

U. S. DEPARTMENT OF LABOR
JAMES J. DAVIS, SECRETARY
WOMEN'S BUREAU
MARY ANDERSON, Director

BULLETIN OF THE WOMEN'S BUREAU, NO. 17

**WOMEN'S WAGES IN
KANSAS**



WASHINGTON
GOVERNMENT PRINTING OFFICE
1921

[PUBLIC—No. 259—66TH CONGRESS.]

[H. R. 13229.]

An Act To establish in the Department of Labor a bureau to be known as the Women's Bureau.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That there shall be established in the Department of Labor a bureau to be known as the Women's Bureau.

SEC. 2. That the said bureau shall be in charge of a director, a woman, to be appointed by the President, by and with the advice and consent of the Senate, who shall receive an annual compensation of \$5,000. It shall be the duty of said bureau to formulate standards and policies which shall promote the welfare of wage-earning women, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment. The said bureau shall have authority to investigate and report to the said department upon all matters pertaining to the welfare of women in industry. The director of said bureau may from time to time publish the results of these investigations in such a manner and to such extent as the Secretary of Labor may prescribe.

SEC. 3. That there shall be in said bureau an assistant director, to be appointed by the Secretary of Labor, who shall receive an annual compensation of \$3,500 and shall perform such duties as shall be prescribed by the director and approved by the Secretary of Labor.

SEC. 4. That there is hereby authorized to be employed by said bureau a chief clerk and such special agents, assistants, clerks, and other employees at such rates of compensation and in such numbers as Congress may from time to time provide by appropriations.

SEC. 5. That the Secretary of Labor is hereby directed to furnish sufficient quarters, office furniture, and equipment, for the work of this bureau.

SEC. 6. That this act shall take effect and be in force from and after its passage.

Approved, June 5, 1920.

U. S. DEPARTMENT OF LABOR
JAMES J. DAVIS, SECRETARY
WOMEN'S BUREAU
MARY ANDERSON, Director

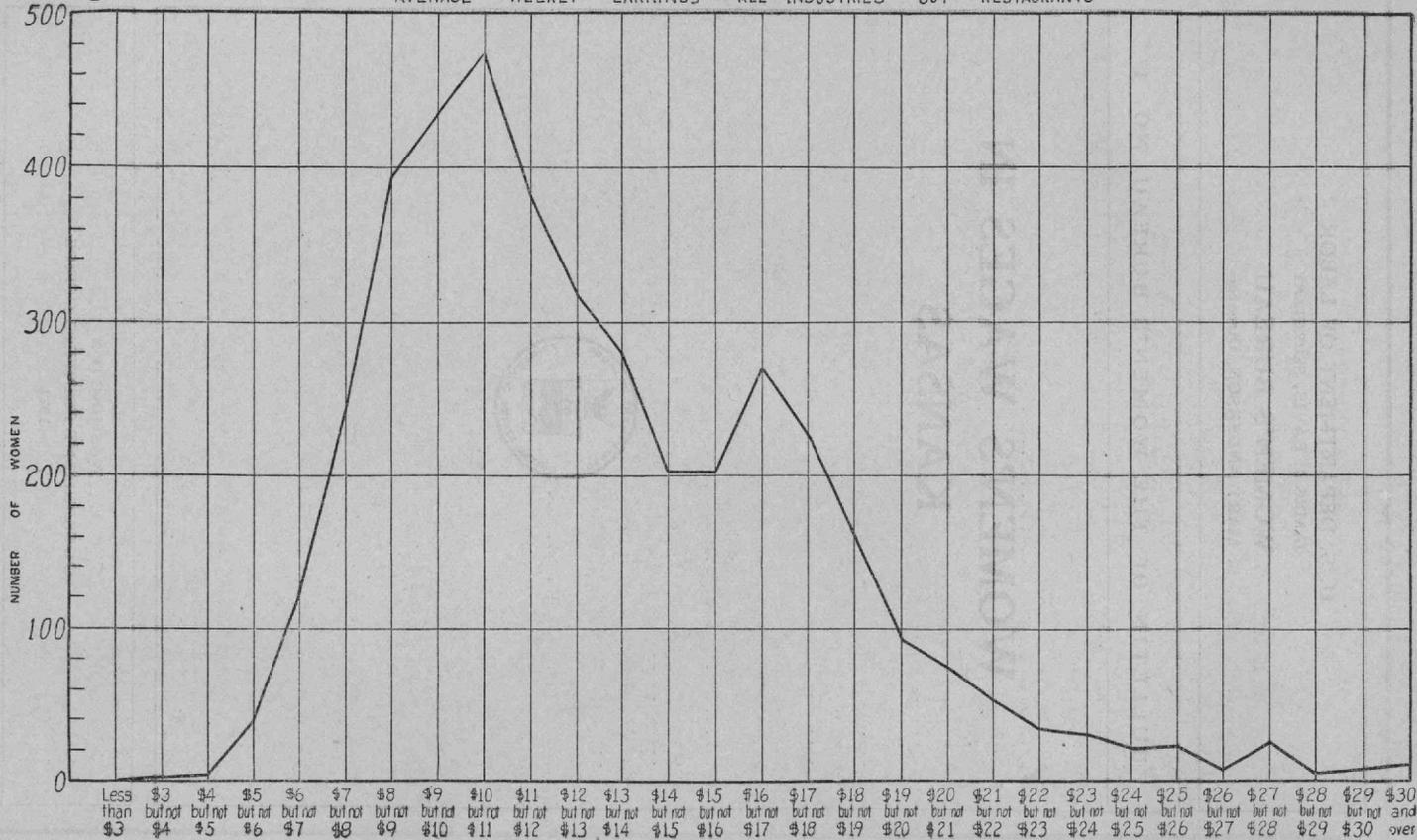
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AVERAGE WEEKLY EARNINGS ALL INDUSTRIES BUT RESTAURANTS



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LETTER OF TRANSMITTAL.

U. S. DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, May 12, 1921.

SIR: I have the honor to submit the accompanying report giving the results of a survey of hours, wages, and conditions of work of women in selected industries from 31 cities in the State of Kansas.

This investigation was made at the request of the Industrial Welfare Commission of the State. The field work was done by investigators of the Women's Bureau, the Kansas Industrial Welfare Commission, and the Kansas Department of Labor.

The survey was conducted by Miss Agnes L. Peterson and Miss Caroline Manning, of the Women's Bureau staff, in conjunction with Miss Linna Bresette, secretary of the Kansas Industrial Welfare Commission. The material secured was tabulated by the Women's Bureau and the report written by Miss Mary N. Winslow. Manuscript copies have been submitted to the industrial welfare commission.

Respectfully submitted,

MARY ANDERSON, *Director.*

Hon. JAMES J. DAVIS,
Secretary of Labor.

LETTER OF TRANSMITTAL

1. The Department of Labor

Washington, D.C.

Dear Sirs:

I have the honor to submit the accompanying report of the results of a study of the wages and hours of work of women in the United States, and to request that you will be pleased to forward the same to the Bureau of Labor Statistics, Washington, D.C.

The investigation was made under the direction of the Bureau of Labor Statistics, Washington, D.C., and the results are set forth in the report of the Bureau of Labor Statistics, Washington, D.C., which is being transmitted to you for your information.

The study was conducted by Mrs. J. M. [Name], and the results are set forth in the report of the Bureau of Labor Statistics, Washington, D.C., which is being transmitted to you for your information.

The Bureau of Labor Statistics, Washington, D.C., is pleased to have your interest in the study of the wages and hours of work of women in the United States, and to have your report submitted to the Bureau of Labor Statistics, Washington, D.C.

Very respectfully,
[Signature]

Director, Bureau of Labor Statistics, Washington, D.C.

WOMEN'S WAGES IN KANSAS.

SCOPE AND METHOD OF INVESTIGATION.

This survey of wages paid to women in the industries of Kansas was made at the request of, and in cooperation with, the Industrial Welfare Commission of that State. The field work was done during several months of the summer of 1920. Investigators from the Women's Bureau directed the survey and worked in cooperation with Miss Linna Bresette, secretary of the Industrial Commission of Kansas, and investigators of the Industrial Commission and of the Kansas Department of Labor. The material secured in the course of the investigation has been compiled and the report written by the Women's Bureau.

The investigations for this report were made in 31 cities of the State. Three of these cities had a population of 50,000—Kansas City, Wichita, and Topeka; 11 had a population of from 10,000 to 50,000—Atchison, Leavenworth, Hutchinson, Independence, Lawrence, Parsons, Chanute, Fort Scott, Arkansas City, Eldorado, and Emporia; 6 had a population of from 5,000 to 10,000—Newton, Winfield, Iola, Ottawa, Junction City, and Manhattan; and 11 had a population under 5,000—Marysville, Olathe, Colby, Oakley, Wakeeney, Hays City, Ellsworth, Larned, Great Bend, Osage, and Washington.

Material was secured by the investigators through personal interviews with the employees at their places of work, and additional data on hours and wages were obtained wherever possible from the employers' office records.¹ These records were taken for individual workers for the total period of their employment with the firm during the year beginning in June, 1919, and ending in June, 1920.

This period probably covers as high wage rates as have ever been paid in the country. The index numbers of union wage rates and hours of labor published by the Bureau of Labor Statistics of the U. S. Department of Labor² show a steady increase in the wage rate for full-time weekly earnings from 1915, when the index number was 102, to May, 1920, when it had increased to 189. These index numbers are general figures computed for a large number of

¹ For form of schedules, see Appendix A, pp. 83-86.

² U. S. Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, February, 1920, p. 117: "Changes in union wage scales, 1907 to 1919."

industries, but a more detailed analysis of wage and employment changes in certain industries only emphasizes the same condition which is illustrated by the index numbers.

Changes between January, 1919, and January, 1920, in the numbers employed and the size of pay rolls in a number of industries are shown in another report of the Bureau of Labor Statistics³ to be as follows:

Per cent of increase (+) or decrease (-) between January, 1919, and January, 1920.

Industry.	Number on pay roll.	Amount of pay roll.
Automobile manufacturing.....	+37.7	+ 73.0
Boots and shoes.....	+ 9.7	+ 25.7
Car building and repairing.....	-24.9	- 21.5
Cigar manufacturing.....	- 4.3	+ 25.5
Men's ready-made clothing.....	+54.2	+149.5
Cotton finishing.....	+24.3	+ 64.9
Cotton manufacturing.....	+ 4.2	+ 33.2
Hosiery and underwear.....	+11.3	+ 46.3
Iron and steel.....	- 8.7	- 6.6
Leather manufacturing.....	+16.7	+ 37.4
Paper making.....	+ 4.2	+ 25.2
Silk.....	+18.6	+ 53.0
Woolen.....	+51.0	+125.8

These figures show that all but three of the industries considered had increased both the number of their employees and the size of their pay roll very considerably during the year 1919. During a one-month period in December, 1919, and January, 1920, nine of these industries increased the number of their employees in amounts ranging from 0.6 to 2.4 per cent, and nine increased their pay roll in amounts ranging from 0.2 to 13.7.

Comparison of these figures with the change during a one-month period in July and August, 1920, shows that, after the close of this survey of wages in Kansas, wage rates began to drop and the present depression to set in. During that one month, in July and August, 1920, only two of these industries show any increase in their number of employees, and in those two cases the increases amount to only 9.8 and 1.4 per cent. Only six industries show any increase in pay roll, in one case the increase being very considerable (30.2 per cent in car building and repairing), but in the other five ranging from 0.7 to 6.7 per cent.⁴

Undoubtedly, then, the wage rates during the period for which figures were taken in the present survey can be considered unusually high, as there is no reason to suppose that Kansas did not share in the general movement toward increased wages which is indicated in the foregoing figures.

³ *Ibid.*, 1920, p. 147: "Employment in selected industries in January, 1920."

⁴ U. S. Bureau of Labor Statistics, *Monthly Labor Review*, December, 1920, p. 175: "Employment in selected industries, August, 1920."

The establishments investigated included a large and representative proportion of the women-employing industries of the State, the aim of the investigators having been to survey in each locality the industries which employed the largest number of women. Table 1 shows the extent of the investigation, both as to number of establishments and employees and as to kind of industries studied.

TABLE 1.—*Number of establishments studied and number of persons of each sex employed therein, by industry.*

Industry.	Number of establishments.	Number of employees.		
		Total.	Men.	Women.
Meat and poultry packing.....	9	7,579	6,608	971
Miscellaneous food manufacturing.....	14	1,175	918	257
Clothing manufacturing.....	22	793	128	665
Miscellaneous manufacturing.....	32	4,304	3,548	756
General mercantile.....	97	2,604	720	1,884
5-and-10-cent stores.....	35	445	65	380
Laundries.....	54	1,285	353	932
Restaurants.....	80	923	418	505
Telephones.....	27	1,002	64	938
Offices.....	(1)	(1)	(1)	(1)
All industries.....	370	20,110	12,822	7,288

¹ Offices, as such, not investigated. The office workers entered in the various tabulations were employed in the offices of the industries studied.

² Of this number, individual schedules were secured for 5,651 women (77.5 per cent), a proportion large enough, it is thought, to be considered representative of the entire number employed.

In the industrial classification of the material in this report the group designated as "miscellaneous food manufacturing" includes all food factories except those packing meat or poultry. Among those factories are listed confectionery, cracker, bakery, cereal, and salt establishments. Clothing manufacturing includes the manufacture of overalls, shirts, caps, and gloves. "Miscellaneous manufacturing" comprises all factories not specifically enumerated, and includes several soap, box, and cigar factories. The mercantile establishments have been divided into two groups, the 5-and-10-cent stores being separated from the other stores on account of the difference in wages and in the experience of the employees. The mercantile employees include the entire sales force and the general service workers. In this group the higher wages paid to assistant buyers are generally balanced by the lower wages paid to bundle girls. The restaurant group includes the kitchen and dining-room help of cafeterias, lunch counters, tea rooms, cafés, restaurants, and the dining room of one small hotel. In the telephone group are included only telephone operators.

The investigation did not cover establishments employing only an office force, such as banks and insurance companies. The office workers scheduled are those interviewed while working in one of the other industrial groups; elsewhere in the report they are tabulated separately and are not included with the factory workers or sales

people. Similarly, the laundry workers in the packing plants have been classed with the laundry group; restaurant workers in stores have been classed with the restaurant industry and not with the mercantile group; telephone operators on private branch exchanges in stores or factories have been classed with the telephone operators on the commercial exchanges.

How representative the figures are which have been secured for these various industrial groups can only be estimated, as there are no recent figures available giving the numbers employed in the industrial activities of the State. The Thirteenth Census of the United States gives the most recent comprehensive figures which can be used for comparative purposes.⁵ According to that report, in 1910 there were 80,694 females over 10 years of age gainfully employed in Kansas. Of this group almost 30,000, slightly over 37 per cent, were engaged in manufacturing and mechanical, trade, transportation (which includes telephone operating), and clerical occupations. These are the main occupational groups in which the women were engaged who were studied in this survey, which covered 7,288 women, or more than one-fourth of the number listed in similar industrial groups in the 1910 census.

The figures which are obtainable for individual occupations show an equally large proportion of women included in the survey.⁶ Women telephone operators, according to the census of 1910, numbered 2,306; this survey includes data for 938 telephone operators, over 40 per cent of the 1910 total. The number of saleswomen and clerks in stores amounted in 1910 to 5,999, while the mercantile establishments covered by this survey employed 2,264, considerably more than one-third of the 1910 number. Laundry operatives numbered 1,067 in the 1910 census and 932 (87 per cent) in the survey.

It is unfortunate that there are no State figures available to show the trend in industrial development for the past decade, so that the validity of 1910 figures as a guide to present conditions can be estimated. The United States Census of Manufactures, however, in its report for 1914 shows that between 1909 and 1914 there was a decrease of 8.7 per cent in the number of manufacturing establishments and a decrease of 6.7 per cent in the number of wage earners in the industries of Kansas.⁷ Figures given in the 1910 census may be considered, therefore, to be fairly valid as a means of estimating the extent of this survey, for there would have had to be a considerable increase in numbers between 1914 and the present time to offset the decrease which occurred between 1909 and 1914. Judging from the stimulation of industry which has occurred throughout the entire

⁵ U. S. Bureau of the Census, 13th Census, 1910, vol. 4, Population, Occupation statistics, p. 37.

⁶ *Ibid.*, pp. 110-120.

⁷ U. S. Bureau of the Census, Census of Manufactures, 1914, vol. 1, p. 445.

country, there has probably been a considerable increase in the industrial population of Kansas, but even if this be the case it can be assumed safely that the figures given in this report are for a group adequate in size and proportionate distribution through the industries to represent actual conditions in the State.

Naturally with such a large and diverse group of workers there is not absolute similarity in the information which was obtainable concerning them. Table 2 shows the number of establishments and the number of women for whom information of the two broad classes—pay roll and no pay roll—was obtained.

TABLE 2.—Number of establishments and number of women for whom pay-roll and no pay-roll¹ data were secured, by industry.

Industry.	Pay-roll data.		No pay-roll data.	
	Number of establishments.	Number of women.	Number of establishments.	Number of women.
Meat and poultry packing.....	9	694	.....	² 65
Other food manufacturing.....	14	187	.....	² 25
Clothing manufacturing.....	15	485	.....	51
Miscellaneous manufacturing.....	26	476	6	49
General mercantile.....	50	765	47	355
5-and-10-cent stores.....	30	237	5	50
Laundries.....	42	599	12	179
Restaurants.....	20	191	60	254
Telephones.....	24	382	3	123
Offices.....	.....	³ 313	.....	³ 166
All industries.....	230	4,329	140	1,322

¹ For explanation see text immediately following.

² Employed in firms supplying pay-roll data, but not employed long enough at time of investigation to have a record on the pay rolls.

³ Employed in the offices of the various industries.

When the investigators visited an establishment, they secured their first information through personal interviews with the women workers. The information secured in this way was then supplemented by additional material taken from the employer's pay rolls. In order to avoid possible errors and misinterpretations no information is included here as "pay roll information" unless it was copied by the investigators personally.

Table 2 shows that from 140 firms no pay-roll data were secured. There were several different reasons for the failure to secure this information. In a number of small stores and restaurants pay-roll data could not be secured for the simple reason that no pay rolls were kept. Sometimes only a few persons were employed and they were paid by the month or semimonthly, and their wages were entered in the accounts in a lump sum as "salaries."

In other establishments a less simple reason was given for not making available pay-roll figures. This was a feeling on the part of the management in several places that wage records were secrets and

that it would be disastrous to have each employee know what the others were getting. One woman when asked for her books replied to the investigator that she did not keep any because "they would be kept right out there where the girls are working and they would see them. And if they *should* see that some were getting more than others it would mean, well, nothing less than a strike. They would be furious, so it's just between the girl and me, how much I pay her, and if she works extra hard I tip her, and if she doesn't I *don't*."

