			
Wyoming.....	9	5		4		
Federal prisons						
All States.....	2,271	9	1,806	149	61	238
Alabama.....	12		12			
Arizona.....	92		22		12	58
California.....	77	4	34	10		
Florida.....	125		125			
Georgia.....	218		175	43		
Idaho.....	77					77
Kansas.....	240		218	22		
Michigan.....	56	5	36		10	3
Minnesota.....	84		72	12		
Missouri.....	43		12	20		11
Ohio.....	197		197			
Oklahoma.....	328		328			
Pennsylvania.....	171		171			
Texas.....	78		78			
Virginia.....	155		155			
Washington.....	205		133	42	10	14
West Virginia.....	113		38			75

¹ Requiring less than the full-time work of 1 prisoner for a year.

TABLE 13.—Prisoners Productively Employed and Value of Production Under Public Works and Ways System in State and Federal Prisons in Each State, 1940—Continued

State	Value						
	Total	Land develop- ment	Construction				
			New build- ings	Alter- ations and improve- ments	New, other than build- ings and roads	Roads, new	Roads, major repairs
Total, State and Federal prisons.....	\$13, 448, 838	\$179, 455	\$4, 393, 276	\$412, 096	\$476, 630	\$3, 870, 447	\$4, 116, 934
State prisons							
All States.....	\$11, 617, 803	\$171, 795	\$2, 959, 103	\$333, 371	\$373, 045	\$3, 668, 305	\$4, 112, 184
Alabama.....	733, 060		24, 700	60, 108			648, 252
Arizona.....	53, 616		30, 997	3, 869	18, 750		
Arkansas.....	17, 729		17, 729				
California.....	856, 385		41, 721		34, 114	777, 550	3, 000
Colorado.....	117, 500		117, 500				
Connecticut.....	9, 210		9, 210				
Delaware.....	5, 872	5, 080	792				
District of Columbia.....	284, 550		248, 750		35, 800		
Florida.....	633, 550	22, 500	10, 500	30, 000			570, 550
Georgia.....	1, 136, 575		155, 000			950, 723	30, 852
Idaho.....	300		300				
Illinois.....	142, 608		30, 690	81, 148	30, 770		
Indiana.....	140, 900		104, 600	36, 300			
Iowa.....	59, 667		38, 194		21, 473		
Kansas.....	2, 700		1, 700		1, 000		
Kentucky.....	125, 000		125, 000				
Louisiana.....	35, 260			35, 260			
Maine.....	7, 722		7, 722				
Maryland.....	594, 037		381, 537			106, 500	106, 000
Michigan.....	20, 140		20, 140				
Minnesota.....	17, 339		17, 339				
Missouri.....	45, 745		13, 760	31, 400	585		
Nebraska.....	88, 715		72, 701	12, 742	3, 272		
New Hampshire.....	2, 930		2, 930				
New Jersey.....	27, 875		16, 875		11, 000		
New Mexico.....	30, 000		30, 000				
New York.....	179, 700	111, 132	68, 568				
North Carolina.....	2, 444, 845		180, 815				2, 264, 030
North Dakota.....	9, 840			9, 840			
Ohio.....	6, 500		6, 500				
Oklahoma.....	50, 803		35, 803	15, 000			
Oregon.....	175, 980		175, 980				
Pennsylvania.....	301, 000	15, 000	182, 000		104, 000		
South Dakota.....	50, 000		50, 000				
Tennessee.....	282, 219		120, 000				162, 219
Texas.....	397, 118		384, 414	12, 704			
Utah.....	33, 830		30, 000		3, 830		
Virginia.....	1, 345, 076	1, 000	172, 223			855, 572	316, 281
Washington.....	82, 350		1, 350		70, 000		11, 000
West Virginia.....	1, 027, 836	7, 500	3, 925		38, 451	977, 960	
Wisconsin.....	31, 221	4, 083	27, 138				
Wyoming.....	10, 500	5, 500		5, 000			
Federal prisons							
All States.....	\$1, 831, 035	\$7, 660	\$1, 434, 173	\$78, 725	\$103, 585	\$202, 142	\$4, 750
Alabama.....	22, 850		22, 850				
Arizona.....	219, 189		101, 810		54, 123	63, 256	
California.....	106, 038	5, 410	46, 152	14, 050	40, 426		
Florida.....	120, 205		120, 205				
Georgia.....	123, 362		103, 362	20, 000			
Idaho.....	63, 111					63, 111	
Kansas.....	116, 832		115, 437	1, 395			
Michigan.....	40, 450	2, 250	30, 000		6, 000	1, 200	1, 000
Minnesota.....	47, 015		40, 478	6, 537			
Missouri.....	29, 207		10, 075	7, 807		11, 325	
Ohio.....	141, 900		141, 900				
Oklahoma.....	279, 509		279, 509				
Pennsylvania.....	170, 786		170, 786				
Texas.....	40, 804		40, 804				
Virginia.....	96, 580		96, 580				
Washington.....	144, 447		102, 475	28, 936	3, 036	6, 250	3, 750
West Virginia.....	68, 750		11, 750			57, 000	

Foreign Wartime Policies

WARTIME LABOR SUPPLY IN AUSTRALIA, NEW ZEALAND, AND SOUTH AFRICA

METHODS of handling labor supply in Australia, New Zealand, and the Union of South Africa, are patterned in large part upon those adopted in Great Britain. The variations, as described in a publication of the International Labor Office,¹ are summarized below. This report also deals with wartime labor control in other countries—Canada, France, Germany, Great Britain, and Japan—but, as they have already been the subjects of previous articles in the *Monthly Labor Review*,² they are not included here.

Although Great Britain gradually increased armament production before the outbreak of the present war, the Dominions did not convert their economy to a wartime basis until hostilities had actually begun. In the second half of 1940 defense operations were extended on a large scale. Owing to differences in the stages of development, labor-supply policy has evolved in varying degree.

Reserved Occupations

For countries which suddenly go to war the problem of allocating manpower between economic and military pursuits is pressing, especially because the same skills are often needed in factories and in the armed forces. Following the example of Great Britain, shortly after the outbreak of war, Australia issued a list of reserved occupations from which individuals could not be removed for military duty. It was revised late in 1940. New Zealand made use also of such a list, but no schedule had been published when the study under review was made. The Union of South Africa was found to rely upon voluntary and administrative action to prevent key workers in specified basic industries from being unnecessarily recruited.

In Australia a central manpower committee (with subordinate district officers in each State, brigade manpower officers, and recruiting officers) controls the issuance of certificates of reservation to individual workers who are essential to industry. If a recruiting officer and the

¹ International Labor Office. *Studies and Reports, Series C (Employment and Unemployment) No. 23: Labor Supply and National Defense.* Montreal, 1941.

² See, for example, *Monthly Labor Review*, issue of May 1941 (p. 1079), for an account of the development of British war labor policy, and issue of June 1940 (p. 1374), for an article on German policy.

manpower officer disagree on the status of an individual, the case is referred by them jointly to the district commandant and the district manpower officer for decision. Reservation extends to all branches of the armed forces and prevents a person from enlisting or being called, except for service in his technical or trade capacity. The Australian list is subject to constant review.

Under the list of reserved occupations established in Australia, men are exempt from home training as well as from oversea service in cases where it can be proved that the war effort requires their services in industry or administration rather than in military units. Even before any list of reserved occupations was approved, commanding officers were instructed to release men from military service, insofar as practicable, if they had formerly been employed in key positions by companies holding contracts for important war and defense work. Contractors were asked to communicate with commanding officers directly, giving particulars concerning key employees in the armed forces whose services were needed for production.

New Zealand men whose calling up is deferred because of their occupation are granted special certificates of temporary reservation. Issuance of the certificates is under the general supervision of a Central Advisory Council, whose duty it is to secure coordination of the requirements of industry and the military forces. No industry, service, or occupation is completely or permanently reserved, each case being decided on its merits. Local manpower committees issue certificates, working from a Government-approved list of reserved occupations. These committees are empowered to refuse a man to the military authorities but may not prevent him from leaving his job. Each committee has three members, representing employers' and employees' organizations and the local authorities, respectively. The work is facilitated by use of a national register of manpower, compiled from social-security returns.

Action has been taken in the Union of South Africa to prevent unnecessary depletion of staffs in the two basic industries—gold mining and agriculture. The gold producers' committee of the Transvaal Chamber of Mines consulted with the Department of Defense shortly after the war started, and the latter body agreed to except keymen from military training requirements as far as possible. Employees have been told to obtain authorization in writing from the management before volunteering. The penalty for failure to observe this requirement is disqualification for special allowances and other provisions applicable to mine workers on military service. In recruiting from agricultural workers, a sufficient labor force is allowed to remain on farms to perform the necessary tasks. If too many farmers volunteer for military duty in a given locality, a decision is made by the Agricultural Exemptions Tribunal as to which men shall be left

on the land. This body is composed of the Secretary for Agriculture, the Deputy Adjutant General, and the President of the South African Agricultural Union.

Control of Employment

In democratic countries, the first method used to limit competition among employers in securing labor has been to urge employers voluntarily to abstain from engaging employees already occupied on essential work of other firms and to make use of public employment exchanges to obtain needed workers. As the situation has become more acute, persuasion alone has been insufficient, and public measures for the control of employment have followed.

Action has been taken in Australia under the National Security (Employment) Regulations, which became effective on December 13, 1940, modifying regulations adopted on June 5, 1940. An employer who is not engaged in the production or reconditioning of munitions of war may not hire any worker in specified trades, unless he has obtained a special permit from the Director of Labor of the Department of Munitions. Metal and motor-vehicle-building trades are among those specified. Employers engaged in the production or reconditioning of munitions are forbidden to offer to pay any worker more than a fixed wage. This applies to any worker covered by the regulations and directly employed in work on munitions of war (including plant maintenance), and the maximum wage is the marginal rate of pay above the basic wage specified by the regulations for each occupation.

Control of employment in essential New Zealand industries is provided for in the National Service Emergency Regulations of June 1940, issued under the Emergency Regulations Act of 1939. Under the terms of the regulations, the Minister of National Service is authorized to direct any worker or class of workers to remain in specified industries, occupations, or establishments, and not to leave such employment without first obtaining his consent. Both employer and employee must notify the Director of National Service if a worker subject to the regulations ceases to be engaged in an essential occupation, or if he changes jobs or ceases to be employed. The same regulations provide for compulsory national service for all persons of 16 years of age and over, irrespective of sex, and govern the conditions under which they may be required to do work of recognized national importance.

Compulsory action to control employment in South Africa was first taken under defense regulations of February 1941. At that time comprehensive control powers were granted to a Controller of Industrial Manpower under the general direction of the Minister of Defense. In his discretion the Controller may declare any industry, throughout the country or in a specified area, to be a controlled industry. In

such an industry he is empowered to compile a register of all workers in the industry and all workers suitable for employment in it; prohibit any person from performing work, either of a specified type or not of a specified type, in such industry; prohibit engagements, resignations, or discharges, without his prior consent; and terminate or suspend the employment of any worker or any contract between any employer in a controlled industry and any worker (excluding an agreement under the Industrial Conciliation Act of 1937), if it is in conflict with any order or rule he has made.

Training of Workers

Australia, New Zealand, and South Africa were all faced with the need for training additional skilled workers when war industries, many of which were new, began to expand. Therefore action was taken to modernize and expand technical training facilities.

Australian industrialists, before the outbreak of war, had been accustomed to importing machinery and tools. In many instances experts were brought in to set up the new equipment and to instruct Australian workers in its use. When this source of supply was cut off, it was agreed to use the technical-education schools for training centers. The facilities were expanded and workers were brought in to be trained both for the armed forces and for essential industries. The trainees qualifying as munition workers are paid the basic wage for a 44-hour week, and work day and night shifts in alternate weeks. Apprenticeship has been expanded, but not rapidly, since there has been trade-union objection to any breaking down of standards. The National Security (Employment) Regulations of 1940 also provide that if the production of supplies and munitions is endangered by a shortage of skilled persons in specified trades, necessary arrangements may be made for training. Creation of the Federal Department of Labor and National Service in October 1940 resulted in a more rapid advance in planning for technical training.

New Zealand filled its early needs for skilled and semiskilled labor by speeding up existing apprenticeship and vocational-education programs. Then special schemes were planned and carried out for the training of urgently needed munition workers. An important step in securing extensive emergency training was taken in February 1941 with the publication of the Auxiliary Workers Training Emergency Regulations. Under their terms the Minister of Labor may appoint a Dominion Auxiliary Workers Training Council, with employer, employee, and departmental representation, to formulate and recommend training schemes and put approved schemes into operation, to arrange for establishment of local councils and coordinate their activities, and to arrange for placing trained workers. No worker having completed his training may be engaged while there is a

qualified worker in the same class on the local union's register who is out of employment. Neither may a qualified worker be dismissed because an auxiliary worker has been engaged.

South Africa has utilized existing facilities, and has created new training schools in a number of different centers, in cooperation with employers and trade-unions. A coordinating agency in the form of a central technical-training body is engaged in supplying the additional trained staff necessitated by the war effort. The Controller of Industrial Manpower, under the Minister of Defense, determines rules regarding admission to employment and training of any untrained or partly trained workers brought into any controlled industry to supplement or to replace skilled workers.

Mobilization of Labor

All three countries have faced the problem of labor shortages in skilled occupations, coupled with unemployment, and have taken direct or indirect measures to allocate skilled workers to essential jobs and to facilitate absorption of inexperienced and unskilled labor in defense employment.

In Australia, dilution of labor has been carried out by agreement between the Commonwealth Government and the employer and employee organizations. An agreement covering the engineering trades was reached in May 1940, and one for boilermakers and blacksmiths in November 1940. In South Africa, agreements for the iron and steel and engineering industries were entered into in September 1939 by employer and employee groups in the Transvaal. The Governor General of New Zealand, in an address made in March 1941 warned that greater diversion of labor from nonessential to essential industries must be made.

Each of the Dominions has studied the question of absorbing women into industry, but no systematic action had been taken when the report under review was prepared. In Australia, many women have been added in munitions annexes as examiners to check with gauges, in core making and other foundry work, in the metal trades on soldering, on small hand machines, and on light work connected with radio manufacture. Women have also replaced men in textile plants, even on the late shifts. New Zealand women have found increased employment in the manufacture of textiles, clothing, and boots and shoes, in sail and tent making, and in food processing. In South Africa they have entered occupations traditionally held by men.

New Zealand has adopted a compulsory system of labor, as already mentioned. Under an order in council of June 18, 1940, issued under the Emergency Regulations Act of 1939, national service may be required by the Minister of National Service of any resident over 16 years of age provided he or she is capable of performing it. If a per-

son is called on to perform work of national importance, he is entitled to the same rate of pay and conditions of employment as are provided for similar work under laws, regulations, awards, or industrial agreements. Failing any such provisions, the standards are to be established by the Minister of Labor.

Although Australia and South Africa have not introduced compulsory service, their governments have been granted powers to mobilize human resources as required by the war effort. Up to the time the International Labor Office report was prepared, all three Dominions had relied upon voluntary action rather than force.



COMPULSORY AGRICULTURAL CHILD LABOR IN GERMANY

THE drain of industrial and agricultural labor caused by recruiting for military service has been so great that, notwithstanding the millions of war prisoners and wage earners carried from the conquered countries into forced labor in Germany, the shortage of workers, especially in agriculture, is reported to be still acute.

Such a shortage is also indicated by the introduction of compulsory child labor in agriculture for the summer season of 1941. A Government regulation was issued in the spring of this year requiring employment of children on farms.¹ This regulation provides for two classes of child labor: (1) Temporary work during vacations, week ends, etc.; and (2) labor for longer periods up to 6 months. Girls and boys 10 years of age or over, from elementary and secondary schools, are to be employed for the first class of work, and for the second, boys over 15 who are attending secondary schools.

Special instructions were issued regarding types of work and working hours. In general, country children 14 years of age are considered capable of doing agricultural work, but city children may spend full time on such work after having finished their sixteenth year. Younger children may be used only for light work such as gleaning, picking weeds and fruit, and gathering hay and leaves. Girls are to be employed chiefly in housework. Working hours must not exceed 6 hours for children under 14 and 8 hours for boys over 14 years.

The necessary arrangements are to be made by the Government authorities in cooperation with the administration of the Hitler Youth and with the schools and the labor officials. Strict supervision will be exerted by the National Socialist Party and its organizations. Special regulations had already been issued by the Minister of Education regarding vacations and leave of absence from school.

¹ Data are from *Zeitungsdienst des Reichsnachrichten*, issue of May 14, 1941.

LONDON PORT WELFARE COMMITTEE ¹

A COMMITTEE representative of all groups actively interested in the welfare of seamen is being formed in the Port of London, in accordance with a recommendation (No. 48) on the subject of seamen's welfare in ports, adopted by the International Labor Conference at Geneva in 1936. This recommendation was adopted by the British Government and is being made effective by the Ministry of Labor and National Service. Committees are to be established in all the chief ports of the country, with seamen's welfare officers appointed to act as secretaries in each case.

It was provided that there should be consular representation, in addition to representation from other groups, on each port-welfare committee. To keep the London committee at workable size, the number of members from each group was necessarily limited. For consuls it was determined to have one representative, with each consulate taking the office in turn, and nominating a member to serve on the committee for 12 months. Since there were more seamen from the Netherlands in the Port of London at the time than from any other allied nation, the first consular representative was to be named by the consul of the Netherlands Government.

ESSENTIAL-WORK ORDER FOR BRITISH BUILDING
AND CIVIL-ENGINEERING INDUSTRIES ²

BUILDING and civil engineering were added on June 9, 1941, to the industries for which essential-work orders have been issued in Great Britain under regulation 58A of the Defense (General) Regulations of 1939.³ As under earlier essential-work orders, employers in a scheduled enterprise may not discharge their workers except for serious misconduct; employees may not leave their jobs except when authorized and after 1 week's notice; certain minimum time rates of wages are guaranteed to employees who are capable and available for work and willing to perform work they can reasonably be asked to do; and a procedure is established for dealing with cases of alleged absenteeism, tardiness, and behavior which impedes production.

The building and civil-engineering industry order differs from those issued earlier, in that a building "site" as well as an undertaking can be scheduled under it. Another difference is that scheduling may, if necessary, be limited to specified classes and descriptions of persons employed by the scheduled establishment.

¹ Report from Walter H. McKinney, United States consul, London.

² Great Britain, Ministry of Labor Gazette, London, June 1941; report from James Somerville, acting commercial attaché, United States Embassy, London; and Economist, London, July 5, 1941.

³ See Monthly Labor Review for September 1940 (p. 575).

Under this order, as under others, an essential to scheduling is that conditions of employment and welfare shall be satisfactory. Where practicable and desirable, payment of wages is to be by results. The order is so worded that the method of applying this principle is elastic and a wide range of variations is possible, including a system of bonus on output. Provision is made for enrollment of building volunteers, who in return for special privileges will be ready to go promptly wherever they are most needed.

The building industry is defined as including the construction, alteration, repair, decoration, or demolition of buildings, and any processes, operations, or manufactures incidental to or necessary for the carrying on at any time of these activities. Civil engineering covers the construction, reconstruction, alteration, repair, or demolition of docks, harbors, bridges, roads, etc., and incidental processes and operations.

A new Ministry of Works and Buildings was made responsible for mobilizing the building industries late in 1940. The first step was to assume control or supervision over the industries manufacturing building materials, the available plant and machinery, and builders and contractors. Acting jointly with the Ministry of Labor and National Service the newly established Ministry adopted measures to make the best use of labor in building and civil engineering.

Loss of workers to other industries made a system of protection necessary. Before the Ministry of Works and Buildings was created employees were drifting into other trades and the armed forces. The distribution between skilled and unskilled was being dangerously upset by a too great change-over of the rank and file from unskilled to skilled occupations. This resulted in an impairment of efficiency. Estimates show that there were 1,350,000 building operatives before the war as compared with 750,000 on May 1, 1941. To prevent further depletion of the force, the essential-work order of June 9, 1941, was adopted.

To reduce waste the Ministry of Labor and the Ministry of Works and Buildings are cooperating in supervising the use of plant and labor. Regional clearing houses for labor are to be established and employment exchanges have been instructed not to pass building workers on to other industries. From surveys made, it appears that labor rather than materials will determine the volume of essential work that may be undertaken.

By introducing a guaranteed weekly wage in the building industry the Government has established a precedent. Labor has, for many years, sought payment for time lost owing to weather conditions. At a time like the present, when there is more work than available labor to carry it out, the advantage of the guaranty may not be appreciated. The Minister of Labor has stated, however, that if workers

are determined to make a success of the scheme, the new arrangements will become a permanent feature in the industry.

Opposition on the part of the building unions to piece work is stated to have delayed adoption of the essential-work order. In this connection the Minister of Labor held that the situation is such that any form of incentive to increase building is justified. This action is an extension of practice in the engineering industry where there has always been a limited degree of wage payment by results.

Both employers and employees have been anxious to stop Sunday work, little absenteeism having occurred where there was a 6-day week. Besides, the cost of Sunday work was high, as overtime was paid for at double the hourly rate of wages.

International Labor Conditions

INTERNATIONAL LABOR CONFERENCE IN OCTOBER 1941

DESPITE the war which involves so large a part of the world, the International Labor Conference—the parliament of countries which are members of the International Labor Organization—will meet in New York City on October 27, 1941. Governments, workers, and employers from various nations throughout the world will be represented.

This will be the second general International Labor Conference to be held in the United States. The first conference held after the establishment of the I. L. O. through international agreement took place in Washington, D. C., in October–November 1919. A technical conference on the textile industry—known as the World Textile Conference—was held by the International Labor Organization in Washington in 1937. Two special regional conferences of countries in the Western Hemisphere which are members of the I. L. O. have also been held in the Americas. The first of these was in Santiago, Chile, in January 1936; the second was in Havana, Cuba, in November–December 1939.

Except during its early years, the general conferences of the I. L. O. have been held at the seat of the Organization in Geneva, Switzerland. Because of the war, and the transfer of part of the I. L. O. staff from Geneva to Montreal, it was not possible to hold the conference in 1940.

Of primary importance on the agenda of this year's conference will be a report by the International Labor Office—postponed from 1940—on collaboration between public authorities and the workers' and employers' organizations. This subject has acquired increasing importance in view of the far-reaching measures taken in various countries to unite labor and management in the execution of national defense policies.

The conference will open with a discussion of the report of the Acting Director, Edward J. Phelan, who succeeded John G. Winant, the former Director, now United States Ambassador to Great Britain. Mr. Phelan's report will present a broad survey of the main economic and social trends for the past 2 years and outline the future policy of the International Labor Organization. The discussion of the report

is expected to attract considerable attention as it may constitute a significant step in the framing of future social policy by free cooperative international effort. Because of the war emergency the conference will not undertake the adoption of international labor conventions, but the discussion will be utilized as a basis for the future consideration of international labor treaties.

The unique tripartite structure of the International Labor Organization will give the 1941 conference especial importance. The International Labor Organization is the only official international body on which workers, employers, and Governments are all represented. This organization of the conference, coupled with its aim of advancing cooperation among labor, employers, and Governments for the more efficient operation of industry in the emergency, will give the conference an aspect of significance in proportion to the gravity of present world situation.

The meeting will afford the member States and their employers' and workers' organizations an opportunity for a general discussion of world social developments since the last International Labor Conference met in June 1939 in Geneva, and for an exchange of views on the policy of the International Labor Office, its present activities, and the part it may be called upon to play in the planning of a new world after the war.

Productivity of Labor and Industry

PRODUCTIVITY IN THE ANTHRACITE INDUSTRY, 1936-40

THE average number of days worked, output per man per day, and total production in anthracite mining were almost identical in 1939 and 1940, according to the latest report of the United States Bureau of Mines.¹ The record for 1936 shows that both the tonnage produced and the average number of days worked were greater than in the 2 most recent years, but output per man per day averaged 2.79 tons in 1936 as compared with 3.02 tons in 1939 and 1940. Over this 5-year period the quantity of anthracite loaded by machines underground increased from 10,827,946 to 12,326,000, or from 20 percent of the total product in 1936 to 24 percent in 1940. Machine cutting declined in importance, and strip mining gained somewhat.

Employment in the industry has been declining. In 1936 the average number of men employed was 102,081. For 1940 the average was 91,313, or less than in any of the 4 preceding years.

The salient statistics for the anthracite industry are shown in the following table for 1936-40, inclusive.

Statistics of Pennsylvania Anthracite Industry, 1936-40

	1936	1937	1938	1939	1940
Production..... net tons..	54, 579, 535	51, 856, 433	46, 099, 027	51, 487, 377	51, 484, 640
Average number of days worked.....	192	189	171	183	186
Average number of men employed.....	102, 081	99, 085	96, 417	93, 138	91, 313
Output per man—					
Per day..... net tons..	2. 79	2. 77	2. 79	3. 02	3. 02
Per year..... do....	535	523	478	553	562
Quantity cut by—					
Machine..... do....	2, 162, 744	1, 984, 512	1, 588, 407	1, 881, 884	1, 816, 483
Stripping..... do....	6, 203, 267	5, 696, 018	5, 095, 341	5, 486, 479	6, 352, 700
Quantity loaded by machines underground..... net tons..	10, 827, 946	10, 683, 837	10, 151, 669	11, 773, 833	12, 326, 000

One of the most difficult problems with which the industry has had to contend in recent years is the illicit or "bootleg" mining of coal. Bootleg operations started during the depression years in the 1930's. Originally, unemployed miners dug coal from land owned by the anthracite operating companies to heat their own homes. The practice spread and soon the bootleg product was being sold in competi-

¹ U. S. Department of the Interior. Bureau of Mines. Pennsylvania Anthracite. Preprinted from Minerals Yearbook: Review of 1940. Washington, 1941.

tion with the legitimate product. According to a survey of the Anthracite Emergency Committee, as of March 15, 1941, 10,031 men and boys were working in 2,862 bootleg openings. In addition, 1,697 men and boys were working in 340 breakers and washeries preparing the product for market. These miners produced in excess of one-half million tons of anthracite in January 1941 and it is estimated their output was over 4 million tons in 1940.

As a part of the anthracite emergency program a plan was adopted early in 1941 to deal with this problem. The State of Pennsylvania, the cooperating operators, and the United Mine Workers of America gave their support. Among the measures provided for was an immediate survey of all bootleg operations. Any cooperating producer may arrange to purchase the output of a bootleg hole or holes in addition to producing his quota of anthracite as fixed under the emergency program. Cooperating producers may also employ bootleg workers formerly engaged in illegal mining, and will receive an allocation equal to 3.25 tons per man per day of commercial output for each man so employed. The latter allocation is supplementary to the regular quota allotted to operators.

Negro Workers

NEW TRAINING PLANS FOR NEGROES¹

Carpentry Course for Rural Negroes

FOR half a century Tuskegee Institute has been providing courses for Negro rural preachers, farmers, extension agents, midwives, and cooks. It was not until December 1940, however, that the Institute, in cooperation with the Extension Service of Alabama, offered a course for rural Negro carpenters. Of the 40 farmer-carpenters and builders enrolled for a week's intensive training, 28 were from Alabama and the others were from Georgia, Florida, and South Carolina. The training includes blueprint reading, practical estimating, selecting materials, structural-foundation work, framing, chimney building, interior and exterior carpentry, roofing, and painting.

These carpenters on their return to their respective communities will aid the county agents in the organization of local demonstration-housing schools, which are to be followed up by the extension agricultural engineers, with the objective of essentially spreading the self-help idea of home improvement to the remotest rural districts.

Course in Educational Research at Hampton Institute

At the 1941 summer session of Hampton Institute, which opened on June 16, the director of the summer school announced the inauguration of the Institute's first "workshop on current problems in industrial education."

Restricted to 40 graduates from accredited colleges and undergraduates with experience in teaching, the course was designed to provide, for teachers in the industrial departments of Negro high schools and colleges, an opportunity to study the fundamental problems of Negro industrial education.

In the course, teachers' community problems will receive special attention. Each student will work individually on matters which are of basic concern to him. The subjects scheduled for study include comprehensive tests, outlines for courses, cost of equipment and supplies, qualifications of teachers, coordination of industrial with other

¹ Data are from Service (Tuskegee Institute, Alabama), July 1941, and Employment Security Review, July 1941.

curricula, the effect of maintenance and production activities on learning, and other allied problems.

Training School for Negro Domestic

A training school for Negro domestics is in operation in Yazoo City, Miss., under the supervision of vocational-education authorities and the local school board. The project was organized with the cooperation of the office of the local employment service, which referred the applicants to the school.

The training course includes housekeeping methods, meal planning and serving, laundry, child care, and care of the sick. One hundred training hours are required in the school, which is supplied with all facilities at present ordinarily used in homes employing household servants. Upon completing her full course, each woman receives a diploma which is equivalent to a recommendation for employment.

Woman Workers

GAINS UNDER MINIMUM WAGE IN TWO NEW YORK INDUSTRIES, 1940

EXPERIENCE under the minimum-wage orders in the laundry and confectionery industries in the State of New York shows that each year a larger proportion of the woman workers is found in the higher wage classes. Also, under a mandatory order the wage groups earning less than the fixed minimum practically disappear. In the laundry industry, less than 1 percent of the women and minors were earning less than the mandatory minimum in 1940. Even when still under a directory order¹ (as in the confectionery industry), the lowest wage classes become almost nonexistent, although a small percentage still receive less than the minimum. In 1940, in each of these industries, three-fourths of the woman workers were earning more than the fixed minimum. The Division of Women in Industry and Minimum Wage of the New York State Department of Labor analyzes the sworn pay rolls of all the employees in these industries each year, and these and the following facts are taken from the 1940 reports of such analyses.²

Laundry Industry

In November 1940, for the third successive year since the minimum wage was introduced in 1938,³ the laundry industry showed higher earnings for woman workers in all places over 18,000 in population. The woman workers who prior thereto had received less than the minimum set are now found in the higher wage classes, the majority of the workers receiving 35 and under 40 cents an hour in 1940. Each year more and more of the workers are found in the higher wage classes, indicating that workers are not kept at the minimum. In 1937, before the introduction of the minimum wage, for instance, only 14.0 percent of the woman workers in Zone B⁴ earned between 35 and 40 cents an hour, whereas in 1938 the percentage was 20.0, in 1939 it

¹ A directory order provides as a penalty for nonobservance by employers only the publication of their names. A mandatory order (which may be issued after 3 months' operation of the directory order has disclosed that it is not being observed, and a public hearing has been held) provides for criminal penalties and civil action as well as publication.

² New York. Department of Labor. *The Industrial Bulletin*, Albany, April and May 1941.

³ Directory, March 14, 1938; mandatory, August 22, 1938, revised June 15, 1940.

⁴ Zone A covers New York City and Westchester and Nassau Counties; Zone B includes all places over 18,000 outside Zone A. No data are given for laundries in other places in the State (Zone C), as they have no guaranteed weekly wage, though there is a minimum of 30 cents an hour.

was 34.7, and in 1940 it had risen to 84.3. The proportion earning \$15 a week or more rose from 19.8 percent in 1937 to 50.3 in 1940. The median weekly wage in this zone in 1940 was \$15.01, as compared with \$12.86 in 1937.

In Zone A (the metropolitan area), also, women's earnings were higher each year. In 1940 almost 70 percent of the woman workers in this zone earned \$15 a week or more, as compared with slightly over 46 percent in 1937. The percentage of the woman workers receiving 35 and under 40 cents rose from 39.8 in 1937 to 62.8 in 1940. Median earnings rose from \$14.76 a week in 1937 to \$15.78 in 1940, and from 36.4 cents to 38.9 cents an hour, in the same period.

The majority of the workers in both zones worked a week of 40 to 45 hours in 1940, practically the same as in 1939. The employers, it is stated, have stabilized the workweek in accordance with the guaranteed wage of \$14 for 40 hours' work which is in effect in all parts of the State except Zone C.

Table 1 presents hourly and weekly earnings and weekly hours, for women and minors, in November of each year from 1937 to 1940.

TABLE 1.—Earnings and Hours of Women in Laundry Occupations in New York State, November 1937, 1938, 1939, and 1940

Item	Zone A				Zone B			
	1937	1938	1939	1940	1937	1938	1939	1940
Week's earnings								
Number reporting ¹	16,015	18,132	18,149	18,998	3,650	3,777	3,739	4,119
Median week's earnings.....	\$14.76	\$15.53	\$15.62	\$15.78	\$12.86	\$13.70	\$14.44	\$15.01
Percent with earnings—								
Under \$8.....	3.7	2.1	2.1	2.3	5.7	1.6	1.2	1.6
\$8 and under \$12.....	10.1	3.8	3.2	3.3	28.4	4.3	3.5	3.5
\$12 and under \$15.....	40.0	32.4	31.1	25.7	45.1	71.9	58.0	44.6
\$15 and over.....	46.2	61.7	63.6	68.7	19.8	22.2	37.3	50.3
Hourly earnings								
Number reporting ¹	15,649	17,922	18,080	18,970	3,620	3,760	3,737	4,116
Median hourly earnings (cents).....	36.4	38.6	38.8	38.9	32.5	33.7	34.9	37.9
Percent with earnings—								
Under 25 cents.....	0.5	(²)	(²)	(²)	0.3	—	—	0.1
25 and under 30 cents.....	2.5	0.2	(²)	0.1	25.2	0.5	0.1	(²)
30 and under 35 cents.....	36.2	.9	0.2	.3	49.3	66.9	51.4	.3
35 and under 40 cents.....	39.8	68.6	65.7	62.8	14.0	20.0	34.7	84.3
40 and under 45 cents.....	10.2	16.8	19.5	21.0	7.2	7.6	8.1	8.9
45 and under 50 cents.....	5.5	6.7	7.3	7.7	2.2	3.2	3.0	3.9
50 and under 60 cents.....	4.3	5.2	5.6	6.2	1.4	1.4	2.5	2.2
60 cents and over.....	1.0	1.6	1.7	1.9	.4	.3	.2	.3
Hours worked during week								
Number reporting ¹	15,654	17,923	18,080	18,970	3,620	3,760	3,737	4,116
Median hours worked.....	41.9	42.2	42.2	41.7	41.2	40.0	42.0	42.3
Percent who worked—								
Under 24 hours.....	3.5	2.7	2.7	3.0	4.6	1.6	1.3	1.9
24 and under 32 hours.....	4.4	3.2	3.0	3.2	7.3	2.9	2.2	2.3
32 and under 40 hours.....	23.4	19.2	18.6	23.2	28.6	26.3	22.9	18.3
40 and under 45 hours.....	48.7	55.9	60.5	59.7	40.2	58.4	60.0	59.9
45 to 48 hours inclusive.....	19.2	18.6	15.1	10.7	18.1	10.5	13.5	17.2
Over 48 hours.....	.8	.4	.1	.2	1.2	.3	.1	.4

¹ Includes some male minors.

² Less than a tenth of 1 percent.

Confectionery Industry

The minimum wage was introduced in the confectionery industry by a directory order on November 14, 1938. In this industry also, fewer women were found in the lowest wage groups in 1940 than in 1937, only 9.0 percent earning less than \$12 a week in 1940 as compared with 23.4 percent in 1937. About one-eighth of the employers, however, were still paying less than the minimum rates set in the directory order.

Workers in the higher wage brackets were also benefiting by the minimum wage, 32 percent more workers receiving from \$12 to \$15 a week in 1940 than in 1937, and 21 percent earning more than \$20 a week in 1940 as compared to 14.7 percent in 1937. An increase from 69 percent in 1937 to 96 percent in 1940 was shown in the proportion getting 35 cents an hour or more.

A week of 40 to 48 hours was worked by two-thirds of the women and minors, only 6.4 percent working 48 hours or longer. Irregular part-time work appears to be declining, less than 4 percent of the workers having worked less than 32 hours a week in 1940.

A comparison of weekly and hourly earnings and of weekly hours in the confectionery industry, 1937, 1939, and 1940, is given in tables 2 and 3.

TABLE 2.—Weekly and Hourly Earnings of Women in New York Confectionery Industry, 1937, 1939, and 1940

Item	Weekly earnings			Item	Hourly earnings		
	December 1937	November 1939	November 1940		December 1937	November 1939	November 1940
Number reporting ¹	4, 125	6, 699	6, 953	Number reporting ¹	3, 614	6, 698	6, 951
Median week's earnings.....	\$15.77	\$16.06	\$16.01	Median hourly earnings (cents).....	38.2	40.0	40.3
Percent with earnings—				Percent with earnings—			
Under \$5.....	3.1	0.7	0.4	Under 25 cents.....	6.5	(²)	0.1
\$5 and under \$10.....	12.6	3.3	2.4	25 and under 30 cents.....	9.4	0.4	.5
\$10 and under \$12.....	7.7	4.9	6.2	30 and under 35 cents.....	15.4	1.6	3.0
\$12 and under \$15.....	20.0	24.9	26.3	35 and under 40 cents.....	29.7	48.4	45.3
\$15 and under \$20.....	41.9	46.2	43.4	40 and under 45 cents.....	14.3	21.2	21.3
\$20 and over.....	14.7	20.0	21.3	45 and under 50 cents.....	10.7	13.0	10.9
				50 cents and over.....	14.0	15.4	18.9

¹ Includes some male minors.

² Less than a tenth of 1 percent.

TABLE 3.—Weekly Hours Worked by Women in New York Confectionery Industry, 1937, 1939, and 1940

Item	December 1937	November 1939	November 1940
Number reporting ¹	3, 614	6, 698	6, 951
Median week's hours.....	40.0	40.0	40.0
Percent of women who worked—			
Under 24 hours.....	6.7	2.4	2.1
24 and under 32 hours.....	6.7	3.5	3.6
32 and under 40 hours.....	16.4	16.2	20.4
40 and under 48 hours.....	49.8	71.5	67.5
48 hours.....	15.6	5.9	5.8
Over 48 hours.....	4.8	.5	.6

¹ Includes some male minors.

Social Security

STATUS OF UNEMPLOYMENT-COMPENSATION LAWS, 1941

UNDER the impetus of the Federal Social Security Act, which was enacted in 1935, all of the States, by the end of 1937, had adopted unemployment-compensation acts. Practically all of the laws, however, have been considerably revised since their original enactment, and during the 1941 legislative year far-reaching changes were made. In general, these amendments increased the weekly benefits for unemployed workers, lengthened the period of compensation, and liberalized the qualifications for benefits. Thus, as a result of the amendatory legislation, many more thousands of workers are protected from the hazards of unemployment. Likewise, unemployed workers in many States may receive greater benefits and for a longer period of time.

The Social Security Act did not establish a system of unemployment compensation, but merely provided the means whereby the States were encouraged to establish their own unemployment-compensation programs. This was accomplished by grants-in-aid to the States for the administration of State unemployment-compensation laws and the levying of a uniform pay-roll tax on employers of 8 or more workers, against which a 90-percent credit is allowed for contributions made by such employers to State unemployment funds.

Unlike the old-age-insurance system, which is administered entirely by the Federal Government, the Federal-State system of unemployment compensation involves a minimum of Federal supervision and financial support. Thus the States have considerable latitude in their choice of a system of unemployment compensation best suited to their particular conditions. A State may maintain either a pooled-fund system, an employer-reserve system, or a combination of these two types, and may determine condition of coverage, contribution rates, qualification for benefits, and rate and duration of benefits. Each State, however, must comply with certain standards set forth by the Social Security Board intended to safeguard the solvency of its funds, prevent the depression of labor standards, and insure reasonable efficiency in administration.

Coverage of Laws

The State acts cover nearly all regularly employed persons other than those engaged in agricultural labor, domestic service in a private home, Government employment, service for relatives and in religious, charitable, and other nonprofit institutions. Since railroad employees are now covered under the Federal Railroad Unemployment Insurance Act, they also are excluded from the State acts. Most States also exclude persons whose employers have fewer than a specified number of workers, but 12 States make no such exclusion.

In determining whether a given employer is subject to the act, all except 3 States (Idaho, Nevada, and Utah) base coverage on number of workers employed. In these 3 States the amount of pay roll is the means of determining coverage, but in 5 additional States (Kentucky, Montana, New Mexico, Oregon, and Wyoming), the amount of the pay roll is used as a basis additional or alternative to number of workers. Of the jurisdictions basing coverage on the number of workers employed, 21¹ follow the plan prescribed by the Federal Act, and cover only employers who have employed 8 or more workers in at least 20 days, each of which is in a different week, while 3 States (Michigan, North Carolina, and South Carolina) cover those who employ 8 or more at any time within 20 weeks, and one (Iowa) covers those with 8 or more in 15 weeks. Nine laws² cover those with one or more employees; nine³ those with 4 or more; and the remaining jurisdictions those with 2 or more (New Mexico), 3 or more (Arizona and Ohio), 5 or more (Connecticut), and 6 or more (Illinois and Wisconsin). In several States, employers are subject to the act if they have a sufficient number of workers throughout the United States to be subject to the Federal employment tax, but do not have enough employees within the State to come under the State law.

The State laws generally follow the method used in the Federal act and provide that an employer having a specified number of employees working in a stated number of weeks is covered. In many cases the number of weeks represents the number of days, each day being within a different calendar week, and the employer must have employed the required number of workers during 1 day of each of the specified number of weeks. In most jurisdictions the number of weeks is 20—the same as required by the Federal act. The requirement is 18 weeks in Wisconsin, 15 weeks in Iowa, 13 weeks in New Mexico, and 15 days in New York. There is no provision as to a minimum period of employment in the District of Columbia, Ohio, and Washington.

¹ Alabama, Alaska, Colorado, Florida, Georgia, Indiana, Kansas, Kentucky, Maine, Mississippi, Missouri, Nebraska, New Jersey, North Dakota, Oklahoma, South Dakota, Tennessee, Texas, Vermont, Virginia, and West Virginia.

² Arkansas, Delaware, District of Columbia, Hawaii, Minnesota, Montana, Pennsylvania, Washington, and Wyoming.

³ California, Kentucky, Louisiana, Maryland, Massachusetts, New Hampshire, New York, Oregon, and Rhode Island.

Financial Provisions

The unemployment-compensation systems of the States are financed by contributions of employers based on the wages of their employees. In addition, in five States (Alabama, California, Kentucky, New Jersey, and Rhode Island) employees are required to contribute. The laws of 44 States provide that the contributions shall be placed in a State-wide pooled fund from which all benefits are paid. In 7 States (Indiana, Kentucky, Nebraska, North Carolina, South Dakota, Vermont, and Wisconsin) all or part of the contributions are paid into individual reserve accounts. Contributions paid by an employer in these States are available solely to pay benefits to his former workers, but after an individual reserve account is exhausted, payments may be made from a State pooled account.

As previously stated, the contributions of employers are based on the wages of employees, and in some cases on wages earned, whether or not they have been paid. However, most States now use a "wages paid" basis and collect only on the wages actually paid. In most States tips paid by other persons are counted as a part of wages. Contributions are required only on the first \$3,000 of wages in all jurisdictions except Idaho, Nevada, and Texas. The standard rate of contributions required of employers is 2.7 percent in all States except Michigan which has a 3-percent rate. However, in 17 of the States,⁴ the contribution rate may be varied from the standard if the employer's experience rating warrants it.

Benefits

The amount of benefits which a worker receives while unemployed is determined by his wages or employment in a past period of time, usually called a "base period." Generally, this period is a year divided into four quarters of 13 weeks each and is used to determine a worker's earnings for eligibility, his weekly benefit, and the duration of benefits. Under most of the laws, benefits are paid to a totally unemployed worker at a rate approximating 50 percent of his full-time weekly wage. In 5 States an actual reported full-time weekly wage is used; but as an alternative, where there is no full-time wage or where its use would be arbitrary or unreasonable, full-time weekly wages are computed as one-thirteenth, or other fraction, of the worker's wages in the calendar quarter in which his wages were greatest during the base year. Thus, the benefit rate under this alternative plan in most of these 5 States is one twenty-sixth of the worker's earnings in the "highest quarter" of the year. Most of the other States compute the

⁴ Alabama, California, Connecticut, Hawaii, Indiana, Kansas, Kentucky, Minnesota, Nebraska, New Hampshire, Oregon, South Dakota, Texas, Vermont, Virginia, West Virginia, and Wisconsin.

benefits as a fraction of the total wage for 13 weeks. In 9 States the benefit rate is one-twentieth, in 10 States one twenty-fifth, and in 7 States one twenty-sixth of the wages in the highest quarter. In New Jersey the rate is one twenty-second, and in the District of Columbia and New York, one twenty-third, while in Oregon it is 6 percent.

All of the States limit the amount of benefits payable weekly. Maximum weekly payments of \$15 are provided in the laws of 30 States, but in 8 jurisdictions (Alaska, Illinois, Indiana, Michigan, Minnesota, Ohio, Oklahoma, and Rhode Island) the maximum is \$16, and in 8 other jurisdictions (California, District of Columbia, Georgia, Idaho, Louisiana, Missouri, New Jersey, and Wyoming) the maximum is \$18. The maximum weekly payment is \$17 in Maryland and Wisconsin and \$20 in Connecticut, Hawaii, and Utah.

Fifty jurisdictions have established a flat minimum weekly benefit which ranges from 50 cents in Missouri to \$10 in California and Oregon. In Iowa the minimum is \$5 or full-time wages, whichever is less.

There is also a limitation on the number of full weekly benefits which a worker may receive within a certain length of time (usually 52 weeks) called the "benefit year." In 16 States this "duration of benefits" is uniform for all unemployed workers, but in most of the other jurisdictions it varies in relation to past earnings (or employment in Wisconsin). In these jurisdictions duration is based on a fraction of earnings during the four or more quarters of the base period, with a maximum of a given number of multiples of the weekly benefit rate. The most common maximum duration of benefits is 16 times the weekly benefit amount.

In addition to providing compensation for complete unemployment, most of the States also compensate for partial unemployment. Generally a worker is entitled to a partial benefit if he is working less than full time and earning less than his benefit rate for complete unemployment. In a number of States part-time or odd-job earnings are disregarded in determining whether a worker is totally or partially unemployed, and in some States earnings of small amounts are not considered in determining the question of unemployment and calculating weekly benefits.

Qualifications for Benefits

All of the State unemployment-compensation laws require an unemployed worker to comply with certain requirements in order to be eligible for benefits. Generally, the worker is required to file a claim for benefits, to be able to work and be available for work, to register at a public employment office, to have earned a certain amount of money or to have been employed previously for a stated period, and to have served a waiting period.

In most of the early laws workers were required to have worked a set number of weeks within a specified period in order to be entitled to benefits, but at present this requirement appears in only two State laws (Ohio and Wisconsin). The qualification which is now required in the other States is that a worker must have earned a specified amount in covered employments. In the majority of these States the wage qualification is expressed as a multiple of the weekly benefit amount. As the weekly benefit amount approximates half of the full-time wage for a week, if the earnings requirement is 30 times the weekly benefit amount, the worker must have had about 15 weeks of full-time work in order to qualify for benefits. In about two-thirds of these States the wage qualification is 20 or more times the weekly benefit amount, while the other States require earnings of 16 or less times the weekly benefit amount. In 23 States the wage qualification is expressed in terms of a definite amount, ranging from \$100 to \$300, so that a higher-paid worker can qualify for benefits in a shorter period of time than a lower-paid one.

In all of the States a worker is disqualified for benefits under certain conditions, such as discharge for misconduct, refusal to accept suitable work, etc. Workers who have refused to accept suitable work and workers on strike are disqualified in all jurisdictions, while in every State except Massachusetts and Pennsylvania employees who have been discharged for misconduct are disqualified. In addition, all jurisdictions bar from benefits a worker who left his job voluntarily without good cause. Many States also refuse payments to a worker who is receiving workmen's compensation for temporary partial disability or other specified type of remuneration such as old-age benefits.

The period of disqualification is usually fixed by the administrative agency within the limits prescribed by the law, but sometimes it is a flat period specified in the statute. The disqualification period is generally in addition to the usual waiting period. In some States the benefits which ordinarily would be paid during this period are deducted from maximum benefits payable, while in other jurisdictions the reduction in benefit rights is not made mandatory but is dependent on the decision of the administrative agency.

Waiting Period

A "waiting period" to be served by a worker after he becomes unemployed and before benefits are paid is required in every State. This period, which varies from 1 to 3 weeks, is the period of unemployment after a claim for benefits has been filed and during which no compensation is paid. The agency administering the law is thus enabled to investigate the claim, and the required period eliminates payments to workers who are unemployed for a short time. The

waiting period is 1 week in 21 jurisdictions,⁵ 2 weeks in 27,⁶ and 3 weeks in Alabama, New York, and Pennsylvania. The majority of the States require only one waiting period during 52 weeks, usually called the "benefit year."

Legal Aspects

The constitutionality of unemployment-compensation legislation is now well established. On May 24, 1937, the Supreme Court sustained the validity of the taxation provisions of title IX of the Social Security Act.⁷ This decision recognized the fact that unemployment is a national problem upon which Congress may legislate, and removed all doubt of the right of the Federal Government to initiate legislation against the modern economic hazards. In holding this legislation valid, the Supreme Court denied the two main contentions that the pay-roll tax on employers of 8 or more workers was discriminatory and that it coerced the States in violation of the tenth amendment to the Constitution. The opinion held that the tax was an excise which satisfied the constitutional requirement of uniformity, and, although not applicable to employers of fewer than 8 workers or to employers of farm and domestic labor, did not violate the fifth amendment.

The Supreme Court also held valid the Alabama unemployment-compensation law. A few months earlier the Court had by a 4 to 4 decision affirmed a ruling of the New York Court of Appeals holding the New York law valid.⁸ In the Alabama case⁹ the Court ruled that the act did not violate the "due process" and "equal protection" clauses of the fourteenth amendment. The decision also held that the act was not the invalid product of the coercive operation of the Federal Social Security Act and did not involve an unconstitutional surrender of State power.

State unemployment-compensation laws have been upheld in their fundamental aspects by all State courts which have thus far passed upon such laws.

Principal Provisions of Laws

The following table shows the principal provisions of the State unemployment-compensation laws as of August 1, 1941¹⁰

⁵ Arizona, Arkansas, Connecticut, Delaware, Florida, Hawaii, Illinois, Indiana, Kansas, Maine, Maryland, New Jersey, New Mexico, North Carolina, Oklahoma, Rhode Island, South Carolina, Tennessee, Texas, Utah, and West Virginia.

⁶ Alaska, California, Colorado, District of Columbia, Georgia, Idaho, Iowa, Kentucky, Louisiana, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Hampshire, North Dakota, Ohio, Oregon, South Dakota, Vermont, Virginia, Washington, Wisconsin, and Wyoming.

⁷ *Steward Machine Co. v. Davis*, 301 U. S. 548.

⁸ *W. H. H. Chamberlin, Inc. v. Andrews*, 299 U. S. 515.

⁹ *Carmichael v. Southern Coal & Coke Co. and Same v. Gulf States Paper Corp.*, 301 U. S. 495.

¹⁰ The data given in this table were obtained from the Bureau of Employment Security of the Social Security Board.

Principal Provisions of State Unemployment-Compensation Laws, August 1, 1941

State	Type of fund	Minimum employment or wage qualifications	Weekly benefits	Duration of benefits in a 52-week period ¹	
				Maximum number of times weekly benefit payable	Total amount as proportion of wages earned in a prior period
Alabama.....	Pooled, experience rating.....	30 times weekly benefit, earned in 4 quarters, including \$39.01 earned in 1 quarter.	$\frac{1}{2}$ of high quarter's wages, maximum \$15, minimum \$2.	20.....	$\frac{1}{2}$ in 4 quarters.
Alaska.....	Pooled.....	25 times weekly benefit, earned in 4 quarters.	$\frac{1}{2}$ of high quarter's wages, maximum \$16, minimum \$5.	16.....	Do.
Arizona.....	Pooled, experience rating.....	14 times weekly benefit, earned in 3 quarters.	60 percent of full-time weekly wages, maximum \$15, minimum \$5.	14.....	$\frac{1}{2}$ in 8 to 12 quarters.
Arkansas.....	do.....	22 times weekly benefit, earned in 4 quarters.	$\frac{1}{2}$ of high quarter's wages, maximum \$15, minimum \$3.	16.....	$\frac{1}{2}$ in 4 quarters.
California.....	Pooled, experience rating. Exempt unemployment-benefit and guaranteed-employment plans.	\$300 earned in 4 quarters.....	$\frac{1}{2}$ of high quarter's wages, maximum \$18, minimum \$10.	.....	26-54 percent in 4 quarters, according to schedule of wage classes.
Colorado.....	Pooled, experience rating.....	30 times weekly benefit, earned in 4 quarters.	$\frac{1}{2}$ of high quarter's wages, maximum \$15, minimum \$5.	16.....	$\frac{1}{2}$ in 4 quarters.
Connecticut.....	do.....	\$144 earned in 4 quarters.....	Established by table, maximum \$20, minimum \$6. ²	13 to 18 depending on amount of assets in fund.	$\frac{3}{15}$ to $\frac{1}{2}$ in 4 quarters depending on amount of assets in fund.
Delaware.....	do.....	\$125 paid in 4 quarters.....	$\frac{1}{2}$ of high quarter's wages, maximum \$15, minimum \$5.	13.....	$\frac{1}{2}$ in 4 quarters.
District of Columbia.....	do.....	25 times weekly benefit, or \$250 (whichever is less) earned in 4 quarters.	$\frac{1}{2}$ of high quarter's wages, plus additional allowance (maximum \$3) for dependents, maximum \$18, minimum \$6.	19.....	$\frac{1}{2}$ in 4 quarters.
Florida.....	do.....	\$200 earned in 4 quarters, including some wages in 3 separate quarters.	$\frac{1}{2}$ of high quarter's wages, maximum \$15, minimum \$5.	16.....	$\frac{1}{2}$ in 8 quarters.
Georgia.....	do.....	Weighted schedule requiring earnings of 25, 30, or 40 times weekly benefit in 4 quarters.	Established by table, maximum \$18, minimum \$4.	16 (uniform duration).	Uniform duration.
Hawaii.....	do.....	30 times weekly benefit, earned in 4 quarters.	$\frac{1}{2}$ of high quarter's wages, established by table, maximum \$20, minimum \$5.	20 (uniform duration).	Do.
Idaho.....	Pooled.....	28-52 times weekly benefit established by table, earned in 4 quarters, including \$78 earned in 1 quarter.	Established by table, maximum \$18, minimum \$5.	17.....	$\frac{1}{4}$ in 4 quarters.
Illinois.....	Pooled, experience rating.....	\$225 earned in calendar year.....	$\frac{1}{2}$ of high quarter's wages, maximum \$16, minimum \$7.	16.....	Do.
Indiana.....	Contributions of 0.135 percent of employer's pay roll pooled; remainder employer reserve.	\$50 earned in each of 3 of 4 quarters, or \$250 in 4 quarters.	$\frac{1}{2}$ of high quarter's wages, maximum \$16, minimum \$5.	16.....	16 percent in 5 quarters, in any benefit period. ³

See footnotes at end of table.

Principal Provisions of State Unemployment-Compensation Laws, August 1, 1941—Continued

State	Type of fund	Minimum employment or wage qualifications	Weekly benefits	Duration of benefits in a 52-week period ¹	
				Maximum number of times weekly benefit payable	Total amount as proportion of wages earned in a prior period
Iowa.....	Pooled, experience rating.....	15 times weekly benefit, earned in 4 quarters.	50 percent of full-time weekly wage, maximum \$15, minimum \$5 (or full-time weekly wage).	15.....	¼ in 8 quarters.
Kansas.....	do.....	\$200 earned in 4 quarters, or \$100 in 2 quarters.	½ of high quarter's wages, maximum \$15, minimum \$5.	16.....	¼ in 4 quarters.
Kentucky.....	Employer reserve; employee contributions and earnings from investment pooled.	\$200 earned in 4 quarters.....	Based on schedule of annual wages, maximum \$15, minimum \$4. ⁴	16 (uniform duration). ⁴	Uniform duration.
Louisiana.....	Pooled.....	20 times weekly benefit, earned in 4 quarters.	50 percent of full-time weekly wage, maximum \$18, minimum \$3.	20.....	¼ in 4 quarters.
Maine.....	do.....	\$144 earned in calendar year.....	Based on schedule of annual wages, maximum \$15, minimum \$5.	16 (uniform duration). ⁵	Uniform duration.
Maryland.....	do.....	\$150 received in calendar year.....	Established by table, maximum \$17, minimum \$7.	20.....	¼ in 4 quarters.
Massachusetts.....	Pooled, experience rating.....	25 times weekly benefit, earned in calendar year.	Based on table, maximum \$15, minimum \$6.	20.....	30 percent in 4 quarters.
Michigan.....	do.....	\$250 earned in 4 quarters, including some wages earned in each of 2 quarters.	½ of high quarter's wages, maximum \$16, minimum \$7.	18.....	¼ in 4 quarters. ⁶
Minnesota.....	do.....	\$200 earned in 4 quarters.....	Based on schedule of annual earnings, maximum \$16, minimum \$7.	16 ⁸	
Mississippi.....	Pooled.....	30 times weekly benefit, earned in 4 quarters.	⅙ of high quarter's wages, maximum \$15, minimum \$3.	14 (uniform duration).	Uniform duration.
Missouri.....	Pooled, experience rating.....	40 times weekly benefit, earned in 8 quarters.	⅙ of high quarter's wages, maximum \$18, minimum \$0.50. ⁷	16.....	20 percent in 8 quarters.
Montana.....	Pooled.....	30 times weekly benefit, earned in 4 quarters.	⅙ of high quarter's wages, maximum \$15, minimum \$5.	16 (uniform duration).	Uniform duration.
Nebraska.....	Employer reserve; earnings in pooled account.	\$200 paid in 4 quarters.....	do.....	16.....	¼ in 4 quarters.
Nevada.....	Pooled, experience rating.....	\$200 or twice the square of the weekly benefit earned in 4 quarters and 5 times weekly benefit earned in 1 quarter other than high quarter.	⅙ of high quarter's wages, maximum \$15, minimum \$5.	18.....	Do.
New Hampshire.....	do.....	\$200 earned in calendar year.....	Established by table, maximum \$15, minimum \$6.	16 ⁸	
New Jersey.....	do.....	\$150 earned in 4 quarters.....	⅙ of high quarter's wages, maximum \$18, minimum \$7.	18.....	¼ in 4 quarters, but not less than 6 times weekly benefit rate.
New Mexico.....	do.....	30 times weekly benefit, earned in 4 quarters, including \$37.50 earned in 1 quarter.	⅙ of high quarter's wages, maximum \$15, minimum \$3.	16.....	¼ in 4 quarters.
New York.....	Pooled.....	25 times weekly benefit, earned in calendar year.	⅙ of high quarter's wages, maximum \$15, minimum \$7.	13 (uniform duration).	Uniform duration.

North Carolina	% of contributions to employer reserve; remainder pooled.	\$130 earned in calendar year	Based on schedule of annual wages, maximum \$15, minimum \$3.	16 (uniform duration).	Do.
North Dakota	Pooled, experience rating	30 times weekly benefit, earned in 4 quarters.	Established by table, maximum \$15, minimum \$5.	do	Do.
Ohio	do	Employment in 20 weeks during preceding year, and \$160 earned in 4 quarters.	Established by table, maximum \$16, minimum \$5.	18 (uniform duration).	Do.
Oklahoma	do	22 times weekly benefit, earned in 4 quarters.	1/2 of high quarter's wages, maximum \$16, minimum \$6.	16	1/2 in 4 quarters.
Oregon	do	\$200 earned in prior year	6 percent of high quarter's wages, maximum \$15, minimum \$10.	16	1/2 in 4 quarters.
Pennsylvania	Pooled	13 times weekly benefit, earned in 4 quarters.	50 percent of full-time weekly wage, maximum \$15, minimum \$7.50.	13	1/2 in 8 quarters.
Rhode Island	do	\$100 earned in calendar year	Established by table, maximum \$16, minimum \$6.		18-30 percent in 4 quarters, according to schedule of wage classes.
South Carolina	Pooled, experience rating	30 times weekly benefit, earned in 4 quarters. ⁸	1/2 of high quarter's wages, maximum \$15, minimum \$4. ⁹	16 (uniform duration).	Uniform duration.
South Dakota	1/2 employer reserve; remainder pooled.	\$126 earned in calendar year	Based on schedule of annual wages, maximum \$15, minimum \$7.	14 (uniform duration). ⁶	Do.
Tennessee	Pooled	25 times weekly benefit, earned in 4 quarters. ¹⁰	1/2 of high quarter's wages, maximum \$15, minimum \$5. ¹¹	16 (uniform duration).	Do.
Texas	do	16 times weekly benefit earned in 4 quarters.	1/2 of high quarter's wages, maximum \$15, minimum \$5. ⁴	do. ⁴	Do.
Utah	do	30 times weekly benefit, earned in calendar year.	1/2 of high quarter's wages, maximum \$20, minimum \$5.	20 (uniform duration).	Do.
Vermont	Employer's contribution over 0.54 percent to employer's reserve; remainder pooled.	25 times weekly benefit, earned in 4 quarters and not less than \$125.	50 percent of full-time weekly wage, maximum \$15, minimum \$5.	15	1/2 in 4 quarters.
Virginia	Pooled, experience rating	25 times weekly benefit, earned in calendar year.	1/2 of high quarter's wages, maximum \$15, minimum \$3.	16	1/2 in 4 quarters.
Washington	Pooled	\$200 earned in 4 quarters	1/2 of high quarter's wages, maximum \$15, minimum \$7.	16	1/2 in 4 quarters.
West Virginia	Pooled, experience rating	\$150 earned in calendar year ¹²	Based on schedule of annual wages, maximum \$15, minimum \$6.	16 (uniform duration).	Uniform duration.
Wisconsin	Employer reserve; earnings pooled.	Employment of 14 weeks from one or more employers within the 52 weeks preceding the end of the most recent employment.	50 percent of average weekly wage, maximum \$17, minimum \$6. ¹³		From any one employer's account 1 week's benefit to each 2 weeks of employment within 52 weeks preceding close of employment.
Wyoming	Pooled, experience rating	28 times weekly benefit, earned in 4 quarters, including \$50 earned in one quarter.	1/2 of high quarter's wages, maximum \$18, minimum \$5.	14	1/2 in 4 quarters.

¹ The lesser of the alternative amounts given in the two columns is used.
² When the fund's assets are over \$40,000,000; when over \$25,000,000 but less than \$40,000,000 the maximum is \$17; when \$25,000,000 or less the maximum is \$15.
³ Including uncompleted quarter in which waiting period is served.
⁴ Benefits are paid every two weeks.
⁵ Duration is less for persons eligible for lower weekly benefit rates.
⁶ \$200, or (if wages are less than \$800) 30 percent of base period wages, whichever is less.
⁷ But benefits are paid at not less than \$3 per week.

⁸ If such benefit is \$4; 40 times weekly benefit if such amount is \$5 or over.
⁹ Benefit amount and benefit duration may be reduced by not to exceed 25 percent when the balance in the fund falls below \$5,000,000.
¹⁰ If such benefit is \$5; 30 times weekly benefit amount if such amount is over \$5.
¹¹ If weekly benefit is \$5 to \$6, rate is 1/2 of high quarter's wages.
¹² With earnings of \$75 in each of 2 quarters, or \$50 in each of 3 quarters.
¹³ The minimum provided is actually \$2, but where the benefit rate is less than \$6, available benefits are paid at rate of \$6 per week.

PLACEMENT WORK OF PUBLIC EMPLOYMENT SERVICES, JUNE 1941¹

ALTHOUGH slightly below the May volume, more placements were made by public employment offices in June than in any other month since the middle of 1936. They totaled 471,000, 43 percent more than in June 1940. All but 13 States shared in the decline from May, but only four States filled fewer jobs than in June 1940. Placements during the first 6 months of 1941 approximated 2,500,000, a gain of 52 percent over the same period of 1940.

Applications filed during the month rose 6 percent to 1,600,000 and exceeded the total for any June since the establishment of the public employment service. There were 5,100,000 job seekers registered for work on June 30, virtually the same total as on May 31.

Practically all of the Rocky Mountain and Pacific Coast States and the Territories made more placements in June than in May. Increased demand for workers in agricultural, construction, and ship-building activities was mainly responsible for the gains in most of these States. In all the leading industrial States fewer placements were made than in May. Shortages and delayed delivery of materials and equipment, together with capacity operations in many plants, probably account for the widespread declines in placements. The largest relative gains over June 1940 were reported by Alaska, Louisiana, Massachusetts, Rhode Island, and South Carolina, where placements were from 2 to approximately 3 times as great as last June.

Supplementary placements increased more than 25 percent from May, to 153,300, the highest number since October 1940. The rise mainly reflected the heavy seasonal demand for agricultural workers. This increase, however, was relatively smaller than the gains usually experienced from May to June of previous years.

In June nearly 300,000 jobs were filled by men and 171,000 by women. Placements of men were 49 percent greater than those made in June 1940, whereas placements of women were only 33 percent greater. Placements in both groups were less than in June 1940 in Arkansas and Washington; for men alone, decreases were reported in Arizona, New Hampshire, and Oklahoma, and for women alone, in Georgia, Hawaii, and Idaho. For the second successive month, placements of men were greater than those of women in New York. In addition to the usual excesses in Delaware, the District of Columbia, and New Jersey, however, Louisiana placed more women than men this month. As in previous months, somewhat less than two-thirds of the jobs filled by men and more than half of the jobs filled by women were expected to last longer than a month.

¹ Prepared by Research and Statistics Division, Bureau of Employment Security, Social Security Board.

TABLE 1.—*Summary of Placement Activities of Public Employment Services, June 1941*
[Data reported by State agencies, corrected to July 21, 1941]

Activity	Number	Percent of change from—		
		May 1941	June 1940	June 1939
Total complete placements.....	470,962	-5.8	+42.8	+37.1
Regular.....	289,565	-1.9	+72.7	+49.6
Temporary.....	181,397	-11.5	+11.8	+20.9
Supplementary placements.....	153,322	+25.9	+8.0	+47.5
Total applications.....	1,623,180	+5.5	+23.2	+28.4
Active file.....	5,125,871	-6	¹ -11.0	¹ -18.8

¹ Based on comparable data.

Table 2 shows placement activities for veterans in June 1941.

TABLE 2.—*Summary of Placement Activities for Veterans, June 1941*

[Data reported by State agencies, corrected to July 21, 1941]

Activity	Number	Percent of change from—		
		May 1941	June 1940	June 1939
Total complete placements.....	15,562	-14.0	+38.7	+8.4
Regular.....	8,306	-12.4	(¹)	(¹)
Temporary.....	7,256	-15.7	(¹)	(¹)
Total applications.....	48,187	-9.0	+14.4	+18.5
Active file.....	212,984	-10.4	² -11.6	² -32.2

¹ Total veteran placements by duration not reported prior to 1941. ² Based on comparable data.

Placement Work, First Half of 1941

In the first half of 1941, 1,600,000 jobs were filled by men and 932,000 by women. For men, this represented a gain of 65 percent over the first 6 months of 1940, and for women an increase of 35 percent. Since the beginning of 1941 the relative increases over 1940 for men have varied widely but have always been materially greater than for women; the gains for women each month have generally been at the same level above 1940. The following statement shows the percent of increase in each of the first 6 months of 1941 over the corresponding month in 1940, in placements of men and of women.

	Percent of increase over 1940	
	Men	Women
January.....	+95.0	+31.5
February.....	+101.1	+33.7
March.....	+73.6	+32.0
April.....	+55.7	+42.7
May.....	+48.6	+34.1
June.....	+49.0	+33.0

More than 1 million applications for work were received from men, a 22 percent increase over June 1940; the 561,000 filed by women represented a gain of 26 percent. At the end of June 1941 the active file of men was 14 percent lower than on June 30, 1940; for women it was 4 percent lower. The number of male jobseekers registered this month was lower than in June 1940 in 37 States, and women registrants were fewer in 30 States.

Detailed Statistics for June 1941

Tables 3 and 4 give, by States, detailed data on placement work for June 1941.

TABLE 3.—Activities of Public Employment Services, All Registrants, by States, June 1941

[Data reported by State agencies, corrected to July 21, 1941]

Social Security Board region and State	Complete placements						Supplementary placements	Total applications received		Active file as of June 30, 1941	
	June 1941			January-June 1941, total				Number	Percent of change from May 1941	Number	Percent of change from June 30, 1940
	Number	Percent of change from—		Regular (over 1 month)	Number	Percent of change from January-June 1940					
May 1941		June 1940									
Total	470,962	-5.8	+42.8	289,565	2,498,063	+52.2	153,322	1,623,180	+5.5	5,125,871	-11.0
Region I:											
Connecticut	9,451	(²)	+63.8	6,592	50,397	+77.6	11	27,681	+21.7	44,702	-47.6
Maine	4,561	+5	+73.2	3,607	19,703	+105.2	30	10,411	+8.2	26,948	-41.2
Massachusetts	9,955	-2.8	+149.5	8,394	49,462	+134.0	69	57,875	+9.8	134,835	-39.3
New Hampshire	2,234	-10.1	-9.3	1,811	11,391	+3.7	60	6,485	+23.9	15,366	-37.2
Rhode Island	2,221	-10.7	+181.1	1,839	12,485	+201.1	0	10,610	+24.5	40,674	-7.2
Vermont	1,198	-12.9	+5.4	741	6,290	+27.4	23	2,665	-3.5	9,069	-53.2
Region II:											
New York	47,744	-3.6	+69.8	26,815	250,599	+80.6	1,066	188,108	-4.1	544,377	-19.5
Region III:											
Delaware	1,754	-3	+32.5	925	8,637	+42.3	150	3,460	+13.9	8,736	-29.4
New Jersey	17,402	-1	+77.7	10,958	89,362	+63.4	107	65,991	+21.7	193,564	-26.7
Pennsylvania	21,244	-6.5	+58.3	16,200	109,160	+53.0	878	120,330	+14.0	333,713	-10.3
Region IV:											
District of Col.	5,471	-10.4	+29.7	2,590	31,606	+45.1	4	13,796	+15.5	23,568	-39.1
Maryland	6,507	-9.2	+51.2	4,230	34,503	+66.0	1,695	28,968	+16.9	42,914	-40.8
North Carolina	9,766	-21.6	+61.6	7,085	107,077	+198.8	14,054	39,192	+3.4	96,662	+2.1
Virginia	11,336	-4.9	+91.4	9,011	62,071	+119.6	961	25,255	-13.7	70,523	+20.0
West Virginia	3,938	+6.2	+31.2	2,443	21,126	+41.4	433	19,303	+4.4	63,121	-27.4
Region V:											
Kentucky	3,733	-28.6	+18.4	2,413	21,451	+37.8	129	20,574	-6.0	95,092	-1.9
Michigan	16,341	-8.9	+34.1	10,796	80,713	+38.6	1,182	56,479	+23.7	139,108	-44.8
Ohio	27,539	-8.1	+64.0	16,095	136,219	+63.8	328	81,628	-1.8	276,038	-11.9
Region VI:											
Illinois	22,564	-13.1	+66.6	13,393	125,661	+62.2	1,209	74,276	+2.7	250,480	+29.4
Indiana	12,955	-24.5	+51.8	8,357	74,083	+67.2	2,969	49,323	-2.2	227,345	+32.5
Wisconsin	11,185	-6.2	+48.4	7,180	53,329	+47.1	566	30,388	+27.0	90,923	-21.4
Region VII:											
Alabama	7,596	-21.3	+43.9	3,843	31,836	+17.9	270	31,681	-14.6	111,590	-3.2
Florida	4,571	+11.9	+98.5	3,579	36,114	+109.0	253	22,445	+1.2	117,842	+71.0
Georgia	10,199	-6.9	+30.6	6,149	52,445	+16.0	664	34,445	-4.2	117,345	-32.6
Mississippi	4,680	-3.8	+16.3	3,964	21,900	-3.5	170	21,216	-2.9	81,268	+56.2
South Carolina	7,291	+6.5	+168.4	6,157	43,048	+150.9	401	15,083	+17.5	51,492	+3.0
Tennessee	9,309	-24.5	+27.6	6,127	52,320	+80.2	5,021	20,977	-14.8	134,259	+7.1
Region VIII:											
Iowa	8,411	-13.5	+12.4	4,589	43,951	+19.4	519	22,271	+20.2	68,881	-15.5
Minnesota	8,187	-16.0	+19.7	4,495	38,023	+29.9	229	29,836	+19.7	96,435	-30.0
Nebraska	3,828	-5.6	+10.4	2,359	16,715	+13.1	126	10,051	-7	46,337	-2.1
North Dakota	2,750	-5.7	+22.5	1,415	12,486	+27.1	33	5,559	+1.3	30,545	+1.0
South Dakota	1,802	-17.5	+24.1	1,076	8,195	+20.5	261	4,353	-11.9	23,518	-13.5
Region IX:											
Arkansas	6,015	-27.2	-20.8	2,598	37,147	+28.7	7,488	16,262	+16.3	81,526	+81.0
Kansas	7,742	-11.1	+68.4	3,640	39,554	+82.6	353	20,308	+16.2	62,610	+4.4
Missouri	12,582	-17.4	+45.5	8,387	84,577	+91.4	4,789	53,192	+11.6	216,350	+15.6
Oklahoma	4,824	-3.7	+5.1	2,085	23,506	-18.8	4,918	25,268	+26.9	64,061	-25.9
Region X:											
Louisiana	5,654	-2.5	+118.3	3,909	35,151	+69.1	1,157	32,407	+23.7	121,028	+35.9
New Mexico	1,755	-2.0	+28.0	1,215	9,019	+29.2	604	4,909	-16.4	24,247	-31.8
Texas	29,390	-6	+6.6	15,796	184,461	+9.7	43,214	107,972	+5.9	379,917	+47.9
Region XI:											
Arizona	2,629	-14.4	-1.0	1,171	16,092	-6.8	1,716	5,920	-4.8	20,487	-21.4
Colorado	7,560	+35.4	+13.6	2,702	24,141	+8.0	2,580	15,036	+10.9	54,363	-7.9
Idaho	4,827	+38.0	+19.1	1,468	15,460	+10.9	9,366	3,523	-33.8	34,938	(⁴)
Montana	3,054	+12.3	+34.2	2,349	10,883	+14.3	563	5,316	-1.5	15,255	-41.0
Utah	3,472	+36.3	+63.3	1,230	11,460	+58.3	155	8,618	+19.9	21,609	-5.3
Wyoming	1,355	-9.4	+22.6	858	8,201	+74.3	5	3,800	+34.1	5,413	-34.8
Region XII:											
California	37,267	-1.4	+85.9	21,315	182,213	+65.1	7,731	113,656	-5	343,390	-29.4
Nevada	2,207	+12.8	+74.5	1,553	8,907	+37.4	84	3,512	+12.6	3,662	-33.8
Oregon	9,682	+12.7	+64.4	6,470	43,791	+59.0	25,360	18,715	+8.8	29,929	-25.6
Washington	10,331	+40.9	-47.4	5,148	39,531	-24.1	9,308	30,080	+6.6	33,540	-68.2
Territories:											
Alaska	1,756	+20.4	+147.3	1,460	5,408	+61.7	59	1,940	+9.0	1,158	-28.6
Hawaii	1,137	+38.3	+19.9	983	6,203	+31.6	1	2,031	+13.9	5,164	-43.4

¹ Based on comparable data.² Decrease of less than a tenth of 1 percent.³ Does not include 2,023 supplementary placements made in cooperation with the Arkansas State Employment Service.⁴ Data not comparable.