Another typical attitude toward the keeping of pay rolls was that of the manager of a small restaurant who said that he could not keep a pay roll because his employees changed so constantly. He found it sufficient to mark his employees "present" or "absent" each day for a week, pay off at the end of the week, and then it was "all settled." Another employer said he could not keep books because he had not enough room.

Lack of pay rolls was, in the large majority of cases, the reason for failure to secure pay-roll information. In 14 establishments it was impossible for the investigators to obtain information which was known to exist. In the meat-packing industry pay roll records for the office workers were not secured because at the first plant visited access to the records for the office workers (the only unorganized group of workers in the industry) was refused. For this reason similar information was not requested at other plants in the same industry. A very few plants absolutely refused to give any information. A number of others copied their own pay rolls and sent them to the investigators, but, as already explained, material secured in this way was not used. On the whole, the cooperation and assistance given the investigators by the employers in the establishments investigated was invaluable, and the few instances where a cordial reception was not given serve only to emphasize the value of the attitude of most employers in the State, and to prove that without their help the facts included in this survey would have been very far from complete.

Throughout the investigation and during the compilation of the material the utmost care has been used to insure that only perfectly representative material should be included. If, in copying a pay roll, the amount recorded as a full week's pay at the beginning of the period of employment was so small compared with the pay for subsequent periods as to indicate that only a part of the pay period had been worked, this sum and this period were not considered in computing the average weekly earnings for the year.

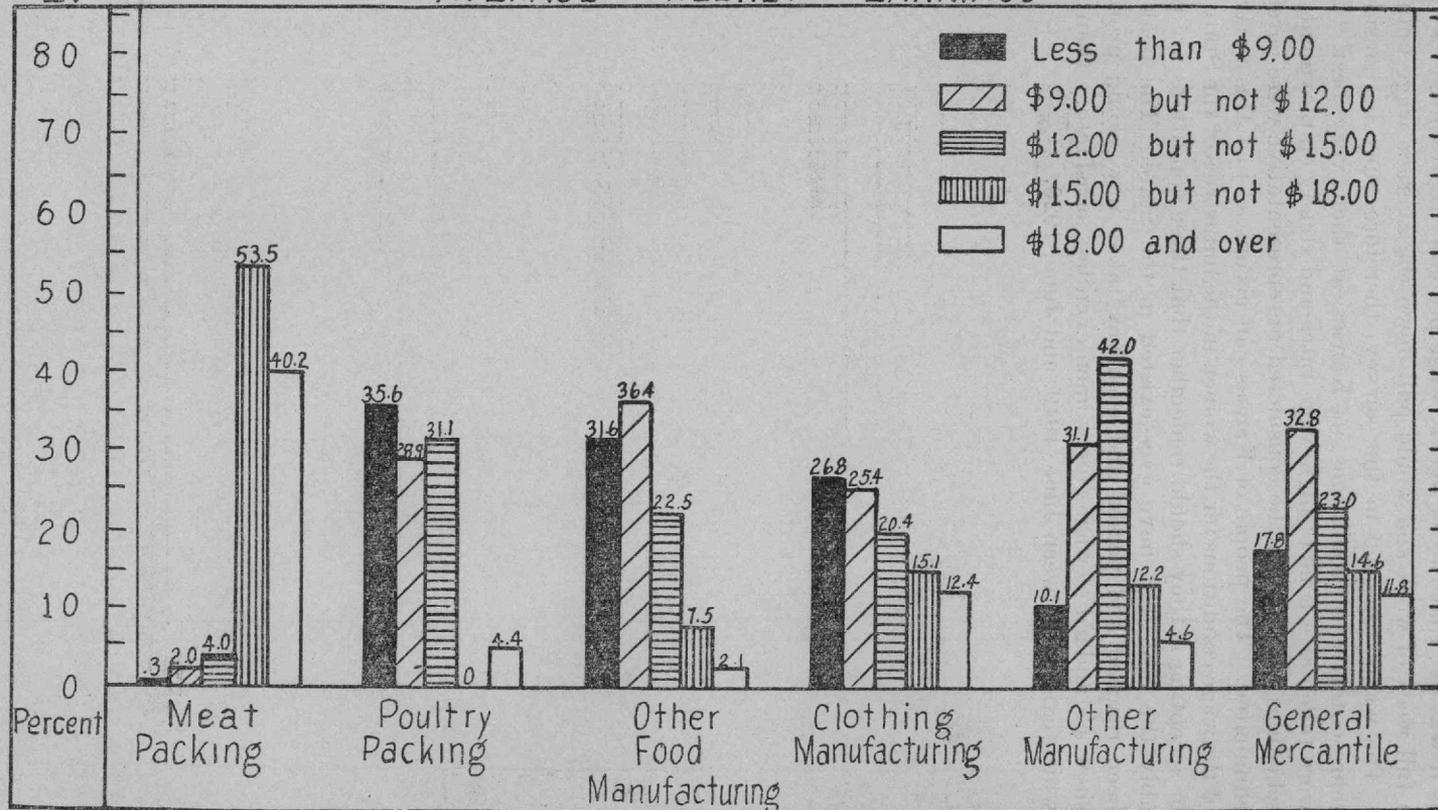
For instance, where a girl's earnings fluctuated around \$10 and \$11 for each of 51 weeks in the year, but for the first week of employment amounted to only \$5, the average weekly earnings were computed from the 51 weeks for which earnings of \$10 and \$11 were reported,

as it was felt that the \$5 weekly wage probably represented less than a full week of work and would pull down the average wage unfairly.

The wages reported in this survey, therefore, may be considered representative of conditions in Kansas at their very best. They were taken at a time of high wage rates and steady employment, and schedules which might be considered unrepresentative were carefully eliminated. The people of Kansas can accept as just this portrayal of the wage conditions for the women in the industries of the State, but in accepting it they should remember that these conditions are probably the best that have ever existed in the State. The peak has been reached and passed and a survey taken now would probably show a standard of wages for women even less satisfactory than that which existed between June, 1919, and June, 1920.

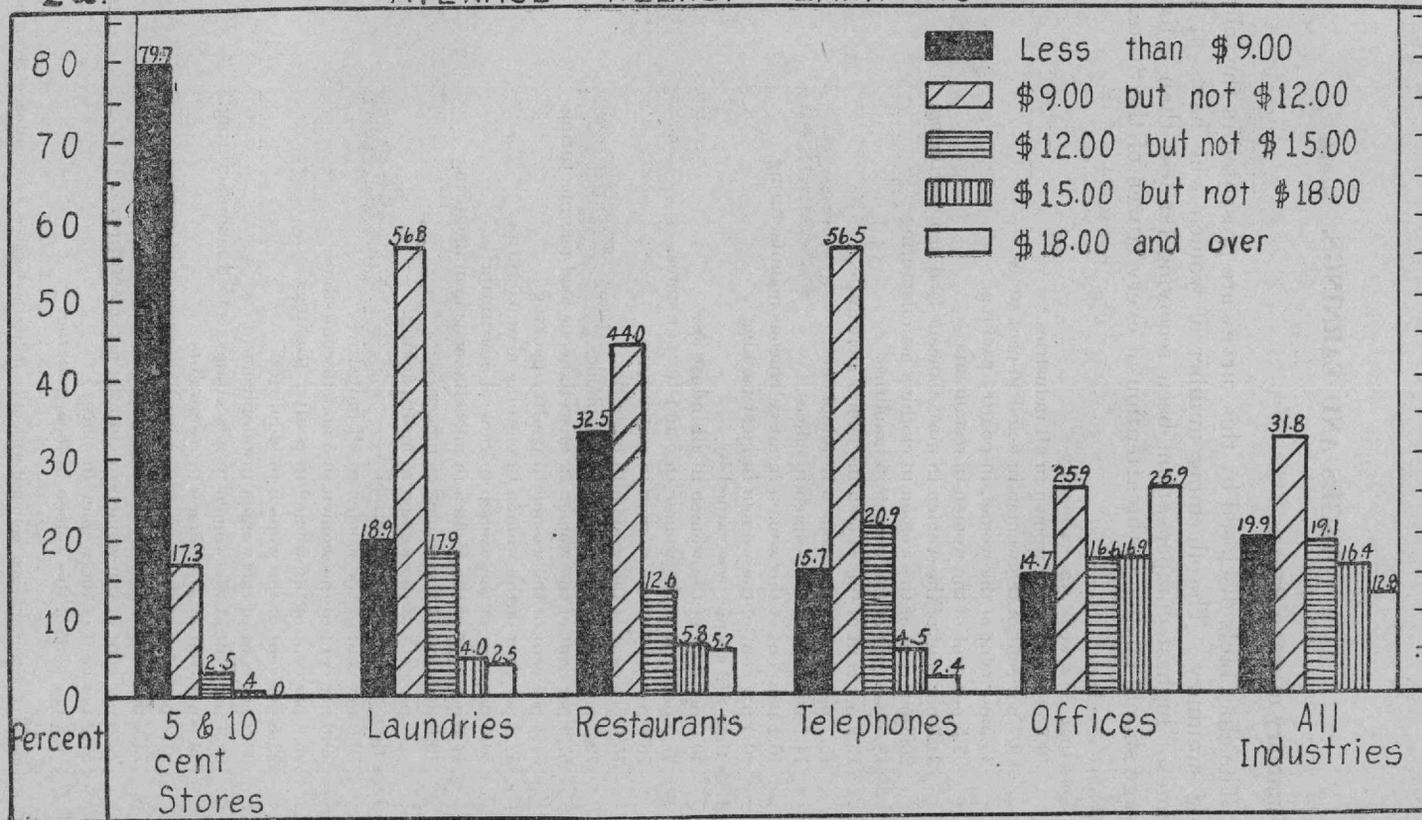
2.

AVERAGE WEEKLY EARNINGS



2a.

AVERAGE WEEKLY EARNINGS



WAGES AND EARNINGS.

Summary of wage figures.

The chief facts disclosed by this survey are presented in the following summary. The alarming number of women who have, at this time of highest compensation, been receiving far less than a living wage should challenge the attention of every citizen of the State.

Weekly earnings:

Less than \$9 a week was earned by—

- 19.3 per cent of the women in all industries.⁸
- 79.7 per cent of the women in 5-and-10-cent stores.
- 35.5 per cent of the women in poultry packing.
- 32.5 per cent of the women in restaurants.
- 31.6 per cent of the women in miscellaneous food manufacturing.
- 26.8 per cent of the women in clothing manufacturing.
- 18.9 per cent of the women in laundries.
- 17.8 per cent of the women in general mercantile.
- 15.7 per cent of the women in telephones.
- 14.7 per cent of the women in offices.
- 10.1 per cent of the women in miscellaneous manufacturing.
- 0.3 per cent of the women in meat packing.

Less than \$12 a week was earned by—

- 50.6 per cent of the women in all industries.⁸
- 97.0 per cent of the women in 5-and-10-cent stores.
- 76.4 per cent of the women in restaurants.
- 75.6 per cent of the women in laundries.
- 72.3 per cent of the women in telephones.
- 67.9 per cent of the women in miscellaneous food manufacturing.
- 64.4 per cent of the women in poultry packing.
- 52.2 per cent of the women in clothing manufacturing.
- 50.6 per cent of the women in general mercantile.
- 41.2 per cent of the women in miscellaneous manufacturing.
- 40.6 per cent of the women in offices.
- 2.3 per cent of the women in meat packing.

Less than \$15 a week was earned by—

- 70.0 per cent of the women in all industries.⁸
- 99.6 per cent of the women in 5-and 10-cent stores.
- 95.6 per cent of the women in poultry packing.
- 93.5 per cent of the women in laundries.
- 93.2 per cent of the women in telephones.
- 90.4 per cent of the women in miscellaneous food manufacturing.
- 89.0 per cent of the women in restaurants.
- 83.2 per cent of the women in miscellaneous manufacturing.
- 73.6 per cent of the women in general mercantile.
- 72.6 per cent of the women in clothing manufacturing.
- 57.2 per cent of the women in offices.
- 6.3 per cent of the women in meat packing.

⁸ Exclusive of restaurants; not combined with other industries because of the custom of giving meals.

Less than \$18 a week was earned by—

- 86.9 per cent of the women in all industries.⁸
- 100.0 per cent of the women in 5-and-10-cent stores.
- 97.9 per cent of the women in miscellaneous food manufacturing.
- 97.6 per cent of the women in telephones.
- 97.5 per cent of the women in laundries.
- 95.6 per cent of the women in poultry packing.
- 95.4 per cent of the women in miscellaneous manufacturing.
- 94.8 per cent of the women in restaurants.
- 88.2 per cent of the women in general mercantile.
- 87.6 per cent of the women in clothing manufacturing.
- 74.1 per cent of the women in offices.
- 59.8 per cent of the women in meat packing.

Annual earnings:

- Less than \$600 a year was earned by 28.6 per cent of the women in all industries.⁸
- \$600 to \$900 was earned by 42.2 per cent of the women in all industries.
- \$900 or more was earned by 29.2 per cent of the women in all industries.

It is not possible to get general wage figures for women employed in many industries throughout the country, but even the limited figures available show that the Kansas wages are far lower than those prevalent elsewhere. They are not only lower than in communities where the rates are known to be high, but they are lower than the average rate for the country as a whole.

In a nation-wide survey of wages in certain industries the Bureau of Labor Statistics, of the United States Department of Labor found that the average weekly wage paid to women in the men's clothing industry in 1919 was \$14.82,⁹ while the wage paid to the women in clothing manufacturing in the present survey of Kansas was \$11.75.

In a group of miscellaneous manufacturing industries throughout the country the Bureau of Labor Statistics found the average weekly wage for women to be:¹⁰

Chemicals.....	\$12.70	Pottery.....	\$13.17
Leather.....	13.43	Rubber.....	14.84
Paper and pulp.....	13.11		

The median wage for women in "miscellaneous manufacturing" in Kansas was \$12.70.

Even the low standard of \$11 a week which has been established by the Kansas minimum-wage awards is far from accepted in the industries of the State. The appalling size—nearly one-fifth of all the women included in the survey—of the group receiving less than \$9 a week, and the fact that more than one-half of the women were receiving less than \$12 a week, disclose a very serious situation for the women workers of the State.

How far behind other progressive States Kansas stands, not only in the conditions existing in its industries but in the standard of a

⁸ Exclusive of restaurants; not combined with other industries because of the custom of giving meals.

⁹ U. S. Department of Labor, Bureau of Labor Statistics Monthly Labor Review, February, 1920.

¹⁰ *Ibid.*, April, 1920.

weekly minimum wage of \$11 which it has adopted, is clearly shown by a comparison of minimum-wage awards in other States with the actual conditions and the minimum-wage awards in Kansas.

All manufacturing industries have been required to pay a minimum weekly wage to their experienced women employees of—

- \$16.00 in California.
- \$13.20 in Oregon.
- \$13.20 in Washington State.

Fifty per cent of the women in all industries in Kansas earned less than \$12 and the minimum-wage requirement for Kansas is only \$11 a week, \$2.20 less than that of Oregon and Washington and \$5 less than that of California.

The mercantile industry has been required to pay to its women employees a minimum weekly wage of—

- \$16.00 in California.
- \$16.50 in the District of Columbia.
- \$13.20 in Oregon.

Kansas requires only \$8.50 a week for the women in mercantile industries, and 50 per cent of the Kansas women in general mercantile establishments and 97 per cent of those in 5-and-10-cent stores earned less than \$12 a week.

Hotels and restaurants are required to pay their women employees a minimum weekly wage of—

- \$16.00 in California.
- \$16.50 in the District of Columbia.
- \$18.00 in Washington State.

Of the Kansas women employed in restaurants 76.4 per cent received less than \$12 and 89 per cent less than \$15 a week.

The full significance of these figures will not be apparent unless emphasis is laid on the fact that the minimum-wage awards in each State are made on the basis of what it costs a woman to live decently and healthfully. These wages have been decided upon after a careful consideration of the cost of living for the individual, and the supposition is that the woman who receives less than the minimum wage required can not maintain herself decently and healthfully.

Recent budget studies have shown the approximate cost of living for a woman to be—

- \$14.78 a week in Texas.
- \$22.10 a week in Washington State.
- \$16.00 a week in the District of Columbia in 1918.
- \$19.49 a week in the District of Columbia in 1920.
- \$16.65 a week in North Dakota.

There are no estimates available of the cost of living in Kansas, but it does not seem probable that it can be so much lower than in other States as to justify the payment of less than \$9 a week to one-

fifth and less than \$12 a week to more than one-half of the women in the industries of the State.

No industry can thrive at the expense of its employees, and no community can afford to permit such exploitation of its women workers. Pitiful economies which were resorted to in stretching an \$8 or a \$10 wage to cover even the chief necessities of life frequently were reported to the investigators during the course of this survey. One woman could not afford to pay for a room, so used that of her brother who worked at night and was only at home in the daytime, when she was away. Another, who was making an average weekly wage of \$8.80, sewed for other people at night and on Sundays in order to make enough to pay for her own clothes.

Instances such as these can be multiplied many times, and still the whole story would not be told, for many of these women had dependents and on their meager wages must support not only themselves but others. The question of dependency is treated in another section of this report (pp. 53-79), but it must not be forgotten whenever wages for women are discussed, as it is now a thoroughly authenticated fact that women are more often than not the breadwinners for others besides themselves.

The facts given in this report are a challenge for action on the part of the industries and authorities of the State. No working woman in Kansas should be allowed to feel as did the laundry worker who said: "You come here and come here, and ask a lot of questions and make us believe you are going to help us; but things are worse now than they ever were. I'm just tired of the whole thing."

Nativity.

Although the actual wage received is, of course, the fact of primary importance to the woman worker, this wage is dependent upon so many different factors that from the point of view of the student of industrial conditions it is necessary to have a certain picture of the group for which wage figures are given in order to judge correctly the relative standards of different communities and industries in this important matter.

The first important qualification of the wage received is the nativity of the person receiving it. It would be a natural reaction to credit a low wage rate to the presence of a large number of foreigners among the group whose wages are being considered, while knowledge that a majority of the group were native-born Americans might very conceivably lead to the expectation of a higher wage rate. Table 3 shows the nativity of the women for whom schedules were secured in this survey.