TABLE 4.—Activities of Public Employment Services, Veterans, by State, June 1941

[Data reported by State agencies, corrected to July 21, 1941]

Social Security Board region and State	Complete placements			Total applications received	Active file as of June 30, 1941		
	Number	Percent of change ¹ from—			Number	Percent of change ¹ from—	
		May 1941	June 1940			May 31, 1941	June 30, 1940
Total.....	15,562	-14.0	+38.7	48,187	212,984	-10.4	² -11.6
Region I:							
Connecticut.....	316	-13.2	+24.4	768	1,370	-6.2	-62.1
Maine.....	162	-7.4	+72.3	357	1,354	-27.8	-39.6
Massachusetts.....	206	-23.7	+142.4	1,760	7,153	-24.1	+13.4
New Hampshire.....	79	-25.5	-19.4	270	811	-6.4	-11.8
Rhode Island.....	61	-30.7	-----	187	1,340	-12.4	+31.2
Vermont.....	43	-----	-----	103	397	-7.0	-51.8
Region II:							
New York.....	1,172	-10.8	+76.2	2,876	13,992	-3.8	-14.0
Region III:							
Delaware.....	41	-----	-----	103	359	-1.3	-13.1
New Jersey.....	347	-5.7	+88.6	1,338	7,060	-12.0	-21.5
Pennsylvania.....	571	-16.8	+59.0	3,952	14,873	-16.3	+6.1
Region IV:							
District of Columbia.....	221	-24.6	+22.1	589	1,430	-16.3	-37.9
Maryland.....	187	-25.5	+3.9	774	1,143	+10.4	-61.2
North Carolina.....	229	-19.6	+95.7	1,201	2,990	+21.8	+43.3
Virginia.....	163	-12.8	+39.3	385	1,331	-12.0	+4
West Virginia.....	55	-27.6	-8.3	507	2,864	-13.3	-34.8
Region V:							
Kentucky.....	131	-27.2	+12.9	613	4,034	-3.1	+2.1
Michigan.....	774	-11.4	+39.0	2,315	8,918	-2.3	-33.9
Ohio.....	1,091	-12.0	+78.0	2,530	13,397	-8.8	+8.2
Region VI:							
Illinois.....	876	-13.0	+114.2	1,956	11,393	-21.6	+29.1
Indiana.....	351	-32.8	+86.7	1,469	9,650	+2.1	+11.1
Wisconsin.....	404	-13.5	+80.4	948	6,650	-8.8	-5.1
Region VII:							
Alabama.....	119	-29.2	-21.2	1,039	4,877	-3.8	+6.6
Florida.....	116	-1.7	+68.1	703	6,189	+4	+105.8
Georgia.....	169	-43.7	-12.4	841	3,416	-4.2	-27.7
Mississippi.....	83	-22.4	+20.3	635	2,412	+7.0	+83.8
South Carolina.....	191	-23.0	+176.8	333	1,237	-1.1	-22.6
Tennessee.....	250	-34.9	+38.1	529	4,741	-3.3	-2.1
Region VIII:							
Iowa.....	576	-23.5	+4.7	867	3,952	-12.7	-18.6
Minnesota.....	332	-14.9	+22.0	1,097	5,624	-12.1	-35.1
Nebraska.....	212	-14.2	+37.7	306	2,542	-16.8	-3.2
North Dakota.....	77	-16.3	+1.3	116	1,259	-3.8	-2.4
South Dakota.....	65	-41.4	+18.2	138	1,307	-6.4	-2.1
Region IX:							
Arkansas.....	155	-40.6	-46.7	615	3,423	+15.5	+78.8
Kansas.....	239	-13.4	+29.2	562	3,570	-12.2	-3.8
Missouri.....	577	-21.4	+42.5	2,105	4,789	-55.8	-51.3
Oklahoma.....	254	-10.6	+30.2	1,198	3,897	-8.1	-29.6
Region X:							
Louisiana.....	69	-18.8	-----	1,061	3,909	+18.1	+48.7
New Mexico.....	46	-----	-----	186	1,431	0	-23.4
Texas.....	752	-15.9	-17.4	2,219	11,473	+7.4	+53.4
Region XI:							
Arizona.....	112	-29.1	-6.7	270	1,334	0	-16.8
Colorado.....	187	-11.8	-.5	571	2,245	-15.4	-26.2
Idaho.....	302	+43.8	+14.8	121	2,151	-3.7	⁽³⁾ -26.2
Montana.....	146	-17.5	-4.6	249	912	-21.9	-35.6
Utah.....	73	0	+35.2	168	1,009	-1.9	-17.0
Wyoming.....	60	-26.8	-----	166	270	-10.3	-37.5
Region XII:							
California.....	1,916	+6.6	+82.8	4,833	18,402	-13.6	-35.3
Nevada.....	121	0	+101.7	152	158	-31.3	-51.5
Oregon.....	426	+6.0	+38.8	609	1,979	-9.0	-24.0
Washington.....	337	-7.2	-13.1	1,383	1,754	-10.6	-65.7
Territories:							
Alaska.....	93	+10.7	-----	86	33	-----	-----
Hawaii.....	27	-----	-----	28	180	-15.1	-60.8

¹ Where the number of veterans involved in either month was less than 50, the percent of change was not computed.² Based on comparable data.³ Data not comparable.

UNEMPLOYMENT-COMPENSATION OPERATIONS, JUNE 1941¹

THE volume of unemployment-compensation payments and claims in June 1941 was more than 40 percent below June 1940 levels, owing to the sharp improvement in employment resulting from the national defense program. Moreover, the reductions in practically all unemployment-compensation activities in June 1941 were more marked than the changes from May to June of 1940. Benefit payments amounted to \$30,500,000 and were paid to an average weekly total of 683,000 workers—586,000 fewer than in June 1940. Approximately 784,000 workers received one or more payments during the month, in contrast to 1,400,000 in June 1940. During the first half of 1941, the number of claims received and the number of weeks compensated were one-third fewer than in the same period of 1940.

Approximately 2,900,000 weeks of unemployment were compensated during June, a decline of 3 percent from May. Approximately 92 percent of all weeks compensated were for total unemployment.

Although increases were reported in only a few States, the average weekly number of benefit recipients increased 4 percent from May. The increase for the country as a whole was caused principally by the large expansions in Illinois, New York, and Virginia, which started their uniform benefit years in April.

Benefit payments to unemployed workers declined 3 percent from May. Only 7 States paid more benefits than in the previous month. The increases in 3 of these—Illinois, New York, and Virginia—reflected the continued receipt of heavy volumes of compensable claims in the third month of the new uniform benefit years; in Ohio the increase resulted from payments made to coal miners who were idle during the 1939 and 1941 collective-agreement negotiations.

Payments this year have amounted to \$196.6 million, 31 percent less than during January-June 1940. Since the beginning of 1941 the difference between the amount of benefits paid this year and last has increased continuously as shown below:

	1940	1941	Percent of decrease
January.....	\$40,996,000	\$39,270,000	—4
February.....	44,328,000	34,611,000	—22
March.....	47,130,000	33,608,000	—29
April.....	42,286,000	26,998,000	—36
May.....	54,879,000	31,574,000	—42
June.....	53,618,000	30,530,000	—43

Continued claims received in June dropped 9 percent to 3.6 million, the lowest volume since October 1939. They averaged 842,600 weekly, 8 percent below the preceding month and the lowest monthly average on record.

¹ Prepared by Research and Statistics Division, Bureau of Employment Security, Social Security Board.

Continued Unemployment-Compensation Claims Received,¹ Weeks Compensated, and Benefits Paid, by State, June 1941

[Data reported by State agencies, corrected to July 23, 1941]

Social Security Board region and State	Continued claims ¹			Weeks compensated			
	Number	Type		Number	Type of unemployment		
		Waiting period	Compensable		Total	Partial and part-total combined ²	Partial only ³
Total.....	3, 575, 932	693, 323	2, 882, 609	2, 872, 409	2, 636, 888	235, 521	-----
Region I:							
Connecticut.....	17, 539	4, 305	13, 234	12, 825	11, 519	1, 306	(⁵)
Maine.....	21, 044	3, 157	17, 887	18, 142	15, 301	2, 841	1, 653
Massachusetts.....	223, 722	37, 403	186, 319	178, 979	170, 385	8, 594	7, 790
New Hampshire.....	18, 994	6, 942	12, 052	11, 911	10, 539	1, 372	1, 214
Rhode Island.....	45, 602	3, 942	41, 660	41, 660	36, 683	4, 977	(⁵)
Vermont.....	2, 730	415	2, 315	2, 300	2, 098	202	144
Region II:							
New York.....	923, 568	203, 090	720, 478	734, 523	734, 523	(²)	(²)
Region III:							
Delaware.....	3, 840	563	3, 277	3, 180	2, 331	849	784
New Jersey.....	138, 754	27, 119	111, 635	107, 457	93, 388	14, 069	(⁵)
Pennsylvania.....	212, 527	67, 531	144, 996	144, 426	144, 426	(²)	(²)
Region IV:							
Dist. of Columbia.....	14, 954	1, 634	13, 320	12, 935	12, 196	739	23
Maryland.....	60, 258	4, 205	56, 053	55, 348	49, 139	6, 209	5, 785
North Carolina.....	54, 810	6, 014	48, 805	49, 442	47, 096	2, 346	1, 889
Virginia.....	58, 109	6, 308	51, 801	53, 719	51, 620	2, 099	899
West Virginia.....	47, 149	3, 265	43, 884	42, 332	35, 840	6, 492	6, 360
Region V:							
Kentucky.....	20, 285	3, 349	16, 936	33, 772	30, 522	3, 250	1, 396
Michigan.....	65, 608	10, 558	55, 050	56, 900	54, 223	2, 677	1, 412
Ohio.....	148, 271	37, 071	111, 200	109, 671	95, 403	14, 268	(⁵)
Region VI:							
Illinois.....	334, 699	60, 940	273, 759	282, 038	229, 495	52, 543	33, 954
Indiana.....	35, 789	9, 597	26, 192	26, 150	21, 543	4, 607	(⁵)
Wisconsin.....	19, 093	7, 164	11, 929	11, 437	10, 435	1, 002	351
Region VII:							
Alabama.....	54, 016	16, 127	37, 889	37, 916	35, 139	2, 777	421
Florida.....	55, 177	14, 556	40, 621	39, 281	34, 564	4, 717	(⁵)
Georgia.....	43, 977	12, 000	31, 977	31, 901	30, 425	1, 476	817
Mississippi.....	21, 417	3, 093	18, 324	17, 297	16, 051	1, 246	726
South Carolina.....	20, 534	3, 735	16, 799	16, 485	14, 523	1, 962	592
Tennessee.....	58, 367	8, 619	49, 748	45, 079	43, 485	1, 594	345
Region VIII:							
Iowa.....	25, 378	5, 958	19, 420	19, 502	15, 990	3, 512	918
Minnesota.....	42, 554	4, 564	37, 990	36, 452	31, 516	4, 936	3, 489
Nebraska.....	8, 687	1, 306	7, 381	7, 345	6, 623	722	357
North Dakota.....	4, 001	465	3, 536	3, 529	2, 899	630	416
South Dakota.....	4, 669	716	3, 953	3, 928	3, 685	243	(⁵)
Region IX:							
Arkansas.....	41, 203	4, 187	37, 016	37, 016	34, 677	2, 339	42
Kansas.....	16, 856	2, 931	13, 925	14, 360	12, 836	1, 524	762
Missouri.....	56, 879	19, 685	37, 194	40, 444	33, 078	7, 366	3, 623
Oklahoma.....	27, 606	5, 444	22, 162	24, 567	21, 846	2, 721	190
Region X:							
Louisiana.....	74, 212	12, 593	61, 619	55, 504	52, 019	3, 485	(⁵)
New Mexico.....	8, 236	1, 113	7, 123	6, 959	6, 336	623	399
Texas.....	96, 415	11, 140	85, 275	65, 330	56, 236	9, 094	(⁵)
Region XI:							
Arizona.....	6, 683	1, 677	5, 006	4, 989	4, 666	323	6
Colorado.....	21, 901	3, 041	18, 860	20, 260	16, 659	3, 601	2, 779
Idaho.....	8, 178	1, 358	6, 820	7, 307	6, 777	530	1
Montana.....	18, 716	2, 079	16, 637	15, 133	15, 133	(²)	(²)
Utah.....	5, 967	932	5, 035	4, 947	4, 270	677	285
Wyoming.....	5, 008	1, 117	3, 891	3, 883	2, 712	1, 171	921
Region XII:							
California.....	314, 035	34, 220	279, 815	276, 393	237, 070	39, 323	26, 459
Nevada.....	4, 735	528	4, 207	3, 992	3, 529	463	116
Oregon.....	19, 884	4, 120	15, 764	12, 769	10, 330	2, 439	1, 738
Washington.....	37, 620	9, 895	27, 725	27, 062	21, 942	5, 120	3, 116
Territories:							
Alaska.....	3, 298	1, 338	1, 960	1, 842	1, 796	46	0
Hawaii.....	2, 169	214	1, 955	1, 790	1, 371	419	419

See footnotes at end of table.

Continued Unemployment-Compensation Claims Received,¹ Weeks Compensated, and Benefits Paid, by State, June 1941—Continued

[Data reported by State agencies, corrected to July 23, 1941]

Social Security Board region and State	Benefits paid				Month and year benefits first payable	Amount of benefits since first payable ⁴
	Amount ³	Type of unemployment				
		Total	Partial and part-total combined ²	Partial only ²		
Total.....	\$30,529,581	\$28,801,471	\$1,699,448			\$1,540,346,539
Region I:						
Connecticut.....	123,213	114,469	8,589	(⁵)	Jan. 1938	23,935,345
Maine.....	126,662	108,807	17,855	\$10,754	do	11,966,223
Massachusetts.....	1,770,137	1,722,497	44,643	38,760	do	87,689,780
New Hampshire.....	91,645	84,887	6,758	5,742	do	7,228,956
Rhode Island.....	407,549	379,890	27,659	(⁵)	do	24,927,453
Vermont.....	19,319	18,252	1,063	693	do	2,675,951
Region II:						
New York.....	8,444,503	8,444,503	(²)	(²)	do	304,626,399
Region III:						
Delaware.....	26,379	21,696	4,563	4,132	Jan. 1939	1,887,944
New Jersey.....	1,192,994	1,102,953	89,045	(⁵)	do	37,677,026
Pennsylvania.....	1,589,354	1,589,354	(²)	(²)	Jan. 1938	185,947,210
Region IV:						
Dist. of Columbia.....	150,482	151,295	7,869	240	do	6,523,167
Maryland.....	595,490	549,774	45,546	41,947	do	25,021,766
North Carolina.....	292,003	283,864	7,967	5,548	do	18,766,541
Virginia.....	404,022	391,206	12,814	5,286	do	17,677,803
West Virginia.....	423,567	356,114	67,453	66,646	do	21,966,243
Region V:						
Kentucky.....	234,954	219,355	15,108	6,202	Jan. 1939	11,122,635
Michigan.....	626,905	609,343	17,562	8,969	July 1938	109,770,810
Ohio.....	1,038,980	965,315	68,846	(⁵)	Jan. 1939	55,939,048
Region VI:						
Illinois.....	3,455,835	3,011,751	436,700	262,126	July 1939	76,036,127
Indiana.....	805,003	232,183	25,745	(⁵)	Apr. 1938	38,674,455
Wisconsin.....	112,319	105,808	6,511	1,912	July 1936	21,012,958
Region VII:						
Alabama.....	260,138	253,592	15,251	2,043	Jan. 1938	18,881,393
Florida.....	406,642	373,255	33,387	(⁵)	Jan. 1939	11,906,220
Georgia.....	227,397	219,273	8,124	4,716	do	9,087,517
Mississippi.....	142,739	135,456	7,201	3,865	Apr. 1938	5,973,021
South Carolina.....	115,061	105,323	9,597	2,489	July 1938	5,985,564
Tennessee.....	364,999	355,189	9,810	1,891	Jan. 1938	19,242,422
Region VIII:						
Iowa.....	167,539	147,808	19,177	3,875	July 1938	13,669,139
Minnesota.....	351,715	313,660	38,055	26,941	Jan. 1938	30,619,641
Nebraska.....	63,865	58,718	5,147	2,353	Jan. 1939	4,089,779
North Dakota.....	31,829	27,097	4,732	3,010	do	1,576,765
South Dakota.....	25,426	24,070	1,313	(⁵)	do	999,858
Region IX:						
Arkansas.....	275,096	265,038	10,007	137	do	6,195,696
Kansas.....	132,868	123,278	9,590	4,364	do	5,290,451
Missouri.....	328,757	291,082	37,662	18,484	do	15,294,362
Oklahoma.....	239,342	220,116	19,226	1,003	Dec. 1938	9,574,742
Region X:						
Louisiana.....	536,893	510,155	25,655	(⁵)	Jan. 1938	19,924,241
New Mexico.....	60,555	55,993	4,506	2,776	Dec. 1938	2,976,019
Texas.....	494,631	449,075	45,259	(⁵)	Jan. 1938	33,308,669
Region XI:						
Arizona.....	51,989	49,528	2,461	55	do	5,189,487
Colorado.....	206,637	176,071	30,500	23,738	Jan. 1939	9,204,576
Idaho.....	73,134	68,916	4,166	7	Sept. 1938	5,802,217
Montana.....	166,737	166,737	(²)	(²)	July 1939	5,922,833
Utah.....	54,246	49,549	4,697	1,940	Jan. 1938	6,510,812
Wyoming.....	46,420	35,485	10,935	8,282	Jan. 1939	2,885,739
Region XII:						
California.....	3,751,475	3,385,228	358,309	232,160	Jan. 1938	159,501,231
Nevada.....	51,160	46,436	4,724	1,068	Jan. 1939	2,547,416
Oregon.....	143,256	123,626	19,337	13,425	Jan. 1938	15,810,765
Washington.....	319,584	273,666	45,918	28,309	Jan. 1939	19,550,918
Territories:						
Alaska.....	25,873	25,396	477	0	do	1,088,268
Hawaii.....	11,268	9,339	1,929	1,929	do	6,682,938

¹ I. e., certification that the claimant has completed a waiting-period week or a compensable period.² Benefits for partial and part-total unemployment are not provided by State law in Montana, New York, and Pennsylvania.³ Includes supplemental payments, not classified by type of unemployment.⁴ Adjusted to exclude returned and voided benefit checks except for June 1941.⁵ Data for partial unemployment included with data for part-total unemployment.

PROCEDURE UNDER CANADIAN UNEMPLOYMENT INSURANCE¹

CANADA'S unemployment-insurance law, which was enacted in August 1940, became effective on July 1, 1941. The law itself was summarized in the *Monthly Labor Review* for December 1940. The procedures established are described below.

Under the terms of the legislation a large body of industrial workers and their employers are contributing to the fund. The Government grants sums equal to one-fifth of their combined contributions and pays the administrative costs. To benefit, an unemployed worker must have made insurance contributions for 30 weeks, or 180 days, during the most recent 2 years. No benefit is payable for the first 9 days of unemployment in a benefit year. An insured worker is disqualified from receiving benefits if he participates or assists in financing a strike, is discharged for misconduct, refuses suitable employment, or voluntarily leaves employment without just cause.

The Unemployment Insurance Commission provided for in the law was established in September 1940. It consists of one representative each of the Government, employees, and employers. A system of free employment offices is being organized, to serve insured as well as uninsured industries.

Amount and Basis of Contributions

Every employer of an insurable person is required to register. Upon registration he is given a license and a number for identification purposes. The employer is responsible for obtaining an unemployment-insurance book for every insurable employee. Insured employees are allotted social-security numbers. The books are in the custody of the employer while the employee remains in his service, and the employer is responsible for his own and the employee's contributions. Contributions by employees are deductible from wages except for employees earning less than 90 cents a day and those under 16 years of age, for whom the employer must pay the full contribution.

If wages are payable for a full week, a full week's contribution must be made to the fund. For shorter periods the contribution is calculated at one-sixth of the week's contribution for each day worked. For workers paid semimonthly or monthly, the contribution covers calendar weeks falling completely within the pay period plus any unpaid part of the previous pay period.

Overtime pay is included in determining the total remuneration of an insurable person. For piece workers, earnings are determined by ascertaining the average earnings per week or month. If an employee works for less than a week and is paid on a different basis each day,

¹ Data are from *Canadian Labor Gazette*, Ottawa, June 1941.

his weekly earnings may be calculated by multiplying his average daily earnings by six.

The value of meals and shelter furnished by the employer must be included in determining the weekly earnings of the employed person, according to the accepted scale used in the determination of the national defense tax. This scale is as follows:

	<i>Per week</i>	<i>Per month</i>
Meals and shelter.....	\$6. 00	\$26. 00
Meals only.....	4. 50	19. 50
Shelter only.....	1. 50	6. 50
Individual meals or shelter for one night.....		1. 25

¹ Per meal or night.

Gratuities paid by the employer are not regarded as earnings if the payment is unrelated to the contract of service.

Any person working the full number of working days is deemed to have been on duty the entire week even though a holiday is observed in the premises where he is employed. He is also regarded as employed on any day for which he is paid, even though he is granted leave of absence by way of vacation or sick leave. Sick leave is not recognized as employment, however, for any continuous period exceeding 1 month.

Coverage of Act

To be an insured person an employee must be subject to a contract of service or apprenticeship. The agreement may be expressed or implied, but the employer must have the right to direct the manner in which the work is to be done, the right to control hours of work, and the right to discharge the employee. These are important factors in indicating that a contract of service exists.

Rulings by the Unemployment Insurance Commission define employments excepted from coverage under the legislation. For example, employment in agriculture, which is excluded from the unemployment-insurance system, extends to "all services performed on a farm by an employee of the tenants thereof or of the owner of such farm, directly connected with the cultivation of the soil, the raising and harvesting of crops, and the raising, feeding and management of livestock, bees and poultry, fur-bearing animals, and wildlife, and services performed as an incidental and necessary adjunct to such activities."

The law provides that persons earning more than \$2,000 a year are not insurable. Therefore, if the actual earnings of a person cannot be determined in advance, earnings for the previous year or earnings of persons employed in the same positions may be used as a basis for calculation. All building-trades workers employed in the building-construction industry are insurable, however. Where doubt exists as to insurability, owing to the size of the worker's income, joint proposals may be submitted by employers and employees.

For a person who certifies that he ordinarily works in insurable occupations for less than 4 hours a day and less than 2 days a week and is not available for further insurable work, a certificate may be granted stating that he is excepted or in noninsurable employment. Persons working in Canada but insured under an unemployment-insurance system of another country are not required to contribute under the Canadian plan in respect of any part of their earnings upon which contributions are paid in the other country.



BENEFITS UNDER BRITISH WORKMEN'S COMPENSATION ACTS, 1925-40¹

THE rates of weekly payments to disabled workmen and the schedule of industrial diseases or injuries for which workmen's compensation is authorized under legislation in Great Britain are shown below. Following the amendment of the British Workmen's Compensation Act in 1940,² the Home Office issued a memorandum on the terms of the law as modified. Most of the information given here was taken from that source. Descriptions of two industrial diseases which were subsequently made compensable by statutory rule (1941, No. 642) have been added.

Where the average weekly earnings of an injured worker amount to 25s. or less, the amount of the weekly compensation for total disablement is fixed at 75 percent of the earnings. For partial disablement he receives 75 percent of the difference between the pre-accident and post-accident earnings. For every increase of 1d. in the amount of the average weekly earnings between 25s. and 50s. a 1-farthing increase is granted in the amount of the weekly payment during total disablement. For example, a worker earning 33s. 7d. would receive weekly compensation at the rate of 20s. 10¼ d., while a worker earning 33s. 8d. would be entitled to 20s. 11d. For partial disablement the weekly compensation is reduced by various percentages, ranging from 75 percent of the difference between pre- and post-accident earnings for workers earning 25s. or less to 50 percent for those earning 50s. a week.

Rates of weekly compensation payments are increased in every case by a supplementary allowance of 5s. a week and by additional amounts for male workers with children under 15 years of age. The maximum payment and allowance may in no case exceed seven-eighths of the average weekly earnings of the injured worker.

¹ Great Britain, Home Office, Memorandum on the Workmen's Compensation Acts, 1925-40, London, 1940; and report from James Somerville, acting commercial attaché, United States Embassy, London.

² See Monthly Labor Review for October 1940 (p. 888) for a summary of the amending law.

Workmen's compensation is authorized for the following industrial diseases:

Industrial Diseases for Which Workmen's Compensation is Paid in Great Britain

Description of disease or injury	Description of process
Anthrax.....	Handling of wool, hair, bristles, hides, and skins.
Lead poisoning or its sequelae.....	Any process involving the use of lead or its preparations or compounds. ¹
Mercury poisoning or its sequelae.....	Handling of lead or its preparations or compounds.
Phosphorus poisoning or its sequelae.....	Any process involving the use of mercury or its preparations or compounds.
Arsenic poisoning or its sequelae.....	Any process involving the use of phosphorus or its preparations or compounds.
Poisoning by benzene and its homologues, or the sequelae.....	Any process involving the use of arsenic or its preparations or compounds.
Poisoning by nitro- and amido-derivatives of benzene and its homologues (trinitrotoluene, anilin, and others), or the sequelae.....	Handling benzene or any of its homologues, or any process in the manufacture or involving the use thereof.
Poisoning by dinitrophenol or its sequelae.....	Handling any nitro- or amido-derivative of benzene or any of its homologues, or any process in the manufacture or involving the use thereof.
Poisoning by nitrous fumes or its sequelae.....	Handling dinitrophenol or any process in the manufacture or involving the use thereof.
Dope poisoning (that is, poisoning by any substance used as or in conjunction with a solvent for acetate of cellulose) or its sequelae.....	Any process in which nitrous fumes are evolved.
Poisoning by tetrachlorethane or its sequelae.....	Any process in the manufacture of aircraft.
Poisoning by carbon bisulphide or its sequelae.....	Any process in the manufacture or involving the use of tetrachlorethane.
Poisoning by nickel carbonyl or its sequelae.....	Any process involving the use of carbon bisulphide or its preparations or compounds.
Poisoning by gonioma kamassi (African boxwood) or its sequelae.....	Any process in which nickel carbonyl gas is evolved.
Manganese poisoning.....	Any process in the manufacture of articles from gonioma kamassi (African boxwood).
Dermatitis produced by dust or liquids.....	Handling of manganese or substances containing manganese.
Ulceration of the skin produced by dust or liquids.....	Handling or use of tar, pitch, bitumen, mineral oil, or paraffin, or any compound, product, or residue of any of these substances.
Ulceration of the mucous membrane of the nose or mouth produced by dust.....	Do.
Epitheliomatous cancer or ulceration of the skin due to tar, pitch, bitumen, mineral oil, or paraffin, or any compound, product, or residue of any of these substances.....	Do.
Ulceration of the corneal surface of the eye, due to tar, pitch, bitumen, mineral oil, or paraffin, or any compound, product, or residue of any of these substances.....	Any process involving the use of chromic acid or bi-chromate of ammonium, potassium, or sodium, or their preparations.
Chrome ulceration or its sequelae.....	Chimney sweeping.
Scrotal epithelioma (chimney-sweep's cancer).....	Any process carried on in compressed air.
Compressed-air illness or its sequelae.....	Any process in the manufacture of glass involving exposure to the glare of molten glass.
Cataract in glassworkers.....	Any process normally involving exposure to rays from molten or red-hot metal in the manufacture of iron or steel, including reheating and rolling iron or steel.
Cataract caused by exposure to rays from molten or red-hot metal.....	Mining.
Ankylostomiasis.....	Do.
The disease known as miner's nystagmus, whether occurring in miners or others, and whether the symptom of oscillation of the eyeballs be present or not.....	Do.
Subcutaneous cellulitis of the hand (beat hand).....	Do.
Subcutaneous cellulitis or acute bursitis arising at or about the knee (beat knee).....	Do.
Subcutaneous cellulitis or acute bursitis over the elbow (beat elbow).....	Do.
Inflammation of the synovial lining of the wrist joint and tendon sheaths.....	Do.
Glanders.....	Care of any equine animal suffering from glanders; handling the carcass of such animal.
Telegraphist's cramp.....	Use of telegraphic instruments.
Writer's cramp.....	

See footnotes at end of table.

Industrial Diseases for Which Workmen's Compensation is Paid in Great Britain—Con.

Description of disease or injury	Description of process
Twister's cramp caused by twisting of cotton or woolen (including worsted) yarns.	
Inflammation, ulceration, or malignant disease of the skin or subcutaneous tissues, or of the bones, or their sequelae, or anaemia of aplastic type, due to X-rays, radium, or other radioactive substance.	
A localized new growth of the skin, papillomatous or keratotic, due to mineral oil. ²	Cotton spinning by means of self-acting mules.
Poisoning by diethylene dioxide (dioxan), or its sequelae.	Handling diethylene dioxide or any process involving its use.
Infection by <i>Leptospira icterohaemorrhagiae</i>	Any process involving contact with or exposure to dust or fume of chlorinated naphthalene.
Poisoning by chlorinated naphthalene or its sequelae..	Any process involving exposure to the fumes of methyl bromide.
Poisoning by methyl bromide or its sequelae.....	

¹ In industries for which there are regulations directed against lead poisoning which require periodic medical examinations of the persons employed in certain specified processes, this item in the schedule includes only the processes so specified.

² This applies only to workmen employed as minders or piecers in connection with the process of cotton spinning by means of self-acting mules, and certain special conditions are laid down as to giving notice, etc.

Housing Conditions

NEW COOPERATIVE APARTMENTS OF AMALGAMATED CLOTHING WORKERS¹

THE erection of another apartment building two stories in height, to contain only small apartments of 2 and 3 rooms, was decided upon by the annual meeting of the Amalgamated Housing Corporation in December 1940.

This will be the fourth building project sponsored by the men's clothing workers' union, Amalgamated Clothing Workers of America,² but residence is not restricted to union members. Buildings previously erected provided 638 dwelling units ranging in size from 2 to 6 rooms.

These apartments are owned cooperatively by the tenants who subscribe for capital to the amount of the price of their apartment. As the housing association is run on a genuinely cooperative basis, the tenant members receive not a title to their apartments but a lease running indefinitely. Their monthly payments are fixed at an amount sufficient to cover amortization payment, interest, and building-maintenance charges. This monthly payment, or "rental," averages less than \$11 per room. The 1940 gross income from these dwellings amounted to \$826,345 and the net income to \$17,109.

The members of the cooperative houses have a number of other cooperative enterprises, including a grocery store, milk route, laundry route, bus service, electric-generating plant, and credit union. Patronage refunds from these enterprises for the year 1937 amounted to some \$19,000 and a similar amount was placed in a reserve fund. On the 1939 business \$27,933 was returned on patronage. Altogether the tenant members have thus benefited to the amount of over \$100,000 since the first cooperative building was opened in 1927.

¹ Data are from statement of Amalgamated Housing Corporation; *The Cooperator* (New York), January 1941; *Cooperative News* (Freewater, Oreg.), June 4, 1940; and *New York World-Telegram*, February 26, 1938.

² For data on the earlier housing enterprises, see *Monthly Labor Review*, August 1928, April 1930, and May 1932.

HOUSING FOR NEGRO DEFENSE WORKERS

ALLOCATIONS aggregating over \$12,000,000 (under Public, No. 849—76th Congress as amended by Public Law No. 42—77th Congress) have recently been approved by the President, for construction of shelter for the families of Negro defense workers and enlisted personnel, according to an announcement by Robert A. Taylor, consultant to the Division of Defense Housing Coordination. Allocations recommended by the Defense Housing Coordinator and approved by the President will provide for 2,633 Negro families in 11 urban communities and 435 families of enlisted Negroes at 8 Army camps.¹

The Division of Defense Housing Coordination is at present studying 22 additional defense districts with a view to providing housing for the families of Negro workers who may be brought into these areas.

Construction is already under way on many of the defense-housing programs for Negroes. For example, more than one-fourth of the 350-unit project in Cincinnati had been completed by the end of June. At the same time a 100-unit project at Pascagoula, Miss., was finished and available for occupancy. For others, sites had been approved and property was being bought so that construction might be begun as soon as possible.

An erection of 500 units is scheduled for the families of Negro defense workers in Allegheny County, Pa. The number of units planned for the following cities and towns are Baltimore, 250; Lackawanna, N. Y., 200; Detroit, 200; Cincinnati, 350; Philadelphia, 250; Pittsburgh, 250 (estimated); Wilmington, N. C., 125; Norfolk, Va., 300; Newport News, Va., 158; Pascagoula, Miss., 100.

Units in numbers as listed below have been approved for the families of Negro personnel at specified Army camps:

Fort Bragg, N. C.....	100	Fort Riley, Kans.....	40
Holly Ridge, N. C.....	90	Fort Sill, Okla.....	30
Camp Livingston, La.....	80	Camp Jackson, S. C.....	25
Camp Claiborne, La.....	50	Portsmouth, Va.....	20

In addition to the 22 other cities at present being studied, the defense-housing facilities for Negro families at existing sites may be expanded as more Negroes are hired for defense industries in these localities.

¹ United States. Office for Emergency Management. Defense, Washington, June 24, 1941.

Cooperation

OPERATIONS OF CONSUMERS' COOPERATIVES, 1940

Summary

CONSUMERS' cooperatives providing goods and services are estimated by the Bureau of Labor Statistics to have done a wholesale and retail business amounting to over \$319,000,000 in 1940. Of this about \$249,000,000 was at retail and some \$70,000,000 was at wholesale. These estimates were made on the basis of practically complete coverage for the wholesale associations, special studies of certain service associations, and a reporting sample of retail distributive associations.

At the end of 1940 there were, according to the Bureau's estimates, some 4,650 retail distributive associations (with 990,000 members) operating stores, buying clubs, and gasoline stations; and 1,340 associations (with 682,000 members) providing various kinds of services such as rooms, meals, medical care, burial, housing, and electricity. These local (retail) associations have established a number of wholesale cooperatives through which to purchase their supplies.

At the end of 1940 there were 13 district wholesales serving 171 retail members, and over 2,300 retail associations were members of the 22 reporting regional wholesales handling consumer goods. The 2 interregional associations had in membership 15 and 7 regional associations, respectively.¹

In addition to the above cooperatives, there were 9,510 credit unions in existence at the end of the year, with an estimated membership of 2,816,653; these made loans during the year aggregating \$302,340,000.² No data were available upon which to make computations regarding telephone or insurance associations. It was estimated³ that at the end of 1936 there were 5,000 telephone associations with 330,000 members and a gross income of \$5,485,000; also that insurance associations numbered 1,800 with 6,800,000 policyholders and \$103,375,000 gross premium income. It is doubtful that the telephone associations

¹ The Bureau of Labor Statistics classifies wholesale associations, on the basis of territorial coverage, as district, regional, and interregional. The district organizations are those serving a group of associations in a well-defined area less than State-wide. The regional wholesales are those operating throughout one or more States. The interregional associations are federations of regional wholesales.

² For detailed report on credit unions in 1940, see Monthly Labor Review, August 1941 (p. 429), or Serial No. R. 1354.

³ See Bureau of Labor Statistics Bulletin No. 659.

have shown much growth since 1936; the insurance associations have expanded, but the Bureau has no data by which to measure the increase.

Year 1940 as compared with 1939.—Substantial gains were made in both wholesale and retail cooperative business in 1940. No general survey of retail cooperatives was made by the Bureau for 1940, but data from a reporting sample—mostly associations handling petroleum products or groceries—indicated an increase of 4.6 percent in sales and of 17.1 percent in earnings. However, as the reporting sample consists of associations a large proportion of which are above average, the percentages of increase for all associations would probably be somewhat below these figures.

Reporting regional wholesales had a combined wholesale distributive business of \$58,000,000 in 1940 (11.4 percent over 1939), on which was realized a net gain amounting to about \$1,707,000. The district wholesales had sales amounting to \$1,986,000 (9.6 percent over 1939) and net earnings of \$117,000 (2.0 percent over 1939). The business of the reporting interregional organization amounted to \$7,760,000 in 1940. Addition of the business done in service lines (auditing, trucking, auto repair, etc.) brought the combined business of all groups of wholesales to over \$70,000,000 for the year.

Out of their net earnings the regional wholesales returned to their member associations, in proportion to their business with the wholesales, \$1,233,000. Including the patronage refunds made by the interregional and district organizations, the retail associations which were members of wholesale federations benefited, on this 1 year's business, to the amount of nearly \$1,400,000.

Retail and Other Local Cooperatives

Data are obtained by the Bureau each year for between 300 and 400 local cooperatives. Most of these are associations operating grocery stores or gasoline stations, but the number also includes a few service associations. A yearly, complete collection of data for credit unions throughout the United States is also made. In addition, special surveys generally cover one or more groups of associations each year.⁴ From all of these, it is possible to obtain a fairly clear indication of the trend of cooperative business.

Among the retail grocery and petroleum associations membership increased 15.6 percent, in spite of the fact that 10.6 percent of the associations reported decreases in membership. The dollar volume of business of 19 percent of the associations showed decreases in 1940 as compared with 1939, but the gains made by the other 81 percent were so great that for the whole group there was a rise of 4.6 percent. The decreases occurred very largely among the oil associations and

⁴ Such surveys made by the Bureau for 1940 included burial and housing associations.

A general summary of developments in the consumers' cooperative movement was given in the *Monthly Labor Review*, March 1941 (also reprinted as Serial No. R. 1275).

may have been caused, at least in part, by generally lower retail prices and by price wars which not only brought down the dollar volume but also reduced the operating margins. It is noteworthy that nearly 29 percent of the associations—most of which were petroleum associations—had smaller net earnings in 1940 than in the previous year. The net earnings of the other 71 percent were high enough, however, to offset the decrease and to show a gain of 17.1 percent for the whole group.

STATUS OF LOCAL COOPERATIVES, 1940

In table 1 estimates of number of associations, membership, and amount of business of various types of local associations are shown. These estimates were constructed on the basis of the findings of the Bureau's general survey of 1937 and percentages of change since that year based upon reporting samples. In using these percentages, however, it was recognized that, for the grocery and petroleum associations, the reporting associations were considerably above average and the percentages of change were therefore suitably modified. It is felt that the resulting estimates, although they may be subject to a considerable margin of error in either direction, are conservative.

TABLE 1.—*Estimated Number, Membership, and Business of Consumers' Cooperatives, 1940*

Type of association	Number of associations	Members	Amount of business
Retail distributive associations.....	4,650	990,000	\$228,325,000
Stores and buying clubs.....	3,100	485,000	129,650,000
Petroleum associations.....	1,500	480,000	92,875,000
Other.....	50	25,000	5,800,000
Service associations.....	1,340	682,000	20,635,000
Associations providing rooms, meals, or both.....	360	40,000	750,000
Medical-care associations.....	30	15,750	345,000
Funeral associations.....	140	32,500	200,000
Housing associations.....	60	3,750	\$2,530,000
Electricity associations ¹	700	4,575,000	16,660,000
Other.....	150	15,000	160,000
Telephone associations ²	5,000	330,000	\$5,485,000
Credit unions.....	¹ 9,510	2,816,653	⁶ 302,339,864
Insurance associations ³	1,800	6,800,000	103,375,000

¹ Actual figure, not an estimate.

² Gross income.

³ Based upon reports of Rural Electrification Administration, with allowance for pre-REA associations.

⁴ Number of patrons.

⁵ 1936; data not sufficient to warrant later computation.

⁶ Loans made during year.

Wholesale Associations

There were at the end of 1940 at least 24 regional wholesale cooperatives (i. e., doing business over one or more States) which handled consumers' goods, 2 interregional associations composed of regional wholesales, and 13 district associations (i. e., with less than State-wide territory).

Data for 1940 were obtained for the interregional wholesale, 22 of the 24 regional wholesales, and all of the 13 district organizations.

A new regional cooperative wholesale, composed of six retail cooperatives in Montana and one in North Dakota, was incorporated in April 1941, under the name Northwest Cooperative Society. The association does not contemplate warehousing at first, but will act as central buyer for the affiliated associations.

The regional wholesale in Texas has specialized in petroleum products and tires and accessories, although it has also handled some household appliances and farm supplies. Early in 1941 a new organization, Producers and Consumers Cooperatives, was formed (with headquarters in Dallas), which proposed also to handle petroleum products and other consumer and household goods. In June 1941 it amalgamated with the older organization and took the name of the latter, Consumers Cooperatives Associated.

Farmers' Union Wholesale Cooperatives, formed in 1939 by the Farmers' Union wholesale organizations of Minnesota, South Dakota, Iowa, Kansas, and Nebraska, is still only a medium of exchange of experience and has yet undertaken no business.

The district associations in Illinois, Michigan, and Minnesota were organized by some of the retail cooperatives to provide certain commodities or services. No new organizations of this type were formed during 1940, and indeed one (the Chicago Cooperative Union) closed out its clothing department, leaving the association with no commercial activity but the issuance of a small monthly journal.

MEMBERSHIP OF WHOLESALERS

The membership of United Cooperatives remained unchanged in 1940, consisting of seven regional wholesales. This is an interregional association through which the members pool their orders for petroleum products, automobile tires, tubes, and accessories, gas-station equipment, and certain farm supplies and tools. This organization also manufactures paint and lubricating oil.

National Cooperatives, an organization which does no warehousing but merely negotiates contracts for volume orders, had in membership at the end of 1940, 15⁵ regional wholesales.

At the end of 1940 there were 2,363 local cooperatives affiliated with the regional wholesales, an increase (for identical associations reporting for both years) of 9.3 percent. In addition, some business had been done with about 1,350 associations which used the facilities of the wholesales but had not become members.

The district wholesales had 171 members, in comparison with 160 the year before—an increase of 6.9 percent. Generally, most of the retail associations which are members of a district wholesale are also affiliated with the regional wholesale, so that there is considerable duplication in the membership between the regional and district groups in Illinois, Michigan, Minnesota, and Wisconsin.

⁵ 2 of these were Canadian organizations.

TABLE 2.—Membership and Retail Branches of Cooperative Wholesale Associations, 1939 and 1940

Association and State	Year in which organized	Affiliated associations		Retail branches of wholesale	
		1940	1939	1940	1939
<i>Interregional</i>					
Illinois: National Cooperatives.....	1933	15	14	-----	-----
Indiana: United Cooperatives.....	1930	7	7	-----	-----
Total.....		22	21	-----	-----
<i>Regional</i>					
<i>Illinois:</i>					
Central States Cooperatives ¹	1936	86	86	-----	-----
Illinois Farm Supply Co.....	1927	99	66	-----	-----
<i>Indiana:</i>					
Indiana: Indiana Farm Bureau Cooperative Association.....	1921	87	89	-----	-----
<i>Iowa:</i>					
Iowa: Iowa Farm Service Co.....	1927	29	(²)	-----	-----
Cooperative Service Co.....	1935	21	21	-----	-----
Massachusetts: United Cooperative Farmers.....	1927	11	11	2	2
Michigan: Farm Bureau Services.....	1920	138	130	³ 11	⁴ 12
<i>Minnesota:</i>					
Midland Cooperative Wholesale.....	1926	223	209	-----	-----
Farmers Union Central Exchange.....	1927	255	250	2	2
Minnesota Farm Bureau Service Co.....	1928	45	28	-----	-----
Missouri: Consumers Cooperative Association.....	1928	486	454	19	16
Nebraska: Farmers Union State Exchange.....	1914	296	230	14	15
New York: Eastern Cooperative Wholesale.....	1929	136	117	-----	-----
Ohio: Farm Bureau Cooperative Association.....	1933	84	84	-----	-----
Oregon: Oregon Grange Wholesale.....	1937	15	16	1	-----
Pennsylvania: Pennsylvania Farm Bureau Cooperative Association.....	1934	20	15	-----	-----
Texas: Consumers Cooperatives Associated.....	1931	56	54	-----	-----
Utah: Utah Cooperative Association.....	1935	7	7	-----	-----
<i>Washington:</i>					
Grange Cooperative Wholesale.....	1919	60	57	-----	-----
Pacific Supply Cooperative.....	1933	81	81	-----	-----
<i>Wisconsin:</i>					
Central Cooperative Wholesale.....	1917	118	125	-----	-----
Wisconsin Cooperative Farm Supply Co.....	1923	10	5	-----	-----
Total.....		2,363	2,135	49	47
<i>District</i>					
<i>California:</i>					
Associated Cooperatives of Northern California.....	1938	15	18	-----	-----
Associated Cooperatives of Southern California.....	1939	20	18	-----	-----
Illinois: Chicago Cooperative Union.....	1938	⁵ 15	⁵ 15	-----	1
<i>Michigan:</i>					
H-O-B Cooperative Oil Association.....	1932	10	10	-----	-----
Northland Cooperative Federation.....	1938	4	5	1	1
<i>Minnesota:</i>					
Trico Cooperative Oil Association.....	1929	16	17	-----	-----
C-A-P Cooperative Oil Association.....	1929	10	10	-----	-----
Range Cooperative Federation.....	1924	22	19	3	-----
<i>Wisconsin:</i>					
Fox River Valley Cooperative Wholesale.....	1936	38	23	-----	-----
A & B Cooperative Association.....	1930	4	8	1	-----
Iron Cooperative Oil Association.....	1930	7	7	-----	-----
Cooperative Services.....	1928	5	5	-----	-----
Price County Cooperative Oil Association.....	1934	5	5	1	-----
Total.....		171	160	6	2

¹ Formerly the Cooperative Wholesale; this new organization was formed by merger of the wholesale and the Central States Cooperative League in 1940.

² No data.

³ And 14 independent associations under management contract.

⁴ And 12 independent associations under management contract.

⁵ Estimated.

BUSINESS OPERATIONS, 1939 AND 1940

As the wholesale associations are each year adding new services, it was felt that the figures for the distributive business alone did not give an adequate picture of the whole business done by them. A special question was therefore added to the Bureau's questionnaire, to cover the business done in these service lines. Such services as

trucking, auto repair, auditing, and insurance service are each now furnished by a small number of wholesales. In addition a number of the wholesales furnish these or other services through separate organizations closely connected with the wholesale. Among these may be cited the Midland Credit Corporation and Cooperative Auditing Service and the various insurance agencies connected with that wholesale (Midland Mutual Fire Insurance and Consumers Agency), Central States Cooperative Auditing Service, and Northwest Cooperative Auditing and Service Association (connected with Pacific Supply Cooperative). Most of these service organizations operate primarily for the benefit of affiliated associations. Others, however, have extended their services over a considerable nonaffiliated area. Examples of this are the various insurance associations of the Ohio Farm Bureau (writing life, fire, and automobile insurance). The Ohio automobile insurance service writes insurance in nine States and the District of Columbia, in each of which it is under the sponsorship of the local consumers' cooperatives. It is hoped to present data on these collateral organizations in next year's report.

Service business of the cooperative wholesales in 1940 amounted to \$742,579. The rest of the more than 70 million dollars of business was accounted for by wholesale and retail sales of commodities. The wholesale distributive business (for identical associations reporting for both years) of the regional associations increased 11.2 percent and that of the district associations 9.6 percent. All but 4 of the regional wholesales and the same number of district associations had a greater volume of business in 1940 than in 1939. Thirteen of the regional wholesales ⁶ and five of the district associations ⁷ did the largest business in their history in 1940.

TABLE 3.—Business (Distributive and Service), Net Earnings, and Patronage Refunds of Cooperative Wholesales, 1939 and 1940

Association and State	Amount of business ¹		Net earnings		Patronage refunds	
	1940	1939	1940	1939	1940	1939
All associations.....	² \$70,178,300	² \$57,556,134	\$1,980,723	\$1,459,063	\$1,416,146	\$974,246
Interregional.....	7,760,167	1,019,599	59,830	154,922	59,830	154,922
Regional.....	² 60,273,695	² 54,651,101	1,778,336	1,201,869	1,250,688	756,727
District.....	² 2,144,438	² 1,885,434	132,557	102,272	105,628	62,597
<i>Interregional</i>						
Indiana: United Cooperatives.....	³ 7,760,167	³ 1,019,599	59,830	154,922	59,830	154,922
<i>Regional</i>						
Illinois: Central States.....	204,659	187,468	4,517	885	3,388	-----
Illinois: Farm Supply.....	8,472,156	8,750,259	546,319	(⁴)	466,079	(⁴)

See footnotes at end of table.

⁶ Central States, Iowa Cooperative Service, Michigan Farm Bureau, Midland, Farmers Union Central Exchange, Minnesota Farm Bureau Service Co., Consumers Cooperative Association, Eastern, Oregon Grange, Pennsylvania Farm Bureau, Pacific Supply, Wisconsin Farm Supply, and Central Cooperative Wholesale.

⁷ H-O-B, Trico, Range, Fox River, and Iron.

TABLE 3.—Business (Distributive and Service), Net Earnings, and Patronage Refunds of Cooperative Wholesales, 1939 and 1940—Continued

Association and State	Amount of business ¹		Net earnings		Patronage refunds	
	1940	1939	1940	1939	1940	1939
<i>Regional—Continued</i>						
Indiana: Farm Bureau.....	\$6,785,397	\$6,252,108	\$175,350	\$165,578	\$120,256	\$131,348
Distributive, wholesale.....	6,510,678	5,958,337				
Trucking.....	130,679	142,449				
Auto repair.....	10,015	5,862				
Auditing.....	9,027	7,370	175,350	165,578	120,256	131,348
Insurance.....	20,283	17,497				
Other.....	104,715	120,593				
Iowa: Farm Service Co.....	(⁴)	(⁴)	25,687	(⁴)	21,158	(⁴)
Iowa: Cooperative Service Co.....	48,100	45,255	6,855	⁵ 18,945	6,855	14,495
Massachusetts: United Farmers.....	⁶ 1,450,000	⁷ 846,172	11,264	15,593	⁸ 10,000	15,593
Michigan: Farm Bureau.....	3,278,928	3,615,045	57,807	28,814	37,140	17,943
Distributive, wholesale.....	3,114,607	2,747,589	39,766			
Distributive, retail.....	164,321	867,456	18,041	28,814	37,140	17,943
Minnesota: Midland.....	4,460,495	3,760,150	58,997	61,316	34,704	38,140
Minnesota: Farmers Union.....	6,335,142	5,153,700	191,712	138,288	69,259	55,737
Distributive, wholesale.....	6,236,225	5,057,384	188,626			
Distributive, retail.....	98,917	96,316	3,086	138,288	69,259	55,737
Minnesota: Farm Bureau.....	616,583	448,586	21,491	6,776	18,000	6,000
Missouri: Consumers.....	5,263,023	4,445,501	130,992	112,035	90,410	78,536
Distributive, wholesale.....	4,836,351	4,188,117	116,620	108,596		
Distributive, retail.....	273,812	237,060	8,639	3,439		
Trucking.....	121,585	16,055	4,068	(⁹)	90,410	78,536
Insurance.....	31,275	(⁴)	1,665	(⁴)		
Auditing.....	(⁹)	4,269	(⁹)	(⁹)		
Nebraska: Farmers Union.....	2,609,435	2,472,727	65,665	55,565	34,849	27,193
Distributive, wholesale.....	1,894,102	1,717,759				
Distributive, retail.....	715,333	754,968	65,665	55,565	34,849	27,193
New York: Eastern.....	1,559,896	1,071,256	21,111	16,256	18,951	13,390
Ohio: Farm Bureau.....	7,304,195	7,057,040	70,497	211,681	77,326	77,326
Oregon: Grange.....	278,149	98,676	4,804	1,238	3,390	497
Distributive, wholesale.....	⁷ 276,587	⁷ 98,676	4,562	1,238	3,290	497
Auditing.....	1,562	(⁴)	242	(⁴)	100	(⁴)
Pennsylvania: Farm Bureau.....	2,334,118	1,711,780	72,550	68,629	45,657	42,371
Texas: Consumers.....	223,732	281,927	3,235	3,537	2,172	2,944
Utah: Utah Cooperative.....	199,523	196,806	7,709	1,216	5,598	
Washington: Grange.....	2,029,833	2,051,986	89,846	57,521	89,846	57,521
Washington: Pacific Supply.....	2,669,999	2,513,693	94,913	152,013	94,913	120,352
Distributive, wholesale.....	2,532,389	2,513,693	59,585	118,640		
Trucking.....	121,482	(⁹)	34,737	33,311	94,913	120,352
Auto repair.....	16,128	(⁹)	591	62		
Wisconsin: Farm Supply.....	266,491	264,507	6,996	(⁴)	4,929	(⁴)
Wisconsin: Central.....	3,883,841	3,426,459	105,247	85,983	73,044	57,341
Distributive, wholesale.....	3,865,985	3,410,968	105,192	86,009	73,044	57,341
Auditing.....	17,856	15,491	55	¹⁰ 26		
<i>District</i>						
California: Associated, Northern.....	43,963	11,219	484	(⁴)	326	(⁴)
California: Associated, Southern.....	6,427	3,936	334	240	(⁴)	(⁴) 81
Illinois: Chicago Union.....	⁷ 1,481	⁷ 43,424	221	191		
Michigan: H-O-B.....	120,067	111,639	9,330	7,835	7,224	6,332
Michigan: Northland.....	⁷ 53,554	⁷ 71,161	4,282	1,683		(⁴)
Minnesota: Trico.....	250,396	232,912	28,514	27,634	23,666	24,481
Minnesota: C-A-P.....	195,595	134,161	19,115	15,483	19,120	(⁴)
Distributive, wholesale.....	125,378	134,161	14,351	15,483	13,792	(⁴)
Trucking.....	70,217	(⁴)	4,764	(⁴)	5,328	(⁴)
Minnesota: Range.....	650,803	650,287	25,790	29,003	19,138	25,003
Distributive, wholesale.....	⁷ 566,810	⁷ 577,192	15,529	20,232	13,965	
Trucking.....	14,139	12,590	2,037	544	2,037	
Auto repair.....	35,911	33,070	1,467	2,669		
Insurance.....	2,202	2,205	282	203		25,003
Mortuary.....	28,235	23,102	7,136	5,722	3,136	
Recreational facilities.....	3,506	2,128	¹⁰ 661	¹⁰ 367		
Wisconsin: Fox River Valley.....	469,285	312,351	21,594	(⁴)	20,347	(⁴)
Wisconsin: A & B.....	⁷ 100,382	82,340	7,514	5,332	7,000	(¹¹)
Wisconsin: Iron.....	103,814	58,207	3,632	2,892	2,564	1,109
Distributive, wholesale.....	100,341	58,207	3,365	2,892	2,564	1,109
Trucking.....	3,473	(⁴)	267	(⁴)		(⁴)
Wisconsin: Cooperative Services.....	110,582	135,054	8,821	9,849	4,731	5,591
Wisconsin: Price County.....	38,089	38,743	2,926	2,230	1,512	
Distributive, wholesale.....	⁷ 37,800	38,743	2,926	2,089	1,512	
Auto repair.....	289	(⁴)		141		

¹ Unless otherwise indicated, data are for wholesale distributive business.² Business of all kinds.³ The wide difference between figures for sales in 1939 and 1940 is in large part due to difference in method of calculation.⁴ No data.⁵ Includes commissions earned.⁶ Estimated; includes some retail business.⁷ Includes some retail business.⁸ Estimated.⁹ Included in figure for wholesale business.¹⁰ Loss.¹¹ 3 percent; amount not reported.

By far the largest amount of the wholesale distributive business is in petroleum products. Groceries, clothing, and all household supplies combined formed less than 10 percent of the total sales of the regional associations and only 1.0 percent for the district associations. Coal and fuel oil together formed about 3½ percent for both types of associations. The accompanying statement shows the proportion of business done in each line.

	Percent of total	
	Regional	District
Groceries.....	7.0	0.8
Clothing.....	.6	(¹)
Electrical appliances.....	1.2	.2
Household equipment.....	.7	(¹)
Coal.....	.9	(¹)
Fuel oil.....	2.6	3.7
Gasoline and kerosene.....	41.8	52.9
Grease.....	.7	.4
Motor oil.....	5.5	5.0
Tires, tubes, and accessories.....	4.2	1.0
Building material.....	2.8	2.0
Farm supplies and machinery.....	24.1	9.6
Miscellaneous.....	7.5	24.4
Total.....	100.0	100.0

¹ Less than a tenth of 1 percent.

Earnings and patronage refunds.—Of the associations which reported on earnings for both years, 13 regional associations attained increases amounting to 27.1 percent. The decreases of the others, however, were so great as to cause the earnings of the whole group to show a decline of 3.2 percent. The district associations had an increase in combined earnings amounting to 2.0 percent. The earnings of the interregional association, however, fell off by 61.3 percent and inclusion of this precipitous decline caused the earnings of all types of wholesales to show a decrease in earnings of 6.5 percent as compared with 1939.

Naturally somewhat the same situation was found as to patronage refunds, except that declines were shown by all three types of wholesales: Regional, 0.2 percent, district 22.7, and interregional 61.3 percent. Although decreased earnings were largely responsible for this, to some extent it was also due to greater use of earnings to build up reserves and social capital. Ohio Farm Bureau Cooperative Association, which earned over \$70,000 on its 1940 business, decided to pay no refunds whatever but to retain the money in the business. The members of several other wholesale associations voted to pay the refunds in the form of shares of capital stock. Among these were Central States Cooperatives (which paid a refund of 1.7 percent on its 1940 business), Eastern Cooperative Wholesale (1.25 percent), and Central Cooperative Wholesale (1.9 percent).

STATUS OF LABOR BANKS, 1941

FOR the fourth successive year the four banks owned by organized labor showed an increase in net worth, deposits, and total resources. The net worth of these banks, in fact, has shown a continuous increase since 1934; deposits and total resources declined somewhat from 1937 to 1938, but in 1939 more than regained this lost ground.

From June 30, 1940, to the same date of 1941, net worth increased 6.2 percent, deposits 12.9 percent, and total resources 12.1 percent. Except for a decrease of half of 1 percent in the deposits of the Telegraphers' National Bank, all of the four banks shared in the general increase.

The following table, data for which were supplied by the Industrial Relations Section of Princeton University, gives information for each of the four banks as of June 30, 1941, and for preceding years back to 1934.

Status of Labor Banks in the United States, June 30, 1934 to 1941

Bank and year	Capital, surplus, and undivided profits	Deposits	Total resources
Amalgamated Trust and Savings Bank, Chicago, Ill.....	\$852,361	\$10,600,336	\$11,615,305
Union National Bank, Newark, N. J.....	492,341	4,292,957	4,830,414
Amalgamated Bank of New York, N. Y.....	759,677	7,829,351	8,768,609
Telegraphers' National Bank, St. Louis, Mo.....	746,737	4,191,866	4,977,738
Total: 1941.....	2,851,116	26,914,510	30,192,066
1940.....	2,684,911	23,847,294	26,931,651
1939.....	2,544,538	22,923,861	25,813,638
1938.....	2,503,899	21,013,099	23,785,086
1937.....	2,189,671	21,679,590	24,359,340
1936.....	2,155,221	20,302,297	22,858,772
1935.....	2,051,943	17,262,281	19,692,385
1934.....	2,038,433	15,899,849	19,168,718

CREDIT UNIONS IN CANADA ¹

THE earliest cooperative credit organization in Canada was a "people's bank" founded by Alphonse Desjardins at Levis in the Province of Quebec. Until 1932, except for a few scattered organizations in Ontario, credit-union activity was confined to Quebec, and the number of associations in any year never exceeded 200.

In 1932 a program of study clubs was undertaken in the Maritime Provinces, and the people's banks formed the Fédération des Caisses Populaires Desjardins. In that year also the Province of Nova Scotia passed a credit-union law. Development in the other Provinces began in 1936, although enabling legislation was not passed in Manitoba or Saskatchewan until 1937.

¹ Data are from Economic Annalist (Department of Agriculture, Ottawa), December 1940 and February 1941.

During the past few years credit unions have developed rapidly. In Quebec the number rose from 168 in 1932 to 549 by October 1940, and in Nova Scotia 200 associations have been formed since 1932.

By the end of 1939 there were in the nine Provinces some thousand credit unions, a summary of whose status as of the end of the year is given in the following statement:

Number of credit unions.....	1, 008
Number of members.....	181, 585
Paid-in share capital.....	\$4, 064, 206
Savings deposits.....	\$15, 444, 319
Total assets.....	\$22, 218, 840
Amount of loans made during year.....	¹ \$8, 922, 600
Loans outstanding at end of year.....	¹ 9, 710, 627

¹ Data cover 6 Provinces only.

The accompanying table shows, where available, comparative data for credit unions in each of the Provinces, for 1938, 1939, and part of 1940.

Development of Canadian Credit Unions, 1938 to 1940, by Provinces

Province and year of passage of law	Number of credit unions			Number of members			Loans made during year		
	1938	1939	1940	1938	1939	1940	1938	1939	1940
Alberta (1938).....	(1)	23	35	(1)	2, 226	3, 367	(1)	² \$94, 723	² \$165, 225
British Columbia (1938).....	(1)	6	21	(1)	500	1, 320	(1)	(1)	³ 36, 131
Manitoba (1937).....	(1)	19	4 29	(1)	2, 406	(1)	(1)	² 105, 462	(1)
New Brunswick (1926).....	70	119	129	6, 000	13, 187	⁵ 16, 500	(1)	375, 000	⁶ 92, 000
Nova Scotia (1932).....	148	182	195	22, 869	27, 113	⁴ 35, 000	(1)	995, 726	(1)
Ontario (1922).....	35	60	(1)	10, 410	13, 271	(1)	(1)	(1)	(1)
Prince Edward Island (1936).....	36	44	7 46	3, 283	4, 731	⁷ 5, 313	\$30, 947	124, 656	⁸ 88, 000
Quebec (1906):									
People's banks.....	338	(1)	⁹ 517	75, 419	(1)	⁹ 113, 793	5, 771, 429	(1)	6, 500, 000
Other.....	(1)	6	7	(1)	1, 496	1, 643	(1)	35, 000	(1)
Saskatchewan (1937).....	19	32	7 48	1, 644	2, 862	7 4, 160	36, 883	117, 218	⁹ 157, 290

¹ No data.

² Total made since inception.

³ January through November.

⁴ As of April 1940.

⁵ As of Aug. 31, 1940.

⁶ January through August.

⁷ As of Sept. 30, 1940.

⁸ January through September.

⁹ As of June 30, 1940.

COOPERATIVES IN MEXICO IN 1940 ¹

COOPERATIVE associations have been encouraged by the Mexican Government but have been restricted by law to the working classes. The number of cooperatives of all types in Mexico is not known, but partial data indicate that in the period 1934-39 some 2,400 associa-

¹ Data are from *Diario Oficial, México, D. F.*, February 15, 1938, first section, pp. 3-10, and July 1, 1938, pp. 2-11; *El problema de las cooperativas de consumo*, by Miguel García Cruz, in *Trabajo y Previsión Social*, Secretaría del Trabajo y Previsión Social, México, D. F., March (pp. 75-84) and April (pp. 87-98), 1941; report of Aaron S. Brown, United States vice consul at Mexico, D. F., January 25, 1938; *International Labor Review*, International Labor Office, Geneva, November 1934, p. 733; *International Labor Office*, Geneva, Legislative Series, Supplement, 1938, No. 9; and *Development of Cooperatives in Latin America* in *Monthly Labor Review*, April 1941.

tions were established. The present legislation which governs all types of cooperatives (consumers', farmers' marketing, and workers' productive associations) was passed early in 1938. From the time of its passage to August 1940, 359 consumers' cooperatives with over 56,000 members had been chartered.

This law requires open membership on the part of associations chartered under it. Some of the earlier associations imposed certain limitations; thus associations formed by trade-unionists were likely to admit only members of a labor organization.

Development of Various Types of Cooperatives

Among the consumers' cooperatives formed under the new law distributive associations are most numerous, but service and electricity associations have also been formed. Cooperatives are now found in every State as well as in the Federal District. School cooperatives are numerous in various parts of the country. In Mexico City alone, according to a report by the Minister of Public Education in September 1939, there were 434 student-teacher cooperatives, with 79,261 members. A number of Spanish refugees, including former officials and members of an old-established cooperative housing association in Madrid, founded a similar association in Mexico City in 1939.

Since 1936, a system of cooperative farms has developed in the Laguna region in the States of Coahuila and Durango. The Laguna region has 240,849 inhabitants, of whom 111,790 live on the 368 cooperative farms. With the assistance of the State offices, these families have formed (as of 1940) 105 cooperative stores, and a rudimentary cooperative wholesale society for the consumers' cooperatives has been initiated. Cooperative groups also own 22 cotton gins, 3 small railway systems for transportation of goods and crops within the region, 4 power-generating plants, 130 combines, and a farm-machinery repair service which has a central shop, worth 8,000 pesos, and 2 substations. Jointly with the worker organizations and with the Federal Government, the bank of the cooperative farms (*Banco Nacional de Credito Ejidal*) has sponsored a medical service. The bank owns 14 warehouses which are used for the storage of crops until they can be shipped or until prices are better. Student cooperatives function in 108 of the schools in this region.

Data for associations authorized each year from 1934 to August 1940 are shown in table 1. Some of the associations shown as authorized during the period 1938-40 are those, formed in previous years, which reincorporated under the terms of the 1938 law.

The geographical distribution of the 683 consumers' cooperatives established during 1936-39 is given in table 2. As it shows, one or more consumers' cooperatives were established in each of the States in 1936-39, with Veracruz and the Federal District leading.

TABLE 1.—Cooperatives of All Types Authorized and Actually Established in Mexico, 1934-40

Year	Authorized			Established	
	Number of associations	Number of members	Capital subscribed	Number of associations	Capital
1934.....	581	31,082	<i>Pesos</i> 2,755,265	298	<i>Pesos</i> 1,439,384
1935.....	738	35,175	2,499,409	417	1,038,939
1936.....	578	26,395	2,275,673	373	1,743,462
1937.....	752	35,364	2,389,081	474	1,448,486
1938.....	81	8,368	626,680	47	362,622
1939.....	824	73,399	7,384,393	791	5,058,805
1940 (to August).....	422	47,790	4,132,469	(1)	(1)

¹ No data.

TABLE 2.—Geographical Distribution of Consumers' Cooperatives Established in Mexico, 1936-39

State	Number of associations	Capital	State	Number of associations	Capital
All States.....	683	<i>Pesos</i> 2,259,914	Jalisco.....	13	<i>Pesos</i> 17,098
Veracruz.....	102	266,843	Michoacán.....	13	13,050
Federal District.....	90	1,155,680	Lower California.....	12	52,426
Coahuila.....	58	94,027	Sinaloa.....	9	12,014
Yucatán.....	47	19,129	San Luis Potosí.....	8	4,037
Campeche.....	42	11,976	Chiapas.....	7	4,608
Nuevo León.....	40	112,226	Sonora.....	7	977,943
Durango.....	30	17,147	Hidalgo.....	6	3,368
Tamaulipas.....	29	21,248	Morelos.....	6	12,199
Tabasco.....	26	70,624	Nayarit.....	6	2,030
Zacatecas.....	24	23,580	Tlaxcala.....	5	2,262
México.....	23	31,949	Guerrero.....	5	2,396
Oaxaca.....	22	18,088	Aguascalientes.....	4	1,664
Chihuahua.....	15	38,713	Colima.....	3	4,750
Puebla.....	15	87,637	Querétaro.....	1	30,600
Guanajuato.....	14	17,582	Quintana Roo.....	1	1,420

TABLE 3.—Classification, by Type, of Cooperatives Authorized in Mexico, 1938 to August 1940

Type of association	Number of associations	Number of members	Subscribed capital
Consumers' cooperatives.....	359	56,023	<i>Pesos</i> 2,225,624
Distributive associations.....	328	53,094	2,057,857
Service associations.....	24	2,140	55,252
Electricity associations.....	7	789	112,515
Purchasing associations.....	24	1,278	69,332
Credit associations.....	1	177	26,260
Associations marketing—			
Fruit and vegetables.....	101	9,328	64,680
Mineral products.....	1	27	52
Other products.....	30	1,514	9,606
Cooperative colonies.....	9	1,919	422,555

The current cooperative law went into effect January 12, 1938. The number, membership, and subscribed capital of the cooperative associations, by type, which were chartered between that date and August 1940 are shown in table 3. No data covering this period are available for the workers' productives, but it is reported that during

1935-40 authorization had been granted for 108 workers' productives, of which 83 were working on forest products, 11 were mining associations, 5 were fishery associations, and 4 were operating salt works. Up to 1940, 34 workers' productives had been chartered for the furnishing of services of various kinds.

Legal Status of Cooperatives

The first Mexican law on cooperatives, dated January 21, 1927, gave special attention to producers' cooperatives, and resulted in some conflict between such cooperatives and the labor-union movement; at best it brought about only a general form of supervision by the Government. This law was replaced by a new general cooperative law, dated May 12, 1933, and effective June 1, 1933; few already existing cooperative societies came into conformity with its requirements, but a considerable number of new cooperatives were established under its authority. This law was repealed, and as noted above, a new law was enacted January 11, 1938, which was regulated by legislation of June 16, 1938. It directs existing cooperatives to revise their constitutions and reincorporate under its provisions.

The law of 1938 covers all types of cooperatives and is administered by the Ministry of National Economy.

Only members of the working classes are permitted to form cooperatives; and a minimum of 10 charter members is required for each. Aliens are forbidden to hold positions of direction or general administration.

The act formulates standards of procedure to which associations must conform. Thus each member must subscribe for at least 1 share and make a down payment on it of at least 10 percent. The law also provides for a single vote per member, regardless of shares held. Regular allocations of 10-20 percent from the year's earnings are required to be made to the reserve fund until it amounts to 10 percent of the capital of a consumers' association and 25 percent of that of a producers' association. A social-welfare fund is also required to be created to which must be allocated each year a tenth of 1 percent of the cooperative's gross receipts. This fund is intended for use in case of occupational diseases of members or workers. Other provisions relate to administration of cooperatives, and election and terms of directors.

Any cooperative society may establish a savings and loans section for the members' benefit. The funds of such a savings section shall be formed by contribution of quotas set by the general assembly and of additional deposits voluntarily made. Loans shall be made on the endorsement of 2 members or of a nonmember of known solvency. Loans cannot be greater than 10 percent of the sum of advance pay-

ments and the applicant's share of the net earnings from the previous year's business.

Every cooperative is required to join the regional federation and may send 3 delegates to its meetings; and every regional federation must join the National Federation of Cooperatives, being entitled to 2 delegates thereto. Cooperatives are forbidden to join chambers of commerce or associations of producers.

Consumers' cooperatives are forbidden to do business with any persons except their members, unless specific authorization is obtained from the Minister of National Economy. They are, however, required to accept into membership any person who complies with the membership requirements. In such cases, net earnings on the patronage of persons not members must be applied toward the purchase of certificates of membership but if the patron fails to become a member, such earnings shall be turned over to the National Fund of Cooperative Credit.

The Secretary of National Economy is specifically empowered to utilize cooperatives for the distribution of goods to the public when he deems it advisable, to combat the high cost of living.

Workers' productives may undertake a service or a productive enterprise, and may even establish a consumers' cooperative section within the productive association. In order to insure the continuance of the cooperative character of the enterprise, workers' productives must take in new persons only as full members or associates. They are forbidden to hire wage earners except in certain extreme conditions and then the net earnings from their labor must be applied toward the purchase of a membership or (if they do not join the association) be paid to the National Fund of Cooperative Credit.

Government Activities in Field of Cooperation

The Bureau of Cooperative Development (*Departamento de Fomento Cooperativo*) of the Secretariat of National Economy, created January 1, 1933, consists of 3 sections, devoted, respectively, to propaganda, technical activities, and inspection. The propaganda section, among other activities, has maintained a correspondence school on cooperation. In the inspection section, the employees of the Bureau assist in the organization of new cooperatives and in eliminating difficulties in those already operating. In March 1934 the Bureau began the publication of a monthly periodical entitled "Cooperativismo," under the responsibility of the section of technical activities, for the purpose of disseminating information of all kinds dealing with the cooperative movement in Mexico and elsewhere.

Cooperatives are exempted from certain taxes, and there are other regulations which encourage their growth.

Labor Laws and Court Decisions

COURT DECISIONS OF INTEREST TO LABOR

Liability of Employer for Wages of Nonstriking Employees

UNDER a recent ruling of the Small Claims and Conciliation Branch of the District of Columbia Municipal Court, nonstriking butchers who refused to go through a picket line established by grocery clerks were not entitled to receive wages while the strike was in progress.¹ The butchers had a contract with their employer by the terms of which, as full-time employees, they were entitled to notice of lay-off or discharge. The court, however, held that it was impossible to have complete performance of the contract during the period of the strike. As all these circumstances were well known to the employer and employees alike, the court declared that "any notice of discharge or lay-off would have been superfluous and would not have served to define or alter the legal status of the parties."

From the facts of the case, it appeared that before the strike was called, the butchers pledged support to the proposed strike, and when the stoppage occurred they appeared at the various closed stores but did not demand entrance. Their demand that the employer pay their salaries was based on the ground that they had tendered their services and that the employer should have given notice that the stores would be closed for the duration of the strike. The court ruled, however, that the employees were not entitled to compensation during this period.

Municipality Held Authorized To Issue Permits of Plumbers

In a recent case involving the issuance of plumbers' permits by the city of Detroit, the Supreme Court of Michigan held that under existing statutes the city was empowered to issue such permits and to make a charge for them.² The court pointed out that Detroit, as a home-rule city, is given the right to regulate trades and occupations within its boundaries, and further that the legislative bodies of all cities and villages are authorized to prescribe reasonable rules and regulations to safeguard the public health. It is also provided by statute that

¹ *Caruso v. Sanitary Grocery Co.* (69 W. L. R. 669).

² *Master Plumbers and Steamfitters Club v. City of Detroit* (298 N. W. 398).

"no plumbing shall be done, except repairing leaks, without a permit upon prescribed conditions."

Under a law enacted in 1901, provision was made for cities to examine licensed and registered plumbers, and in 1929 the act was amended to provide for the charging of fees. The plumbers in the case under review contended, however, that another 1929 law took the right to issue permits away from the municipalities and lodged it solely in the State authorities. The court found, on the contrary, that this latter act distinctly provided that nothing in the law should be construed as repealing the earlier statute. Therefore, the city of Detroit was held to have the right to issue permits and to exact fees for such licenses.

Misrepresentation of Age No Defense Under Employers' Liability Act

The fact that a physically fit trainman obtained employment by misrepresenting his age does not relieve a railroad company from liability under the Federal Employers' Liability Act, according to a decision of the North Carolina Supreme Court.³ The court held that the misrepresentation of age did not render the contract of employment void, and declared that the injured employee was entitled to the same degree of care for his protection as was due to other employees.

It appeared in this case that the employee, when he was 19 years of age, obtained employment as a trainman by falsely stating that he was 21, knowing that under the rules of the company minors could not be employed in train service. After working for several months, the trainman was injured through the alleged negligence of employees of the company. It was contended by the railroad that since the employee had obtained employment by fraud, the relation of master and servant under the Federal Employers' Liability Act did not exist, and therefore he was not an employee of the railroad company. The court held, however, that the injured trainman was an employee and thus entitled to sue under the Federal act. Although the fact that an employee obtains employment by means of false statements may be grounds for the cancellation of a contract of employment, the court ruled it insufficient to render such contract void or to terminate the relationship of employer and employee.

³ *Laughter v. Powell* (14 S. E. (2d) 826).

Cost of Living

CHANGES IN COST OF LIVING, JUNE 15 TO JULY 15, 1941

LIVING costs in large cities increased by 0.6 percent from mid-June to mid-July. The Bureau of Labor Statistics' cost-of-living index for July 15, at 105.2 percent of the 1935-39 average, was almost 7 percent higher than when war broke out in Europe. Of this increase 4 percent has taken place since March 1941. During the past month, housefurnishings and clothing showed the greatest advance, while the rise in food costs, which had been exceedingly rapid during the spring, slackened because of seasonally lower prices for fresh fruits and vegetables. Prices of most other foods continued to rise. Coal prices also increased in large cities.

Food.—Retail food prices, which advanced about 2 percent per month from March through June, rose by 0.8 percent from mid-June to mid-July and preliminary reports since mid-July indicate that the upward trend has continued. Food costs as a whole were 9.5 percent higher than a year earlier.

Except for fresh fruits and vegetables, prices for nearly all foods continued to advance between June and July. Sharp increases were again reported for pork, lard, shortening, cheese, coffee, tea, sugar, and canned foods. Milk prices rose in 10 of the 51 large cities included in the Bureau's food-cost index. Prices for fresh fruits and vegetables were nearing their seasonal low point and mid-July prices were much lower than those reported in June, especially for apples, onions, carrots, and potatoes. As in recent months, the principal factors accounting for rising food prices were increased consumer demand, large Government purchases, and some speculative buying.

Housefurnishings.—Prices of housefurnishings which have been rising steadily since last January increased by 1.8 percent during the month. Advances occurred in all cities for which the Bureau has reports, except Chicago where a sales-tax reduction from 3 percent to 2 percent offset the June to July increases. Living-room and bedroom suites rose from 3 to 5 percent between June 15 and July 15 and on the latter date averaged 15 percent above prices prevailing July 15, 1940. There were also substantial advances in prices of washing machines, electric refrigerators, stoves, and radios. Despite these price rises, the dollar volume of sales on wholesale furniture

markets is reported to have exceeded those of last year by nearly 70 percent.

Recent changes in prices paid by wage earners and clerical workers for some selected housefurnishings are shown in the accompanying statement.

	Percent of change, July 15, 1941, compared with—	
	June 15, 1941	August 15, 1939
Living-room suites.....	+5.1	+21.5
Bedroom suites.....	+2.8	+13.2
Electric refrigerators.....	+1.0	-10.8
Washing machines.....	+3.5	+9.4
Rugs.....	+5	+21.6
Linoleum.....	(¹)	-1.4
Mattresses.....	+3.1	+7.0
Sheets.....	+1.9	+14.1

¹ No change.

Clothing.—Clothing prices, continuing the steady rise since February 1941, advanced almost 1 percent between mid-June and mid-July. Men's work clothing and women's percale dresses and silk and rayon slips showed the largest increases. In Cleveland and Birmingham, the average rise was more than 2 percent during the month. Chicago showed a decrease due to the reduction in the sales tax.

Changes in prices to July 15, 1941, in some important articles of clothing are given in the following statement:

	Percent of change, July 15, 1941, compared with—	
	June 15, 1941	August 15, 1939
Men's overalls.....	+2.0	+15.1
Men's work shirts.....	+4.1	+14.0
Men's work trousers.....	+1.7	+9.3
Men's work shoes.....	+1.5	+8.7
Women's percale dresses.....	+4.8	+7.2
Women's silk and rayon slips.....	+1.9	+9.1
Women's shoes.....	+1.0	+1.8
Women's silk hose ¹	-.4	-.9

¹ Prior to restrictions on sales of raw silk.

Rents.—There is usually little turn-over in dwelling properties in midsummer. Rents for homes occupied by moderate-income families rose 0.3 percent on the average in the 20 large cities surveyed from June to July. Average rent increases were reported in 15 cities. In New York, where a larger number of vacancies were reported, rents dropped 0.1 percent. These rent reports do not include rooms in rooming or boarding houses or furnished apartments.

Fuel, electricity, and ice.—Higher coal prices were reported from 26 of the 34 large cities surveyed in July. In New York there was a reduction in gas and electricity rates to domestic consumers and in Seattle there was a sharp decrease in wood prices. Electricity rates were lowered in Detroit.

Miscellaneous goods and services.—Retail prices of soaps went up sharply in most cities, following advances in wholesale prices for fats

and oils. The cost of laundry services also rose in 11 of the 20 cities, as laundries reported higher labor costs.

Table 1 presents percentage changes in the cost of goods purchased by wage earners and lower-salaried workers in each of 20 large cities, and in all these cities combined, from June 15, 1941, to July 15, 1941. Indexes of these costs, based on average costs in 1935-39 are presented in table 2.

TABLE 1.—Percent of Change from June 15, 1941 to July 15, 1941, in Cost of Goods Purchased by Wage Earners and Lower-Salaried Workers

Area and city	All items	Food	Clothing	Rent	Fuel, electricity and ice	House-furnishings	Miscellaneous
Average: Large cities.....	+0.6	+0.8	+0.9	+0.3	+0.9	+1.8	+0.4
New England: Boston.....	+1.2	+2.0	+2	+2	+1.1	+2.1	+7
Middle Atlantic:							
Buffalo.....	+7	+6	+1.0	+6	+1.4	+2.0	+3
New York.....	+2	(3)	+1.3	-1	(3)	+2.6	+2
Philadelphia.....	+3	+1	+4	+2	+1.0	+1.7	(3)
Pittsburgh.....	+1.0	+1.3	+1.1	+1	+1.2	+2.1	+8
East North Central:							
Chicago.....	+1.0	+1.6	-7	+2	+1.3	-5	+1.7
Cincinnati.....	+5	-1	+6	+2	+2.6	+3.1	+1
Cleveland.....	+8	+8	(3)	+2.7	+1.3	+2.5	+1
Detroit.....	+6	+2	+1.7	+7	+3	+2.4	+4
West North Central:							
Kansas City.....	+4	-1	+6	+8	+2	+2.3	+1
Minneapolis.....	+5	+7	+6	+1	+1.2	+3	+2
St. Louis.....	+5	+1.2	+1.0	+1	+1.4	+3.0	-9
South Atlantic:							
Baltimore.....	+4	-1	+8	+6	+1.9	+1.0	+4
Savannah.....	+2.0	+4.2	+1.0	+4	+2.3	-1.0	+6
East South Central: Birmingham.....	+1.3	+2.1	+2.3	+1.1	+9	+1.8	+4
West South Central: Houston.....	+9	+2.2	+8	(3)	(3)	+1.7	(3)
Mountain: Denver.....	+8	+1.2	+4	+1	(3)	+2.0	+9
Pacific:							
Los Angeles.....	(3)	-5	+7	(3)	(3)	+1.4	+1
San Francisco.....	+2	+1	+9	(3)	(3)	+1.8	+2
Seattle.....	+1	-4	+8	+5	-2	+1.2	(3)

¹ Based on data for 51 cities.

² Based on data for 34 cities.

³ No change.

TABLE 2.—Indexes of the Cost of Goods Purchased by Wage Earners and Lower-Salaried Workers, by Groups of Items, July 15, 1941, in 20 Large Cities

[Average 1935-39=100]

Area and city	All items	Food	Clothing	Rent	Fuel, electricity and ice	House-furnishings	Miscellaneous
Average: Large cities.....	105.2	106.7	104.2	106.1	102.3	107.2	103.7
New England: Boston.....	103.7	104.7	102.9	101.0	108.0	104.9	103.0
Middle Atlantic:							
Buffalo.....	108.0	110.8	104.1	110.6	101.2	109.7	106.0
New York.....	104.8	107.0	104.4	102.7	103.4	102.7	104.1
Philadelphia.....	103.5	103.3	103.7	104.7	101.5	106.8	103.1
Pittsburgh.....	106.2	108.7	103.7	106.8	105.8	108.4	103.0
East North Central:							
Chicago.....	105.9	107.5	100.7	110.5	101.7	105.5	103.3
Cincinnati.....	104.4	104.8	105.2	103.0	102.4	110.6	103.4
Cleveland.....	107.1	108.7	105.7	110.2	110.6	111.3	102.4
Detroit.....	107.0	107.2	105.0	112.1	102.2	109.0	105.0
West North Central:							
Kansas City.....	102.2	101.2	104.1	104.1	101.2	105.6	101.2
Minneapolis.....	106.1	108.2	104.1	108.4	97.2	108.2	105.5
St. Louis.....	104.6	108.5	105.2	101.8	103.9	102.8	102.0
South Atlantic:							
Baltimore.....	106.3	108.6	104.3	109.0	101.8	107.2	103.2
Savannah.....	107.1	113.5	104.1	106.6	99.1	106.5	103.0
East South Central: Birmingham.....	106.9	105.2	107.9	120.6	96.4	105.3	104.2
West South Central: Houston.....	104.9	108.7	104.7	106.9	93.1	111.0	101.3
Mountain: Denver.....	103.7	104.2	101.0	106.7	97.4	108.1	103.3
Pacific:							
Los Angeles.....	105.6	107.2	106.4	106.6	94.2	106.5	104.6
San Francisco.....	105.6	107.2	106.1	104.0	91.6	107.4	106.1
Seattle.....	107.3	109.3	107.4	111.3	95.7	103.2	106.1

¹ Based on data for 51 cities.

² Based on data for 34 cities.

Health and Industrial Hygiene

CAUSES AND EFFECTS OF FATIGUE AMONG INTER-STATE TRUCK DRIVERS

THE problem of fatigue and hours of service of drivers of commercial vehicles operating in interstate commerce was the subject of an investigation made in 1938-39 by the United States Public Health Service at the request of the Interstate Commerce Commission.¹ The study was prompted by the need for more exact data than were available on the effects of fatigue among drivers of commercial vehicles, and was made in accordance with the provisions of the Motor Carrier Act, 1935, which provided that the Commission should avail itself of the assistance of any of the Federal research agencies in the conduct of such researches and investigations as were considered necessary to promote the safety of operation and equipment of motor vehicles subject to its jurisdiction.

The principal purpose of the study was to establish a basis for the regulation of the daily and weekly hours of work of drivers employed in interstate for-hire transportation. Late in 1937 maximum hours-of-service regulations² were promulgated by the Commission, on the basis of information available at the time, for all for-hire carriers subject to its jurisdiction. These were to have become effective on July 1, 1938, but stays granted and modifications made delayed the effective date to March 1, 1939. Private carriers of property became subject to similar regulations on October 15, 1940. At the time the preliminary regulations were established, it had been stated that these regulations would be revised if further study of the subject showed the need for changes in the working hours.

In May 1938 the Public Health Service undertook a study of the relationships between hours of driving and other conditions of work, and fatigue and physical fitness of drivers as measured by psychological, physiological, and medical tests. In view of the time limit of 1 year the study was restricted to an experimental testing of methods, followed by the tests, which were given to as large a number of drivers as was practicable.

¹ U. S. Public Health Service. Public Health Bulletin No. 265: Fatigue and Hours of Service of Interstate Truck Drivers, by R. R. Sayers and others. Washington, 1941.

² See Monthly Labor Review for July 1941 (p. 165).

The study was carried out in three cities—Baltimore, Nashville, and Chicago—and altogether, 889 drivers were examined in 1,200 test sessions. A complete occupational history was obtained from each man, together with an accurate account of his activities during the previous 24 hours and the previous week. The tests were given at all times of day and at the end of drives of various lengths, and the effort was made to test drivers soon after they had left their trucks, if they had been driving, or, if they had not been driving, soon after an adequate period of sleep. In general, the tests were divided into two groups—performance tests, which measured the ability of the individual to perform a given task; and nonperformance tests, which measured bodily states over which the subject had little or no voluntary control. As there are advantages and disadvantages connected with each of these types of tests, both performance and nonperformance tests were used extensively in the study, it being considered that neither one alone would give a clear picture of the symptom-complex known as fatigue.

Results of Tests

The medical examinations of the drivers showed that the group as a whole was in good health and good physical condition, largely because of the youthful age of most of the drivers and the selective nature of the occupation. However, a higher incidence of poor eyesight, bloodshot eyes, high white-cell counts, and tremor of the hands was found than is usual in healthy men of similar age groups.

Among the drivers tested, few, if any, showed evidence in the non-performance tests of recent extreme muscular exertion, which is evidenced by marked changes in the chemical composition of the blood, a greatly increased white-blood-cell count, and alterations in the blood pressure and heart rate. However, among men examined immediately after driving, the white-cell counts were higher on the average than among those who had not driven, although no fine gradations were found by hours of driving. The average heart rate was found to be slightly lower with increasing hours of driving, while blood pressures were slightly higher among men who had driven than among those who had not driven immediately before the test.

In tests of seven functions, men who had not driven at all had the highest average efficiency, those who had driven less than 10 hours had the next highest average efficiency, and those who had driven over 10 hours had the lowest average efficiency. These tests were speed of tapping, reaction-coordination time, simple reaction time, manual steadiness, body sway, driving vigilance, and the ability to distinguish flicker. From the standpoint of distinguishing between groups of men on the basis of their recent driving experience, these tests showed the most consistent and definite results.

In tests of three functions—aiming, resistance to glare, and speed of eye movement—the men who had driven at all performed less efficiently, on the average, than those who had not driven, although the data from the cities covered were not consistent on the question as to whether the 10-hours-and-over drivers performed less efficiently than the 1-to-10-hours group on these tests.

On the average the heart rate decreased slightly with hours of driving, while the average white-cell count was higher in men who had driven than in men who had not driven since sleep. In one city the average white-cell count increased, among the men examined, with hours of driving.

Many of the tests, such as the estimation of the size of known objects, the differential white-cell counts, the hemoglobin content of the blood, the acidity and the specific gravity of the urine, the visual acuity, and the total base and potassium concentration of blood serum, showed no trends with hours of driving.

The general psycho-physiological status or fatigue pattern of different individuals was shown from a composite score made from a battery of tests. For this purpose four tests—speed of tapping, manual steadiness, simple reaction time, and reaction-coordination time—were used. By this composite scoring method a progressive decrease in general efficiency was found with increasing hours of driving. Similar results were shown by computing coefficients of scoring from a battery of four performance and four nonperformance tests, as well as from composite scores calculated from 13 tests including all functions which showed changes with hours of driving.

In conclusion it is stated that a "detailed analysis of data from all the tests, in general, confirmed the results shown by the coefficients of scoring, and none offered contradictory evidence. It appears that a reasonable limitation of hours of service of interstate truck drivers would reduce the number of drivers on the road with low functional efficiency. This, it might reasonably be inferred, would act in the interest of highway safety."



RESULTS OF FACTORY HEALTH SERVICES

A SURVEY made by the National Association of Manufacturers covering the health services of 2,064 companies shows that employers find the investment of funds in this work yields a high return in terms of employee health and attendance.¹ The investigation included plants in all parts of the country, employing large and small numbers of workers. Weighting for small plants, having 500 or fewer em-

¹ National Association of Manufacturers. *Industrial Health Practices—A Report of a Survey of 2,064 Industrial Establishments*. New York, 1941.

ployees, was particularly heavy, this being the most nearly representative size class in American industry at present.

On the basis of reductions in various health hazards it is estimated that a health program saves the average 500-employee plant \$5,611 net each year. All but 5 of 1,625 employers answering the query considered their programs to be paying propositions. Over 90 percent of the firms replying indicated reductions amounting to 44.9 percent in accident frequency, 62.8 percent in occupational disease, 29.7 percent in absenteeism, and 28.8 percent in compensation-insurance premiums. Between 85 and 90 percent of those replying indicated reductions in labor turn-over of 27.3 percent. In addition 83 percent reported that labor relations were favorably affected.

Most companies use physical examinations as a means of determining proper placement of their employees. The report reviewed states that they do not unwarrantedly discriminate against applicants on the basis of the results of these examinations. On the average 4.4 percent of those applying for work in 1,154 plants were rejected because of physical shortcomings disclosed through physical examination. A system of rating examinees according to the physical demands of the job was reported by 80 percent of 1,388 plants. All the large organizations (20,000 or more employees), in contrast with 45 percent of the plants having fewer than 250 employees, kept physical-examination records confidential between doctor (or nurse) and the examinee. For all 1,455 plants reporting on this point the percent in which records were confidential was 41.

Important Factors in Health Programs

The 23 specified items that were listed by the 2,064 firms as important components of a factory health program are, in the order of importance, as follows:

	<i>Percent of firms</i>
Program of accident prevention.....	} Over 80
Exhaust ventilation for dust, fumes, or gas control.....	
Plant housekeeping and sanitation program.....	
Maintenance of a locker room.....	} 70 to 80
Rooms equipped for medical examinations and emergency treatment.....	
Pre-employment physical examinations of factory employees by a doctor.....	} 60 to 70
Maintenance of a rest room.....	
Records of all illnesses and absences.....	
Fatigue-prevention program, including refreshments available.....	} 50 to 60
Employee hospital insurance.....	
Provision for recreational or athletic activities.....	} 40 to 50
Periodic check-up of illumination of work surfaces.....	
Pre-employment physical examinations of office employees by a doctor.....	
Workroom temperature supervision.....	} 40 to 50
Registered nurse in the plant at regular scheduled hours.....	
Periodic check-up physical examinations of factory employees.....	
Maintenance of a lunchroom.....	

	<i>Percent of firms</i>
Health education of employees to prevent ordinary illnesses.....	} 30 to 40
Employee mutual-benefit association.....	
Doctor in the plant at regular scheduled hours.....	
Fatigue-prevention program, including regular rest periods.....	
Fatigue-prevention program, including posture chairs or aids.....	} 20 to 30
Periodic check-up physical examinations of office employees.....	

These particular activities were in process of extension in the past year.

Cost of Health Programs

Regardless of size and type of industries, health programs are becoming more widely accepted. However, the above factors have a direct influence on the average per-capita costs of the programs. Of the reporting plants 43 percent established their health services in the past decade of depression. Plants having fewer than 500 employees accounted for 70 percent of the programs instituted within the past 5 years. The average annual per-capita cost in 1940 was \$5.17 for medical programs, \$3.34 for safety, and \$3.41 for industrial hygiene. The independent companies revealed a gradual decrease in annual per-capita cost of medical work as the number of employees increased. Although variations in the different costs were great, from industry to industry, no significant correlation was shown with the specific accident and disease hazards of the industries.

During the year before the survey was made, 4 to 26 percent of the firms introduced or extended special services. The greatest growth—26 percent of the firms—was in employee hospital insurance, and 21 percent provided for periodic physical examinations of factory workers. The striking spread of community hospitalization plans is probably a large factor in expansion of employee hospital insurance. Reasons for the increase in physical examinations are not so evident.

The findings in the present study corroborate those of earlier investigations, such as the study made by the National Industrial Conference Board in 1939, and that of the National Safety Council in 1938.

Average annual per-capita cost for industrial medical services has risen considerably during the past 25 years, although the rise has been slight since 1924. As measured in several surveys the averages in specified years were as shown below:

	<i>Annual per-capita cost</i>		<i>Annual per-capita cost</i>
1915.....	\$0. 88	1932.....	\$6. 30
1917.....	2. 21	1936.....	5. 10
1921.....	4. 43	1938.....	6. 12
1924.....	5. 14	1940.....	5. 17
1930.....	5. 10		

These averages were taken from a report of the American College of Surgeons in which the high average for 1932 was partially explained by the fact that medical service, although reduced, was not curtailed so rapidly or so much as was employment during the depression period.

AGING AS AN INDUSTRIAL HEALTH PROBLEM

THE distinction between aged and aging persons is basic. Industry has little direct concern with the medical care of old persons; pensions are provided for the truly senile. The science of aging (gerontology), however, is rapidly becoming more important to industrial physicians, according to an article in the March 29, 1941, issue of the *Journal of the American Medical Association*,¹ from which the following data are taken.

The socio-economic problems of aging are the outcome of the shifting average age of the population, and are becoming more and more urgent. Since the beginning of the century, life expectancy has risen from 47 to over 63 years, and it is conservatively estimated that in 4 more decades over 40 percent of the population of the United States will be 45 years of age or over.

Either these growing millions of elderly people must have jobs and support themselves, or the proportionately smaller group of younger people will have to maintain them in some way. "One answer implies productivity suited to capacity, the other destructive costs on what may ultimately become a minority."

The present and impending situations are wholly unprecedented: an average population age far in excess of anything known heretofore. The primary concern of medicine is with the first two of these three major categories, but the industrial physician cannot ignore the sociologic and economic factors involved. Illumination by research of the basic processes of senescence, the biologic and psychologic changes and the altered capacities will facilitate solution of both the clinical and the sociologic problems.

Prior to the increased demand for workers in defense industries the large number of the unemployed allowed and encouraged the hiring of younger men. In the existing emergency, the dearth of skilled men for technical jobs, together with the draft, can only tend to raise more rapidly the average age of workers in the great majority of industries. War would intensify this situation.

Chronologic and Physiologic Age

Physiologic age varies from person to person of the same chronologic age. The longer the persons have lived, the greater the variation. Mental senescence may be premature in some, whereas the continued intellectual brilliancy in others seems to challenge corporeal old age. Consequently, the variability of the senescence rate in different structures makes it impracticable to establish any single criterion of physiologic age. It is essential, however, to remember always that "the aged are the consequences of aging and that the pathogenesis of senescence starts in youth." If this fact is not forgotten, more can be done for the aging than for those already old.

¹ Aging as an Industrial Health Problem, by Edward J. Stieglitz, M. D.

Aging does not imply decline alone. It is well known that there is compensation for every deviation. Though some functional capacities dwindle, others increase. In illustration, as reaction of speed is reduced, endurance increases.

Far greater differences in endurance and reaction to exercise are found in persons in the same age groups than are observed between younger and middle-aged subjects. Loss of mere physical strength is often compensated for by increased skill and judgment. It is not merely a coincidence that the engineers of the crack trains, that the captains of the most important ships, and that the directors of the greatest industries are old men.

How to measure and evaluate physiologic old age is possibly the most significant clinical problem. The author suggests that the most logical procedure is through testing several functional reserve capacities. For instance, a procedure calling for exertion or the cold-pressor test will be immensely more revealing than a single taking of a normal pulse rate or a normal blood pressure when a person is at rest.

It is highly important to realize that aging increases individual variability.

Factors in Maintenance of Industrial Health

The great increase of individual variation in older persons is of importance to industrial health in numerous ways. In measuring functional reserve, in placing older workers, in prognosis of disease in older persons, and in therapy, the industrial physician "must avoid standardized routine if he hopes to utilize the best that older persons have to offer. And that is just what American civilization is going to have to do if our culture is to grow."

Industrial medicine can accomplish a great deal toward the improvement of clinical procedures for health evaluation, and in helping to develop practical methods to measure functional reserve capacities, and thus aid in the establishment of the sorely needed bases for determining physiologic age.

Periodic examinations.—In some quarters the periodic health inventory is not highly regarded because of the rather general failure to apply preventive treatment. Properly conducted, periodic, analytical health inventories are the foundation for personal preventive medicine. In the case of the aging workers the consultations involved are highly significant, for the maladies of later and middle life are more individual than are the infective diseases, and medical care for aging persons must, therefore, be less and less routine. "The value of properly conducted prophylactic consultations is unquestioned."

Dr. Stieglitz maintains, however, that personal preventive medicine in industry should start with the keymen, whose places are the most difficult to fill. Industrial leaders, who carry the heaviest responsibilities, are almost always older persons and should have the benefit of active, energetic health maintenance. Their acceptance of

preventive health measures sets the required example in their respective organizations. The physician himself should lead in furnishing such an example.

Factors in Job Placement of Older Workers

It is not necessary, the author holds, that the older mechanic or artisan whose speed is somewhat retarded but whose skill and judgment are on the upgrade be put to sorting bolts and nuts or given a job of watchman. Relegation to idleness and the pension role is not inevitable. The aging or aged worker can do various useful things.

Direct competition with youthful strength in a production line may be unwise, despite increased skill. Such unequal competition leads to neuroses. But in some larger plants, parallel production lines, running at a slower tempo, are feasible, or a greater number of men may be assigned to a portion of the work so that frequent short rest periods are possible. One well-known factory has several employees over 80 years of age continuing at the same pay and with responsibility for fine, precise work. Inquiry as to the reason for this rather unusual situation elicited the statement that the value to plant morale and esprit de corps was immeasurable. Industry must not forget these factors.

The employee who has reached the age of 60 or more has valuable possibilities as a teacher of new or younger workers. The training of apprentices, the development of greater skill, and accuracy and pride of workmanship could well be functions of aging employees. Not willing to just "get by," they can become outstanding examples if given the opportunity.

The author also suggests the feasibility of gradually training older workers for occupations which their capacities will permit them to perform. He states that with the right kind of pedagogy and continuity of technical training, these aging employees can be successively prepared for higher technical responsibilities in line with their capacities, and that a "pilot study" with this objective, made at the suggestion and under the direction of a modern industrial medical department, would be of inestimable value. Some industrial establishments have devised methods for the diversified training of their younger workers. In the judgment of the author, such technical training should be carried on, though at a reduced pace, during the productive years.



PUBLIC-HEALTH ACTIVITIES OF NEW YORK DEPARTMENT OF LABOR

THE development of legislation designed to improve health conditions in the industries of New York and of the machinery for making the legislation effective, since the first labor laws were enacted in 1881, was the subject of a recent address by Frieda S. Miller, Industrial Commissioner, New York State Department of Labor. Amendments

to the labor laws through the years since the earliest ones were enacted show a gradual evolution, it is stated, from the attempt to remedy the worst conditions in industry to the establishment of an increasing number of industrial codes which provide specific rules and regulations for the preservation of the health of the worker by full control of the industrial environment.

Health Functions of Various Bureaus

In connection with the health aspects of the labor laws there are numerous regulations respecting hours and wages which protect the workers from excessive fatigue and help to maintain the standard of living and nutrition at a level compatible with health and safety. Other labor laws govern the construction and maintenance of factory buildings and the safeguarding of machinery, and provide for proper ventilation and illumination, removal of noxious dusts, fumes, and gases, and protection of workers in specially hazardous occupations such as in mines and tunnels. There are also special laws for the protection of the health of women and minors. The labor laws and codes of the State require official approval of the necessary safeguards for machinery and for the removal of dusts, fumes, and gases.

The administration of these public-health provisions of the labor laws and industrial codes employs the integrated efforts of several bureaus of the State Labor Department, each approaching the problem from a somewhat different angle, but all engaged in a unified effort to attain a single objective—i. e., to provide safe and healthful working conditions, and, as a corollary, to prevent the occurrence of industrial accidents and occupational diseases. The functions of the important bureaus from this viewpoint are the following:

The Codes Division formulates new industrial codes and revises existing ones in order that the basic labor laws relating to safe and healthful working conditions may keep pace with rapidly changing industrial development.

The Board of Standards and Appeals officially promulgates all industrial codes; officially approves machine guards, and all equipment and devices requiring such approval by law; and is the body for judicial review of all appeals arising out of our labor laws and codes with the exception of compensation cases.

The Division of Statistics is continuously engaged in the compilation and analysis of all pertinent departmental statistical data, an important part of which is that relating to accidents and occupational diseases, their incidence in the State, their causes, and the extent to which our preventive measures appear to be effective, as a guide to future procedure.

The operating divisions jointly engaged in the protection of the lives and health of the workers in New York State are the following:

1. The Engineering Division approves all plans for new factory buildings in order to insure safe construction, fire protection, and suitable housing for the work to be done therein.

2. The Inspection Division is charged with routine enforcement of the labor laws and codes relating to the industrial environment and the health and safety of the workers. To this end, a staff of inspectors are continually making the rounds of the State, visiting factories, workshops, mercantile establishments, and mines, tunnels and quarries.

3. The Division of Women in Industry and Minimum Wage enforces the provisions of the labor laws and codes which relate to the control of home work in all its aspects; in establishing minimum wages for workers in an increasing number of industries in New York State, and in collecting all data necessary to this end by means of field studies.

4. The Division of Industrial Hygiene is a technical arm of the Labor Department, and functions as a consulting unit to the Department as a whole, particularly to the Division of Codes, Inspection, Compensation, and the Board of Standards and Appeals. In addition, this division conducts technical field and laboratory studies for the detection, control and prevention of occupational diseases and accidents. This work is medical, chemical, and engineering.

5. The Division of Workmen's Compensation provides the machinery for the adjudication of compensation cases of workers suffering as a result of industrial accidents and occupational diseases, and arranges that they receive adequate medical care by physicians of their own choosing. Through the activities of this Division there are maintained the special lists of physicians and medical bureaus authorized to treat compensation cases in New York State. This authorization may be granted by the Industrial Commissioner upon the recommendation of the County Medical Society. Fee schedules for such treatment have been worked out and are maintained by the Division, which also sets up requirements for record keeping and reporting of medical findings in compensation cases. Many of these latter activities are carried out in cooperation with local medical societies.

Preventive Measures Against Occupational Diseases and Accidents

Of special interest at the present time is the revival, because of national-defense requirements, of radium dial painting. In 1918-19 more than 2,000,000 dials were painted with radioactive luminous compounds, mostly wrist-watch dials for the use of soldiers. As a result of ignorance of safe-practice measures for the handling of this dangerous material, many cases of poisoning and lingering death occurred. After the war, however, very little dial painting was done in the State, so that in 1929 not more than 40 persons were engaged in this work, although subsequently, as a result of the increase in air travel, the industry expanded somewhat. There has been the closest possible supervision of these factories in the past years by the State Division of Industrial Hygiene and as a result no new cases of radium poisoning have developed.

At the present time, the number employed in the industry is rapidly increasing, and a large number of persons are being trained for the work. Since the work is highly skilled and requires an intensive course of training, it is possible at the same time to instruct these workers in methods of handling the radium safely. The sudden revival of the industry in the present emergency, however, suggested the urgent need for a formal code for the enforcement of safe working conditions particularly for plants undertaking this work for the first time, where the management may not be familiar with the hazards involved nor with the safe practices in use in the industry. The State Division of Industrial Hygiene drew up such a code, which was submitted to experts in the radium field and to representatives of the

industry and of the labor union, for criticism, after which it was being revised and was soon to be put in effect.

Several codes providing for the control of silicosis are in effect in rock-drilling operations and in branches of the ceramics industry. The rock-drilling code, it is said, found immediate and rather dramatic application for the protection of the health of the workers in the 85-mile Delaware Aqueduct now being constructed to provide an increased water supply for New York City. In this project rock-drilling operations, on a scale of unprecedented magnitude, in rock of high silica content, have been carried out, and yet it has been possible to obtain more favorable working conditions than have ever before been achieved. The rock-drilling code provided for day-to-day supervision and control of the working environment in the tunnel by repeated dust counts; air analysis for nitrous oxide, carbon monoxide, or other noxious gases, following blasting operations; measurements of illumination; and continuous tests of the ventilation system.

Enforcement of code requirements as to ventilation has played an important role in the prevention of accidents resulting from poor visibility because of fog and mist. Adequate medical facilities for the care of those injured in accidents have been provided in the country districts through the cooperation of the State Labor Department and local medical societies; and first-aid facilities, carefully controlled as to number, location, equipment, and personnel, have been closely supervised.

Safeguarding the Working Conditions

The Division of Industrial Hygiene and Inspection is closely concerned with the activities of most of the other bureaus in the State Department of Labor which deal with different aspects of working conditions. Although the law requires that all plans for new factory buildings must be submitted to the Engineering Division for approval, even in advance of the drawing up of new building plans, the Division is frequently called upon to survey existing facilities and processes with a view to advising whether they may be safely duplicated or should be modified in the new building. Such an appraisal includes dust counts, air analyses, measurements of air flow and other technical measurements which the Engineering Division through its technical experts is in a position to provide. At the present time the airplane plants of the State are planning for the construction of a large number of new buildings and many are enlarging existing structures. The Division has investigated all these plants and has advised management as to improved ventilation for spray booths, for degreasing operations, and for electroplating tanks to protect the workers against injurious exposure to toluol, trichloroethylene, chromic acid mists, carbon-monoxide gas, and other toxic substances. The need for protecting

workers using X-ray machines to X-ray metal castings was also encountered in this industry and proper safeguards were insured. These are only a few of the many industrial conditions with which the Division is called upon to deal.

In conclusion the speaker said:

The early mandate of the labor law, which wisely recognized that the health and safety of the great numbers of New York State's working citizens are matters of great public concern, has been translated into a series of operating and control units whose business it is to give timely, effective content to the basic idea of the law. Industry itself is a growing, changing thing. Effective measures for safeguarding workers' health must, therefore, be based on current knowledge of industrial developments, on close continuing and constructive contacts with the partners in the industrial process—labor and management. There must be continuous improvement of the working environment as our knowledge of its hazards grows, so that the manpower of the State may be conserved in increasing measure. Where hazards persist and complete safety cannot be achieved, there must be the greatest possible measure of salvage for the victims of the industrial process, salvage in restored health and function; salvage in money compensation that keeps families going when disability makes further wage earning impossible. The framework for this process is the labor law. The impetus for its improvement comes out of the field experience of the operating units of the department. It is formulated in the research and technical branches and applied with the consent and cooperation of workers and management, who are alike the beneficiaries of the State's intelligent policy.

Industrial Accidents

INJURY EXPERIENCE IN THE IRON AND STEEL INDUSTRY, 1939 AND 1940¹

Summary

THE average frequency of disabling injuries during 1940 was 8 for each million employee-hours worked, in the 1,386 departmental units of the iron and steel industry covered in a survey by the Bureau of Labor Statistics. For the major departmental groups the average frequencies were: Melting and rolling, 8.8; finishing, 9.8; service and maintenance, 5.4; and miscellaneous labor, 6.6. Departments not elsewhere classified averaged 12.9 disabling injuries per million employee-hours worked.

Frequency rates² for the 37 classifiable departments ranged from 0.5 for the clerical and sales department to 37.2 for the electric-furnace department. Nearly half (17) of all the departments, however, had frequency rates ranging between 5 and 10; 7 others had rates of less than 5; and 8 had rates in the range of 10 to 15. Three departments had rates of 15 but less than 20, while only 2 had rates higher than 20.

In comparison with the record for identical departmental units in the previous year, the combined frequency rate represents a decrease of 2 percent from the 1939 rate of 8.2. This decline in injury frequency is particularly noteworthy, in view of the 7-percent increase in total employment reported for 1940, and the more intensive activity reflected in the 14 percent increase in employee-hours worked. The effect of the increase in these exposure factors, however, appears in the 11-percent rise in the total number of injuries reported.

The time lost because of disabling industrial injuries averaged 1.7 days for each 1,000 employee-hours worked in all departments during 1940. The miscellaneous labor group had the lowest severity rate (0.9), and the nonclassifiable departments had the highest (2.3). For the melting and rolling group of departments the 1940 severity

¹ Prepared by George R. McCormack and Frank McElroy under the supervision of Max D. Kossoris of the Bureau's Division of Industrial Accident Statistics.

² The frequency rate is the average number of disabling injuries for each million employee-hours worked. The severity rate is the average number of days lost for each thousand employee-hours worked. The standard time-loss ratings for fatalities and permanent disabilities are given in Method of Compiling Industrial Injury Rates, approved by the American Standards Association, 1937.

rate was 1.9; for the finishing departments it was 1.7; and for the service and maintenance departments it was 1.8.

Although the decline in the general severity rate amounted to only one-tenth of a point (i. e., from 1.8 in 1939 to 1.7 in 1940), it represented a 4-percent improvement, achieved in the face of a considerable influx of new employees and more sustained working periods. In general, the 1940 record indicated a tendency toward injuries of less serious nature than those reported for 1939. For all departments 16 out of every 1,000 disabling injuries resulted in death or permanent-total disability in 1940 compared with 17 in 1939. In 107 out of every 1,000 cases in each year permanent-partial disability resulted, but the average time charge due to such injuries declined from 842 days in 1939 to 838 days in 1940. The average time lost because of temporary disabling injuries similarly fell from 31 days in 1939 to 29 days in 1940. In the main, this improvement was due to the better records achieved in the departments of the service and maintenance group.

TABLE 1.—*Summary of Injury Data for 1,386 Identical Departments in the Iron and Steel Industry, 1939 and 1940*

Item	1940	1939	Per- cent of change, 1939 to 1940
Total number of employees.....	408, 713	380, 959	+7
Total employee-hours of exposure (in thousands).....	838, 115	734, 362	+14
Total number of injuries.....	6, 686	5, 998	+11
Total days of disability.....	1, 429, 803	1, 314, 470	+9
Frequency rate.....	8.0	8.2	-2
Severity rate.....	1.7	1.8	-4

Scope and Method of Survey

For a number of years the Bureau of Labor Statistics has made annual surveys covering the industrial-injury experience of iron and steel manufacturing plants. All of the data compiled for these studies have been voluntarily supplied by cooperating firms upon schedules furnished by the Bureau.

The present study is based upon reports applying to 1,386 individual plant departments, which in 1940 employed on the average over 400,000 persons. Corresponding information for both 1939 and 1940 has been included for each of these departments.

Previous studies relating to the industrial-injury experience of the iron and steel industry have included some reports applying to the metal-treating departments of firms which were primarily engaged in the production of finished metal products, rather than in the basic manufacture of iron and steel. In the present study, however, only the reports of those firms which operate furnaces or rolling mills and

are primarily engaged in the production of basic iron and steel have been included. This has resulted in some reduction in the number of units upon which the analysis for 1939-40 is based. For this reason the frequency and severity rates developed in this study should not be compared directly with those presented in previous reports. For the purpose of determining the trend of injuries within the industry, however, the percentages of change between successive years as shown in the earlier 2-year reports may still be used, as the change in the constitution of the sample has not been sufficient to affect those relationships materially. It is believed that limiting the survey to firms primarily engaged in basic production will result in a more accurate picture of conditions in the industry.

Injury Experience, by Departments

Melting and rolling.—A 5-percent increase in the number of injuries in 1940 as compared with 1939 was more than offset by an 11-percent increase in employee-hours worked in the melting and rolling departments, resulting in a substantial decrease in the frequency rate for this group from 9.2 in 1939 to 8.8 in 1940.

Ten of the melting and rolling departments had lower frequency rates in 1940 than in 1939. Of these, nine had increases in the number of hours worked. Five departments had increases in their frequency rates, four of these also having an increase in employee-hours worked. No change occurred in the frequency rate recorded for the bessemer-converter department.

The outstanding decrease in frequency rate over the year was that of the puddling mills, which had a rate of 28.4 in 1940, compared with 51.6 in 1939. The sample for this department, however, included only 3 units and less than 250 employees. Reductions of over 20 percent in their frequency rates were achieved in both the plate-mill and cold-reduction departments. The hot-strip-mill department had a reduction of 13 percent, and the cold-rolling department a reduction of 10 percent.

All of the recorded increases in departmental frequency rates in the melting and rolling group were quite substantial. For the electric-furnace department the increase amounted to 34 percent; for rod mills it amounted to 29 percent; and for hot mills it amounted to 11 percent. The light-rolling-mill department had a frequency rate increase of nearly 10 percent and the blast-furnace department had an increase of almost 9 percent.

On the basis of 1940 frequency rates the plate-mill department, with a rate of 5.0, showed the lowest injury record among the departments of this group. The highest frequency rate in the group was 37.2, recorded for the electric-furnace department. Eight other departments in the group had frequency rates ranging over 5 but

under 10; four had rates between 10 and 15; one had a rate of 17.6; and another a rate of 28.4.

The severity rate for the entire group of melting and rolling departments declined from 2.0 in 1939 to 1.9 in 1940, or about 5 percent over the year. There were, however, wide variations in the movement of the severity rates for the various departments of the group, the amount of change ranging from a 71-percent decrease for the hot-mill department to a 163-percent increase for the cold-rolling department. Eleven of the departments recorded decreases in their severity rates and 5 recorded increases. In 7 departments the direction of the movement in the severity rate coincided with that of the frequency rate; in 9 departments the two rates moved in opposite directions.

The 1940 severity rates of the melting and rolling departments ranged from 0.4 in the hot mills to 3.7 in the blast-furnace department. Three other departments had severity rates of less than 1.0; seven had rates of from 1.0 to 2.0; and four had rates between 2.0 and 3.0.

For a complete summary of the 1939 and 1940 experience by departments see table 2.

Finishing.—The finishing departments as a group had a somewhat less favorable record in 1940 than in 1939. For the entire group the frequency rate rose from 9.6 to 9.8 and the severity rate from 1.3 to 1.7. To a considerable extent this adverse movement was due to the experience of the forge-shop department, which included about 10 percent of the total employee-hours of the group, and in which the frequency rate advanced nearly 82 percent over the year.

Six other departments of this group, however, had higher frequency rates in 1940 than in 1939. All the frequency increases, except that of the woven-wire fence department, were accompanied by substantial increases in employee-hours of exposure. The more significant frequency increases were those of the cold-drawing department, which rose from 13.3 to 15.3; the fabricating shops, which rose from 5.8 to 6.4; and the woven-wire-fence department, which rose from 8.0 to 11.3.

The department of the finishing group, outstanding for a lower frequency rate in 1940 than in 1939, was the stamping department which lowered its rate from 18.4 to 10.7. This reduction, however, was accompanied by a slight decrease in employee-hours worked. Five other departments—the armor plate, bolts and nuts, galvanizing and tinning, nails and staples, and wire-drawing departments—also showed improvement in their injury frequency records over the year. Of these the most significant frequency-rate changes were: 13.3 to 11.4 in the bolt and nut department; 7.2 to 6.7 in the galvanizing and tinning department; and 11.8 to 10.0 in the wire-drawing department.

The 1940 departmental frequency rates within the finishing group ranged from 2.2 for the wire-springs department (based upon a small sample) to 19.1 for the forge shops. In the entire group there were three rates of less than 5.0, five rates of 5.0 but less than 10.0, four rates of 10.0 but less than 15.0, and two of over 15.0.

TABLE 2.—Injury Frequency and Severity Rates for 1,386 Identical Departments in the Iron and Steel Industry, by Department, 1940 Compared with 1939

Department	Number of departmental units reporting		Number of employees		Number of employe-hours worked (thousands)		Number of disabling injuries		Total days lost		Injury Rates ¹			
	1940	1939	1940	1939	1940	1939	1940	1939	1940	1939	Frequency		Severity	
											1940	1939	1940	1939
All departments²	1,386	408,713	380,959	838,115	794,362	6,686	5,998	1,429,903	1,314,470	8.0	8.2	1.7	1.8	
Melting and rolling	470	172,889	163,512	354,629	319,220	3,105	2,944	681,286	647,751	8.8	9.2	1.9	2.0	
Bessemer converters.....	13	2,920	2,849	6,128	5,342	31	27	7,852	7,423	5.1	5.1	1.3	1.4	
Blast furnaces.....	49	15,784	13,113	33,235	27,018	209	158	122,404	81,754	6.3	5.8	3.7	3.0	
Electric furnaces.....	16	1,392	1,019	2,659	1,952	99	54	2,261	3,346	37.2	27.7	.9	1.7	
Open-hearth furnaces.....	70	28,096	23,636	57,924	47,235	519	433	148,255	162,683	9.0	9.2	2.6	3.4	
Bar mills.....	23	4,910	4,885	9,507	8,822	124	120	19,109	11,441	13.0	13.6	2.0	1.3	
Cold reduction.....	26	9,680	9,034	20,257	19,759	205	253	37,860	48,445	10.1	12.8	1.9	2.5	
Cold rolling.....	13	2,927	2,962	5,629	5,600	66	73	11,818	4,673	11.7	13.0	2.1	.8	
Heavy-rolling mills.....	53	28,116	24,074	57,554	49,764	345	303	103,401	93,360	6.0	6.1	1.8	1.9	
Hot mills.....	14	3,694	6,510	6,654	11,042	117	174	2,982	15,497	17.6	15.8	.4	1.4	
Hot-strip mills.....	21	11,509	11,058	24,620	21,068	180	176	50,550	38,690	7.3	8.4	2.1	1.8	
Light-rolling mills.....	57	17,427	16,152	36,040	31,807	328	265	67,471	69,120	9.1	8.3	1.9	2.2	
Plate mills.....	26	7,684	6,360	14,891	12,462	74	80	19,706	22,581	5.0	6.4	1.3	1.8	
Puddling mills.....	3	240	245	282	272	8	14	186	291	28.4	51.6	.7	1.1	
Rod mills.....	26	3,773	3,587	7,966	7,370	98	70	10,082	14,741	12.3	9.5	1.3	2.0	
Sheet mills.....	32	14,032	16,999	28,618	30,433	281	329	18,332	28,429	9.8	10.8	.6	.9	
Tube mills.....	28	20,705	21,029	42,664	39,274	421	415	59,017	45,377	9.9	10.6	1.4	1.2	
Finishing.....	226	49,337	49,338	102,774	94,924	1,003	908	171,483	125,970	9.8	9.6	1.7	1.3	
Armor plate ³	1	393	58	753	110	4	1	1,564	11	5.3	9.1	2.1	.1	
Axle works.....	2	316	244	602	431	2	0	106	0	3.3	---	---	---	
Bolts and nuts.....	15	3,967	4,142	8,311	7,727	95	103	5,069	5,526	11.4	13.3	.6	.7	
Car wheels.....	6	1,018	1,107	2,047	1,757	13	11	1,647	2,946	6.4	6.3	.8	1.7	
Cold drawing.....	14	2,610	2,137	5,490	4,222	84	56	10,708	12,310	15.3	13.3	2.0	2.9	
Fabricating shops.....	13	3,069	1,948	6,737	3,972	43	23	21,802	7,226	6.4	5.8	3.2	1.8	
Forge shops.....	36	5,293	4,293	10,793	8,101	206	85	29,110	9,275	19.1	10.5	2.7	1.1	
Foundries.....	25	6,198	5,344	12,341	9,720	82	64	10,903	18,300	6.6	6.6	.9	1.9	
Galvanizing and tinning.....	36	9,351	12,287	19,598	23,187	132	166	29,328	24,035	6.7	7.2	1.5	1.0	
Nails and staples.....	14	1,288	1,302	2,760	2,684	13	16	7,409	1,473	4.7	6.0	2.7	.5	
Stamping.....	9	1,119	1,367	2,238	2,385	24	44	7,857	3,601	10.7	18.4	3.5	1.5	
Wire drawing.....	39	12,781	13,018	26,990	26,596	271	313	41,609	39,017	10.0	11.8	1.5	1.5	
Wire springs.....	3	629	443	1,361	795	3	0	329	0	2.2	---	---	---	
Woven-wire fence.....	13	1,305	1,648	2,752	3,238	31	26	4,042	2,250	11.3	8.0	1.5	.7	
Service and maintenance.....	490	93,845	81,530	193,430	157,517	1,042	790	346,770	328,727	5.4	5.0	1.8	2.1	
Clerical and sales.....	190	19,608	17,612	41,232	36,760	22	17	9,582	1,426	.5	.5	.2	(4)	
Electrical.....	65	8,614	7,270	17,900	15,181	63	59	13,468	56,041	3.5	3.9	8	3.7	
Mechanical.....	122	50,643	43,849	103,080	78,751	696	536	195,967	175,677	6.8	6.8	1.9	2.2	
Ore docks and yards.....	4	220	183	512	388	1	4	6,000	3,138	2.0	10.3	11.7	8.1	
Power houses.....	28	3,144	2,743	6,699	5,858	26	16	5,624	8,491	3.9	2.7	.8	1.4	
Yards and transportation.....	81	11,616	9,873	24,008	20,579	234	158	116,129	88,954	9.7	7.7	4.8	4.1	
Miscellaneous labor.....	159	68,405	66,365	140,781	125,424	936	928	125,614	141,013	6.8	7.4	.9	1.1	
Not elsewhere classified.....	41	24,237	20,214	46,502	37,277	600	428	104,650	71,009	12.9	11.5	2.3	1.9	
Coke ovens.....	28	10,086	8,339	21,339	17,675	71	51	26,793	25,776	3.3	2.9	1.3	1.5	

¹ The frequency rate is the average number of disabling injuries for each million employe-hours worked. The severity rate is the average number of days lost for each thousand employe-hours worked. The standard time-loss ratings for fatalities and permanent disabilities are those approved by the American Standards Association, 1937.

² Except coke-oven departments.

³ Including the units which reported for 1940 only, the 1940 experience of the armor-plate department was: employe-hours worked, 2,419,000; disabling injuries, 5; frequency rate, 2.1; severity rate, 0.6.

⁴ Less than 0.05.

Severity-rate increases in the finishing group were more numerous than were the advances in frequency rates. Nine of the 14 departments had advances in their severity rates, 4 had decreases, and 1 showed no change. The increases shown for the armor plate, axle works, and wire-springs departments, however, cannot be considered significant because of the small number of units and employees included in the sample. Four of the other departments—the forge shops, nails and staples, stamping, and woven-wire fence departments—more than doubled their severity rates, while that of the fabricating shops nearly doubled. The departments having reductions in their severity rates were bolts and nuts, 0.7 to 0.6; car wheels, 1.7 to 0.8; cold drawing, 2.9 to 2.0; and the foundry department, 1.9 to 0.9. In each instance the departments showing an improvement in severity rates also reported a greater number of employee-hours worked in 1940 than in 1939.

The range of significant severity rates for 1940 among the finishing departments was from 0.6 for the bolts and nuts department to 3.5 for the stamping department. Two other significant rates were less than 1.0, three were between 1.0 and 2.0, three were between 2.0 and 3.0, and one other exceeded 3.0.

Service and maintenance.—The six service and maintenance departments as a group had an 8-percent rise in their frequency rate, from 5.0 in 1939 to 5.4 in 1940, but reduced their combined severity rate by 14 percent, from 2.1 in 1939 to 1.8 in 1940.

This adverse trend in the group average frequency was entirely ascribable to the experience of two departments, the powerhouse and the yards and transportation departments, whose frequency rates increased 44 percent and 26 percent respectively over the year. Two of the other departments in the group had a lower frequency in 1940 than in 1939, and two more had no change in their frequency rates.

The experience of the mechanical department is noteworthy in that this record was achieved despite a 16-percent increase in employment and a 30-percent increase in employee-hours worked. The 1940 frequency rates for the various departments were: Clerical and sales, 0.5; ore docks and yards, 2.0; electrical, 3.5; powerhouses, 3.9; mechanical, 6.8; and yards and transportation, 9.7.

Three of the severity rates for departments in this group were lower in 1940 than in 1939, and three were higher. The most important of these changes, in respect to its effect upon the group average, was the 14-percent reduction in the severity rate for the mechanical department. The respective severity rates for 1940 were: Clerical and sales, 0.2; electrical, 0.8; powerhouses, 0.8; mechanical, 1.9; yards and transportation, 4.8; and ore docks and yards, 11.7.

Miscellaneous.—Both the frequency and severity rates of the miscellaneous labor group fell in 1940. The frequency rate dropped from 7.4 in 1939 to 6.6 in 1940 and the severity rate declined from 1.1 to 0.9.

The "not elsewhere classified" group recorded an increase in both the frequency and severity rates. In 1939 the frequency rate was 11.5; in 1940 it was 12.9. The severity rate climbed from 1.9 in 1939 to 2.3 in 1940.

Although coke ovens do not properly fall within the iron and steel classification, figures are listed in table 2 because several large iron and steel establishments operate such departments. These figures are listed separately and are not included in industry totals. The frequency rate of these departments rose from 2.9 in 1939 to 3.3 in 1940 and the severity rate declined slightly from 1.5 to 1.3.

Relation of Employment, Exposure, and Injury Occurrence

The proportionate changes in employment, number of employee-hours worked, and number of injuries reported for each department in the year 1940 as compared with 1939 are shown in table 3.

TABLE 3.—Changes in Employment, Employee-Hours Worked, and Disabling Injuries, 1939 and 1940

Department	Percent of change in—			Department	Percent of change in—		
	Number of employees	Employee-hours worked	Number of injuries		Number of employees	Employee-hours worked	Number of injuries
All departments.....	+7	+14	+11	Finishing—Continued.			
Melting and rolling.....	+6	+11	+5	Car wheels.....	-8	+16	+18
Bessemer converters.....	+2	+15	+15	Cold drawing.....	+22	+30	+50
Blast furnaces.....	+20	+23	+32	Fabricating shops.....	+58	+70	+87
Electric furnaces.....	+37	+36	+83	Forge shops.....	+23	+33	+142
Open hearth furnaces.....	+19	+23	+20	Foundries.....	+16	+27	+28
Bar mills.....	+1	+8	+3	Galvanizing and tinning.....	-24	-15	-20
Cold reduction.....	+7	+3	-19	Nails and staples.....	-1	+3	-19
Cold rolling.....	-1	+1	-10	Stamping.....	-18	-6	-45
Heavy-rolling mills.....	+17	+16	+14	Wire drawing.....	-2	+1	-13
Hot mills.....	-43	-40	-33	Wire springs.....	+42	+71	(3)
Hot-strip mills.....	+4	+17	+2	Woven-wire fence.....	-21	-15	+19
Light-rolling mills.....	+8	+13	+24	Service and maintenance.....	+15	+23	+32
Plate mills.....	+21	+19	-8	Clerical and sales.....	+11	+12	+29
Puddling mills.....	-2	+4	-43	Electrical.....	+18	+18	+7
Rod mills.....	+5	+8	+4C	Mechanical.....	+15	+31	+30
Sheet mills.....	-17	-6	-15	Ore docks and yards.....	+20	+32	-75
Tube mills.....	-2	+9	+1	Power houses.....	+15	+14	+63
Finishing.....	(1)	+8	+10	Yards and transportation.....	+18	+17	+48
Armor plate.....	+578	+588	+300	Miscellaneous labor.....	+3	+12	+1
Axle works.....	+30	+40	(2)	Not elsewhere classified.....	+20	+25	+40
Bolts and nuts.....	-4	+8	-8				

¹ Less than 0.05.

² Reported no injuries in 1939, 2 in 1940.

³ Reported no injuries in 1939, 3 in 1940.

For the entire group of departments, average employment was 7 percent higher in 1940 than in 1939 and the total number of employee-hours worked was 14 percent higher. Inasmuch as the number of

employee-hours worked measures the amount of exposure to industrial injuries, it would be reasonable to expect, other things being equal, that the number of injuries would vary in direct ratio with this factor. The introduction of a considerable number of new workers into the industry, however, would seem to increase the tendency toward accidents because of the inexperience and inexpertness of the newcomers. The fact that total injuries did increase in 1940, therefore, was to be expected. The fact that they advanced only 11 percent, in view of the 14-percent increase in exposure and the 7-percent increase in employment, indicates that the industry as a whole has made a successful effort to overcome the increased hazards inherent in its growing activity.

Twenty-five of the thirty-seven classifiable departments reported some increase in disabling injuries during 1940. Of these, all but 1 also reported an increase in employee-hours worked, and all but 3 reported an increase in employment. In 13 departments injuries increased proportionately more than did employee-hours worked.

Of the 12 departments reporting fewer injuries in 1940 than in 1939, 4 had less employment and fewer employee-hours worked; 5 had less employment but more hours worked; and 3 had greater employment and more employee-hours worked.

Disability Distribution

For the industry as a whole the distribution of disabling injuries according to resulting disability shows little change between 1939 and 1940 (table 4).

In 1940, out of every 1,000 disabling injuries, 16 resulted in either death or permanent-total disability, as compared with 17 in 1939. The relative occurrence of permanent-partial disability was identical in the two years, there being 107 cases of this type in every 1,000 disabling injuries during both periods. Temporary-total disability occurred in 877 of every 1,000 injuries in 1940 and in 876 of every 1,000 in 1939.

The average time charge per permanent-partial disability similarly showed little proportionate change, but was reduced from 842 days in 1939 to 838 days in 1940. The average duration of temporary-total disability, however, was only 29 days in 1940 as compared with 31 days in 1939.

In the melting and rolling group of departments as a unit, the relative number of disabilities of each type was the same in both 1939 and 1940. In each year, there were 18 fatalities or permanent-total disabilities, 106 permanent-partial disabilities, and 876 temporary disabilities in each thousand disabling injuries. The average time charge for permanent-partial disabilities increased from 807 days in 1939 to 832 days in 1940 and the average time lost for temporary disabilities fell from 33 days to 29 days.

TABLE 4.—Disability Distribution per 1,000 Injuries, and Average Days Lost, in the Iron and Steel Industry, by Departments, 1939 and 1940

Department	Number per 1,000 injuries						Average days lost per disability ¹			
	Death and permanent total disability		Permanent partial disability		Temporary total disability		Permanent partial disability		Temporary total disability	
	1940	1939	1940	1939	1940	1939	1940	1939	1940	1939
All departments.....	16	17	107	107	877	876	838	842	29	31
Melting and rolling.....	18	18	106	106	876	876	832	807	29	33
Bessemer converters.....	32	0	32	222	936	778	600	1,075	43	46
Blast furnaces.....	67	51	124	165	809	784	1,237	1,083	37	45
Electric furnaces.....	0	0	10	37	990	963	300	1,200	20	18
Open-hearth furnaces.....	27	44	96	97	877	859	967	808	35	40
Bar mills.....	8	8	105	33	887	959	854	725	18	22
Cold reduction.....	10	8	141	134	849	858	719	879	29	30
Cold rolling.....	15	0	167	110	818	890	382	431	30	17
Heavy-rolling mills.....	32	30	113	132	855	838	712	738	33	39
Hot mills.....	0	0	34	75	966	925	300	958	16	19
Hot-strip mills.....	22	11	183	193	795	796	655	626	35	39
Light-rolling mills.....	12	19	140	125	848	856	771	926	29	38
Plate mills.....	14	25	149	138	837	837	1,045	604	36	49
Puddling mills.....	0	0	0	0	1,000	1,000	0	0	23	21
Rod mills.....	0	14	82	100	918	886	988	943	24	35
Sheet mills.....	0	3	60	46	940	951	697	853	25	31
Tube mills.....	5	5	93	87	902	908	973	643	24	27
Finishing.....	11	8	106	91	883	901	782	763	25	25
Armor plate.....	0	0	500	0	500	1,000	750	0	32	11
Axle works.....	0	0	0	0	1,000	0	0	0	53	0
Bolts and nuts.....	0	0	74	58	926	942	521	675	16	15
Car wheels.....	0	0	154	273	846	727	525	900	54	31
Cold drawing.....	12	18	95	89	893	893	375	1,140	23	12
Fabricating shops.....	47	43	116	43	837	914	1,770	600	26	30
Forge shops.....	10	0	58	106	932	894	1,042	750	24	33
Foundries.....	12	31	98	47	890	922	394	1,600	24	25
Galvanizing and tinning.....	15	6	114	133	871	861	907	648	32	26
Nails and staples.....	77	0	231	188	692	812	400	300	23	44
Stamping.....	0	0	208	45	792	955	1,430	1,500	37	14
Wire drawing.....	7	6	129	83	864	911	667	727	27	28
Wire springs.....	0	0	333	0	667	0	300	0	15	0
Woven-wire fence.....	0	0	97	115	903	885	1,200	550	16	26
Service and maintenance.....	27	38	147	172	826	790	971	904	35	41
Clerical and sales.....	45	0	136	118	819	882	1,000	400	32	42
Electrical.....	16	136	143	169	841	695	589	575	41	56
Mechanical.....	20	26	145	172	835	802	920	818	33	38
Ore docks and yards.....	1,000	0	0	250	0	750	0	3,000	0	46
Power houses.....	0	63	192	313	808	624	900	390	54	54
Yards and transportation.....	47	44	150	165	803	791	1,223	1,392	39	46
Miscellaneous labor.....	9	11	81	75	910	914	718	842	27	26
Not elsewhere classified.....	13	7	92	98	895	895	775	1,052	26	23

¹ Each death or permanent total disability is charged with a time loss of 6,000 days.

The finishing departments, however, experienced a pronounced shift to more serious injuries. In each thousand disabling injuries, these departments had 11 fatalities or permanent-total disabilities in 1940, as compared with 8 in 1939; and 106 permanent-partial disabilities in 1940, as compared with 91 in 1939. The time charge for each permanent-partial disability also increased, rising from 763 days in 1939 to 782 in 1940. The average time lost for temporary-total injuries remained the same—25 days in each year.

Injuries tended to be less serious in the service and maintenance group of departments. The fatalities and permanent-total disabilities in this group fell from 38 in each 1,000 disabling injuries in 1939 to 27 in 1940. The ratio of permanent-partial disabilities similarly

was reduced from 172 to 147. Although there were fewer permanent-partial disabilities, the average disability was more severe in 1940 than in 1939—the average time charge rising from 904 days in 1939 to 971 days in 1940. On the other hand, the average time lost per temporary disability dropped from 41 days in 1939 to 35 in 1940.

Death and permanent-total disability.—Some cases of death or permanent-total disability were reported for 1940 in 24 of the 37 classifiable departments. Six of these departments had no fatal nor permanent-total disability injuries in 1939. On the other hand, 3 departments reported some cases in this classification for 1939 but had no such cases in 1940. Ten departments reported no deaths nor permanent-total disabilities in either year.

Permanent-partial disability.—All of the individual departments, except the puddling mills, the axle works, and the ore docks and yards, reported some cases of permanent-partial disability during 1940. In one department 50 percent of the disabling injuries reported were permanent-partial disability cases, and in three others the proportion ranged above 20 percent. For comparative purposes, however, the ratios of fatal, permanent-total, and permanent-partial disabilities for departments, which reported only a very small number of injuries, are not particularly significant. Eliminating all departments for which less than 50 disabling injuries were reported, therefore, the proportion of disabling injuries falling within the permanent-partial disability classification amounted to less than 5 percent for 2 departments; between 5 and 10 percent for 9 departments; between 10 and 15 percent for 10 departments; and from 15 to 20 percent for 3 departments.

The average number of days lost for each permanent-partial disability in 1940 ranged from 300 days, in the hot-mill, electric furnace, and wire-springs departments, to 1,770 days in the fabricating shops. In 7 departments the average was between 300 and 500 days; in 19 departments it was between 500 and 1,000 days; and in 8 departments it amounted to 1,000 days or more.

In comparison with 1939, 16 departments had a higher average number of days lost per permanent-partial disability in 1940, and 16 had a lower average.

Temporary-total disability.—Injuries falling in this classification are those which, although preventing the injured person from working for a period of 1 or more days, do not result in any permanent impairment. The great majority of all injuries are of this type. There were 17 departments in which the relative number of temporary-total disabilities was greater in 1940 than in 1939 and an equal number in which the reverse was true. In 3 departments the relative proportion was identical for the two years.

The proportion of temporary-total disabilities in the different departments ranged up to 100 percent in 1940. Eliminating those for which

the proportions cannot be held to be significant because of the small number of injuries reported, the distribution indicates that temporary-total disability cases comprised between 70 and 80 percent of all disabling injuries in 1 department; between 80 and 90 percent in 15 departments; and over 90 percent in 8 departments.

The average amount of time lost for each temporary-total injury in the various departments was lower in 1940 than in 1939 for 23 departments, higher for 10 departments, and unchanged for 1 department. In 1940 the average time lost per case of temporary-total disability ranged from 15 days in the woven-wire-springs department to 54 in the car-wheel and powerhouse departments.

Experience of a Select Group of Establishments

In table 5 the frequency rates by cause of injury are shown for a select group of plants which have consistently carried on a positive

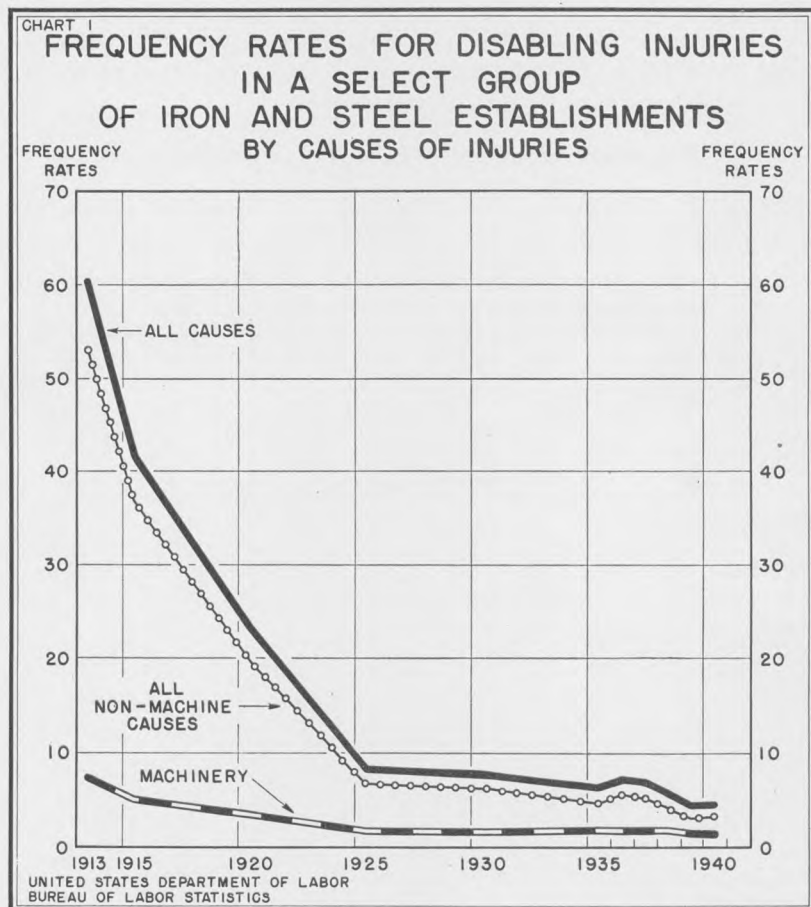
TABLE 5.—Frequency Rates for Disabling Injuries in a Select Group of Iron and Steel Establishments, 1913 to 1940, by Causes of Injuries

Cause of injury	1913	1915	1920	1925	1930	1935	1936	1937	1938	1939	1940
All causes ¹	60.3	41.5	23.1	8.2	7.7	6.3	7.2	6.8	5.7	4.4	4.5
Machinery	7.3	4.9	3.4	1.6	1.5	1.7	1.7	1.7	1.6	1.4	1.3
Other than cranes	3.8	2.6	1.5	.7	.5	.6	.6	.7	.7	.6	.5
Caught in	2.5	1.7	1.0	.5	.4	.5	.4	.5	.5	.4	.3
Breaking	.1	.1	.1	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)
Struck by load	1.2	.8	.4	.2	.1	.2	.2	.2	.2	.1	.1
Hoisting apparatus	3.5	2.3	1.9	.9	1.0	1.1	1.1	1.0	.9	.8	.9
Overhead cranes	2.8	2.0	1.5	.7	.7	.7	.8	.8	.6	.6	.6
Locomotive cranes	.3	.2	.2	.1	.2	.3	.2	.2	.3	.2	.2
Other	.4	.1	.2	.1	.1	.1	.1	.1	.1	(2)	(2)
Vehicles	2.3	1.6	1.1	.3	.3	.2	.2	.3	.2	.2	.2
Hot substances	5.4	3.7	2.4	.6	.4	.4	.5	.6	.4	.4	.4
Electricity	.5	.2	.3	.1	(2)	.1	(2)	(2)	.1	(2)	(2)
Hot metal	3.6	2.3	1.7	.4	.3	.3	.3	.4	.3	.3	.3
Steam, hot water, etc.	1.3	1.2	.4	.1	.1	.1	.2	.2	.1	.1	.1
Falls of persons	4.5	3.5	2.5	1.1	1.0	1.0	1.0	.8	1.0	.5	.7
From ladders	.3	.1	.1	.1	(2)	.1	.1	(2)	.1	(2)	.1
From scaffolds	.2	.2	.2	.1	.1	.1	.1	.1	.1	(2)	(2)
Into openings	.2	.1	.1	(2) ²	(2)	(2)	.1	(2)	(2)	(2)	(2)
Slipping or stumbling	3.8	3.1	2.1	.9	.9	.8	.8	.6	.8	.4	.6
Falling material, not handled by injured	1.2	.7	.2	.1	.1	(2)	.1	(2)	.1	.1	(2)
Hand tools and handling of objects	26.7	20.6	10.4	3.4	3.6	2.5	2.8	2.5	1.9	1.5	1.4
Objects dropped in handling	11.2	7.6	4.4	1.6	1.9	1.0	1.2	1.1	.7	.7	.7
Caught between material	3.4	2.6	1.3	.4	.7	.4	.4	.4	.4	.3	.2
Hand trucks, etc.	1.9	1.4	.6	.2	.2	.1	.1	.1	.1	(2)	(2)
Strain in handling	2.5	2.5	1.1	.3	.2	.3	.4	.3	.3	.2	.2
Objects flying from tools	.2	.1	.1	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)
Slivers, sharp edges, etc.	3.8	3.8	1.5	.4	.2	.4	.3	.2	.2	.1	.1
Hand tools	3.7	2.6	1.4	.5	.4	.4	.4	.4	.3	.2	.3
Miscellaneous	12.9	6.5	3.1	1.1	.8	.5	.8	.8	.6	.4	.4
Asphyxiation	.3	.1	.1	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)
Objects flying from material, striking body	.8	.6	.3	.1	(2)	.1	.1	.1	.1	(2)	.1
Objects flying from material, striking eye	2.9	1.7	1.1	.2	.2	.1	.2	.2	.1	.1	.1
Heat	.9	.4	.1	(2)	.1	(2)	(2)	(2)	(2)	(2)	(2)
Other	8.0	3.7	1.5	.8	.5	.3	.4	.5	.3	.3	.2

¹ Totals and subtotals are based on employee-hours rather than on totals of rounded individual figures.

² Less than 0.05.

safety program. These plants, representing about one-third of the iron and steel industry, have achieved a much lower frequency rate than that of the industry as a whole, even though in 1940 their frequency rate rose to 4.5 as compared with 4.4 in 1939, while the industry rate was declining from 8.2 to 8.0. If the lower rate of this select group had been equaled by all other plants, the total number of disabling injuries in the entire group studied during 1940 would have



been 3,800 instead of 6,700. The data from table 5 are also presented graphically in chart 1.

It is interesting to note that although the greater absolute reduction in frequency was won in the earlier years of the program, when the rate was being forced down 86 percent from 60.3 in 1913 to 8.2 in 1925, continued safety efforts have nevertheless gained a further reduction of 45 percent from the 1925 level of injury frequency. The 1940 frequency represents an improvement of over 92 percent from the 1913 record of these plants.

Shift-Hour of Occurrence

Detailed information regarding time of occurrence was obtained for a total of 1,273 injuries reported by 26 plants. These data have been tabulated according to the shift-hour of occurrence, and have been classified by department groups in table 6, and by shifts in table 7.

In this group of plants injuries were relatively most frequent during the first working hour; declined successively in the second, third, fourth, and fifth hours; increased very slightly in the sixth hour; and declined in the eighth hour. In general the major departmental groups closely followed the general experience. The relative decrease between the first and second hour was most pronounced in the finishing departments.

TABLE 6.—Distribution of 1,273 Injuries in Iron and Steel Industry, by Department Group and by Hour of Shift in Which Injury Occurred, 1940

Department group	Total number of injuries	Percent of total injuries occurring in—								
		1st hour	2d hour	3d hour	4th hour	5th hour	6th hour	7th hour	8th hour	9th hour
All departments.....	1,273	17	14	13	12	11	12	12	9	(1)
Melting and rolling.....	633	15	14	14	12	12	12	12	9	-----
Finishing.....	191	19	13	13	10	9	12	13	10	----- 1
Service and maintenance.....	314	16	13	11	13	11	12	14	10	-----
Miscellaneous labor.....	135	16	14	15	14	15	10	7	8	----- 1

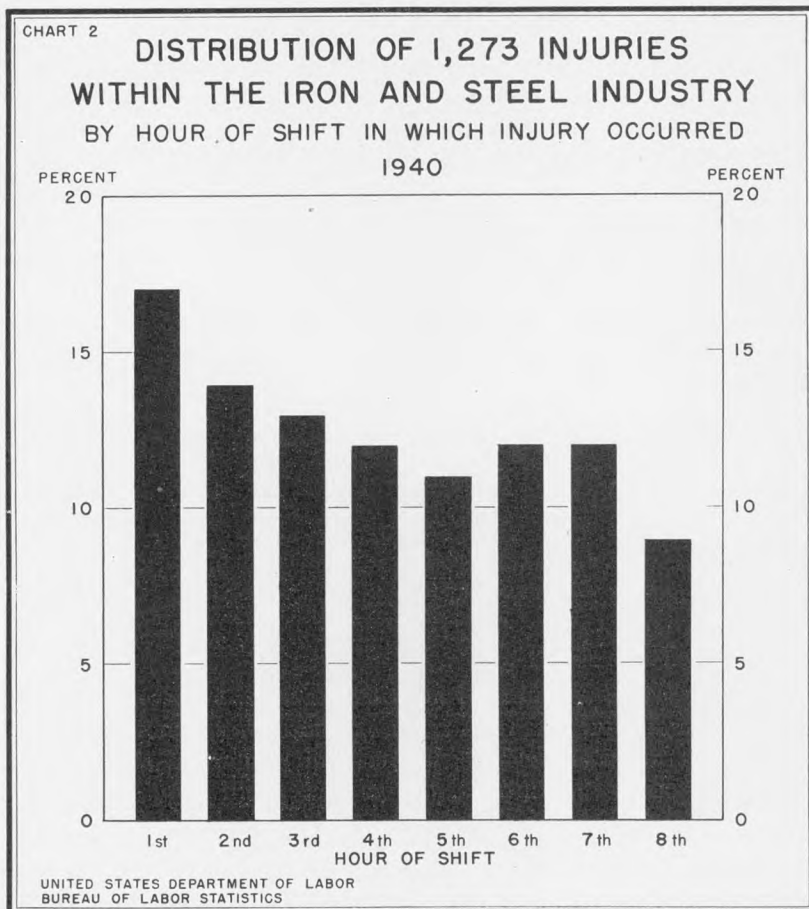
¹ Less than a half of 1 percent

Variations in the experience of the different shifts, however, were more striking. On the day shift, injuries reached their peak frequency in the second hour and then declined relatively through the sixth hour, rising to a second minor peak in the seventh hour. On the evening shift, the first hour showed a decided peak, after which the relative frequency leveled off until the eighth hour when it again declined. On the night shift, there were two definite injury peaks; the first (and greater) of these came in the first hour and the second came in the sixth hour.

TABLE 7.—Distribution of 1,273 Injuries in Iron and Steel Industry, by Shift and by Hour of Shift in Which Injury Occurred, 1940

Shift	Total number of injuries	Percent of total injuries occurring in—								
		1st hour	2d hour	3d hour	4th hour	5th hour	6th hour	7th hour	8th hour	9th hour
All shifts.....	1,273	17	14	13	12	11	12	12	9	(1)
Day.....	620	12	15	14	13	12	11	13	10	(1)
Evening.....	372	23	12	13	10	12	10	12	8	-----
Night.....	281	18	15	12	13	8	16	10	8	-----

¹ Less than a half of 1 percent.



Industrial Disputes

RECENT STRIKES

THE Bureau's preliminary estimates on strike activity in July 1941 show 430 new strikes, in which 140,000 workers were involved. There were 1,300,000 man-days of idleness during strikes in the month. The number of strikes was 12 percent greater than the estimated number in June, 76 percent greater than in July 1940, and 67 percent greater than the July average for the 5-year period 1935-39. The number of workers involved was about 4 percent greater than in June, more than twice as great as in July a year ago, and 47 percent greater than the 5-year average for July (1935-39). The amount of idleness during strikes in July 1941 was about 5 percent smaller than in the preceding month although it was more than twice as great as in July 1940. It was still 12 percent below the average for July during the 5-year period 1935-39, however.

Except for May, there were more strikes in July than in any preceding month of 1941. The July strikes were not large on the average, although the strike of electricians which began July 29 in New York City involved several thousand workers. Comparative figures for July and other periods are shown in the table below.

Strikes in June and July 1941 Compared With Averages of Preceding 5-Year Period

Item	July 1941 ¹	June 1941 ¹	July 1940	Averages for 5-year period, 1935-39	
				July	June
Number of strikes beginning in month.....	430	385	244	258	290
Number of workers involved in new strikes.....	140,000	134,000	63,126	95,495	101,832
Number of man-days idle during all strikes in progress during month.....	1,300,000	1,375,000	585,651	1,471,130	1,893,299

¹ Preliminary estimates.

STRIKES IN MAY 1941¹

DETAILED information has been obtained on 432 strikes beginning in May 1941, in which 330,000 workers were involved. During these strikes, plus 161 which continued into May from preceding months—a total of 593—there were 2,170,000 man-days of idleness in May.

¹ The Bureau's statistics on strikes exclude minor disputes lasting less than 1 day or involving fewer than 6 workers.

The number of strikes occurring in May was greater than in any preceding month since the summer of 1937. The number of workers involved, however, was 35 percent less, and the amount of idleness resulting from strikes in May was 69 percent less than in April.

TABLE 1.—Trend of Strikes, 1935 to May 1941

Year and month	Number of strikes			Workers involved in strikes			Man-days idle during month or year
	Beginning in month or year	In progress during month	Ending in month	Beginning in month or year	In progress during month	Ending in month	
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
1939.....	2, 613	-----	-----	1, 170, 962	-----	-----	17, 812, 219
1940.....	2, 508	-----	-----	576, 988	-----	-----	6, 700, 872
<i>1940</i>							
January.....	128	222	124	26, 937	41, 284	32, 743	246, 674
February.....	172	270	153	29, 509	38, 050	17, 252	289, 992
March.....	178	295	187	22, 433	43, 231	29, 593	386, 981
April.....	228	336	214	39, 481	53, 119	29, 226	441, 866
May.....	239	361	239	53, 231	77, 124	59, 263	665, 688
June.....	214	336	190	38, 542	56, 403	36, 559	484, 007
July.....	244	390	227	63, 126	82, 970	54, 100	585, 651
August.....	231	394	253	61, 356	90, 226	47, 199	706, 308
September.....	253	394	242	65, 362	108, 389	72, 523	780, 570
October.....	267	419	253	71, 997	107, 863	68, 730	915, 014
November.....	207	373	243	62, 399	101, 532	82, 571	739, 807
December.....	147	277	168	42, 615	61, 576	43, 605	458, 314
<i>1941¹</i>							
January.....	221	330	212	90, 976	108, 947	53, 739	657, 925
February.....	252	370	230	69, 478	124, 686	64, 801	1, 122, 178
March.....	329	469	302	115, 798	175, 683	122, 892	1, 541, 376
April.....	359	526	365	508, 318	561, 109	472, 901	7, 082, 549
May.....	432	593	407	330, 509	418, 717	336, 872	2, 170, 289

¹ Succeeding reports may show slightly different figures for the various months due to corrections and additions made as later information is received.

The largest strikes beginning in May, as measured in terms of number of workers involved, were: (1) The 1-day strike of approximately 90,000 anthracite miners in eastern Pennsylvania on May 19. This strike was terminated by a compromise agreement providing for wage increases and a vacation payment. (2) A 2-day stoppage (May 15 and 16) of nearly 40,000 workers at certain plants of the General Motors Corporation in Flint, Detroit, and Saginaw, Mich. Workers in these plants stopped work while negotiations were in progress before the National Defense Mediation Board in Washington for the renewal of the union agreement between the General Motors Corporation and the United Automobile Workers of America (C. I. O.). The stoppage was terminated when the negotiations in Washington produced an agreement providing for a wage increase of 10 cents per hour. (3) A strike of several thousand building-trades workers in Detroit, Mich., and vicinity from May 9 to 17 in support of a strike of teamsters against Detroit lumber dealers. (4) The strike of A. F. of L. and C. I. O. machinists in San Francisco and East Bay ship-

yards which began May 10 and lasted until June 26, involving at its peak around 10,000 workers. (5) The strike of 12,000 lumber workers in western Washington which began May 9 and was terminated about June 14 on the basis of recommendations made by the National Defense Mediation Board.

Strike activity in May 1941, as measured by the percentage of total employed workers involved and the percentage of idle working time, was considerably less than in April when the bituminous-coal stoppage was in effect throughout the month. Approximately 1½ percent of the employed workers were involved in strikes during May as compared with more than 2 percent in April, and the idleness during strikes in May amounted to about one-third of 1 percent of available working time as compared with 1.18 percent in April.

As indicated in table 2, substantially all employees in the anthracite mining industry were idle during the 1-day stoppage referred to above, and the idleness in the anthracite industry amounted to 8½ percent of the available working time. More than 13 percent of the workers in the bituminous-coal mining industry were involved in strikes during May. Most of these were employees who were out during April in connection with the general bituminous-coal stoppage and who did not obtain settlements until some time in May. These were mostly in Alabama, Illinois, and Iowa. More than 7 percent of the workers employed in the manufacture of transportation equipment were involved in strikes during May as compared with nearly 10 percent in April. The stoppage in certain General Motors Corporation plants and the shipyards strike in San Francisco accounted principally for the large number involved in May, and the Ford (River Rouge) strike accounted for the high number in April.