TABLE 3.—*Nativity of the employees scheduled, by industry.*

Industry.	Number of women reporting.	Native born.				Foreign born.	
		White.		Colored.		Number.	Per cent.
		Number.	Per cent.	Number.	Per cent.		
Meat and poultry packing.....	757	436	57.6	170	22.5	151	19.9
Miscellaneous food manufacturing.....	212	212	100.0				
Clothing manufacturing.....	535	522	97.6			13	2.4
Miscellaneous manufacturing.....	523	506	96.7	5	.9	12	2.3
General mercantile.....	1,111	1,088	97.9	14	1.3	9	.8
5-and-10-cent stores.....	286	286	100.0				
Laundries.....	777	731	94.1	33	4.3	13	1.7
Restaurants.....	442	362	81.9	74	16.7	6	1.3
Telephones.....	508	508	100.0				
Offices.....	476	473	99.4			3	.6
All industries.....	1 5,627	5,124	91.1	296	5.2	207	3.7

¹ Of the 5,651 women for whom records were secured, 24 did not report their nativity.

This table shows that the women in the Kansas industries are Americans, the product of American schools and with American standards of life. It shows that 91.1 per cent of those included in the survey were native-born white, while about 5 per cent were colored. Only 3.7 per cent were foreign born, a striking contrast to conditions in some of the industrial centers where one must speak a foreign language to be understood in the workshop. This is especially true in the garment trades throughout the country, but in the Kansas clothing factories the female employees were 97 per cent American born.

The employment of foreign women was so slight as to be almost negligible in all but the packing industry, and even here personal interviews between the employees and the investigators were carried on in English with complete understanding.

The 296 colored women also were employed principally in the packing industry, though more than one-third of them (36.1 per cent) were in restaurants and laundries.

Age.

Another factor which may materially affect the wage rate is the age of the workers. A very young and therefore inexperienced group of workers, or an older than average group with the lessened ability which is so likely to accompany long years of work and increasing age, might very legitimately be considered the cause of a comparatively low wage rate. That this was not the case in the industries of Kansas is shown in Table 4, which gives the ages of the women included in the survey.

TABLE 4.—*Number of women in each age group, by industry.*

Industry.	Number of women reporting.	Number of women whose age was—							
		Under 16 years.	16 and under 18 years.	18 and under 20 years.	20 and under 25 years.	25 and under 30 years.	30 and under 40 years.	40 and under 50 years.	50 years and over.
Meat and poultry packing.....	757	3	32	55	157	127	213	133	37
Miscellaneous food manufacturing.....	211	5	52	37	39	16	37	19	6
Clothing manufacturing.....	534	4	66	60	83	57	126	80	58
Miscellaneous manufacturing.....	524	3	96	110	135	55	76	29	20
General mercantile.....	1,101	13	107	135	242	160	251	146	47
5-and-10-cent stores.....	286	11	123	70	49	17	9	7	.....
Laundries.....	777	16	141	94	118	79	149	122	58
Restaurants.....	444	12	69	70	129	65	53	28	18
Telephones.....	510	.....	157	141	141	48	17	5	1
Offices.....	478	1	41	108	180	76	52	18	2
All industries.....	5,622	68	884	880	1,273	700	983	587	247
Per cent distribution..	100.0	1.2	15.7	15.7	22.6	12.4	17.5	10.4	4.4

¹ Of the 5,651 women for whom records were secured, 29 did not report their age.

The contention that the women workers are generally young girls who will work a few years and then drop out of industry permanently is not substantiated by the figures in this table. Nearly one-half of the women were mature, being 25 years of age or over. There were more than twice as many women in the industries surveyed in Kansas who were over 20 years as there were less than 20 years of age, and there were almost the same number 30 years of age and over (1,817) as there were under 20 years of age (1,832). It was surprising to find 32.3 per cent of the women 30 years old or over and 44.8 per cent 25 years or over. Generally speaking, then, it was a group of mature women who earned the wages reported in the following pages.

The industries in which the largest proportion of mature women were employed were meat and poultry packing, clothing manufacturing, general mercantile, and laundries.

Comparatively few women under 20 years of age were employed in the meat and poultry packing industry. Over one-half of the women in this industry were at least 30 years of age.

In the manufacture of clothing also the greatest number of women were in the 30-to-40-year group. It is interesting that the women who were 50 years of age or more numbered practically the same as those 18 to 20 years or 25 to 30 years. In this industry also about one-half of the women were 30 years of age or older.

The general mercantile trade also employs an older group of women, 40 per cent being over 30 years of age. Almost as many women in this mercantile group were from 20 to 30 years of age as were 30 years and over.

Older women predominate also in the laundry trade, where large numbers of employees were found in the two age groups 30 to 40 years and 40 to 50 years. Over 42 per cent of the women in this group were 30 years old or more, and 23 per cent of them were 40 years or more. However, 32 per cent were less than 20 years of age.

The industries which employed a large proportion of the women and girls under 20 years of age were miscellaneous food factories, other miscellaneous manufacturing plants, restaurants, telephones, the 5-and-10-cent stores, and, as already stated, the laundries.

In the miscellaneous food factories almost two-thirds (63 per cent) of the women were under 25 years of age. The largest number in any one age group in the manufacture of food were found to be 16 and under 18 years of age.

In the miscellaneous manufacturing group approximately two-thirds were less than 25 years, and the largest number in any group were from 20 to 25 years old.

In the restaurants 63 per cent of the women were under 25 years of age, almost one-third being in the group from 20 to 25 years.

Among the office workers more than 35 per cent of those reporting were in the 20-to-25-year group; more than two-thirds were under 25 years of age, while those above 40 years were so few in number as to be hardly worth mentioning.

The telephone industry was the only one which employed no women under 16 years, and it reported only one employee over 50 years of age. The great majority (86 per cent) of all the telephone operators were under 25 years of age. The number above 30 years was so small as to form an unimportant group.

In the 5-and-10-cent stores, 88 per cent were under 25 years of age and less than 6 per cent were 30 years or more.

The force of women for whom the facts of this survey were gathered is fairly definitely defined from the foregoing tables. They are a large group of mature American-born women working in representative industries in all parts of the State. These women are the backbone of the communities in which they live. Their standards and well-being definitely affect the well-being of the State, for it is largely the women who translate a dollars-and-cents wage into standards of life and homes, and healthy, educated children.

Are the industries of the State handling their woman labor in such a way as to make these women in industry a definite asset or are they exploiting them for a temporary profit to the industry but a permanent loss to the community?

For an answer to this question we must turn to wage records, the only facts which definitely indicate not only the value which is given to woman as an industrial unit, but also the standards of health, happiness, and efficiency which she may be expected to attain.

Weekly earnings.

For comparative purposes and because the minimum-wage awards in Kansas have been made in some instances on a population basis, the wage figures given for the cities covered by the investigation have been divided into four classes, based upon population.

Class 1 includes the records for three cities of over 50,000 population; class 2 for 11 cities between 10,000 and 50,000 population; class 3 for 6 cities from 5,000 to 10,000; and class 4 for 11 cities with a population under 5,000.

Table 5 shows the average weekly earnings in all industries except restaurants.

TABLE 5.—Average weekly earnings in cities and towns of first, second, third, and fourth classes.

ALL INDUSTRIES BUT RESTAURANTS.¹

Average weekly earnings.	Number of women receiving each classified amount in cities and towns of—				
	All classes.	Class 1.	Class 2.	Class 3.	Class 4.
Under \$3.....					
\$3 and under \$4.....	1		1		
\$4 and under \$5.....	3		2	1	
\$5 and under \$6.....	38	2	25	9	
\$6 and under \$7.....	122	15	69	32	6
\$7 and under \$8.....	241	45	135	50	11
\$8 and under \$9.....	394	110	195	65	24
\$9 and under \$10.....	436	145	208	61	22
\$10 and under \$11.....	475	181	222	47	25
\$11 and under \$12.....	383	159	162	45	17
\$12 and under \$13.....	318	162	103	35	18
\$13 and under \$14.....	282	166	78	24	14
\$14 and under \$15.....	202	113	64	17	8
\$15 and under \$16.....	202	132	51	13	6
\$16 and under \$17.....	271	214	46	10	1
\$17 and under \$18.....	226	176	38	6	6
\$18 and under \$19.....	162	127	22	9	4
\$19 and under \$20.....	93	70	15	3	5
\$20 and under \$21.....	74	55	16	2	1
\$21 and under \$22.....	52	39	10	3	
\$22 and under \$23.....	34	24	8	2	
\$23 and under \$24.....	31	27	3		1
\$24 and under \$25.....	22	16	5	1	
\$25 and under \$26.....	23	15	7	1	
\$26 and under \$27.....	7	4	3		
\$27 and under \$28.....	25	19	6		
\$28 and under \$29.....	4	3	1		
\$29 and under \$30.....	7	4	2		1
\$30 and over.....	10	4	6		
Total.....	4,138	2,027	1,503	436	172
Median earnings.....	\$11.95	\$14.25	\$10.50	\$10.00	\$10.85

¹ Restaurants not combined with other industries because of the custom of giving meals.

This table shows that over one-half (50.6 per cent) of the women for whom records were secured in all industries except restaurants received less than \$12 a week, and almost one-fifth (19.3 per cent) received less than \$9 a week. The greatest number in any one group (475) received between \$10 and \$11, but the numbers in the wage groups from \$8 to \$13 were fairly evenly distributed.

In cities of the first class the median earnings for all women in all industries except restaurants were \$14.25; in cities of the second class they were \$10.50. This decrease of \$3.75 was due partly to the presence of a great majority of the women in the highest paid industry—meat packing—in the first-class cities. The median in the third-class cities, \$10, was somewhat smaller than that for the second class, but it rose again in cities of the fourth class to \$10.85. That the median was higher in the fourth-class than in the second- and third-class cities may be due to the higher earnings in the mercantile and office occupations in the fourth-class cities. Stores and offices are differently organized in the small towns, where there is a less proportion of young girls employed and the mature women have more varied duties and greater responsibilities. While the median was higher in the fourth-class towns the scale of individual earnings rarely rose above \$20 a week. The variable in the median of cities of the second, third, and fourth classes was only 85 cents. The median earnings of all workers in all cities were \$11.95, which means that one-half of the 4,138 women were earning less than \$11.95 a week.

Earnings of the women employed in restaurants are considered separately on account of the custom of furnishing meals as part compensation to the employees. Without reference to the number or value of meals received, the median of the average earnings for the women employed in restaurants in all cities was \$10.30, which figure was practically constant in cities of the first, second, and third classes. The earnings in cities of the fourth class were not representative, since only three people were included in this group. When allowance is made for the fact that in addition to their earnings most of the workers in this trade were receiving one or more meals, or even three meals and room, this amount does not compare so unfavorably with those for other industries; but even so, 32.5 per cent of the women received less than \$9 a week and 76.4 per cent less than \$12, with the largest group (46) receiving between \$10 and \$11.

TABLE 6.—Average weekly earnings in cities and towns of first, second, third, and fourth classes.

RESTAURANTS.

Average weekly earnings.	Number of women receiving each classified amount in cities and towns of—				
	All classes.	Class 1.	Class 2.	Class 3.	Class 4.
Under \$3.....					
\$3 and under \$4.....					
\$4 and under \$5.....	2	1			1
\$5 and under \$6.....	3	1	2		
\$6 and under \$7.....	13	5	3	5	
\$7 and under \$8.....	18	10	2	5	1

TABLE 6.—Average weekly earnings in cities and towns of first, second, third, and fourth classes—Continued.

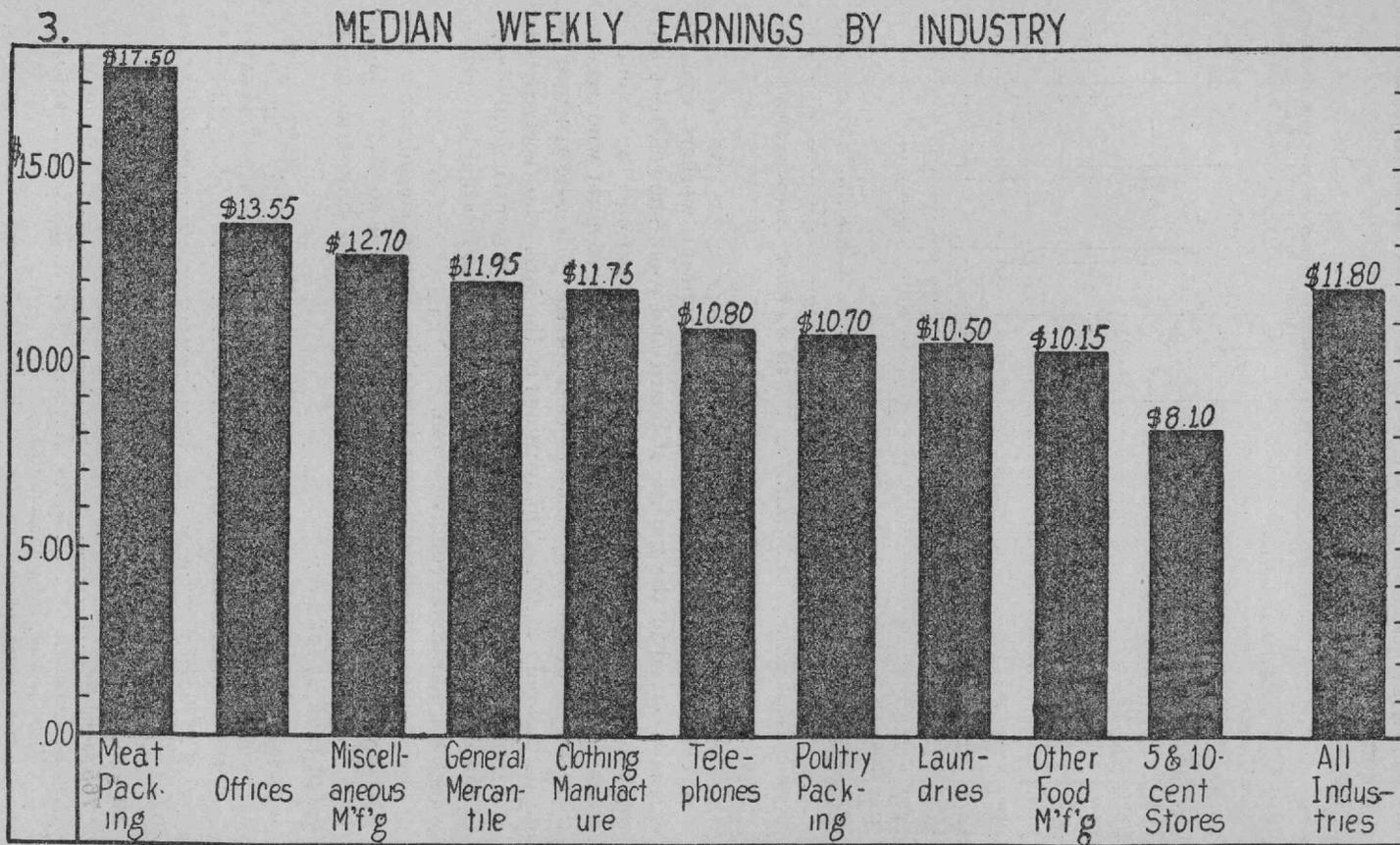
Average weekly earnings.	Number of women receiving each classified amount an cities and towns of—				
	All classes.	Class 1.	Class 2.	Class 3.	Class 4.
\$8 and under \$9.....	26	5	15	5	1
\$9 and under \$10.....	20	8	12	.....	.....
\$10 and under \$11.....	46	16	21	9	.....
\$11 and under \$12.....	18	7	8	3	.....
\$12 and under \$13.....	12	4	7	1	.....
\$13 and under \$14.....	4	1	2	1	.....
\$14 and under \$15.....	8	1	6	1	.....
\$15 and under \$16.....	9	3	3	3	.....
\$16 and under \$17.....	1	.....	.....	.....	.....
\$17 and under \$18.....	1	1	.....	.....	.....
\$18 and under \$19.....	4	2	1	1	.....
\$19 and under \$20.....	2	1	1	.....	.....
\$20 and under \$21.....	1	.....	1	.....	.....
\$21 and under \$22.....	1	.....	1	.....	.....
\$22 and under \$23.....	.....	.....	.....	.....	.....
\$23 and under \$24.....	.....	.....	.....	.....	.....
\$24 and under \$25.....	1	1	.....	.....	.....
\$25 and under \$26.....	.....	.....	.....	.....	.....
\$26 and under \$27.....	.....	.....	.....	.....	.....
\$27 and under \$28.....	.....	.....	.....	.....	.....
\$28 and under \$29.....	1	.....	1	.....	.....
\$29 and under \$30.....	.....	.....	.....	.....	.....
\$30 and over.....	.....	.....	.....	.....	.....
Total.....	191	67	87	34	3
Median earnings.....	\$10.30	\$10.20	\$10.45	\$10.20	(1)

¹ Not computed, owing to small number involved.

A comparison of the earnings for restaurant workers with the extras received in the nature of board and room showed that there was no close connection between the wages paid and the amount of other compensation given. The median for 76 girls who received three meals was \$10.75, whereas that for the girls who received two meals was only \$9.90. The earnings of the girls who received board and room were slightly less than those of the girls receiving only board, but in no other grouping was there a reasonable relation between the wage and additional compensation.

The earnings in the different industries varied considerably from a median of \$17.50 in meat-packing establishments to \$8.10 in 5-and-10-cent stores. Arranged in descending scale the industries investigated rank as follows:

	Median earnings.
Meat packing.....	\$17.50
Offices.....	13.55
Miscellaneous manufacturing.....	12.70
General mercantile.....	11.95
Clothing manufacturing.....	11.75
Telephones.....	10.80
Poultry packing.....	10.70
Laundries.....	10.50
Restaurants.....	10.30
Miscellaneous food manufacturing.....	10.15
5-and-10-cent stores.....	8.10



In compiling the material for this report the weekly earnings, by industries, were arranged in groupings by cities of the first, second, third, and fourth classes. Local conditions, however, such as the presence of one large factory in a small town or a very small number of employees involved in some of the groups, made these figures liable to misinterpretation, so they are not discussed in this report of the survey. At the request of the Industrial Commission of Kansas, the material is presented in this form in the appendix (p. 83), but in this discussion of wages by industries only the figures for all classes of cities and towns are used.

The meat-packing industry stands head and shoulders above the other industrial groups in the wage paid its women workers. Second in importance in the number of women employed, this industry had median earnings \$4 higher than the highest in any other industry and \$5.55 higher than the median for all industries. Only 41 (6.3 per cent) of the 649 women were earning less than an average of \$15 a week, while 129 averaged \$20 or more for each week's pay. Only 2.3 per cent received less than \$12.^a

The history of the development of organization of the workers in the packing industry, culminating with the appointment during the war of Judge Samuel Alschuler as a mediator and representative of the Federal Government in regulating conditions, leaves no doubt as to the real cause of the prevalence of the higher wage in this industry.