The greatest amount of idleness (335,000 man-days) in May was in the industries manufacturing transportation equipment owing principally to the shipyard strike on the Pacific coast and the General Motors strike in Michigan. There were nearly 300,000 man-days of idleness in the lumber industries, largely caused by the western Washington lumber strike; and about 275,000 man-days of idleness in the mining industries, caused partly by the fact that nearly 50,000 bituminous-coal miners who stopped work in April continued idle during the early part of May and partly by the 1-day stoppage of anthracite miners in eastern Pennsylvania. In the building and construction industry there were about 210,000 man-days of idleness during strikes in May resulting largely from the stoppage of building-trades workers in Detroit and vicinity.

Industry groups with the largest number of workers involved in new strikes during May were extraction of minerals (97,000), manufacture of transportation equipment (67,500), building and construction (39,000), iron and steel (23,000), and the lumber industries

(22,000). The greatest number of strikes (51) occurred in the textile industries, followed in order by building and construction (46), the lumber industries (40), iron and steel (36), and machinery manufacturing (31).

TABLE 2.—*Workers Involved and Man-Days Idle During Strikes in April and May 1941, Compared With Total Workers and Available Work*

Industry or group	Percent of employed workers ¹ involved in strikes during—		Man-days idle during strikes as a percentage of the total man-days of work available ²	
	April	May	April	May
All industries.....	2.06	1.53	1.18	0.38
All manufacturing groups.....	1.97	2.15	.74	.73
Iron, steel and their products, excluding machinery.....	1.62	2.08	.55	.61
Machinery, excluding transportation equipment.....	2.00	1.23	.61	.48
Transportation equipment.....	9.88	7.14	3.42	1.65
Nonferrous metals and their products.....	1.98	1.81	.70	.61
Lumber and allied products.....	1.15	3.58	.50	2.08
Stone, clay, and glass products.....	1.93	3.23	.88	.85
Textiles and their products.....	.83	1.27	.33	.40
Fabrics.....	.80	.95	.31	.33
Wearing apparel.....	1.00	2.08	.42	.60
Leather and its manufactures.....	.78	1.18	.23	.42
Food and kindred products.....	.47	1.86	.24	.74
Tobacco manufactures.....	.82	0	.34	0
Paper and printing.....	.32	.57	.14	.24
Chemicals and allied products.....	.65	1.12	.42	.58
Rubber products.....	1.45	2.34	.87	.62
Building and construction.....	.35	2.43	.08	.61
Mining:				
Anthracite.....	6.05	100.00	.73	8.51
Bituminous coal.....	78.27	13.32	68.66	2.44
Metalliferous.....	.21	1.06	.04	.80
Quarrying and nonmetallic.....	.08	.18	.02	.10

¹ "Employed workers" as used here includes all workers except those in occupations and professions in which strikes rarely, if ever, occur. In general, the term "employed workers" includes all employees except the following groups: Government workers, agricultural wage earners on farms employing less than 6, managerial and supervisory employees, and certain groups which because of the nature of their work cannot or do not strike, such as teachers, clergymen, and domestic servants. Self-employed and unemployed persons are, of course, excluded.

² "Total man-days of work available" was estimated for purposes of this table by multiplying the total employed workers in each industry or group by the number of days worked by most employees in the respective groups.

TABLE 3.—*Strikes in May 1941, by Industry, with Comparative Man-Day Figures for the Preceding 2 Years*

Industry	May 1941			Number of man-days idle during the 12-month period ending with—	
	Strikes beginning in month		Number of man-days idle during month	May 1941	May 1940
	Number	Workers involved			
All industries.....	432	330,509	2,170,289	17,249,346	9,708,569
Iron, steel, and their products, excluding machinery.....	36	22,820	150,969	825,666	259,661
Blast furnaces, steel works, and rolling mills.....	8	4,158	29,713	283,438	64,992
Bolts, nuts, washers, and rivets.....				13,020	
Cast-iron pipe and fittings.....				53,041	34,828
Cutlery (not including silver and plated cutlery), and edge tools.....	1	250	2,050	2,914	152
Forgings, iron and steel.....	1	1,250	2,610	12,917	6,006
Hardware.....			455	7,044	26,091
Plumbers' supplies and fixtures.....	1	155	2,029	42,139	3,995

TABLE 3.—*Strikes in May 1941, by Industry, with Comparative Man-Day Figures for the Preceding 2 Years—Continued*

Industry	May 1941			Number of man-days idle during the 12 month period ending with—	
	Strikes beginning in month		Number of man-days idle during month	May 1941	May 1940
	Number	Workers involved			
Iron, steel, and their products, excluding machinery—Continued.					
Steam and hot-water heating apparatus and steam fittings.....	5	1,252	11,027	46,406	3,338
Stoves.....	1	454	5,795	41,382	25,831
Structural and ornamental metal work.....	1	253	1,413	20,801	8,066
Tin cans and other tinware.....	1	236	22,125	39,839	25,883
Tools (not including edge tools, machine tools, files, and saws).....	2	545	7,223	8,142	5,009
Wire and wire products.....	5	2,767	18,144	95,290	13,062
Other.....	10	11,500	48,385	158,393	42,408
Machinery, excluding transportation equipment.	31	14,133	177,585	2,314,014	426,132
Agricultural implements.....			4,732	477,443	15,089
Cash registers, adding machines, and typewriters.....	2	1,557	25,926	85,438	153
Electrical machinery, apparatus, and supplies.....	8	2,036	50,837	672,762	76,013
Engines, turbines, tractors, and water wheels.....				18,473	97,635
Foundry and machine-shop products.....	12	5,077	43,840	762,706	146,742
Machine tools (power driven).....	3	3,678	38,996	91,148	10,348
Radios and phonographs.....			3,383	50,246	3,593
Textile machinery and parts.....				1,320	
Other.....	6	1,785	9,871	154,478	76,559
Transportation equipment.....	11	67,512	334,685	1,449,451	2,553,868
Aircraft.....				49,566	35,458
Automobiles, bodies, and parts.....	4	48,612	119,556	1,025,834	2,410,571
Cars, electric- and steam-railroad (including repair shops).....	2	604	2,104	92,771	73,398
Shipbuilding.....	3	17,117	209,440	274,370	26,553
Other.....	2	1,179	3,585	6,910	7,888
Nonferrous metals and their products.....	11	4,052	44,998	379,264	179,443
Aluminum manufactures.....	1	98	924	60,652	194
Brass, bronze, and copper products.....	2	1,207	9,898	47,927	33,967
Clocks, watches, and other time-recording devices.....				312	10,726
Jewelry.....				9,720	2,554
Lighting equipment.....	1	270	10,497	34,684	3,666
Silverware and plated ware.....	2	37	124	49,551	1,925
Smelting and refining—copper, lead, and zinc.....				45,026	102,152
Stamped and enameled ware.....	2	2,352	21,089	59,413	17,727
Other.....	3	88	2,466	71,979	6,592
Lumber and allied products.....	40	22,470	296,750	1,148,937	705,438
Furniture.....	12	1,291	26,030	274,702	199,707
Millwork and planing.....	14	2,478	22,587	85,257	89,968
Sawmills and logging camps.....	6	17,258	236,420	680,997	295,989
Other.....	8	1,443	11,713	107,981	119,774
Stone, clay, and glass products.....	16	8,264	59,920	351,322	162,065
Brick, tile, and terra cotta.....	8	5,085	33,506	152,807	43,550
Cement.....	2	267	745	31,415	1,148
Glass.....	2	500	4,836	50,137	49,190
Marble, granite, slate, and other products.....				134	21,467
Pottery.....	3	739	15,669	58,810	4,151
Other.....	1	1,673	5,164	57,339	42,559
Textiles and their products.....	51	18,257	154,122	1,066,303	932,196
Fabrics.....	24	8,045	80,380	566,842	476,859
Carpets and rugs.....				3,826	1,811
Cotton goods.....	5	3,916	40,266	298,280	303,339
Cotton small wares.....				857	3,210
Dyeing and finishing textiles.....				38,145	16,065
Silk and rayon goods.....	2	228	5,040	89,832	60,550
Woolen and worsted goods.....	9	3,273	25,900	60,700	43,164
Other.....	8	628	9,174	75,202	48,720
Wearing apparel.....	27	10,212	73,742	499,461	455,337
Clothing, men's.....	1	170	3,945	28,078	41,616
Clothing, women's.....	13	959	21,607	183,143	207,839
Corsets and allied garments.....	1	510	4,590	10,125	3,520

TABLE 3.—*Strikes in May 1941, by Industry, with Comparative Man-Day Figures for the Preceding 2 Years—Continued*

Industry	May 1941			Number of man-days idle during the 12-month period ending with—	
	Strikes beginning in month		Number of man-days idle during month	May 1941	May 1940
	Number	Workers involved			
Textiles and their products—Continued.					
Wearing apparel—Continued.					
Men's furnishings.....	1	681	5,666	24,488	24,609
Hats, caps, and millinery.....	1	300	1,986	19,111	47,480
Shirts and collars.....	2	702	3,965	23,210	17,942
Hosiery.....	3	1,666	9,806	105,642	66,090
Knit goods.....	4	5,175	21,481	82,796	43,238
Other.....	1	49	696	22,868	3,003
Leather and its manufactures.....	9	2,402	27,542	117,608	180,397
Boots and shoes.....	5	1,521	13,913	69,370	67,856
Leather.....	3	845	12,369	39,261	9,386
Other leather goods.....	1	36	1,260	8,977	103,155
Food and kindred products.....	30	14,594	131,914	384,404	317,354
Baking.....	7	1,551	8,451	31,821	34,246
Beverages.....	2	872	1,112	7,046	7,346
Butter.....				930	31
Canning and preserving.....	4	9,157	101,843	147,325	77,714
Confectionery.....	2	430	2,628	34,915	13,882
Flour and grain mills.....	2	173	1,281	9,861	5,957
Ice cream.....	2	407	814	871	219
Slaughtering and meat packing.....	4	996	7,953	75,397	84,010
Sugar refining, cane.....	1	10	20	35,597	85,788
Other.....	6	998	7,812	50,641	8,161
Tobacco manufactures.....				33,170	97,214
Chewing and smoking tobacco and snuff.....				18	
Cigars.....				33,152	97,214
Paper and printing.....	15	2,767	32,491	142,024	120,003
Boxes, paper.....	4	693	6,664	47,483	57,171
Paper and pulp.....	2	371	4,926	25,538	16,686
Printing and publishing:					
Book and job.....	1	10	3,346	17,069	4,290
Newspapers and periodicals.....	2	28	613	14,841	5,059
Other.....	6	1,665	16,942	37,093	36,797
Chemicals and allied products.....	10	2,682	53,654	298,115	324,165
Chemicals.....	3	2,033	47,033	102,498	19,013
Cottonseed, oil, cake, and meal.....				1,661	13,255
Druggists' preparations.....	2	43	235	467	1,154
Explosives.....	1	193	1,717	4,984	801
Fertilizers.....				842	390
Paints and varnishes.....				14,422	4,829
Petroleum refining.....				9,747	35,520
Rayon and allied products.....				85,000	217,982
Soap.....	1	43	172	672	4,769
Other.....	3	370	4,497	77,822	26,452
Rubber products.....	5	2,398	18,676	134,202	89,159
Rubber boots and shoes.....				5,650	690
Rubber tires and inner tubes.....				61,576	46,219
Other rubber goods.....	5	2,398	18,676	66,976	42,250
Miscellaneous manufacturing.....	18	2,145	28,612	276,682	144,230
Electric light, power, and manufactured gas.....	2	264	381	3,071	11,358
Broom and brush.....				10,283	
Furriers and fur factories.....	1	12	2,432	13,167	33,908
Other.....	15	1,869	25,799	250,161	98,964
Extraction of minerals.....	13	96,947	274,219	5,748,508	464,099
Coal mining, anthracite.....	3	92,049	92,895	179,755	84,330
Coal mining, bituminous.....	4	3,643	164,563	5,542,195	321,375
Metalliferous mining.....	1	895	14,273	21,326	48,538
Quarrying and nonmetallic mining.....	1	38	913	1,228	6,186
Other.....	4	322	1,575	4,004	3,670
Transportation and communication.....	26	3,596	24,477	413,364	757,069
Water transportation.....	9	947	5,008	103,141	433,878
Motortruck transportation.....	9	478	7,200	180,507	79,450
Motorbus transportation.....	3	1,668	9,396	55,823	11,968
Taxicabs and miscellaneous.....	2	236	764	52,351	209,602
Electric railroad.....				11,051	

TABLE 3.—*Strikes in May 1941, by Industry, with Comparative Man-Day Figures for the Preceding 2 Years—Continued*

Industry	May 1941			Number of man-days idle during the 12-month period ending with—	
	Strikes beginning in month		Number of man-days idle during month	May 1941	May 1940
	Number	Workers involved			
Transportation and communication—Continued.					
Steam railroad.....				340	568
Telephone and telegraph.....	1	147	441	7,755	20,105
Air transportation.....					364
Radio broadcasting and transmitting.....	1	18	36	629	1,104
Other.....	1	102	1,632	1,767	30
Trade.....	30	2,809	120,738	916,522	364,273
Wholesale.....	8	1,319	16,846	139,120	96,737
Retail.....	22	1,290	103,892	777,402	267,536
Domestic and personal service.....	15	619	16,155	112,119	217,351
Hotels, restaurants, and boarding houses.....	9	323	9,805	68,683	61,109
Personal service, barbers, beauty parlors.....			798	1,292	4,390
Laundries.....	3	85	4,628	28,871	93,138
Dyeing, cleaning, and pressing.....	1	118	354	5,077	52,951
Elevator and maintenance workers (when not attached to specific industry).....	2	93	570	7,260	4,673
Other.....				936	1,090
Professional service.....	8	990	7,519	24,134	24,255
Recreation and amusement.....	7	946	2,028	14,236	19,203
Professional.....				640	1,562
Semiprofessional, attendants, and helpers.....	1	44	5,491	9,258	3,490
Building and construction.....	46	39,328	210,457	669,762	477,883
Buildings, exclusive of PWA.....	38	37,835	203,399	614,942	349,408
All other construction (bridges, docks, etc., and PWA buildings).....	8	1,491	7,058	54,820	128,475
Agriculture and fishing.....	2	500	800	368,487	473,511
Agriculture.....	2	500	800	329,487	184,200
Fishing.....				39,000	289,311
WPA and relief projects.....	1	19	57	2,551	395,822
Other nonmanufacturing industries.....	8	1,407	3,949	62,737	42,981

California had more idleness during strikes in May 1941 than any other State, principally because of the shipyard workers' dispute (table 4). Pennsylvania, with nearly 109,000 had more workers involved in strikes than any other State during May, although most of these—the anthracite miners—were out for only 1 day. The largest number of new strikes in any State during May was 68 in New York. There were 53 in Pennsylvania, and 42 each in California and Ohio.

In the 12-month period ending with May 1941, Pennsylvania with 2,917,000 man-days had more idleness than any other State. West Virginia came next with 1,578,000. A large part of the idleness in these States was due to the bituminous-coal stoppage in April. During this same period New York had 1,577,000 man-days of idleness during strikes and was followed in order by Michigan with 1,397,000 and California with 1,396,000. During the 12 months ending with May 1940 the States having the most man-days of idleness were Michigan (2,313,000), New York (1,121,000), California (871,000), Pennsylvania (763,000), and Illinois (490,000).

TABLE 4.—*Strikes in May 1941, by States, with Comparative Man-Day Figures for the Preceding 2 Years*

State	Strikes beginning in May 1941		Number of man-days idle during May	Number of man-days idle during the 12-month period ending with—	
	Number	Workers involved		May 1941	May 1940
All States.....	1 432	330,509	2,170,289	17,249,346	9,708,569
Alabama.....	8	1,680	124,001	539,089	76,746
Arizona.....	2	431	4,229	16,783	8,694
Arkansas.....	1	48	2,683	82,046	15,925
California.....	42	30,148	401,127	1,396,241	870,804
Colorado.....				56,748	25,641
Connecticut.....	8	6,574	28,971	191,799	56,623
Delaware.....	1	110	5,280	60,623	3,994
District of Columbia.....	4	630	2,587	19,008	38,333
Florida.....	1	160	800	52,836	122,212
Georgia.....	2	198	8,004	50,341	92,431
Idaho.....	1	31	262	8,290	1,655
Illinois.....	24	5,551	110,270	1,318,943	490,274
Indiana.....	21	8,382	47,012	531,303	294,555
Iowa.....	3	332	24,936	199,636	32,240
Kansas.....	2	167	2,715	10,814	11,642
Kentucky.....	4	616	12,620	632,180	198,235
Louisiana.....	2	366	2,898	48,565	24,206
Maine.....	3	1,034	13,743	31,922	6,401
Maryland.....	2	537	4,648	244,473	239,717
Massachusetts.....	22	9,150	38,237	203,452	334,024
Michigan.....	28	78,407	359,646	1,397,046	2,313,033
Minnesota.....	7	3,076	30,536	121,440	95,198
Mississippi.....				10,744	24,038
Missouri.....	9	695	18,720	274,243	171,896
Montana.....	3	125	448	4,024	20,799
Nebraska.....				4,452	7,770
Nevada.....				1,030	906
New Hampshire.....	1	101	202	6,886	10,788
New Jersey.....	23	4,133	81,880	639,285	377,688
New Mexico.....	2	261	9,041	20,962	8,302
New York.....	68	11,003	157,912	1,576,501	1,121,276
North Carolina.....	3	1,176	3,971	116,401	104,725
North Dakota.....				1,509	13,693
Ohio.....	42	26,756	111,856	801,465	291,390
Oklahoma.....	1	46	1,150	7,445	40,143
Oregon.....	5	629	18,562	173,089	141,068
Pennsylvania.....	53	108,859	231,804	2,916,769	763,306
Rhode Island.....	5	1,571	18,967	68,146	54,965
South Carolina.....	1	70	100	69,518	98,463
South Dakota.....				63	400
Tennessee.....	9	5,487	21,808	218,743	119,059
Texas.....	3	281	1,110	89,164	111,129
Utah.....	3	377	3,476	26,042	25,671
Vermont.....	1	160	160	2,991	8,270
Virginia.....	4	809	4,002	233,226	132,497
Washington.....	9	18,279	235,735	643,386	385,196
West Virginia.....	2	518	8,544	1,577,516	54,005
Wisconsin.....	13	1,605	15,452	548,126	268,393
Wyoming.....	1	30	184	4,084	150

¹ The sum of this column is more than 432. This is due to the fact that 9 strikes which extended across State lines have been counted in this table as separate strikes in each State affected with the proper allocation of number of workers involved and man-days of idleness.

² In part of an interstate strike.

The average number of workers involved in the 432 strikes beginning in May was 765 compared with an average of 700 workers in the 1,593 strikes which began during the first 5 months of 1941. In table 5 the strikes beginning in the first 5 months of the year are

classified according to industry group and number of workers involved. Fewer than 100 workers were involved in 52 percent of the strikes. From 100 up to 1,000 workers were involved in 40 percent of the strikes, and nearly 8 percent of the strikes were comparatively large—involving 1,000 or more workers each. Nearly one strike in each one hundred involved 10,000 or more workers.

TABLE 5.—*Strikes Beginning in the First 5 Months of 1941, by Industry Group and 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 250	250 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:									
Number.....	1,593	257	581	318	194	124	101	4	14
Percent.....	100.0	16.1	36.4	20.0	12.2	7.8	6.3	.3	.9
<i>Manufacturing</i>									
Iron, steel, and their products, excluding machinery.....	138	3	30	33	27	25	16	1	3
Machinery, excluding transportation equipment.....	134	8	51	26	20	15	12	1	1
Transportation equipment.....	55	2	6	11	4	12	16	1	3
Nonferrous metals and their products.....	44	6	14	9	6	2	7		
Lumber and allied products.....	121	9	52	36	14	7	2		1
Stone, clay, and glass products.....	59	3	22	14	9	6	5		
Textiles and their products.....	201	28	74	38	32	14	15		
Leather and its manufactures.....	30	4	10	1	8	7			
Food and kindred products.....	91	13	40	19	11	5	2	1	
Tobacco manufactures.....	1					1			
Paper and printing.....	54	15	16	17	4	1	1		
Chemicals and allied products.....	29	3	14	4	5	1	2		
Rubber products.....	22	3	5	3	5	5	1		
Miscellaneous manufacturing.....	55	10	22	11	8	4			
<i>Nonmanufacturing</i>									
Extraction of minerals.....	45	3	9	5	11	8	5		4
Transportation and communication.....	83	12	34	26	4	3	4		
Trade.....	138	50	58	18	7	2	3		
Domestic and personal service.....	67	23	33	9	2				
Professional service.....	16	6	6	2	1	1			
Building and construction.....	154	39	61	28	15	4	5		2
Agriculture and fishing.....	11	1	4	2	1	1	2		
WPA and relief projects.....	1	1							
Other nonmanufacturing industries.....	44	15	20	6			3		

Nearly 70 percent of the workers involved in new strikes during May were concerned primarily with wage-and-hour issues—a demand for a wage increase constituting the principal issue for a large majority of these. The anthracite stoppage, the west coast shipyard strike, and the General Motors dispute accounted for a large portion of the workers in this group. Nearly 21 percent of the total workers involved were striking principally over union recognition, closed or union shop, or other union-organization issues, and about 10 percent of the total workers were involved in sympathy, rival union, or jurisdictional strikes or in disputes over various issues pertaining to

working conditions, such as speeding up of work, methods of supervisors, unjust penalties, and unsanitary workplaces. In nearly 48 percent of the strikes beginning in May the major issues were union-organization matters, 42 percent were due principally to wage-and-hour issues and in 10 percent the major issues were interunion disputes, sympathy, or miscellaneous grievances over conditions of work.

In the first 5 months of 1941 about 52 percent of the strikes, including nearly 31 percent of the total workers involved, were principally over union-organization issues and in 34 percent of the strikes, including about 61 percent of the total workers involved, the major issues were wage-and-hour matters.

TABLE 6.—*Strikes Beginning in May 1941, by Major Issues Involved, with Cumulative Figures for the Period, January to May 1941*

Major issue	Strikes beginning in May 1941				Strikes beginning in the period, January–May 1941			
	Number	Per- cent of total	Workers involved	Per- cent of total	Number	Per- cent of total	Workers involved	Per- cent of total
All issues.....	432	100.0	330,509	100.0	1,593	100.0	1,115,079	100.0
Wages and hours.....	182	42.1	229,750	69.5	538	33.8	677,358	60.8
Wage increase.....	168	36.6	226,376	68.5	463	29.1	659,915	59.3
Wage decrease.....	9	2.1	1,056	.3	27	1.7	4,964	.4
Wage increase, hour decrease.....	14	3.2	2,273	.7	43	2.7	12,141	1.1
Wage decrease, hour increase.....	1	.2	45	(¹)	5	.3	338	(¹)
Union organization.....	206	47.7	68,334	20.7	827	51.9	342,708	30.7
Recognition.....	36	8.3	9,358	2.8	165	10.4	156,289	14.0
Recognition and wages.....	95	22.1	25,292	7.8	336	21.1	90,562	8.1
Recognition and hours.....								
Recognition, wages, and hours.....	26	6.0	2,400	.7	90	5.6	10,700	1.0
Discrimination.....	15	3.5	3,122	.9	62	3.9	11,353	1.0
Strengthening bargaining position.....	10	2.3	20,096	6.1	34	2.1	36,424	3.3
Closed or union shop.....	20	4.6	4,998	1.5	124	7.8	31,566	2.8
Other.....	4	.9	3,068	.9	16	1.0	5,814	.5
Miscellaneous.....	44	10.2	32,425	9.8	228	14.3	95,013	8.5
Sympathy.....	4	.9	20,536	6.1	13	.8	20,959	1.9
Rival unions or factions.....	14	3.2	6,955	2.1	65	4.1	21,926	2.0
Jurisdiction ²	7	1.6	212	.1	33	2.1	3,688	.3
Other.....	18	4.3	4,222	1.3	105	6.5	47,180	4.2
Not reported.....	1	.2	500	.2	12	.8	1,260	.1

¹ Less than a tenth of 1 percent.

² 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.

In slightly more than half of the strikes occurring in the first 5 months of 1941, unions affiliated with the A. F. of L. were involved. These strikes, however, included only 21 percent of the total number of workers involved. Unions affiliated with the C. I. O. were involved in about 38 percent of the strikes which included three-fourths of the total workers involved. Two rival unions were involved in about 4 percent of the strikes and no union organization was involved in approximately 3 percent. (See table 7.)

The 1,516 strikes which ended in the first 5 months of 1941 had an average duration of 17½ calendar days. About 42 percent of them lasted less than a week, the same proportion were in effect from a

week up to a month, 13 percent lasted from 1 to 3 months, and 3 percent had been in progress 3 months or more. The strikes in the latter group were comparatively small, most of them involving less than 500 workers, although there was one lumber strike of approximately 900 workers at Snoqualmie Falls, Wash., which lasted from late October 1940 to the middle of April. (See table 8.)

TABLE 7.—*Strikes Beginning in the First 5 Months of 1941, by Affiliations of Labor Organizations Involved*

Labor organization involved	Strikes		Workers involved	
	Number	Percent of total	Number	Percent of total
Total.....	1,593	100.0	1,115,079	100.0
American Federation of Labor.....	838	52.6	234,088	21.0
Congress of Industrial Organizations.....	600	37.7	836,267	75.0
Unaffiliated unions.....	27	1.7	11,512	1.0
Railroad brotherhoods.....	2	.1	82	(¹)
Two rival unions.....	61	3.8	18,867	1.7
Company unions.....	9	.6	1,766	.2
No organization.....	51	3.2	12,232	1.1
Organization involved, but type not reported.....	2	.1	16	(¹)
Not reported.....	3	.2	249	(¹)

¹ Less than a tenth of 1 percent.

TABLE 8.—*Strikes Ending in the 5-Month Period, January to May 1941, by Industry Group and Duration*

Industry group	Total	Number of strikes with duration of—					
		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	3 months or more
All industries:							
Number.....	1,516	636	379	260	156	40	45
Percent.....	100.0	41.9	25.0	17.2	10.3	2.6	3.0
<i>Manufacturing</i>							
Iron, steel, and their products, excluding machinery.....	121	64	32	12	10	1	2
Machinery, excluding transportation equipment.....	125	48	33	19	16	8	1
Transportation equipment.....	57	26	21	8	2		
Nonferrous metals and their products.....	44	17	13	7	4	1	2
Lumber and allied products.....	111	31	25	32	14	3	6
Stone, clay, and glass products.....	55	15	16	11	6	4	3
Textiles and their products.....	188	77	47	37	19	2	6
Leather and its manufactures.....	26	9	11	5	1		
Food and kindred products.....	88	31	22	18	12	2	3
Tobacco manufactures.....	1		1				
Paper and printing.....	52	16	14	8	10	3	1
Chemicals and allied products.....	21	8	4	4	5		
Rubber products.....	21	7	6	2	4	1	1
Miscellaneous manufacturing.....	55	14	16	10	10	3	2
<i>Manufacturing</i>							
Extraction of minerals.....	44	25	6	6	4	2	1
Transportation and communication.....	82	43	18	14	4	2	1
Trade.....	136	54	34	26	14	4	4
Domestic and personal service.....	64	31	7	14	3	2	7
Professional service.....	16	11	2	2			1
Building and construction.....	152	80	36	22	11		3
Agriculture and fishing.....	11	4	4	1	1	1	
WPA and relief projects.....	2	1					1
Other nonmanufacturing industries.....	44	24	11	2	6	1	

Slightly more than half of the strikes which ended in the first 5 months of the year were settled with the assistance of Government officials or boards. These strikes included more than three-fourths of the total workers involved. Employers and representatives of organized workers negotiated the settlement of 34 percent of the strikes which included 18 percent of the workers. In about 12 percent of the strikes, which included 4 percent of the total workers involved, no formal settlements were reached. In most of these cases the workers returned to their jobs without settlement of the disputed issues or lost their jobs entirely when the employers replaced them with new workers, moved to another locality, or went out of business.

TABLE 9.—*Methods of Negotiating Settlements of Strikes Ending in the 5-Month Period, January to May 1941*

Settlement negotiations carried on by—	Strikes		Workers involved	
	Number	Percent of total	Number	Percent of total
Total.....	1,516	100.0	1,051,205	100.0
Employers and workers directly.....	33	2.2	5,582	.5
Employers and representatives of organized workers directly.....	515	34.0	192,068	18.3
Government officials or boards.....	772	50.9	815,512	77.6
Private conciliators or arbitrators.....	15	1.0	1,733	.2
Terminated without formal settlement.....	179	11.8	36,174	3.4
Not reported.....	2	.1	136	(1)

¹ Less than a tenth of 1 percent.

About 44 percent of the strikes ending in the period January to May were substantially won by the workers, 34 percent brought partial gains or compromises, and in 14 percent little or no gains were made. Fifty-seven percent of the total workers were involved in the successful strikes, 36 percent in those which were compromised, and about 4 percent in those in which little or no gains were made.

TABLE 10.—*Results of Strikes Ending in the 5-Month Period, January to May 1941*

Result	Strikes		Workers involved	
	Number	Percent of total	Number	Percent of total
Total.....	1,516	100.0	1,051,205	100.0
Substantial gains to workers.....	665	43.9	594,191	56.6
Partial gains or compromises.....	513	33.8	381,482	36.3
Little or no gains to workers.....	216	14.2	37,993	3.6
Jurisdiction, rival union, or faction settlements.....	93	6.1	22,006	2.1
Indeterminate.....	16	1.1	14,168	1.3
Not reported.....	13	.9	1,365	.1

In the disputes over wages and hours the workers substantially won their demands in 49 percent of the strikes, obtained compromise settlements in 41 percent, and were unsuccessful in 10 percent. Of

the union-organization strikes, 48 percent were substantially won, 33 percent were compromised, and in 19 percent little or no gains were made. Of the workers involved in the wage-and-hour strikes, 61 percent substantially won what was demanded, 38 percent obtained compromise settlements, and less than 1½ percent were involved in the strikes in which little or no gains were made. In the union-organization strikes, 53 percent of the workers substantially won their demands, 38 percent obtained part of what was demanded, and about 7 percent gained little or nothing.

TABLE 11.—Results of Strikes Ending in the 5-Month Period, January to May 1941, 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
Strikes							
All issues.....	1,516	665	513	216	93	16	13
Wages and hours.....	512	250	210	51		1	
Union organization.....	776	368	253	145		7	3
Miscellaneous.....	228	47	50	20	93	8	10
Percentage distribution							
All issues.....	100.0	43.9	33.8	14.2	6.1	1.1	0.9
Wages and hours.....	100.0	48.8	41.0	10.0		.2	
Union organization.....	100.0	47.4	32.6	18.7		.9	.4
Miscellaneous.....	100.0	20.6	21.9	8.8	40.8	3.5	4.4
Workers involved							
All issues.....	1,051,205	594,191	381,482	37,993	22,006	14,168	1,365
Wages and hours.....	648,773	395,842	243,594	9,137		200	
Union organization.....	311,169	165,030	118,610	21,372		6,011	146
Miscellaneous.....	91,263	33,319	19,278	7,484	22,006	7,957	1,219
Percentage distribution							
All issues.....	100.0	56.6	36.3	3.6	2.1	1.3	0.1
Wages and hours.....	100.0	61.1	37.5	1.4		(¹)	
Union organization.....	100.0	53.1	38.1	6.9		1.9	(¹)
Miscellaneous.....	100.0	36.6	21.1	8.2	24.1	8.7	1.3

¹ Less than a tenth of 1 percent.

ACTIVITIES OF THE UNITED STATES CONCILIATION SERVICE, JULY 1941

THE United States Conciliation Service, in July, disposed of 622 situations, involving 386,014 workers. The services of this agency were requested by the employers, employees, and other interested parties.

Of these situations, 154 were strikes and lock-outs, involving approximately 55,195 workers; 243 were threatened strikes and controversies,

involving approximately 161,585 workers. Eleven disputes were certified during the month to the National Defense Mediation Board, and jurisdiction was assumed by other agencies in 11 others. The remaining situations involving 140,095 workers included investigations, arbitrations, requests for information, consultations, etc.

TABLE 1.—Situations Disposed of by U. S. Conciliation Service, July, 1941, by Type of Situation

Type of disputes	Number	Workers involved
All situations handled.....	622	386,014
Disputes.....	397	216,780
Strikes.....	152	54,809
Threatened strikes.....	166	100,570
Lock-outs.....	2	386
Controversies.....	77	61,015
Other situations.....	203	140,095
Investigations.....	55	22,845
Technical investigations and services.....	54	5,444
Arbitrations.....	36	6,882
Consent elections.....	1	60
Request for information.....	13	21
Consultations.....	16	39
Special services of Commissioners.....	14	104,784
Complaints.....	14	20
Disputes referred to other agencies during negotiations.....	22	29,139
To National Defense Mediation Board.....	11	26,520
To National Labor Relations Board.....	11	2,619

TABLE 2.—Situations Disposed of by U. S. Conciliation Service, July 1941, by Industries

Industry	Disputes		Other situations		Total	
	Number	Workers involved	Number	Workers involved	Number	Workers involved
All industries.....	419	245,919	203	140,095	622	386,014
Automobile.....	12	17,783	1	35	13	17,818
Building trades.....	42	65,594	15	562	57	66,156
Chemicals.....	13	3,788	4	2,165	17	5,953
Communication.....	1	430	2	42	3	472
Domestic and personal.....	13	2,460	8	113	21	2,573
Electrical equipment.....	18	9,093	5	672	23	9,765
Food.....	34	21,990	10	1,909	44	23,899
Furniture.....	23	6,791	6	189	29	6,980
Iron and steel.....	53	16,042	23	7,838	76	23,880
Leather.....	7	3,008	7	1,024	14	4,032
Lumber.....	8	2,311	5	416	13	2,727
Machinery.....	32	9,118	5	64	37	9,182
Maritime.....	5	1,183	4	885	9	2,068
Mining.....	4	7,435			4	7,435
Motion picture.....	1	26	1	2	2	28
Nonferrous metal.....	15	17,891	1	104	16	17,995
Paper.....	9	1,583	1	270	10	1,853
Petroleum.....	5	1,520	15	3,251	20	4,771
Printing.....	1	145	4	177	5	322
Professional.....			2	18	2	18
Rubber.....	9	4,159			9	4,159
Stone, clay, and glass.....	21	6,991	4	459	25	7,450
Textile.....	27	13,793	46	4,015	73	17,808
Tobacco.....	6	8,526	2	801	8	9,327
Trade.....	6	3,495	5	76	11	3,571
Transportation.....	23	5,466	5	1,811	28	7,277
Transportation equipment.....	10	9,339	5	109,854	15	119,193
Utilities.....	7	2,544	2	5	9	2,549
Unclassified.....	14	3,415	15	3,338	29	6,753

The facilities of the Service were used in 28 major industrial fields, such as building trades, and the manufacture of foods, iron and steel, textiles, etc., (table 2), and were utilized by employees and employers in 42 States, the District of Columbia, Hawaii, and Alaska (table 3).

TABLE 3.—Situations Disposed of by U. S. Conciliation Service, July 1941, by States

State	Disputes		Other situations		Total	
	Number	Workers involved	Number	Workers involved	Number	Workers involved
All States.....	419	245,919	203	140,095	622	386,014
Alabama.....	16	4,475	2	291	18	4,766
Alaska.....	1	325	—	—	1	325
Arkansas.....	2	169	2	16	4	185
Arizona.....	6	129	1	4	7	133
California.....	38	11,963	8	2,215	46	14,178
Colorado.....	2	675	—	—	2	675
Connecticut.....	3	13,700	4	63	7	13,763
Delaware.....	2	830	1	21	3	851
District of Columbia.....	4	364	5	488	9	852
Florida.....	6	1,059	7	2,174	13	3,233
Georgia.....	6	501	—	—	6	501
Hawaii.....	1	400	—	—	1	400
Indiana.....	7	2,496	7	618	14	3,114
Illinois.....	27	21,025	13	4,247	40	25,272
Iowa.....	7	913	4	280	11	1,193
Kansas.....	1	60	—	—	1	60
Kentucky.....	2	2,545	1	300	3	2,845
Louisiana.....	10	14,378	4	134	14	14,512
Maryland.....	3	765	1	16	4	781
Maine.....	1	350	—	—	1	350
Massachusetts.....	2	1,020	8	1,179	10	2,199
Michigan.....	40	27,206	7	5,152	47	32,358
Minnesota.....	6	664	1	33	7	697
Mississippi.....	7	19,680	5	209	12	19,889
Missouri.....	16	12,613	3	5	19	12,618
Nebraska.....	2	383	1	100	3	483
New Mexico.....	1	390	—	—	1	390
Nevada.....	1	583	—	—	1	583
New Jersey.....	25	12,067	6	1,722	31	13,789
New York.....	29	11,659	12	102,784	41	114,443
North Carolina.....	4	729	24	578	28	1,307
Oklahoma.....	3	195	2	419	5	614
Ohio.....	36	25,923	24	3,084	60	29,007
Oregon.....	2	1,425	4	1,382	6	2,807
Pennsylvania.....	31	12,662	11	911	42	13,573
Rhode Island.....	—	—	1	75	1	75
South Carolina.....	1	24	—	—	1	24
Texas.....	7	3,491	1	1	8	3,492
Tennessee.....	15	14,784	17	2,332	32	17,116
Utah.....	3	6,669	—	—	3	6,669
Virginia.....	24	10,492	3	66	27	10,558
Washington.....	3	534	5	8,891	8	9,425
West Virginia.....	3	1,864	2	141	5	2,005
Wisconsin.....	12	3,716	5	160	17	3,876
Wyoming.....	1	24	1	4	2	28



ACTIVITIES OF THE UNITED STATES CONCILIATION SERVICE, 1940-41

THE United States Conciliation Service, during the fiscal year July 1, 1940—June 30, 1941, disposed of 5,599 situations, involving 3,446,157 workers. The services of this agency were requested by the employers, employees, and other interested parties.

Of these situations, 1,431 were strikes and lock-outs involving approximately 754,021 workers; 2,051 were threatened strikes and controversies, involving approximately 1,447,731 workers. Forty-four disputes were certified during the fiscal year to the National Defense Mediation Board, and jurisdiction was assumed by other agencies in 179 others. The remaining 1,894 situations included investigations, arbitrations, requests for information, consultations, etc.

The facilities of the Service were used in 29 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 48 States, the District of Columbia, Alaska and Hawaii (table 2).

TABLE 1.—Situations Disposed of by U. S. Conciliation Service, July 1, 1940–June 30, 1941, by Industries

Industry	Disputes		Other situations		Total	
	Num-ber	Workers involved	Num-ber	Workers involved	Num-ber	Workers involved
All industries.....	3,705	2,951,944	1,894	494,213	5,599	3,446,157
Agriculture.....	10	6,695	5	34	15	6,729
Automobiles.....	150	574,035	28	2,170	178	576,205
Building trades.....	336	284,252	262	33,319	598	317,571
Chemicals.....	94	43,896	30	2,353	124	46,249
Communications.....	16	29,357	6	4,062	22	33,419
Domestic and personal.....	129	10,339	73	9,150	202	19,489
Electrical equipment.....	105	58,408	38	42,528	143	100,936
Food.....	367	116,276	107	18,127	474	134,403
Furniture.....	130	24,674	41	4,635	171	29,309
Iron and steel.....	500	281,962	133	25,928	633	307,890
Leather.....	37	11,603	21	2,070	58	13,673
Lumber.....	136	95,997	26	943	162	96,940
Machinery.....	285	180,993	112	12,514	397	193,507
Maritime.....	46	40,537	50	41,472	96	82,009
Mining.....	52	428,451	26	104,018	78	532,469
Motion picture.....	9	432	11	44	20	476
Nonferrous metals.....	125	112,924	21	6,890	146	119,814
Paper.....	53	11,654	20	706	73	12,360
Petroleum.....	23	9,788	66	4,785	89	14,573
Printing.....	50	4,889	38	2,193	88	7,082
Professional.....	12	722	14	423	26	1,145
Rubber.....	63	63,951	39	2,817	102	66,768
Stone, clay, and glass.....	168	53,601	41	4,012	209	57,613
Textile.....	211	142,444	186	45,069	397	187,513
Tobacco.....	24	29,640	13	1,213	37	30,853
Trade.....	175	46,403	80	6,150	255	52,553
Transportation.....	169	32,689	103	4,596	272	37,285
Transportation equipment.....	106	192,717	47	69,498	153	262,215
Utilities.....	35	41,232	5	275	40	41,507
Unclassified.....	89	21,383	252	42,219	341	63,602

TABLE 2.—Situations Disposed of by U. S. Conciliation Service, July 1, 1940–June 30, 1941, by States

States	Disputes		Other situations		Total	
	Number	Workers involved	Number	Workers involved	Number	Workers involved
All States.....	3,705	2,951,944	1,894	494,213	5,599	3,446,157
Alabama.....	114	37,436	49	6,464	163	43,900
Alaska.....	10	4,342	6	234	16	4,576
Arizona.....	12	1,957	2	3	14	1,960
Arkansas.....	28	6,803	13	664	41	7,467
California.....	268	188,670	120	44,413	388	233,083
Colorado.....	13	6,637	10	476	23	7,113
Connecticut.....	33	41,125	15	1,556	48	42,681
Delaware.....	6	1,423	2	111	8	1,534
District of Columbia.....	98	14,912	105	5,164	203	20,076
Florida.....	113	24,332	66	19,060	179	43,392
Georgia.....	47	9,902	33	6,832	80	16,734
Hawaii.....	7	1,127	2	701	9	1,828
Idaho.....	2	895	1	1	3	1,896
Illinois.....	165	103,476	107	26,214	272	129,690
Indiana.....	136	90,810	79	6,142	215	96,952
Iowa.....	52	14,407	22	784	74	15,191
Kansas.....	27	6,172	11	121	38	6,293
Kentucky.....	82	33,266	23	1,884	105	35,150
Louisiana.....	110	94,125	51	31,709	161	125,834
Maine.....	13	12,620	1	122	14	12,742
Maryland.....	41	46,073	41	2,859	82	48,932
Massachusetts.....	86	35,308	72	20,624	158	55,932
Michigan.....	300	669,184	79	11,020	379	680,204
Minnesota.....	48	16,671	12	272	60	16,943
Mississippi.....	27	9,362	12	488	39	9,850
Missouri.....	145	33,429	62	17,712	207	51,141
Montana.....	10	2,885	1	2	11	2,887
Nebraska.....	12	2,348	4	13	16	2,361
Nevada.....	3	267	3	1,301	6	1,568
New Hampshire.....	5	1,296	3	332	8	1,628
New Jersey.....	152	106,964	62	19,897	214	126,861
New Mexico.....	13	5,821	7	20	20	5,841
New York.....	228	224,421	181	34,124	409	258,545
North Carolina.....	91	56,844	42	5,264	133	62,108
North Dakota.....	6	476	1	1	7	477
Ohio.....	324	138,894	151	17,313	475	156,207
Oklahoma.....	14	3,027	10	779	24	3,806
Oregon.....	35	22,076	29	23,074	64	45,150
Pennsylvania.....	335	223,624	143	155,460	478	379,084
Rhode Island.....	19	9,174	21	2,946	40	12,120
South Carolina.....	18	19,466	30	9,990	48	29,456
South Dakota.....	4	103	1	500	5	603
Tennessee.....	73	29,687	38	3,744	111	33,431
Texas.....	61	21,328	48	3,484	109	24,812
Utah.....	13	7,056	5	817	18	7,873
Vermont.....	4	404	2	3	6	407
Virginia.....	72	33,141	26	3,051	98	36,192
Washington.....	79	81,721	48	2,860	127	84,581
West Virginia.....	57	423,132	20	2,533	77	425,665
Wisconsin.....	91	30,725	19	856	110	31,581
Wyoming.....	3	2,600	3	219	6	2,819

Labor Turn-Over

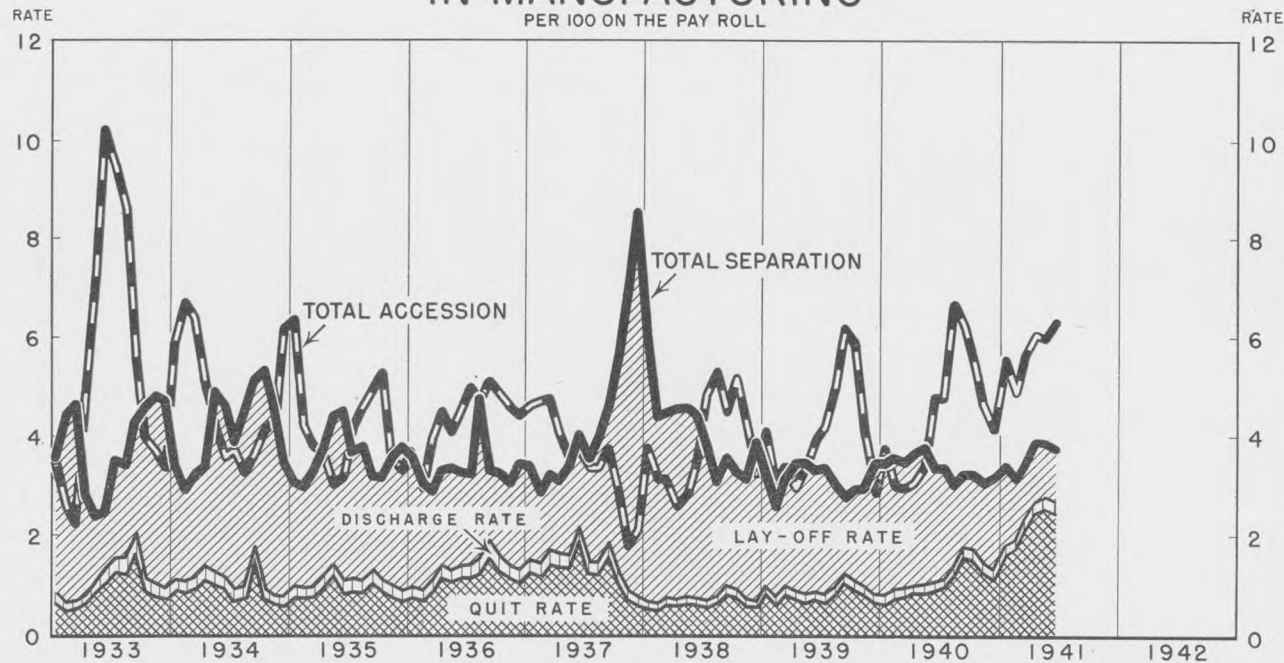
LABOR TURN-OVER IN MANUFACTURING, JUNE 1941

THE hiring rate for workers in manufacturing industries in June 1941 reached the highest point for any June since 1933. The Bureau of Labor Statistics' monthly survey of labor turn-over, covering 7,500 plants employing nearly 3,600,000 workers, shows that accessions amounted to 6.31 for every 100 workers on the pay roll. This represented a slight increase over the May figure (5.95) and was about one-third higher than the rate for June 1940. High accessions continued in the primary defense industries: shipbuilding firms reported a hiring rate of 12.12; aircraft, 10.77; electrical machinery, 7.34; and foundries and machine shops, 7.12. Other industries with high accession rates were slaughtering and meat packing, 10.59; furniture, 8.50; rubber boots and shoes, 8.41; brick, tile, and terra cotta, 7.88; saw-mills, 7.65; and planing mills, 7.02. Turn-over statistics further indicated that six out of every seven workers added to pay rolls represented new hirings.

The lay-off rate at 1.03 for all manufacturing combined fell to a new all-time low, indicating uninterrupted expansion of production schedules in most industries. Unusually low lay-off rates occurred in the following industries: Machine tools, 0.15; iron and steel, 0.19; aircraft, 0.32; electrical machinery, 0.38; and rubber boots and shoes, 0.22. The curtailment of the manufacture of 1941 models in the latter part of June resulted in a lay-off rate of 2.13 for the month in the automobiles and bodies industry, as against a rate of 1.09 in May. Plants manufacturing automobile parts and equipment reported lay-offs of 4.15 per 100 employees in June as compared with 1.57 in May. Discharges and miscellaneous separations showed little change from the May level. The quit rate, which has shown a regular increase each month since December 1940, declined from 2.20 in May to 2.06 in June. Lower quit rates were reported in 27 of the 39 industries for which separate rates are shown. The military separation rate in all manufacturing for June was 0.26 as compared with 0.21 in May and 0.28 in April.

LABOR TURN-OVER RATES IN MANUFACTURING

PER 100 ON THE PAY ROLL



UNITED STATES BUREAU OF LABOR STATISTICS

TABLE 1.—Monthly Labor Turn-Over Rates in Representative Factories in 135 Industries¹

Class of turn-over and year	January	February	March	April	May	June	July	August	September	October	November	December	Average
Separations:													
Quits:													
1941.....	1.31	1.33	1.70	2.08	2.20	2.06							
1940.....	.63	.62	.67	.74	.77	.78	0.85	1.10	1.37	1.31	1.10	0.99	0.91
Discharges:													
1941.....	.18	.19	.21	.25	.24	.26							
1940.....	.14	.16	.15	.13	.13	.14	.14	.16	.16	.19	.18	.16	.15
Lay-offs: ²													
1941.....	1.61	1.20	1.06	1.19	1.08	1.03							
1940.....	2.55	2.67	2.53	2.69	2.78	2.32	2.25	1.63	1.48	1.53	1.60	1.86	2.16
Miscellaneous separations:													
1941.....	.31	.43	.43	.37	.34	.36							
1940.....	.11	.11	.11	.10	.10	.12	.11	.11	.21	.20	.18	.15	.13
Total:													
1941.....	3.41	3.15	3.40	3.89	3.86	3.71							
1940.....	3.43	3.56	3.46	3.66	3.78	3.36	3.35	3.00	3.22	3.23	3.06	3.16	3.35
Accessions:													
Rehirings:													
1941.....	1.45	1.08	1.24	1.04	.92	.90							
1940.....	1.96	1.26	1.38	1.42	1.49	2.06	1.94	3.04	2.20	1.22	1.18	1.13	1.69
New hirings:													
1941.....	4.09	3.84	4.38	5.00	5.03	5.41							
1940.....	1.78	1.72	1.56	1.63	1.87	2.70	2.83	3.59	4.01	4.30	3.47	2.98	2.70
Total:													
1941.....	5.54	4.92	5.62	6.04	5.95	6.31							
1940.....	3.74	2.98	2.94	3.05	3.36	4.76	4.77	6.63	6.21	5.00	4.65	4.11	4.39

¹The various turn-over rates represent the number of quits, discharges, lay-offs, total separations, and accessions per 100 employees.

²Including temporary, indeterminate, and permanent lay-offs.

³Beginning with September 1940, workers leaving to enter the Army or Navy are included in "miscellaneous separations."

TABLE 2.—Monthly Turn-Over Rates (per 100 Employees) in 39 Manufacturing Industries¹

Industry	Date	Separation rates					Accession rates		
		Quit ²	Discharge	Lay-off	Miscellaneous separation ²	Total separation	Rehiring	New hiring	Total accession
Agricultural implements.....	June 1941	1.05	0.25	0.75	0.29	2.34	0.49	2.91	3.40
	May 1941	1.48	.22	.56	.43	2.69	1.46	3.60	5.06
Aircraft ³	June 1940	.54	.09	1.72	.12	2.47	1.52	2.03	3.55
	June 1941	2.33	.33	.32	.23	3.21	.24	10.53	10.77
Aluminum.....	May 1941	2.59	.44	.54	.32	3.89	.17	10.29	10.46
	June 1940	2.54	.40	.11	.01	3.06	.13	13.14	13.27
Automobiles and bodies.....	June 1941	2.44	.64	3.08	1.08	7.24	.33	4.14	4.47
	May 1941	2.43	.29	2.84	.70	6.26	.73	3.76	4.49
Automobile parts and equipment.....	June 1940	.47	.12	.79	.26	1.64	.47	1.79	2.26
	June 1941	1.81	.13	2.13	.88	4.95	1.02	3.36	4.38
Automobile parts and equipment.....	June 1941	1.98	.11	1.09	.49	3.67	1.29	2.09	3.38
	June 1940	.63	.04	6.93	.16	7.76	1.60	.62	2.22
Automobile parts and equipment.....	June 1941	1.98	.40	4.15	.43	6.96	.65	5.14	5.79
	May 1941	2.32	.40	1.57	.36	4.65	1.30	5.29	6.59
Boots and shoes.....	June 1940	.76	.21	8.14	.07	9.18	3.08	3.09	6.17
	June 1941	1.89	.14	.74	.25	3.02	1.52	4.71	6.23
Brass, bronze, and copper products.....	May 1941	1.94	.14	2.57	.27	4.92	.61	3.04	3.65
	June 1940	.62	.10	1.55	.09	2.36	2.93	1.66	4.59
Brick, tile, and terra cotta.....	June 1941	2.03	.33	.49	.43	3.28	.41	4.98	5.39
	May 1941	3.09	.29	.84	.37	4.59	.54	5.61	6.15
Brick, tile, and terra cotta.....	June 1940	.87	.10	.90	.04	1.91	1.44	2.49	3.93
	June 1941	2.22	.23	1.10	.32	3.87	.89	6.99	7.88
Brick, tile, and terra cotta.....	May 1941	2.13	.15	2.08	.25	4.61	1.90	5.70	7.60
	June 1940	.88	.18	1.77	.05	2.88	3.28	4.31	7.59

See footnotes at end of table.

TABLE 2.—Monthly Turn-Over Rates (per 100 Employees) in 39 Manufacturing Industries¹—Continued

Industry	Date	Separation rates					Accession rates		
		Quit ²	Discharge	Lay-off	Miscellaneous separation ²	Total separation	Rehiring	New hiring	Total accession
Cast-iron pipe.....	June 1941	1.48	0.35	0.28	0.24	2.35	1.97	3.26	5.23
	May 1941	1.78	.43	.09	.38	2.68	1.21	3.63	4.84
	June 1940	.96	.16	1.52	.03	2.67	.60	2.26	2.86
Cement.....	June 1941	.98	.12	.23	.37	1.70	.33	4.81	5.14
	May 1941	.68	.12	.63	.31	1.74	.39	4.79	5.18
	June 1940	.48	.02	5.40	.10	6.00	.59	2.86	3.45
Cigars and cigarettes.....	June 1941	2.45	.11	1.19	.18	3.93	.65	4.22	4.87
	May 1941	2.67	.12	.23	.21	3.23	.74	3.46	4.20
	June 1940	1.25	.11	.78	.19	2.33	.70	2.21	2.91
Cotton manufacturing.....	June 1941	3.70	.36	.75	.30	5.11	1.38	5.33	6.71
	May 1941	3.91	.31	.77	.36	5.35	1.13	5.69	6.82
	June 1940	1.30	.16	2.70	.12	4.28	2.20	1.89	4.09
Dyeing and finishing textiles.....	June 1941	3.71	.29	.45	.39	4.84	1.33	5.53	6.86
	May 1941	3.46	.27	.86	.50	5.09	.79	3.81	4.60
	June 1940	.85	.11	2.02	.06	3.04	.86	1.50	2.36
Electrical machinery.....	June 1941	1.62	.22	.38	.73	2.95	.34	7.00	7.34
	May 1941	1.66	.24	.33	.52	2.75	.53	6.14	6.67
	June 1940	.59	.07	.87	.23	1.76	1.97	2.57	4.54
Foundries and machine shops.....	June 1941	2.44	.46	.85	.39	4.14	.49	6.63	7.12
	May 1941	2.64	.48	.63	.33	4.08	.45	6.43	6.88
	June 1940	.72	.19	.96	.09	1.96	1.25	2.64	3.89
Furniture.....	June 1941	3.49	.48	.69	.42	5.08	.99	7.51	8.50
	May 1941	3.50	.48	.61	.51	5.10	1.15	6.57	7.72
	June 1940	.88	.22	1.86	.10	3.06	2.37	2.17	4.54
Glass.....	June 1941	1.21	.16	1.21	.36	2.94	.88	3.84	4.72
	May 1941	1.77	.18	1.09	.34	3.38	.54	3.47	4.01
	June 1940	.50	.08	2.98	.09	3.65	.74	1.62	2.36
Hardware.....	June 1941	3.16	.36	.49	.41	4.42	.63	5.39	6.02
	May 1941	3.77	.25	.51	.30	4.83	.71	5.56	6.27
	June 1940	1.02	.07	1.43	.10	2.62	.47	2.10	2.57
Iron and steel.....	June 1941	.99	.13	.19	.48	1.79	.53	3.44	3.97
	May 1941	1.00	.11	.28	.37	1.76	.67	3.20	3.87
	June 1940	.42	.07	.37	.24	1.10	3.26	2.84	6.10
Knit goods.....	June 1941	2.20	.24	.74	.23	3.41	.85	3.59	4.44
	May 1941	2.19	.27	1.13	.17	3.76	.92	3.10	4.02
	June 1940	.81	.11	2.23	.05	3.20	1.50	1.02	2.52
Machine tools.....	June 1941	1.99	.51	.15	.19	2.82	.38	5.90	6.28
	May 1941	2.22	.47	.10	.22	3.01	.09	5.74	5.83
	June 1940	1.28	.39	.47	.07	2.21	.33	5.05	5.38
Men's clothing.....	June 1941	1.70	.16	1.31	.13	3.30	.98	3.32	4.30
	May 1941	1.89	.20	1.50	.20	3.79	1.32	3.63	4.95
	June 1940	.88	.15	3.87	.06	4.96	6.66	1.59	8.25
Paints and varnishes.....	June 1941	1.69	.28	.62	.32	2.91	.29	4.86	5.15
	May 1941	1.76	.32	.42	.21	2.71	.90	4.77	5.67
	June 1940	.51	.39	.94	.05	1.89	.70	1.51	2.21
Paper and pulp.....	June 1941	1.43	.31	.72	.35	2.81	.31	4.68	4.99
	May 1941	1.31	.17	.62	.29	2.39	.28	3.52	3.80
	June 1940	.49	.10	.95	.17	1.71	.59	2.23	2.82
Petroleum refining.....	June 1941	.49	.06	.66	.40	1.61	.30	3.62	3.92
	May 1941	.35	.07	.46	.27	1.15	.40	2.31	2.71
	June 1940	.34	.08	.97	.18	1.57	.49	2.05	2.54
Planing mills.....	June 1941	2.72	.33	3.49	.42	6.96	.81	6.21	7.02
	May 1941	2.87	.31	1.01	.34	4.53	1.79	5.18	6.97
	June 1940	.80	.20	1.39	.07	2.46	1.60	3.63	5.23
Printing: Book and job.....	June 1941	1.64	.27	2.62	.29	4.82	1.21	5.00	6.21
	May 1941	1.79	.32	2.60	.27	4.98	1.49	3.46	4.95
	June 1940	.57	.14	3.80	.08	4.59	1.83	1.84	3.67
Printing: Newspapers and periodicals.....	June 1941	.73	.05	.92	.18	1.88	.60	1.38	1.98
	May 1941	.40	.08	1.36	.15	1.99	.68	.93	1.61
	June 1940	.27	.13	1.48	.08	1.96	.69	.86	1.55
Radios and phonographs.....	June 1941	3.07	.24	1.30	.21	4.82	1.05	5.90	6.95
	May 1941	2.66	.16	1.07	.25	4.14	2.56	6.50	9.06
	June 1940	1.51	.16	1.81		3.48	2.72	5.21	7.93
Rayon and allied products.....	June 1941	.92	.20	.58	.45	2.15	.49	3.04	3.53
	May 1941	1.29	.13	.16	.19	1.77	.67	3.31	3.98
	June 1940	.56	.15	.90	.01	1.62	.36	1.81	2.17

See footnotes at end of table.

TABLE 2.—Monthly Turn-Over Rates (per 100 Employees) in 39 Manufacturing Industries¹—Continued

Industry	Date	Separation rates					Accession rates		
		Quit ²	Discharge	Lay-off	Miscellaneous separation ²	Total separation	Rehiring	New hiring	Total accession
Rubber boots and shoes-----	June 1941	3.23	0.22	0.22	0.90	4.57	1.06	7.35	8.41
	May 1941	2.42	.15	.07	.37	3.01	.74	7.15	7.89
Rubber tires-----	June 1940	.78	.08	1.50	.20	2.56	1.39	2.01	3.40
	June 1941	1.30	.12	.43	.50	2.35	.43	5.60	6.03
	May 1941	1.45	.08	.48	.24	2.25	.62	5.08	5.70
Sawmills-----	June 1940	.39	.05	3.88	.07	4.39	.94	1.05	1.99
	June 1941	2.89	.35	1.10	.29	4.63	1.87	5.78	7.65
	May 1941	2.30	.25	1.46	.33	4.34	1.51	4.63	6.14
Shipbuilding-----	June 1940	1.03	.15	3.19	.15	4.52	2.05	3.22	5.27
	June 1941	2.37	.45	2.71	.47	6.00	2.52	9.60	12.12
	May 1941	2.38	.52	3.62	.43	6.95	2.04	11.20	13.24
Silk and rayon goods-----	June 1940	1.05	.27	3.89	.09	5.30	1.61	9.15	10.76
	June 1941	3.35	.17	1.06	.25	4.83	1.16	4.50	5.66
	May 1941	3.90	.26	1.11	.25	5.52	1.34	4.21	5.55
Slaughtering and meat packing.	June 1940	1.10	.14	4.95	.11	6.30	1.64	1.98	3.62
	June 1941	1.60	.25	4.92	.45	7.22	4.05	6.54	10.59
	May 1941	1.63	.21	4.48	.47	6.79	6.65	6.83	13.48
Steam and hot-water heating apparatus-----	June 1940	.60	.20	3.83	.16	4.79	4.96	4.20	9.16
	June 1941	3.18	.42	.21	.34	4.15	.46	5.33	5.79
	May 1941	3.44	.31	.75	.45	4.95	.26	4.59	4.85
Structural and ornamental metal work-----	June 1940	.87	.13	.72	.11	1.83	.61	2.38	2.99
	June 1941	2.16	.31	.49	.47	3.43	.80	5.74	6.54
	May 1941	1.95	.21	1.31	.46	3.93	.69	4.85	5.54
Woolen and worsted goods----	June 1940	.75	.07	3.36	.15	4.33	3.35	2.53	5.88
	June 1941	3.10	.19	.57	.25	4.11	1.20	4.41	5.61
	May 1941	3.30	.21	.86	.21	4.58	1.45	4.45	5.90
June 1940	.69	.06	2.66	.07	3.48	8.66	3.51	12.17	

¹ No individual industry data shown unless reports cover at least 25 percent of industrial employment.

² Beginning with September 1940, workers leaving to enter the Army or Navy are included in "miscellaneous separations."

³ Not including aero-engines.

Wage and Hour Regulation

MINIMUM HOURLY WAGE OF 36 CENTS FOR SEAMLESS-HOSIERY INDUSTRY ¹

A MINIMUM hourly wage of 36 cents an hour became effective in the seamless-hosiery industry on September 15, 1941. This minimum applies to employees engaged in interstate commerce or the production of goods for interstate commerce, by order of the Administrator of the Fair Labor Standards Act. The present minimum supersedes the previous hourly rate of 32½ cents in effect since September 18, 1939, under an earlier wage order.² The Wage and Hour Division estimated that of 62,000 workers, approximately 27,500 were earning less than 36 cents an hour before this minimum was adopted. About 76.5 percent of the total value of the seamless-hosiery output is produced in the South. Of the 27,500 workers due to receive pay increases 21,800 were in the South.

The 40-cent minimum hourly wage previously established for the full-fashioned branch of the industry continues to be applicable. The original order for the two branches of the industry provided that the lower rate (then 32½ cents an hour) should be paid to an employee in any plant "in which 50 percent or more of the volume of hosiery produced is seamless hosiery, if a reasonable employer could not by managerial methods limit the employee's work to the full-fashioned branch of the hosiery industry." Otherwise the employee is to be paid not less than 40 cents an hour.

MINIMUM HOURLY WAGE OF 40 CENTS FOR JEWELRY INDUSTRY ³

WORKERS in the jewelry-manufacturing industry will be subject to a minimum hourly wage of 40 cents, effective November 1, 1941, under the terms of a wage order issued by the Administrator of the Fair Labor Standards Act. As a result of the order, wage rates of about 11,500 of the 35,000 workers engaged in the industry will be increased. To prevent circumvention of the minimum, home work is to be forbidden except for bona fide handicapped workers.

¹ U. S. Department of Labor. Wage and Hour Division. Press release No. R. 1507, July 21, 1941.

² See Monthly Labor Review for October 1939 (p. 912), for terms of this order.

³ U. S. Department of Labor. Wage and Hour Division. Press release No. 1518, July 31, 1941.

RETAIL TRADE REDEFINED UNDER WAGE AND HOUR LAW¹

TRADE establishments are exempt from coverage under the Fair Labor Standards Act, if at least 75 percent of their dollar sales value is at retail, according to an interpretation of the Wage and Hour Division of the United States Department of Labor, which became effective on July 1, 1941. Under an earlier interpretation the exemption applied if more than 50 percent of the dollar value of sales was at retail.² This change is in accordance with the directions of the United States Appellate Courts that exemptions from humanitarian legislation should be strictly construed. Under the new construction, therefore, where wholesale, commercial, and industrial sales, nonretail in character, total more than 25 percent, the 40-hour week and the 30-cent hourly minimum apply.

At the same time the use of the term "retail sale" is broadened to permit some sales to industrial or commercial purchasers to be classified as retail in determining the status of an establishment under the act. These sales must be of articles commonly sold both to business and private purchasers, and must be in quantities or at prices similar to those in sales to private purchasers.

For purposes of enforcement—that is to determine whether a business is entitled to the retail-trade exemption—computation of dollar sales volume will be based on the semiannual record of sales. Sales will be analyzed for the first and the last 6 months of the year to determine whether a substantial portion of the selling of the establishment is nonretail.

Some 6,242,000 wage earners were employed in distributing and selling goods and services in March 1941, according to a report of the Bureau of Labor Statistics. Employees engaged in retail or service establishments and those engaged in a "local retail capacity" in any type of establishment are exempt from the 40-hour and 30-cents-an-hour provisions of the wage and hour law. The typical department store will continue under the exemption.

The Administrator's interpretation of "establishment" is reaffirmed; namely, "each physically separated place of business must be considered a separate establishment." Therefore, the chain-store retail and service establishments are exempt, even though the chain spreads into several States. The law does apply to warehouses, central executive offices, manufacturing or processing plants, or other non-retail selling units which distribute to or serve stores.

The new interpretation is important in determining the status of establishments selling coal, lumber, glass, paint, tools, electrical equipment, automobiles, tires, stationery and office supplies, and of feed stores and photographers' shops.

¹ U. S. Department of Labor. Wage and Hour Division. Press release No. 1438, June 16, 1941.

² See *Monthly Labor Review* for June 1940 (p. 1457).

**PIECE-RATE ORDER FOR PUERTO RICAN
NEEDLEWORK ¹**

NEW piece rates have been fixed for home workers in the needlework industry of Puerto Rico under the existing wage order for the industry. They were arrived at after time studies and will go into effect on October 12, 1941. More than 300 rates are provided for hand sewing on underwear, infants' and children's wear, women's blouses and dresses, handkerchiefs, and household art linens. They will supersede rates originally established on November 25, 1940, which were subject to revision if experience proved this to be advisable.² An amendment to the Fair Labor Standards Act empowered the Administrator to set piece rates commensurate with hourly minimum rates recommended by a Puerto Rican industry committee. The piece rates must yield at least as much as 12½ to 22½ cents an hour, according to the operation performed.

¹ U. S. Department of Labor. Wage and Hour Division. Press releases Nos. 1493 and 1494, July 22, 1941.
² See Monthly Labor Review for December 1940 (p. 1333).

Family Allowances

AUSTRALIAN CHILD-ENDOWMENT ACT, 1941

UNDER the provisions of the Australian Child Endowment Act, which was assented to on April 7, 1941, 5 shillings per week will be paid for all children under 16 years of age in excess of one child in each family, regardless of the income of the parents.¹

During the proceedings in the House of Representatives the Minister for Labor and National Service explained that the first child was excepted on the ground that the basic wage (according to the findings of the Arbitration Court of the Commonwealth) is adequate for a man, wife, and one child. Furthermore, nutrition studies in Australia indicated that malnutrition exists to a serious extent only in families with a large number of children.

The estimated annual cost of the endowment of children with the exception of the first one in the family is £13,000,000. If endowment should include all children, an additional £11,000,000 per annum would be necessary.

The number of children in Australia under 16 years of age is approximately 1,830,000, of whom it is estimated 1,000,000 are members of families with more than one dependent child.

The funds for meeting the expenditures under the new act are to be raised by a pay-roll tax of 2½ percent on amounts exceeding £20 per week, or £1,040 per annum. The estimated amount from this source is £9,000,000. It is expected that an additional £2,000,000 will be raised through extra income tax as a result of the discontinuance of the income-tax deductions for each child after the first.

Endowment will be granted for all children for whom special allowances were being paid at the time the law became effective, for example, the children of soldiers and war pensioners. Children in private institutions also come under the act, but children in State institutions are excluded. British subjects from overseas will be covered by the endowment provisions after a 12-month residence. Aliens' children born in the Commonwealth will also receive endowment, as they are citizens of Australia. A similar provision is applicable to children of aliens from the time the parents are naturalized. It is also proposed

¹ New South Wales. Department of Labor and Industry and Social Services. *Industrial Gazette*, Sydney, April 1941.

to include in the endowment scheme the children of aborigines and half-castes when their living standard is comparable to that of white Australians.



REPORT OF FINNISH GOVERNMENT COMMITTEE ON FAMILY ALLOWANCES

A COMMITTEE on Population, appointed by the Government of Finland has recently submitted a report on family allowances.¹ After calling attention to the decline in the natural increase of the population and to the duty of the State to eliminate, if possible, any economic causes of this trend, the committee makes a proposal for the payment of State family allowances to needy families having 3 or more children under 15 years of age.

A needy family, according to the definition of the committee, is one whose income for taxation purposes is not more than 12,000 markka² in localities where the cost of living is lowest and not over 24,000 Finnish marks in places where the cost of living is highest. The suggested family allowances would be 450, 550, 650, and 750 Finnish marks, in accordance with the cost of living in the locality for each child eligible for these grants. Only families with at least 4 children would be paid an allowance for each child. In families with 3 children, allowances would be paid for only 2 of these dependents. The proposed scale is given in the accompanying table.

Suggested Rates for Family Allowances in Finland

Cost-of-living group	Income limit	Total allowance (in markka ¹) for families with—				
		3 children	4 children	5 children	6 children	7 children
Group I	12,000	900	1,800	2,250	2,700	3,150
Group II	16,000	1,100	2,200	2,750	3,300	3,850
Group III	20,000	1,300	2,600	3,250	3,900	4,550
Group IV	24,000	1,500	3,000	3,750	4,500	5,250

¹ Exchange rate of markka in June 1941=about 2 cents.

It is estimated by the committee that at the present time the number of eligible children in Finland approximates 400,000. The cost of the proposed scheme is estimated as 150,000,000 markka. To meet the expenditure the committee proposes a so-called population levy in addition to local taxes, such levy being expected to yield approximately 130,000,000 markka. This would be supplemented by the so-called "bachelor tax," payable by those who have no family

¹ Data are from International Labor Review (Montreal, Canada), July 1941.

² Exchange rate of markka in June 1941=about 2 cents.

responsibilities and estimated at 25,000,000 markka per annum, which would complete the amount required for family allowances.

The committee has also taken into account the special difficulties of wage earners, whose wages have not risen nearly as much as the cost of living, and proposes that they should be granted a somewhat larger family allowance. This would be financed by an employers' contribution at the rate of one-half percent of the worker's pay. It is estimated that this would provide an allowance 50 percent higher than the ordinary rates set out above.

As a precaution against the use of these allowances for purposes other than the children's benefit, it is proposed that these grants be made in kind, cash payments to be only a supplementary measure. The committee also suggests that the payment of the allowances should be effected through the child welfare or social assistance boards of the local authorities. The final proposal of the committee is that these grants should be made immediately without waiting until the requisite funds are raised by the measures outlined in its report.



DEVELOPMENTS IN FAMILY ALLOWANCES IN GREAT BRITAIN

Increases in Allowances for Soldiers

FAMILY allowances are being paid to the dependents of men serving in the British Army, Navy, Marines, and Air Force.

Command publication 6260, issued by the British War Office in 1941, lists recent increases in soldiers' allowances as follows:

The rate for the first child was raised from 5s. 0d. to 6s. 0d. a week as from April 1, 1940, and as from November 4, 1940, the following general increases were made:

For wife or unmarried dependent living with the soldier as a wife.—From 17s. 0d. to 18s. 0d. a week in the case of soldiers not above the rank of sergeant, and from 19s. 6d., 20s. 0d., or 23s. 6d. to 20s. 6d., 21s. 0d., or 24s. 6d., respectively, in the case of those above that rank.

For children.—1 child 6s. 0d. to 7s. 6d., 2 children 10s. 0d. to 13s. 0d., each additional child 3s. 0d. to 4s. 0d.

Ordinary dependents allowance.—From 12s. 0d., 17s. 0d., 20s. 6d., and 24s. 0d. to 13s. 0d., 18s. 0d., 21s. 0d., and 25s. 0d., respectively.

The net income limits governing awards of ordinary dependents allowance were also raised as from November 4, 1940, from 15s. 0d., 18s. 6d., and 23s. 6d. to 16s. 0d., 20s. 0d., and 25s. 0d., respectively.

Proposal of British Labor Party

The trade-unions in Great Britain have been opposed to the principle of family allowances, while the British Labor Party has been rather inclined to accept that principle, according to Herbert Tracey of the British Trades Union Congress. The same authority states

that the unionist objections have been based on the fear that these grants might result in lower wage rates.¹

In a recent issue of a British labor publication,² it was stated that the report of the National Executive Committee of the British Labor Party to the annual conference included an appendix memorandum which was prepared by the Labor Party's executive committee for use in joint discussion by that committee and the general council of the Trades Union Congress.

According to this memorandum, wages in many sections of industry have at no time been sufficient for modest comfort and sound nutrition in families with children.

Since wages are not related to the size and composition of the family—and it is undesirable that they should be—the greatest poverty is usually found where there are children. The recent survey of conditions in Bristol has brought this point out very clearly. Many other inquiries have shown that a considerable proportion of all families have insufficient income, after meeting the cost of suitable accommodation and other necessities, to provide satisfactory nutrition.

The existing social services and insurances, although far from adequate, do much to soften the harshest effects of poverty. In varying degree they supplement the family wage, or substitute for loss of income due to unemployment, sickness, and old age. Free and cheap milk, school meals, health and other services directly raise the standard of living of the children, but their scope and effect are limited. They reduce, but by no means remove, the strain of meeting the progressive demands of a growing family on an inelastic weekly wage.

At present, also, these services tend to distinguish between the "necessitous" child and the "nonnecessitous," and so promote pernicious social stratification. To secure the best results, social services should apply equally to all children. This would be facilitated by cash allowances which enabled every child to make use of these services on the same terms and which abolished the distinction between those who can pay something and those who can pay nothing.

It is also pointed out in the memorandum that the idea of allowances in cash for child dependents is not a new one and that at the present time such grants are actually an integral part of many of Great Britain's public social services.

It is often argued by some opponents to children's allowances that such subsidies would unfavorably affect collective bargaining and wage standards. This contention, however, the memorandum states, is rejected after a consideration of the pros and cons in the case.

Even if not all doubts are dispelled in regard to the wisdom of a permanent scheme of children's allowances, "there is an additionally strong case for such allowances under wartime conditions."

It is therefore proposed—

- (a) That there should be a scheme of children's allowances;
- (b) That the cost should be wholly met by the Exchequer;
- (c) That the allowance should be 5s. per week for every child from birth until it leaves school, whether at the statutory school-leaving age or a higher age. We

¹ Labor World (Montreal), February 8, 1941.

² Labor Woman (London), June 1941.

prefer a simple flat-rate payment of this kind, rather than payments graded by age or by the number of children in the family;

(d) That the income tax allowances for children, eligible for allowances under (c) should be abolished;

(e) That the allowance should be substituted for the first 5s. of other children's allowances under public schemes.

An estimate is made in the memorandum that the gross cost of the system proposed would be approximately £127,000,000. From this amount, however, the present income tax exemption for children who will receive allowances and also the first 5 shillings of other children's allowances under existing governmental schemes should be deducted. Such deductions, it is estimated, would aggregate £40,000,000, leaving the net cost per annum for the national system of children's allowances as outlined in the memorandum, at approximately £85,000,000 to £90,000,000.

Spread of Family Allowances Among Industrial Firms

Early in 1939 it was reported that nine industrial companies in Great Britain had family-allowance schemes.³ Of these, one each dated from 1917, 1918, 1919, and 1926, and four had been adopted in 1938. For the remaining company the year of adoption was not reported.

A recent survey⁴ states that plans modeled on one of the above schemes (that of E. S. & A. Robinson, Ltd.) had been adopted by 14 other firms in the paper manufacturing and allied industries. In 1938 and 1939, at least 10 additional companies in various industries also adopted family-allowance plans.

³ Monthly Labor Review, May 1939: Family allowances in 1937 and 1938 (also reprinted as Serial No. R. 931).

⁴ Rathbone, Eleanor F.: The Case for Family Allowances. Bungay, Suffolk (England), Richard Clay & Co., 1940.