Office workers received the next highest median earnings, \$13.55, but a very considerable number of them were found in the lower wage groups. In spite of the fact that office workers must be specially trained for their jobs and are rated as skilled workers, 30 were receiving \$8 but less than \$9, 29 were receiving \$9 but less than \$10, and 29 were receiving \$10 but less than \$11. These numbers are not equaled in any of the higher wage groups, where there is much less concentration but a larger range than in many of the other industries. Less than \$9 was earned by 14.7 per cent, less than \$12 by 40.6 per cent, and less than \$15 by 57.2 per cent of the women office workers.

The miscellaneous manufacturing industries employed a large group of women, for 476 of whom pay-roll records were secured. The median earnings for this group drop considerably from the high standard of the meat-packing industry, being only \$12.70. The great mass, 311, of the employees in this classification received between \$10 and \$15 a week, while 10.1 per cent received less than \$9, and 41.2 per cent less than \$12. Only seven received average weekly earnings of \$20 or over.

In general mercantile establishments, from which pay-roll records for 765 women were taken, the median drops to \$11.95. The number of women receiving the different average earnings is fairly evenly dis-

^a Since the date of this inquiry, i. e., in March, 1921, the wages of pieceworkers were reduced 12½ per cent and in all other branches of the industry a reduction of 8 cents per hour was made.

tributed among the groupings from \$6 to \$20, with the maximum numbers, 74, 95, 81, 75, and 78, in the \$8, \$9, \$10, \$11, and \$12 groups, respectively, and with 17.8 per cent receiving less than \$9, 50.6 per cent less than \$12, and 73.6 per cent less than \$15 a week.

In the clothing manufacturing industry the median earnings of the women employees were \$11.75. The largest single group of workers, 62 in a total of 485, made average earnings of between \$8 and \$9; 26.8 per cent of all the workers received less than \$9, while 52.2 per cent received less than \$12. There is a fairly even distribution of workers among the groups from \$6 to \$19, but only 45 women were receiving over \$19 a week, while 211 were receiving less than \$11.

The telephone industry is the next lowest in the scale, with median weekly earnings of \$10.80. The concentration of numbers in the telephone industry comes in the groups from \$7 to \$14, with 15.7 per cent receiving less than \$9, and 72.3 per cent less than \$12. Ten of the 382 women received an average of less than \$7 and only 35 received \$14 or more.

The median earnings of the poultry packers were \$10.70, slightly less than those of the telephone operators, but this figure is based on only 45 women, and therefore is not so significant as the figures for the other groups. Of this group 35.6 per cent received less than \$9 and 64.4 per cent less than \$12 a week.

Laundry work is generally recognized as a low-paid occupation, and the figures given in this survey do not challenge the correctness of this assumption. The median earnings of \$10.50 a week in the laundries of Kansas mean that one-half of the workers in this industry—the wages of 599 laundry workers were included in the survey—must expect to live on less than \$10.50 a week every week in the year. For 18.9 per cent the average was less than \$9 a week and for 75.6 per cent less than \$12.

Disregarding the custom in restaurants of giving meals in addition to a money wage, the average weekly earnings of these workers are found to have a median of \$10.30, with 32.5 per cent of the women receiving less than \$9, 76.4 per cent less than \$12, and 89 per cent less than \$15.

The manufacture of foods other than meat or poultry packing is next to the bottom of the list, with median weekly earnings of \$10.15. In this group of 187 women 34 received an average of less than \$8 a week, 59 (31.6 per cent) an average of less than \$9, and 127 (67.9 per cent) an average of less than \$12. Not one received as much as \$21, and only 18 received as much as \$15.

The 5-and-10-cent stores, with records for 237 women, stand at the foot of the list, with median weekly earnings of \$8.10. One-half of these 237 girls must live on less than \$8.10, 79.7 per cent on less than \$9, and 97 per cent on less than \$12 a week. Less than \$7 a week was an average wage for 44 girls, while only 11 received more than \$11 a week.

Wages and age.

But median and average rates by themselves do not tell the whole story when so intricate a subject as wages is under consideration. Many things affect wage rates and many qualifying factors must be considered before a just estimate of the prevailing rates can be reached and their significance understood.

The wage rates paid in various industries are frequently affected by both the age and the experience of the workers, and it is important to know what this effect is if the industry is to be properly classified. Table 7 shows earnings classified by age for the women for whom pay-roll data were secured.

TABLE 7.—Number of women earning each classified amount, by age.

Average weekly earnings.	Number of women reporting.	Number of women whose age was—							
		Under 16 years.	16 and under 18 years.	18 and under 20 years.	20 and under 25 years.	25 and under 30 years.	30 and under 40 years.	40 and under 50 years.	50 years and over.
Under \$5.	6		3	1	1				1
\$5 and under \$5.50	23		10	3	2	2	2	1	3
\$5.50 and under \$6	18	1	10	4	1		1	1	
\$6 and under \$6.50	64	3	26	17	6	3	5	1	3
\$6.50 and under \$7	71	2	32	13	10	2	4	4	4
\$7 and under \$7.50	116	4	48	25	21	3	6	6	3
\$7.50 and under \$8	142	7	59	32	18	6	8	9	3
\$8 and under \$8.50	181	4	64	33	38	12	11	13	6
\$8.50 and under \$9	237	4	60	55	54	16	26	14	8
\$9 and under \$10	455	6	90	98	113	47	49	31	21
\$10 and under \$11	521	4	94	115	108	50	71	52	32
\$11 and under \$12	399		51	61	112	48	72	39	16
\$12 and under \$13	328	1	36	55	83	42	49	44	18
\$13 and under \$14	283	1	21	45	77	36	63	29	11
\$14 and under \$15	209		11	28	60	33	42	24	11
\$15 and under \$17.50	609		25	44	148	102	172	88	29
\$17.50 and under \$20	354		3	16	82	75	101	57	20
\$20 and under \$25	215		1	10	47	37	78	33	9
\$25 and over	76		1	2	8	13	41	10	1
Total	4,307	37	645	657	985	527	801	457	198
Per cent distribution	100.0	0.9	15.0	15.3	22.9	12.3	18.6	10.6	4.6
Median earnings	\$11.80	\$9.10	\$9.10	\$10.40	\$12.15	\$13.90	\$14.80	\$13.45	\$12.00
Per cent receiving—									
Under \$12	51.8	94.6	84.8	69.6	48.6	35.9	31.8	37.6	50.0
\$12 and under \$17.50	33.2	5.4	14.4	26.2	37.4	40.4	40.7	40.5	34.8
\$17.50 and over	15.0		.8	4.3	14.0	23.7	27.5	21.9	15.2

¹ Of the 4,329 women for whom pay-roll records were secured, 22 did not report their age.

For convenience of comparison, at the bottom of the table is arranged the per cent distribution of earnings by three groups, under \$12, \$12 to \$17.50, and \$17.50 and over. A comparison of these groups shows that the number receiving under \$12 gradually decreased in the successive age divisions from under 16 years to 40 years, but beyond 40 years the number gradually increased until 50 per cent of the women over 50 years of age received less than \$12 a week. As the number in the first wage group, under \$12, decreased with age, the number in the two higher groups, from \$12 to \$17.50 and \$17.50 and over, increased quite uniformly to 40 years of age, and as the per cent of women receiving under \$12

increased above 40 years, so the per cent decreased in the two higher wage groups above 40 years. It is evident that in the 30 to 40 age group the wage-earning woman reaches the zenith of her earning power and from that time faces a steadily lowering wage scale. After 40 years her earnings revert to the average of some 10 or 15 years earlier, and soon her maturity is overbalanced by the vigor of youth. The decrease in the per cent receiving under \$12 is great in each successive age group from 16 to 30 years, and there is little fluctuation from 30 to 50 years, which indicates that after her thirtieth year the wage-earning woman can not hope for such rapid increases in her wage as she had experienced in earlier years.

Of course the earnings in each industry show a different relationship to the age of the workers. In some industries a quick increase in rates comes for the young workers and there is a considerable decrease for the more mature women. In other industries the increase comes for the older women with very little subsequent decrease until after the age of 50 has been reached. An industry where much piecework was done would probably show the high wage for the younger women, while in another, such as the mercantile industry, where experience and dependability would be at a premium, the older women would receive the highest wage. In the appendix to this report (p. 83) are given the average earnings in each industry, classified by age groups. The following table is a summary of this material, showing the median earnings for each age group in each industry:

TABLE 8.—Median weekly earnings for each age group, by industry.

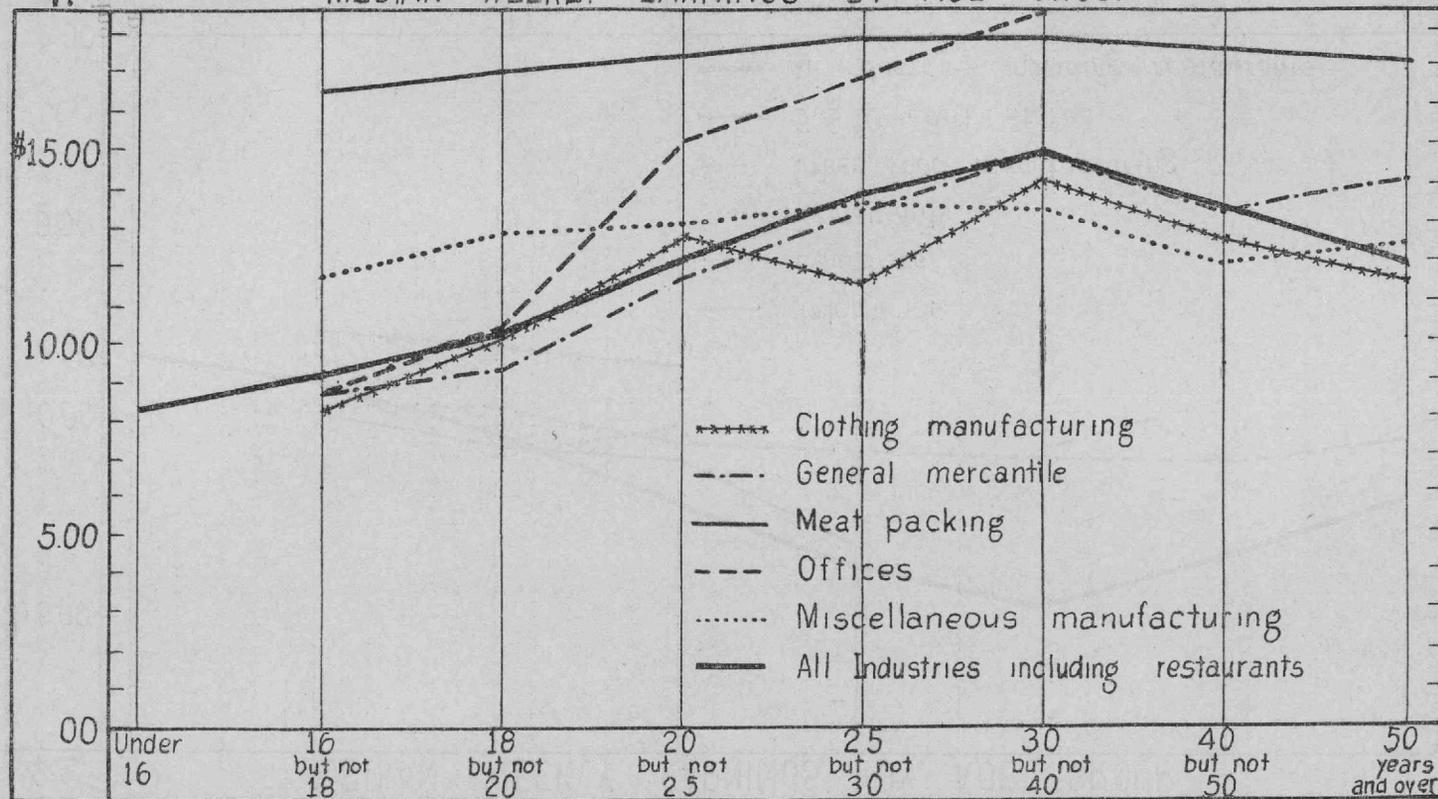
Industry.	Median according to age group—								Median for industry.	
	Under 16 years.	16 and under 18 years.	18 and under 20 years.	20 and under 25 years.	25 and under 30 years.	30 and under 40 years.	40 and under 50 years.	50 years and over.		
Meat packing.....		\$16.35	\$16.90	\$17.40	\$17.75	\$17.75	\$17.45	\$17.10	\$17.50	
Offices.....	(1)	8.75	10.35	15.15	16.65	18.60	(1)	(1)	13.55	
Miscellaneous manufacturing.....	(1)	11.65	12.80	13.00	13.55	13.40	11.95	12.40	12.70	
General mercantile.....	(1)	8.80	9.25	11.70	13.25	14.75	13.20	14.15	11.85	
Clothing manufacturing.....	(1)	8.30	10.10	12.70	11.40	14.00	12.50	11.40	11.75	
Telephones.....		9.85	10.75	11.10	13.20	(1)	(1)	.....	10.80
Poultry packing.....	(1)	(1)	(1)	(1)	(1)	(1)	(1)	.....	10.70
Laundries.....	(1)	9.70	9.70	10.55	10.80	11.10	11.10	10.40	10.50	
Restaurants.....	(1)	8.25	10.05	10.30	10.00	11.75	(1)	(1)	10.30	
Miscellaneous food manufacturing.....	(1)	8.95	11.00	10.00	(1)	10.70	9.40	(1)	10.15	
5-and-10-cent stores.....	(1)	7.65	8.15	8.55	(1)	(1)	(1)	.....	8.10
Total.....		\$8.20	9.10	10.40	12.15	13.90	14.80	13.45	12.00	11.80

¹ Not computed, owing to small number involved.

The median earnings shown in this table must be considered as merely an indication of the wage status for the various age groups. In many cases the number within a group was so small as to make unsound the computation of a median, but the location of the median may be ascertained by referring to the detailed wage tables.

4.

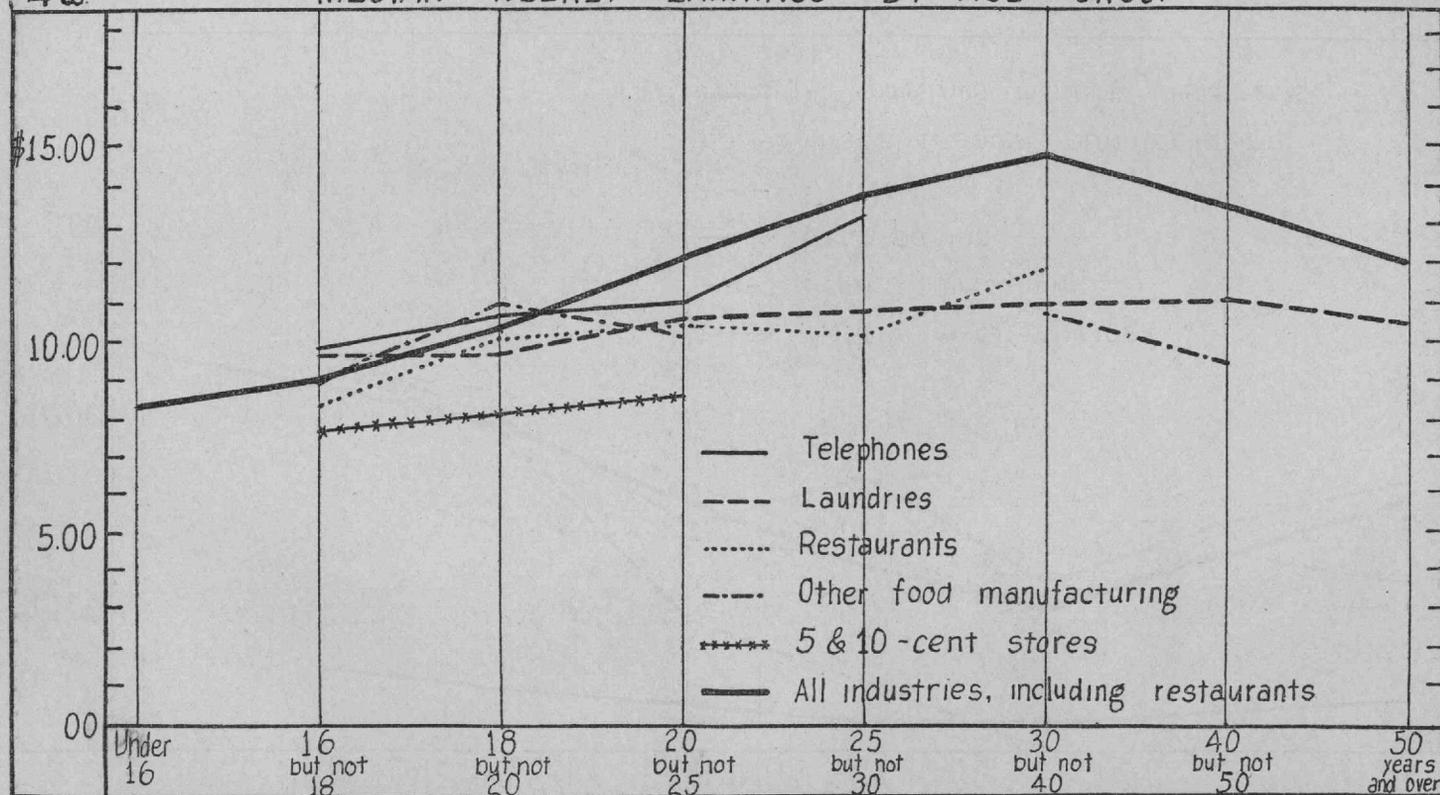
MEDIAN WEEKLY EARNINGS BY AGE GROUP



4a.

MEDIAN WEEKLY EARNINGS BY AGE GROUP

32



The meat-packing industry shows little change in the median for the various age groups. The women between 25 and 40 years made the highest earnings, but the total variation is only \$1.40.

In offices there were very naturally, because of the nature of the work, considerably higher earnings received by the woman between 30 and 40 years old than by the younger woman.

The younger woman was almost as valuable as her older sister in the miscellaneous manufacturing industry. The difference in the median earnings of girls 16 years old and women nearly 40 was only \$1.75, and the women over 40 received a lower median than any other group over 18.

In the general mercantile industry the older women again come to the fore. The median weekly earnings of women between 30 and 40 years old were \$6 higher than those of girls between 16 and 18, and women over 50 were still valuable enough to earn a median only 60 cents less than that of women between 30 and 40 years of age.

The clothing manufacturing industry also showed higher earnings for women between 30 and 40 years old, but there was a quick decline for the women over 40, with a median of only \$11.40 for those over 50 years of age.

The telephone operators were a comparatively young group whose earnings increased steadily from 16 to 30 years of age.

In laundries only a slight change—\$1.40, as in meat packing—was found between minimum and maximum earnings in the various age groups.

In restaurants the earnings of women aged between 18 and 30 remained fairly constant, with an increase of \$1.75 for the group 30 to 40 years old.

Miscellaneous food manufacturing and the 5-and-10-cent stores were the only industries where the highest median was for the group from 25 to 30 years of age. Although the numbers in these groups were so small that the medians are not included in this summary table, reference to Table II in the appendix will give the more detailed figures. These industries both employed a very large proportion of young women. In food manufacturing 63 per cent of the women were less than 25 years old, and in the 5-and-10-cent stores 88.6 per cent of the women were less than 25 and 71.2 per cent less than 20 years old.

Experience.

Closely allied to the relationship between age and earnings is the relationship between experience and earnings. Many instances were found during the course of the survey of women who had worked practically all of their lives in the same industry. One woman had been employed for 34 years in one laundry and had never received

more than \$10 a week, and that only recently. Another woman had been working in one box factory for 29 years. She and her sister had been supporting their old mother for 10 years, and before that they had supported their father too. After those 29 years of service this woman was making only \$13.50 a week, which was a raise from \$9.50 a week the first half of the year. When an investigator visited the plant the employer was found very much distressed because the death of the sister was keeping this woman away from work, and he felt he could "hardly get along without her." The discrepancy between her value to the business and the remuneration she got for her work did not seem apparent to him at all.

These are extreme cases, but the figures which follow show that in the long run experience is not a very highly paid asset in the industries of Kansas.

Table 9 shows for all industries surveyed the experience and earnings of the women employed.

TABLE 9.—Number of women earning each classified amount, by years in the trade.

Average weekly earnings.	Number of women reporting.	Number of women who had been in the trade—																			
		Under 3 months.	3 and under 6 months.	6 months and under 1 year.	1 and under 2 years.	2 and under 3 years.	3 and under 4 years.	4 and under 5 years.	5 and under 10 years.	10 and under 15 years.	15 years and over.										
Under \$5.....	6	2	2	1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$5 and under \$5.50.....	23	9	2	6	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$5.50 and under \$6.....	18	4	6	3	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$6 and under \$6.50.....	62	25	8	13	11	3	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$6.50 and under \$7.....	70	23	14	13	9	4	2	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$7 and under \$7.50.....	116	45	9	23	10	9	8	3	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$7.50 and under \$8.....	142	45	25	32	18	9	6	3	3	8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$8 and under \$8.50.....	181	63	26	40	24	8	6	4	9	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$8.50 and under \$9.....	236	50	31	44	38	34	15	9	10	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$9 and under \$10.....	456	99	63	78	67	52	39	13	30	8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$10 and under \$11.....	519	91	71	91	90	68	39	20	38	11	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$11 and under \$12.....	400	44	28	65	58	63	44	27	43	12	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$12 and under \$13.....	330	47	25	34	53	40	39	12	43	26	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$13 and under \$14.....	285	29	23	22	47	36	49	19	33	14	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$14 and under \$15.....	208	18	11	26	24	30	21	18	36	11	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$15 and under \$17.50.....	612	44	22	59	59	114	88	57	95	44	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$17.50 and under \$20.....	357	16	10	26	29	65	62	28	57	33	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$20 and under \$25.....	215	4	1	13	12	25	33	22	61	26	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$25 and over.....	77	1	1	.....	1	8	7	5	21	19	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	14,313	659	378	589	557	569	451	242	498	207	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Per cent distribution.....	100.00	15.3	8.8	13.7	12.9	13.2	10.5	5.6	11.5	4.8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Median earnings.....	\$11.80	\$9.65	\$10.05	\$10.45	\$11.10	\$12.85	\$13.70	\$14.50	\$14.60	\$16.05	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Per cent receiving—																					
Under \$12.....	51.7	75.9	75.4	69.4	59.6	44.1	33.7	33.5	30.5	16.4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$12 and under \$17.50.....	33.3	20.9	21.4	23.9	32.9	38.7	43.7	43.8	41.6	45.9	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$17.50 and over.....	15.0	3.2	3.2	6.6	7.5	17.2	22.6	22.7	27.9	37.7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

¹ Of the 4,329 women for whom pay-roll records were secured, 16 did not report years in the trade.

This table shows that 15 per cent of the total number of women employed had worked less than three months. This is due in part to the fact that the investigation was made during the summer vacation and many girls who had been in school before June were then

employed for the first time. There is a fairly even distribution of the number who had been employed in the trade from six months to one year, from one to two years, from two to three, and from three to four years, but the women who had worked from four to five years in the trade suddenly decreased in number. In the group with 5 to 10 years' experience there is an increase, followed by a decline in the last groups. A very small percentage had worked more than 10 years in the trade.

The average weekly earnings have been grouped—under \$12, \$12 to \$17.50, and \$17.50 and over—below the table. The first group is most important because over one-half (51.7 per cent) of all the women reporting were receiving less than \$12. The proportion receiving less than \$12 gradually decreased with experience up to 15 years, but after 15 years it again increased. As many as 16.4 per cent of the women who had been from 10 to 15 years in the trade, and 20.2 per cent of those who had served 15 years or more, averaged less than \$12 a week.

The number receiving from \$12 to \$17.50 gradually increased with each year of experience until three to four years had been spent in the trade, after which the numbers remained steady, showing very slight changes with experience longer than four years.

In the groups receiving \$17.50 and over there was a continuous increase with experience even beyond 15 years, due in all probability to the skill required in the occupations. However, this last wage group includes only 15 per cent of all the women. The most marked increases in the numbers earning \$17.50 or over come in two groups—those having experience from two to three years and those from 10 to 15 years.

Referring again to the group of women receiving less than \$12 we find that the numbers in this wage group are quite constant for those having had three to four, four to five, and five to ten years' experience in their trades, so that experience beyond four years seems to make no improvement in the wage earning ability of the women in this lowest paid group.

A few cases in this table show unusual conditions, as \$25 earnings for a woman who had not worked three months, but this was due to vocational training for the job, so that the worker had a splendid foundation before entering the industry. In contrast to this are the women with four to five and five to ten years' experience who averaged only \$5 to \$5.50 a week and the woman having over 15 years' experience whose earnings were from \$7 to \$7.50.

Table III in the appendix gives the figures on experience by industry.

In the meat-packing industry 18.6 per cent of the women had been in the trade less than one year, 39.1 per cent from two to four years,

and 23.6 per cent over five years, showing a fairly experienced group of workers in this, the highest paid of any of the industries studied.

In the poultry packing industry there seemed to be little relation between the scale of wages and length of experience. For example, none of the women with one to two, or two to three, or four to five years' experience earned as much as \$12, and 53.8 per cent (7 of 13) of the women with five to ten years' experience earned less than \$12; whereas 42.7 per cent (5 of 12) of the women who had worked less than three months earned \$12 to \$17.50.

In miscellaneous food manufacturing the greatest increase in the number of women receiving \$12 or more was found for those who had worked from six months to one year in the trade. But after this decided advance for those having had six months' experience there is almost no change in the per cent distribution in the three wage groupings up to four years in the trade. The great decline in the actual numbers of those remaining more than four years is not surprising in view of the fact that experience beyond six months seemingly adds little to earning capacity.

In the clothing industry, unlike some of the others, there is a marked tendency toward an increase in earnings as experience increases, even through the 15-year group, so that a long continuance in this trade has a compensation in earnings. One-fifth (19.8 per cent) of the women had been in the trade five or more years. After six months' experience there is a decided decrease in the per cent of women earning less than \$12, and the proportionate increase in those earning more than \$12 continues for all the groupings with the exception of a slight decrease in one period.

Figures for the miscellaneous manufacturing industries show a large proportion of inexperienced workers. One-fifth (19.5 per cent) of the total number of women in this industrial group had worked less than three months. Two-fifths (41.2 per cent) had worked from one to four years, and only one-eighth (12.5 per cent) had been four years or more at one trade. There is a marked improvement in the wage groupings for workers with one to two years' experience, with a continued slight improvement to the four-to-five-year period.

The general mercantile industry, like meat packing, clothing manufacturing, offices, and laundries, seems to recognize the value of experience in its employees, for the most marked improvement in earnings is found for those 10 years in the trade and wages are highest for those with from 10 to 15 years of experience.

In the 5-and-10-cent stores, which already have been shown to pay the lowest wages and to have the youngest employees, there seems to be no indication that experience affects earnings. Only 12.6 per cent of all the women in this trade remained as long as three years, while 66.6 per cent of them had been employed less than one year.

After one year of experience in the laundry trade there is a marked improvement in earnings. With the exception of one or two slight fluctuations there is a steady improvement in wages as experience increases up to 15 years and over. Even in this last group the per cent of women earning \$17.50 and over is much higher than in any other group. Although there is a decided falling off in the actual numbers employed 10 years and more, there is an equally decided improvement in wages, and it is only after 10 years in the trade that the per cent of those earning under \$12 is less than the per cent of those earning \$12 and over.

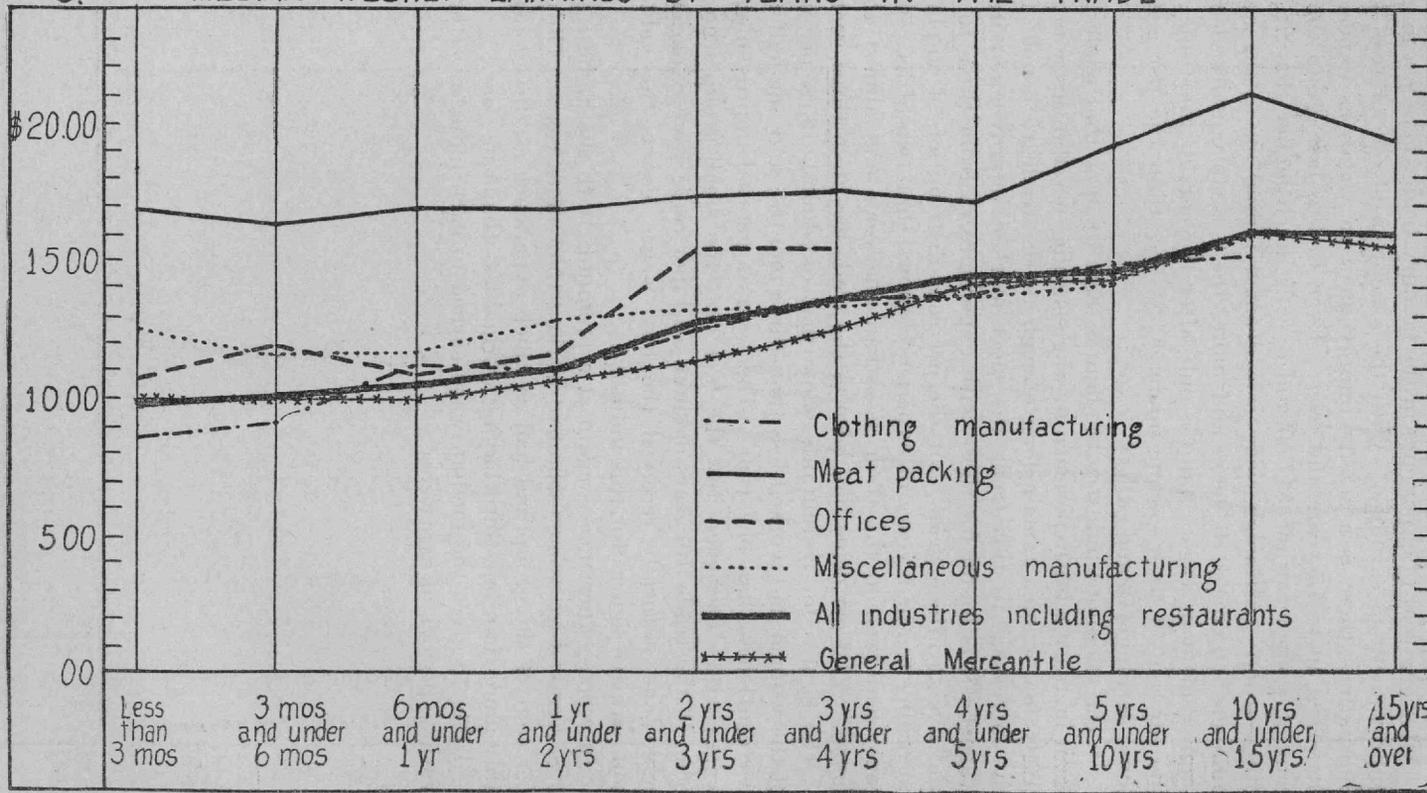
In the telephone industry the figures seem to show that while there is an increase with experience in wage-earning possibilities comparatively few women remain long enough in the trade to benefit from the increase. In this trade the most marked improvement in the wage basis is found for those with experience of from three to four and five to fifteen years, but the per cent distribution of employees according to their years of experience shows that two-fifths (40 per cent) had been in the trade less than one year, and almost three-fourths (73.3 per cent) had been in the trade less than three years.

The figures for restaurants show that one-fourth (25.4 per cent) of the women had worked less than three months, and one-half (52.9 per cent) less than one year. There was a general improvement of wages with experience, but the fact that the small group who had been in the trade 10 years or more (6.4 per cent) were experienced cooks and naturally received the best wages lessens the value of comparative figures for this industry.

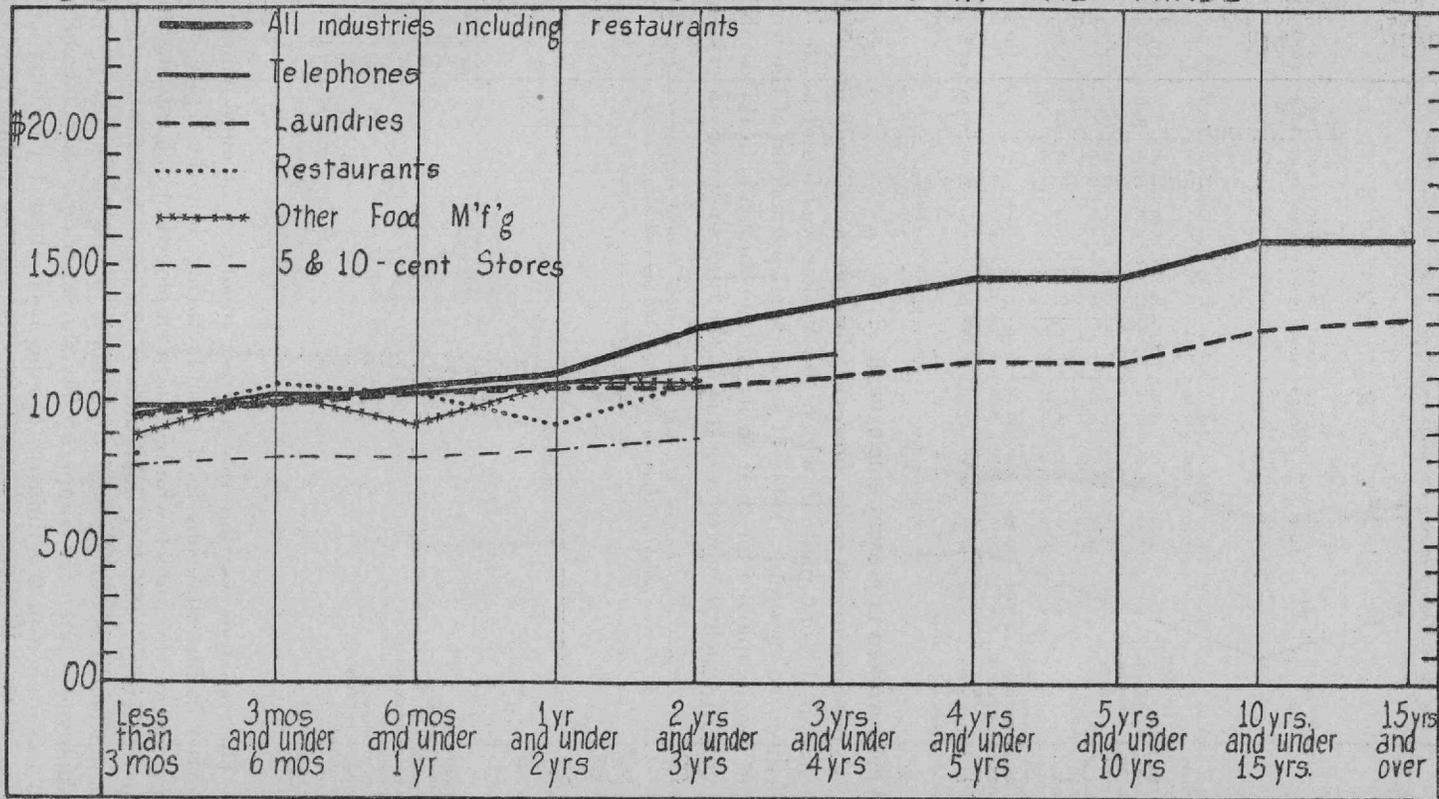
In offices experience is again at a premium, with the highest earnings received by women who had worked 15 or more years. Only 3.5 per cent of the group had had as much experience as this, considerably more than one-third having worked less than one year.

Table 10 gives the median wage earned in each industry after the various periods of experience.

5. MEDIAN WEEKLY EARNINGS BY YEARS IN THE TRADE



5a. MEDIAN WEEKLY EARNINGS BY YEARS IN THE TRADE



WOMEN'S WAGES IN KANSAS.

TABLE 10.—Median weekly earnings according to years in the trade, by industry.

Industry.	Median for women who had been in the trade—										Median for industry.
	Under 3 months.	3 and under 6 months.	6 months and under 1 year.	1 and under 2 years.	2 and under 3 years.	3 and under 4 years.	4 and under 5 years.	5 and under 10 years.	10 and under 15 years.	15 years and over.	
Meat packing.....	\$16.65	\$16.40	\$16.80	\$16.85	\$17.30	\$17.55	\$17.10	\$19.15	\$20.65	\$19.20	\$17.50
Offices.....	10.50	11.50	10.65	11.60	15.45	15.50	(¹)	20.00	(¹)	(¹)	13.55
Miscellaneous manufacturing.....	12.45	11.50	11.65	12.80	13.10	13.25	13.60	13.90	(¹)	(¹)	12.70
General mercantile.....	9.80	9.85	9.55	10.45	11.25	12.50	14.20	14.05	16.00	15.65	11.95
Clothing manufacturing.....	8.55	9.15	11.05	10.85	12.50	13.55	13.50	14.75	15.00	(¹)	11.75
Telephones.....	9.50	10.20	10.20	10.65	11.20	11.85	(¹)	13.00	(¹)	(¹)	10.80
Poultry packing.....	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	10.70
Laundries.....	9.60	9.95	10.25	10.55	10.60	11.00	11.60	11.45	12.70	13.00	10.50
Restaurants.....	9.35	10.50	10.20	9.15	10.50	(¹)	(¹)	11.35	(¹)	(¹)	10.30
Miscellaneous food manufacturing.....	9.00	10.00	9.10	10.50	10.50	(¹)	(¹)	(¹)	(¹)	(¹)	10.15
5-and-10-cent stores.....	7.75	7.95	7.90	8.30	8.70	(¹)	(¹)	(¹)	(¹)	(¹)	8.10
All industries.....	9.65	10.05	10.45	11.10	12.85	13.70	14.50	14.60	16.05	15.95	11.80

¹ Not computed, owing to small number involved.