Wage and Hour Statistics

EARNINGS AND HOURS IN THE DYEING AND FINISHING OF TEXTILES, SEPTEMBER 1940¹

HOURLY earnings of all employees in the dyeing and finishing industry averaged 52.8 cents in September 1940, according to a study recently completed by the Bureau of Labor Statistics. This may be compared with an average of 54.5 cents in March and April of 1938, reflecting the failure of earnings to recover completely from the decline experienced during the summer and fall of that year. Despite this decline in the general average, earnings of the lowest-paid workers have been increased since 1938. Only one-tenth of 1 percent of the wage earners in 1940, as compared with 5.7 percent in the earlier period, were receiving less than 32.5 cents. However, the percentage of employees paid at rates averaging 62.5 cents or more had fallen from 29.4 in 1938 to 24.4 in 1940.

The present study revealed substantial differences in earnings by sex, region, and type of process. Male workers had average hourly earnings of 54.0 cents as compared with earnings of 42.7 cents for woman workers. Employees of northern mills received wages averaging 56.5 cents, 15 cents more than the average of 41.5 cents paid to southern workers. Employees of bleaching mills averaged 42.6 cents, workers in dyeing mills 50.1 cents, those in screen printing plants 48.4 cents, and wage earners in roller printing plants 58.3 cents.

Definition and Description of the Industry

The dyeing and finishing industry has been defined by the United States Census of Manufactures as consisting of "establishments engaged primarily in the bleaching, dyeing, printing, finishing or otherwise converting fabrics of cotton, rayon, silk, and linen, or mixtures of these fibers, and the dyeing and finishing of yarn and thread of cotton, rayon, silk, and linen." The definition does not cover dyeing or finishing of knit goods, cloth sponging and miscellaneous special finishing,² or dyeing and finishing of woolens and worsteds.

The definition adopted for the purpose of the present survey coincides with that used by the Census³ except that the Bureau's study

¹ Prepared by Louis M. Solomon assisted by Toivo P. Kanninen, both of the Bureau's Division of Wage and Hour Statistics. The study was under the supervision of H. E. Riley.

² "Special finishing" includes cloth waxing, and varnishing of cambric and buckram.

also covers finishing departments of weaving mills and rayon and silk yarn mills.⁴

On the basis of preliminary Census data, the textile dyeing and finishing industry in 1939 included 468 establishments and provided employment to 60,237 workers. Information obtained in the course of the present survey indicates that approximately 16,000 additional workers were employed in finishing departments of cotton, rayon and silk weaving mills and rayon and silk yarn mills. Thus, the total employment in the industry as defined by the Bureau was approximately 76,000 workers.

TABLE 1.—Regional Distribution of Mills and Employees Included in Survey of Dyeing and Finishing Industry, September 1940

State	Number of mills	Employees	
		Number	Percent
United States.....	118	16,498	100.0
North.....	92	12,354	74.9
Connecticut.....	7	1,132	6.9
Illinois.....	3	157	1.0
Massachusetts.....	12	2,124	12.9
New Jersey.....	23	3,044	18.4
New York.....	18	1,669	10.1
Pennsylvania.....	10	1,406	8.5
Rhode Island.....	12	1,951	11.8
Other States ¹	7	871	5.3
South.....	26	4,144	25.1
Georgia.....	3	95	.6
North Carolina.....	12	1,537	9.2
South Carolina.....	4	1,297	7.9
Virginia.....	3	345	2.1
Other States ²	4	870	5.3

¹ Includes 1 mill in Delaware, 1 in New Hampshire, 1 in Ohio, 2 in California, and 2 in Maine.

² Includes 1 mill in Alabama, 1 in Maryland, 1 in Oklahoma, and 1 in Tennessee.

Dyeing and finishing establishments are primarily service agencies, performing specialized operations on yarns and fabrics belonging to others. For that reason, plants in the industry tend to be located in those areas where there are important concentrations of cotton or rayon and silk mills, or where substantial segments of the cutting-up trades are to be found. This is borne out by the Census of Manufactures for 1937 (the latest year for which Census data by States are available), which shows the most important States in the dyeing and finishing industry to be New Jersey, Massachusetts, Rhode Island, New York, North Carolina, Pennsylvania, and South Carolina. Table 1, which presents the distribution of plants and employees included in the present study, indicates that these seven States

³ For practical purposes, the Census of Manufactures excludes establishments having a total annual production of less than \$5,000; for the same reasons, the Bureau's definition excluded plants with fewer than 10 employees, except that finishing departments of weaving or rayon yarn mills were included, provided that these departments employed as many as 3 workers.

⁴ The dyeing and finishing departments of cotton yarn and thread mills were excluded from the present study, as these are customarily included in Bureau studies of the cotton industry.

still comprise the principal centers of production, and encompass over three-quarters of the total industry.

The dyeing and finishing industry embraces two distinct types of establishments, generally referred to as "commercial" and "corporate" plants. The former do no spinning or weaving, being engaged only in dyeing and finishing yarn or fabrics on a fee or contract basis. Some of these establishments also buy the yarn or fabrics, which they finish and resell. The corporate establishments represent finishing departments attached to or owned by weaving mills. These plants are usually engaged only in finishing the materials produced by the parent establishment, although the corporate plant may occasionally take dyeing and finishing contracts for other mills. As table 2 indicates, corporate establishments represented slightly more than one-quarter of the plants included in the study. Nearly one-half of the corporate plants were in the South, although this area had less than one-fourth of all plants in the industry.

TABLE 2.—Number of Mills and Employees Covered in Survey of Dyeing and Finishing Industry, by Process and Type of Mill, September 1940

Process ¹ and type of mill	Number of mills	Employees	
		Number	Percent
All mills.....	118	16,498	100.0
Corporate establishments.....	32	3,232	19.6
Commercial establishments.....	86	13,266	80.4
Bleaching mills.....	16	865	5.2
Corporate establishments.....	10	370	2.2
Commercial establishments.....	6	495	3.0
Dyeing mills.....	74	9,018	54.7
Corporate establishments.....	21	2,755	16.7
Commercial establishments.....	53	6,263	38.0
Screen-printing mills ²	6	324	2.0
Roller-printing mills ³	22	6,291	38.1

¹ This refers to the end process of the mill. Dyeing and roller-printing mills customarily perform the preliminary bleaching operations requisite to satisfactory further processing.

² All commercial establishments.

³ Includes 1 corporate establishment.

Table 2 also indicates the scope of the study in terms of the "end process" of the mills included in the sample. Mills which were classified as dyeing plants were, in almost all instances, also carrying on preliminary bleaching operations. Similarly, the roller-printing plants were in many cases engaged not only in bleaching but in dyeing as well. However, screen-printing plants, which were usually small-sized establishments, generally carried on none of the preliminary operations, but received their fabrics in a bleached state ready for printing. It follows from the above that the process classifications used by the Bureau (except those for bleacheries and screen printers) are not clear cut, mutually exclusive categories but are based on the last operations performed by the plant within each classification.

It will be observed that dyeing plants comprised the largest division of the industry, well over half of the establishments and employees

falling in this classification. Roller-printing plants, although comparatively few in number, ranked second in employment, with nearly 40 percent of the total number of workers. Both bleacheries and screen-printing shops represented relatively minor segments of the industry. The proportion the corporate establishments formed of the total in each classification varies conspicuously from one group to the next.

Many of the plants included in the study were finishing a variety of fabrics. However, as is shown by table 3, the industry has evolved a considerable degree of specialization. More than one-third of the employees worked in mills in which the processing was confined entirely to cotton fabrics. About one-fifth of the wage earners were employed by establishments specializing in finishing rayon or silk fabrics, and more than one-tenth of the workers were in plants dyeing or finishing only yarn. The remaining employees included in the study (28.3 percent) were working on mixtures of fabrics.

TABLE 3.—Number of Mills and Employees Covered in Survey of Dyeing and Finishing Industry, by Product and Type of Mill, September 1940

Product and type of mill	Number of mills	Employees	
		Number	Percent
All mills.....	118	16,498	100.0
Corporate establishments.....	32	3,232	19.6
Commercial establishments.....	86	13,266	80.4
Wholly cotton fabrics.....	42	6,127	37.1
Corporate establishments.....	19	1,907	11.5
Commercial establishments.....	23	4,220	25.6
Wholly rayon and silk fabrics.....	24	3,596	21.8
Corporate establishments.....	3	125	.8
Commercial establishments.....	21	3,471	21.0
Mixtures of fabrics ¹	29	4,664	28.3
Corporate establishments.....	8	1,172	7.1
Commercial establishments.....	21	3,492	21.2
Yarn and thread ²	23	2,111	12.8

¹ Includes 19 commercial and 5 corporate establishments processing cotton, rayon, and silk fabrics, and cotton and rayon mixtures; 2 corporate establishments processing cotton, rayon, and wool fabrics and cotton, rayon, and wool mixtures; 2 commercial establishments processing cotton, silk, rayon, and linen fabrics; and 1 commercial plant processing cotton and linen fabrics and cotton and linen mixtures.

² Includes 2 corporate establishments.

Almost one-third of the employees engaged solely in the finishing of cotton fabrics were employed by corporate establishments. In contrast, less than 4 percent of the employees working on rayon or silk fabrics were found in corporate plants. As might be expected, most of the southern finishing plants and more than one-half of the southern wage earners were working on cotton fabrics. In the North, employees of cotton-finishing plants constituted less than one-third of the total employment.

Establishments engaged in dyeing and finishing show extreme diversity in size, although many of the workers in the largest establish-

ments are engaged in other work than dyeing and finishing.⁵ Thirty-six mills, accounting for about 8 percent of the wage earners scheduled, had 100 or fewer workers; 46 plants, employing 47 percent of the workers scheduled, had between 101 and 500 wage earners; and 36 mills, having 45 percent of the total workers, employed more than 500 wage earners. However, only 234 workers, or less than 2 percent of the wage earners scheduled, were found in dyeing and finishing departments of mills whose total employment exceeded 2,500 workers.

Dyeing and finishing establishments are generally situated in the larger metropolitan areas. Only 13 of the 118 establishments covered by the survey were located in urban areas of 10,000 or fewer inhabitants. Twenty-nine plants, with about one-third of the employees scheduled, were in areas of more than 10,000 but less than 50,000, and 22 mills, having about one-fifth of the total employment, were located in districts of between 50,000 and 500,000. The largest concentration of the industry, however, was found in areas of over one-half million population, where 54 mills, employing 35 percent of the workers, were located.

The Labor Force

The majority of employees in the dyeing and finishing industry were in semiskilled occupations. Less than one-tenth of the workers were classed as skilled, while unskilled workers represented about 28 percent of all employees in the industry.

Because many finishing operations are performed under rather disagreeable working conditions, or require considerable muscular effort, comparatively few females are found in the industry. Woman workers, none of whom were in skilled jobs, represented only about one-eighth of the workers studied. Negroes constituted only about 2 percent of the working force. Virtually all of the Negroes scheduled were employed in southern establishments.

Unionization has attained fairly extensive proportions in the dyeing and finishing industry. Thirty-eight of the 118 establishments included in the study were found to be operating under the provisions of union agreements regulating the hours and earnings of substantial proportions of the employees. All but one of the union mills scheduled were situated in Northern States.

Labor organization was most prevalent in the roller-printing division, in which 14 of the 22 mills surveyed were operating under union agreements. Twenty-two of the 74 dyeing plants also had contractual relations with a labor organization, but only one each in the bleaching and screen-printing groups had such agreements. The

⁵ The classification of plants by size is based on the entire employment of the establishment in which dyeing and finishing are carried on, even though these processes may be confined to a small department of a plant which also engages in other operations. Elsewhere in this article employment figures for such departments include only the workers engaged in dyeing and finishing.

Federation of Dyers, Finishers, Printers and Bleachers of America, affiliated with the Textile Workers Union of America (C. I. O.), was a party to a majority of these contracts. Many additional agreements covering small groups of workers were in force, particularly in roller-printing plants, but these did not embrace enough employees to justify classifying the mills as union establishments.

Scope and Method of Study

The survey included approximately one-fifth of the wage earners in the industry. These workers were employed by a representative group of establishments so selected as to provide proper representation with respect to the factors of location, size of plant, size of community, type of mill and of product, unionization, etc. In order to obtain adequate representation of these factors, it was necessary to include more than one-fifth of the largest establishments. Overrepresentation of these large mills was avoided by the inclusion in the sample of only a carefully selected cross section of their employees.

In accordance with the usual practice of the Bureau, trained field representatives obtained the necessary data directly from company records and through personal observation of plant operations and interviews with company officials. The information obtained from each establishment included actual hours worked and earnings received⁶ by each employee during a selected pay-roll period.⁷ The data for each plant also included certain information as to product and general plant practices, as well as the occupation, sex, color, and method of payment of each employee.

The field representatives also prepared a description of the duties performed in each occupation, and obtained from plant officials an estimate of the degree of skill necessary to the proper execution of these duties. This information furnished the basis for the occupational groupings and skill classifications used in this report. The data obtained cover wage earners and office employees, but do not include executives, nonworking supervisors and salespeople. However, the tabulations presented herein (except tables 6 and 7, which present occupational averages) include data for wage earners only.

⁶ In transcribing wage data, the field representatives reported earnings at regular rates of pay separately from those resulting from overtime work at punitive rates. The wage data presented in this report include only the earnings at regular rates. Had the extra overtime earnings been included, the industry average would have been increased 1.2 cents.

⁷ A majority of the reports covered pay-roll periods in August or September 1940.

Average Hourly Earnings

METHODS OF WAGE PAYMENT

A large majority of the employees in the dyeing and finishing industry received straight time rates; about 85 percent of the wage earners scheduled were being paid by that method. In most instances a fixed hourly rate was paid, although some working supervisors and maintenance employees were on a weekly or monthly basis. Employees receiving an hourly wage were found in every occupation and in every establishment covered by the survey.

Only 8.4 percent of the wage earners were working at piece rates and these were largely concentrated in a few occupations. A much higher proportion of females than of males worked on a piece basis (25.8 percent as compared with 6.1 percent). The male piece workers represented a large proportion of the pile-fabrics cutters (84.7 percent), quill winders (83.1 percent), and doublers (43.8 percent). Female piece workers were numerous among hooker-machine tenders (79.7 percent), yarn winders (46.9 percent), and folded-cloth knotters (46.8 percent).

Only 7.0 percent of the wage earners scheduled were employed under a production-bonus plan. These included males and females in about the same proportions. Bonus systems were in effect for employees in many occupations, but only among certain occupations in roller-printing establishments did bonus workers represent more than a negligible proportion of any occupation. In that branch, 28.1 percent of the printing-machine tenders, 26.0 percent of the back grey tenders, 25.8 percent of the printing-machine back tenders, and 45.2 percent of the printing color boys, were working under a bonus plan.

AVERAGE HOURLY EARNINGS OF ALL EMPLOYEES

Hourly earnings of dyeing and finishing employees averaged 52.8 cents in September 1940 (table 4). However, the numerous processes, the varied products, and the hundreds of different occupations which characterize the industry prevent any single average from having much significance. This is confirmed by the average earnings of individual employees, which present an unusual degree of variation, ranging from less than 32.5 cents to \$2.50 an hour. Moreover, the data on average hourly earnings show no pronounced central tendency. As table 4 shows, the largest concentration of employees was in the 40.0-42.5-cent range, but even these constituted less than 10 percent of the total. The concentration of earnings was nearly as great in the intervals between 45.0 and 47.5 cents and between 65.0 and 67.5 cents. About a quarter of the workers (23.0 percent) received less than 40 cents an hour, while somewhat more than one-tenth (11.2 percent) earned 70 cents or more.

TABLE 4.—Percentage Distribution of Dyeing and Finishing Workers, by Average Hourly Earnings, Skill, Sex, and Region, September 1940

Average hourly earnings (in cents)	All employees			Skilled males	Semiskilled em- ployees			Unskilled em- ployees		
	Total	Male	Fe- male		Total	Male	Fe- male	Total	Male	Fe- male
United States										
Under 32.5	0.1	(1)	0.4	-----	(1)	(1)	0.2	0.2	0.1	0.6
Exactly 32.5	6.3	6.4	5.9	-----	3.9	3.7	5.4	13.6	14.8	6.9
32.6 and under 35.0	2.7	2.1	7.0	-----	2.4	1.7	7.2	4.2	3.8	6.5
35.0 and under 37.5	6.9	6.1	13.4	0.5	6.9	6.0	13.4	9.2	8.5	13.7
37.5 and under 40.0	7.0	5.9	15.1	.8	7.3	5.9	16.9	8.3	7.8	11.7
40.0 and under 42.5	9.6	8.4	18.7	2.1	9.7	8.3	19.6	11.9	11.1	17.2
42.5 and under 45.0	6.4	6.0	9.5	1.1	7.2	6.9	9.1	6.5	5.8	10.3
45.0 and under 47.5	9.0	9.2	6.7	3.3	9.2	9.6	6.4	10.4	10.9	7.3
47.5 and under 50.0	7.3	7.0	9.8	1.9	8.4	8.4	8.0	6.7	5.7	13.4
50.0 and under 52.5	6.3	6.7	3.8	4.4	6.7	7.2	3.1	6.1	6.3	5.2
52.5 and under 55.0	3.6	3.9	1.5	2.3	3.7	4.0	1.2	4.1	4.4	2.0
55.0 and under 57.5	4.1	4.4	2.1	3.7	4.8	5.1	2.3	2.7	2.9	1.5
57.5 and under 60.0	2.4	2.6	1.1	1.7	3.0	3.3	1.2	1.3	1.3	.9
60.0 and under 62.5	3.9	4.2	1.2	4.4	4.4	4.8	1.2	2.6	2.8	1.2
62.5 and under 65.0	2.6	2.9	.7	4.0	3.1	3.4	.7	1.1	1.1	.6
65.0 and under 67.5	7.8	8.8	.4	4.9	8.6	9.9	.3	7.0	8.0	.5
67.5 and under 70.0	2.8	3.1	.2	3.9	2.5	2.8	.3	3.0	3.5	-----
70.0 and under 72.5	2.2	2.4	.8	5.0	2.6	2.9	.9	.4	.4	.5
72.5 and under 75.0	1.1	1.1	.8	3.7	1.0	1.0	1.2	.2	.2	-----
75.0 and under 77.5	1.5	1.6	.3	5.9	1.3	1.4	.5	.3	.4	-----
77.5 and under 82.5	1.4	1.5	.4	6.2	1.3	1.4	.6	.1	.1	-----
82.5 and under 92.5	1.8	2.0	.1	9.2	1.4	1.6	.2	.1	.1	-----
92.5 and under 100.0	.5	.6	.1	3.4	.3	.4	.1	-----	-----	-----
100.0 and under 120.0	.8	.9	-----	6.9	.3	.3	-----	-----	-----	-----
120.0 and under 137.5	.3	.4	-----	3.3	(1)	(1)	-----	-----	-----	-----
137.5 and under 162.5	.7	.8	-----	7.8	-----	-----	-----	-----	-----	-----
162.5 and over	.9	1.0	-----	9.6	-----	-----	-----	-----	-----	-----
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total number of employees	16,498	14,556	1,942	1,549	10,264	8,970	1,294	4,685	4,037	648
Average hourly earnings	\$0.528	\$0.540	\$0.427	\$0.868	\$0.508	\$0.518	\$0.430	\$0.453	\$0.457	\$0.421
North										
Under 32.5	0.1	(1)	0.3	-----	(1)	-----	0.3	0.1	0.1	0.4
Exactly 32.5	.9	.6	2.7	-----	0.6	0.3	2.5	1.9	1.7	3.1
32.6 and under 35.0	.9	.7	2.5	-----	.7	.4	2.7	1.8	1.7	2.3
35.0 and under 37.5	4.9	3.7	13.8	-----	4.6	3.3	13.8	7.5	6.4	13.7
37.5 and under 40.0	4.0	3.0	10.9	0.1	3.4	2.3	11.1	6.6	5.9	10.5
40.0 and under 42.5	9.4	7.6	23.0	1.0	8.8	6.6	24.4	13.9	12.7	20.2
42.5 and under 45.0	6.1	5.3	11.6	.2	6.5	5.8	11.4	7.4	6.5	12.0
45.0 and under 47.5	10.1	10.6	7.6	1.5	10.0	10.4	7.0	13.8	14.8	8.6
47.5 and under 50.0	8.2	7.7	11.8	1.1	9.1	9.0	9.4	8.7	7.3	16.4
50.0 and under 52.5	7.4	7.8	4.3	3.0	7.9	8.5	3.4	8.0	8.3	6.1
52.5 and under 55.0	4.1	4.5	1.6	1.7	4.1	4.5	1.6	5.0	5.7	1.5
55.0 and under 57.5	5.0	5.3	2.7	3.2	5.8	6.2	3.1	3.7	4.0	1.9
57.5 and under 60.0	2.8	2.9	1.3	1.1	3.5	3.8	1.6	1.7	1.8	.8
60.0 and under 62.5	5.0	5.5	1.5	4.6	5.7	6.3	1.6	3.5	3.9	1.3
62.5 and under 65.0	3.3	3.6	.7	4.1	4.0	4.4	.8	1.4	1.5	.6
65.0 and under 67.5	10.2	11.5	.3	4.9	11.2	12.8	.4	9.4	11.1	.2
67.5 and under 70.0	3.5	4.0	.3	4.0	3.2	3.5	.4	4.1	4.9	-----
70.0 and under 72.5	2.9	3.1	.9	5.5	3.5	3.8	1.2	.5	.6	.4
72.5 and under 75.0	1.4	1.4	1.1	4.2	1.4	1.4	1.6	.3	.3	-----
75.0 and under 77.5	1.8	2.0	.4	6.4	1.7	1.9	.6	.5	.6	-----
77.5 and under 82.5	1.8	2.0	.5	7.2	1.7	1.8	.8	.1	.1	-----
82.5 and under 92.5	2.3	2.6	.1	11.0	1.9	2.1	.2	.1	.1	-----
92.5 and under 100.0	.6	.7	.1	3.6	.4	.5	.1	-----	-----	-----
100.0 and under 120.0	1.0	1.1	-----	7.9	.3	.4	-----	-----	-----	-----
120.0 and under 137.5	.3	.4	-----	3.1	(1)	(1)	-----	-----	-----	-----
137.5 and under 162.5	.8	1.0	-----	8.6	-----	-----	-----	-----	-----	-----
162.5 and over	1.2	1.4	-----	12.0	-----	-----	-----	-----	-----	-----
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total number of employees	12,354	10,858	1,496	1,228	7,706	6,734	972	3,420	2,896	524
Average hourly earnings	\$0.565	\$0.580	\$0.442	\$0.919	\$0.541	\$0.553	\$0.448	\$0.484	\$0.493	\$0.431

¹ Less than a tenth of 1 percent.

TABLE 4.—Percentage Distribution of Dyeing and Finishing Workers, by Average Hourly Earnings, Skill, Sex, and Region, September 1940—Continued

Average hourly earnings (in cents)	All employees			Skilled males	Semiskilled em- ployees			Unskilled em- ployees		
	Total	Male	Fe- male		Total	Male	Fe- male	Total	Male	Fe- male
South										
Under 32.5	0.1	0.1	0.4	-----	(1)	(1)	-----	0.2	0.1	1.6
Exactly 32.5	22.7	23.2	16.9	-----	14.1	14.1	14.3	45.5	47.8	23.5
32.6 and under 35.0	8.0	6.4	21.8	-----	7.7	5.8	20.8	10.8	9.3	24.3
35.0 and under 37.5	12.9	13.0	12.6	2.2	13.9	14.1	12.4	13.7	13.8	12.9
37.5 and under 40.0	15.9	14.2	29.5	3.4	18.9	16.7	34.1	12.9	12.4	16.9
40.0 and under 42.5	10.1	10.8	4.7	6.5	12.3	13.3	5.0	6.6	6.9	4.0
42.5 and under 45.0	7.4	8.0	2.5	4.4	9.5	10.5	2.2	4.0	4.1	3.2
45.0 and under 47.5	5.3	5.4	3.8	10.4	6.6	6.9	4.7	1.3	1.2	1.6
47.5 and under 50.0	4.7	4.9	3.1	5.0	6.3	6.6	4.0	1.4	1.5	.8
50.0 and under 52.5	3.1	3.2	2.0	9.7	3.2	3.4	2.2	1.1	1.1	1.6
52.5 and under 55.0	2.2	2.3	1.1	4.7	2.3	2.6	-----	1.4	1.1	4.0
55.0 and under 57.5	1.4	1.6	-----	5.6	1.6	1.8	-----	.1	.1	-----
57.5 and under 60.0	1.4	1.5	.4	3.7	1.6	1.9	-----	.2	.1	1.6
60.0 and under 62.5	.6	.6	.2	3.7	.4	.5	-----	.1	-----	.8
62.5 and under 65.0	.6	.6	.4	3.7	.4	.3	-----	.2	.2	.8
65.0 and under 67.5	.7	.7	.4	5.0	.3	.4	-----	.4	.3	1.6
67.5 and under 70.0	.6	.7	-----	3.4	.5	.6	-----	-----	-----	-----
70.0 and under 72.5	.4	.4	.2	3.1	.2	.2	-----	.1	-----	.8
72.5 and under 75.0	.1	.2	-----	1.9	-----	-----	-----	-----	-----	-----
75.0 and under 77.5	.3	.4	-----	3.7	.1	.1	-----	-----	-----	-----
77.5 and under 82.5	.2	.2	-----	2.2	.1	.1	-----	-----	-----	-----
82.5 and under 92.5	.2	.2	-----	2.2	-----	-----	-----	-----	-----	-----
92.5 and under 100.0	.2	.2	-----	2.8	-----	-----	-----	-----	-----	-----
100.0 and under 120.0	.2	.3	-----	3.1	-----	-----	-----	-----	-----	-----
120.0 and under 137.5	.3	.4	-----	4.0	-----	-----	-----	-----	-----	-----
137.5 and under 162.5	.4	.4	-----	5.0	-----	-----	-----	-----	-----	-----
162.5 and over	(1)	.1	-----	.6	-----	-----	-----	-----	-----	-----
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total number of employees	4,144	3,698	446	321	2,558	2,236	322	1,265	1,141	124
Average hourly earnings	\$0.415	\$0.419	\$0.377	\$0.665	\$0.407	\$0.411	\$0.376	\$0.363	\$0.361	\$0.380

¹ Less than a tenth of 1 percent.

SEX AND SKILL DIFFERENCES

To a considerable extent, the wide dispersion in the average hourly earnings of dyeing and finishing employees can be attributed to the substantial differences in the earnings received by the several sex and skill groups. Skilled workers, all of whom were male, averaged 86.8 cents (table 4). Semiskilled males received earnings averaging 51.8 cents, while semiskilled females averaged 43.0 cents an hour. Hourly earnings of unskilled males and females averaged 45.7 and 42.1 cents, respectively. Pronounced variation appears also in the distributions of individual employees. Only 9.7 percent of the skilled males received earnings averaging less than 50 cents, but 50.5 percent of the semiskilled males and fully 86.1 percent of the semiskilled females had earnings below that level. Among unskilled employees, an even greater proportion (68.5 percent of the males and 87.6 percent of the females) were averaging less than 50 cents.

More than half of the skilled employees were earning 75 cents or more an hour. This group included a substantial number (17.4 percent of the total) with earnings averaging \$1.375 or over. The

number of semiskilled and unskilled workers having earnings of 75 cents or more was negligible, although both groups included a considerable number of men who were earning between 65.0 and 67.5 cents. This concentration resulted largely from the 66-cent minimum established by agreement with the union in a number of plants.

GEOGRAPHICAL DIFFERENCES

A second factor contributing to the extreme variation in average hourly earnings is the sharp contrast in wage levels in the northern and southern areas. Table 4 reveals that northern workers averaged 56.5 cents an hour, exactly 15 cents more than the average wage of 41.5 cents earned by employees in the South. Differences in favor of the North persist throughout every sex and skill group, amounting to as much as 25 cents an hour in the case of skilled males. Further inspection of the table reveals that although average hourly earnings extended over a very wide range in both the North and the South, a much larger proportion of southern than of northern workers was found within the lower wage classes. Thus, 59.6 percent of the southern workers but only 10.8 percent of the northern wage earners received earnings averaging less than 40 cents. On the other hand, 27.8 percent of the workers in northern mills but only 3.6 percent of the southern employees averaged 65 cents or more.

Pronounced regional differences apparently exist even when allowance is made for the dissimilarity in the nature of those segments of the industry which are found in the two areas. As indicated by table 5, the North contrasts sharply with the South in the degree of unionization and in type of plant, as well as in process and product.

TABLE 5.—Average Hourly Earnings of Dyeing and Finishing Workers, by Unionization, Type of Plant, Product, Process, and Region, September 1940

Item	North		South	
	Percent of employees	Average hourly earnings	Percent of employees	Average hourly earnings
Unionization:				
Union plants.....	50.0	\$0.594	7.0	(1)
Nonunion plants.....	50.0	.537	93.0	(1)
Type of plant:				
Corporate.....	16.1	.503	30.1	\$0.390
Commercial.....	83.9	.577	69.9	.425
Product:				
Wholly cotton fabrics.....	30.5	.564	56.9	.417
Wholly rayon and silk fabrics.....	26.8	.610	6.8	(1)
Mixtures of fabrics.....	31.0	.547	20.2	.444
Yarn.....	11.7	.518	16.1	.404
Process:				
Bleaching.....	1.1	.536	17.6	.403
Dyeing.....	55.6	.536	51.9	.384
Screen printing.....	1.7	.544	2.7	(1)
Roller printing.....	41.6	.607	27.8	.480

¹ Insufficient data to permit presentation of an average.

Fifty percent of the northern workers, compared with but 7 percent of the southern employees, were working in union establishments. As indicated in the table, wage levels were generally higher in union than in comparable nonunion plants. In the North (the only region where the sample included a sufficient number of both union and nonunion plants to permit a comparison) workers in union mills averaged 59.4 cents as against an average of 53.7 cents for those in nonunion plants. The earnings of nonunion workers in the North were somewhat higher, on the average, than those of all southern workers.

Only 16.1 percent of the northern, but 30.1 percent of the southern workers were in corporate plants. Employees of corporate plants had lower average earnings than workers in commercial establishments. This held true in both areas, northern corporate mill employees earning 50.3 cents compared with 57.7 cents for commercial employees, and southern corporate mill workers earning 39.0 cents compared with 42.5 cents for commercial employees. Moreover, this difference was maintained in each process and product group. For example, the average in northern commercial dye-houses was nearly 6 cents more than that shown for the corporate dyeing establishments in the North. Commercial finishers of cotton fabrics in the North paid 9 cents an hour more than corporate cotton finishers in the same area. Southern commercial finishers of cotton fabrics paid 4 cents more than southern corporate plants. Similar differentials would be revealed by a comparison of the earnings in corporate and commercial establishments in any of the other process or product groups.

Over one-fourth (26.8 percent) of the workers in the Northern States were processing rayon and silk fabrics, while in the South employees working on these fabrics constituted only 6.8 percent of the total southern employment. As is apparent from an inspection of the table, wages were substantially higher in rayon and silk finishing mills than in mills finishing other products.

Only 27.8 percent of southern workers, but 41.6 percent of northern employees, were working in roller-printing plants. In both regions wage levels were higher in roller-printing than in any other division of the industry.

EARNINGS IN RELATION TO OTHER FACTORS

Earnings of dyeing and finishing employees appear to be little affected by the size of the mill in which they are working. There is some evidence, however, that earnings are affected by the size of the metropolitan area in which the mills are located. This relationship attains significant proportions only in the larger districts. Earnings in mills situated in areas having a population of less than 250,000 averaged 48.2 cents; those in areas of 250,000 and under 500,000, 50.0

cents; those in areas of 500,000 but less than a million, 56.1 cents; and those in areas of a million or more paid an average of 63.8 cents.

OCCUPATIONAL DIFFERENCES

The earnings of the various occupational groups in the dyeing and finishing industry exhibit an extreme degree of variation. Among the skilled males hourly wages ranged from \$1.548, the average for printing machine tenders, to 60.5 cents, the earnings averaged by assistant foremen (table 6). The highest earnings in the group of semiskilled males were received by cutters on pile fabrics, who averaged 69.2 cents; the lowest earnings in this skill category (40.5 cents) went to the tenders of continuous dyeing machines. The highest-paid unskilled males were truck drivers' helpers, who had average earnings of 56.6 cents; yard laborers, with an average of 37.6 cents, received the lowest pay among the unskilled males.

TABLE 6.—Average Hourly Earnings, Weekly Hours, and Weekly Earnings of Dyeing and Finishing Workers, by Sex, Skill, and Occupation, September 1940

Sex, skill, and occupation	Number of employees	Average hourly earnings	Average weekly hours	Average weekly earnings
<i>Males</i>				
Skilled workers:				
Apprentices.....	29	\$0.922	39.0	\$35.97
Assistant foremen.....	103	.605	43.5	26.30
Carpenters.....	101	.676	41.6	28.08
Dyers.....	49	1.203	42.5	51.16
Electricians.....	59	.680	46.4	31.55
Engineers, power plant.....	48	.769	45.8	35.21
Engravers, hand and machine.....	29	1.380	40.0	55.19
Expeditors.....	26	.679	40.4	27.42
Fixers.....	97	.637	42.7	27.21
Foremen, working, direct.....	219	.846	43.5	36.78
Foremen, working, indirect.....	44	.898	43.0	38.57
Machinists.....	91	.714	44.2	31.56
Mechanics.....	62	.705	45.6	32.15
Pipefitters.....	49	.679	45.6	30.97
Printing-machine tenders, cloth.....	210	1.548	38.2	59.08
Second hands.....	128	.624	42.9	26.73
Miscellaneous skilled, direct.....	127	1.013	39.2	39.66
Miscellaneous skilled, indirect.....	78	.674	44.2	29.82
Semiskilled workers:				
Agar tenders, and steamer tenders, cloth.....	126	.527	38.5	20.29
Assistant chemists.....	44	.497	41.1	20.43
Back grey tenders.....	154	.535	38.3	20.49
Back tenders, printing.....	213	.561	39.1	21.93
Batchers and rewinders.....	218	.536	38.8	20.84
Bath mixers.....	32	.502	42.0	21.07
Bleach-machine operators.....	104	.445	41.0	18.23
Boil-off hands.....	141	.551	36.5	20.14
Button-breaker operators, cloth.....	27	.535	37.7	20.16
Calender tenders.....	243	.513	41.2	21.15
Checkers, processes.....	26	.611	41.6	25.42
Checkers, shipping and receiving.....	47	.474	43.0	20.38
Color mixers, cloth printing.....	142	.589	39.4	23.22
Continuous dyeing machine tenders.....	121	.405	38.6	15.64
Corduroy crossers.....	70	.426	42.5	18.09
Corduroy peggers and breakers.....	27	.406	42.3	17.19
Corduroy treadle operators.....	61	.440	44.5	19.55
Cutters, pile fabrics.....	150	.692	43.9	30.35
Dampener operators.....	27	.458	40.5	18.51
Decatizer tenders.....	41	.596	41.5	24.73
Doublers, cloth winding.....	80	.586	41.0	24.02
Drier tenders, cans, cloth.....	382	.482	42.1	20.28
Drier tenders, oven, cloth.....	197	.490	38.9	19.07
Drier tenders, skein yarn.....	26	.516	44.5	22.95
Dye mixers.....	76	.592	42.9	25.39
Dyeing-machine tenders, cloth.....	568	.569	38.0	21.62
Dyeing-machine tenders, skein yarn.....	95	.593	39.2	23.26

TABLE 6.—Average Hourly Earnings, Weekly Hours, and Weekly Earnings of Dyeing and Finishing Workers, by Sex, Skill, and Occupation, September 1940—Continued

Sex, skill, and occupation	Number of employees	Average hourly earnings	Average weekly hours	Average weekly earnings
<i>Males—Continued</i>				
Semiskilled workers—Continued.				
Dyers, warp, machine.....	49	\$0.581	41.9	\$24.36
Extractor tenders.....	140	.487	40.1	19.57
Firemen, power plant.....	193	.598	44.4	26.57
Folders, cloth, hand.....	186	.622	39.1	24.30
Hooker-machine tenders.....	101	.523	41.4	21.65
Inspectors, final.....	89	.586	41.9	24.56
Inspectors, processes.....	89	.437	40.7	17.76
Jackmen, printing.....	44	.551	39.8	21.92
Jig dyeing machine tenders, cloth.....	452	.495	40.5	20.08
Kier boilers.....	92	.466	41.0	19.10
Layer-out, cloth.....	66	.450	40.1	18.04
Maintenance helpers.....	122	.508	44.4	22.55
Mangle tenders.....	290	.473	41.3	19.55
Markers, cloth.....	32	.555	40.6	22.54
Mercerizers.....	66	.467	41.7	19.47
Napper tenders.....	127	.508	41.3	20.98
Oilers.....	31	.496	45.4	22.51
Order assemblers.....	37	.443	41.5	18.38
Package dyers, yarn.....	87	.606	41.1	24.92
Padding-machine tenders, dyeing.....	138	.469	40.5	19.03
Painters.....	27	.547	41.9	22.95
Palmer-machine operators.....	58	.532	40.0	21.26
Perchers.....	81	.505	38.7	19.54
Quill winders.....	83	.525	32.5	17.05
Sanforizers, cloth.....	58	.469	39.7	18.59
Screen printers, hand.....	132	.456	43.6	19.89
Shade matchers, cloth.....	42	.486	40.9	19.86
Shearing-machine operators, cloth.....	46	.494	42.9	21.19
Shippers and receivers.....	79	.655	44.1	28.90
Singer tenders.....	62	.468	40.9	19.14
Size makers.....	122	.504	40.7	20.49
Stock men.....	68	.548	41.5	22.73
Subforemen.....	87	.577	44.0	25.40
Tenter-frame tenders.....	738	.498	41.0	20.45
Truck drivers.....	77	.572	43.5	24.86
Vat tenders, skein dyeing.....	41	.512	43.6	22.32
Washer tenders.....	333	.493	38.7	19.06
Weighers, dry drugs.....	80	.528	41.7	22.02
Winders, cloth bolts or tubes.....	239	.481	41.1	19.76
Yardage-machine operators.....	52	.422	39.4	16.66
Miscellaneous semiskilled, direct.....	482	.495	41.9	20.76
Miscellaneous semiskilled, indirect.....	114	.635	43.5	23.28
Unskilled workers:				
Assorters and markers (cloth and yarn).....	43	.422	42.8	18.02
Balers, cloth.....	31	.406	40.2	16.35
Calender tender's helpers.....	75	.516	36.0	18.58
Coal passers.....	79	.452	41.9	18.95
Color boys, printing.....	62	.499	40.1	20.02
Drier tender's helpers, cloth.....	81	.542	36.0	19.54
Dyeing-machine tender's helpers.....	143	.554	36.3	20.09
Elevator operators.....	43	.432	41.6	17.94
Floormen.....	69	.484	41.6	20.12
Janitors.....	151	.403	40.3	16.24
Laborers, dye.....	228	.477	45.0	21.44
Laborers, maintenance.....	41	.461	39.1	18.05
Laborers, shipping and receiving.....	176	.456	42.2	19.24
Laborers, yard.....	118	.376	38.6	14.53
Learners.....	70	.377	38.9	14.67
Openers, bales.....	49	.471	39.5	18.58
Packers, cloth.....	209	.447	41.4	18.52
Plaiters.....	164	.412	40.9	16.83
Remnant sorters.....	26	.456	41.8	19.07
Scuteher tenders.....	73	.507	38.4	19.47
Sewers, cloth ends.....	99	.476	40.5	19.25
Soaper tenders.....	115	.467	41.6	19.42
Strainers, colors.....	79	.530	40.5	21.47
Swing tenders.....	83	.432	38.8	16.72
Tenter-frame tender's helpers.....	156	.483	38.5	18.57
Truck driver's helpers.....	36	.566	39.9	22.58
Truckers, hand.....	622	.430	39.5	17.00
Washers.....	34	.486	41.3	20.07
Washer tender's helpers.....	37	.448	28.2	12.61
Watchmen.....	187	.451	41.9	18.91
Wrappers, cloth.....	26	.432	38.5	16.63
Miscellaneous unskilled, direct.....	594	.466	39.2	18.30
Miscellaneous unskilled, indirect.....	38	.433	39.3	17.00
Clerical employees.....	328	.557	41.5	23.10

TABLE 6.—Average Hourly Earnings, Weekly Hours, and Weekly Earnings of Dyeing and Finishing Workers, by Sex, Skill, and Occupation, September 1940—Continued

Sex, skill, and occupation	Number of employees	Average hourly earnings	Average weekly hours	Average weekly earnings
<i>Females</i>				
Semiskilled workers:				
Cone winders.....	125	\$0.377	40.5	\$15.25
Folders, cloth, hand.....	30	.414	36.8	15.26
Hooker-machine tenders.....	69	.546	38.5	21.03
Inspectors, final.....	60	.404	40.0	16.14
Markers, cloth.....	90	.434	40.1	17.39
Pantographers.....	57	.437	37.4	16.37
Sample makers.....	27	.412	40.9	16.85
Tenter-frame tenders.....	46	.442	35.9	15.87
Winders, cloth bolts or tubes.....	27	.394	34.7	13.69
Winders, yarn.....	446	.414	34.8	14.41
Miscellaneous semiskilled.....	317	.453	38.0	17.20
Unskilled workers:				
Banders, cloth bolts.....	44	.433	36.2	15.69
Knotters, folded cloth.....	47	.411	36.4	14.97
Remnant sorters.....	52	.402	37.4	15.04
Sewers, cloth ends.....	113	.446	37.2	16.59
Wrappers, cloth.....	261	.423	38.4	16.24
Miscellaneous unskilled.....	131	.402	35.3	14.18
Clerical employees.....	542	.466	40.7	18.98

Earnings of women displayed much less variation than did those of the men. Average hourly wage payments to semiskilled females ranged from 54.6 cents, received by hooker-machine tenders, to 37.7 cents, earned by cone winders. The earnings of cone winders were below those even of the unskilled occupations, which ranged from 44.6 cents (for cloth end sewers) to 40.2 cents (for remnant sorters).

As shown by table 7, which presents the average hourly earnings of each occupation by region, northern employees received higher average earnings than the southern wage earners in every occupational group. In most instances the difference in favor of the northern worker was substantial, amounting in the case of printing-machine tenders to over 30 cents an hour.

TABLE 7.—Average Hourly and Weekly Earnings in Selected Dyeing and Finishing Occupations, by Sex, Skill, and Region, September 1940

Sex, skill, and occupation	North		South	
	Average hourly earnings	Average weekly earnings	Average hourly earnings	Average weekly earnings
<i>Males</i>				
Skilled workers:				
Assistant foremen.....	\$0.684	\$30.87	\$0.514	\$21.45
Fixers.....	.702	31.29	.452	17.17
Foremen, working direct.....	.881	38.47	.630	26.53
Printing-machine tenders, cloth.....	1.607	60.81	1.294	51.28
Second hands.....	.663	29.30	.563	23.10
Semiskilled workers:				
Back tenders, printing.....	.585	22.76	.456	18.13
Bleach-machine operators.....	.476	19.96	.382	14.96
Calender tenders.....	.533	22.44	.449	17.38
Color mixers, cloth printing.....	.625	24.73	.463	18.02
Continuous dyeing machine tenders.....	.477	18.88	.352	13.36
Doublers, cloth winding.....	.631	25.81	.493	20.31
Drier tenders, cans, cloth.....	.501	21.22	.391	15.87

TABLE 7.—Average Hourly and Weekly Earnings in Selected Dyeing and Finishing Occupations, by Sex, Skill, and Region, September 1940—Continued

Sex, skill, and occupation	North		South	
	Average hourly earnings	Average weekly earnings	Average hourly earnings	Average weekly earnings
<i>Males—Continued</i>				
Semiskilled workers—Continued.				
Drier tenders, oven, cloth	\$0. 523	\$20. 15	\$0. 378	\$15. 20
Dyeing-machine tenders, cloth	. 587	22. 07	. 384	16. 26
Firemen, power plant	. 646	28. 92	. 403	17. 30
Folders, cloth, hand	. 714	27. 88	. 469	18. 38
Hooker-machine tenders	. 562	23. 65	. 480	19. 52
Inspectors, processes	. 504	22. 04	. 380	14. 58
Jig dyeing machine tenders, cloth	. 517	21. 22	. 394	15. 13
Kier boilers	. 538	23. 00	. 397	15. 67
Layers-out, cloth	. 518	21. 62	. 375	14. 47
Maintenance helpers	. 537	24. 54	. 413	16. 72
Mangle tenders	. 524	21. 98	. 404	16. 34
Mercerizers	. 565	23. 64	. 374	15. 55
Napper tenders	. 570	25. 22	. 400	14. 87
Package dyers, yarn	. 658	27. 37	. 472	18. 85
Padding-machine tenders, dyeing	. 497	20. 96	. 377	13. 57
Screen printers, hand	. 522	20. 73	. 381	18. 72
Singer tenders	. 481	20. 48	. 449	17. 30
Size makers	. 547	22. 60	. 414	16. 33
Tenter-frame tenders	. 525	21. 69	. 399	15. 90
Washer tenders	. 532	20. 63	. 395	15. 13
Winders, cloth bolts or tubes	. 502	21. 05	. 391	14. 85
Unskilled workers:				
Coal passers	. 513	22. 54	. 332	12. 76
Dyeing-machine tender's helpers	. 610	22. 86	. 347	11. 21
Janitors	. 449	18. 85	. 331	12. 50
Laborers, dye	. 496	23. 05	. 341	12. 57
Laborers, shipping and receiving	. 496	21. 61	. 348	13. 44
Laborers, yard	. 449	18. 74	. 326	11. 94
Learners	. 390	15. 24	. 354	13. 64
Packers, cloth	. 468	19. 60	. 386	15. 41
Plaiters	. 441	18. 18	. 358	14. 35
Sowers, cloth ends	. 507	21. 32	. 403	14. 93
Soapier tenders	. 482	20. 70	. 418	15. 80
Swing tenders	. 454	17. 92	. 376	13. 96
Truckers, hand	. 476	18. 91	. 355	13. 93
Watchmen	. 477	19. 90	. 359	15. 27
Clerical employees	. 569	23. 62	. 523	21. 64
<i>Females</i>				
Semiskilled workers: Winders, yarn	. 417	15. 01	. 399	12. 08
Unskilled workers: Wrappers, cloth	. 431	16. 62	. 390	14. 69
Clerical employees	. 469	19. 02	. 453	18. 77

Only three occupations contained sufficient numbers of both white and Negro wage earners to permit comparisons of their earnings. In each of these occupations white workers were found to receive slightly higher compensation than was paid to the Negroes. The average hourly earnings of white truckers, janitors, and shipping laborers in southern mills were 37.2, 33.8, and 36.8 cents an hour, respectively. The Negroes employed in these occupations in the South received 32.5, 32.7, and 32.6 cents, respectively. In no instance did representatives of the Bureau report a racial differential within the confines of a single plant.

Average Weekly Hours and Earnings

The actual workweek in the dyeing and finishing industry in September 1940 averaged 40.3 hours (table 8). One-third (33.6 percent) of

the wage earners in the industry were working exactly 40 hours. However, a very considerable number (41.8 percent) were working longer hours, and these included a substantial group (13.8 percent of the total) working 48 hours or more.

TABLE 8.—Percentage Distribution of Dyeing and Finishing Workers, by Average Weekly Hours, Region, and Sex, September 1940

Weekly hours actually worked	United States			North			South		
	All employees	Males	Females	All employees	Males	Females	All employees	Males	Females
Under 8 hours	0.3	0.3	0.3	0.4	0.4	0.3	0.1	0.1	0.2
8 and under 16 hours	1.2	1.2	2.0	1.4	1.3	2.2	.7	.7	1.1
16 and under 24 hours	2.3	1.9	5.0	2.5	2.1	5.3	1.8	1.5	4.3
24 and under 32 hours	5.6	5.0	10.1	5.4	4.9	9.0	6.1	5.2	13.9
32 and under 36 hours	7.7	7.4	10.1	6.4	6.0	9.0	11.8	11.5	14.1
36 and under 40 hours	7.5	6.8	12.5	7.4	6.4	14.2	7.7	7.8	6.7
Exactly 40 hours	33.6	33.4	35.3	31.7	31.3	36.1	39.1	39.8	32.8
Over 40 and under 44 hours	20.3	21.3	12.1	21.5	22.6	13.8	16.6	17.8	6.3
44 and under 48 hours	7.7	7.8	6.3	8.3	8.4	7.2	5.7	6.1	3.1
48 and under 52 hours	7.8	8.1	5.7	7.9	8.6	2.6	7.5	6.4	15.9
52 and under 56 hours	2.4	2.7	.5	2.8	3.2	.2	1.2	1.2	1.6
56 and under 60 hours	1.6	1.8	.1	1.9	2.1	.1	.8	.9	-----
60 hours and over	2.0	2.3	-----	2.4	2.7	-----	.9	1.0	-----
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees	16,498	14,556	1,942	12,354	10,858	1,496	4,144	3,698	446
Average weekly hours	40.3	40.7	37.2	40.6	41.0	37.1	39.4	39.6	37.6

As is usually the case, male employees had a longer average workweek than did females. The former averaged 40.7 hours, as compared with 37.2 hours for the latter. Northern workers were employed for 40.6 hours on the average, whereas employees of southern establishments had a shorter workweek, averaging 39.4 hours. This regional difference in the workweek resulted from the greater number of hours worked by the northern male employees. Females in the South had a longer average workweek than the northern females.

Approximately one-third of the employees in each regional sex group were working exactly 40 hours, but the number of wage earners working more than 40 hours varied considerably from one group to another. Nearly one-half (47.6 percent) of the northern males, as compared with one-third (33.4 percent) of the southern males averaged more than 40 hours during the week surveyed. Of the females, however, only 23.9 percent in the North and 26.9 percent in the South averaged more than the 40 hours. The group of southern females working more than 40 hours included a sizable number (17.5 percent) who worked 48 hours or more.

Average weekly earnings of all employees in the dyeing and finishing industry amounted to \$21.27 at the time of the study. Although wages of individual employees ranged from less than \$8 to more than

\$48 a week, the earnings of a majority of the workers fell within fairly narrow limits. Weekly earnings of one-half (47.8 percent) of the employees were between \$14 and \$22, and almost two-thirds (64.1 percent) were within the 12-dollar range of more than \$12 but less than \$24. Despite this clustering at the lower half of the distribution, a sizable minority of the employees, embracing 11.5 percent of the total, were paid \$30 or more.

The sex and regional differences already shown to exist in average hourly earnings appear also in the weekly earnings of the several classes of employees. As shown by table 9, northern males averaged \$23.82, compared with average weekly earnings of \$16.60 for southern males. Females averaged \$16.41 in the North as against \$14.16 in the South. Weekly earnings of \$30 or more were virtually confined to northern males, of whom 16.1 percent had earnings at or beyond that level.

TABLE 9.—Percentage Distribution of Dyeing and Finishing Workers, by Average Weekly Earnings, Region, and Sex, September 1940

Average weekly earnings	United States			North			South		
	All employees	Male	Female	All employees	Male	Female	All employees	Male	Female
Under \$8.....	2.2	2.0	3.7	2.0	1.8	3.7	2.6	2.2	3.6
\$8 and under \$10.....	1.3	.9	4.4	1.1	.7	3.8	2.1	1.5	6.3
\$10 and under \$12.....	3.6	3.0	7.4	1.8	1.5	4.6	8.6	7.7	16.6
\$12 and under \$14.....	8.3	7.3	15.5	3.1	2.0	11.2	23.8	23.1	29.8
\$14 and under \$16.....	11.9	10.9	19.5	8.7	7.1	20.9	21.5	22.4	14.8
\$16 and under \$18.....	11.5	10.1	21.4	10.8	8.7	26.4	13.3	14.4	5.2
\$18 and under \$20.....	12.4	12.2	15.5	13.1	13.0	14.1	10.8	9.6	20.2
\$20 and under \$22.....	12.0	13.0	6.0	13.9	14.6	7.2	6.9	7.5	2.0
\$22 and under \$24.....	8.0	8.7	2.6	9.4	10.3	3.1	3.7	4.1	.7
\$24 and under \$26.....	6.3	7.1	.9	7.8	8.8	1.1	1.9	2.1	.4
\$26 and under \$28.....	6.7	7.4	.9	8.3	9.3	1.1	1.8	2.0	.4
\$28 and under \$30.....	4.3	4.7	.7	5.5	6.1	.9	.6	.7	-----
\$30 and under \$32.....	3.0	3.3	.5	3.8	4.2	.6	.7	.7	-----
\$32 and under \$34.....	1.9	2.0	.9	2.4	2.5	1.2	.3	.4	-----
\$34 and under \$36.....	1.4	1.6	.1	1.8	2.0	.1	.2	.2	-----
\$36 and under \$40.....	1.7	1.9	-----	2.2	2.5	-----	.2	.3	-----
\$40 and under \$48.....	1.4	1.6	-----	1.8	2.1	-----	.2	.2	-----
\$48 and over.....	2.1	2.3	-----	2.5	2.8	-----	.8	.9	-----
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total number of employees.....	16,498	14,556	1,942	12,354	10,858	1,496	4,144	3,698	446
Average weekly earnings.....	\$21.27	\$21.99	\$15.89	\$22.93	\$23.82	\$16.41	\$16.34	\$16.60	\$14.16

Comparison With Results of Previous Studies

The last previous wage and hour study of the dyeing and finishing industry made by the Bureau of Labor Statistics reflected conditions in the industry in the spring of 1938. Table 10 presents a comparison of wage data for 1938 and 1940. It is believed that the inclusion of the limited amount of overtime earnings in the wage information for the earlier period does not materially impair the comparability of the data presented in the table.

TABLE 10.—Percentage Distribution of Dyeing and Finishing Workers, by Average Hourly Earnings and Region, July 1938 and September 1940

Average hourly earnings	United States		North		South	
	July 1938	September 1940	July 1938	September 1940	July 1938	September 1940
Under 32.5 cents.....	5.7	0.1	1.0	0.1	21.8	0.1
32.5 and under 35.0 cents.....	4.3	9.0	2.0	1.8	12.0	30.7
35.0 and under 37.5 cents.....	5.4	6.9	2.8	4.9	14.1	12.9
37.5 and under 40.0 cents.....	7.1	7.0	5.3	4.0	13.3	15.9
40.0 and under 42.5 cents.....	6.0	9.6	5.5	9.4	7.8	10.1
42.5 and under 47.5 cents.....	12.7	15.4	13.5	16.2	10.2	12.7
47.5 and under 52.5 cents.....	13.3	13.6	15.4	15.6	6.3	7.8
52.5 and under 57.5 cents.....	9.2	7.7	10.2	9.1	6.0	3.6
57.5 and under 62.5 cents.....	6.9	6.3	8.0	7.8	3.3	2.0
62.5 and under 67.5 cents.....	15.0	10.4	18.9	13.5	1.4	1.3
67.5 and under 72.5 cents.....	5.2	5.0	6.4	6.4	1.0	1.0
72.5 and under 77.5 cents.....	2.0	2.6	2.4	3.2	.7	.4
77.5 and under 82.5 cents.....	1.4	1.4	1.7	1.8	.4	.2
82.5 and under 92.5 cents.....	2.0	1.8	2.4	2.3	.5	.2
92.5 and under 100.0 cents.....	.4	.5	.4	.6	.2	.2
100.0 and under 120.0 cents.....	1.3	.8	1.5	1.0	.6	.2
120.0 cents and over.....	2.1	1.9	2.6	2.3	.4	.7
Total.....	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees.....	28,330	16,498	21,754	12,354	6,576	4,144
Average hourly earnings.....	\$0.545	\$0.528	\$0.586	\$0.565	\$0.409	\$0.415

Wages declined slightly during the 2-year period, the general average dropping from 54.5 cents in 1938 to 52.8 cents in 1940. Data submitted to the Bureau monthly by a number of firms in the industry reveal that the decline occurred largely during the summer of 1938, when manufacturing wages generally were falling; modest gains registered in late 1939 and 1940 were insufficient to offset the earlier losses.⁸ It will be observed that the drop in the general average was due to the influence of northern plants, since hourly earnings in the South, substantially affected by the 32.5-cent minimum, rose slightly. The relatively low-wage plants dealing exclusively with cotton fabrics showed gains in average earnings both in the North and in the South.

Earnings of individual workers underwent somewhat greater changes than are indicated by the average for all employees. In 1938, a sizable group of workers, most of whom were in southern mills, were receiving less than 32.5 cents. In 1940, largely as a result of the minimum wage which had been established under the Fair Labor Standards Act, the number of employees receiving less than 32.5 cents had been reduced to a negligible proportion of the total. Employees receiving more than the minimum experienced some decrease in the general level of earnings. Thus, 71.5 percent in 1938 but only 67.4 percent in 1940 received 42.5 cents or more; 29.4 percent in 1938 but only 24.4 percent in 1940 were paid 62.5 cents or more.

⁸ By the summer of 1941 additional wage increases had occurred and the industry average was substantially above that for 1938.

HOURLY EARNINGS IN THE FURNITURE INDUSTRY, FEBRUARY 1941¹

Summary

HOURLY earnings of wage earners in the furniture-manufacturing industry in February 1941 averaged 50.5 cents, according to the results of a study recently made by the Bureau of Labor Statistics. The study covered 112 plants engaged in the production of wood household furniture, office furniture, and public-building furniture. The average for the industry as a whole was approximately 1 cent per hour above the average of 49.6 cents paid by the same firms in 1937. Practically all of the workers surveyed in 1941 were receiving 30 cents or more per hour. Slightly less than two-fifths of the workers received 52.5 cents per hour or more.

Characteristics of the Industry

As defined in this survey, the furniture industry includes the manufacture of three broad classes of products; namely, wood household furniture, office furniture, and public-building furniture. The scope of the industry studied is somewhat more limited than the census classification, which also embraces household furniture made of metal, fiber, reed, rattan and willow; "laboratory, hospital, and other professional furniture"; and "partitions, shelving, cabinet work, and office and store fixtures." Establishments engaged primarily in the manufacture of these products, however, probably employ less than one-fifth of the total wage earners and differ from the rest of the industry in their wage structure and in other characteristics.

Volume of production.—The production of furniture constitutes one of the Nation's major manufacturing industries. In 1939, according to the Census of Manufactures, the industry included approximately 3,500 establishments and employed 159,000 wage earners. These workers earned a total of \$155,000,000 and produced furniture valued at \$624,000,000. The branches covered in the Bureau's survey are estimated to have employed some 125,000 workers and manufactured products worth approximately \$500,000,000; of this amount wood household furniture represented roughly seven-eighths, office furniture about one-tenth, and public-building furniture about one-twentieth.

The labor force.—The labor aspects of furniture manufacture are extremely important. In 1937 only 8 other manufacturing industries employed as many workers as the furniture industry, and only 11 paid out as much in wages. Labor cost, moreover, is an important item

¹ Prepared by Victor S. Baril, assisted by Abner C. Lakenan, of the Bureau's Division of Wage and Hour Statistics. The complete findings on this survey appear in Serial No. R. 1330, which may be had upon request.

in the manufacture of furniture, approximately one-fourth of the total value of product in 1939 being paid out to wage earners.

Employment shows marked seasonal variations, the period of greatest activity usually coming in the fall of the year and the slackest period in midsummer. February, the month covered by the Bureau's survey, is believed to be fairly representative of normal operations.

The labor force in the furniture industry is made up almost entirely of male workers. The few females in the industry are found in the upholstery and finishing departments and are employed on tasks not generally performed by males.

Well over two-fifths of the workers in the furniture industry work in semiskilled occupations, somewhat more than one-third in skilled occupations, and less than one-fifth in unskilled occupations. These ratios vary somewhat by region and branch of the industry. There are fewer skilled workers in the South than in the North, and more unskilled workers. Metal office furniture and public-building furniture employ relatively more semiskilled workers and fewer skilled and unskilled than do the divisions of the industry manufacturing wooden furniture.

Trade-unionism.—On the basis of the 1941 survey it appears that there has been a marked extension in trade-unionism in the furniture industry since October 1937. Of the 112 plants surveyed in both years, only 19 had union agreements in 1937, and only 17 percent of the workers were found in these union plants. By 1941, nearly one-third (35) of the 112 plants had trade-union agreements and approximately the same proportion of the employees worked under such agreements. These proportions appear to be consistent with an estimate made by the Bureau in 1939 that somewhat under 40 percent of the workers in the industry were working under agreements with their employers.

The increase in the extent of union agreements was confined entirely to the wood household and wood office furniture divisions in the North, as no additional collective-bargaining agreements were reported in 1941 for metal office or public-building furniture, or for any southern plant. In the North nearly two-fifths of the plants had union agreements and somewhat more than two-fifths of the employees worked under such agreements.

Methods of wage payment.—Approximately two-thirds of all employees in the furniture industry are time workers, somewhat over one-fifth are piece workers, and one-eighth are bonus workers. In the North well over one-half of the workers covered in the 1941 survey were found to be paid on a time basis, somewhat more than one-fourth were paid on a piece basis, and less than one-fifth were paid on a production-bonus basis. In the South nine-tenths of the workers were on time rates, the remainder being paid piece rates.

Method of Study

Selection of sample.—In the interest of speed and economy, the sample on which the 1941 survey was based was selected entirely from among the 373 representative plants studied in the 1937 survey of the industry. Although dependence on the 1937 sample fails to take full account of a recent trend of the industry toward the South,² the importance of this deficiency is believed to be slight. What evidence is available indicates that with regard to the industry as a whole and its major product groups and regions, the results of the 1941 survey provide a dependable picture of the wage and hour structure. Throughout the following discussion comparisons are made between the 1941 and 1937 wages of 112 identical firms.

Of the 112 plants studied in 1941, only 19 were in the South,³ and of these, 16 were in the wood-household-furniture branch of the industry. Metal office furniture is manufactured almost exclusively in the North, and the number of southern plants producing wood office furniture or public-building furniture is small.

TABLE 1.—Number of Plants and of Workers in 1937 and 1941 Surveys of Furniture Industry, by Industry Division

Division of industry	Scope of 1937 survey		Scope of 1941 survey				
	Number of plants	Number of workers	Plants		Workers		
			Number	Percent of total surveyed in 1937	Number employed in 1937	Percent of total surveyed in 1937	Number employed in 1941
Wood household furniture.....	298	33,199	72	24.2	9,690	29.2	10,430
Case goods.....	129	16,175	29	22.5	4,462	27.6	4,965
Upholstered furniture.....	99	8,333	24	24.2	2,584	31.0	2,708
Novelty furniture.....	49	6,716	13	26.5	1,879	28.0	2,043
Kitchen furniture.....	21	1,975	6	28.6	765	38.7	714
Office furniture.....	50	7,111	27	54.0	4,057	57.1	5,667
Wood office furniture.....	31	2,976	16	51.6	1,655	55.6	1,960
Metal office furniture.....	19	4,135	11	57.9	2,402	58.1	3,707
Public-building furniture.....	25	3,118	13	52.0	1,708	54.8	1,719

Seventy-two plants manufacturing wood household furniture, 27 making office furniture, and 13 producing public-building furniture were included in the 1941 survey. The distribution of these plants and their employees by product groups is given in table 1. It is

² Information which has become available since the material for the study was collected indicates that southern plants are now of greater importance in the industry than they were in 1937. Preliminary census data show that the percentage of establishments located in southern States rose from 13 to 16 between 1937 and 1939, while the percentage of workers increased from 23 to 29. Findings of the study itself reveal that employment increased more rapidly in southern than in northern plants, and that a number of plants in the North, but none in the South, went out of business. Since wages in the South are lower than in the North, an increase in the representation of the southern plants would undoubtedly tend to lower slightly the wage level in the industry as a whole.

³ In both surveys of the furniture industry, the South includes the States of Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, southern Missouri, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, and Virginia. All other areas are included in the North.

apparent from this table that approximately one-quarter of the establishments found to be manufacturing wood household furniture in the 1937 survey were covered in 1941, and roughly half of the other establishments. The representation of workers is somewhat greater, indicating a slight overrepresentation of the larger plants.⁴ In all, 17,816 workers were covered in the 1941 survey.

It will be observed that among these identical plants all divisions of the industry except kitchen furniture showed increases in employment from 1937 to 1941. The greatest increase was in the metal office-furniture division, in whose 11 plants employment increased by more than 50 percent. Except in office furniture, however, the gain was exclusively in southern plants, while employment in northern plants other than those making office furniture declined slightly. Although these figures do not take account of firms entering or leaving the industry during the 3½-year period,⁵ they confirm the increase in the relative importance of the South.

Material secured.—The information on which the survey is based was obtained directly from plant records by field representatives of the Bureau. The basic information included the occupation, sex, color, and method of wage payment of each worker, as well as his actual hours of work and his actual earnings for one representative pay-roll period. For each worker extra earnings from overtime, worked at punitive⁶ rates of pay, were reported separately from earnings at regular rates of pay.

The average hourly earnings used in this report, unless otherwise specified, are based on earnings at regular rates of pay and do not reflect any extra earnings received by workers for overtime worked at punitive rates of pay. In this respect the figures for 1941 differ from those for 1937, as the latter are based on earnings at all rates and therefore reflect any extra earnings for overtime worked at boosted rates. This difference, however, does not impair the validity of general comparisons, since relatively few of the plants paid extra rates for overtime work in 1937. Of the 93 northern plants covered in that year, only 29 made extra payments for overtime, and in most cases the amount of such payments during the period surveyed is believed to have been small.

The hours used in arriving at average hourly earnings were in all cases the hours actually worked, excluding regular lunch periods but

⁴ The 1937 sample included somewhat more than one-quarter of all the workers in the wood-household-furniture branch of the industry and slightly more than half of the workers in the other 2 branches. Since the survey in the wood household and office furniture branches was limited to plants with 20 or more employees, the proportion of plants included in the survey was smaller than the proportion of workers. Neither the 1937 nor the 1941 survey revealed any consistent relationship between size of plant and wage level.

⁵ Of 128 plants from which information was sought, 16 were found to be out of business. All 16 were in the North. The plants going out of business were smaller on the average than those found to be remaining in business. Fourteen of the sixteen plants paid lower average wages than the average for their divisions of the industry in 1937 and only two paid higher wages.

⁶ Since October 1940, pay at the rate of time and one-half has been required under the provisions of the Fair Labor Standards Act for all hours in excess of 40 per week.

including rest periods. Hours were adjusted to include rest periods when such periods were not considered by the reporting firms as hours worked.

As in the 1937 survey, all wage earners and working salaried employees in the plant were covered. In addition, information was obtained in 1941 for certain office employees (other than salesmen, professional and technical workers, proprietors, managers, and officials). The information for office employees, however, has been tabulated separately from that for other workers, and is not reflected in the distributions and general averages shown for workers in the industry.⁷

Wood Household Furniture

AVERAGE HOURLY EARNINGS

The average hourly earnings of 10,430 workers in 72 plants in that branch of the industry making wood household furniture in February 1941 amounted to 48.7 cents.⁸ Although a few workers earned less than 30 cents an hour and some earned more than \$1.20, the vast majority had earnings within a much more limited range (table 2). Four-fifths of the workers earned between 30.0 and 62.5 cents, and one-fifth had earnings within the 2.5-cent interval from 30.0 to 32.5 cents.

Workers in the North averaged 55.6 cents an hour, or half again as much as workers in the South, whose earnings amounted to 36.9 cents. This sharp regional difference is reflected clearly in the distributions of individual earnings. For example, well over two-fifths (44.7 percent) of the workers in the South had earnings between 30.0 and 32.5 cents, and two-thirds received less than 37.5 cents an hour. Only 5.4 and 12.3 percent, respectively, of the workers in the North received earnings as low as these. In the latter region, on the other hand, nearly two-fifths (38.1 percent) of the workers earned 57.5 cents or more an hour, whereas only 5.4 percent of the workers in the South were paid this much. Few workers in either region received less than the legal minimum of 30.0 cents an hour.⁹

⁷ In a special inquiry the Bureau also endeavored to determine the extent to which the furniture industry relied on sawmills and planing mills for dimension stock in lieu of rough lumber. Reports covering 90 of the 112 plants surveyed in 1941 indicate that approximately one-third of the plants purchased some dimension stock, while the other two-thirds still purchased rough lumber which they converted in their own plants. Of the 29 plants reporting purchases of dimension stock, 7 purchased dimension stock exclusively, and 13 filled 25 percent or more of their requirements through purchases of dimension stock. In 16 plants, purchases of dimension stock amounted to less than 25 percent of the requirements. Dimension stock purchases consisted largely of rough stock, cut to specified size. For instance, 18 plants purchased only rough stock, 9 purchased partly machined stock, and only 5 purchased fully machined stock.

Plants engaged in the manufacture of upholstered furniture may or may not make their own frames. In the North, and in particular in the larger cities, frames are often purchased ready made. Seven of the 20 upholstered-furniture plants in the North purchased frames and 13 made their own frames. In the South, all of the 4 upholstered-furniture plants surveyed made their own frames.

⁸ This average is based on earnings at regular rates of pay. If, however, extra earnings from overtime at punitive rates of pay are added to the earnings at regular rates of pay, the general average is increased by 1.3 cents.

⁹ A few of the workers paid less than 30 cents were certified learners. Of the remaining workers practically all were paid at only slightly less than the legal rate.

TABLE 2.—Percentage Distribution of Workers in Manufacture of Wood Household Furniture, by Average Hourly Earnings, Region, and Skill, October 1937 and February 1941

Average hourly earnings	All workers		Skilled workers		Semiskilled workers		Unskilled workers	
	1937	1941	1937	1941	1937	1941	1937	1941
United States								
Under 30.0 cents.....	9.2	0.2	1.8	0.1	9.1	0.1	26.1	0.5
30.0 and under 32.5 cents.....	9.4	19.2	4.1	5.1	10.5	17.9	18.7	49.1
32.5 and under 35.0 cents.....	6.0	5.3	3.1	2.9	8.0	6.5	7.5	6.8
35.0 and under 37.5 cents.....	5.7	7.0	4.8	5.2	5.9	8.1	7.3	7.8
37.5 and under 40.0 cents.....	4.6	4.3	4.0	3.6	4.7	4.8	5.5	4.2
40.0 and under 42.5 cents.....	8.9	8.3	8.2	7.1	9.3	9.3	9.4	8.0
42.5 and under 47.5 cents.....	11.0	10.9	11.0	10.2	11.5	12.4	9.0	8.7
47.5 and under 52.5 cents.....	9.9	10.2	11.2	12.6	10.4	10.3	5.5	5.4
52.5 and under 57.5 cents.....	7.0	8.0	9.2	10.2	6.6	7.6	3.0	4.8
57.5 and under 62.5 cents.....	6.0	5.9	8.5	7.8	5.3	6.0	2.1	2.0
62.5 and under 67.5 cents.....	5.9	4.7	7.9	6.5	5.1	4.5	3.5	1.8
67.5 and under 72.5 cents.....	3.9	4.1	5.7	6.5	3.6	3.9	.9	.2
72.5 and under 77.5 cents.....	3.6	3.6	4.2	5.0	3.9	3.8	1.3	.3
77.5 and under 82.5 cents.....	2.5	2.2	4.0	3.9	2.0	1.7	.1	.2
82.5 and under 87.5 cents.....	2.1	1.5	3.3	2.6	2.0	1.3	.....	.1
87.5 and under 92.5 cents.....	1.1	1.1	2.0	2.3	.8	.7	.1	.1
92.5 and under 100.0 cents.....	1.0	1.0	2.0	2.2	.6	.5	.....	.....
100.0 and under 110.0 cents.....	1.0	1.4	2.1	3.6	.4	.3	.....	.....
110.0 and under 120.0 cents.....	.6	.7	1.4	1.6	.2	.3	.....	.....
120.0 cents and over.....	.6	.4	1.5	1.0	.1	(¹)	.....	.....
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	9,690	10,430	3,702	3,710	4,324	4,754	1,664	1,966
Average hourly earnings.....	\$0.486	\$0.487	\$0.570	\$0.578	\$0.461	\$0.466	\$0.362	\$0.367
North								
Under 30.0 cents.....	3.4	(¹)	0.5	(¹)	3.6	(¹)	10.0	0.1
30.0 and under 32.5 cents.....	2.7	5.4	.8	1.5	2.1	3.9	9.3	19.4
32.5 and under 35.0 cents.....	2.9	2.1	.7	.9	3.3	1.9	7.5	5.9
35.0 and under 37.5 cents.....	4.1	4.8	1.8	1.6	4.2	5.2	9.7	11.2
37.5 and under 40.0 cents.....	4.4	3.7	3.0	1.7	4.3	4.2	8.5	6.7
40.0 and under 42.5 cents.....	10.1	9.2	7.0	5.5	11.3	10.6	14.6	13.8
42.5 and under 47.5 cents.....	13.2	13.3	11.2	9.6	14.7	15.5	14.2	15.7
47.5 and under 52.5 cents.....	11.8	12.9	11.2	13.2	13.5	13.9	8.7	10.0
52.5 and under 57.5 cents.....	8.7	10.5	10.1	11.1	8.9	10.6	4.8	8.8
57.5 and under 62.5 cents.....	7.8	8.1	9.9	8.9	7.5	9.0	3.4	3.7
62.5 and under 67.5 cents.....	7.9	6.6	9.6	7.9	7.2	6.6	5.6	3.2
67.5 and under 72.5 cents.....	5.3	5.9	7.1	8.2	5.0	5.8	1.4	.4
72.5 and under 77.5 cents.....	5.0	5.2	5.6	6.4	5.6	5.8	2.1	.5
77.5 and under 82.5 cents.....	3.5	3.2	5.3	5.1	2.9	2.5	.1	.3
82.5 and under 87.5 cents.....	3.0	2.2	4.3	3.5	2.9	1.9	.....	.2
87.5 and under 92.5 cents.....	1.6	1.7	2.7	3.2	1.2	1.0	.1	.1
92.5 and under 100.0 cents.....	1.4	1.5	2.5	3.1	.8	.7	.....	.....
100.0 and under 110.0 cents.....	1.4	2.1	2.8	5.0	.6	.5	.....	.....
110.0 and under 120.0 cents.....	.9	1.0	1.8	2.2	.3	.4	.....	.....
120.0 cents and over.....	.9	.6	2.1	1.4	.1	(¹)	.....	.....
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	6,771	6,766	2,719	2,582	3,008	3,114	1,044	1,070
Average hourly earnings.....	\$0.547	\$0.556	\$0.624	\$0.639	\$0.523	\$0.533	\$0.417	\$0.420
South								
Under 30.0 cents.....	22.9	0.4	5.3	0.1	21.6	0.2	53.4	1.0
30.0 and under 32.5 cents.....	25.1	44.7	13.1	13.4	29.4	44.7	34.7	84.7
32.5 and under 35.0 cents.....	13.3	11.1	9.5	7.6	18.9	15.3	7.6	7.9
35.0 and under 37.5 cents.....	9.6	11.2	13.1	13.4	9.8	13.8	3.4	3.8
37.5 and under 40.0 cents.....	4.8	5.4	6.7	7.8	5.5	6.0	.3	1.2
40.0 and under 42.5 cents.....	6.2	6.6	11.5	10.6	4.9	6.8	.6	1.0
42.5 and under 47.5 cents.....	5.4	6.6	10.6	11.6	4.2	6.6	.....	.3
47.5 and under 52.5 cents.....	5.3	5.2	11.3	11.5	3.4	3.7	.....	.....
52.5 and under 57.5 cents.....	2.9	3.4	6.7	8.3	1.4	1.8	.....	.....
57.5 and under 62.5 cents.....	1.7	1.8	4.7	5.3	.2	.4	.....	.....
62.5 and under 67.5 cents.....	1.2	1.3	3.3	3.3	.2	.5	.....	.1
67.5 and under 72.5 cents.....	.8	.9	1.8	2.7	.4	.1	.....	.....
72.5 and under 77.5 cents.....	.2	.7	.6	2.0	.1	.1	.....	.....
77.5 and under 82.5 cents.....	.1	.4	.4	1.2	.....	.....	.....	.....
82.5 and under 87.5 cents.....	.1	.1	.4	.4	.....	.....	.....	.....
87.5 and under 92.5 cents.....	.1	.1	.2	.3	.....	.....	.....	.....
92.5 and under 100.0 cents.....	.2	(¹)	.5	.1	.....	.....	.....	.....
100.0 and under 110.0 cents.....	.1	.1	.2	.3	.....	.....	.....	.....
110.0 and under 120.0 cents.....	(¹)	(¹)	.1	.1	.....	.....	.....	.....
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	2,919	3,664	983	1,128	1,316	1,640	620	896
Average hourly earnings.....	\$0.350	\$0.369	\$0.430	\$0.446	\$0.328	\$0.350	\$0.269	\$0.307

¹ Less than a tenth of 1 percent.

Skilled workers in the industry as a whole earned an average of 57.8 cents an hour, or 11.2 cents more than semiskilled and 21.1 cents more than unskilled workers. Much the same absolute differences in earnings existed between skill groups in the North, where skilled workers received 63.9 cents an hour, semiskilled workers 53.3 cents, and unskilled workers 42.0 cents. Hourly earnings in the South amounted to 44.6 cents for skilled, 35.0 cents for semiskilled, and 30.7 cents for unskilled workers.