Weeks worked in present employment.

Experience in the trade, however, does not necessarily mean experience in the one plant in which the worker was found at the time of this investigation. Table 11 shows what proportion of the women had been employed for their entire time in the trade in the establishments in which they were working at the time they were interviewed.

TABLE 11.—Per cent of women who had been in their present employment for the full period of their time in the trade, by industry.

Industry.	Number of women reporting.	Per cent in present employment the full period of time.
Meat packing.....	307	49.8
Poultry packing.....	67	69.8
Miscellaneous food manufacturing.....	189	90.9
Clothing manufacturing.....	403	77.8
Miscellaneous manufacturing.....	419	87.3
General mercantile.....	538	47.7
5-and-10-cent stores.....	190	68.6
Laundries.....	439	57.9
Restaurants.....	291	46.5
Telephones.....	345	69.3
Offices.....	283	60.5

This table shows that the greatest steadiness of employment occurred in miscellaneous food manufacturing, but the figure of 90.9 per cent of the women who had been employed in one establishment for the entire period of their time in the trade becomes less significant when it is remembered that this is one of the industries which employed women for comparatively short periods, only 9.2 per cent of the women in the industry having been there for as long as five years. Miscellaneous manufacturing is another industry where a

very large proportion of the women employees had been employed continuously in one establishment, 87.3 per cent of the women coming within this group. This industry, too, was one in which only a small number (8.9 per cent) of the women had worked five years or more.

Restaurants rank the lowest in this comparison, with only 46.5 per cent of the women employed continuously in one establishment since they started working in restaurants. In other words, more than one-half of the women in the restaurants had worked with more than one employer.

The following comparative statement of the percentage of women who had been continuously employed by one firm and the percentage who had worked five or more years in the trade shows an interesting relationship between the two conditions.

<i>Per cent of women who had been continuously employed by one firm.</i>		<i>Per cent of women who had been employed five or more years in the trade.</i>	
Industry.	Per cent.	Industry.	Per cent.
1. Miscellaneous food manufacturing.....	90.9	1. 5-and-10-cent stores.....	5.4
2. Miscellaneous manufacturing.....	87.3	2. Miscellaneous manufacturing.....	8.9
3. Clothing manufacturing.....	77.8	3. Miscellaneous food manufacturing.....	9.2
4. Poultry packing.....	69.8	4. Telephones.....	12.8
5. Telephones.....	69.3	5. Restaurants.....	17.0
6. 5-and-10-cent stores.....	68.6	6. Clothing manufacturing.....	19.8
7. Offices.....	60.5	7. Laundries.....	21.7
8. Laundries.....	57.9	8. Offices.....	22.1
9. Meat packing.....	49.8	9. Meat packing.....	23.6
10. General mercantile.....	47.7	10. Poultry packing.....	31.1
11. Restaurants.....	46.5	11. General mercantile.....	33.3

Apparently the industries which employed women for the shortest time were those in which there was the least movement from one establishment to another in the same industry. In general, from these figures it might be said that the longer a woman works in an industry the more likely she is to have changed her job. There are two industries, however, which seem to be exceptions to this rule. Restaurants had the smallest percentage of women who had been continuously employed in one place, but they had by no means the largest percentage of those who had worked more than five years in the trade. In fact in the restaurants only 17 per cent of the women had worked more than five years, a smaller percentage than in six other industries. These figures would seem to confirm the many statements heard during the course of the survey regarding the high labor turnover among restaurant workers. The women who worked in the 5-and-10-cent stores were another exception to the prevailing relationship between the two factors of length of employment in the present position and length of employment in the industry. Although practically all 5-and-10-cent store employees had worked only a short time in the trade (only 5.4 per cent had worked five years or more) only 68.6 per cent of them had been continuously with one employer

during their time in the trade, a smaller percentage than in five other industries. The concentration in this trade of young workers without extensive home responsibilities and earning an exceptionally low wage, probably accounts for this situation.

Hourly earnings.

Weekly earnings are representative to a large extent of the rate at which women are paid in industry. They are supremely significant from the point of view of the woman herself, who must live on what she receives each week, whatever her "rate" of pay may be. For purposes of comparison with other studies of hourly earnings, however, in the present survey the weekly earnings have been reduced to an hourly basis in all cases where this was made possible by a report of actual hours worked.

Reliable office records showing the number of hours worked as well as the earnings, could be obtained during this investigation for only 1,602 employees, slightly over one-third of all those for whom pay-roll data were available. These records of hourly earnings are for 61 establishments, comprising five packing plants, seven miscellaneous food factories, six clothing factories, 15 miscellaneous manufacturing establishments, six general mercantile establishments, four 5-and-10-cent stores, 12 laundries, and six small telephone exchanges. For restaurants and offices the data were not obtainable.

Detailed figures for each industry are given in Table IV of the appendix, but the following short table summarizes the material showing the most significant groupings:

TABLE 12.—Per cent of women earning each specified amount per hour worked, by industry.

Industry.	Hourly earnings.			
	Under 26 cents.	26 and under 36 cents.	36 and under 50 cents.	50 cents and over.
Meat and poultry packing.....	1.7	3.1	75.4	19.8
Miscellaneous food manufacturing.....	64.7	33.8	1.5	.....
Clothing manufacturing.....	45.3	16.7	22.7	15.3
Miscellaneous manufacturing.....	23.4	69.4	6.5	.8
General mercantile.....	65.4	24.0	8.7	1.9
5-and-10-cent stores.....	97.1	2.9	.....	.....
Laundries.....	74.6	21.9	3.5	.....
Telephones.....	76.5	19.6	3.9	.....
All industries ¹	28.7	24.7	36.2	10.4

¹ Exclusive of restaurants and offices, for which this information was not obtainable.

For all industries combined the average hourly earnings are fairly evenly divided in the wage groups under 26 cents, 26 to 36 cents, and 36 to 50 cents, but the divisions by industries tell a decidedly different story. The industries in which more than 50 per cent of the women earned less than 26 cents an hour—in other words, less than \$2.08 for an 8-hour day—are listed as follows:

- 5-and-10-cent stores, 97.1 per cent.
- Telephones, 76.5 per cent.
- Laundries, 74.6 per cent.
- General mercantile, 65.4 per cent.
- Miscellaneous food manufacturing, 64.7 per cent.

Miscellaneous manufacturing is the only group which has the greatest per cent of its workers receiving between 26 and 36 cents an hour; that is, between \$2.08 and \$2.88 for a day of eight hours. A very small percentage of the workers have hourly earnings above 36 cents except in the packing plants, where 95 per cent received 36 cents or more and one-fifth received at least 50 cents an hour, and the clothing industry, in which 38 per cent of the women received 36 cents or more. This is a decided contrast to the 5-and-10-cent-store group, where none received as much as 28 cents an hour.

It is well to remember that almost all of the women in the meat-packing industry had records of hours worked, and this, being the highest paid industry in the survey, would, in a percentage of total hourly earnings for all industries, overbalance the smaller percentages of women in the other industries for whom hourly earnings were not obtained in such large proportions, so the figures for each industry are more reliable than those for all industries combined.

Hours.

When the average weekly and hourly earnings are known, the next important step in reaching an estimate of whether the women are getting a fair remuneration for their work is to consider the hours worked so that it may be known how much of the workers' life must be occupied with the effort to make a living wage.

Table 13 shows the normal working week for 61 establishments from which this information was obtained.

TABLE 13.—Length of the normal working week¹ of the establishments reporting hours actually worked, by industry.

Normal working week.	Number of establishments.								
	All industries. ²	Meat and poultry packing.	Miscellaneous food manufacturing.	Clothing manufacturing.	Miscellaneous manufacturing.	General mercantile.	5-and-10 cent stores.	Laundries.	Telephones.
<i>Hours.</i>									
40.....	1							1	
44.....	4			2	1			1	
45.....	3				1			2	
47.....	2			1	1				
48.....	24	5	4	1	7		1	1	5
49.....	4					3	1		
50.....	3				3				
51.....	1							1	
51½.....	2					1	1		
52.....	3			2		1		1	
52½.....	1		1						
54.....	11		2		1	2	1	5	
56.....	2				1				1
Total.....	² 61	5	7	6	15	6	4	12	6

¹ The normal working week is the number of hours per week which the plants operate under usual conditions.
² Exclusive of restaurants and offices, for which this information was not obtainable.

Thirty-four of the plants had a normal working week of 48 hours or less, and 14 had a normal week of more than 48 but less than 53 hours.

All of the meat and poultry packing plants had a 48-hour week, putting that group of establishments again at the top of the list, since every other industry reported one or more plants working more than 48 hours. Five laundries of the 12 reporting worked 54 hours a week, and 56 hours were worked in one miscellaneous manufacturing establishment and one telephone exchange. On the whole, the record of the length of the normal week is a good one.

The "normal" hours, however, do not coincide with actual hours worked, and to know the whole story it is necessary to refer to Table 14, which shows the average weekly hours actually worked by the 1,602 women for whom this information was available.

TABLE 14.—Number of women averaging each specified number of hours worked, by industry.

Average weekly hours worked.	Number of women in—									
	All industries. ¹		Meat and poultry packing.	Miscellaneous food manufacturing.	Clothing manufacturing.	Miscellaneous manufacturing.	General mercantile.	5- and 10-cent stores.	Laundries.	Telephones
	Number.	Per cent.								
Under 25.....	5	0.3	4	1	.....	.....	.....	.....	.....	.....
25 and under 28.....	6	.4	3	2	.....	.....	.....	.....	.....	1
28 and under 30.....	8	.5	5	1	.....	.....	.....	.....	.....	1
30 and under 32.....	17	1.1	6	.....	4	6	.....	1	.....	.....
32 and under 34.....	20	1.2	8	2	3	5	.....	.....	2	.....
34 and under 36.....	60	3.7	38	2	16	3	.....	1	.....	.....
36 and under 38.....	125	7.8	75	1	24	21	1	.....	2	1
38 and under 40.....	177	11.0	81	3	36	51	.....	2	4	.....
40 and under 42.....	233	14.5	118	3	22	85	.....	1	4	.....
42 and under 44.....	272	17.0	158	3	26	69	.....	1	13	2
44 and under 46.....	213	13.3	126	5	17	36	5	2	20	2
46 and under 48.....	181	11.3	31	10	22	60	24	8	21	5
48.....	13	.8	.....	2	.....	3	2	.....	2	4
Over 48 and under 50.....	72	4.5	.....	3	12	11	28	8	4	6
50 and under 52.....	59	3.7	.....	5	14	5	7	5	13	10
52 and under 54.....	68	4.2	2	9	7	6	17	4	14	9
54.....	38	2.4	.....	2	.....	.....	19	2	12	3
Over 54 and under 57.....	21	1.3	.....	5	.....	9	1	.....	2	4
57 and under 60.....	8	.5	.....	7	.....	1	.....	.....	.....	.....
60 and over.....	6	.4	.....	2	.....	.....	.....	.....	1	3
Total.....	1,602	100.0	655	68	203	372	104	35	114	51

¹ Exclusive of restaurants and offices, for which this information was not obtainable.

² Two kitchen workers in cafeteria.

The "Average weekly hours worked" represent the average hours for all the weeks the woman interviewed had worked during the year in the one establishment in which she was working at the time of the interview. This is a record of actual hours worked, not normally nor usually, but the real hours, taking into consideration whatever overtime or undertime may have existed during each person's period of employment by one firm. The aggregate of all

industries shows that 31.5 per cent of all the women had averaged between 40 and 44 hours a week and that 24.6 per cent had averaged from 44 to 48 hours per week. Thus more than one-half, 56.1 per cent, of all the women averaged from 40 to 48 hours per week. Only 2.2 per cent of the women worked over 54 hours. That about one-fourth of the women worked under 40 hours per week tells a tale of short days and unemployment, which may be due either to conditions in the industry or to voluntary absences on the part of the workers. Even a 45-hour week, however, may prove to be something of a tax on the woman who is working at home to bring up and care for her family in addition to her hours of labor in the factory. Another section of this report shows to what a large extent women were burdened with family cares in addition to their wage-earning work. Typical of these cases was that of a woman who worked 45 hours a week in a packing house. In addition to her work there, she kept house for her husband (who paid only \$8 a week board) and her little girl and two boarders, for all of whom she supplied three meals a day and did all the housework. This meant getting up every morning at 4 o'clock to do the necessary cooking and housework before the day's work in the plant should begin.

An analysis by industry shows that all but two of the women employed in the meat-packing industry worked less than 48 hours a week though all of the plants in this industry reported a normal 48-hour week. The women employed in other food manufacturing establishments had the widest range of hours, from less than 25 to 60 or more. One-half were employed less than 48 and one-half more than 48 hours, one-fifth being employed over 54 hours. In the clothing industry 41 per cent worked less than 40 hours, although no firm in the clothing industry reported a normal week of less than 44 hours and 42 per cent worked from 40 to 48 hours. In the miscellaneous manufacturing group 81 per cent averaged from 38 to 48 hours and a few averaged over 54 hours. In the mercantile trade we find that 99 per cent worked over 44 hours and 19.2 per cent worked 54 hours or more.

The investigation of 5-and-10-cent stores covered five of the largest in the State, and hours were reported by 4 of these. The average hours here show that 19 of the 35 women worked more than 48 hours a week. In the laundries one-half of the women (50.9 per cent) averaged from 40 to 48 hours and more than one-fourth (28.9 per cent) worked from 48 to 54 hours. The women in the telephone industry tabulated here averaged from 46 to 54 hours a week; those working below 46 hours were very scattered and nearly one-seventh worked over 54 hours. The most striking instances of long hours are found in the food factories other than meat-packing plants, the general mercantile establishments, and the telephone exchanges

where approximately one-fifth worked 54 or more hours. The per cent working over 54 hours in the miscellaneous manufacturing establishments and the laundries was very small.

Contrasted with the women averaging decidedly long periods is the group employed for what seem to be undertime periods. In the miscellaneous manufacturing 23.4 per cent of the women, and in miscellaneous food factories 17.6 per cent, averaged less than 40 hours. In clothing manufacture two-fifths (40.9 per cent) and in the meat-packing industry one-third (33.6 per cent) averaged less than 40 hours.

The extreme cases of long hours, reaching 60 and over per week, were found only in miscellaneous food manufacturing, laundries and telephone exchanges.

Time lost and overtime.

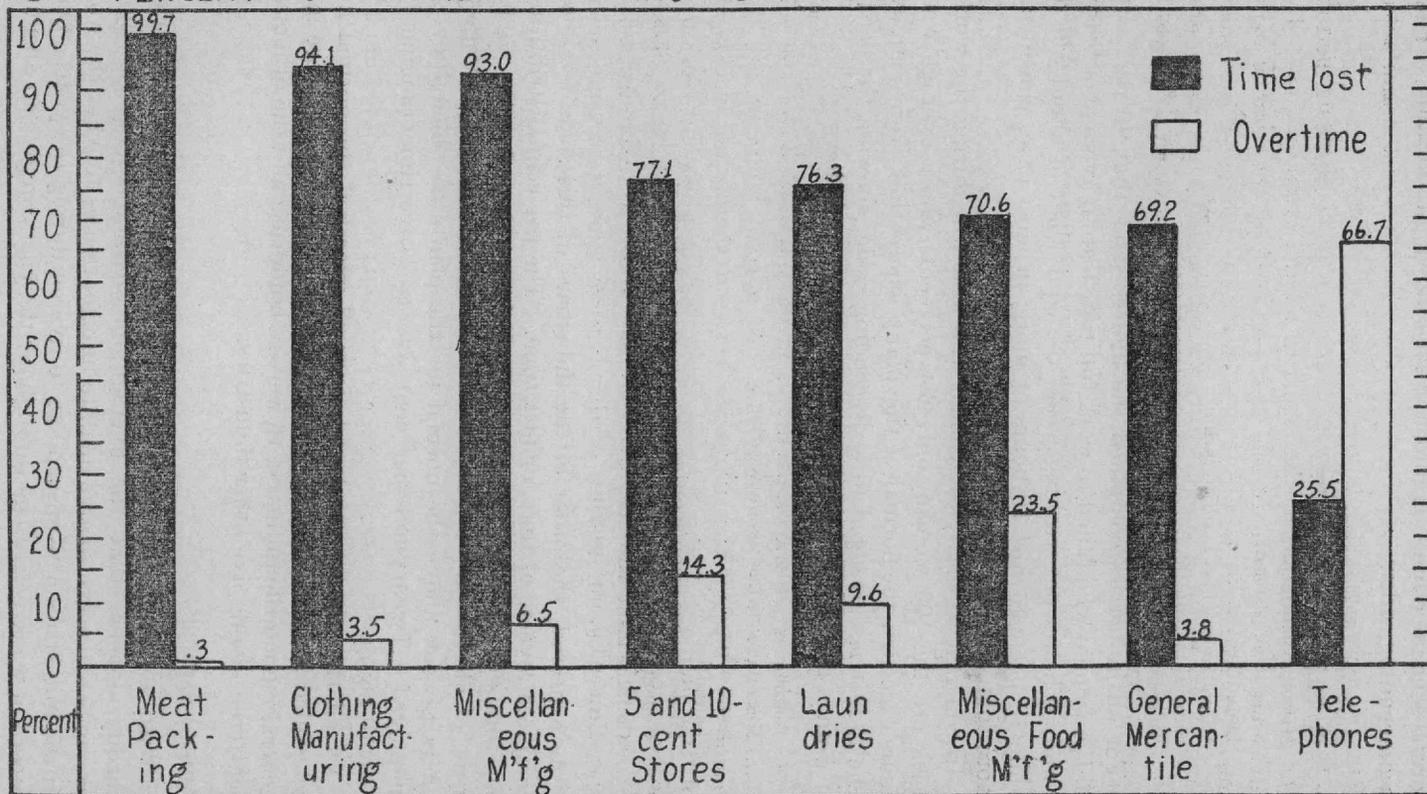
The foregoing figures show to a certain extent that the hours actually worked were not at all the hours which, according to the statement of the firms, might be expected by the women employed in them. The real extent of time lost or overtime does not appear, however, until more detailed figures are given.