Changes From 1937 to 1941

Average hourly earnings in the 72 plants were slightly higher in 1941 than in 1937. Workers in the North averaged 0.9 cent more per hour (55.6 compared to 54.7 cents) and in the South 1.9 cents more per hour (36.9 as against 35.0 cents). The net gain for the industry as a whole, however, amounted to only 0.1 cent. This seeming inconsistency is explained by the fact that the southern plants, with their much lower wage level, experienced substantial gains in employment during the 3½-year period and consequently exerted greater influence in 1941 than they did in 1937.¹⁰

The greater increase in earnings in the South than in the North tended to reduce slightly the difference in earnings in favor of the latter region. In 1937 the general average hourly earnings of northern workers were 19.7 cents higher than those of southern workers, whereas in 1941 the difference was only 18.7 cents.

The modest increase in earnings since 1937 is due largely to the raising of wage rates for a substantial number of workers who previously received less than 30 cents an hour. This adjustment, which meant wage increases for 3.4 percent of the workers in the North and 22.5 percent of those in the South, undoubtedly resulted from the application of the 30-cent minimum wage under the Fair Labor Standards Act.¹¹ Practically all of the workers formerly receiving less than 30.0 cents were earning between 30.0 and 32.5 cents in 1941; most of these workers, in fact, received exactly 30.0 cents.

In each skill group hourly earnings were higher in 1941 than in 1937. The absolute increase varied directly with the skill of the group in the North, but indirectly with the skill of the group in the South. In the North the absolute increase amounted to 1.5 cents for skilled workers, to 1.0 cent for semiskilled workers, and to only 0.3 cent for unskilled workers. In the South, on the other hand, hourly earn-

¹⁰ The South accounted for only 30.1 percent of the workers in the wood-household-furniture branch in 1937, but for 35.2 percent in 1941.

¹¹ This raise was largely confined to the earnings of unskilled and semiskilled workers. In the North, the earnings of 9.9 percent of the unskilled and those of 3.6 percent of the semiskilled and in the South the earnings of 52.4 percent of the unskilled and 21.4 percent of the semiskilled were increased to 30.0 cents or more. It was necessary to raise the wages of only 0.5 percent of the skilled workers in the North and those of only 5.3 percent of the skilled workers in the South.

ings were higher by 1.6 cents for skilled workers, by 2.2 cents for semi-skilled workers, and by 3.8 cents for unskilled workers.

Because little work on Federal contracts was under production at the time of the 1941 survey, the minimum rates established for the wood furniture industry under the Public Contracts Act¹² do not appear to have exerted much influence on the wage structure of the wood-household-furniture branch.

That occupational and skill differentials were not generally maintained after the application of the 30-cent minimum is evident from an examination of the earnings of workers who in 1937 were already receiving 30.0 or more cents an hour. In the South, for example, the relative number of workers earning 35.0 cents or more an hour increased only from 38.7 percent to 43.8 percent, and those receiving 42.5 cents or more increased only from 18.1 to 20.6 percent. In the North only 61.5 percent of the workers in 1941, as compared to 59.2 of those in 1937, averaged 47.5 cents or more an hour.

The change in general average wages in individual plants may be seen from table 3. Of the 72 mills surveyed, 41 were in higher wage brackets in 1941 than in 1937, 21 remained in the same wage class, and 10 dropped to lower wage classes. Of the 21 plants remaining in the same wage bracket as in 1937, 8 showed slight increases, 11 showed slight decreases, and 2 showed no change.

TABLE 3.—Changes in Plant Average Hourly Earnings, in Manufacture of Wood Household Furniture, Between October 1937 and February 1941

Plant average hourly earnings (in cents) 1937	Distribution of plants in 1937	Number of plants having 1941 average hourly earnings (in cents) of—														75.0 and over	
		Under 32.5	32.5 and under 35.0	35.0 and under 37.5	37.5 and under 40.0	40.0 and under 42.5	42.5 and under 45.0	45.0 and under 47.5	47.5 and under 50.0	50.0 and under 52.5	52.5 and under 55.0	55.0 and under 57.5	57.5 and under 60.0	60.0 and under 62.5	62.5 and under 65.0		65.0 and under 75.0
All earnings groups...	72	2	2	8	3	4	6	7	8	4	5	1	2	3	3	8	6
Under 32.5.....	7	2	2	3													
32.5 and under 35.0.....	3		2	1													
35.0 and under 37.5.....	5			3			2										
37.5 and under 40.0.....	6				2	3	1										
40.0 and under 42.5.....	4					1	1	2									
42.5 and under 45.0.....	5						1	2	2								
45.0 and under 47.5.....	5							1	2	1							
47.5 and under 50.0.....	6						1	1	2	1							
50.0 and under 52.5.....	4							1	1	1	1						
52.5 and under 55.0.....	3								1	1	1				2		
55.0 and under 57.5.....	3									1	1	1					
57.5 and under 60.0.....	4										1	1				1	
60.0 and under 62.5.....	5												1		2		2
62.5 and under 65.0.....	3															1	3
65.0 and under 75.0.....	3																1
75.0 and over.....	6																2

¹² The rates established for wood furniture were 30 cents in the South, 50 cents on the west coast, and 35 cents in the other northern States.

Substantial variations in average earnings existed among the four product groups of the wood-household-furniture branch. In 1941 the highest average hourly earnings (56.8 cents) were found in plants producing upholstered furniture, the next highest (50.5 cents) in novelty furniture, and the lowest (44.2 cents) in case goods (table 4). The average for kitchen-furniture plants, 45.8 cents, closely approximated that for case goods. These differences reflect the skill requirements of the labor force and the wage levels of the regions in which the manufacture of the various products is concentrated.

In the country as a whole, two of the four product groups show slightly higher average hourly earnings in 1941 than in 1937. The increases were 0.6 cent in case goods and 0.9 cent in kitchen-furniture plants. The average for upholstered furniture did not change, but that for novelty furniture was 1.2 cents lower in 1941 than in 1937. In the North average hourly earnings were higher in the case-goods and kitchen-furniture divisions (1.7 and 1.9 cents, respectively), but lower in novelty furniture (0.9 cent.) The average for upholstered furniture remained the same. In the South the average for case-goods establishments was higher by 1.8 cents, and that for the other 3 product groups combined showed a gain of 2.0 cents. On the whole, the absolute changes, whether increases or decreases, were greater for semiskilled and unskilled workers than for skilled workers.

TABLE 4.—Percentage Distribution of Workers in Manufacture of Wood Household Furniture, by Average Hourly Earnings, Product, and Skill, October 1937 and February 1941

Average hourly earnings, by product	All workers		Skilled workers		Semiskilled workers		Unskilled workers	
	1937	1941	1937	1941	1937	1941	1937	1941
Case goods								
Under 30.0 cents.....	12.1	0.2	2.3	0.1	11.6	0.1	32.4	0.4
30.0 and under 32.5 cents.....	11.5	25.4	5.0	6.6	12.4	22.9	21.8	58.5
32.5 and under 35.0 cents.....	8.6	6.5	4.8	3.4	11.5	8.3	9.0	7.4
35.0 and under 37.5 cents.....	7.0	8.2	7.8	8.2	6.3	9.6	6.9	5.1
37.5 and under 40.0 cents.....	5.3	4.7	4.7	5.4	5.5	4.7	5.9	3.5
40.0 and under 42.5 cents.....	9.8	9.0	9.9	8.8	9.7	9.5	9.8	8.4
42.5 and under 47.5 cents.....	11.3	12.0	13.2	13.5	11.8	13.8	6.5	6.1
47.5 and under 52.5 cents.....	10.3	9.7	12.6	14.1	11.1	9.1	3.7	4.1
52.5 and under 57.5 cents.....	6.3	6.4	9.1	9.1	6.1	5.7	1.3	4.2
57.5 and under 62.5 cents.....	4.8	5.0	8.4	7.8	3.5	4.8	.7	1.4
62.5 and under 67.5 cents.....	6.0	3.5	8.7	5.7	5.6	3.4	1.8	.7
67.5 and under 72.5 cents.....	2.4	3.3	3.7	5.7	2.3	3.1	.1	.1
72.5 and under 77.5 cents.....	1.5	2.5	2.7	3.9	1.2	2.6	.1	.1
77.5 and under 82.5 cents.....	1.0	1.2	2.3	2.3	.4	1.1	.....	.....
82.5 and under 87.5 cents.....	.7	1.0	1.8	1.8	.1	.9	.....	.....
87.5 and under 92.5 cents.....	.3	.5	.7	1.3	.2	.2	.....	.....
92.5 and under 100.0 cents.....	.5	.5	1.2	1.3	.2	.1	.....	.....
100.0 and under 110.0 cents.....	.3	.2	.6	.5	.3	(1)	.....	.....
110.0 and under 120.0 cents.....	.2	.1	.3	.2	.2	.1	.....	.....
120.0 cents and over.....	.1	.1	.2	.3	.....	.....	.....	.....
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	4,462	4,965	1,634	1,580	1,983	2,311	845	1,074
Average hourly earnings.....	\$0.436	\$0.442	\$0.511	\$0.518	\$0.419	\$0.434	\$0.328	\$0.349

¹ Less than a tenth of 1 percent.
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TABLE 4.—Percentage Distribution of Workers in Manufacture of Wood Household Furniture, by Average Hourly Earnings, Product, and Skill, October 1937 and February 1941—Continued

Average hourly earnings, by product	All workers		Skilled workers		Semiskilled workers		Unskilled workers	
	1937	1941	1937	1941	1937	1941	1937	1941
Upholstered furniture								
Under 30.0 cents.....	5.8	0.3	1.5	-----	5.8	0.3	23.9	1.3
30.0 and under 32.5 cents.....	7.7	11.7	2.2	2.0	10.5	11.4	19.9	45.9
32.5 and under 35.0 cents.....	3.2	4.3	1.4	1.9	4.9	7.2	4.4	4.0
35.0 and under 37.5 cents.....	3.7	4.7	1.7	2.1	5.3	7.2	6.1	6.2
37.5 and under 40.0 cents.....	2.9	3.1	2.6	2.1	3.6	4.1	2.0	3.8
40.0 and under 42.5 cents.....	6.8	7.1	5.0	5.4	9.1	9.1	6.4	6.7
42.5 and under 47.5 cents.....	9.6	8.9	7.9	6.0	10.1	11.1	14.5	12.4
47.5 and under 52.5 cents.....	9.1	9.9	8.8	10.4	9.6	9.9	8.4	8.1
52.5 and under 57.5 cents.....	7.4	8.6	8.2	9.4	7.1	8.6	5.4	5.4
57.5 and under 62.5 cents.....	6.7	5.7	8.0	6.7	6.4	5.4	2.7	3.0
62.5 and under 67.5 cents.....	6.8	5.7	8.3	8.2	5.7	4.5	4.0	.8
67.5 and under 72.5 cents.....	5.8	5.6	8.5	7.7	4.1	4.7	1.0	.8
72.5 and under 77.5 cents.....	5.2	4.3	6.2	5.4	5.3	4.5	1.0	.3
77.5 and under 82.5 cents.....	4.3	3.9	5.5	5.6	4.1	3.0	-----	.5
82.5 and under 87.5 cents.....	3.3	3.0	4.4	3.9	2.9	2.9	-----	.5
87.5 and under 92.5 cents.....	2.6	2.7	3.7	4.0	2.0	2.0	.3	.3
92.5 and under 100.0 cents.....	2.5	2.6	3.8	4.0	1.7	2.0	-----	-----
100.0 and under 110.0 cents.....	2.9	4.7	5.2	9.2	1.0	1.1	-----	-----
110.0 and under 120.0 cents.....	1.6	2.1	2.9	3.7	.5	.9	-----	-----
120.0 cents and over.....	2.1	1.1	4.2	2.3	.3	.1	-----	-----
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	2,584	2,708	1,222	1,260	1,065	1,076	297	372
Average hourly earnings.....	\$0.568	\$0.568	\$0.674	\$0.675	\$0.501	\$0.512	\$0.376	\$0.382
Kitchen furniture								
Under 30.0 cents.....	11.2	-----	0.9	-----	14.1	-----	17.7	-----
30.0 and under 32.5 cents.....	12.7	22.5	11.6	13.1	11.4	22.8	17.2	30.8
32.5 and under 35.0 cents.....	6.1	6.0	4.2	3.4	5.7	4.5	9.4	11.6
35.0 and under 37.5 cents.....	6.7	10.9	4.6	8.0	6.0	9.5	10.6	16.6
37.5 and under 40.0 cents.....	2.9	4.1	3.2	3.4	2.7	3.6	2.8	5.5
40.0 and under 42.5 cents.....	8.8	3.6	9.3	4.5	6.0	5.0	13.9	-----
42.5 and under 47.5 cents.....	11.4	9.9	13.9	11.9	10.0	7.3	11.1	13.3
47.5 and under 52.5 cents.....	10.7	11.3	14.4	17.1	9.8	10.1	8.3	8.3
52.5 and under 57.5 cents.....	10.6	12.0	8.3	11.9	13.8	14.3	6.7	7.2
57.5 and under 62.5 cents.....	6.8	7.8	10.6	6.8	7.0	10.6	1.7	3.3
62.5 and under 67.5 cents.....	3.1	3.4	2.8	2.3	4.6	4.2	.6	2.8
67.5 and under 72.5 cents.....	4.1	2.8	5.6	5.7	5.1	2.8	-----	-----
72.5 and under 77.5 cents.....	2.2	2.8	3.7	4.5	2.4	3.1	-----	.6
77.5 and under 82.5 cents.....	1.6	1.7	3.7	4.5	1.1	1.1	-----	-----
82.5 and under 87.5 cents.....	.1	.8	-----	1.7	.3	.8	-----	-----
87.5 and under 92.5 cents.....	.4	.3	1.4	.6	-----	.3	-----	-----
92.5 and under 100.0 cents.....	-----	-----	-----	-----	-----	-----	-----	-----
100.0 and under 110.0 cents.....	.3	.1	.9	.6	-----	-----	-----	-----
110.0 and under 120.0 cents.....	-----	-----	-----	-----	-----	-----	-----	-----
120.0 cents and over.....	.3	-----	.9	-----	-----	-----	-----	-----
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	765	714	216	176	369	357	180	181
Average hourly earnings.....	\$0.449	\$0.458	\$0.507	\$0.505	\$0.450	\$0.468	\$0.374	\$0.391
Novelty furniture								
Under 30.0 cents.....	6.2	(1)	1.4	-----	5.4	-----	16.9	0.3
32.0 and under 32.5 cents.....	5.7	13.1	2.9	5.6	5.7	11.6	11.0	32.4
35.5 and under 35.0 cents.....	3.9	3.2	1.4	3.5	5.1	2.4	5.6	5.3
37.0 and under 37.5 cents.....	5.3	6.0	3.0	3.3	5.8	5.2	7.9	13.6
40.5 and under 40.0 cents.....	5.8	4.9	5.2	2.2	5.1	6.4	8.8	6.2
42.0 and under 42.5 cents.....	9.8	9.6	9.7	6.8	10.3	10.6	8.8	12.4
47.5 and under 47.5 cents.....	11.5	11.4	10.5	10.2	13.0	12.4	9.1	10.6
52.5 and under 52.5 cents.....	9.7	11.7	11.3	12.0	10.1	13.8	5.8	5.3
57.5 and under 57.5 cents.....	6.5	9.6	11.7	13.8	4.1	8.3	3.2	4.7
62.5 and under 62.5 cents.....	7.5	7.7	8.9	10.1	7.4	7.8	5.3	2.4
67.5 and under 67.5 cents.....	5.5	6.8	7.0	6.3	3.3	7.3	8.8	5.9
72.5 and under 72.5 cents.....	4.8	4.7	5.2	6.3	5.1	5.0	3.2	-----
77.5 and under 77.5 cents.....	6.8	5.6	4.6	7.1	8.8	6.3	5.3	.6
82.5 and under 82.5 cents.....	3.7	2.3	5.7	4.3	3.5	1.7	.3	.3
87.5 and under 87.5 cents.....	4.8	1.0	6.0	2.2	5.8	.5	-----	-----
92.5 and under 92.5 cents.....	1.4	.9	2.4	1.9	1.2	.5	-----	-----
92.5 and under 92.5 cents.....	.5	.5	1.3	1.6	.2	-----	-----	-----
10.5 and under 100.0 cents.....	.1	.4	.2	1.0	.1	.2	-----	-----
110.0 and under 110.0 cents.....	.5	.5	1.6	1.4	-----	-----	-----	-----
120.0 and under 120.0 cents.....	-----	.1	-----	.4	-----	-----	-----	-----
300.0 cents and over.....	-----	-----	-----	-----	-----	-----	-----	-----
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	1,879	2,043	630	694	907	1,010	342	339
Average hourly earnings.....	\$0.517	\$0.505	\$0.564	\$0.572	\$0.517	\$0.496	\$0.423	\$0.395

¹ Less than a tenth of 1 percent.

Earnings of Female Workers

As previously stated, there are few female workers in the furniture-manufacturing industry. Only 655 or 6.3 percent of the 10,430 workers covered in the current survey were females. A slightly higher percentage of the northern workers than of the southern workers were females, the respective percentages being 7.7 and 3.7.

As a group, female workers earned an average of 46.1 cents an hour in February 1941 (table 5). Individual earnings were largely confined to the 32.5-cent range from 30.0 to 62.5 cents. Roughly one-half of the workers earned between 30.0 and 42.5 cents.

Female workers in the North earned 49.3 cents an hour, or 14.6 cents more than female workers in the South. Individual earnings in the North were widely scattered over the 47.5-cent range from 30.0 to 77.5 cents an hour, while those of female workers in the South were largely confined to the 10-cent interval from 30.0 to 40.0 cents. Roughly three-fourths of the females in the South earned between 30.0 and 35.0 cents.

The average hourly earnings of female workers were somewhat lower than those of male workers. For the country as a whole, the earnings of female workers were 2.7 cents lower than those of males; in the North, they were lower by 6.7 cents, and in the South by 2.3 cents. As previously stated, female workers are found in the upholstery and finishing departments and are as a rule engaged in work not generally done by males.

TABLE 5.—Percentage Distribution of Female Workers in Manufacture of Wood Household Furniture, by Average Hourly Earnings, and Region, October 1937 and February 1941

Average hourly earnings	United States		North		South	
	1937	1941	1937	1941	1937	1941
Under 30.0 cents.....	15.8	0.2	8.7	0.2	46.4	-----
30.0 and under 32.5 cents.....	9.7	15.7	5.0	8.3	30.3	44.5
32.5 and under 35.0 cents.....	6.9	8.9	7.6	3.8	4.0	28.1
35.0 and under 37.5 cents.....	5.8	11.1	6.0	12.3	5.1	6.7
37.5 and under 40.0 cents.....	8.6	5.0	9.2	5.2	6.1	4.4
40.0 and under 42.5 cents.....	8.8	11.6	10.6	14.0	1.0	2.2
42.5 and under 47.5 cents.....	13.1	12.7	14.3	14.3	7.1	5.9
47.5 and under 52.5 cents.....	9.9	8.5	12.2	10.0	-----	3.0
52.5 and under 57.5 cents.....	6.2	5.8	7.6	6.5	-----	3.0
57.5 and under 62.5 cents.....	5.2	5.8	6.4	6.9	-----	1.5
62.5 and under 67.5 cents.....	2.6	2.9	3.2	3.7	-----	-----
67.5 and under 72.5 cents.....	2.2	3.8	2.8	4.8	-----	-----
72.5 and under 77.5 cents.....	2.2	2.6	2.8	3.1	-----	.7
77.5 and under 82.5 cents.....	.9	.8	1.1	1.0	-----	-----
82.5 and under 87.5 cents.....	.6	2.1	.7	2.7	-----	-----
87.5 and under 92.5 cents.....	.6	.8	.7	1.0	-----	-----
92.5 and under 100.0 cents.....	.2	.9	.2	1.2	-----	-----
100.0 and under 110.0 cents.....	.7	.3	.9	.4	-----	-----
110.0 and under 120.0 cents.....	-----	.3	-----	.4	-----	-----
120.0 cents and over.....	-----	.2	-----	.2	-----	-----
Total.....	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	535	655	436	520	99	135
Average hourly earnings.....	\$0.418	\$0.461	\$0.452	\$0.493	\$0.291	\$0.347

Female workers earned substantially more in February 1941 than in October 1937. For the country as a whole, the average was higher by 4.3 cents; in the North it was higher by 4.1 cents, and in the South it was higher by 5.6 cents.

Variations by Size of Community

It is apparent from table 6 that average hourly earnings of workers in the wood-household-furniture branch tend to vary directly with the size of the community. Although the various averages show some irregularity, the average for plants in the largest communities (67.5 cents) is highest among the various size groups, while that for the smallest communities (39.8 cents) is by far the lowest. The tendency is even more pronounced when the communities are segregated by region.

TABLE 6.—Average Hourly Earnings of Workers in Manufacture of Wood Household Furniture, by Region, Size of Community, and Skill, February 1941

Region, and population of community	Number of plants	All workers		Skilled workers		Semiskilled workers		Unskilled workers	
		Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings
United States.....	72	10,430	\$0.487	3,710	\$0.578	4,754	\$0.466	1,966	\$0.367
Under 10,000.....	17	2,779	.397	903	.462	1,282	.386	594	.326
10,000 and under 20,000.....	13	2,426	.487	881	.575	1,099	.468	446	.365
20,000 and under 50,000.....	9	1,363	.467	523	.539	629	.439	211	.368
50,000 and under 100,000.....	4	553	.515	212	.561	250	.523	91	.386
100,000 and under 500,000.....	12	1,667	.476	525	.569	792	.470	350	.352
500,000 and over.....	17	1,642	.675	666	.802	702	.630	274	.480
North.....	56	6,766	.556	2,582	.639	3,114	.533	1,070	.420
Under 10,000.....	9	1,178	.462	431	.509	570	.454	177	.373
10,000 and under 20,000.....	10	1,347	.583	555	.656	595	.563	197	.443
20,000 and under 50,000.....	7	954	.490	357	.563	468	.455	129	.406
50,000 and under 100,000.....	4	553	.515	212	.561	250	.523	91	.386
100,000 and under 500,000.....	9	1,092	.537	361	.616	529	.541	202	.388
500,000 and over.....	17	1,642	.675	666	.802	702	.630	274	.480
South.....	16	3,664	.369	1,128	.446	1,640	.350	896	.307
Under 10,000.....	8	1,601	.351	472	.419	712	.333	417	.306
10,000 and under 20,000.....	3	1,079	.378	326	.449	504	.367	249	.308
20,000 and over.....	5	984	.388	330	.481	424	.359	230	.308

Unionization

As has been stated, all union plants in the wood-household-furniture branch were in the North. Twenty-five of the 56 plants surveyed had union agreements and 46.9 percent of the workers covered were employed in such plants. Approximately half of the case-goods and upholstered-furniture plants but less than one-third of the other plants were union.

In all product groups there was a substantial difference in average hourly earnings in favor of workers in trade-union plants. These differences amounted to 2.7 cents in upholstered furniture, 3.4 cents in case goods, 9.7 cents in the combined novelty and kitchen furniture

groups, and 6.3 cents in the wood-household-furniture branch as a whole. Similar differences were found in the averages of the 3 skill groups, with the sole exception of semiskilled workers in the upholstered-furniture division where the nonunion average was higher by 1.2 cents than the union average (table 7). It should not be assumed, however, that individual trade-union plants invariably paid higher wages than unorganized plants.

TABLE 7.—Average Hourly Earnings of Workers in Manufacture of Wood Household Furniture in the North, by Product, Skill, and Relationship With Union, February 1941

Product and relationship with union	Number of plants	All workers		Skilled workers		Semiskilled workers		Unskilled workers	
		Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings
All products.....	56	6,766	\$0.556	2,582	\$0.639	3,114	\$0.533	1,070	\$0.420
Trade-union plants.....	25	3,173	.590	1,161	.683	1,551	.554	461	.476
Non-trade-union plants.....	31	3,593	.527	1,421	.606	1,563	.513	609	.380
Case goods.....	19	2,487	.535	893	.594	1,183	.528	411	.424
Trade-union plants.....	9	1,287	.552	397	.609	668	.544	222	.467
Non-trade-union plants.....	10	1,200	.518	496	.582	515	.507	189	.373
Upholstered furniture.....	20	1,866	.642	923	.740	752	.573	191	.456
Trade-union plants.....	11	1,009	.655	486	.772	422	.567	101	.468
Non-trade-union plants.....	9	857	.628	437	.707	330	.579	90	.443
Novelty and kitchen furniture.....	17	2,413	.512	766	.579	1,179	.512	468	.402
Trade-union plants.....	5	877	.577	278	.643	461	.559	138	.499
Non-trade-union plants.....	12	1,536	.480	488	.547	718	.487	330	.367

Variations by Size of Plants

There appeared to be no consistent relationship between size of plant and average hourly earnings. Most of the plants with the highest general average earnings were relatively small. The greater part of these plants, however, were in large metropolitan areas and had trade-union agreements.

Office Furniture

WOOD OFFICE FURNITURE

Average hourly earnings.—The 1,960 workers in 16 plants manufacturing wood office furniture earned an average of 47.9 cents an hour in February 1941 (table 8). This was 0.8 cent lower than the average for wood household furniture but 3.7 cents higher than the average for case goods (the product most comparable to wood office furniture).

The earnings of wood-office-furniture workers were largely confined to the wage brackets under 52.5 cents an hour; nearly three-fifths of the workers earned between 30.0 and 52.5 cents an hour, and only one-twelfth received as much as 72.5 cents.

Much of the variation in earnings was the result of differences in skill. Skilled workers averaged 54.4 cents an hour or 7.5 cents more than semiskilled workers and 15.2 cents more than unskilled workers.

TABLE 8.—Percentage Distribution of Workers in Manufacture of Wood Office Furniture, by Average Hourly Earnings and Skill, October 1937 and February 1941

Average hourly earnings	All workers		Skilled workers		Semiskilled workers		Unskilled workers	
	1937	1941	1937	1941	1937	1941	1937	1941
Under 30.0 cents.....	4.7	0.1	1.3	-----	5.2	-----	11.2	0.2
30.0 and under 32.5 cents.....	8.3	1.2	2.7	1.7	9.1	10.5	19.5	27.6
32.5 and under 35.0 cents.....	5.4	4.2	1.2	1.8	6.5	4.6	12.5	7.1
35.0 and under 37.5 cents.....	7.3	14.7	3.5	8.6	8.8	19.3	12.2	16.6
37.5 and under 40.0 cents.....	8.9	4.1	7.5	3.9	9.6	4.4	10.2	4.0
40.0 and under 42.5 cents.....	14.2	11.6	12.5	10.4	15.8	9.3	14.5	17.5
42.5 and under 47.5 cents.....	16.8	10.9	21.5	11.7	16.1	11.5	7.9	8.6
47.5 and under 49.0 cents.....	11.8	11.8	16.1	15.7	10.4	10.4	5.3	8.4
52.5 and under 57.5 cents.....	6.3	7.6	8.3	10.0	5.8	8.0	3.0	3.1
57.5 and under 62.5 cents.....	5.4	5.5	7.4	7.7	5.2	4.8	1.7	3.1
62.5 and under 67.5 cents.....	4.3	6.0	6.2	9.0	3.4	5.9	2.0	1.6
67.5 and under 72.5 cents.....	1.9	3.7	3.4	6.0	1.3	3.1	-----	1.1
72.5 and under 77.5 cents.....	1.8	3.1	2.7	3.8	1.6	3.9	-----	.4
77.5 and under 82.5 cents.....	1.0	1.9	1.9	2.7	.4	2.0	-----	.7
82.5 and under 87.5 cents.....	.9	1.4	1.6	2.1	.6	1.5	-----	-----
87.5 and under 92.5 cents.....	.3	.8	.6	1.5	.1	.5	-----	-----
92.5 and under 100.0 cents.....	.1	.8	.3	2.1	-----	-----	-----	-----
100.0 and under 110.0 cents.....	.5	.4	1.3	.7	-----	.3	-----	-----
110.0 and under 120.0 cents.....	.1	.2	-----	.6	.1	-----	-----	-----
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	1,655	1,960	678	711	674	798	303	451
Average hourly earnings.....	\$0.450	\$0.479	\$0.505	\$0.544	\$0.428	\$0.469	\$0.369	\$0.392

Average hourly earnings were 2.9 cents higher in February 1941 than in October 1937. The earnings of both skilled and semiskilled workers were about 4 cents higher and those of unskilled workers slightly over 2 cents higher. The increase was due largely to the almost complete elimination of the "under 30 cents" group in 1941. Most of the workers formerly receiving less than 30 cents had been shifted to the next higher wage class.

Some increases also occurred in the wage brackets above the minimum. For instance, twice as many workers had earnings within the 2.5-cent interval between 35.0 and 37.5 cents in 1941 as in 1937. This increase is significant in view of the fact that the lower limit of the interval coincides with the 35-cent minimum established under the Public Contracts Act for wood furniture in the North (exclusive of the West Coast), where a very high percentage of all wood office furniture is manufactured. Much wood office furniture is purchased under Federal contract. The percentage of wage earners receiving 52.5 cents or more per hour rose from 22.6 to 31.4.

METAL OFFICE FURNITURE

Average hourly earnings.—Workers in the metal-office-furniture division were on the whole the highest-paid group of workers in the

industry. Hourly earnings of the 3,707 workers surveyed averaged 68.7 cents in February 1941. These earnings exceeded by nearly 10 cents those for workers in the public-building-furniture branch and by at least 20 cents those in the wood-household-furniture branch and in the wood-office furniture division of the industry.

There was a pronounced concentration of the earnings of individual workers, nearly two-thirds having average hourly earnings in the 30-cent range from 47.5 to 77.5 cents (table 9). In addition, well over one-fourth earned 77.5 cents or more an hour and 4.3 percent \$1 or more. Only 7.4 percent of the workers received less than 47.5 cents and only 1.2 percent less than 40 cents.

TABLE 9.—Percentage Distribution of Workers in Manufacture of Metal Office Furniture, by Average Hourly Earnings and Skill, October 1937 and February 1941

Average hourly earnings	All workers		Skilled workers		Semiskilled workers		Unskilled workers	
	1937	1941	1937	1941	1937	1941	1937	1941
Under 40.0 cents.....	0.5	1.2	-----	0.7	0.6	1.4	1.5	1.4
40.0 and under 42.5 cents.....	2.5	1.5	1.3	.2	2.3	.9	5.4	5.4
42.5 and under 47.5 cents.....	5.7	4.7	3.4	1.6	6.2	3.5	9.1	12.9
47.5 and under 52.5 cents.....	12.6	8.3	5.8	3.7	13.1	8.5	24.9	15.0
52.5 and under 57.5 cents.....	10.4	11.3	5.6	5.1	13.4	13.3	11.8	16.3
57.5 and under 62.5 cents.....	11.5	13.2	8.9	9.4	12.9	15.6	13.0	13.5
62.5 and under 67.5 cents.....	10.9	11.2	10.6	10.1	11.7	12.9	9.1	8.7
67.5 and under 72.5 cents.....	9.8	11.2	11.5	12.4	9.9	12.0	6.4	7.1
72.5 and under 77.5 cents.....	9.4	9.2	12.3	10.7	8.6	8.9	5.9	7.2
77.5 and under 82.5 cents.....	8.4	7.0	12.7	9.2	6.0	6.4	6.6	5.0
82.5 and under 87.5 cents.....	6.1	6.4	7.5	8.1	5.7	6.0	4.2	4.8
87.5 and under 92.5 cents.....	5.7	5.2	6.3	8.9	6.6	4.3	1.7	1.3
92.5 and under 100.0 cents.....	3.3	5.2	5.8	9.0	2.6	4.4	.2	1.3
100.0 and under 110.0 cents.....	2.0	2.5	5.1	5.5	.3	1.5	.2	.1
110.0 and under 120.0 cents.....	.7	1.4	1.9	4.0	.1	.3	-----	-----
120.0 cents and over.....	.5	.5	1.3	1.4	-----	.1	-----	-----
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	2,402	3,707	828	1,154	1,167	1,848	407	705
Average hourly earnings.....	\$0.673	\$0.687	\$0.680	\$0.772	\$0.649	\$0.667	\$0.586	\$0.591

Substantial differences based on skill were also found in this division of the industry. Skilled workers earned an average of 77.2 cents an hour, whereas semiskilled workers received 66.7 cents and unskilled workers received 59.1 cents.

Wages were 1.4 cents higher, on the average, in February 1941 than in October 1937. The wages of skilled workers increased much more than those of semiskilled and unskilled workers. The absolute increases amounted to 9.2, 1.8, and 0.5 cents, respectively. Wages increased somewhat more in the lower-wage than in the higher-wage plants. Plants averaging less than 55 cents in 1937 showed a gain of 4.7 cents, while those averaging between 55 and 65 cents advanced by only 3.4 cents and those averaging 65 cents or more increased wages by only 0.7 cents.

Public-Building Furniture

AVERAGE HOURLY EARNINGS

The average hourly earnings of workers in the industry branch manufacturing public-building furniture—59.2 cents in February 1941—were next to the highest for any division of the furniture industry. Though 9.5 cents lower than the average for workers making metal office furniture, the earnings of the 1,719 workers in public-building furniture exceeded by 11.3 cents the average for wood office furniture and by 10.5 cents that for wood household furniture.

One of the outstanding characteristics of the distribution in table 10 is the wide dispersion of the earnings of individual workers. The earnings of approximately nine-tenths of the workers were distributed over the 52.5-cent range from 30.0 to 82.5 cents, the largest concentration in any 5-cent interval within that range representing only 9.9 percent of the workers. With the exception of one certified handicapped worker who was paid less than 30.0 cents, all of the remaining workers (10.8 percent) earned 82.5 cents or more an hour.

TABLE 10.—Percentage Distribution of Workers in Manufacture of Public-Building Furniture, by Average Hourly Earnings and Skill, October 1937 and February 1941

Average hourly earnings	All workers		Skilled workers		Semiskilled workers		Unskilled workers	
	1937	1941	1937	1941	1937	1941	1937	1941
Under 30.0 cents.....	3.8	0.1	0.5	0.2	2.2	-----	14.0	-----
30.0 and under 32.5 cents.....	4.4	5.0	1.6	.7	4.1	4.2	10.4	16.7
32.5 and under 35.0 cents.....	3.5	4.1	2.6	2.1	5.0	4.4	1.0	7.3
35.0 and under 37.5 cents.....	7.1	5.5	4.9	4.4	7.7	5.7	9.4	7.3
37.5 and under 40.0 cents.....	5.6	2.9	2.4	2.6	7.2	3.5	7.1	1.7
40.0 and under 42.5 cents.....	5.1	4.8	5.3	5.2	4.8	3.8	5.5	6.6
42.5 and under 47.5 cents.....	8.0	9.9	7.1	6.9	4.8	8.7	18.2	20.5
47.5 and under 52.5 cents.....	8.4	7.9	6.6	6.9	8.1	7.2	12.7	12.2
52.5 and under 57.5 cents.....	9.4	7.8	9.1	6.5	9.9	8.2	7.8	9.4
57.5 and under 62.5 cents.....	10.2	8.2	11.8	7.2	10.9	9.8	4.9	5.9
62.5 and under 67.5 cents.....	8.3	9.0	7.3	10.0	9.9	9.5	5.8	5.2
67.5 and under 72.5 cents.....	6.6	9.0	6.6	8.5	8.6	12.1	1.3	2.1
72.5 and under 77.5 cents.....	7.2	8.8	7.5	9.3	9.2	9.9	1.3	4.5
77.5 and under 82.5 cents.....	3.8	6.2	6.2	9.3	3.5	6.1	.3	-----
82.5 and under 87.5 cents.....	2.4	3.8	5.3	5.1	1.3	4.0	.3	.3
87.5 and under 92.5 cents.....	2.3	2.3	5.1	4.2	1.4	1.6	-----	-----
92.5 and under 100.0 cents.....	2.6	1.9	6.0	4.2	1.4	.6	-----	.3
100.0 and under 110.0 cents.....	.9	1.9	2.9	4.6	-----	.5	-----	-----
110.0 and under 120.0 cents.....	.2	.7	.5	1.8	-----	.1	-----	-----
120.0 cents and over.....	.2	.2	.7	.3	-----	.1	-----	-----
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	1,708	1,719	548	612	852	819	308	288
Average hourly earnings.....	\$0.548	\$0.592	\$0.626	\$0.658	\$0.540	\$0.586	\$0.427	\$0.46?

Differences in skill account for much of the dispersion in individual earnings. Thus, the average for skilled workers, 65.8 cents, was 7.2 cents higher than that for semiskilled workers and 19.6 cents higher than that for unskilled workers.

Workers earned an average of 4.4 cents more per hour in February 1941 than in October 1937. The absolute increase amounted to 3.2 cents for skilled workers, 4.6 cents for semiskilled workers, and 3.5

cents for unskilled workers. This advance was largely due to increases in the highest-wage plants, i. e., those averaging 55 cents or more in 1937. The earnings of plants averaging less than 45 cents an hour increased 2.9 cents, while those of plants averaging between 45 and 55 cents increased 2.2 cents.

Estimated Hourly Earnings in Industry as a Whole

The figures in table 11 present a composite picture for all three branches of the industry covered in this survey, i. e., those making wood household furniture, wood and metal office furniture, and public-building furniture. As the wood-household-furniture branch was not sampled in the same proportion as the other divisions of the industry, it was necessary to assign a weight of 4 to the data for that branch in order that it might be proportionately represented. As the weights used were approximations, the resulting figures must be considered as estimates only.

TABLE 11.—Percentage Distribution of Workers in the Furniture Industry as a Whole, by Average Hourly Earnings and Region, October 1937 and February 1941

Average hourly earnings	United States		North		South	
	1937	1941	1937	1941	1937	1941
Under 30.0 cents.....	8.4	0.1	3.0	(1)	22.8	0.4
30.0 and under 32.5 cents.....	8.7	17.0	2.6	4.7	25.1	44.7
32.5 and under 35.0 cents.....	5.6	4.8	2.7	1.9	13.4	11.4
35.0 and under 37.5 cents.....	5.5	6.8	4.0	4.9	9.6	11.2
37.5 and under 40.0 cents.....	4.5	3.9	4.4	3.3	4.8	5.4
40.0 and under 42.5 cents.....	8.6	7.8	9.5	8.3	6.2	6.6
42.5 and under 47.5 cents.....	10.7	10.4	12.5	12.1	5.5	6.6
47.5 and under 52.5 cents.....	10.0	10.1	11.8	12.2	5.3	5.3
52.5 and under 57.5 cents.....	7.2	8.2	8.9	10.4	2.8	3.3
57.5 and under 62.5 cents.....	6.4	6.5	8.2	8.6	1.7	1.8
62.5 and under 67.5 cents.....	6.2	5.4	8.1	7.2	1.2	1.3
67.5 and under 72.5 cents.....	4.3	4.8	5.6	6.6	.8	.8
72.5 and under 77.5 cents.....	4.0	4.2	5.4	5.7	.2	.6
77.5 and under 82.5 cents.....	2.8	2.7	3.8	3.7	.1	.3
82.5 and under 87.5 cents.....	2.3	1.9	3.1	2.8	.1	.1
87.5 and under 92.5 cents.....	1.4	1.5	1.9	2.1	.1	.1
92.5 and under 100.0 cents.....	1.2	1.3	1.5	1.9	.2	(1)
100.0 and under 110.0 cents.....	1.0	1.5	1.4	2.1	.1	.1
110.0 and under 120.0 cents.....	.6	.7	.8	1.0	(1)	(1)
120.0 cents and over.....	.6	.4	.8	.5	.....	.....
Total.....	100.0	100.0	100.0	100.0	100.0	100.0
Average hourly earnings.....	\$0.496	\$0.505	\$0.554	\$0.571	\$0.350	\$0.369

¹ Less than a tenth of 1 percent.

Workers in the furniture industry earned an average of 50.5 cents an hour in February 1941 or 0.9 cent more than in October 1937. In the North, workers averaged 57.1 cents an hour and in the South, 36.9 cents. These averages represent increases of 1.7 and 1.9 cents, respectively, over 1937.

In 1937, 3 percent of the northern workers and 22.8 percent of the southern workers received less than 30 cents an hour. By 1941 most of these workers were absorbed in the 30 and under 32.5

cents interval. It is probable that a very high percentage of these workers were receiving exactly 30 cents an hour, the minimum under the Fair Labor Standards Act.

Increases in earnings were also received by workers who already earned more than the minimum of 30 cents. In the North these increases appear to be largely confined to the wage brackets under 72.5 cents and in the South to the wage brackets under 57.5 cents.

ESTIMATED HOURLY EARNINGS OF OFFICE WORKERS

As previously stated, separate wage information was obtained for certain office employees (other than salesmen, professional and technical workers, proprietors, managers, and officials). These employees worked in offices attached to the plants surveyed. Employees in central offices away from the plants surveyed were not covered.

The distributions presented in table 12 are estimates, based on actual returns for 983 workers. It was necessary to weight the data reported for the wood-furniture-household branch by 4, in order that the data for all branches might be combined on a comparable basis.

TABLE 12.—Percentage Distribution of Office Workers in the Furniture Industry, by Average Hourly Earnings and Region, February 1941

Average hourly earnings (in cents)	United States	North	South	Average hourly earnings (in cents)	United States	North	South
Under 30.0	0.9	0.4	2.6	72.5 and under 77.5	2.9	3.4	0.9
30.0 and under 32.5	6.2	6.5	4.7	77.5 and under 82.5	2.7	2.5	3.4
32.5 and under 35.0	3.6	3.8	2.6	82.5 and under 87.5	2.0	2.3	.9
35.0 and under 37.5	7.7	9.5	1.1	87.5 and under 92.5	2.0	2.3	.9
37.5 and under 40.0	5.5	4.5	9.5	92.5 and under 100.0	.7	.8	-----
40.0 and under 42.5	7.8	7.3	9.7	100.0 and under 110.0	2.1	1.8	3.4
42.5 and under 47.5	15.7	15.9	15.4	110.0 and under 120.0	.8	1.0	-----
47.5 and under 52.5	13.2	12.2	16.9	120.0 and over	1.3	1.7	-----
52.5 and under 57.5	6.8	7.1	5.4				
57.5 and under 62.5	7.9	7.3	10.3	Total	100.0	100.0	100.0
62.5 and under 67.5	6.0	6.2	5.4	Average hourly earnings	\$0.542	\$0.545	\$0.514
67.5 and under 72.5	4.2	3.5	6.9				

Office workers in the furniture industry earned in February 1941 an average of 54.2 cents an hour. There was a rather wide dispersion of individual earnings about this average. Two-fifths of the employees earned 52.5 cents or more an hour, 28.9 percent earned between 42.5 and 52.5 cents, and the remainder, 30.8 percent, averaged between 30.0 and 42.5 cents. Less than 1 percent of the employees had average earnings under 30.0 cents.

The average hourly earnings of office employees in the South, 51.4 cents an hour, were only 3.1 cents lower than those of office employees in the North. Comparing the two distributions it will be seen that there were substantially more workers in the South with earnings in the intermediate wage brackets (37.5 to 62.5 cents), but few workers with earnings in the wage brackets either above or below the intermediate group.

Earnings and Hours in Minor Branches of the Industry

In addition to its more detailed survey of the wage structure of the major branches of the furniture industry, the Bureau obtained information on earnings in a limited number of establishments in certain minor branches. These branches produce juvenile, porch, and camp furniture made of wood, and household furniture made of fiber, reed, rattan, and willow. Data for these branches have been excluded from the preceding discussion of the furniture industry. No information was obtained for plants making metal household furniture.

Wood household specialties.—This group includes establishments engaged in the production of juvenile, porch, and camp furniture made of wood. These special products are of minor importance in the manufacture of wood household furniture, their combined value in 1939 amounting to only 2.4 percent of the total value of such furniture produced in that year.

Hourly earnings of workers in plants manufacturing wood juvenile, porch, and camp furniture averaged 46.1 cents in February 1941. Individual earnings were largely confined to the lower wage brackets as only 1.9 percent of the workers earned as much as 82.5 cents, 7.9 percent as much as 67.5 cents, and 19.4 percent as much as 57.5 cents (table 13). Somewhat over two-fifths of the workers received between 40.0 and 57.5 cents and somewhat more than one-third received between 30.0 and 40.0 cents. Only 1 worker earned less than 30.0 cents an hour.

Regional differences account for much of the variation in individual earnings. Fully four-fifths of the workers in the South, as against only 28.7 percent of those in the North, had average hourly earnings of less than 40 cents. Somewhat more than half of the southern workers, as against less than one-twelfth of those in the North, earned exactly 30.0 cents, the minimum under the Fair Labor Standards Act. Moreover, only 4.9 percent of the southern workers, but 44.3 percent of those in the North, earned 47.5 cents or more an hour. As a group, northern workers averaged 48.1 cents an hour as compared with an average of 34.4 cents for southern workers.¹³

It will be seen from table 14 that much of the variation in average hourly earnings was due to product differences. Thus, workers in plants making wood juvenile furniture averaged 50.9 cents, whereas workers in plants manufacturing wood porch and camp furniture averaged only 40.2 cents.¹⁴

¹³ If extra earnings from overtime at punitive rates are included, the northern average is increased by 1.5 cents, the southern average by 0.3 cent, and the general average for the country as a whole by 1.3 cents.

¹⁴ Workers engaged in the manufacture of porch furniture had about the same average hourly earnings as those making camp furniture, the former receiving 40.4 cents and the latter 40.1 cents

TABLE 13.—*Distribution of Workers in Plants Manufacturing Wood Specialties, by Average Hourly Earnings and Region, February 1941*

Average hourly earnings	United States		North		South	
	Number of workers	Per-centage	Number of workers	Per-centage	Number of workers	Per-centage
Under 30.0 cents.....	1	(¹)			1	0.3
30.0 and under 32.5 cents.....	402	16.9	191	9.4	211	56.6
32.5 and under 35.0 cents.....	110	4.6	71	3.5	39	10.5
35.0 and under 37.5 cents.....	192	8.0	165	8.2	27	7.3
37.5 and under 40.0 cents.....	176	7.4	154	7.6	22	5.9
40.0 and under 42.5 cents.....	337	14.1	304	15.1	33	8.9
42.5 and under 47.5 cents.....	262	10.9	241	11.9	21	5.6
47.5 and under 52.5 cents.....	251	10.5	242	12.1	9	2.4
52.5 and under 57.5 cents.....	197	8.2	194	9.6	3	.8
57.5 and under 62.5 cents.....	134	5.6	133	6.6	1	.3
62.5 and under 67.5 cents.....	142	5.9	139	6.9	3	.8
67.5 and under 72.5 cents.....	75	3.1	75	3.7		
72.5 and under 77.5 cents.....	39	1.6	39	1.9		
77.5 and under 82.5 cents.....	32	1.3	31	1.5	1	.3
82.5 and under 87.5 cents.....	14	.6	14	.7		
87.5 and under 92.5 cents.....	10	.4	9	.4	1	.3
92.5 and under 100.0 cents.....	11	.5	11	.5		
100.0 and under 110.0 cents.....	7	.3	7	.3		
110.0 and under 120.0 cents.....	2	.1	2	.1		
Total.....	2,394	100.0	2,022	100.0	372	100.0
Number of plants.....	29		22		7	
Average hourly earnings.....	\$0.461		\$0.481		\$0.344	

¹ Less than a tenth of 1 percent.

TABLE 14.—*Distribution of Workers in Plants Manufacturing Wood Specialties, by Average Hourly Earnings and Product, February 1941*

Average hourly earnings	Juvenile furniture		Porch and camp furniture	
	Number of workers	Percentage	Number of workers	Percentage
Under 30.0 cents.....			1	0.1
30.0 and under 32.5 cents.....	73	5.5	3,329	30.8
32.5 and under 35.0 cents.....	30	2.3	80	7.5
35.0 and under 37.5 cents.....	104	7.8	88	8.2
37.5 and under 40.0 cents.....	68	5.1	108	10.1
40.0 and under 42.5 cents.....	194	14.6	143	13.3
42.5 and under 47.5 cents.....	164	12.4	98	9.2
47.5 and under 52.5 cents.....	170	12.8	81	7.6
52.5 and under 57.5 cents.....	147	11.1	50	4.7
57.5 and under 62.5 cents.....	108	8.2	26	2.4
62.5 and under 67.5 cents.....	107	8.1	35	3.3
67.5 and under 72.5 cents.....	62	4.7	13	1.2
72.5 and under 77.5 cents.....	30	2.3	9	.8
77.5 and under 82.5 cents.....	27	2.0	5	.5
82.5 and under 87.5 cents.....	12	.9	2	.2
87.5 and under 92.5 cents.....	9	.7	1	.1
92.5 and under 100.0 cents.....	11	.8		
100.0 and under 110.0 cents.....	7	.5		
110.0 and under 120.0 cents.....	2	.2		
Total.....	1,325	100.0	1,069	100.0
Number of plants.....	13		16	
Average hourly earnings.....	\$0.509		\$0.402	

Four-fifths of the workers manufacturing juvenile furniture earned 40.0 cents or more an hour and 28.4 percent received 57.5 cents or more an hour. Only 34.8 and 8.5 percent, respectively, of the work-

ers in the manufacture of porch and camp furniture had earnings as high as these.

Household furniture made of fiber, reed, rattan, and willow.—In 1939 less than 1 percent of all household furniture was made of fiber, reed, rattan, and willow. The most important items in this division of the industry are porch and living-room furniture.

The general average hourly earnings of workers in plants manufacturing household furniture made of fiber, reed, rattan, and willow amounted to 49.7 cents¹⁵ (table 15). This average was lower by 1.2 cents than that for juvenile furniture, but higher by 9.5 cents than that for porch and camp furniture.

TABLE 15.—*Distribution of Workers in Plants Manufacturing Fiber, etc., Furniture, by Average Hourly Earnings, February 1941*

Average hourly earnings	Number of workers	Percent of total	Average hourly earnings	Number of workers	Percent of total
Under 30.0 cents.....	1	0.2	72.5 and under 77.5 cents.....	17	3.1
30.0 and under 32.5 cents.....	35	6.3	77.5 and under 82.5 cents.....	9	1.6
32.5 and under 35.0 cents.....	21	3.8	82.5 and under 87.5 cents.....	10	1.8
35.0 and under 37.5 cents.....	12	2.2	87.5 and under 92.5 cents.....	3	.5
37.5 and under 40.0 cents.....	16	2.9	92.5 and under 100.0 cents.....	6	1.1
40.0 and under 42.5 cents.....	168	30.2	100.0 and under 110.0 cents.....	2	.4
42.5 and under 47.5 cents.....	74	13.4	110.0 cents and over.....	3	.5
47.5 and under 52.5 cents.....	58	10.5			
52.5 and under 57.5 cents.....	30	6.9	Total.....	554	100.0
57.5 and under 62.5 cents.....	26	5.4			
62.5 and under 67.5 cents.....	30	4.7	Number of plants.....	11	
67.5 and under 72.5 cents.....	25	4.5	Average hourly earnings.....	\$0.497	

There was a rather pronounced concentration of earnings of the individual workers. Thus, 30.2 percent of the workers earned between 40.0 and 42.5 cents and three-fourths had earnings within the 32.5-cent range from 40.0 to 72.5 cents. Only 9 percent of the workers earned as much as 72.5 cents and less than 1 percent as much as \$1. Only 1 worker failed to receive the legal minimum of 30.0 cents an hour.



UPTURN IN FARM WAGE RATES IN 1941

IN April 1941, the Department of Agriculture's index of farm wage rates, when adjusted for seasonal variation, was 9 percent higher than in January, and the July index showed a further rise of 10 percent above April. The increase between January and July was 20 percent. The index, when not adjusted for seasonal variation, showed a rise from January to July of 29 percent.¹⁶ Wage rates by type of rate and by main geographic area are given in the accompanying table.

¹⁵ If extra earnings from overtime at extra rates of pay are included, the average is increased by 0.5 cent.

¹⁶ U. S. Department of Agriculture. Agricultural Marketing Service. Farm Labor Report, July 11, 1941, and earlier press releases.

*Farm Wage Rates, by Type and by Geographic Division, 1929, 1933, July 1, 1940, Jan. 1, Apr. 1, and July 1, 1941*¹

[Index numbers: Average 1910-14=100]

Type of rate and geographic division	1929	1933	July 1, 1940	Jan. 1, 1941	Apr. 1, 1941	July 1, 1941
Farm wage rate indexes; United States:						
Unadjusted.....	180	85	129	124	138	160
Adjusted for seasonal variation.....	180	85	125	129	141	155
Rates per month with board:						
United States.....	\$40.61	\$18.07	\$29.01	\$26.88	\$31.56	\$36.45
New England.....	50.93	25.51	33.91	34.29	37.63	42.94
Middle Atlantic.....	45.72	21.07	30.73	29.74	33.72	39.24
East North Central.....	41.73	16.60	30.35	28.22	34.20	39.03
West North Central.....	42.10	16.64	29.37	24.39	32.29	36.37
South Atlantic.....	25.23	11.88	17.55	18.26	19.03	20.57
East South Central.....	23.28	19.97	16.14	16.94	17.92	18.99
West South Central.....	27.67	13.62	19.87	20.24	21.41	23.53
Mountain.....	49.96	24.22	36.91	34.33	38.34	45.04
Pacific.....	59.90	28.14	42.34	43.45	48.30	55.50
Rates per month without board:						
United States.....	51.22	25.67	37.18	36.61	40.44	44.95
New England.....	77.80	44.89	57.90	58.31	63.05	71.57
Middle Atlantic.....	67.11	35.00	47.13	46.70	52.31	57.76
East North Central.....	56.87	25.75	42.25	40.52	47.01	52.04
West North Central.....	56.61	25.43	39.67	35.70	43.29	47.67
South Atlantic.....	36.28	18.15	25.69	27.00	27.97	29.73
East South Central.....	32.47	15.95	23.21	24.30	25.15	23.31
West South Central.....	40.04	20.17	28.25	28.76	30.10	32.32
Mountain.....	70.11	35.20	52.43	50.45	55.07	62.84
Pacific.....	86.38	46.30	65.12	66.51	71.32	78.47
Rates per day with board :						
United States.....	1.96	.85	1.37	1.29	1.41	1.80
New England.....	2.68	1.42	1.80	1.84	1.93	2.27
Middle Atlantic.....	2.74	1.24	1.79	1.78	1.88	2.30
East North Central.....	2.36	.94	1.68	1.57	1.75	2.23
West North Central.....	2.28	.91	1.53	1.34	1.55	2.10
South Atlantic.....	1.33	.62	.92	.97	.99	1.09
East South Central.....	1.17	.66	.80	.83	.86	.90
West South Central.....	1.42	.68	1.00	1.01	1.02	1.25
Mountain.....	2.42	1.11	1.74	1.56	1.75	2.18
Pacific.....	2.59	1.24	2.09	2.01	2.20	2.63
Rates per day without board:						
United States.....	2.25	1.11	1.62	1.59	1.70	1.98
New England.....	3.58	2.06	2.67	2.67	2.85	3.22
Middle Atlantic.....	3.52	1.74	2.38	2.41	2.53	2.93
East North Central.....	2.99	1.29	2.17	2.05	2.27	2.79
West North Central.....	2.99	1.27	2.06	1.86	2.09	2.69
South Atlantic.....	1.73	.84	1.21	1.27	1.28	1.40
East South Central.....	1.64	.74	1.04	1.07	1.11	1.16
West South Central.....	1.82	.91	1.26	1.27	1.30	1.55
Mountain.....	3.11	1.51	2.29	2.22	2.38	2.82
Pacific.....	3.53	1.87	2.77	2.74	2.94	3.33

¹ U. S. Department of Agriculture. Agricultural Marketing Service. Farm Labor Report, July 11, 1941, and various earlier press releases and issues of Crops and Markets.

The rise in farm wage rates in 1941 was far from uniform, either as to type of rate or as to region. The Department of Agriculture publishes figures of rates per month and per day, with and without board. The increases in these four types of rates between July 1940 and July 1941 ranged from 20.9 percent for wages per month without board to 31.4 percent for wages per day with board. In some States, notably in the South, the increases were slight. There is no close correspondence between the rise in wage rates and the expansion of nonagricultural employment in a particular State. The growth of industrial centers connected with the national defense program had an influence on wages in regions somewhat remote from the industrial centers. Thus, farmers in the Plains region of the Dakotas and Nebraska reported a tendency on the part of farm workers to seek employment in the industrial centers as far west as the Pacific coast.

Farmers in their reports to the Department of Agriculture indicated a sharp reduction in the supply of labor. This in turn was a result of the expansion of industrial employment and of the operation of the Selective Service Act. It was the increasing difficulty of obtaining farm workers that accounted mainly for the rise in wage rates, although the increasing demand for farm products and the advances in the prices of these products contributed to the willingness of farmers to pay higher wages. The rise in wage rates was not accompanied by any increase in the number of farm workers in July 1941 as compared to July 1940. The estimated number of farm workers in the later month shows in fact a slight decline, in keeping with the trends of recent years. The number of hired farm workers fell from 3,112,000 in July 1940 to 3,105,000 in July 1941 and the number of farm family workers fell from 8,925,000 to 8,664,000.

The decline in agricultural employment continued between July 1 and August 1. The number of hired farm workers on August 1, 1941, was 14,000 less than on August 1, 1940, and the number of family workers was 220,000 smaller, the percentage decline in the number of family workers again being greater than the percentage decline in the number of hired farm workers.

In recent years, up to January 1941, there had been little change in farm wage rates, which had lagged behind the wages of other major groups of workers. The Department of Agriculture's index of farm wage rates, when adjusted for seasonal variation, was only 52 percent higher in January 1941 than in the year 1933, and the unadjusted index showed a rise of only 46 percent. In contrast, weekly earnings in manufacturing industries were 60 percent higher. The main lag in farm wage rates began, however, before 1933. Wages generally declined between 1929 and 1933 but the reduction in farm wage rates was 53 percent as compared to a reduction of only 34 percent in weekly earnings in manufacturing industries. There had also been an earlier lag in farm wage rates, as is indicated by figures going back as far as 1909. The index of farm wage rates was 87 percent higher in 1929 than in 1909, and weekly earnings in manufacturing industries were 154 percent higher. A general comparison of the entire period 1909 to 1940 indicates that farm wage rates in 1940 were only 32 percent higher than in 1909, in contrast to an increase of 152 percent in weekly earnings in manufacturing industries.²

² Earlier summaries of Department of Agriculture data on farm wage rates and farm employment were given in the Monthly Labor Review of June and July 1939 (reprinted as part of Serial No. R. 976, with figures extending back to 1909), July 1940 (pp. 183-187), and September 1940 (pp. 726-728). Earlier figures of industrial wages are given in an article on Wages, Hours, and Productivity of Industrial Labor, 1909 to 1939, in the Monthly Labor Review of September 1940 (reprinted as Serial No. R. 1150). For further comparisons of industrial and agricultural wages, see Wages and Income of Farm Workers, 1909 to 1938, in the Monthly Labor Review of July 1939 (reprinted as part of Serial No. R. 976).

Building Operations

SUMMARY OF BUILDING CONSTRUCTION IN PRINCIPAL CITIES, JULY 1941¹

THE value of permits issued for all classes of building construction in July declined 3.4 percent from the June level. Building-permit valuations for new residential construction were 5.3 percent lower than in June. The only class of construction for which permit valuations were higher in July than in June was nonresidential construction where the increase amounted to 1.9 percent. Permit valuations of additions, alterations, and repairs to existing structures were 7.6 percent under the total for June.

As compared with July 1940 permit valuations of all classes of construction combined showed a gain of 8.7 percent. New residential construction, as measured by permit valuations, was 23.0 percent above the level of July 1940. New nonresidential permit valuations, on the other hand, declined 7.6 percent over the year period. The value of permits for additions, alterations, and repairs to existing structures increased 3.9 percent.

Comparison of July 1941 With June 1941 and July 1940

A summary of building construction in 2,120 identical cities in July 1941, with percentage changes from June 1941 and July 1940, is given in table 1.

TABLE 1.—*Summary of Building Construction for Which Permits Were Issued in 2,120 Identical Cities, July 1941*

Class of construction	Number of buildings			Permit valuation		
	July 1941	Percentage change from—		July 1941	Percentage change from—	
		June 1941	July 1940		June 1941	July 1940
All construction.....	87,028	-1.4	+7.9	\$269,767,381	-3.4	+8.7
New residential.....	30,577	-4.6	+12.5	147,189,509	-5.3	+23.0
New nonresidential.....	13,914	-2.5	+5.1	87,681,050	+1.9	-7.6
Additions, alterations, and repairs.....	42,537	+1.4	+5.7	34,896,822	-7.6	+3.9

¹ More detailed information by geographic division and individual cities is given in a separate pamphlet entitled "Building Construction, July 1941," copies of which will be furnished upon request.

A summary of permit valuations and the number of family-dwelling units provided in new dwellings in 2,120 identical cities, having a population of 1,000 and over, is shown in table 2 for July 1941 with percentage changes from June 1941 and July 1940.

TABLE 2.—Number and Permit Valuation of New Dwelling Units in 2,120 Identical Cities, July 1941, by Type of Dwelling

Type of dwelling	Permit valuation			Number of dwelling units		
	July 1941	Percentage change from—		July 1941	Percentage change from—	
		June 1941	July 1940		June 1941	July 1940
All types	\$146,035,623	-4.8	+25.3	38,194	-7.3	+18.0
1-family	118,102,669	- .5	+21.1	28,591	-4.1	+13.7
2-family ¹	5,939,365	-3.6	-16.7	2,272	- .4	-18.6
Multifamily ²	21,993,589	-23.1	+85.1	7,331	-19.7	+66.0

¹ Includes 1- and 2-family dwellings with stores.

² Includes multifamily dwellings with stores.

Construction During First 7 Months, 1940 and 1941

Cumulative totals for the first 7 months of 1941, 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, First 7 Months, 1940 and 1941, by Class of Construction ¹

Class of construction	Permit valuation of building construction, first 7 months of—		Percentage change
	1941	1940	
All construction	\$1,657,973,348	\$1,288,254,507	+28.7
New residential	889,572,839	704,308,348	+26.3
New nonresidential	548,651,092	379,906,074	+44.4
Additions, alterations, and repairs	219,749,417	204,040,085	+7.7

¹ Based on reports from cities with a population of 1,000 and over, the cities being identical for any given month of both years.

Table 4 presents the permit valuation and number of family-dwelling units provided in cities with a population of 1,000 and over, for the first 7 months of 1940 and 1941.

TABLE 4.—Number and Permit Valuation of New Dwelling Units, First 7 Months of 1940 and 1941, by Type of Dwelling¹

Type of dwelling	Permit valuation, first 7 months of—		Percentage change	Number of dwelling units, first 7 months of—		Percentage change
	1941	1940		1941	1940	
All types.....	\$879,500,480	\$689,765,908	+27.5	238,259	192,794	+23.6
1-family.....	659,391,721	536,001,910	+23.0	163,003	138,851	+17.4
2-family ²	37,133,295	38,961,067	-4.7	14,357	15,205	-5.6
Multifamily ³	182,975,464	114,802,931	+59.4	60,899	38,738	+57.2

¹ Based on reports from cities with a population of 1,000 and over, the cities being identical for any given month of both years.

² Includes 1- and 2-family dwellings with stores.

³ Includes multifamily dwellings with stores.

Analysis by Size of City, July 1941

Table 5 shows the value of permits issued for building construction in July 1941 with percentage changes from June 1941 and July 1940, by size of city and by class of construction.

TABLE 5.—Permit Valuation of Various Classes of Building Construction in 2,120 Identical Cities, June 1941, by Size of City

Size of city	Number of cities	Total construction			New residential buildings		
		Permit valuation, July 1941	Percentage change from—		Permit valuation, July 1941	Percentage change from—	
			June 1941	July 1940		June 1941	July 1940
All reporting cities.....	2,120	\$269,767,381	-3.4	+8.7	\$147,189,509	-5.3	+23.0
500,000 and over.....	14	70,816,188	-6.7	+1.4	36,833,617	-14.7	+31.6
100,000 and under 500,000.....	78	69,356,017	-9.7	+33.9	35,565,312	+1.1	+32.4
50,000 and under 100,000.....	105	28,660,126	-6.9	-22.7	15,496,814	-2.9	-17.6
25,000 and under 50,000.....	191	27,072,972	-23.7	-30.0	17,510,932	-9.2	-9.1
10,000 and under 25,000.....	457	41,030,042	+15.8	+37.6	20,523,090	-16.6	+28.1
5,000 and under 10,000.....	422	20,676,701	+40.8	+66.2	14,440,480	+41.5	+67.3
2,500 and under 5,000.....	424	8,933,523	+29.3	+66.3	4,891,224	+7	+23.4
1,000 and under 2,500.....	429	3,221,812	+1.0	+3	1,928,040	-10.1	+38.5

Size of city	Permit valuation, July 1941	Nonresidential buildings		Additions, alterations, and repairs		Population (census of 1940)	
		Percentage change from—		Permit valuation, July 1941	Percentage change from—		
		June 1941	July 1940		June 1941		July 1940
All reporting cities.....	\$87,681,050	+1.9	-7.6	\$34,896,822	-7.6	+3.9	64,199,841
500,000 and over.....	23,405,512	+14.1	-27.4	10,577,059	-13.6	+10.2	22,367,825
100,000 and under 500,000.....	24,569,133	-24.5	+56.4	9,221,572	+1.5	-1	15,620,164
50,000 and under 100,000.....	8,704,927	-18.0	-35.1	4,458,385	+6.0	-7.5	7,212,612
25,000 and under 50,000.....	4,997,199	-52.0	-72.5	4,564,841	-21.2	+3.5	6,716,656
10,000 and under 25,000.....	16,790,758	+139.7	+60.8	3,716,194	-2.4	+10.5	7,067,120
5,000 and under 10,000.....	4,946,187	+74.5	+98.7	1,290,034	-21.4	-2.3	2,977,103
2,500 and under 5,000.....	3,337,508	+152.9	+292.5	704,791	-3.6	+26.5	1,521,624
1,000 and under 2,500.....	929,826	+16.4	-39.1	363,946	+47.1	+23.7	716,727

The permit valuation and number of new dwelling units provided, by type of dwelling and size of city, in the 2,120 identical cities reporting for June and July 1941, are given in table 6.

TABLE 6.—Number and Permit Valuation of New Dwelling Units in 2,120 Identical Cities, July 1941, by Size of City and Type of Dwelling

Size of city	Permit valuation of house-keeping dwellings			Number of families provided for in—							
	July 1941	June 1941	Per-centage change	All types		1-family dwellings		2-family dwellings ¹		Multi-family dwellings ²	
				July 1941	June 1941	July 1941	June 1941	July 1941	June 1941	July 1941	June 1941
	Total, all reporting cities.....	\$146,035,623	\$153,411,052	-4.8	38,194	41,205	28,591	29,798	2,272	2,282	7,331	9,125
500,000 and over.....	36,302,867	43,139,008	-15.8	9,331	10,996	5,752	5,371	626	694	2,953	4,931
100,000 and under 500,000.....	35,474,566	34,766,786	+2.0	9,808	9,972	6,510	7,283	524	517	2,774	2,172
50,000 and under 100,000.....	15,349,374	15,776,647	-2.7	4,227	4,427	3,201	3,239	264	367	762	821
25,000 and under 50,000.....	17,284,232	18,349,060	-5.8	4,692	4,963	3,795	3,994	455	289	442	680
10,000 and under 25,000.....	20,487,590	24,444,636	-16.2	5,062	6,776	4,463	6,115	298	247	301	414
5,000 and under 10,000.....	14,332,230	9,964,869	+43.8	3,441	2,396	3,293	2,212	59	102	89	82
2,500 and under 5,000.....	4,876,724	4,825,526	+1.1	1,159	1,160	1,124	1,106	29	40	6	14
1,000 and under 2,500.....	1,928,040	2,144,520	-10.1	474	515	453	478	17	26	4	11

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 2,120 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 July 1941 the value of these buildings amounted to \$36,470,000, for June 1941 to \$70,928,000, and for July 1940 to \$63,438,000.

Construction From Public Funds

The value of contracts awarded and force-account work started during July 1941, June 1941, and July 1940 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 Construction Projects Financed From Federal Funds, June and July 1941, and July 1940¹

Federal agency	Contracts awarded and force-account work started		
	July 1941	June 1941 ²	July 1940 ²
Total.....	\$128,635,999	\$447,461,431	\$968,316,997
Public Works Administration:			
Federal.....	0	0	432,736
Non-Federal:			
N. I. R. A.....	0	0	7,960
E. R. A. A.....	0	0	427,316
P. W. A. A., 1938.....	0	0	1,167,843
Federal agency projects under the WPA.....	0	0	26,478,893
Regular Federal appropriations.....	112,136,924	441,896,013	925,013,841
United States Housing Authority.....	16,499,075	5,565,418	14,788,408

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 July 1941, June 1941, and July 1940 is shown in the following statement:

	Public buildings	Highway construction
July 1941 ¹	\$1,636,709	\$16,834,176
June 1941.....	1,045,085	12,878,214
July 1940.....	2,150,760	15,254,673

¹ Subject to revision.

Retail Prices

FOOD PRICES IN JULY 1941

FOOD costs rose 0.8 percent during the month ending July 15, 1941, with continued sharp advances in retail prices of pork, eggs, lard, and shortening in cartons. The slackening in the rate of advance as compared with previous months was caused largely by seasonal declines in prices of most fresh fruits and vegetables which were moving onto the market in greater volume. At the end of July preliminary reports for 18 staple foods in 18 cities indicated a further advance in food costs during the last 2 weeks in the month. Increased consumer demand, large Government purchases, and some speculative buying continued to be the principal factors contributing to the rise in food prices.

Food costs as a whole were 9.5 percent higher on July 15 than they were a year ago. At this point, the average cost of food for moderate-income families was only slightly below its latest previous peak, which was reached in the late summer of 1937, and the current level was 6.7 percent above the 1935-39 average. Compared with last year at the same time, prices of pork products and butter were 27 percent higher, eggs 30 percent higher, and lard 47 percent higher. Prices of such staple items as canned corn, navy beans, coffee, shortening in cartons, sugar, canned pink salmon, cheese and evaporated milk, bananas, and nearly all of the fresh vegetables were from 10 to 40 percent higher in July 1941 than they were a year earlier, while prices of apples, oranges, carrots, and bread were slightly lower than last year.

Details by Commodity Groups

Retail prices of cereals and bakery products again rose slightly. The most important change was an increase of 2.2 percent in the price of flour to a level of 8.2 percent higher than a year ago. This rise reflected higher prices for wheat. Average prices of white and rye bread remained unchanged during the month, while a slight increase was reported for whole-wheat bread.

The cost of meat products advanced 1.8 percent between mid-June and mid-July. Prices of fresh pork moved up 6.2 percent and cured pork rose 4.5 percent, following the usual midsummer decline in marketings of hogs. Although pork prices in mid-July were about 27 percent higher than in July 1940, they were only 6 percent above

the 5-year average for 1935-39. Following an advance of 1.2 percent during the month, beef prices were 3.5 percent higher than a year ago. Lamb prices, on the other hand, declined nearly 2 percent as new-crop lambs became increasingly plentiful. Prices of roasting chickens also declined, while prices of fresh fish and canned pink salmon increased 1 percent and 2.9 percent, respectively. As a result of a steady advance since early in 1939, retail prices of canned salmon were 11.4 percent higher in mid-July than a year earlier.

Prices of all leading dairy products advanced, with an average increase of 2.4 percent during the month to a level 14 percent higher than in July a year ago. The increases ranged from 1.3 percent for evaporated milk to 4.5 percent for cheese. Butter prices advanced in 50 of the 51 cities by a fraction of 1 cent to 2 cents per pound. Prices of fresh milk rose in 10 cities, the largest increase being an advance of 2 cents per quart in Savannah.

Egg prices, after a seasonal advance of 9.9 percent during the month, were 30 percent higher than last year. Purchases of eggs by the Department of Agriculture, under the "food for defense" program, during the week ending July 5 were the largest for any week since the program started.

Prices of most fresh fruits and vegetables declined more than seasonally between mid-June and mid-July as larger supplies moved to market, relieving the earlier shortages arising from unfavorable weather conditions. With the exception of carrots and sweetpotatoes, prices of fresh vegetables ranged from 14 to 40 percent higher than in July of last year, partly because of reduced yields and acreage losses on a number of truck crops. Prices of oranges and apples, however, were from 5 to 10 percent lower than last July, with somewhat larger supplies available this year. Average prices of canned fruits and vegetables advanced 1.8 percent during the month as canned peaches and tomatoes moved up 3.4 percent, corn 1.8 percent, and pineapple 0.5 percent. Canned peaches were 5.2 percent higher in price than a year ago, tomatoes 8.2 percent higher, and corn 10.5 percent higher.

Coffee, tea, and sugar prices continued their rise of the past several months, reflecting shipping difficulties. Coffee prices, which rose 3.5 percent during the month, were also affected by the minimum price levels set recently by the exporting countries. The rise in prices over the level of last year amounted to 11.3 percent for coffee, 4.0 percent for tea, and 12.2 percent for sugar.

Prices of fats and oils continued to increase, rising 4.4 percent between June 17 and July 15. Lard was 6.2 percent higher than a

month ago and shortening in cartons 8.5 percent higher. The recent increase in prices of fats and oils has reflected not only Government purchases and an improvement in consumer demand but also rising shipping costs for imported materials, and to some extent forward buying to build up inventories.

Indexes of retail costs of food for July, June, and May 1941, and for selected months in 1940, 1939, and 1929 are presented in table 1. This table shows the present and recent levels of food costs compared with a year ago, with costs prevailing immediately before the outbreak of the European War, and with the July level of the last pre-depression year. The accompanying chart shows the trend in costs of all foods (1935-39=100) and of each major commodity group for the period January 1929 to July 1941, inclusive.

TABLE 1.—*Indexes of Retail Costs of Food in 51 Large Cities Combined,¹ by Commodity Groups, July, June, and May 1941, and July 1940, August 1939, and June 1929*

[1935-39=100]

Commodity group	1941			1940	1939	1929
	July 15 ²	June 17	May 13	July 16	Aug. 15	June 15
All foods.....	106.7	105.9	102.1	97.4	93.5	131.3
Cereals and bakery products.....	96.2	95.9	95.4	97.4	93.4	107.1
Meats.....	108.7	106.8	104.2	98.6	95.7	129.4
Beef and veal.....	108.6	107.2	107.0	103.9	99.6	(⁴)
Pork.....	106.1	107.9	95.1	83.7	88.0	(⁴)
Lamb.....	111.5	113.6	104.7	105.2	98.8	(⁴)
Chickens.....	104.5	105.7	106.0	103.3	94.6	(⁴)
Fish, fresh and canned.....	120.4	118.5	117.2	108.2	99.6	(⁴)
Dairy products.....	112.3	³ 109.7	107.7	98.8	93.1	129.0
Eggs.....	114.7	104.4	94.3	87.8	90.7	121.8
Fruits and vegetables.....	107.0	112.1	103.5	100.4	92.4	168.6
Fresh.....	109.3	³ 116.5	105.8	102.2	92.8	173.1
Canned.....	97.9	96.2	94.2	92.7	91.6	126.0
Dried.....	106.4	105.1	102.7	100.9	90.3	168.9
Beverages.....	101.4	98.7	96.1	92.8	94.9	165.5
Fats and oils.....	96.6	92.5	88.0	82.1	84.5	127.5
Sugar.....	107.8	107.4	106.9	96.1	95.6	110.8

¹ A aggregate costs of 54 foods in each city, weighted to represent total purchases of families of wage earners and lower-salaried workers, have been combined with the use of population weights.

² Preliminary.

³ Revised.

⁴ Not available.

Among the 54 foods included in the index, prices of 37 were higher in July 1941 than in June, 10 were lower and for 7 there was no change. Compared with July 1940, prices in July 1941 were higher for 42 foods, lower for 11, and unchanged for 1.

Average prices of each of 63 foods for 51 cities combined are shown in table 2 for July and June 1941 and July 1940.