In Table V of the appendix is given a tabulation of the actual hours worked less or more than the normal hours of the establishment, showing the difference between the normal weekly hours of the plant and the average hours of employment for all the weeks worked by the employees for whom data were obtained. Weeks in which the employee did not work are excluded, so that the table is an indication of the average amount of time actually lost or worked overtime during the weeks at work.

In the meat-packing industry with its normal 48-hour week the average weekly hours of 99.7 per cent of the women were less than 48. Of these women 157 lost less than 5 hours a week, while 172, or more than one-fourth, lost 10 hours or more. Twenty-six of them lost at least 15 hours.

Over one-half of the women who worked less than full time in the miscellaneous food manufacturing plants lost less than 5 hours, but the others lost time ranging from 5 to 15 or more hours per week. In clothing manufacturing over one-half of the women working undertime lost five or more hours a week. In contrast to the manufacturing industries, the great majority of the women who lost time in the general mercantile establishments and 5-and-10-cent stores lost an average of less than five hours a week. The loss of time through working less than the normal hours scheduled was serious in the laundries, where over one-third lost more than five hours. The time lost in telephone work was comparatively little. The proportion of women in each industry who worked less than the

6. PERCENT OF WOMEN WORKING UNDERTIME AND OVERTIME.



WOMEN'S WAGES IN KANSAS.

normal scheduled hours is shown in the following tabulation, arranged in descending order:

	Per cent.
Meat and poultry packing.....	99.7
Clothing manufacturing.....	94.1
Miscellaneous manufacturing.....	93.0
5-and-10-cent stores.....	77.1
Laundries.....	76.3
Miscellaneous food manufacturing.....	70.6
General mercantile.....	69.2
Telephones.....	25.5

For all industries combined the figures show that 40 per cent of all the women who failed to work full time lost an average of between 5 and 10 hours per working week, the equivalent of about one day, while 18 per cent lost 10 hours or more, in most cases considerably more than one day a week.

In contrast to the 1,437 women who lost time during the working week are the 103 women, only 6.4 per cent, whose average weekly hours exceeded the normal of the plant where they were employed. The industries arranged in a descending scale, showing the per cent of women affected by overtime work, appear as follows:

	Per cent.
Telephones.....	66.7
Miscellaneous food manufacturing.....	23.5
5-and-10-cent stores.....	14.3
Laundries.....	9.6
Miscellaneous manufacturing.....	6.5
General mercantile.....	3.8
Clothing manufacturing.....	3.5
Meat and poultry packing.....	.3

As expected, the order of the industries in this scale is almost a complete reverse of that for lost time. The per cent distribution of the totals of all industries shows that almost three-fourths, 70.9 per cent, of all the women who worked overtime did not average five hours a week above the normal for the plants in which they were employed. Twenty-five per cent averaged overtime ranging from 5 to 10 hours.

Of all the women employed, only 62 averaged the normal hours scheduled for their places of employment. Of these, 28 were in the general mercantile industry, 16 were in laundries, and the others were scattered among five other industries.

Annual earnings.

With so much lost time reported for the various industries it readily appears that the average for neither weekly nor hourly earnings will serve to give definite information as to what the women in the industries of Kansas have to live on during the year. Only a record of weekly earnings throughout the year can give an absolutely

accurate picture of yearly earnings. Such a record was obtained for 1,077 women for whom pay-roll records were secured for 50 or more weeks. These records can be assumed to be representative of yearly earnings in the different industries, as the one or two weeks lost by those who worked 50 or 51 weeks can in the majority of cases be credited to vacations or sickness. In the few instances where another job was held for one or two weeks the earnings for such a short period would not be sufficient to affect the income grouping.

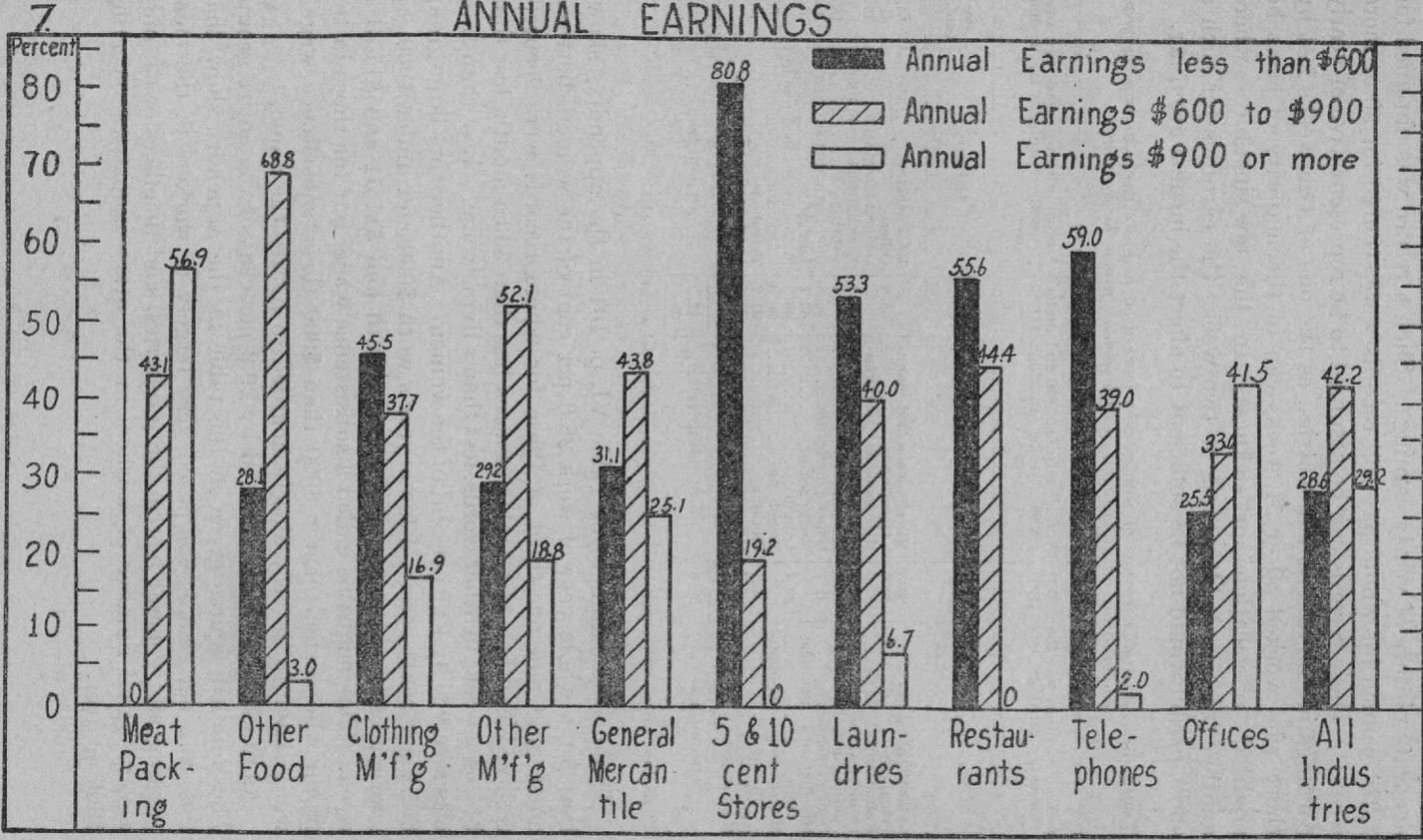
TABLE 15.—*Annual earnings of women who worked 50 or more weeks during the year, showing per cent of women in each income group, by industry.*

Annual earnings less than \$600 (weekly earnings less than \$11.54).		Annual earnings \$600 and under \$900 (weekly earnings \$11.54 and under \$17.31).		Annual earnings \$900 and over (weekly earnings \$17.31 and over).	
Industry.	Per cent.	Industry.	Per cent.	Industry.	Per cent.
5-and-10-cent stores.....	80.8	Miscellaneous food manu- facturing.....	68.8	Meat packing.....	56.9
Telephones.....	59.0	Miscellaneous manufac- turing.....	52.1	Offices.....	41.5
Restaurants.....	55.6	Restaurants.....	44.4	General mercantile.....	25.1
Laundries.....	53.3	General mercantile.....	43.8	Miscellaneous manufac- turing.....	18.8
Clothing manufacturing..	45.5	Meat packing.....	43.1	Clothing manufacturing..	16.9
General mercantile.....	31.1	Laundries.....	40.0	Laundries.....	6.7
Miscellaneous manufac- turing.....	29.2	Telephones.....	39.0	Miscellaneous food manu- facturing.....	3.0
Miscellaneous food manu- facturing.....	28.1	Clothing.....	37.7	Telephones.....	2.0
Offices.....	25.5	Offices.....	33.0	5-and-10-cent stores.....	.....
Meat packing.....	.....	5-and-10-cent stores.....	19.2	Restaurants.....	.....
All industries ¹	28.6	All industries ¹	42.2	All industries ¹	29.2

¹ Exclusive of poultry packing, in which no woman reported worked 50 weeks.

Table 15 (a summary of Table VI, p. 101 in the appendix) shows that for a whole year of work 28.6 per cent of the women, between one-fourth and one-third of those for whom records were secured, received less than \$600; which means less than \$50 a month, less than \$11.54 a week; in other words, less than a living wage. Less than \$500 was received by 12.9 per cent of the women. Another very large group (42.2 per cent) received for a year's work \$600 and under \$900, an average of between \$50 and \$75 a month and \$11.54 and \$17.31 a week. This might be called a subsistence wage, but for those in the group who earned nearer \$600 than \$900 this "subsistence wage" would have to be very closely hoarded to justify the name.

As much as \$900 was earned by 29.2 per cent of the entire group. The detailed figures given in the table in the appendix show that this 29.2 per cent is composed very largely of workers in the meat packing and general mercantile industries, and in offices, with only a very small number of workers in the other industries receiving \$900 or over.



A study of the percentages of women in the different industries whose earnings came within the various income groups provides a very definite picture of wage conditions in each industry. Five-and-10-cent stores paid 80.8 per cent of their women employees less than \$600 for a year's work; to only 19.2 per cent did they pay between \$600 and \$900, and to no one did they pay as much as \$900. More than one-half of the women employed in restaurants, telephones, and laundries received less than \$600 for their year's work, while 45.5 per cent of the clothing workers and from 25 to 31 per cent of the women in the other industries received less than \$600. The one exception is the meat packing industry, where not one of the women employees for whom the year's record was obtained received less than \$600.

At the other end of the scale stands the meat-packing industry, with 56.9 per cent of the women for whom a year's earnings were secured receiving at least \$900. Forty-one per cent of the office workers and 25 per cent of the general mercantile workers earned \$900 or over, but the other industries do not make so good a showing, the numbers who received \$900 or more in laundries, miscellaneous food manufacturing, and telephone operating being so small as to be almost negligible, while 5-and-10-cent stores and restaurants reported none at all in this group.

Annual earnings for the "subsistence wage" group, \$600 and under \$900, were reported for from 33 to 43 per cent of the women in each of the industries studied except miscellaneous food manufacturing, which paid 68.8 per cent of its women \$600 to \$900 for a year's work, miscellaneous manufacturing, 52.1 per cent of whose women employees came within this group, and 5-and-10-cent stores, where only 19.2 per cent of the women earned from \$600 to \$900 for a year of work.

Conclusion.

Annual earnings, weekly earnings, hourly earnings, all point to the same thing—the insufficient wage paid to the women in industry of Kansas. The next section of this report will make the case even more complete, when it shows what the responsibilities are which these women are struggling to meet. The story will be finished with the account of how many persons these women must support; of how many houses they must pay the rent; how many sick husbands, mothers, mothers-in-law, and other relatives, must be cared for as well as supported; and how many children are going to get a chance at a good education and start in life because of the efforts of their mother and sisters.

But it is not necessary to wait for the whole story to know that conditions are not satisfactory in the industries of Kansas. The simple statements in the foregoing pages are sufficient to show that even for a single woman with no dependents wages are not adequate, and it is fitting to close this section on wages with the remark of the girl packer in a candy factory who was supporting her mother and sister and who asked why the survey was being made. When she had heard she replied, "I sure hope it gets higher wages for us."

DEPENDENTS AND HOME RESPONSIBILITIES.

The home responsibilities and dependents of working women have not long been recognized as being sufficient in importance or in numbers to be very seriously considered in connection with a study of the earnings of women.

For years the theory has stubbornly persisted that women were in industry only for a short time, and that their earnings were of no very great social significance because "the family," the unit of modern civilization, was dependent upon woman not as a wage earner but as a home-keeper. More and more, however, modern industrial studies show that women wage earners have a double social significance. For it is being found that they are contributing a by no means insignificant proportion of the family wage, in many cases being the entire support of a good-sized family, while at the same time fulfilling their other age-old function of home-keeper. It is for this reason that any account of women's wages to-day must be accompanied by an account of their home responsibilities, for their wages are still based on the old theory that they have no family responsibilities as wage earners, with disastrous results upon the standards of life and health for the maintenance of which they are in many cases responsible.

"How do they do it?" was the question that recurred again and again in the minds of the investigators as they interviewed one girl after another and heard her story of need at home which was relieved only by her earnings; of sick fathers, little brothers and sisters, or widowed mothers who had given out after many years of struggle to bring up and educate their families and had passed the burden on to their daughters.

The girls themselves did not always know how those with the more serious problems managed to meet them. A telephone operator, who was making an average weekly wage of \$9.49, with her 17-year-old brother, was supporting her father and mother. She said they managed only because her brother made \$25 a week, and though she put all of her money into the family fund she did not feel that she was supporting even herself. "You can't tell me," she went on to say, "that there is a single girl could work here on the wages we get and entirely support herself, and dress the way we are supposed to dress to come here to work. Why, you can't even get a room for less than \$3, and then it isn't much. Even if I got \$12 a week, which I don't, I couldn't get along. I'll bet there isn't a girl working here but me, because I'm older, that doesn't run bills. That's how they get along.

They all have bills all over town, and you know people figure on making something off you if they give you credit. Yes, the girls are always in debt."

Summary.

The following statement gives in brief the main facts about the dependents and home responsibilities of the women from whom records were secured, more than 5,000 in number, where personal data only were secured, and 4,329 in number where pay-roll figures also were available:

Living condition.

84.3 per cent were living with their families.

15.7 per cent were living independently.

Conjugal condition.

61.2 per cent were single.

22.5 per cent were married.

16.3 per cent were widowed, separated, or divorced.

Total dependents were supported by—

12.4 per cent of the women whose weekly wages were \$15 to \$17.50.

15.7 per cent of the women whose weekly wages were from \$17.50 to \$20.

13.4 per cent of the women whose weekly wages were from \$20 to \$25.

13.0 per cent of the women whose weekly wages were \$25 and over.

6.1 per cent of all the women for whom records were secured.

Amount contributed to the family.

39.0 per cent contributed all of their earnings.

36.1 per cent contributed part but not all of their earnings.

24.8 per cent contributed nothing.

Contribution by age.

All of their earnings were contributed by—

55.5 per cent of the women who were from 25 to 30 years old.

75.9 per cent of the women who were from 30 to 40 years old.

85.5 per cent of the women who were from 40 to 50 years old.

87.4 per cent of the women who were from 50 to 60 years old.

85.0 per cent of the women who were over 60 years old.

Living conditions.

If the girl who lives at home can get on with a smaller expenditure of cash she usually supplements her contribution to the family budget with many hours of housework or the care of the old or young members of the family, so that her value as a contributor to the family is considerably enhanced. In fact, "living at home" for the girl who works means often that she is doing double duty and that, in spite of a sometimes very small pecuniary contribution, the family is more dependent upon her than she is upon the family. It is interesting to see in Table 16 that 84.3 per cent of the women who reported on the subject were living at home or with relatives, and only 15.7 per cent were living independently.

TABLE 16.—Number of women living at home or with relatives, and number living independently, by age group.

Age group.	Number reporting.	Women who were—			
		At home.		Adrift.	
		Number.	Per cent.	Number.	Per cent.
Under 16 years.....	67	66	1.4	1	0.1
16 and under 18 years.....	885	832	17.6	53	6.0
18 and under 20 years.....	880	747	15.8	133	15.0
20 and under 25 years.....	1,273	1,005	21.2	268	30.3
25 and under 30 years.....	700	564	11.9	136	15.4
30 and under 40 years.....	982	838	17.7	144	16.3
40 and under 50 years.....	586	509	10.7	77	8.7
50 and under 60 years.....	207	155	3.3	52	5.9
60 years and over.....	40	20	.4	20	2.3
Total.....	5,620	4,736	100.0	884	100.0
Per cent distribution.....	100.0	84.3		15.7	

This table shows that the proportions living at home and independently in the various age groups do not differ strikingly from those for all age groups (84.3 and 15.7 per cent already referred to) except—as is natural—in the groups under 18 years of age and 60 years and over. It is not surprising to find that only one girl under 16 was living away from home, but it is surprising to find that more than one-fifth (21.1 per cent) of the women living away from home were under 20 and almost one-third (30.3 per cent) were between 20 and 25 years of age. In other words, one-half of all the women not living at home were less than 25 years of age.

For those living at home there was a very even distribution by age groups, about one-third being under 20 years, one-third 20 but not 30, and one-third 30 years of age or over.

Table VII, p. 103 in the appendix, shows the living conditions of the women employed in each industry. It appears from this table that in 5-and-10-cent stores and miscellaneous food manufacturing, the women employed were almost entirely (93.4 and 92.4 per cent) living at home. These were the two industries which paid the lowest median weekly wages (see p. 30), and they were also among the five industries which employed the largest proportion of young women, 88 per cent of the 5-and-10-cent store employees and 63 per cent of those in other food manufacturing being under 25 years of age. (See p. 22.)

Restaurants had the greatest proportion (35.1 per cent) of employees who were living away from their families. This was due perhaps to the custom of giving meals as part payment for waitress service, which made it possible for a girl to have greater freedom and not be dependent upon family life. The only other group in which the proportion of women employees living away from their families considerably exceeded the proportion in all industries com-

bined was the office group, where 19.9 per cent of the women were living independently.

But the fact that 84 per cent of the women included in this investigation were living at home does not mean that they were living at home without carrying their full share of the home responsibility. Even where the cash contribution to the family fund was so small as to make it seem that the contributor was one only in name and not in fact, a closer study of the contribution made in the form of housework or other assistance at home brought the value of the total contribution far beyond mere self-support. For instance, one woman telephone operator, making \$9.36 a week, seemed to the investigator to have made a very easy arrangement when she stated that she and her 8-year-old son lived with her brother-in-law and that she contributed \$3 a week for the two of them. Further questioning, however, developed the fact that she did all the sewing for her sister and four children, sewing even during rest periods at the telephone exchange, and helped with the housework in her spare moments, surely a not inconsiderable contribution toward her share in the family budget.