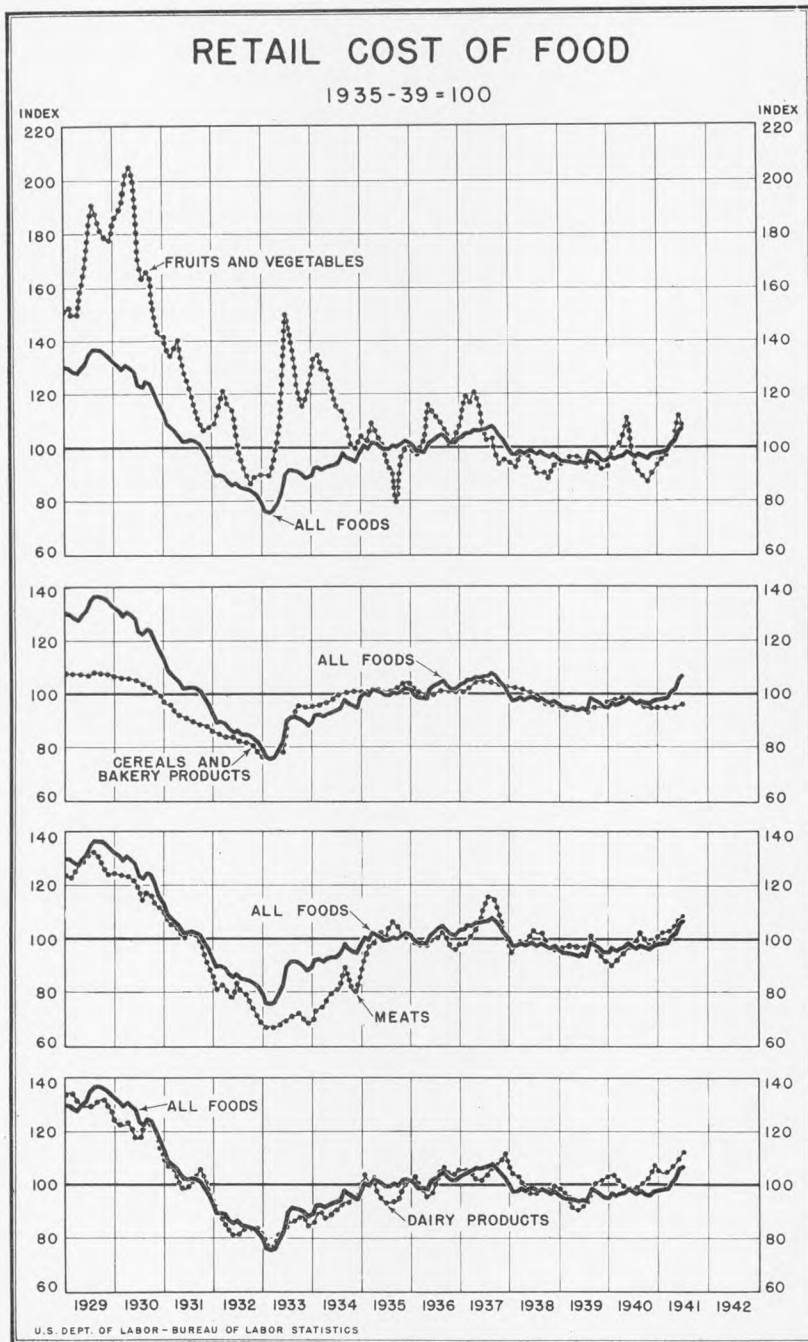


TABLE 2.—Average Retail Prices of 63 Foods in 51 Large Cities Combined, July and June 1941 and July 1940

Article	1941		1940
	July 15 ¹	June 17	July 16
Cereals and bakery products:			
Cereals:			
Flour, wheat.....10 pounds..	Cents 46.1	Cents 45.1	Cents 42.6
Macaroni.....pound..	13.8	13.8	14.1
Wheat cereal ².....28-ounce pkg..	23.5	23.4	23.7
Corn flakes.....8-ounce pkg..	7.0	7.0	7.2
Corn meal.....pound..	4.3	4.3	4.2
Rice ².....do....	8.8	8.7	7.9
Rolled oats ².....do....	7.1	7.1	7.2
Bakery products:			
Bread, white.....do....	7.9	7.9	8.1
Bread, whole-wheat.....do....	8.8	8.7	9.0
Bread, rye.....do....	9.0	9.0	9.4
Vanilla cookies.....do....	25.8	25.5	24.9
Soda crackers.....do....	15.1	14.8	15.0
Meats:			
Beef:			
Round steak.....do....	38.8	38.0	37.8
Rib roast.....do....	30.3	30.1	29.3
Chuck roast.....do....	24.6	24.2	23.5
Veal: Cutlets.....do....	46.6	45.8	42.4
Pork:			
Chops.....do....	36.9	34.8	30.9
Bacon, sliced.....do....	35.4	34.4	26.4
Ham, sliced ².....do....	51.4	49.4	43.6
Ham, whole.....do....	32.3	30.5	24.5
Salt pork.....do....	19.7	19.0	14.0
Lamb:			
Leg.....do....	30.2	31.7	29.1
Rib chops.....do....	40.8	40.6	38.2
Poultry: Roasting chickens.....do....	33.5	33.8	33.1
Fish:			
Salmon, pink.....16-ounce can..	17.6	17.1	15.8
Salmon, red ².....do....	28.8	28.1	25.8
Dairy products:			
Butter.....pound..	43.1	42.0	33.9
Cheese.....do....	30.0	28.7	25.6
Milk, fresh (delivered).....quart..	13.4	13.1	12.6
Milk, fresh (store).....do....	12.3	12.0	11.3
Milk, fresh (delivered and store) ².....do....	13.0	12.7	12.2
Milk, evaporated.....14½-ounce can..	7.8	7.7	7.0
Eggs.....do....dozen	40.6	36.9	30.9
Fruits and vegetables:			
Fresh:			
Apples.....pound..	5.8	6.5	6.6
Bananas.....do....	7.1	7.3	6.4
Oranges.....dozen	29.4	28.9	31.0
Beans, green.....pound..	9.7	10.5	7.6
Cabbage.....do....	4.1	4.3	2.9
Carrots.....bunch	5.3	5.9	6.4
Lettuce.....head	10.0	10.2	7.5
Onions.....pound..	6.9	9.2	5.8
Potatoes.....15 pounds	41.8	45.2	36.8
Spinach.....pound..	7.0	5.9	6.0
Sweetpotatoes.....do....	6.5	5.8	6.6
Canned:			
Peaches.....No. 2½ can..	18.1	17.5	17.2
Pineapple.....do....	21.3	21.2	21.0
Beans, green ².....No. 2 can..	10.8	10.7	10.0
Corn.....do....	11.6	11.4	10.5
Peas.....do....	13.6	13.6	13.7
Tomatoes.....do....	9.2	8.9	8.5
Dried:			
Prunes.....pound..	9.7	9.7	9.8
Navy beans.....do....	7.5	7.3	6.6
Beverages:			
Coffee.....do....	23.7	22.9	21.3
Tea.....¼ pound..	18.2	18.0	17.5
Cocoa ².....8-ounce can..	9.1	9.1	9.1
Fats and oils:			
Lard.....pound..	13.7	12.9	9.3
Shortening, other than lard:			
In cartons.....do....	15.3	14.1	11.8
In other containers.....do....	20.4	19.9	19.2
Salad dressing.....pint..	21.7	20.9	20.7
Oleomargarine.....pound..	16.8	16.4	16.0
Peanut butter.....do....	18.0	17.9	18.0
Sugar and sweets:			
Sugar.....10 pounds..	57.9	57.7	51.7
Corn sirup ².....24-ounce can..	13.9	13.7	13.6
Molasses ².....18-ounce can..	13.4	13.4	13.4

¹ Preliminary.² Not included in index.

Details by Regions and Cities

Average costs of food purchased at retail by moderate-income families advanced between June 17 and July 15 in 42 cities and declined in 9. The largest increases were reported from 6 cities in the South—Savannah, 4.1 percent; Charleston, 4.0 percent; Mobile, 3.6 percent; Jacksonville, 3.4 percent; Dallas, 3.3 percent; and New Orleans, 3.1 percent. Prices of fresh fruits and vegetables advanced in all these cities, in contrast with declines in other parts of the country. Food costs were lower in 9 cities, with the greatest decreases reported for Omaha, 1.1 percent; Newark, 0.7 percent; Los Angeles, 0.5 percent; and Salt Lake City, 0.5 percent. Compared with a year ago, food costs are now from 10 to 15 percent higher in 29 cities and from 6 to 10 percent higher in 22 cities.

Indexes of food costs by cities are presented in table 3 for July and June 1941 and July 1940.

TABLE 3.—Indexes of the Average Retail Cost of All Foods, by Regions and Cities,¹ July and June 1941 and July 1940

[1935=39=100]

Region and city	1941		1940	Region and city	1941		1940
	July 15 ²	June 17	July 16		July 15 ²	June 17	July 16
United States.....	106.7	105.9	97.4	South Atlantic:			
New England:				Atlanta.....	105.2	103.4	93.1
Boston.....	104.7	⁴ 102.6	98.1	Baltimore.....	108.5	108.7	97.8
Bridgeport.....	107.6	106.6	98.1	Charleston, S. C.....	107.6	⁴ 103.5	96.6
Fall River.....	107.5	106.0	99.2	Jacksonville.....	111.3	107.6	100.8
Manchester.....	107.1	104.6	99.4	Norfolk ³	108.4	107.0	96.4
New Haven.....	106.0	105.8	97.2	Richmond.....	105.1	102.9	⁴ 93.2
Portland, Maine.....	106.1	104.2	⁴ 98.6	Savannah.....	113.4	108.9	99.3
Providence.....	106.8	104.5	98.7	Washington, D. C.....	105.7	104.8	98.7
Middle Atlantic:				East South Central:			
Buffalo.....	110.8	110.1	99.6	Birmingham.....	105.2	103.0	⁴ 93.1
Newark.....	106.1	106.9	100.2	Louisville.....	107.9	107.2	94.5
New York.....	107.0	106.7	⁴ 98.8	Memphis.....	105.8	103.3	91.9
Philadelphia.....	103.4	103.3	95.7	Mobile.....	110.4	106.6	⁴ 98.2
Pittsburgh.....	108.7	107.3	97.4	West South Central:			
Rochester.....	109.7	108.6	100.1	Dallas.....	100.9	97.7	92.2
Scranton.....	106.8	105.2	98.1	Houston.....	108.7	106.4	98.8
East North Central:				Little Rock.....	104.9	101.9	95.8
Chicago.....	107.5	105.8	97.8	New Orleans.....	112.0	⁴ 108.6	101.5
Cincinnati.....	104.7	⁴ 104.8	95.0	Mountain:			
Cleveland.....	108.7	⁴ 107.8	⁴ 98.8	Butte.....	106.8	⁴ 106.1	98.6
Columbus, Ohio.....	104.5	102.9	91.8	Denver.....	104.2	103.0	94.2
Detroit.....	107.2	107.0	97.2	Salt Lake City.....	106.7	107.2	100.1
Indianapolis.....	106.9	106.5	95.3	Pacific:			
Milwaukee.....	106.8	106.5	96.7	Los Angeles.....	107.2	⁴ 107.7	98.2
Peoria.....	110.2	108.2	98.4	Portland, Oreg.....	111.6	110.2	100.1
Springfield, Ill.....	106.7	105.6	97.1	San Francisco.....	107.2	107.1	95.9
West North Central:				Seattle.....	109.3	109.7	99.1
Kansas City.....	101.2	101.3	91.4				
Minneapolis.....	108.2	107.4	96.2				
Omaha.....	103.4	104.6	97.2				
St. Louis.....	108.5	107.2	97.1				
St. Paul.....	103.9	104.3	95.6				

¹ Aggregate costs of 54 foods in each city, weighted to represent total purchases of families of wage earners and lower-salaried workers, have been combined for the United States with the use of population weights. Primary use is for time-to-time comparisons rather than place-to-place comparisons.

² Preliminary.

³ Includes Portsmouth and Newport News.

⁴ Revised.

COAL PRICES IN JUNE 1941

ALTHOUGH retail prices of coal showed little change from the level of December 1940 during the first 6 months of 1941, preliminary reports for July indicate an upward price movement. The average price of bituminous coal in June 1941 was higher than for June in any year since 1927. For Pennsylvania anthracite, June average prices were higher for stove in 1941 than for any year since 1934, and for chestnut, since 1932. The customary summer price reductions were not made this year. Among the factors contributing to the firmness of coal prices were the increased consumption due to requirements of the defense program, and the depletion of reserve stocks during the strike in the bituminous-coal industry in April and May.

Indications are that domestic customers have, to some extent at least, heeded Government requests to lay in their supply of coal during the summer months in order to lighten the load during the peak of transportation in the fall and winter and to avoid the possibility of a car shortage during those months due to anticipated heavy movements of defense goods. As a result, retail trade has been unusually good in most cities, although there are indications that dealers in some cities, principally those affected by a shortage of supplies due to the precedence given to lake shipments, have been unable to fill the large number of residential orders. The shortage of adequate winter supplies of coal in the upper lake regions before the lakes are closed to navigation will later permit a wider distribution of all-rail shipments.

The general level of bituminous-coal prices declined slightly in both April and May, but an advance in June brought the average price 0.1 percent above that of March 1941, and 6.3 percent higher than in June 1940. Prices of stove, chestnut, and pea sizes of Pennsylvania anthracite moved downward slightly in May and June. The averages for June showed a decrease of about 1 percent from the March 15 level, but were approximately 5 percent above those of June 1940. Buckwheat prices remained unchanged from January through May and advanced 1.0 percent in June, reaching a level 3.7 percent above that of a year ago. Prices of Arkansas anthracite in June 1941 showed an increase of 0.5 percent from March and were 5.6 percent higher than in June 1940.

Average prices of coal together with indexes for bituminous coal and Pennsylvania anthracite based on the 3-year period between October 1922 through September 1925 as 100, are presented in table 4 for June and March 1941 and June 1940.

TABLE 4.—Average Retail Prices of Coal in Large Cities Combined, June and March 1941 and June 1940

Kind of coal	Average retail price per ton of 2,000 pounds			Index of retail price (Oct. 1922-Sept. 1935=100)			Percentage change June 15, 1941, compared with—	
	1941		1940	1941		1940	1941	1940
	June 15 ¹	Mar. 15	June 15	June 15 ¹	Mar. 15	June 15	Mar. 15	June 15
Bituminous coal (35 cities), old series ²	\$8.89	\$8.88	³ \$8.36	90.5	90.3	³ 85.5	+0.1	+6.3
Pennsylvania anthracite (25 cities), new series: ⁴								
Stove.....	11.51	11.63	11.02	81.8	82.7	78.3	-1.0	+4.4
Chestnut.....	11.57	11.66	11.04	82.4	83.0	78.6	-.8	+4.8
Pea.....	9.61	9.70	9.12	-----	-----	-----	-.9	+5.4
Buckwheat.....	8.39	8.31	8.09	-----	-----	-----	+1.0	+3.7
Western anthracite:								
Arkansas (7 cities).....	12.94	12.88	12.25	-----	-----	-----	+ .5	+5.6
Colorado (1 city).....	15.81	15.81	15.81	-----	-----	-----	0	0
New Mexico (1 city).....	23.86	23.86	23.86	-----	-----	-----	0	0

¹ Preliminary.² Unweighted average. Weighted composite prices are in preparation.³ 38 cities.⁴ 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 Coal

Bituminous coal.—The greatest change in prices of bituminous coal between March and June was the advance for stoker and run-of-mine low-volatile coals. The increases ranged from a few cents in Baltimore and Cincinnati to 69 cents in Portland, Maine, and an average rise of more than 40 cents per ton was reported for 7 cities. Although they are now being increased, supplies of domestic stoker coals have been far short of the demand in some markets and prices have been farther above the Government minima than for any other sizes. It is expected that the demand for stoker coals will be greater this year because of new stoker installations, and the conversion of some oil-burning furnaces to coal as a result of the threatened fuel-oil shortage on the eastern seaboard.

Low-volatile coals showed a greater diversity of price movements between March and June 1941 than did the high-volatile coals. Of 28 cities reporting on low-volatile coals, 8 cities, 7 of which are in the North Central area, reported decreases for the larger prepared sizes, in contrast with advances for stoker, run-of-mine, and in some instances, nut. A general increase was reported in 11 cities, 7 of which are in the New England and Middle Atlantic areas, where domestic usage is confined largely to stoker and run-of-mine sizes. The greatest increase for cities in which several sizes of domestic coals are used was Detroit, where advances since March ranged from 19

cents for lump and egg, to 58 cents for stoker. Little or no change occurred in 7 cities, and 2 showed general decreases.

Eastern high-volatile coal prices advanced between March and June in 12 cities. The increases were outstanding in Detroit, Milwaukee, St. Paul, and Minneapolis, where prices of all sizes advanced, the increases ranging from 51 to 83 cents per ton. Little or no change occurred in 8 cities and there were divergent price movements in 5 cities. Prices for all sizes declined about 50 cents per ton in Mobile.

Western high-volatile coals showed less change between March and June than either high-volatile or eastern high-volatile coals. General advances for western high-volatile coals occurred in 8 cities, amounting in most instances to less than 25 cents per ton. There were no price changes in 9 cities, while reductions in 3 cities ranged between 10 and 40 cents per ton.

Prices of both low- and high-volatile coals in June 1941 were at generally higher levels than in June 1940. The greatest advance was in Norfolk, where low-volatile coals were \$1.50 to \$2 per ton higher and eastern high-volatile coals were \$1.50 to \$1.75 per ton higher. Increases of \$1 or more were also reported on at least one kind of coal in Fall River, Omaha, Detroit, Birmingham, New Orleans, and St. Louis. In most of the other cities maximum increases ranged between 45 cents and 85 cents. In Minneapolis and St. Paul, decreases of 40 to 45 cents per ton for the larger of the prepared sizes of low-volatile coals contrasted with advances of 70 to 85 cents for stoker, and slight increases for run-of-mine. Prices of western high-volatile coal were lower in June 1941 than in June 1940 in Springfield (Ill.), Omaha, and Butte.

Anthracite.—Pennsylvania anthracite prices in June 1941 showed little change from the March level. Prices of stove, chestnut, and pea sizes remained the same or showed changes of 5 cents or less per ton, in 15 of the 25 reporting cities. The only material advances were in Detroit, with increases of about 60 cents per ton, and in Manchester, where prices were up approximately 50 cents. Decreases reported in the remaining 8 cities ranged from 11 cents for each of the 3 sizes in Washington, D. C., to 50 cents for stove and chestnut in New Haven. In contrast, the general trend for buckwheat prices was upward during the 3-month period. Increases in 13 cities ranged from 8 cents in Bridgeport to 45 cents in Boston. Little or no change occurred in other cities with the exception of Baltimore, where the average prices dropped 25 cents per ton.

Two of the 7 cities reporting on Arkansas anthracite showed price advances between March and June amounting to less than 10 cents per ton. There was no price change for Colorado anthracite in Denver, and New Mexico anthracite in San Francisco, the only cities reporting on those coals.

Prices of Pennsylvania anthracite in June 1941 were higher than in June 1940 in most cities. The increases for stove, chestnut, and pea sizes ranged between 45 cents and \$1.05 in 20 of the 25 reporting cities and between 12 and 40 cents in 4 cities. The increases for the year for buckwheat were somewhat smaller, ranging between 30 and 55 cents in 13 cities and between 10 and 25 cents in 7 cities.

Wholesale Prices

WHOLESALE PRICES IN JULY 1941¹

WHOLESALE commodity prices rose 2 percent in July to an 11-year peak, largely because of continued advances in prices for domestic agricultural commodities, particularly grains, feeds, livestock, and meats. The all-commodity index of approximately 900 price series stands at 88.8 percent of the 1926 average, a gain of 14.3 percent over July of last year.

The upward movement was widespread. Farm products led with an advance of 4½ percent during the month. Foods, textile products, and building materials were about 2 percent higher; hides and leather products, chemicals and allied products, housefurnishing goods, and miscellaneous commodities, approximately 1½ percent; and metals and metal products and fuel and lighting materials, less than 1 percent.

Among the outstanding changes over the year period was an increase of 29 percent for farm products, with advances of more than 41 percent for livestock and poultry and over 25 percent for grains. Prices of foodstuffs in wholesale markets in July were 20 percent higher than a year ago. Meats advanced nearly 29 percent and "other foods," including imported products such as coffee, tea, and sugar, rose 33 percent. Textile products were 19 percent higher than in July 1940, due mainly to increases of approximately 40 percent for cotton goods, 19 percent for silk, 15 percent for woolen and worsted goods, and 34 percent for "other textile products," which include burlap, hemp, jute, and sisal. Industrial fats and oils were nearly 95 percent above a year ago. Lumber rose 29 percent and cattle feed 25 percent.

Average wholesale prices of raw materials advanced 3 percent during the month largely because of higher prices for domestic agricultural commodities and for imported commodities such as coffee, silk, goatskins, hemp, jute, sisal, and rubber. Compared with a year ago raw-material prices were 22 percent higher. Part of the advance in raw-material prices has been reflected in semimanufactured and manufactured products which in July averaged 13 and 11 percent above their levels of last year.

The rapid rise in prices for agricultural commodities continued and the farm products group index rose 4.5 percent to the highest level

¹ More detailed information on wholesale prices is given in the Wholesale Price pamphlet and will be furnished upon request.

since the fall of 1937. Sharp advances were reported in prices for livestock, particularly hogs, calves, and ewes, and for cotton, hops, eggs, fresh milk, peanuts, and dried beans. Smaller advances occurred in prices for wheat, corn, rye, cows, and steers. Prices for citrus fruits were seasonally higher. Quotations were lower for barley and oats, for lambs and wethers, also for apples, onions, potatoes, and wool.

The movement in wholesale prices of foods varied during July. A seasonal decline in prices for fruits and vegetables caused the fruits and vegetables subgroup index to drop 4.9 percent, although sharp advances were reported in prices for canned and dried goods. Meats advanced 3.3 percent due to higher prices for beef, cured and fresh pork, mutton, and veal. Most dairy products, except butter, averaged higher. Prices for flour, corn meal, coffee, canned salmon, lard, oleomargarine, peanut butter, sugar, tea, and most vegetable oils were considerably higher than a month ago. Butter declined 2 percent and prices were also lower for lamb, dressed poultry, rice, cocoa beans, and pepper.

Wholesale prices for shoes and luggage rose more than 2 percent in July. Leather advanced fractionally and sharp increases were reported in prices for goat and sheep skins. Cow and steer hides and calf and kip skins declined.

Average prices for textiles at wholesale rose 2 percent to the highest point since the spring of 1930. Cotton goods, clothing, hosiery, underwear, woolen and worsted goods, and imported commodities such as burlap, hemp, jute, and sisal shared in the advance.

The advance in prices for petroleum products continued with an increase of nearly 6 percent reported for Pennsylvania crude oil. Kerosene, gasoline, fuel oil, and coal also averaged higher.

The index for metals and metal products continued to move within a very narrow range as the Government took further action to control prices. There was a slight advance in prices for certain agricultural implements and for manufactured iron and steel products. Prices for pig tin and quicksilver rose about 2 percent.

The building materials group rose 2.1 percent under the impetus of a 4-percent increase in prices for lumber and higher prices for paint materials such as butyl and ethyl acetate, carbon black, copal gum, tung oil, linseed oil, rosin, shellac, and turpentine. Concrete blocks, brick, clay drain tile, prepared roofing, and millwork also advanced.

Marked advances in prices for fertilizer materials, industrial fats and oils, and menthol caused the index for chemicals and allied products to advance 1.7 percent to a 4-year peak.

Housefurnishing goods were generally higher. Most types of furniture advanced from June to July and prices were also higher for blankets, window shades, stoves, sewing machines, and cutlery.

Cattle feed prices advanced 17 percent during July. Boxboard and book paper continued to advance and prices were higher for wooden barrels, cylinder oils, storage batteries, and miscellaneous rubber goods.

Index numbers for the groups and subgroups of commodities for June and July 1941 and July 1940 and the percentage changes from a month ago and a year ago are shown in table 1.

TABLE 1.—Index Numbers of Wholesale Prices by Groups and Subgroups of Commodities, July 1941 With Comparisons for June 1941 and July 1940

[1926=100]

Group and subgroup	July 1941	June 1941	Change from a month ago	July 1940	Change from a year ago
			Percent		Percent
All commodities.....	88.8	87.1	+2.0	77.7	+14.3
Farm products.....	85.8	82.1	+4.5	66.5	+29.0
Grains.....	76.3	75.9	+0.5	60.8	+25.5
Livestock and poultry.....	98.9	93.0	+6.3	69.8	+41.7
Other farm products.....	79.9	76.6	+4.3	65.6	+21.8
Foods.....	84.7	83.1	+1.9	70.3	+20.5
Dairy products.....	87.7	84.3	+4.0	73.7	+19.0
Cereal products.....	80.3	79.8	+0.6	76.2	+5.4
Fruits and vegetables.....	69.4	73.0	-4.9	69.0	+6
Meats.....	93.8	90.8	+3.3	72.9	+28.7
Other foods.....	81.6	79.5	+2.6	61.3	+33.1
Hides and leather products.....	109.4	107.8	+1.5	99.0	+10.5
Shoes.....	114.7	111.7	+2.7	107.0	+7.2
Hides and skins.....	112.5	112.4	+0.1	84.6	+33.0
Leather.....	98.1	97.9	+0.2	91.4	+7.3
Other leather products.....	102.7	102.1	+0.6	99.7	+3.0
Textile products.....	86.2	84.5	+2.0	72.4	+19.1
Clothing.....	93.9	91.6	+2.5	85.3	+10.1
Cotton goods.....	96.1	94.6	+1.6	68.8	+39.7
Hosiery and underwear.....	62.9	61.9	+1.6	61.5	+2.3
Rayon.....	29.5	29.5	0	29.5	0
Silk.....	51.4	51.2	+0.4	43.3	+18.7
Woolen and worsted goods.....	96.5	94.6	+2.0	83.9	+15.0
Other textile products.....	98.0	94.1	+4.1	73.0	+34.2
Fuel and lighting materials.....	78.5	77.9	+0.8	71.1	+10.4
Anthracite.....	82.2	81.0	+1.5	78.1	+5.2
Bituminous coal.....	104.9	103.7	+1.2	95.8	+9.5
Coke.....	122.2	122.2	0	109.6	+11.5
Electricity.....	(1)	(1)		73.3	
Gas.....	80.0	81.0	-0.2	88.2	8.4
Petroleum and products.....	60.9	59.9	+1.7	49.5	+23.0
Metals and metal products.....	98.5	98.3	+0.2	95.1	+3.6
Agricultural implements.....	92.5	92.4	+0.1	92.4	+0.1
Farm machinery.....	93.5	93.5	0	93.5	0
Iron and steel.....	96.8	96.5	+0.3	94.6	+2.3
Motor vehicles.....	100.4	100.3	+0.1	95.6	+5.0
Nonferrous metals.....	84.7	84.5	+0.2	80.8	+4.8
Plumbing and heating.....	83.2	83.1	+0.1	80.5	+3.4
Building materials.....	103.1	101.0	+2.1	92.5	+11.5
Brick and tile.....	94.2	92.5	+1.8	90.1	+4.6
Cement.....	92.1	91.9	+0.2	90.6	+1.7
Lumber.....	122.3	117.6	+4.0	94.8	+29.0
Paint and paint materials.....	91.6	90.3	+1.4	84.6	+8.3
Plumbing and heating.....	83.2	83.1	+0.1	80.5	+3.4
Structural steel.....	107.3	107.3	0	107.3	0
Other building materials.....	98.4	96.9	+1.5	93.6	+5.1
Chemicals and allied products.....	85.2	83.8	+1.7	77.0	+10.6
Chemicals.....	87.3	87.2	+0.1	84.9	+2.8
Drugs and pharmaceuticals.....	100.0	99.9	+0.1	95.9	+4.3
Fertilizer materials.....	74.0	69.9	+5.9	67.3	+10.0
Mixed fertilizers.....	77.0	73.8	+4.3	72.8	+5.8
Oils and fats.....	83.7	80.6	+3.8	43.0	+94.7

¹ Data not yet available.

² Revised.

TABLE 1.—Index Numbers of Wholesale Prices by Groups and Subgroups of Commodities, July 1941 With Comparisons for June 1941 and July 1940—Continued

[1926=100]

Group and subgroup	July 1941	June 1941	Change from a month ago	July 1940	Change from a year ago
			<i>Percent</i>		<i>Percent</i>
Housefurnishing goods.....	94.4	93.1	+1.4	88.5	+6.7
Furnishings.....	99.7	99.0	+ .7	94.8	+5.2
Furniture.....	88.9	87.0	+2.2	81.8	+8.7
Miscellaneous.....	82.0	80.6	+1.7	77.7	+5.5
Automobile tires and tubes.....	58.8	58.8	0	58.8	0
Cattle feed.....	104.2	88.9	+17.2	83.2	+25.2
Paper and pulp.....	98.8	98.0	+ .8	93.5	+5.7
Rubber, crude.....	46.0	45.6	+ .4	44.2	+1.1
Other miscellaneous.....	88.9	87.4	+1.7	83.5	+6.5
Raw materials.....	86.1	83.6	+3.0	70.7	+21.8
Semimanufactured articles.....	87.9	87.6	+ .3	77.8	+13.0
Manufactured products.....	90.1	88.6	+1.7	80.9	+11.4
All commodities other than farm products.....	89.3	88.0	+1.5	80.0	+11.6
All commodities other than farm products and foods.....	89.7	88.6	+1.2	82.3	+9.0

Index Numbers by Commodity Groups, 1926 to July 1941

Index numbers of wholesale prices by commodity groups for selected years from 1926 to 1940, and by months from July 1940 to July 1941, 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 allied products	Housefurnishing 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	94.0	94.3	82.6	95.3
1932.....	48.2	61.0	72.9	54.9	70.3	80.2	71.4	73.9	75.1	64.4	64.8
1933.....	51.4	60.5	80.9	64.8	66.3	79.8	77.0	72.1	75.8	62.5	65.9
1936.....	80.9	82.1	95.4	71.5	76.2	87.0	86.7	78.7	81.7	70.5	80.8
1937.....	86.4	85.5	104.6	76.3	77.6	95.7	95.2	82.6	89.7	77.8	86.3
1938.....	68.5	73.6	92.8	66.7	76.5	95.7	90.3	77.0	86.8	73.3	78.6
1939.....	65.3	70.4	95.6	69.7	73.1	94.4	90.5	76.0	86.3	74.8	77.1
1940.....	67.7	71.3	100.8	73.8	71.7	95.8	94.8	77.0	88.5	77.3	78.6
By months:											
1940:											
July.....	66.5	70.3	99.0	72.4	71.1	95.1	92.5	77.0	88.5	77.7	77.7
August.....	65.6	70.1	96.9	72.3	71.1	94.9	93.3	76.7	88.5	76.7	77.4
September.....	66.2	71.5	98.3	72.5	71.0	95.4	95.6	76.8	88.5	76.5	78.0
October.....	66.4	71.1	100.4	73.6	71.6	97.3	97.8	76.9	88.6	76.9	78.7
November.....	68.2	72.5	102.3	74.5	71.9	97.6	98.9	77.5	88.6	77.5	79.6
December.....	69.7	73.5	102.3	74.8	71.7	97.6	99.3	77.7	88.9	77.3	80.0
1941:											
January.....	71.6	73.7	102.4	75.2	72.1	97.7	99.6	78.6	89.0	77.1	80.8
February.....	70.3	73.5	101.6	76.4	72.1	97.6	99.3	78.5	89.1	76.9	80.6
March.....	71.6	75.2	102.6	78.4	72.0	97.7	99.5	79.8	89.5	77.6	81.5
April.....	74.4	77.9	103.9	81.0	72.9	97.9	100.1	81.8	90.4	78.6	83.2
May.....	76.4	79.5	106.4	83.0	75.6	98.1	100.4	83.6	91.4	79.6	84.9
June.....	82.1	83.1	107.8	84.5	77.9	98.3	101.0	83.8	93.1	80.6	87.1
July.....	85.8	84.7	109.4	86.2	78.5	98.5	103.1	85.2	94.4	82.0	88.8

¹ Revised.

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, manufactured 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 "Manufactured products" was given in Serial No. R. 1251—Wholesale Prices, December and Year 1940.

TABLE 3.—Index Numbers of Wholesale Prices by Special Groups of Commodities
1926=100]

Year and month	Raw materials	Semimanufactured articles	Manufactured products	All commodities other than farm products	All commodities other than farm products and foods	Year and month	Raw materials	Semimanufactured articles	Manufactured products	All commodities other than farm products	All commodities other than farm products and foods
By years:						By months—Con. 1940:					
1926	100.0	100.0	100.0	100.0	100.0	September	70.5	77.6	81.5	80.4	82.3
1929	97.5	93.9	94.5	93.3	91.6	October	71.4	79.4	82.1	81.3	83.5
1932	55.1	59.3	70.3	68.3	70.2	November	72.6	80.7	82.6	81.9	84.1
1933	56.5	65.4	70.5	69.0	71.2	December	73.6	80.7	82.8	82.1	84.1
1936	79.9	75.9	82.0	80.7	79.6	1941:					
1937	84.8	85.3	87.2	86.2	85.3	January	74.6	81.3	83.5	82.7	84.3
1938	72.0	75.4	82.2	80.6	81.7	February	74.0	81.6	83.5	82.7	84.4
1939	70.2	77.0	80.4	79.5	81.3	March	75.3	83.4	84.2	83.6	84.9
1940	71.9	79.1	81.6	80.8	83.0	April	77.5	85.1	85.5	85.0	85.9
By months: 1940:						May	79.7	86.4	87.1	86.6	87.4
July	70.7	77.8	80.9	80.0	82.3	June	83.6	87.6	88.6	88.0	88.6
August	69.8	77.0	81.0	79.9	82.0	July	86.1	87.9	90.1	89.3	89.7

Weekly Fluctuations

Weekly fluctuations in the major commodity group classifications during June and July are shown by the index numbers in table 4.

TABLE 4.—Weekly Index Numbers of Wholesale Prices by Commodity Groups,
June and July 1941

[1926=100]

Commodity group	July 26	July 19	July 12	July 5	June 28	June 21	June 14	June 7
All commodities	88.8	88.3	88.1	87.7	87.7	87.2	86.7	85.9
Farm products	86.7	85.4	85.0	84.1	84.2	83.0	81.1	79.6
Foods	84.6	83.8	84.1	84.1	84.3	83.7	82.6	81.5
Hides and leather products	109.7	109.6	109.3	108.8	108.5	108.2	108.4	107.6
Textile products	86.4	85.0	84.3	84.1	84.7	84.5	83.8	83.2
Fuel and lighting materials	79.4	79.3	79.1	79.0	78.9	79.0	78.7	78.3
Metals and metal products	98.6	98.6	98.6	98.4	98.4	98.3	98.4	98.3
Building materials	102.7	102.6	102.4	101.7	101.1	101.1	100.9	100.5
Chemicals and allied products	85.0	85.0	85.1	84.6	84.3	83.8	83.7	83.6
Housefurnishing goods	95.5	95.4	95.3	94.3	93.8	93.7	93.7	93.3
Miscellaneous	81.8	81.7	81.3	81.2	80.9	80.3	80.2	79.7
Raw materials	86.4	85.5	85.1	84.9	84.9	84.1	82.9	81.9
Semimanufactured articles	87.8	87.6	87.3	87.4	88.0	87.6	87.3	86.9
Manufactured products	90.5	90.0	89.9	89.4	89.3	89.0	88.7	88.0
All commodities other than farm products	89.3	88.9	88.8	88.5	88.5	88.2	87.9	87.3
All commodities other than farm products and foods	90.0	89.7	89.5	89.2	89.1	89.0	88.8	88.4

Trend of Employment and Pay Rolls

SUMMARY OF REPORTS FOR JULY 1941

Total Nonagricultural Employment

TOTAL civil nonagricultural employment rose to an estimated 39,240,000 in July 1941, a new all-time peak. This total represented an increase of 380,000 workers over June, and 3,785,000 from July 1940. These figures do not include CCC enrollees, workers on WPA or NYA projects, or the armed forces.

The greater part of the increase in employment between June and July occurred in manufacturing plants, reflecting to a large extent, a further acceleration of the production of defense materials. All other major groups showed increases in employment between June and July except trade, where a decline of about half of the usual seasonal amount occurred in retail stores.

Substantial employment gains since last July were shown by all major industrial groups. The largest employment gain was in manufacturing where 2,150,000 workers have secured jobs since July 1940. Construction employment increased by 500,000, trade showed a rise of 344,000 workers, and the transportation and public utilities group reported a gain of 234,000 employees. Approximately 335,000 more civilian workers were employed by Federal, State, and local government services than at this time last year. There were 1,857,000 in the armed forces in July, a rise of 1,341,000 since July 1940.

Emergency employment decreased 371,000 over the month as a result of the following changes: An increase of 117,000 in the military service and decreases of 364,000 on work-relief projects of the Work Projects Administration, 100,000 on the out-of-school work program of the National Youth Administration, and 24,000 in the Civilian Conservation Corps.

Industrial and Business Employment

Defense employment in July continued the steady increase which began in June 1940. During this period, 18 private defense industries, which handle a major part of the defense production orders, increased their employment by 56 percent, or approximately 910,000 wage earners, while all manufacturing industries combined increased by 27 percent, or 2,170,000 wage earners.

Certain key defense industries reporting gains from June to July were shipbuilding, aircraft, machine tools, engines, machine-tool accessories, screw-machine products, and instruments.

Large employment gains were also shown in other manufacturing industries affected by war-material orders, among them being foundry and machine shops; blast furnaces, steel works, and rolling mills; and electrical machinery. Two important specialty industries, aluminum-ware and die casting, reported substantial declines in employment owing to inability to secure materials because of priority rulings. Other industries in which significant shortages of materials have been reported are silk and rayon, hardware, electrical household appliances, plumbing supplies, heating equipment, radios and parts, nonferrous metals, and cork products. Employment in the automobile industry declined by approximately 30,000 workers in July at the close of the 1941 model year. The decline this year, however, was less than seasonal, since many plants continued production on 1941 models through July.

Employment and pay rolls in all manufacturing industries combined again advanced contraseasonally in July. The employment index rose to 130.6 percent of the 1923-25 average and the pay-roll index to 152.8, the highest levels on record. Employment in durable-goods industries was slightly higher than in June and very much above July of last year. Although pay rolls in the durable-goods industries declined slightly from June to July, they were 77.2 percent higher than last July. The increases in employment and pay rolls in non-durable goods were largely seasonal.

Employment and pay rolls in the private building construction industry showed increases slightly higher than the average July gains. Gains were general throughout the country, except in the Middle Atlantic States, where there was virtually no change. Largest employment increases occurred in the New England States, the East and West North Central States and the East and West South Central States.

The industrial East North Central region continued to lead in nonagricultural employment gains over last year. Over 1,120,000 workers have found employment in this area since July 1940. Other regional increases during this period were as follows: Middle Atlantic, 810,000; South Atlantic, 530,000; New England, 450,000; Pacific, 360,000; West North Central, 210,000; West South Central, 190,000; East South Central, 180,000; and Mountain States, 60,000.

Employment in anthracite mines showed virtually no change from June to July, but pay rolls fell as a result of stoppage of work during the miners' vacation observed during the first week in July, in accordance with the terms of the new union contract. Employment and pay rolls in bituminous-coal mines increased contraseasonally.

In metal mines, employment remained stable, while pay rolls fell, partly as a result of the observance of the July 4th holiday week end. Employment in quarries and nonmetallic mines increased slightly, while pay rolls remained at the June level. In the crude-petroleum production industry employment remained virtually unchanged, while pay rolls advanced.

Telephone and telegraph firms reported the highest levels of employment and pay rolls in more than 10 years. In electric light and power, employment and pay rolls advanced. In street railways and busses, employment and pay rolls showed little change.

Wholesale trade employment and pay rolls remained at the June level. Employment and pay rolls in retail stores declined by approximately one-half the usual seasonal amount. The decline resulted from the usual summer slackening in department store and apparel store sales. These decreases were partly offset by gains among automotive and lumber and building material dealers.

Year-round hotels reported less-than-seasonal declines in employment and pay rolls. Employment and pay rolls in laundries increased, both indexes reaching the highest levels in 10 years. Dyeing and cleaning plants reported less than seasonal recessions in employment and pay rolls. Employment and pay rolls declined slightly in brokerage firms. Insurance companies reported slight gains in both employment and pay rolls.

A preliminary report of the Interstate Commerce Commission for class I steam railroads showed an employment gain of 2.7 percent between June and July, the total number employed in July being 1,187,205. Corresponding pay-roll figures for July were not available when this report was prepared. For June they were \$178,864,756, an increase of \$1,931,879 since May.

Hours and earnings.—The average hours worked per week by manufacturing wage earners were 40.3 in July, a decrease of 2.4 percent since June. The corresponding average hourly earnings were 74.4 cents, a slight gain over the preceding month. The average weekly earnings of factory wage earners (both full and part time combined) were \$31.20, a decrease of 1.7 percent since June. Of the 16 nonmanufacturing industries regularly surveyed, 8 reported increases in average weekly earnings. Of the 14 nonmanufacturing industries for which man-hours are available 5 showed gains in average hours worked per week and 8 reported increases in average hourly earnings.

Wage-rate increases between June 16 and July 15 were reported to the Bureau of Labor Statistics by 1,421 manufacturing establishments out of 33,520 covered in the survey. The increases averaged 8.5 percent and affected 489,915 workers or about 6.6 percent of the total sample of 7,405,902. Among the industries which reported

wage-rate increases affecting large numbers of workers were cotton goods, shipbuilding, brass, bronze, and copper products, electrical machinery, engines, foundries and machine shops, and aircraft.

Employment and pay-roll indexes and average weekly earnings for July 1941 are given in table 1 for all manufacturing industries combined and selected nonmanufacturing industries, for water transportation, and for class 1 railroads. Percentage changes over the month and year intervals are also given.

TABLE 1.—Employment, Pay Rolls, and Earnings in All Manufacturing Industries Combined and in Nonmanufacturing Industries, July 1941 (Preliminary Figures)

Industry	Employment			Pay rolls			Average weekly earnings		
	Index July 1941	Percentage change from—		Index July 1941	Percentage change from—		Average in July 1941	Percentage change from—	
		June 1941	July 1940		June 1941	July 1940		June 1941	July 1940
All manufacturing industries combined ¹	(1923-25 =100) 130.6	+2.2	+26.6	(1923-25 =100) 152.8	+0.5 (²)	+55.6 (²)	\$31.20 (²)	-1.7 (²)	+22.9 (²)
Class I steam railroads ²	116.3	+2.7	+13.0	(²)					
Coal mining: Anthracite ⁴	(1929 = 100) 49.3	+ .1	-2.4	(1929 = 100) 34.8	-31.9	-4.7	23.25	-32.0	-2.3
Bituminous ⁴	90.5	+2.6	+6.5	111.3	+3.9	+48.1	32.77	+1.3	+39.1
Metalliferous mining ⁵	78.7	- .2	+10.9	78.1	-8.5	+22.7	31.24	-8.3	+10.6
Quarrying and nonmetallic mining.....	52.8	+1.8	+9.7	55.4	- .4	+27.5	26.62	-2.1	+16.3
Crude-petroleum production.....	61.8	+ .1	-3.1	61.8	+3.2	+4.6	36.81	+3.0	+7.9
Public utilities: Telephone and telegraph ⁶	88.6	+2.7	+12.4	116.5	+3.2	+15.1	732.16	+ .5	+2.4
Electric light and power ⁶	94.9	+1.5	+2.8	113.7	+2.0	+7.4	736.64	+ .6	+4.5
Street railways and busses ^{6,8}	69.4	+ .5	+1.4	76.0	- .3	+8.6	735.64	- .8	+7.0
Trade: Wholesale ⁹	93.8	+ .1	+5.2	88.0	- .3	+12.4	732.04	- .3	+6.8
Retail ⁹	96.7	-1.1	+8.5	94.1	-1.2	+13.9	722.49	0	+5.0
Hotels (year-round) ^{4,10}	94.0	-1.1	+4.1	87.2	- .2	+8.3	716.01	+1.6	+4.1
Laundries ⁴	115.5	+3.2	+12.7	106.4	+3.8	+18.2	19.20	+ .6	+4.9
Dyeing and cleaning ⁴	121.1	-1.3	+12.0	96.2	-2.2	+20.3	22.05	-1.0	+7.4
Brokerage ¹¹	(³)	- .4	-15.1	(³)	- .2	-10.4	739.41	+ .2	+5.6
Insurance.....	(³)	+1.0	+1.5	(³)	+ .4	+4.2	737.44	- .6	+2.7
Building construction.....	(³)	+3.4	+18.8	(³)	+4.3	+31.3	35.38	+ .9	+10.5
Water transportation ¹²	78.6	-2.1	-2.4	(³)	(²)	(²)	(²)	(²)	(²)

¹ 1935-39=100.

² Revised indexes—Adjusted to 1937 Census of Manufactures. See table 9 in December 1940 "Employment and Pay Rolls" for comparable series back to January 1919.

³ Preliminary; source—Interstate Commerce Commission.

⁴ Not available.

⁵ Indexes adjusted to 1935 census. Comparable series back to January 1929 presented in January 1938 issue of "Employment and Pay Rolls." See also table 7 of October 1940 pamphlet for revised figures for anthracite mining, February to September 1940, inclusive.

⁶ See table 7 of February 1941 pamphlet for revised figures, January 1938 to January 1941.

⁷ Retail-trade indexes adjusted to 1935 census and public utility indexes to 1937 census. Not comparable with indexes published in pamphlets prior to January 1940 or in the Monthly Labor Review prior to April 1940. Revised series available upon request.

⁸ A average weekly earnings not strictly comparable with figures published in issues of the pamphlet dated earlier than January 1938, or in 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.

⁹ Covers street railways and trolley and motorbus operations of subsidiary, affiliated, and successor companies.

¹⁰ Indexes adjusted to 1933 census. Comparable series in November 1934 and subsequent issues of pamphlet or February 1935 and subsequent issues of Monthly Labor Review.

¹¹ Cash payments only; the additional value of board, room, and tips cannot be computed.

¹² Per capita weekly earnings in brokerage were revised from January 1939 to January 1941, inclusive. See footnote 18 to table 10 of July issue of Employment and Pay Rolls.

¹³ Based on estimates prepared by the United States Maritime Commission.

Public Employment

Preliminary figures for the month ending July 15 indicate that approximately 25,000 additional workers found employment on construction projects financed from appropriations to regular Federal agencies. Although more workers were hired on practically all types of projects, increased activity on ship construction, defense housing, Federal-aid roads, and airport construction, was largely responsible for the gain. Defense projects furnished employment to 623,000 men and 222,000 were reported working on nondefense projects. Wage payments of \$115,248,000 to the 845,000 employees on all types of projects exceeded payments in the month ending June 15 by \$3,766,000.

The number of building-trades workers employed on low-rent projects of the United States Housing Authority declined from 41,000 in the month ending June 15 to 39,000 in the month ending July 15. With a large part of defense housing being financed by appropriations to regular Federal agencies, employment on defense housing under the Housing Authority program declined to 4,500 during the month. Approximately 34,500 men were working on nondefense housing. Pay-roll disbursements of \$4,150,000 were \$98,000 less than in the preceding month.

Employment on construction projects financed by the Public Works Administration fell to 8,000 in the month ending July 15. Pay rolls of \$900,000 were \$157,000 less than in the month ending June 15.

Construction projects financed by the Reconstruction Finance Corporation furnished employment to 13,400 workers in the month ending July 15, a gain of 2,500 over the preceding month. Defense employment on this program amounted to 10,700 and nondefense employment to 2,700.

A decrease of 329,000 in the number of persons employed on work relief projects of the Work Projects Administration during July dropped the total to 1,041,000. Employment in defense projects under this program decreased 49,000, leaving a total of 351,000 still employed; and 690,000 workers remained on nondefense projects after a decrease of 280,000 during the month. Pay-roll disbursements on all projects amounted to \$67,300,000. Approximately 14,000 persons were employed on Federal agency projects financed by the Works Projects Administration. Pay rolls totaled \$800,000.

The student-work program of the National Youth Administration was shut down for the duration of the summer vacation. Employment on the out-of-school work program was curtailed to 293,000 in July, a decrease of 100,000 from the preceding month. Pay-roll disbursements of \$4,407,000 on the out-of-school program were \$3,706,000 less than in June.

Employment in camps of the Civilian Conservation Corps showed a loss of 24,000 in July. Of the 210,500 on the pay roll, 178,100 were enrollees; 1,400 educational advisers; 100, nurses; and 30,900, supervisory and technical employees. Total pay rolls of \$10,486,772 were \$791,000 less than in June.

Increased employment was reported in all the regular services of the Federal Government. About 27,000 additional persons found employment in the executive service, the legislative service added a few workers, and the judicial service about 100. The number of men in the armed forces rose to 1,857,000, a gain of 117,000 over June.

The seasonal increase of activity on State-financed road projects in July resulted in an employment gain of 18,000. Of the 215,000 men on the pay roll, 76,000 were engaged in the construction of new roads and 139,000 on maintenance. Wage payments of \$15,725,000 on both types of work were \$1,129,000 more than in June.

A summary of employment and pay-roll data in the regular Federal services and on projects financed wholly or partially from Federal funds is given in table 2.

TABLE 2.—Summary of Employment and Pay Rolls in Regular Federal Services and on Projects Financed Wholly or Partially From Federal Funds, July 1941 (Preliminary Figures)

Class	Employment			Pay rolls		
	July 1941	June 1941	Percentage change	July 1941	June 1941	Percentage change
Federal Services:						
Executive ¹	1,396,991	1,370,110	+2.0	\$208,410,465	\$205,581,047	+1.4
Judicial.....	2,637	2,526	+4.4	647,810	644,557	+5.5
Legislative.....	6,142	6,132	+2	1,338,223	1,336,535	+1
Military.....	1,857,442	1,740,058	+6.7	122,384,486	105,021,351	+16.5
Construction projects:						
Financed by regular Federal appropriations.....	845,309	820,110	+3.1	115,248,413	111,482,646	+3.4
Defense.....	623,000	615,695	+1.2	92,378,900	91,385,025	+1.1
Other.....	222,309	204,415	+8.8	22,869,513	20,097,621	+13.8
USHA low-rent housing.....	39,000	40,958	-4.8	4,150,000	4,247,710	-2.3
Defense.....	4,500	5,082	-11.5	446,000	503,929	-11.5
Other.....	34,500	35,876	-3.8	3,704,000	3,743,781	-1.1
Financed by PWA ²	8,000	9,507	-15.9	900,000	1,056,578	-14.8
Financed by RFC ³	13,398	10,935	+22.5	1,908,303	1,522,123	+25.4
Defense.....	10,719	8,572	+25.0	1,587,160	1,232,888	+28.7
Other.....	2,679	2,363	+13.4	321,143	289,235	+11.0
Federal agency projects financed by Work Projects Administration.....	13,889	49,289	-71.8	800,000	2,323,783	-65.6
Defense.....	6,275	20,583	-69.5	(4)	1,036,380	(4)
Other.....	7,614	28,706	-73.5	(4)	1,287,403	(4)
Projects operated by WPA.....	1,041,123	1,369,728	-24.0	67,300,000	79,222,498	-15.0
Defense.....	351,318	400,382	-12.3	(4)	(4)	-----
Other.....	689,805	969,346	-28.8	(4)	(4)	-----
National Youth Administration:						
Student work program.....	0	358,004	-100.0	0	2,602,449	-100.0
Out-of-school work program.....	292,530	392,514	-25.5	4,406,578	8,112,719	-45.7
Civilian Conservation Corps.....	210,567	235,024	-10.4	10,486,772	11,277,971	-7.0

¹ Includes force-account and supervisory and technical employees shown under other classifications to the extent of 195,130 employees and pay-roll disbursements of \$29,288,667 for July 1941, and 190,120 employees and pay-roll disbursements of \$27,526,403 for June 1941.

² Data covering PWA projects financed from National Industrial Recovery Act funds, Emergency Relief Appropriation Acts of 1935, 1936, 1937 funds, and Public Works Administration Appropriation Act of 1938 funds are included. These data are not shown under projects financed by the Work Projects Administration. Includes 2,700 wage earners and \$320,000 pay roll for July 1941; 3,327 wage earners and \$363,935 pay roll for June 1941, covering Public Works Administration projects financed from Emergency Relief Appropriation Acts of 1935, 1936, and 1937 funds. Includes 4,700 wage earners and \$500,000 pay roll for July 1941 financed from funds provided by the Public Works Administration Appropriation Act of 1938.

³ Includes 467 employees and pay-roll disbursements of \$93,869 for July 1941; 351 employees and pay-roll disbursements of \$69,073 for June 1941 on projects financed by The RFC Mortgage Company.

⁴ Pay-roll data not available.

DETAILED REPORTS FOR JUNE 1941

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 June 1941, insofar as industrial and business employment is concerned, are reproduced in this section of the Monthly Labor Review.

Estimates of Nonagricultural Employment

The estimates of "Total civil nonagricultural employment," given on the first line of table 1, represent the total number of persons engaged in gainful work in the United States in nonagricultural industries, excluding military and naval personnel, persons employed on WPA or NYA projects, and enrollees in CCC camps. The series described as "Employees in nonagricultural establishments" also excludes proprietors and firm members, self-employed persons, casual workers, and persons in domestic service. The estimates for "Employees in nonagricultural establishments" are shown separately for each of seven major industry groups. Tables giving figures for each group, by months, for the period from January 1929 to date are available on request.

The figures represent the number of persons working at any time during the week ending nearest the middle of each month. The totals for the United States have been adjusted to conform to the figures shown by the 1930 Census of Occupations for the number of nonagricultural "gainful workers" less the number shown to have been unemployed for 1 week or more at the time of the census. Separate estimates for "Employees in nonagricultural establishments" are shown in table 2 for each of the 48 States and the District of Columbia for

May and June 1941 and June 1940. Tables showing monthly figures for each State from July 1937 to date are available on request. Because the State figures do not include employees on merchant vessels, and because of certain adjustments in the United States estimates which have not been made on a State basis, the total of the State estimates will not agree exactly with the figures for the United States as a whole.

These estimates are based in large part on industrial censuses and on regular reports of employers to the United States Bureau of Labor Statistics and to other Government agencies, such as the Interstate Commerce Commission. Data derived from employers' quarterly reports in connection with "old-age and survivors' insurance," and employers' monthly reports in connection with unemployment compensation have been used extensively as a check on estimates derived from other sources, and in some industries they have provided the most reliable information available.

TABLE 1.—*Estimates of Total Nonagricultural Employment, by Major Groups*

[In thousands]

Industry	June 1941 (preliminary)	May 1941	Change May to June 1941	June 1940	Change June 1940 to June 1941
Total civil nonagricultural employment ¹	38,808	38,314	+494	35,425	+3,383
Employees in nonagricultural establishments ^{1 2}	32,665	32,171	+494	29,282	+3,383
Manufacturing ³	11,775	11,545	+230	9,824	+1,951
Mining.....	868	862	+6	838	+30
Construction.....	1,810	1,782	+28	1,321	+489
Transportation and public utilities.....	3,234	3,185	+49	3,032	+202
Trade.....	6,522	6,421	+101	6,254	+268
Finance, service, and miscellaneous.....	4,350	4,327	+23	4,214	+136
Federal, State, and local government:					
Civil employees.....	4,106	4,049	+57	3,799	+307
Military and naval forces ⁴	1,740	1,662	+78	474	+1,266

¹ Excludes military and naval forces as well as employees on WPA and NYA projects, and enrollees in CCC camps. Includes proprietors, firm members, self-employed persons, casual workers, and domestic servants. Includes allowance for adjustment of factory wage-earner totals to preliminary 1939 Census of Manufactures. Revised series available on request.

² Excludes all of the groups omitted from "Total civil nonagricultural employment" as well as proprietors, firm members, self-employed persons, casual workers, and domestic servants.

³ Adjusted to preliminary 1939 Census of Manufactures.

⁴ Not included in total shown above. Includes members of the National Guard inducted into the Federal Service by act of Congress.

TABLE 2.—Estimated Number of Employees in Nonagricultural Establishments, by States

[Excludes proprietors, firm members, self-employed persons, casual workers, domestic workers, the armed forces of the United States, and employees on merchant vessels]

[Numbers in thousands]

Geographic divisions and States	June 1941 (preliminary)	May 1941	Change May to June 1941		June 1940	Change June 1940 to June 1941	
			Number	Percentage		Number	Percentage
New England	2,893	2,839	+54	+1.9	2,448	+445	+18.2
Maine.....	212	204	+8	+3.8	185	+27	+14.4
New Hampshire.....	147	142	+5	+3.3	127	+20	+15.6
Vermont.....	80	77	+3	+3.7	74	+6	+8.3
Massachusetts.....	1,501	1,478	+23	+1.6	1,277	+224	+17.6
Rhode Island.....	270	266	+4	+1.3	221	+49	+22.1
Connecticut.....	683	672	+11	+1.6	564	+119	+21.0
Middle Atlantic	8,343	8,241	+102	+1.2	7,622	+721	+9.5
New York.....	4,107	4,072	+35	+ .9	3,863	+244	+6.3
New Jersey.....	1,294	1,269	+25	+2.0	1,130	+164	+14.5
Pennsylvania.....	2,942	2,900	+42	+1.4	2,629	+313	+11.9
East North Central	7,712	7,567	+145	+1.9	6,703	+1,009	+15.1
Ohio.....	2,014	1,975	+39	+2.0	1,749	+265	+15.1
Indiana.....	923	903	+20	+2.2	767	+156	+20.3
Illinois.....	2,501	2,452	+49	+2.0	2,219	+282	+12.7
Michigan.....	1,567	1,544	+23	+1.5	1,341	+226	+16.9
Wisconsin.....	707	693	+14	+2.1	627	+80	+12.8
West North Central	2,524	2,497	+27	+1.1	2,347	+177	+7.6
Minnesota.....	563	554	+9	+1.7	527	+36	+6.9
Iowa.....	421	421	0	+ .1	403	+18	+4.6
Missouri.....	844	833	+11	+1.3	764	+80	+10.4
North Dakota.....	77	77	0	0	76	+1	+1.0
South Dakota.....	84	83	+1	+1.4	83	+1	+1.2
Nebraska.....	210	207	+3	+1.7	201	+9	+4.7
Kansas.....	325	322	+3	+ .7	293	+32	+10.8
South Atlantic	3,911	3,882	+29	+ .8	3,386	+525	+15.5
Delaware.....	78	77	+1	+1.0	72	+6	+8.5
Maryland.....	602	597	+5	+ .8	499	+103	+20.5
District of Columbia.....	405	398	+7	+1.9	338	+67	+20.0
Virginia.....	585	577	+8	+1.5	488	+97	+20.0
West Virginia.....	398	394	+4	+1.1	368	+30	+8.1
North Carolina.....	626	629	-3	- .5	562	+64	+11.5
South Carolina.....	315	313	+2	+ .9	270	+45	+16.6
Georgia.....	533	522	+11	+2.1	463	+70	+15.2
Florida.....	369	375	-6	-1.6	326	+43	+13.2
East South Central	1,468	1,458	+10	+ .6	1,319	+149	+11.2
Kentucky.....	384	384	0	- .1	357	+27	+7.5
Tennessee.....	484	479	+5	+1.0	432	+52	+12.2
Alabama.....	413	406	+7	+1.7	354	+59	+16.4
Mississippi.....	187	189	-2	-1.2	176	+11	+6.1
West South Central	1,970	1,950	+20	+1.0	1,794	+176	+9.8
Arkansas.....	189	184	+5	+2.4	172	+17	+9.7
Louisiana.....	397	390	+7	+1.8	354	+43	+12.1
Oklahoma.....	300	299	+1	+ .4	286	+14	+4.9
Texas.....	1,084	1,077	+7	+ .7	982	+102	+10.4
Mountain	825	804	+21	+2.7	775	+50	+6.3
Montana.....	117	114	+3	+2.5	114	+3	+2.7
Idaho.....	90	87	+3	+3.0	85	+5	+5.2
Wyoming.....	56	54	+2	+4.6	53	+3	+7.2
Colorado.....	237	231	+6	+2.5	219	+18	+7.9
New Mexico.....	77	74	+3	+4.7	73	+4	+6.1
Arizona.....	96	95	+1	+1.2	88	+8	+8.5
Utah.....	115	114	+1	+1.7	110	+5	+4.6
Nevada.....	37	35	+2	+3.4	33	+4	+9.5
Pacific	2,677	2,613	+64	+2.5	2,387	+290	+12.2
Washington.....	471	462	+9	+1.9	420	+51	+12.3
Oregon.....	282	263	+19	+7.3	246	+36	+14.5
California.....	1,924	1,888	+36	+1.9	1,721	+203	+11.8

Industrial and Business Employment

Monthly reports on employment and pay rolls are available for 157 manufacturing industries; 16 nonmanufacturing industries, including private building construction; water transportation; and class I steam railroads. The reports for the first 2 of these groups—manufacturing

and nonmanufacturing—are based on sample surveys by the Bureau of Labor Statistics. The figures on water transportation are based on estimates prepared by the Maritime Commission and those on class I steam railroads are compiled by the Interstate Commerce Commission. They are presented in the foregoing summary.

The indexes of factory employment and pay rolls relate to wage earners only. Those shown in table 3 are based on the 3-year average 1923–25 as 100. For all manufacturing industries combined, the durable-goods group, the nondurable-goods group, and aluminum manufactures, they have been adjusted to preliminary 1939 census figures and for automobiles to the 1933 census. The indexes for all other groups and industries have been adjusted to 1937 census data except for the aircraft industry and the transportation equipment group, which have been adjusted on the basis of a complete employment survey of the aircraft industry made by the Bureau of Labor Statistics in August 1940. The over-all manufacturing indexes are computed from reports supplied by representative manufacturing establishments in 90 of the 157 industries surveyed. 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 covered.

Indexes for 55 of the 67 manufacturing industries recently added to the monthly survey are shown in table 4. These indexes are based on 1939 as 100.

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 clerical field force. The coverage of the reporting samples for the various nonmanufacturing industries ranges from approximately 25 percent for wholesale and retail trade, dyeing and cleaning, and insurance, to approximately 80 percent for quarrying and nonmetallic mining, anthracite mining, and public utilities.

The indexes for retail trade have been adjusted to conform in general with the 1935 Census of Retail Distribution and are weighted by lines of trade. For the public utilities they have been adjusted to the 1937 Census of Electrical Industries, for wholesale trade to the 1933 census, and for coal mining, year-round hotels, laundries, and dyeing and cleaning to the 1935 censuses.

Data for both manufacturing and nonmanufacturing industries are based on reports of the number of employees and the amount of pay rolls for the pay period ending nearest the 15th of the month.

The average weekly earnings shown in table 3 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 slightly smaller number of reporting firms. As the size and composition of the reporting sample vary somewhat from month to month, the average hours per week, average hourly earnings, and average weekly earnings shown may not be 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 June 1940 are computed from chain indexes based on the month-to-month percentage changes.

EMPLOYMENT AND PAY-ROLL INDEXES, AVERAGE HOURS, AND AVERAGE EARNINGS

The indexes of employment and pay rolls as well as average hours worked per week, average hourly earnings, and average weekly earnings in manufacturing and nonmanufacturing industries for April, May, and June 1941, where available, are presented in table 3. The April and May figures, where given, may differ in some instances from those previously published because of revisions necessitated primarily by the inclusion of late reports. Indexes of employment and pay rolls are given in table 4 for 55 of the 67 newly added manufacturing industries for the months of April, May, and June 1941. These indexes are based on 1939 as 100 and are available in mimeographed form for the period from January 1939 to January 1941, inclusive.

In table 5 indexes of employment and pay rolls are given for all manufacturing industries combined, for the durable- and nondurable-goods groups of manufacturing industries, and for each of 13 non-manufacturing industries, by months, from June 1940 to June 1941, inclusive. The indexes for all manufacturing industries combined, the durable-goods group, and the nondurable-goods group have been adjusted to preliminary 1939 census figures. Comparable indexes for all available months and years back to January 1919 are given in tables 9, 10, and 11 of the December 1940 issue of the pamphlet "Employment and Pay Rolls." The chart on page 795 indicates the trend of factory employment and pay rolls from January 1919 to June 1941.

EMPLOYMENT AND PAY ROLLS ALL MANUFACTURING INDUSTRIES

1923-25=100



UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

ADJUSTED TO 1939 CENSUS OF MANUFACTURES

TABLE 3.—Employment, Pay Rolls, Hours, and Earnings in Manufacturing and Nonmanufacturing Industries

MANUFACTURING

[Indexes are based on 3-year average, 1923-25=100. For "all manufacturing," "durable goods," "nondurable goods," and "aluminum manufactures," they have been adjusted to preliminary 1939 census figures. The indexes for all other manufacturing groups and industries have been adjusted to 1937 census figures, except as otherwise noted, and are 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		
	June 1941	May 1941	April 1941	June 1941	May 1941	April 1941	June 1941	May 1941	April 1941	June 1941	May 1941	April 1941	June 1941	May 1941	April 1941
All manufacturing ²	127.8	124.9	122.6	152.1	144.1	134.7	\$31.84	\$30.76	\$29.17	41.3	40.8	40.0	Cents 73.8	Cents 72.6	Cents 70.8
Durable goods ²	135.1	131.3	127.7	173.8	163.1	149.9	36.89	35.55	33.54	43.1	42.5	41.5	82.2	80.6	78.5
Nondurable goods ²	120.9	118.8	117.8	127.8	122.8	117.7	25.08	24.49	23.82	39.4	38.9	38.4	65.0	64.1	62.9
<i>Durable goods</i>															
Iron and steel and their products, not including machinery.....	136.1	133.0	129.4	168.7	161.0	150.9	36.44	35.73	34.40	42.0	41.5	40.8	86.3	85.9	84.1
Blast furnaces, steel works, and rolling mills.....	144.0	140.6	137.4	179.9	172.7	164.1	39.46	38.98	37.87	41.0	40.4	39.8	96.4	96.7	95.4
Bolts, nuts, washers, and rivets.....	165.6	161.1	154.7	248.4	233.7	212.0	36.02	34.92	32.99	45.8	45.1	44.7	78.7	77.5	73.8
Cast-iron pipe.....	96.9	94.4	92.6	114.6	110.3	104.2	28.25	27.93	27.00	41.9	41.7	41.8	67.0	66.6	64.1
Cutlery (not including silver and plated cutlery) and edge tools.....	120.4	118.5	116.6	139.2	134.3	125.1	30.32	29.73	28.16	43.9	43.4	42.6	69.9	69.4	67.3
Forgings, iron and steel.....	104.3	102.1	99.5	163.7	152.3	140.3	41.63	39.62	37.57	47.0	46.0	45.0	88.8	85.4	83.6
Hardware.....	118.3	116.7	116.6	150.2	141.5	135.7	31.26	29.89	28.64	42.5	42.3	41.4	73.7	70.7	69.3
Plumbers' supplies ³	102.8	102.1	100.8	107.6	104.8	98.4	30.03	29.62	28.18	40.7	40.5	39.4	74.4	73.1	71.6
Stamped and enameled ware.....	220.2	218.0	210.0	278.7	265.0	242.5	29.81	28.51	27.08	41.6	40.5	40.4	71.3	70.5	67.2
Steam and hot-water heating apparatus and steam fittings.....	114.1	112.1	108.9	137.8	128.6	116.8	36.32	34.63	32.28	44.8	44.0	43.6	81.2	78.8	74.1
Stoves.....	115.8	113.4	109.2	124.7	119.3	110.6	30.55	29.66	28.60	41.6	41.2	40.4	73.0	72.1	70.8
Structural and ornamental metalwork.....	105.5	102.3	99.1	120.1	113.8	103.4	36.98	36.13	33.71	44.4	44.0	43.2	83.6	82.5	78.2
Tin cans and other tinware.....	135.2	123.4	109.5	169.0	151.6	127.3	28.15	27.65	26.17	42.1	42.3	41.0	66.5	65.5	64.2
Tools (not including edge tools, machine tools, files, and saws).....	138.2	135.5	133.2	181.0	171.7	165.5	33.07	32.01	31.57	46.8	46.1	46.4	71.3	70.0	68.1
Wirework.....	214.2	211.1	207.4	280.9	273.0	242.8	31.95	31.37	28.22	42.6	42.7	40.1	73.9	72.9	70.5
Machinery, not including transportation equipment.....	187.9	182.4	156.2	230.2	217.5	197.4	37.98	37.21	35.20	45.6	45.4	44.5	83.2	81.8	78.9
Agricultural implements (including tractors).....	171.8	170.7	168.5	233.3	229.0	229.6	37.32	36.88	37.52	42.1	41.8	43.2	88.6	88.6	87.2
Cash registers, adding machines, and calculating machines.....	162.6	151.3	151.3	216.2	196.0	191.0	41.34	40.28	39.26	45.3	45.9	45.3	92.4	88.8	87.7
Electrical machinery, apparatus, and supplies.....	158.5	154.0	147.3	223.9	215.3	192.3	37.21	36.68	34.41	43.9	44.4	44.1	84.5	82.9	78.2
Engines, turbines, water wheels, and windmills.....	285.5	271.6	257.2	480.1	452.0	372.4	44.61	44.01	38.30	47.3	47.2	43.3	94.1	93.5	88.7

Foundry and machine-shop products	139.7	134.9	130.0	179.1	166.2	152.2	37.76	36.51	34.75	46.0	45.4	44.5	81.9	80.3	78.0
Machine tools	337.1	325.6	316.9	526.6	505.3	472.2	43.37	42.98	41.10	51.9	52.3	51.1	83.6	82.4	80.8
Radios and phonographs	180.7	173.7	158.5	200.4	191.5	163.9	27.09	27.02	25.31	40.9	41.0	39.4	66.4	66.1	64.4
Textile machinery and parts	103.8	101.3	98.9	130.5	124.3	112.1	34.84	33.72	31.32	46.8	46.4	45.0	74.5	72.8	69.7
Typewriters and parts	148.3	143.5	138.3	207.5	189.6	174.5	34.31	32.40	30.93	45.8	45.3	43.8	74.9	71.6	70.6
Transportation equipment ⁴	177.7	171.6	166.4	239.1	216.2	191.4	42.61	39.87	36.41	43.8	42.4	39.7	97.6	94.5	92.3
Aircraft ⁴	6,710.5	6,290.3	5,929.2	8,155.3	7,697.3	7,134.4	35.48	35.73	35.15	44.7	45.2	45.1	79.9	79.5	78.8
Automobiles ⁵	134.7	134.1	132.4	187.9	170.3	147.3	45.68	41.64	36.36	43.1	41.0	37.0	106.5	101.5	98.3
Cars, electric- and steam-railroad	85.6	79.5	73.7	91.6	84.2	73.4	34.16	33.71	31.71	40.9	41.0	39.7	83.6	82.3	79.8
Locomotives	68.1	65.1	59.7	90.8	79.9	71.6	40.87	37.58	36.75	46.5	44.4	44.2	87.9	84.6	83.1
Shipbuilding	335.0	307.7	294.4	499.8	429.6	392.6	43.45	40.66	39.08	45.3	44.0	42.7	94.3	92.1	90.6
Nonferrous metals and their products	142.0	139.9	138.7	175.2	166.8	157.2	34.39	33.10	31.50	43.1	42.8	42.0	79.4	77.0	74.9
Aluminum manufactures ⁶	228.4	233.5	231.0	321.1	322.0	290.4	35.09	34.36	31.40	42.2	42.5	41.7	83.1	80.8	75.4
Brass, bronze, and copper products ⁷	189.7	184.5	182.5	264.4	246.7	234.8	38.69	37.10	35.70	44.8	44.5	43.8	86.1	83.4	81.6
Clocks and watches and time-recording devices	117.0	115.9	114.2	147.9	143.4	133.6	27.93	27.36	25.83	42.4	42.2	41.2	65.9	64.8	62.7
Jewelry	106.8	104.4	104.4	101.4	97.7	93.7	25.51	25.08	24.07	41.3	40.9	40.3	61.2	60.7	59.4
Lighting equipment	114.1	112.2	113.3	117.6	110.5	105.8	31.57	30.16	28.60	41.3	41.2	39.8	76.5	73.1	71.8
Silverware and plated ware	83.9	82.9	81.5	93.8	90.8	82.0	32.32	31.64	29.07	44.0	45.1	43.2	74.4	70.8	67.9
Smelting and refining—copper, lead, and zinc	101.8	101.7	100.3	116.6	111.7	106.6	32.28	30.94	29.96	40.5	39.2	39.0	79.8	78.9	76.9
Lumber and allied products	78.9	74.7	73.8	83.9	78.0	75.7	23.61	22.54	22.16	40.9	40.1	40.2	57.0	55.6	54.7
Furniture	103.8	100.1	97.6	109.7	102.5	95.2	25.19	24.29	23.22	42.3	41.8	40.8	59.5	58.4	57.0
Lumber:															
Millwork	72.5	70.0	69.7	67.2	62.4	59.3	25.24	24.29	23.36	42.5	42.2	41.1	59.4	57.5	56.6
Sawmills	67.2	65.7	65.2	71.3	66.0	66.4	21.88	20.73	21.01	39.7	38.6	39.7	55.1	53.7	53.0
Stone, clay, and glass products	97.1	95.6	93.0	100.2	97.8	91.1	27.97	27.65	26.50	38.6	38.5	38.0	71.7	71.0	69.5
Brick, tile, and terra cotta	74.8	72.7	69.2	71.9	69.1	62.4	24.82	24.58	23.38	38.4	38.4	38.4	64.5	63.9	60.6
Cement	79.2	78.0	74.2	89.5	85.2	75.5	31.93	30.71	28.72	41.6	40.6	40.3	76.7	75.7	71.3
Glass	125.4	124.0	121.8	153.3	150.3	143.5	30.00	29.53	28.70	38.4	37.8	37.4	77.8	76.9	77.0
Marble, granite, slate, and other products ⁸	45.5	46.3	45.3	35.1	38.7	34.6	27.10	29.38	26.80	37.2	39.5	36.9	73.0	74.1	72.3
Pottery	114.4	112.5	113.1	118.2	113.6	111.1	26.06	25.58	24.88	38.1	38.1	37.6	68.1	67.0	66.2
<i>Nondurable goods</i>															
Textiles and their products	112.5	112.4	112.1	111.3	110.3	107.0	20.22	20.12	19.48	38.1	37.9	37.3	53.4	53.0	52.4
Fabrics	106.2	105.1	103.7	111.6	109.2	104.1	20.12	20.08	19.33	39.1	38.8	38.3	52.2	52.0	50.9
Carpets and rugs	89.9	89.2	87.0	90.2	89.6	81.5	27.71	27.78	25.94	39.3	39.3	37.4	70.6	70.7	69.4
Cotton goods	108.5	106.3	104.7	120.0	116.9	113.3	17.87	17.83	17.54	39.6	39.5	39.3	45.1	45.1	44.6
Cotton small wares	103.7	102.6	100.8	116.2	114.1	107.4	21.75	21.70	20.73	41.5	41.5	40.2	52.5	52.5	51.6
Dyeing and finishing textiles	139.3	141.2	143.3	133.2	133.9	134.7	23.21	23.06	22.78	38.3	38.6	38.7	59.9	59.4	58.4
Hats, fur-felt	82.2	79.9	80.7	83.8	74.8	66.9	28.17	25.77	23.00	36.0	33.5	29.4	79.3	77.1	75.9
Hosiery	142.7	143.0	141.9	158.1	158.1	155.2	19.70	19.64	19.37	36.2	35.8	35.4	54.5	54.8	54.7
Knitted outerwear ⁹	79.5	76.8	71.4	75.5	72.1	63.9	19.57	19.36	18.50	38.7	38.7	37.3	49.9	49.8	48.9
Knitted underwear	79.3	82.3	82.6	82.8	84.6	84.0	17.61	17.21	17.03	38.5	38.0	37.8	45.7	45.1	44.8
Knitted cloth	160.4	154.7	141.5	153.2	149.2	132.7	21.82	21.79	21.17	40.3	40.4	40.1	52.9	53.3	52.6
Silk and rayon goods	69.3	68.5	68.5	64.1	62.4	60.1	18.93	18.72	18.04	38.7	38.5	37.6	49.0	48.4	47.8
Woolen and worsted goods	107.9	106.8	104.2	117.1	113.3	101.5	25.02	24.58	22.58	40.2	39.7	38.7	62.8	62.1	58.4

See footnotes at end of table.

TABLE 3.—Employment, Pay Rolls, Hours, and Earnings in Manufacturing and Nonmanufacturing Industries—Continued

MANUFACTURING—Continued

[Indexes are based on 3-year average, 1923-25=100. For "all manufacturing," "durable goods," "nondurable goods" and "aluminum manufactures," they have been adjusted to preliminary 1939 census figures. The indexes for all other manufacturing groups and industries have been adjusted to 1937 census figures, except as otherwise noted, and are 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		
	June 1941	May 1941	April 1941	June 1941	May 1941	April 1941	June 1941	May 1941	April 1941	June 1941	May 1941	April 1941	June 1941	May 1941	April 1941
<i>Nondurable goods—Continued</i>															
<i>Textiles and their products—Continued.</i>															
Wearing apparel.....	121.7	124.0	126.2	103.8	105.7	106.2	\$20.50	\$20.23	\$19.91	36.0	36.2	35.3	55.9	55.0	55.3
Clothing, men's.....	120.1	118.8	117.9	107.4	101.2	98.3	22.79	21.71	21.32	36.3	35.9	35.6	63.0	60.3	60.0
Clothing, women's.....	158.1	165.2	171.9	118.1	131.3	132.3	20.23	21.36	20.53	35.8	36.7	35.0	53.7	54.5	55.0
Corsets and allied garments.....	118.0	118.1	118.1	138.7	136.6	132.5	19.49	19.12	18.65	38.8	38.7	37.5	49.6	48.8	49.2
Men's furnishings.....	121.8	122.0	122.3	131.1	129.9	123.9	15.89	15.85	15.13	36.1	36.5	34.9	43.3	42.7	42.6
Millinery.....	62.8	75.7	87.8	42.5	51.0	75.5	20.66	20.69	26.37	28.6	28.6	32.6	68.4	66.6	69.7
Shirts and collars.....	131.3	131.1	130.0	134.8	129.8	126.3	16.06	15.49	15.20	37.3	37.0	36.4	43.7	42.9	42.6
<i>Leather and its manufactures.....</i>															
Boots and shoes.....	94.9	93.0	95.8	91.9	86.7	89.3	21.66	20.89	20.84	38.2	36.9	37.7	57.3	56.7	55.5
Leather.....	93.9	89.6	90.0	106.6	97.6	95.1	28.52	27.29	26.52	40.8	40.1	39.2	70.1	68.1	67.7
<i>Food and kindred products.....</i>															
Baking.....	135.0	127.5	123.6	144.3	134.7	125.2	27.05	26.68	25.56	41.0	40.3	39.6	67.2	67.0	65.5
Beverages.....	152.2	149.0	146.5	154.4	148.4	140.9	28.21	27.56	26.59	42.5	41.8	41.1	66.5	65.9	64.7
Butter.....	309.6	293.0	271.5	391.3	362.4	331.4	36.99	36.19	35.67	41.4	40.7	40.1	90.2	89.8	89.8
Canning and preserving.....	113.8	109.6	102.3	104.6	97.4	89.9	23.98	23.15	22.96	46.9	45.9	45.3	50.6	49.5	50.0
Confectionery ³	135.9	99.9	96.9	133.5	91.1	87.5	18.75	17.44	17.33	36.6	34.3	34.2	51.9	51.7	51.4
Flour.....	80.4	81.0	86.4	85.5	83.7	85.8	20.50	19.91	19.17	38.1	37.6	37.1	54.6	53.1	51.9
Ice cream.....	77.9	76.5	77.4	79.2	75.3	76.4	27.34	26.44	26.59	43.1	42.0	42.5	63.3	62.6	62.3
Slaughtering and meat packing.....	92.3	87.0	77.8	82.7	75.1	68.8	30.35	29.28	30.08	46.7	45.5	45.9	64.0	63.8	64.2
Sugar, beet.....	120.3	116.8	110.2	137.8	133.1	115.1	29.79	29.55	27.14	40.4	40.5	39.1	73.8	73.1	69.4
Sugar refining, cane.....	48.1	47.4	43.6	57.2	53.8	48.2	30.71	29.35	28.63	39.8	39.5	37.9	79.0	77.2	78.6
Tobacco manufactures.....	98.5	102.5	102.6	97.5	90.0	92.5	27.77	24.89	25.53	41.8	38.2	39.1	66.9	65.2	65.2
<i>Tobacco manufactures.....</i>															
Chewing and smoking tobacco and snuff.....	65.5	64.9	63.5	70.1	67.1	58.9	19.56	18.82	16.88	37.6	36.9	33.2	51.7	50.9	50.6
Cigars and cigarettes.....	52.1	52.8	53.5	67.1	66.9	61.6	20.76	20.45	18.50	36.4	36.4	33.7	57.4	56.4	54.9
Paper and printing.....	67.2	66.4	64.7	70.3	67.0	58.5	19.34	18.62	16.58	37.7	36.9	33.0	51.1	50.3	50.1
<i>Paper and printing.....</i>															
Boxes, paper.....	121.5	120.8	119.4	128.6	124.9	121.2	32.10	31.13	30.54	40.1	40.0	39.6	82.6	81.1	80.5
Paper and pulp.....	135.1	129.7	126.6	170.3	159.2	150.7	25.34	24.55	23.74	42.3	41.8	40.8	60.6	59.2	58.5
Printing and publishing:	124.6	122.7	120.3	137.7	145.6	139.1	30.97	29.07	28.31	43.3	43.0	42.6	71.6	67.6	66.6
Book and job.....	101.6	103.2	102.8	94.8	95.7	93.7	32.21	32.01	31.54	39.7	39.7	39.4	82.5	81.9	81.4
Newspapers and periodicals.....	117.4	117.6	117.1	113.6	114.0	112.4	39.39	39.51	39.01	35.8	36.2	36.0	106.9	106.6	105.7

Chemical, petroleum, and coal products.....	135.8	134.3	134.7	171.1	163.6	157.0	33.52	32.41	30.96	40.5	39.8	39.9	82.4	80.6	77.3
Petroleum refining.....	125.4	122.0	120.5	156.7	146.3	142.4	38.64	37.14	36.64	38.3	37.0	37.0	102.2	100.8	99.5
Other than petroleum refining.....	138.3	137.3	138.1	175.5	168.9	161.5	31.73	30.78	29.09	41.2	40.7	40.7	76.1	74.4	70.7
Chemicals.....	172.1	166.8	162.4	232.6	221.8	208.3	36.00	35.48	34.24	41.7	41.1	40.8	86.4	86.3	83.9
Cottonseed—oil, cake, and meal.....	66.3	72.1	90.6	62.4	66.3	84.2	15.17	14.73	14.90	40.4	40.3	42.5	35.9	35.0	34.2
Druggists' preparations.....	127.4	125.2	122.4	149.9	142.8	137.7	26.43	25.49	25.12	41.0	39.4	39.4	62.7	61.5	61.1
Explosives.....	(10)	(10)	(10)	(10)	(10)	(10)	39.41	38.01	36.15	44.6	43.1	41.4	88.6	88.3	87.4
Fertilizers.....	92.5	127.1	178.7	93.7	127.4	176.9	18.15	17.99	17.48	37.4	38.5	41.9	48.5	46.8	41.7
Paints and varnishes.....	144.8	141.4	137.4	177.8	170.4	157.9	33.81	33.05	31.57	43.4	43.0	41.9	78.0	77.0	75.5
Rayon and allied products.....	327.0	323.5	317.9	362.4	356.2	342.3	28.35	28.16	27.54	39.3	39.5	39.0	72.2	71.2	70.6
Soap.....	93.3	92.2	91.6	129.0	125.7	115.6	32.58	32.13	29.76	41.1	40.7	40.4	79.3	78.9	73.7
Rubber products.....	110.7	106.4	105.0	141.1	138.7	122.3	34.78	32.82	31.62	41.3	40.3	39.4	83.6	81.6	80.4
Rubber boots and shoes.....	78.2	74.9	72.4	98.4	88.3	83.6	28.91	27.11	26.54	43.0	41.2	40.9	67.2	65.8	64.9
Rubber tires and inner tubes.....	86.3	83.3	82.3	122.4	111.1	106.3	41.41	38.88	37.68	39.9	38.6	37.9	103.7	100.8	99.5
Rubber goods other.....	190.2	181.7	180.5	224.4	207.2	194.9	28.57	27.56	26.10	42.2	41.7	40.4	68.1	66.6	65.1

See footnotes at end of table.

TABLE 3.—Employment, Pay Rolls, Hours, and Earnings in Manufacturing and Nonmanufacturing Industries—Continued

NONMANUFACTURING

[Indexes are based on 12-month average, 1929=100]

Industry	Employment index			Pay-roll index			Average weekly earnings ¹			Average hours worked per week ¹			Average hourly earnings ¹		
	June 1941	May 1941	April 1941	June 1941	May 1941	April 1941	June 1941	May 1941	April 1941	June 1941	May 1941	April 1941	June 1941	May 1941	April 1941
Coal mining:													<i>Cents</i>	<i>Cents</i>	<i>Cents</i>
Anthracite ^{11 12}	49.2	48.6	48.7	51.2	33.4	24.3	\$34.20	\$22.59	\$16.43	34.0	22.9	18.5	100.2	94.5	92.3
Bituminous ¹¹	86.6	86.5	23.5	104.5	102.0	15.8	32.08	31.34	18.02	31.5	30.9	22.8	102.0	100.6	84.1
Metalliferous mining ¹³	78.1	77.1	77.2	85.6	81.5	78.9	34.50	33.28	32.19	43.1	41.8	41.2	80.3	79.9	78.5
Quarrying and nonmetallic mining.....	51.7	51.0	48.2	55.5	53.2	47.0	27.07	26.30	24.37	42.8	42.5	40.7	63.1	61.7	60.0
Crude-petroleum production.....	61.6	60.4	60.1	59.4	58.8	57.8	35.31	35.59	35.31	36.9	38.0	38.0	92.8	91.1	90.0
Public utilities:															
Telephone and telegraph ^{14 15}	86.1	84.6	83.2	112.1	110.5	107.1	31.82	31.91	31.55	39.8	40.3	39.8	80.3	79.7	79.6
Electric light and power ^{14 15}	93.7	92.2	91.3	111.3	109.6	107.6	36.28	36.32	35.96	39.3	40.2	39.8	92.5	90.7	90.6
Street railways and busses ^{14 15 16}	69.0	68.9	68.3	75.6	72.7	72.0	35.62	34.36	34.37	47.7	46.4	46.4	73.7	73.0	73.1
Trade:															
Wholesale ^{14 17}	93.1	92.2	92.4	87.5	84.6	83.4	32.68	31.90	31.36	41.3	41.2	41.0	79.8	78.1	77.5
Retail ^{14 15}	97.6	96.1	97.8	94.5	91.5	91.7	22.31	21.94	21.56	42.7	42.4	42.5	57.2	56.4	55.0
Food ¹⁵	108.1	107.5	107.5	103.6	100.7	100.8	24.55	23.95	23.88	42.6	42.4	43.0	54.9	54.1	53.1
General merchandising ^{14 15}	104.8	102.5	108.7	99.6	96.0	98.6	18.81	18.55	18.13	38.8	38.4	38.7	48.1	47.6	46.1
Apparel ¹⁵	90.6	90.5	99.9	85.5	84.5	94.4	21.99	21.47	21.97	38.0	37.7	38.1	57.7	56.9	57.3
Furniture ¹⁵	78.8	78.7	76.8	76.3	75.7	71.9	30.28	29.99	29.44	44.0	44.3	44.4	75.0	72.6	70.3
Automotive ¹⁵	94.0	92.3	90.7	102.5	99.9	95.8	32.63	32.44	31.52	47.6	47.2	47.6	70.1	69.3	66.4
Lumber ¹⁵	79.4	77.0	74.9	80.1	76.5	72.6	28.25	27.85	27.11	43.3	43.0	42.4	65.9	65.3	64.8
Hotels (year-round) ^{11 14 18}	94.9	96.3	95.2	87.0	87.9	87.1	15.84	15.77	15.87	45.7	45.4	45.4	34.1	34.1	34.0
Laundries ¹¹	111.7	108.3	104.9	102.3	98.7	95.8	19.11	19.02	18.98	43.6	43.7	43.8	44.0	43.7	43.4
Dyeing and cleaning ¹¹	122.9	120.6	117.2	98.4	96.1	97.8	28.15	22.04	22.94	44.6	44.7	45.8	50.3	50.2	51.1
Brokerage ^{14 19}	-1.0	-1.6	-0.8	-0.6	-1.3	+0.2	38.75	38.58	38.54	(10)	(10)	(10)	(10)	(10)	(10)
Insurance ^{14 19}	+2	+2	+3	+1.6	+7	+4	38.08	37.55	37.34	(10)	(10)	(10)	(10)	(10)	(10)
Building construction ¹⁹	+3.3	+5.4	+11.1	+4.2	+8.0	+15.5	35.15	34.87	33.96	35.3	35.1	34.4	99.7	99.3	98.9

¹ Mimeographed sheets giving averages by years, 1932 to 1939, inclusive, and by months, January 1938 to August 1940, inclusive, available on request. Average hours and average hourly earnings are computed from data supplied by a smaller number of establishments than average weekly earnings, 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.

² See tables 9, 10, and 11 in the December 1940 issue of Employment and Pay Rolls for comparable series back to January 1919 for all manufacturing and back to January 1923 for the durable- and nondurable-goods groups.

³ See table 7 in the April 1941 issue of Employment and Pay Rolls for revised figures from January 1940 to March 1941.

⁴ Adjusted on basis of a complete employment survey of the aircraft industry made by the Bureau of Labor Statistics for August 1940. Not comparable with previously published indexes from January 1939 to August 1940, inclusive. Comparable figures for this period given in table 9 of the September 1940 issue of Employment and Pay Rolls.

⁵ The indexes for "Automobiles" have been adjusted to 1933 census figures, but not to later census figures because of problems involving integrated industries.

⁶ See table 8 in March 1941 issue of Employment and Pay Rolls for revised figures from January 1935 to February 1941.

⁷ Revisions in the brass, bronze, and copper products industry have been made as follows: November and December 1940, January and February 1941 average weekly and hourly earnings to \$34.17, \$35.80, \$35.27, \$35.20, and 80.2, 80.8, 80.8, and 81.1 cents; November 1940 and February 1941 average weekly hours to 42.7 and 43.5; January, February, and March employment indexes to 171.5, 175.9, and 180.5; November and December 1940, January, February, and March 1941 pay-roll indexes to 201.9, 218.9, 220.1, 224.4 and 237.9.

⁸ Because of change in the composition of the reporting sample, hours and earnings are not comparable with those previously published for months prior to those for which comparable figures are given as indicated:

Marble.—Average weekly earnings, average weekly hours, average hourly earnings (comparable March figures \$25.19, 35.5 hours, 71.1 cents).

Confectionery.—Average weekly earnings and average weekly hours (comparable

December 1940 figures \$19.75 and 40.2 hours); average hourly earnings (comparable December 1940, January, February 1941 figures 49.0, 51.1, and 51.8 cents).

⁹ Because of expansion in the reporting sample, average weekly earnings, average weekly hours, and average hourly earnings are not comparable with those previously published for February and prior months (comparable February figures \$18.04, 36.8 hours, and 48.3 cents).

¹⁰ Not available.

¹¹ Indexes adjusted to 1935 census. Comparable series back to January 1929 presented in January 1938 issue of Employment and Pay Rolls.

¹² See table 7 of October 1940 Employment and Pay Rolls for revised employment and pay-roll indexes, average hours worked per week, average hourly earnings, and average weekly earnings in anthracite mining, February 1940 to September 1940, inclusive.

¹³ See table 7 of February 1941 issue of Employment and Pay Rolls for revised figures for metalliferous mining from January 1938 to January 1941, inclusive.

¹⁴ Average weekly earnings, hourly earnings, and hours not comparable with figures published in Employment and Pay Rolls prior to January 1938 as they now exclude corporation officers, executives, and other employees whose duties are mainly supervisory.

¹⁵ Retail-trade indexes adjusted to 1935 census and public-utility indexes to 1937 census. Not comparable to indexes published in Employment and Pay Rolls prior to January 1940 or in issues of Monthly Labor Review prior to April 1940, with but one exception, retail furniture, which has been revised since publication of July 1940 issue of Employment and Pay Rolls back to January 1936. Comparable series for earlier months available upon request.

¹⁶ Covers street-railways and trolley and motorbus operations of subsidiary, affiliated, and successor companies; formerly electric-railroad and motorbus operation and maintenance.

¹⁷ Indexes adjusted to 1933 census. Comparable series in November 1934 and subsequent issues of Employment and Pay Rolls.

¹⁸ Cash payments only; additional value of board, room, and tips not included.

¹⁹ Indexes of employment and pay rolls are not available; percentage changes from preceding month substituted.

TABLE 4.—Indexes of Employment and Pay Rolls in Fifty-Five Additional Manufacturing Industries

[12-month average, 1939=100]

Industry	Employment			Pay rolls		
	June 1941	May 1941	April 1941	June 1941	May 1941	April 1941
Iron and steel group:						
Metal doors and shutters	133.9	128.8	126.9	170.3	142.7	135.9
Firearms	(1)	(1)	(1)	(1)	(1)	(1)
Screw-machine products	191.1	184.7	178.7	263.5	249.5	226.6
Wire drawing	136.7	137.2	136.5	169.8	168.1	157.6
Wrought pipe not made in rolling mills	156.5	156.2	155.7	200.2	201.4	175.7
Steel barrels, kegs, and drums	133.2	128.8	117.8	181.9	168.9	147.9
Machinery group:						
Machine-tool accessories	222.3	211.2	200.5	281.9	275.7	251.7
Pumps	183.4	173.9	165.5	268.0	243.1	218.6
Refrigerators and refrigerating apparatus	154.8	154.6	150.9	186.1	191.7	179.0
Sewing machines	128.2	125.3	122.3	194.1	178.1	165.4
Washing machines, wringers, and driers	138.3	137.5	130.8	179.5	173.0	162.6
Transportation equipment group:						
Motorcycles, bicycles, and parts	166.9	158.0	147.3	204.9	182.8	168.3
Nonferrous metals group:						
Sheet-metal work	142.9	141.3	142.2	179.9	170.9	161.2
Smelting and refining of scrap metal	143.2	138.4	141.2	175.0	163.6	167.5
Lumber group:						
Caskets and morticians goods	100.3	101.5	102.5	108.5	110.3	109.3
Wood preserving	119.6	120.2	121.0	146.7	143.5	142.8
Wood, turned and shaped	117.8	117.4	117.2	138.2	134.9	130.9
Wooden boxes, other than cigar	126.9	121.6	118.3	161.4	149.5	137.7
Mattresses and bedsprings	123.7	119.1	116.2	146.2	135.7	127.7
Stone, clay, and glass products group:						
Abrasive wheels	181.3	178.1	172.3	224.2	219.8	202.8
Asbestos products	137.3	126.8	121.3	171.4	158.3	139.6
Lime	124.0	125.6	120.0	153.0	157.7	141.0
Gypsum	121.7	118.2	112.6	147.8	137.2	127.4
Glass products made from purchased glass	140.8	144.6	134.6	157.0	160.9	143.5
Wallboard and plaster, except gypsum	133.6	127.9	122.8	156.2	148.9	137.1
Textiles group:						
Textile bags	111.2	110.3	110.8	124.4	120.4	119.6
Cordage and twine	133.6	129.2	124.6	171.6	161.1	148.1
Curtains, draperies, and bedspreads	99.1	101.0	98.2	115.3	115.9	115.0
Housefurnishings, other	147.6	143.0	136.0	168.7	159.8	141.3
Jute goods, except felt	126.1	120.1	121.5	159.5	151.4	150.7
Handkerchiefs	103.3	103.2	101.1	119.6	120.0	112.8
Leather group:						
Boot and shoe cut stock and findings	106.3	103.7	103.3	127.4	115.2	111.9
Leather gloves and mittens	141.3	135.7	135.7	179.0	172.1	169.4
Trunks and suitcases	150.6	142.1	136.4	148.3	138.4	131.6
Food group:						
Cereal preparations	109.8	106.1	101.7	125.5	118.7	113.9
Condensed and evaporated milk	124.8	119.8	109.6	146.7	134.9	117.7
Feeds, prepared	109.6	106.9	105.4	127.0	117.7	113.5
Paper and printing group:						
Paper bags	120.8	118.5	115.0	146.7	138.7	129.9
Envelopes	115.5	113.8	112.0	128.4	125.3	118.5
Paper goods, not elsewhere classified	121.1	118.8	117.7	137.1	129.0	124.7
Bookbinding	92.3	106.7	105.9	110.7	119.6	121.5
Lithographing	104.2	100.2	98.7	113.1	110.5	107.4
Chemical, petroleum, and coal products group:						
Ammunition	(1)	(1)	(1)	(1)	(1)	(1)
Compressed and liquefied gases	139.5	138.1	135.7	179.0	180.1	160.9
Perfumes and cosmetics	98.1	95.8	99.4	100.5	99.2	99.5
Coke-oven products	122.1	120.8	115.8	145.7	141.5	125.6
Paving materials	117.6	117.9	97.2	139.6	130.7	102.2
Roofing materials	128.8	124.7	121.5	165.4	149.3	136.0
Miscellaneous group:						
Chemical fire extinguishers	257.7	240.7	224.4	357.6	330.2	271.0
Buttons	112.4	114.8	111.9	139.3	138.2	129.6
Instruments—professional, scientific, and commercial	185.5	175.8	169.2	231.1	218.5	203.7
Optical goods	166.3	160.1	155.9	196.4	182.5	174.8
Photographic apparatus	120.4	115.6	113.6	154.3	135.3	128.9
Pianos, organs, and parts	121.5	121.1	123.1	133.2	131.2	129.3
Toys, games, and playground equipment	134.7	122.2	106.6	145.8	127.0	108.5

¹ Not available.

TABLE 5.—Indexes of Employment and Pay Rolls in Selected Manufacturing¹ and Nonmanufacturing² Industries, June 1940 to June 1941

Industry	1940									1941					
	A. v.	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	
Employment															
<i>Manufacturing</i>															
All industries.....	107.5	103.1	103.2	107.4	111.4	113.8	114.7	116.2	115.5	117.8	119.9	122.6	124.8	127.8	
Durable goods ³	104.3	99.8	98.4	102.4	108.2	112.8	115.5	117.7	118.3	121.0	123.7	127.7	131.2	135.1	
Nondurable goods ⁴	110.6	106.2	107.8	112.2	114.4	114.8	113.8	114.8	112.7	114.7	116.3	117.8	118.7	120.9	
<i>Nonmanufacturing</i>															
Anthracite mining ⁵	50.7	49.7	50.5	49.9	49.8	49.4	50.4	50.8	50.3	50.6	50.2	48.7	48.6	49.2	
Bituminous-coal mining ⁵	88.0	83.8	84.9	86.6	87.7	89.2	89.8	90.1	90.2	90.6	91.1	23.5	86.5	86.6	
Metalliferous mining ⁶	69.9	70.3	71.0	71.5	72.5	72.6	72.5	72.2	72.5	73.4	74.3	77.2	77.1	78.1	
Quarrying and nonmetallic mining.....	45.3	47.9	48.1	48.5	48.9	48.8	47.2	45.4	41.7	42.4	44.2	48.2	51.0	51.7	
Crude-petroleum production.....	62.9	63.8	63.7	63.6	63.0	62.4	61.3	60.7	60.3	60.4	60.2	60.1	60.4	61.6	
Telephone and telegraph ⁷	77.9	77.8	78.8	79.0	78.9	79.1	79.2	79.7	80.4	80.9	81.8	83.2	84.6	86.1	
Electric light and power ⁷	91.1	91.2	92.2	93.0	92.7	92.3	91.8	91.3	90.5	90.1	90.3	91.3	92.2	93.7	
Street railways and busses ^{7,8}	68.5	68.5	68.4	68.4	68.5	68.7	68.7	68.4	68.3	68.0	68.2	68.3	68.9	69.0	
Wholesale trade.....	90.4	89.6	89.2	90.1	90.9	91.0	91.8	92.5	91.2	91.4	91.8	92.4	92.2	93.1	
Retail trade ⁷	92.3	91.9	89.1	88.7	92.8	94.3	96.3	108.1	90.5	90.7	92.5	97.8	96.1	97.6	
Year-round hotels ⁵	92.0	92.0	90.3	90.3	91.6	93.4	92.3	92.6	92.9	93.9	94.2	95.2	96.3	94.9	
Laundries ⁵	99.5	102.1	102.5	102.8	101.9	100.2	99.7	109.3	101.4	101.1	102.5	104.9	108.3	111.7	
Dyeing and cleaning ⁵	104.7	112.6	108.2	106.7	110.0	109.4	106.0	103.3	101.0	101.4	104.4	117.2	120.6	122.9	
Pay rolls															
<i>All industries</i>															
All industries.....	105.4	99.5	98.2	105.5	111.6	116.2	116.4	122.4	120.7	126.5	131.2	134.7	144.0	152.1	
Durable goods ³	107.8	101.4	97.4	106.5	115.1	123.4	125.1	131.7	132.0	139.3	144.6	149.9	163.0	173.8	
Nondurable goods ⁴	102.7	97.4	99.1	104.4	107.7	108.1	106.6	112.1	108.1	112.9	116.3	117.7	122.7	127.8	
<i>Nonmanufacturing</i>															
Anthracite mining ⁵	38.5	40.6	36.5	33.1	39.3	32.3	37.6	42.7	38.5	45.2	42.4	24.3	33.4	51.2	
Bituminous-coal mining ⁵	81.2	73.9	75.2	82.5	83.2	83.6	84.5	91.4	87.8	90.8	93.8	15.8	102.0	104.5	
Metalliferous mining ⁶	66.7	65.3	63.6	68.5	69.5	71.3	69.8	72.8	70.4	71.8	72.7	78.9	81.5	85.6	
Quarrying and nonmetallic mining.....	40.5	43.9	43.5	45.2	46.2	46.7	42.3	42.4	36.9	38.2	40.3	47.0	53.2	55.5	
Crude-petroleum production.....	53.2	58.8	59.1	59.0	58.2	57.6	56.8	55.9	55.7	57.3	56.1	57.8	58.8	59.4	
Telephone and telegraph ⁷	100.2	100.0	101.3	100.4	101.8	102.2	103.2	103.5	103.9	104.3	106.4	107.1	110.5	112.1	
Electric light and power ⁷	104.8	104.8	105.8	108.1	105.8	107.0	106.9	106.0	105.1	105.4	106.1	107.6	109.6	111.3	
Street railways and busses ^{7,8}	70.4	70.5	70.0	70.4	71.5	70.7	70.3	73.1	70.7	71.0	72.5	72.0	72.7	75.6	
Wholesale trade.....	79.0	78.4	78.3	78.7	81.1	80.2	80.7	83.4	80.5	81.4	82.0	83.4	84.6	87.5	
Retail trade ⁷	84.2	84.8	82.6	81.5	85.1	85.8	87.1	97.3	83.7	84.6	86.2	91.7	91.5	94.5	
Year-round hotels ⁵	82.4	82.0	80.5	80.7	81.8	84.2	83.6	84.1	84.1	86.1	85.7	87.1	87.9	87.0	
Laundries ⁵	87.7	92.4	90.0	90.5	89.9	88.0	87.2	89.2	89.8	89.7	90.9	95.8	98.7	102.3	
Dyeing and cleaning ⁵	78.2	89.6	80.0	78.9	85.6	82.4	77.8	75.8	73.3	74.4	77.2	97.8	96.1	98.4	

¹ 3-year average 1923-25=100—adjusted to preliminary 1939 Census of Manufactures. See tables 9, 10, and 11 of December 1940 Employment and Pay Rolls for comparable figures back to January 1919 for "all manufacturing" and January 1923 for "durable goods" and "nondurable goods."

² 12-month average for 1929=100. Comparable indexes for wholesale trade, quarrying, metal mining, and crude-petroleum production are in November 1934 and subsequent issues of Employment and Pay Rolls, or in February 1935 and subsequent issues of Monthly Labor Review. For other nonmanufacturing indexes see notes 5, 6, and 7.

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.

⁵ Indexes have been adjusted to the 1935 census. Comparable series from January 1929 forward are presented in January 1938 and subsequent issues of Employment and Pay Rolls. See also table 7 of October 1940 issue of Employment and Pay Rolls revised figures for anthracite mining February 1940 to September 1940.

⁶ See table 7 of February 1941 pamphlet for revised indexes January 1938 to January 1941.

⁷ Retail-trade indexes adjusted to 1935 census and public-utility indexes to 1937 census. Not comparable with indexes published in Employment and Pay Rolls pamphlets prior to January 1940 or in Monthly Labor Review prior to April 1940. Comparable series January 1929 to December 1939 available in mimeographed form.

⁸ Covers street railways and trolley and motorbus operations of subsidiary, affiliated, and successor companies.

INDUSTRIAL AND BUSINESS EMPLOYMENT IN PRINCIPAL
METROPOLITAN AREAS

A comparison of employment and pay rolls in May and June 1941 is made in table 6 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 3, 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 6.—Comparison of Employment and Pay Rolls in Identical Establishments in May and June 1941, by Principal Metropolitan Areas

Metropolitan area	Number of establishments, June 1941	Number on pay roll, June 1941	Percentage change from May 1941	Amount of pay roll (1 week), June 1941	Percentage change from May 1941
New York ¹	13,268	772,580	+0.6	\$24,661,472	+2.6
Chicago ²	4,282	553,503	+2.5	17,833,867	+4.4
Philadelphia ³	2,345	278,032	+1.3	8,997,741	+4.1
Detroit.....	1,169	395,144	+8	17,402,363	+7.8
Los Angeles ⁴	2,907	253,006	+2.7	8,368,443	+4.1
Cleveland.....	1,507	161,876	+2.6	5,757,124	+4.8
St. Louis.....	1,354	157,464	+3.1	4,450,435	+6.3
Baltimore.....	1,118	147,392	-1.0	4,605,952	+4
Boston ⁵	2,761	210,262	+2.5	6,312,995	+4.3
Pittsburgh.....	1,252	246,943	+2.5	9,156,868	+3.5
San Francisco ⁶	1,606	109,659	+3.4	3,828,974	+9.7
Buffalo.....	785	119,182	+2.1	4,089,027	+4.4
Milwaukee.....	966	135,816	+2.3	4,597,831	+5.7

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.

WAGE-RATE CHANGES IN AMERICAN INDUSTRIES

The following table gives information concerning wage-rate adjustments occurring during the month ending June 15, 1941, as shown by reports received from manufacturing and nonmanufacturing establishments which supply employment data to this Bureau.

As the Bureau's survey does not cover all establishments in an industry and, furthermore, as some firms may have failed to report wage-rate changes, these figures should not be construed as representing the total number of wage changes occurring in manufacturing and non-manufacturing industries.

TABLE 7.—Wage-Rate Changes Reported by Manufacturing and Nonmanufacturing Establishments During Month Ending June 15, 1941^{1 2}

Group and industry	Establishments		Employees		Average percentage change in wage rates of employees having increases
	Total number covered	Number reporting increases	Total number covered	Number having increases	
All manufacturing.....	33, 016	1, 374	7, 150, 772	729, 280	9. 1
Iron and steel and their products, not including machinery.....	2, 531	132	1, 058, 483	52, 802	9. 2
Blast furnaces, steel works, and rolling mills.....	347	9	570, 595	5, 588	7. 1
Bolts, nuts, washers, and rivets.....	64	6	18, 651	2, 633	13. 9
Cutlery (not including silver and plated cutlery) and edge tools.....	117	4	15, 692	400	5. 9
Forgings, iron and steel.....	91	7	16, 663	385	9. 9
Hardware.....	157	8	53, 267	16, 248	10. 0
Stamped and enameled ware.....	228	21	49, 284	4, 343	7. 3
Steam and hot-water heating apparatus and steam fittings.....	111	15	40, 225	6, 370	8. 9
Stoves.....	240	11	43, 095	1, 963	7. 2
Structural and ornamental metalwork.....	299	15	35, 713	2, 105	10. 5
Tin cans and other tinware.....	134	5	36, 901	704	7. 3
Tools (not including edge tools, machine tools, files, and saws).....	131	3	19, 698	386	8. 0
Wirework.....	163	9	29, 314	1, 722	6. 8
Firearms.....	12	4	15, 214	7, 774	9. 9
Screw-machine products.....	80	4	16, 848	128	6. 7
Machinery, not including transportation equipment. Agricultural implements (including tractors).....	3, 816	211	1, 155, 741	81, 684	9. 0
Cash registers, adding machines, and calculating machines.....	110	5	70, 260	2, 179	5. 7
Electrical machinery, apparatus, and supplies.....	35	4	23, 802	990	8. 4
Engines, turbines, water wheels, and windmills.....	590	46	317, 665	29, 885	10. 2
Foundry and machine-shop products.....	68	8	82, 491	6, 410	7. 8
Machine tools.....	2, 249	106	374, 390	16, 409	9. 0
Textile machinery and parts.....	196	13	86, 553	6, 077	9. 8
Typewriters and parts.....	125	8	22, 430	3, 282	9. 7
Machine-tool accessories.....	13	3	17, 939	7, 583	6. 5
Pumps.....	92	5	17, 334	859	8. 5
Refrigerating and refrigerating apparatus.....	106	6	25, 597	4, 760	8. 6
Shipbuilding.....	59	4	40, 931	1, 740	10. 3
Transportation equipment.....	795	53	917, 648	114, 385	9. 6
Automobiles.....	410	86	489, 086	263, 600	9. 2
Cars, electric- and steam railroad.....	70	4	43, 115	3, 013	6. 9
Shipbuilding.....	175	15	177, 111	28, 159	14. 6
Nonferrous metals and their products.....	1, 076	61	247, 887	36, 698	8. 1
Brass, bronze, and copper products.....	332	27	98, 878	20, 644	7. 2
Clocks and watches and time-recording devices.....	36	6	23, 643	4, 336	6. 0
Jewelry.....	202	4	16, 984	51	6. 7
Lighting equipment.....	92	6	14, 538	4, 551	10. 8
Smelting and refining—copper, lead, and zinc.....	55	7	33, 120	3, 562	10. 2
Electroplating.....	36	3	2, 269	263	10. 2
Sheet-metal work.....	130	7	7, 545	1, 031	12. 3
Lumber and allied products.....	2, 790	111	352, 680	23, 015	9. 2
Furniture.....	705	27	107, 115	11, 506	10. 7
Lumber:					
Millwork.....	588	22	41, 675	1, 529	10. 3
Sawmills.....	760	47	136, 475	8, 924	7. 0
Wooden boxes, other than cigar.....	134	7	15, 164	564	11. 0

See footnotes at end of table.

TABLE 7.—Wage-Rate Changes Reported by Manufacturing and Nonmanufacturing Establishments During Month Ending June 15, 1941^{1,2}—Continued

Group and industry	Establishments		Employees		Average percentage change in wage rates of employees having increases
	Total number covered	Number reporting increases	Total number covered	Number having increases	
Stone, clay, and glass products.....	1,572	65	224,584	12,296	8.2
Brick, tile, and terra cotta.....	528	20	45,581	2,173	10.0
Cement.....	130	10	21,933	1,654	10.5
Glass.....	144	9	70,307	1,630	8.0
Marble, granite, slate, and other products.....	250	4	6,133	66	5.5
Pottery.....	129	5	33,184	1,758	7.0
Asbestos products.....	23	4	10,725	1,152	6.6
Lime.....	86	3	7,198	335	7.2
Gypsum.....	24	3	2,838	230	4.4
Textiles and their products.....	6,368	167	1,348,885	39,677	9.4
Fabrics.....	3,374	64	1,009,718	18,409	8.8
Cotton goods.....	799	9	428,735	4,042	9.7
Dyeing and finishing textiles.....	221	6	58,903	1,111	6.3
Knitted underwear.....	130	3	36,786	1,203	8.4
Silk and rayon goods.....	405	10	79,513	2,662	9.0
Woolen and worsted goods.....	391	19	145,708	5,178	9.7
Cordage and twine.....	58	3	12,931	521	7.7
Wearing apparel.....	2,994	103	339,167	20,168	9.9
Clothing, men's.....	1,119	71	148,424	13,042	10.1
Clothing, women's.....	1,144	7	85,320	1,268	6.7
Shirts and collars.....	264	22	57,282	5,477	9.8
Leather and its manufactures.....	1,053	41	239,347	7,351	7.6
Boots and shoes.....	485	13	167,027	2,860	7.4
Leather.....	173	16	39,254	3,619	7.2
Boot and shoe out stock and findings.....	126	6	10,172	436	7.1
Food and kindred products.....	5,144	147	472,769	24,597	10.9
Baking.....	1,001	13	80,968	664	5.9
Beverages.....	599	10	43,485	655	5.7
Butter.....	317	3	6,540	316	7.9
Canning and preserving.....	1,013	56	83,075	9,849	14.9
Confectionery.....	285	8	33,981	4,880	8.2
Flour.....	341	8	14,701	166	11.7
Ice cream.....	278	3	11,420	69	4.5
Slaughtering and meat packing.....	337	15	124,247	3,200	8.6
Condensed and evaporated milk.....	106	4	6,806	117	8.0
Feeds, prepared.....	99	7	3,986	188	7.7
Tobacco manufactures.....	225	11	68,481	9,134	5.2
Cigars and cigarettes.....	182	10	57,637	9,038	5.2
Paper and printing.....	3,972	150	385,966	54,339	9.5
Boxes, paper.....	658	19	48,511	1,784	8.9
Paper and pulp.....	433	96	140,864	49,653	9.6
Printing and publishing.....					
Book and job.....	1,604	20	79,876	760	5.8
Newspapers and periodicals.....	732	4	60,853	37	9.0
Paper goods, not elsewhere classified.....	121	9	17,631	1,796	9.6
Chemical, petroleum, and coal products.....	2,369	112	359,787	35,812	7.5
Chemicals.....	239	17	75,636	4,210	6.5
Druggists' preparations.....	92	4	12,599	291	6.1
Fertilizers.....	311	11	11,913	588	9.9
Paints and varnishes.....	527	25	2,359	2,358	8.3
Petroleum refining.....	182	15	73,479	2,981	6.8
Rayon and allied products.....	30	6	51,847	15,829	6.0
Soap.....	88	4	17,267	63	13.3
Rubber products.....	252	13	138,919	30,061	6.5
Rubber tires and inner tubes.....	42	4	66,611	26,288	6.4
Rubber goods, other.....	198	9	50,436	3,773	6.6
Miscellaneous.....	1,053	43	179,595	22,361	9.4
Instruments—professional, scientific, and commercial.....	62	3	23,003	1,509	6.5
Photographic apparatus.....	21	4	20,986	15,266	10.0
Pianos, organs, and parts.....	47	5	6,654	155	6.7

See footnotes at end of table.

TABLE 7.—Wage-Rate Changes Reported by Manufacturing and Nonmanufacturing Establishments During Month Ending June 15, 1941^{1 2}—Continued

Group and industry	Establishments		Employees		Average percentage change in wage rates of employees having increases
	Total number covered	Number reporting increases	Total number covered	Number having increases	
All nonmanufacturing (except building construction).....	*94,150	774	*3,016,000	49,192	7.0
Anthracite mining.....	*80	7	*58,300	8,890	7.5
Bituminous-coal mining.....	*1,080	3	*237,900	207	27.2
Metalliferous mining.....	*380	6	*73,000	253	8.6
Quarrying and nonmetallic mining.....	*1,100	14	*40,400	659	12.2
Crude-petroleum production.....	*480	11	*38,100	1,758	6.4
Natural gas.....	*670	3	*25,300	3,306	5.7
Electric light and power.....	*2,850	59	*248,000	3,577	5.0
Manufactured gas.....	*160	4	*34,800	4,719	4.7
Street railways and busses.....	*300	10	*133,100	15,461	6.9
Trade:					
Wholesale.....	*15,320	71	*344,400	5,273	8.3
Retail.....	*53,760	543	*1,063,900	3,356	7.5
Hotels.....	*1,990	7	*151,000	162	10.8
Laundries.....	*1,310	18	*85,700	1,107	8.0
Dyeing and cleaning.....	*860	10	*20,100	395	6.1
Brokerage.....	*1,320	3	*18,700	49	10.3
Insurance.....	*2,680	3	*126,100	14	13.4

¹ Figures are not given for some industries to avoid disclosure of information concerning individual establishments. They are, however, included where practicable in "all manufacturing," and in the various industry groups.

² No decreases reported.

*Approximate—based on previous month's sample.

Recent Publications of Labor Interest

SEPTEMBER 1941

Civilian Conservation Corps

Eight years of CCC operations, 1933 to 1941. Washington, U. S. Bureau of Labor Statistics, 1941. 9 pp. (Serial No. R. 1323, reprint from June 1941 Monthly Labor Review.)

The CCC at work: A story of 2,500,000 young men. Prepared by the Soil Conservation Service and the U. S. Forest Service. Washington, U. S. Civilian Conservation Corps, 1941. 103 pp., illus.

The story is told in pictures accompanied by brief summary statements.

Work experience that counts. Washington, U. S. Civilian Conservation Corps, [1941?]. 21 pp., illus.

Gives various facts about CCC activities.

Cooperative Movement

Case studies of consumers' cooperatives: Successful cooperatives started by Finnish groups in the United States studied in relation to their social and economic environment. By H. Haines Turner. New York, Columbia University Press, 1941. 330 pp. (Columbia University studies in history, economics, and public law, No. 481.)

An examination of the Maynard, Mass., United Cooperative Society and of the consumers' cooperatives in the Lake Superior region, which were started by Finns. The author gives for each of these regions a description of the social and economic conditions which the cooperatives have had to meet; a detailed analysis of the development of the cooperatives, their problems, their achievements as regards prices, quality, and service, and their degree of success in interesting non-Finnish groups; and an account of the political struggles with the Communists in the associations. A special section is devoted to the Central Cooperative Wholesale. The concluding chapter deals with the "cooperative contributions and opportunities in the United States." The author's research into old records and proceedings has revealed a great deal of collateral information regarding these Finnish cooperatives.

1941 Blue Book of National Council of Farmer Cooperatives. Washington, 1941. 44 pp., map.

Contains the annual message of the president of the Council, a report on activities of the Council during 1940, resolutions passed at the 1941 meeting, etc. The resolutions included one recommending additional legislation bringing all employees of farmers' cooperative associations within the coverage of the Federal Social Security Act.

Agricultural cooperatives in Argentina. By Juan L. Tenenbaum. Washington, Pan American Union, Division of Agricultural Cooperation, 1941. 48 pp.; mimeographed. (Series on cooperatives, No. 17.)

Describes the various types of agricultural cooperatives and gives the available statistics regarding them. The report points out that "cooperatives of consumption or supply, as a separate category, are almost nonexistent" in Argentina.

EDITOR'S NOTE.—The Bureau of Labor Statistics does not distribute the publications to which reference is made in this list, except those issued by the Bureau itself. For all others, please write to the respective publishing agencies mentioned.

Informes de los Departamentos de Empresas de Servicio Público, Contabilidad y Control y Sociedades Cooperativas [Colombia]. Bogotá, Ministerio de la Economía Nacional, 1940. 103 pp. (Vol. V of 1940 Yearbook of Colombian Ministry of National Economy.)

Historical account of the development of the cooperative movement in Colombia, summary of legislation dealing with the subject, discussion of problems and needs of cooperatives, and some statistics.

Kooperativ verksamhet i Sverige, år 1939. Stockholm, Socialstyrelsen, 1941. 82 pp.

Report on operations of cooperatives in Sweden in 1939. In Swedish, with résumé in French.

Cost and Standards of Living

International cost-of-living comparisons. By I. J. White and H. J. Mellon. (In National Industrial Conference Board Economic Record, New York, June 11, 1941, pp. 245-256.)

Shows the rate of increase in cost of living for individual countries in terms of index numbers for the World War and present war periods.

Family expenditures for housing and household operation, five regions. Washington, U. S. Bureau of Home Economics, 1941. 244 pp., charts. (Consumer purchases study, urban and village series; Department of Agriculture miscellaneous publication No. 432.)

Indexes of changes in rents by types of dwellings in each of 33 cities, for March 1941 and quarterly periods in 1940. Washington, U. S. Bureau of Labor Statistics, 1941. 5 pp.; mimeographed.

Stretching the rental dollar. Chicago, Household Finance Corporation, Department of Research, 1941. 31 pp., illus.

Lists points that families should investigate when looking for a place in which to live both economically and comfortably, and suggests various moving-day economies.

Levels of living in Maine. By C. R. Draper. Orono, Maine, University of Maine, Agricultural Extension Service, [1941?]. 29 pp., maps; mimeographed.

A financial plan for family living. Washington, U. S. Farm Credit Administration, 1941. 20 pp. (Circular E-27.)

Designed especially to assist farm families in estimating the amount to allow for necessary living expenses, the pamphlet covers food, clothing, housing, furnishings and equipment, household operation, medical care, etc.

Patterns of living of farm families. By Day Monroe. Washington, U. S. Department of Agriculture, 1941. 22 pp., charts. (Reprint No. 1764 from 1940 Yearbook of Agriculture.)

The families covered include those with moderate incomes, the more well-to-do, and those with low incomes.

Cost-of-living study—household employees. Denver, Colo., Young Women's Christian Association, 1941. 18 pp., charts; mimeographed.

Accounts of income, expenditures, and savings were kept for a period of 13 weeks by girls employed as household workers, who belonged to Y. W. C. A. clubs. The survey covered 73 cities in 15 central States, and the information obtained is said to represent a cross section of income, expenditures, and savings of household workers.

Quantity and cost budgets for four income levels (prices for San Francisco, March 1941). Berkeley, University of California, Heller Committee for Research in Social Economics, 1941. 108 pp.; mimeographed.

Contains budgets for the family of an executive, family of a clerk, and family of a wage earner, for March 1941, with comparative data for specified months in earlier years. Also includes a budget for dependent families or children.

Economic and Social Problems

Democracy's second chance—land, work, and cooperation. By George Boyle. New York, Sheed & Ward, 1941. 177 pp.

Part I of this book discusses the ideas and attitudes that underlie rural life. Part II deals with "the cooperative estates of the future as an instrument of a decentralist and human order"; these include consumer cooperatives, credit unions, adult education, etc.

Economic principles, problems, and policies. By William H. Kiekhofler. New York and London, D. Appleton-Century Co., Inc., 1941. 906 pp. (Rev. ed.)

An outstanding feature of the volume is the factual background of the presentation of economic theories and principles. The point of view is basically institutional. There are chapters on labor organizations and their policies, industrial conflict, industrial peace, wages, the interdependence of consumption and production, and the regulation of industry for the protection of labor.

Measurement of the social performance of business. By Theodore J. Kreps. Washington, Government Printing Office, 1940. 207 pp., charts. (U. S. Temporary National Economic Committee, Investigation of concentration of economic power, monograph No. 7.)

The "social performance" of business is measured, for the period from 1919-1938, in terms of six criteria, namely, employment, production, consumer effort commanded, consumer funds absorbed, pay rolls, and dividends and interest. These measurements are applied to a considerable number of industries and to three major business corporations.

Recovery plans. Washington, Government Printing Office, 1940. 260 pp., charts. (U. S. Temporary National Economic Committee, Investigation of concentration of economic power, monograph No. 25.)

Social pathology: Obstacles to social participation. By Stuart Alfred Queen and Jennette Rowe Gruener. New York, Thomas Y. Crowell Company, 1940. 662 pp. Rev. ed.

The field of social problems is surveyed in Part 1, and in Part 2, the impediments to social participation are discussed under the following heads: Senescence, orthopedic impairments, sensory defects, chronic illnesses, contagious diseases, venereal diseases, mental disorders, mental deficiency, economic deprivation, mobility, limited schooling, race prejudice, class barriers, personal stigma, child labor, and gainful employment of women.

Economic review of foreign countries, 1939 and early 1940. Washington, U. S. Bureau of Foreign and Domestic Commerce, 1941. 361 pp. (Economic series No. 9.)

Research in international economics by Federal agencies. By Sanford Schwarz. New York, Columbia University Press, 1941. xxxix, 357 pp. (No. 2 of International economic handbooks edited by Eugene Staley for Division of Economics and History, Carnegie Endowment for International Peace.)

National socialism and the German labor courts. By Taylor Cole. (In *Journal of Politics*, Gainesville, Fla., May 1941, pp. 169-197.)

The author describes the transformation of the German labor courts of the period of the Republic into agencies of Nazi Germany. The transformation is described as essentially a change from a system of law to a system of administrative routine for carrying out the will of the ruling party. It is stated that the courts no longer serve the earlier functions of umpiring between conflicting interests and competing groups but rather they now act essentially as "pacifiers in a system which is characterized by its almost unlimited administrative discretion."

The long week end: A social history of Great Britain, 1918-1939. By Robert Graves and Alan Hodge. New York, Macmillan Co., 1941. 455 pp.

Chiefly drawn from memoirs and contemporary newspapers, this volume traces political as well as economic developments in the period between the two wars and shows the changes leading up to the present war.

Employment and Unemployment

Federal employment under the merit system. Washington, U. S. Civil Service Commission, 1940. 112 pp., maps, illus.

Information on the method of obtaining Federal work through civil-service examinations, and an explanation of the merit system which applies to the Federal positions for which the examinations are held.

Shift operations in selected defense industries, March 1941. By Morris Levine. Washington, U. S. Bureau of Labor Statistics, 1941. 11 pp., chart. (Serial No. R. 1318, reprint from August 1941 Monthly Labor Review.)

Employment and wage payments in Arizona. By C. B. Sullenger. Phoenix, Unemployment Compensation Commission, 1941. 68 pp.; mimeographed.

Some of the data in this report have previously been issued in quarterly releases. In this pamphlet the information is published for the first time on an annual basis.

Land tenure and agricultural unemployment in the United States: The work of the Farm Security Administration. By M. Colombain. (In *International Labor Review*, Montreal, Canada, June 1941, pp. 645-686.)

Help-wanted advertising, New York City, 1939-1940. Albany, N. Y., State Department of Labor, Bureau of Research and Statistics, 1941. 103 pp.; mimeographed. (Statistics report No. 3.)

Preliminary report of initial statistical findings of a trial study of help-wanted advertising. Notwithstanding the limitations of data derived from help-wanted advertisements, they are indexes to the unfilled labor demand.

The employment situation [in Canada] at beginning of April 1941, together with pay rolls for last week in March. Ottawa, Dominion Bureau of Statistics, 1941. 22 pp., charts; mimeographed.

In this issue of its monthly report on employment in Canada, the Dominion Bureau of Statistics for the first time includes pay-roll statistics.

Housing and Building Construction

Defense housing in our town: The community's problem in providing homes for workers in defense industries. New York, Twentieth Century Fund, 1940. 13 pp. (Public policy bull. No. 13.)

War housing—the Emergency Fleet Corporation experience. By John L. Tierney. (In *Journal of Land and Public Utility Economics*, Chicago, Ill., May 1941, pp. 151-164; August 1941, pp. 303-312.)

This article includes information on types of accommodations provided, costs, number of persons housed, rentals, final disposition of the properties, etc., and evaluates accomplishments under the program.

Defense housing [in Canada]. By George S. Mooney. (In *Public Affairs*, Vol. IV, No. 4, Dalhousie University, Institute of Public Affairs, Halifax, N. S., Summer 1941, pp. 168-172.)

Describes the framework set up for handling housing needs rising from the war situation.

East River Houses: Public housing in East Harlem. New York, New York City Housing Authority, 1941. 18 pp., map, plans, illus.

The history and development of a large scale low-cost housing project.

Mobile homes: A study of trailer life. By Donald Olen Cowgill. Washington, American Council on Public Affairs, 1941. 127 pp., map, bibliography.

First-hand study of the kinds of people living in trailers, their economic conditions, and the effects of trailer life on individuals and families.

Services offered by agencies of the Government concerned with better housing on farms, in villages, in towns. Washington, U. S. Information Service, [1941]. 18 pp.

Lists the Federal agencies dealing with housing and describes their functions.

Review of building construction in 1940. Washington, U. S. Bureau of Labor Statistics, 1941. 12 pp., chart. (Serial No. R. 1327, reprint from June 1941 *Monthly Labor Review*.)

A report on methods of reducing cost of construction in large-scale housing projects.

New York, Citizens' Housing Council, 1941. 7 pp.; mimeographed.

Makes specific recommendations on building materials and their use.

Income

National income, 1919-1938. By Simon Kuznets. New York, National Bureau of Economic Research, Inc., 1941. 32 pp. (Occasional paper No. 2.)

Chapter 4 (with certain changes) of a two-volume report on "The National Income and its Composition," published by the National Bureau of Economic Research. The estimates of income differ somewhat from those made by the Bureau of Foreign and Domestic Commerce of the U. S. Department of Commerce, mainly because of differences in definitions and methods of making the estimates. There are estimates of national income, aggregate payments to individuals (including entrepreneurial savings and excluding entrepreneurial savings), and consumers' outlay. Tabulations giving adjustments for price changes are also included.

Saving, investment, and national income. By Oscar L. Altman. Washington, Government Printing Office, 1941. 135 pp. (U. S. Temporary National Economic Committee, Investigation of concentration of economic power, monograph No. 37.)

Some constituents of the national income. Valedictory address of A. L. Bowley, president of Royal Statistical Society. (In *Journal of the Royal Statistical Society*, London, Vol. CIII, Part IV, 1940, pp. 491-518; charts.)

Shows changes in the age and make-up of the employed population in relation to average wages, estimates the earnings of low-wage groups, and shows the relation of the wage bill to national income. Most of the series are for the years 1924-38, inclusive.

Industrial Accidents and Workmen's Compensation

Annual report on industrial accidents in Illinois for 1940. Chicago, Illinois Department of Labor, Division of Statistics and Research, [1941]. 101 pp. charts; mimeographed.

Industrial injuries reported as compensable in Illinois during 1940 numbered 39,147, of which 469 resulted fatally. These figures represented increases of 13.7 percent in the total number of compensable injuries and 5.6 percent in fatalities, as compared with 1939, but decreases of 30.3 percent and 34.4 percent, respectively, when compared with 1929.

Annual summary of injuries in petroleum industry, 1940. New York, American Petroleum Institute, 1941. 19 pp., chart; processed.

A total of 7,848 injuries are reported for the year, of which 101 resulted in death, 341 in permanent partial disability, and 7,406 in temporary total disability. Injuries to the hands and fingers constituted 67.8 percent of the permanent impairments.

Problem of accident prevention at small metal mines. By E. A. Anundsen. Washington, U. S. Bureau of Mines, 1941. 12 pp.; mimeographed. (Information circular 7147.)

Barricading as a life-saving measure in connection with mine fires and explosions. By D. Harrington and W. J. Fene. Washington, U. S. Bureau of Mines, 1941. 64 pp., diagrams, illus. (Miners' circular 42.)

Index to industrial safety requirements for explosives, [presented to Western Safety Conference]. Sacramento, California Department of Industrial Relations, 1940. 76 pp.; mimeographed.

Discussion of industrial accidents and diseases: 1940 convention of International Association of Industrial Accident Boards and Commissions, Richmond, Virginia [September 9-12, 1940]. Washington, U. S. Department of Labor, Division of Labor Standards, 1941. 186 pp. (Bull. No. 46.)

Accidental injuries: The medico-legal aspects of workmen's compensation and public liability. By Henry H. Kessler, M. D. Philadelphia, Lea & Febiger, 1941. 803 pp., charts, illus.

The book is concerned mainly with the physician's responsibility in the interpretation of medico-legal problems, and is based on experience covering examinations of over 100,000 cases during the past 20 years at the New Jersey Rehabilitation Clinic and the New Jersey Workmen's Compensation Bureau. A list of references is given at the end of each chapter.

Industrial Relations

Industrial relations in a defense economy. New York, American Management Association, 1941. 43 pp. (Personnel series No. 48.)

One of the four papers in this pamphlet is on trends in the labor movement, by Leo Wolman.

Labor relations of 1941—cooperation vs. dictation. By Rex B. Hersey. (In *Personnel*, New York, May 1941, pp. 270-288.)

Union-management cooperation. Washington, U. S. Bureau of Labor Statistics, 1941. 9 pp. (Serial No. R. 1284, reprint from June 1941 *Monthly Labor Review*.)

The theory and practices of collective bargaining. By David J. Saposs. Chicago, United Transport Service Employees of America, Educational Department, 1940. 14 pp.; mimeographed.

Labor, management, and national defense under New Deal legislation. By Harvey B. Rector. Cincinnati, Ohio, Law Research Service, 1941. 48 pp.
Address delivered before a selected audience of foremen, supervisors, employers, different groups of organized and nonunion employees, and lawyers.

Life, liberty, and property. By Alfred Winslow Jones. Philadelphia, New York, etc., J. B. Lippincott Co., 1941. 397 pp.

The first part of this book contains a brief history of the industrial development and the labor movement in Akron, Ohio, and an analysis of the conflict between property rights as represented by the employers in the city of Akron and labor rights. The second part contains a novel form of evaluating this conflict through the author's personal interviews in Akron with some 1,700 persons of different occupational and income groups on the problems raised by the conflict between employers and workers in the city of Akron. Throughout the book Akron is regarded as a representative industrial city in the United States, and its problems are accepted by the author as characteristic of such cities.

Contratos y convenios del trabajo [Cuba]. By Carlos M. Raggi Ageo. Habana, "Cultural," S. A., 1940. 625 pp.

Treatise on labor agreements in Cuba, with comments on the law of 1938 on the subject, related legislation, and court decisions. The form, essentials, and termination of labor agreements, and provisions as to hours, remuneration, dismissal, apprenticeship, etc., are discussed. Texts of agreements of seamen and musicians are given.

Labor Legislation

Compilation of laws relating to mediation, conciliation, and arbitration between employers and employees, laws disputes between carriers and employers and subordinate officials under Labor Board, eight-hour laws, employers' liability laws, labor and child-labor laws. Compiled by Elmer A. Lewis. Washington, Government Printing Office, 1941. 450 pp.

The development of labor relations law. By Wayne Leslie McNaughton. Washington, American Council on Public Affairs, 1941. 197 pp.

Shows the struggle of participants in industry to better their bargaining position and the laws enacted to protect the interests of the public.

Labor cases and materials: Readings on the relation of government to labor. Edited by Carl Raushenbush and Emanuel Stein. New York, F. S. Crofts & Co., 1941. 674 pp., bibliography.

The first part of the volume deals with governmental influences on collective bargaining; the second part surveys the principal fields of labor and social legislation.

Labor laws of Virginia. By Gladys Boone, Nancy McCandlish, Logan Phinizy. University, Va., Bureau of Public Administration, 1940. 93 pp.; mimeographed. (Report series B, No. 7.)

Derecho argentino del trabajo—legislación y antecedentes nacionales. By I. Esterkin and A. Ruprecht, Jr. Rosario, Argentina, Editorial Ciencia, 1940. 2 vols; 364 and 368 pp.

Annotated compilation of texts or summaries of bills introduced into the Argentine legislative body, and of laws passed by that body, for the benefit of labor, from 1904 up to and including 1938 (bills through 1939). A numerical index of laws is furnished, also a classified index to the contents of the volumes.

The law of master and servant [in Canada]. By M. Shelly Millstone. Toronto, B Publishing Co., 1941. 122 pp.

Summarizes Canadian legislation governing relations between employers and their employees.

Labor Organizations and Activities

Trade unions in agriculture. By Henry William Spiegel. (In *Rural Sociology*, Raleigh, N. C., June 1941, pp. 117-125.)

Account of efforts to organize agricultural wage earners in the United States and the progress made.

The International Brotherhood of Bookbinders. By John B. Haggerty, president. (In Labor Information Bulletin, U. S. Bureau of Labor Statistics, Washington, June 1941, pp. 5-7; illus.)

The Amalgamated Clothing Workers of America. By Earl D. Strong. Grinnell, Iowa, Herald-Register Publishing Co. [printers], 1940. 306 pp., bibliography.

Covers the history and current activities of the Amalgamated Clothing Workers, with particular emphasis on the functional activities of the organization in such fields as relations with employers, union finances, union discipline, and social experimentation.

Dressmakers' Union promotes industry planning. By Julius Hochman. (In Labor Information Bulletin, U. S. Bureau of Labor Statistics, Washington, May 1941, pp. 1-5.)

Bevin and Co.—the leaders of British labor. By Patricia Strauss. New York, G. P. Putman's Sons, 1941. 246 pp., illus.

An intimate picture of the way the British Labor Party functions.

British labor's rise to power. By Carl F. Brand. Stanford University, Calif., Stanford University Press, 1941. xi, 305 pp. (Hoover Library on War, Revolution, and Peace, publication No. 17.)

Traces development of the trade-unions from the earliest period through the war of 1914-18 to the pre-war period of 1939, and discusses the growth, outlook, and program of the British Labor Party.

Legal Aid

Forms of legal aid organizations in middle sized cities and smaller communities.

Compiled by John S. Bradway, Duke University, Durham, N. C., [1941?]. xii, 116 pp., bibliography; mimeographed.

The simpler forms of organized legal aid have been in operation in various localities, but little published information concerning them has been available for persons interested in these particular activities. The report listed was compiled to furnish a guide for local groups seriously intending to do something in the matter of legal-aid work.

Memorandum of proceedings of 1940 annual conference of National Association of Legal Aid Organizations, held at Jacksonville, Fla., October 31 and November 1, 1940. Rochester, N. Y., National Association of Legal Aid Organizations, [1940?]. 36 pp.; mimeographed.

Among the subjects dealt with in reports to this meeting were low-cost legal-service bureaus, wage earners' bankruptcy, and alien registration.

Sixty-fifth annual report of Legal Aid Society, New York City, for year 1940. New York, 1941. 56 pp.

In the year under review the society had a total of almost 35,000 clients, 30,328 on the civil side and 4,543 on the criminal side.

A tentative bibliography of material on legal aid work. Compiled by John S. Bradway, Duke University, Durham, N. C., 1940. xi, 247 pp.; mimeographed.

Man-Hour Statistics

[*Preliminary summary tabulations of man-hour statistics for selected industries, 1939.*] Washington, U. S. Bureau of Labor Statistics, 1941. Mimeographed.

The study from which these preliminary data are taken is a continuation and expansion of a cooperative study by the Bureau of Labor Statistics and the Bureau of the Census, based on the Census of Manufactures. The present survey, using figures from the 1939 census, will cover 160 industries; these industries include both additions to and subdivisions of the 32 covered in the first (1933) survey. Summary data for all reporting establishments, by region, will be released for each industry as the tabulations are completed. The following averages will be shown: Per wage earner, hours per month, and horsepower; per wage-earner man-hour, wage earnings, salary costs, material costs, value of products, value added by manufacture, and electric energy used.

Migration and Migratory Labor

Migration and settlement on the Pacific Coast: Report No. 5, Cut-over land of northern Idaho. Washington, U. S. Bureau of Agricultural Economics (in cooperation with Idaho Agricultural Experiment Station), 1941. 34 pp., maps; mimeographed.

A report of recent settlement on the cut-over lands of northern Idaho.

Transient Mexican agricultural labor. By Lawrence Leslie Waters. (In *Southwestern Social Science Quarterly*, Austin, Tex., June 1941, pp. 49-66.)

The author traces the growth of transient Mexican labor in the production of fruits and vegetables, cotton, and sugar beets, in various States extending from California to Louisiana. The conditions of these workers are described as extremely unsatisfactory, alike from the point of view of the workers themselves and from that of the communities, which extend what is essentially a subsidy to employers in such forms as public relief, and in the case of the sugar-beet industry, a Federal system of quotas and tariff protection. There is also some account of efforts made to deal with the problems by means of various measures for alleviating the conditions of the workers and for checking the inflow of these workers beyond the opportunities for their employment.

A selected bibliography on interstate migration and related subjects. (In Report of Select Committee to Investigate Interstate Migration of Destitute Citizens, House of Representatives, Union calendar No. 114, House report No. 369, 77th Congress, 1st session, pp. 713-728; Washington, Government Printing Office, 1941.)

Data from a preliminary report of the Committee were published in the February 1941 Monthly Labor Review (p. 338) and a brief summary of its findings, recommendations, and proposals, as presented in its final report, was given in the June Review (p. 1347).

Bibliography on migratory agricultural labor. New York, National Child Labor Committee, January 1941. 6 pp.; mimeographed.

Negro in Industry

The Chicago Negro community—a statistical description. By Mary Elaine Ogden. Chicago, U. S. Work Projects Administration for Illinois, December 1939. 247 pp., bibliography; mimeographed.

Compilation of some of the more significant basic data resulting from a series of research projects.

Occupational changes among Negroes in Chicago. By Estelle Hill Scott. Chicago, U. S. Work Projects Administration for Illinois, December 1939. 259 pp., bibliography; mimeographed.

The changes reported cover a period of 4 decades—1890 to 1930.

Growing up in the Black Belt: Negro youth in the rural South. Prepared for American Youth Commission by Charles S. Johnson. Washington, American Council on Education, 1941. xxiii, 360 pp.

A study of the personality development of southern rural Negro youth, in which the attempt was made to uncover and analyze the basic processes which determine the social attitudes of Negro youth, particularly as regards their position as Negroes in different communities. A chapter devoted to occupational outlook and incentive contains tabulations showing preferred and expected occupations of Negro boys and girls.

The Negro in American agriculture. Washington, U. S. Department of Agriculture, 1940. 11 pp., illus.

Report on the services of the United States Department of Agriculture and cooperating Federal agencies in behalf of the Negro.

Summary report of fact-finding committee of Conference on Employment Problems of the Negro [Trenton, N. J.], February 24, 1941. Trenton, N. J., Unemployment Compensation Commission, 1941. 9 pp.; mimeographed.

The economic status of colored families in the port of Liverpool. Liverpool, England, University of Liverpool, Social Science Department, 1940. 23 pp.

Occupations and Occupational Adjustment

The air transportation industry. Lansing, National Youth Administration for Michigan, 1940. 19 pp., charts. (Youth opportunity series, No. 1.)

Most of the occupations in this field of work are highly skilled, requiring long training, and, according to this pamphlet, the competition in the industry is so great that only the best-qualified applicants are selected.

Drafting and design. Lansing, National Youth Administration for Michigan, November 1940. 18 pp. (Youth opportunity series, No. 3.)

Outlines briefly the fields of employment of engineers, designers, and draftsmen, their duties, qualifications and training they are required to have, and their working conditions and earnings.

Structural steel workers. Chicago, National Youth Administration for Illinois, 1941. 33 pp., illus.; mimeographed. Rev. ed. (Occupational information research report.)

After a general survey of the subject, occupations and qualifications, working conditions, and employment possibilities in fabricating, erecting, and ornamental ironwork are discussed. The pamphlet also includes a brief bibliography.

Everyday occupations. By Mildred A. Davey, Elizabeth M. Smith, Theodore R. Myers. Boston, D. C. Heath and Co., 1941. xii, 372 pp., illus.

Describes a limited number of jobs in typical lines of employment, selected from each of the 10 census classifications of industry.

Fitting yourself for business: What the employer wants beyond skills. By Elizabeth Gregg MacGibbon. New York, McGraw-Hill Book Company, Inc., 1941. xvii, 456 pp.

Among the major subjects dealt with in this volume are planning business life; jobs for beginners; what business wants in skills and abilities; interviews—how to prepare for them and how to get them; making good on the job; and stepping up to a better one.

How to fit yourself for defense jobs. Edited by Harry J. Hobbs; compiled by Stephen A. Hoffer and others. New York, Home Craftsman Publishing Corporation, 1941. 64 pp., bibliography.

Bibliographies on occupational information and guidance—an annotated list. Washington, U. S. Office of Education, July 1941. 11 pp.; mimeographed.

Jewish occupational bulletin, Volume 1, No. 1. New York, Jewish Occupational Council, March 1941. 20 pp.

With the initial issue of this publication is begun what the Jewish Occupational Council hopes will prove a medium for a continuous interchange of the experience and ideas of those endeavoring to improve the economic adjustment of Jews.

Personnel and Office Management

Job evaluation and merit rating—a manual of procedures. By Eugene J. Bengé. New York, etc., National Foremen's Institute, Inc., 1941. 104 pp., charts.

Personnel procedure and records manual. Chicago, William Odom Associates, 1940. 78 pp.

How to select and direct the office staff. By Edward A. Richards and Edward B. Rubin. New York and London, Harper & Bros., 1941. 179 pp.

Two specialists in industrial relations present in this book what they regard as "reasonable, workable plans for so ordering the human relationships within an organization that the work will get done, having all parties relatively happy and well pleased with themselves."

Top-management organization and control. A research study of management policies and practices of thirty-one leading industrial corporations, conducted under auspices of Graduate School of Business, Stanford University, by Paul E. Holden, Lounsbury S. Fish, Hubert L. Smith. Stanford University, Calif., Stanford University Press, 1941. xvii, 239 pp., charts.

Most of this analysis of the policies of corporations is of interest to labor, but certain sections of the volume deal specifically with the relation of management to employed groups other than "top management." Thus, in Part C, on control practices, there are sections that deal with job specification, key personnel, control over wages and salaries, and control over methods and manpower.

Final report of Attorney General's Committee on Administrative Procedure. Washington, Government Printing Office, 1941. 474 pp.

Results of a comprehensive study of administrative procedures in agencies of the Federal Government. The report describes the origins, development, and characteristics of the administrative process; basic necessities of organization and procedure; methods of adjudication; rule-making procedures; and judicial review. Defects in the rule-making and adjudicatory aspects of the administrative process are also described, and recommendations made for correcting them.

The individual agencies considered include the Division of Public Contracts of the U. S. Department of Labor, Railroad Retirement Board, Social Security Board, National Labor Relations Board, and National Railroad Adjustment Board.

Public relations of public personnel agencies. Chicago, Civil Service Assembly of the United States and Canada, 1941. xviii, 259 pp.

Describes the approach to an effective public-relations program through analyses of the publics with which a public personnel agency deals, suggests an organizational arrangement for public relations functions, outlines the scope of a standardized informational base, and gives detailed suggestions for use of various media to develop a sound public-relations program.

Personnel—a bibliography. Chicago, Ill., American Public Welfare Association, November 1940. 8 pp.; mimeographed. (Bibliography No. 3.)

Population

Foundations of American population policy. By Frank Lorimer, Ellen Winston, Louise K. Kiser, for Committee on Population Studies and Social Planning of National Economic and Social Planning Assn. New York, Harper & Bros., 1940. 178 pp., bibliography.

The basic objectives of the population policy presented in this volume include a higher level of living for the greater portion of the people, the conservation of natural resources, more opportunities for education, and the preservation and enrichment of culture.

Population and its distribution, sixth edition, 1941. Compiled by J. Walter Thompson Co. New York and London, Harper & Bros., 1941. 429 pp., maps.

Shows population and number of occupied dwellings in 1940, and number of individual Federal income-tax returns in 1938, for each State and county and for incorporated places of over 500 population up to cities of over 1,000,000. An alphabetical list of all incorporated places in the United States of over 500 population is included.

What the new census means. By Stuart Chase. New York, Public Affairs Committee, Inc., 1941. 30 pp., charts. (Public affairs pamphlet No. 56.)

The author states that the 1940 census is "one of the great landmarks of American history." The significance of population trends is emphasized. Changes in the rate of growth and the age distribution of the population indicate an approach to a stationary as distinguished from an expanding community. This in turn, it is stated, will require more careful planning and an enlargement of the duties of Government.

Population policies and movements in Europe. By D. V. Glass. Oxford, England, Clarendon Press, 1940. 490 pp.

Discusses population movements in England and Wales; State intervention in the population problem; family allowances and population policies and their results in France and Belgium; the Italian struggle for population; Scandinavia and the population problem; and the nature and consequences of population trends.

Small Loans

Small loans in California. By Robert E. Stone. (In California Law Review, Berkeley, March 1941, pp. 332-365.)

Describes the basic lending laws of California—the 1918 usury law and the 1934 constitutional amendment—and the laws relating to three major groups of lenders: Those whose rates and business methods have been regulated by the legislature, those which can be but have not as yet been so regulated, and those whose maximum rates are fixed at 10 percent by the constitution and which can be regulated only in other respects. Those in the first class are personal-property brokers, industrial loan companies, credit unions, and pawnbrokers.

In the second class are banks, building and loan associations, and certain co-operatives.

Report of Joint Legislative Committee [of New York State] to Investigate Rates of Interest on Small Loans. Albany, 1941. 30 pp. (Legislative document, 1941, No. 45.)

The committee studied the various consumer-credit agencies and their methods of operation and profits. As a result of its investigations it recommends legislation requiring the use of a written contract for installment selling, clearly setting forth the exact cost of the credit extended; retention of the present maximum rate of 3 percent a month under the State small-loans law for amounts of \$100 or less and reduction to 2 percent on that part of a loan which exceeds \$100; amendment of the Pawnbroking Act to make its provisions uniform for all municipalities of the State regardless of size; enactment of legislation designed to control all credit advertising; and enactment of legislation requiring all companies under the jurisdiction of the New York State Department of Banks to state, both in their contract and in their advertising, the charge in terms of simple interest on the unpaid principal balance.

Wartime Conditions and Policies

Economic mobilization. Washington, American Council on Public Affairs, 1941. 43 pp. 2d ed.

Symposium of articles in which different writers discuss the financial, economic, industrial, and labor aspects of mobilization for national defense.

Labor in the national defense program of the United States. (In International Labor Review, Montreal, Canada, July 1941, pp. 42-60.)

Describes the structure of the defense organization in its industrial and labor phases, and examines its effect on the labor movement and on the growth of collaboration between economic and occupational groups as well as on the administrative aspects of labor issues.

The utilization and training of labor under war conditions. By B. C. Jenkins. London, Institution of Production Engineers, [1941?]. 15 pp.

Paper presented by the Chief Inspector of Munitions Labor Supply, Ministry of Labor and National Service, Great Britain.

War demands on the labor supply. By Donald H. Davenport. (In Harvard Business Review, Vol. XIX, No. 4, New York, Summer 1941, pp. 451-457.)

The author discusses the subject primarily from the point of view of the work of the Bureau of Labor Statistics, which has been assigned the task of mapping labor requirements for defense production.

"21 to 35"—*what the draft and army training mean to you.* By William H. Baumer, Jr., and Sidney F. Giffin. New York, Prentice-Hall, 1940. 143 pp.

The authors, instructors at the United States Military Academy at West Point, attempted to answer in this volume every question that might be asked in connection with the Selective Service Act and service and opportunities in the United States Army. An important part of the report is the section on the training which a man receives from the day he enters the Army.

Canada's economic war policy. By B. S. Keirstead. Toronto, Thomas Nelson & Sons, Ltd., 1941. 31 pp. (Dalhousie University bulletin on public affairs, XI.)

Based on data prepared in connection with a study of the repercussions of the war on the maritime economy, which is being carried on by the Institute of Public Affairs at Dalhousie University.

Defense regulations [Great Britain]. London, His Majesty's Stationery Office, 1941. 368 pp.

Texts of the various wartime regulations, as amended through January 15, 1941, issued under the emergency legislation of 1939 and 1940. The volume is prefaced by a table of laws that have been modified, suspended, or applied by regulations.

Women in Industry

Series on labor laws affecting women in the States: New York. Washington, U. S. Women's Bureau, 1941. 38 pp.; multilithed.

Similar reports are available for Illinois, Kentucky, Massachusetts, Michigan, North Carolina, and Pennsylvania; reports for other States are in preparation.

Women's factory employment in an expanding aircraft production program; Employment of women in manufacture of small arms ammunition; Employment of women in manufacture of artillery ammunition. Washington, U. S. Women's Bureau, 1941. 25, 18, and 31 pp., respectively; mimeographed.

Surveys of jobs in defense industries in which women could be employed.

The distinct problem of women employees. By Alfred G. Trembly. Chicago, H. M. Van Hoesen, Jr., Inc., 1940. 49 pp. (Industrial Commentaries, vol. 1, No. 4.)

Discusses various aspects of the employment of women in industry and especially the more common problems arising in connection therewith, with the expressed desire that additional insight into these problems may aid employers "in making decisions which will be beneficial to the industry, to the women employees, and to our economic society."

Women workers in their family environment. Washington, U. S. Women's Bureau, 1941. 82 pp., charts. (Bull. No. 183.)

A study of the family environment of woman workers in Cleveland, an industrial community, and in Utah, an agricultural and mining State. The women studied had comparatively small earnings but made important contributions to the family income.

The women of New Zealand. By Helen M. Simpson. Wellington, Department of Internal Affairs, 1940. 197 pp., illus.

A history of women and their work from the pioneer days in New Zealand. It contains chapters on occupations and women's organizations.

General Reports

Investigaciones sociales, 1940 [Argentina]. Buenos Aires, Departamento Nacional del Trabajo, 1941. xv, 65 pp., charts. (Series A, No. 5.)

Statistical report of the Argentine Republic, including, for 1940 and earlier years, data on cost of living, prices, wages, hours, employment (in Buenos Aires), unemployment, strikes, labor-organization status, and collective agreements. Information on industrial-accident compensation and social insurance, in 1938 and 1939 respectively, is given.

Labor under Nazi rule. By William A. Robson. Oxford, Clarendon Press, 1940. 32 pp. (Oxford pamphlets on world affairs, No. 31.)

The fortieth financial and economic annual of Japan, 1940. Tokyo, Department of Finance, [1941?]. 265 pp., map, charts. (In English.)

Includes index numbers of wages in specified industries and occupations, 1937-39; of wholesale prices of individual commodities, by month, 1939; and of retail prices (commodities not specified), by month, 1930-39.

Japan's economy under war strain. By T. Y. Hu. Washington, Chinese Council for Economic Research, 1941. 68 pp., charts.

A chapter on labor and the war economy covers employment, working and living conditions, earnings, cost of living, and strikes.

Resumen general del censo industrial de 1935 [México]. México, D. F., Secretaría de la Economía Nacional, Dirección General de Estadística, 1941. 250 pp.

Analysis of the findings of the 1935 industrial census, which includes statistics of employment and daily wage rates, by sex, in manufacturing industries, and of employment and pay rolls in the mining, metallurgical, and refining industries.

Labor conditions in occupied Norway. (In International Labor Review, Montreal, Canada, June 1941, pp. 687-700.)

Derecho del trabajo. By José Leandro Echeverría. (In Boletín del Ministerio de Gobernación y Trabajo, San Salvador, El Salvador, Vol. III, No. 8, May-August 1940, pp. 273-344.)

A doctoral thesis dated May 31, 1940, on labor legislation in El Salvador. The author discusses the condition of the workers in El Salvador and existing and needed legislative provisions, with frequent references to conditions and laws in other countries, particularly those of Latin America. Provisions considered are protection of women and minors, home work, wages, working hours, labor agreements, apprenticeship, industrial accidents and workmen's compensation, and conciliation boards.