Practically every woman, young or old, who "lives at home" has some share in the work of making that home a place to live in, but it is, of course, the married woman with children who pays most heavily for her home life. Typical of the problems and cares which beset many a working woman, not only in Kansas, but throughout the country, is the story of Mrs. W., who worked as a saleswoman and made an average wage of \$12.39 a week. She was a widow with three children to support. She lived on a small farm and in her spare time took care of a cow, chickens, and a garden besides doing the housework. This meant at least five hours work at home in addition to the eight hours spent daily in the store, but she did not feel that she could get along without the milk, eggs, and garden truck to help reduce the grocery bills. Living on the farm meant also a walk of nearly two miles to work, with the same distance to retrace in the evening, but she felt she was lucky to be able to get along as well as she did.

"Living at home, house rent-free" was the report of another woman this time a worker in a laundry. The record showed that she was married and had two children and made an average wage of \$9.98 a week. With a husband, and house rent-free, this did not seem such an unsatisfactory condition, especially as she worked only four days a week. A closer examination of the record showed, however, that the husband has been paralyzed for five years and is totally unable to work, and that he and the two children must depend entirely upon this one woman. Under these circumstances the four days of regular work a week do not provide a sufficient income, for an idle day means

a wageless day, and the one wage earner of the family must resort to house cleaning and washing for the other two days, bringing her income up to about \$13 a week. The item "house rent-free" which looked so promising on the first glance at the record was the one thing which permitted the family to keep together. In this case a sister was the owner of the house and let them use it free of charge, so that it was the sister who was supplementing the inadequate wage from the part-time work offered by the laundry, and making it possible for this woman to accept the wage and keep up the struggle to "live at home."

But the married woman or widow with dependents is not the only one who has a hard row to hoe while living at home. Many a single woman was found living with brothers or sisters and facing the same problem of dependents and the need to keep up home standards. The case of a telephone operator who was earning an average wage of \$12.42 a week illustrates some of the problems with which these single women are faced. She was living at home with an invalid brother who was entirely dependent upon her for support. Her income was supplemented, though her duties were not lightened, by the fact that she owned her house and was able to rent some of the rooms. For 11 years she had managed her household with this arrangement, but before this for nine years, when she had invalid parents to support also, she had kept boarders and done sewing at home, because she could then care for the invalids and earn their living at the same time.

Of course not every woman living at home had as serious problems to meet as those described above. But in some degree, greater or less as the case might be, the problems of extra housework, care of the sick, or supplementary work of other sorts were present in the lives of the great majority of the women who were living with their families.

Conjugal condition.

In considering home conditions and the extent of responsibility among women for the support of others it is important to know whether the women are married or single; and if they have been married, whether they are merely supplementing a husband's wage or are widowed or divorced and therefore more completely responsible for themselves and their dependents. Table 17 shows these facts for the 5,618 women who reported on the subject.

TABLE 17.—*Conjugal condition, by age group.*

Age group.	Number of women reporting.	Number and per cent of women who were—							
		Single.		Married.		Widowed.		Divorced.	
		Number.	Percent.	Number.	Percent.	Number.	Percent.	Number.	Percent.
Under 20 years.....	1,831	1,745	95.3	63	3.4	5	0.3	18	1.0
20 and under 30 years.....	1,971	1,259	63.9	470	23.8	72	3.7	170	8.6
30 and under 40 years.....	983	303	30.8	388	39.5	153	15.6	139	14.1
40 and under 50 years.....	586	96	16.4	265	45.2	154	26.3	71	12.1
50 years and over.....	247	36	14.6	76	30.8	116	47.0	19	7.7
Total.....	5,618	3,439	61.2	1,262	22.5	500	8.9	417	7.4

This table shows that 61.2 per cent of all the women for whom records were obtained were single, 22.5 per cent married, and 16.3 per cent widowed or divorced. The decrease in proportion of single women from 95.3 per cent among the youngest to 14.6 per cent among the oldest is what would be expected in any group of women. It is more surprising to find that nearly one-fourth (23.8 per cent) of the women between 20 and 30 years were married. The widows constituted the largest per cent (well over two-fifths) of the group 50 years and over. The proportion of divorced women was largest (14.1 per cent) in the 30 to 40 year group; 1 per cent of the group under 20 was divorced. Of all the divorced women 78.4 per cent were under 40 years of age.

The following is an arrangement of industries in a descending scale showing the per cent of married women in each, taken from Table VIII, p. 103 in the appendix.

	Per cent of married women.
Meat and poultry packing.....	40.1
Laundries.....	30.7
Restaurants.....	26.4
Clothing manufacturing.....	24.7
General mercantile.....	21.4
Miscellaneous food manufacturing.....	20.4
Miscellaneous manufacturing.....	17.9
Offices.....	9.4
Telephones.....	7.3
5-and-10-cent stores.....	6.3

A similar arrangement shows by industries the per cent of women widowed, divorced, and separated.

	Per cent widowed, divorced, and separated.
Meat and poultry packing.....	23.3
Clothing manufacturing.....	23.0
Laundries.....	20.6
Restaurants.....	19.1
Miscellaneous manufacturing.....	15.3
Miscellaneous food manufacturing.....	15.1
General mercantile.....	15.0
Telephones.....	5.3
Offices.....	4.8
5-and-10-cent stores.....	2.8

Women who were widowed, divorced, or living apart from their husbands are discussed here as a unit. From the viewpoint of dependency and home responsibilities their problems are alike; for the woman whose husband deserts her, as well as the woman whose husband dies, has the responsibility for her family thrust upon her when under normal circumstances she might expect to be in a very different position in the family.

It is not, however, only the widowed and divorced group whose conjugal condition had brought with it increased responsibilities and cares. Among the group of married women were many whose husbands as well as children were dependent upon them, sometimes only partially but in many cases entirely. One woman whose husband was an invalid was successfully bringing up her family of five children, the youngest 18 months old, on the wage of \$24 a week which she made in a meat-packing establishment. Her home duties were simplified in the winter when her husband stayed at home and took care of the children, but in the summer it was more difficult for her, as he always went to Colorado to escape the heat of a Kansas summer. In this family the duties and the earning power of father and mother seems to have been reversed. The well-being of the family, however, reflected the wage that was being earned by the mother in an industry where persistent efforts of the workers had brought about a "living wage" scale, which enabled the mother to say with a smile, in spite of her sick husband and many little children, "We are not rich, but we get along all right on what I make."

In many cases the women who had been deserted or divorced were responsible for dependent children or other members of the family, but not infrequently their testimony was in favor of their present as contrasted with their former condition. In a number of homes the husband had proved to be more of a liability than an asset, and conditions were improved after he left. "We get along very well without him." "Neither the children nor I care whether we hear of him again." "My husband never worked enough to support me, anyway. It's easier now with him gone." These were some of the remarks which seemed to show that the husband was not always to be considered a mainstay in the family, even when he was a member of the household and, theoretically at least, able to earn enough to support his family.

Composition of families.

Although 61 per cent of the women from whom information was obtained were single, only 15.7 per cent of them were not living as part of a family unit. It is important, therefore, to know of what the average family unit consisted, in order to get a definite picture of the background of the great majority of Kansas wage-earning women.

Table 18 shows the composition of the families of which the women interviewed were an integral part, and it also shows the number of persons in the various family groups who were at work or idle.

TABLE 18.—Composition of the families of 4,748 women interviewed who reported complete data, according to persons at work and persons not at work.

Membership of family.	Number.			Average size of family.	Average number of wage earners.	Average number of persons per wage earner.
	At work.	Not at work.	Total, including women interviewed.			
Wife interviewed (no children).....	566		566			
Husband.....	538	28	566			
Other relatives.....	23	75	98			
Total.....	1,127	103	1,230	2.17	1.99	1.09
Mother interviewed (no husband).....	430		430			
Children.....	321	578	899			
Other relatives.....	13	75	88			
Total.....	764	653	1,417	3.30	1.78	1.85
Wife and mother interviewed.....	637		637			
Husband.....	595	42	637			
Children.....	325	1,074	1,399			
Other relatives.....	15	85	100			
Total.....	1,572	1,201	2,773	4.35	2.47	1.76
Daughter interviewed.....	2,696		2,696			
Father.....	1,811	201	2,012			
Mother.....	288	2,282	2,570			
Brothers and sisters.....	2,694	3,395	6,089			
Other relatives.....	100	399	499			
Total.....	7,589	6,277	13,866	5.14	2.81	1.83
Sister interviewed.....	291		291			
Brothers and sisters.....	333	247	580			
Other relatives.....	36	292	328			
Total.....	660	539	1,199	4.12	2.27	1.81
Other relative interviewed.....	128		128			
Other relatives.....	157	213	370			
Total.....	285	213	498	3.89	2.23	1.74
Grand total.....	11,997	8,986	20,983	4.42	2.53	1.75

Definition of terms used in Table 18.

Wives are women with husbands but with no children.

Mothers are women with children but with husbands dead, divorced, or separated.

Wives and mothers are women with husbands and children living at home.

Daughters are women living with their parents. If a widow with children was living with her parents she has been classified as a daughter.

Sisters are women living with their brothers or sisters. If a widow with children was living with her brother and sisters she has been classified as a sister.

Other relatives are women living with cousins, aunts, or grandparents.

Altogether there were 4,748 women interviewed who reported complete data upon the working status of all the members of their families. By far the largest number (56.8 per cent) of the women interviewed were daughters living as members of a family in which the mother or

father was the "head of the family." Although in some cases the women who were classified as daughters were also mothers, this number was relatively small as indicated by the figures showing the number of relatives other than mother, father, brothers, or sisters who were members of the family groups of this large number of daughters. If a daughter was a widow or divorced and, with her children, was living with her parents, these children would of course come under the classification of "other relatives." As the total number of other relatives in the families of the 2,696 daughters interviewed was only 499, it is apparent that only a small number of women who might have been classified as "mothers" were included in this group which consists almost entirely of women who were living in the usual relationship of daughter and parents. The percentage of women in this group (56.8) corresponds very closely to the percentage of single women in the group who reported on conjugal condition (61.2).

Wives and mothers, i. e., married women with husbands and children, comprised 13.4 per cent of the total, slightly more than the percentage of married women with husbands but without children (11.9 per cent). Mothers with children constituted 9.1 per cent of the total; this includes widows and the married women living apart from their husbands.

From the point of view of this study the most significant groups are those showing conditions where the woman interviewed was part of a normal family group as a wife and mother or as a daughter, or when she was in an abnormal state regarding responsibility for others as a mother with no husband. The groups showing conditions where wife and husband constituted the entire family or where the woman interviewed was living with her brothers and sisters or some more distant relative, contain less that is interesting and pertinent to the discussion of dependency and home responsibilities.

Wives.—The families which consisted of husband and wife and no children amounted to only 11.9 per cent of the total. In this group 28 of the husbands (about 5 per cent) were not working, but were presumably depending upon their wives for support. There were few dependents in these families, the average size of the family being only slightly over two, while the average number of wage earners was almost two.

Sisters.—Only 6.1 per cent of the women were living with their brothers or sisters, but in this group 59 per cent of the members of the family other than the women themselves were not at work. The family group in this instance was somewhat larger, with an average of 4.12 persons in each family, while the average number of persons to each wage earner, 1.81, shows that every worker was responsible for about four-fifths of the support of one other person.

Some of the responsibilities carried by the women living with brothers and sisters are illustrated in the case of a single woman 34

years old who was earning \$12 a week in a department store. She had been self-supporting since she left her farm home eight years before. During this time she had educated one sister and at the time she was interviewed she and two other sisters were helping to put their brother through college and were taking care of a sister who was ill. The three sisters lived together and put all of their earnings into a common fund. So far they had not been able to save anything. Another girl, who was earning about \$15 a week, was entirely responsible for her 12-year-old sister. She told the investigator that she could never meet her obligations if friends in the country had not offered to board the child for a nominal sum of \$10 a month. Besides this amount the sister furnished all the clothes and extras for the little girl. The report of the interview ends with the very pertinent question—unanswered—“How does she do it on \$15 a week?”

Another type of home condition and responsibility which faced the woman who lived with brother or sister is illustrated, though as an extreme case, by the story of one woman who worked in a box factory for nine hours a day and earned an average wage of \$13.50 a week. She and her little son lived with her sister, who was a widow with three children. The sister stayed at home to look out for the children while the woman who was interviewed turned over all of her earnings to help support the two families.

Mothers.—The women who were mothers and responsible for the support of their children without help from their husbands numbered 9.1 per cent of all the women interviewed. There were 899 children in the families of these women, and 64 per cent of them were not working. Only 75 other relatives were working in these families, so the large responsibility which must be met by this group of women is evident. When the average salary of the women included in this survey is considered it seems fortunate that the average size of the families of this group of mothers, 3.3, is smaller than the average for all groups or for any other one group except the wives and husbands without children. In spite of the smaller average size of the families, however, there were many cases reported to the investigators of women who were supporting three, four, and five children, and who had been doing this for many years.

One widow, assisted by her 15-year-old daughter, was supporting seven children ranging in age from 14 to 3 years. She was fortunate enough to be employed in a packing house where she made sometimes as much as \$30 a week, but her average weekly wage for the year had amounted to only \$18. Her daughter worked in a glove factory and earned from \$10 to \$12 a week. Between them they ran the house, the mother doing extra work at home, stringing beads, to eke out the family income. Another woman, who did sewing in a store, had won through her years of struggle to bring up her family, and

achieved fairly comfortable arrangement for her old age. Her husband had become insane some 20 years before and left her with a son and daughter to educate. She had been the main support of her family ever since her marriage, so the task was easier after her husband was put in the asylum. Through many years she had worked, keeping boarders and roomers, until now she had a grown son working his way through college and helping her besides, and a grown daughter in a good position. A third woman was in the midst of the struggle which this woman had so triumphantly met. She was a widow of 31 making an average weekly wage of \$9.50 on which she was trying to support three children, aged 14, 11, and 2. She was employed as an operator in a garment factory and had been idle for three months because of "slack work." It is not surprising that she said to the investigator, "It is all I can do to get along. I get a widow's pension of \$10 a month which helps some. I don't know how we would live if it wasn't for that."

The two remaining groups in this table, in which are classified the women who were wives and mothers—that is, living with husband and children—or daughters, may be considered to be representative of normal family groups. The average size of the family in which the woman interviewed was a wife and mother was 4.35, a slightly smaller number than 4.9, which was found by the Bureau of Labor Statistics to be the average size of 12,096 families in 92 localities, in 1919.¹⁰ The larger average size, 5.14, of the families in which the women interviewed were daughters, which families are also comparable with those studied by the Bureau of Labor Statistics, would, however, bring the average size for the two groups to 4.99, showing that these groups of families in Kansas may be considered to be of normal size.

Wives and mothers.—Of the whole group of women interviewed 13.4 per cent were working, although they had husbands and children at home; in other words, 13.4 per cent of the women were wives and mothers and wage earners, all three. The husbands of 42 of them were not working, presumably because they were ill or temporarily out of work. There were 1,399 children in these families, with 1,074—nearly 77 per cent—not working. The fact, however, that practically all of the fathers as well as all of the mothers were working reduced the number of persons to each wage earner so that each was responsible on an average for only three-fourths of the support of one other person. In the families where the mother was working without a husband, and in those where a daughter was living with her parents, each worker was responsible on an average for four-fifths of the support of another.

Of course in this group of women who were employed, though they had husbands who were at work and children at home to be cared for,

¹⁰ U. S. Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, December, 1919.

the reason for working was, obviously, to help out with family expenses, the urgency of this reason varying with the size of the family and the kind of work the husband was able to do. The woman who at the age of 36 had 8 dependent children, aged 15, 13, 12, 9, 7, 2, and 2 months, spoke with conviction when she said, "It sure is a proposition now to keep them all." She solved the problem of how to supplement her husband's wage as a watchman by taking in washing until each child became old enough to be left at home, and then going to work in a packing house, where she made about \$17 a week. This was an extreme case, but the problem of the high cost of living and how to make one man's wage cover the needs of a large family has met the same solution in many a woman's life.

Some of these women had gone to work fairly late in life, because of recent increases in the cost of living or some dislocation in the family income. One woman 35 years old, with two daughters aged 14 and 12, had been working for two years to help her husband with the family expenses, because their 18-year-old son had gone into the Army and they missed the financial help he had been able to give them.

Daughters.—The very large number of women (56.8 per cent) who were living with their parents seems a normal proportion when it is remembered that 61.2 per cent of all the women included in the investigation were single. Of these 2,696 daughters, 684 had no father at home and 201 had fathers who were not working. Only 126 had no mothers, and of the total number of mothers nearly 89 per cent were not working. The number of persons to each wage earner in this group (1.83) was slightly higher than in any other group except the group of mothers without husbands, where the persons to each wage earner averaged 1.85, showing that the greatest burden of dependency existed in the families in which the working women were mothers or daughters.

The burden of responsibility for the support of others occurred in many different forms among the daughters who were interviewed. As 95 per cent of them had mothers and as 89 per cent of these mothers were not at work, it follows that the mother was, more frequently than not, either partially or completely dependent for support upon her daughter. In many cases support was not all that was required by the mother, but care had to be given as well. One woman who was a sewing-machine operator in a garment factory, making about \$10.50 a week, was supporting both mother and sister. She and her sister together had supported the mother for 24 years, but for several years recently the old lady had become so helpless that the sister was obliged to stay at home to care for her, putting the financial burden of the family entirely on the one worker. They had been able to save some money when the two of them were working, but

everything had been spent since the sister had been obliged to give up, and the one wage earner of the family, although she felt she needed a vacation, did not dare to stop as she could not afford to lose her wages. Another example of this type of case was that of a woman who worked in a packing house and made \$16.40 a week. Her family consisted of an invalid mother who must be supported, cared for, and provided with medical attention. It was not surprising to hear that every cent of wages was used for these expenditures, leaving nothing for emergencies or savings.

Many girls had had to assume the family care after the death of a father. "I never worked till papa died nine years ago," declared one candy dipper. "No, he always said I shouldn't work as long as he was living, but after he died my sister and me had to support mamma until she died." Sometimes the daughters did not have to take over the family burden until both mother and father had given out, as in the case of two girls who were telephone operators. Their mother had worked as a bookkeeper for 15 years after her husband's death and had kept the two girls in school. For the last two years, however, she had been ill, and it was now the daughters' turn to shoulder the family expenses.

In addition to the parents who were looking to their daughters for support, there was a very considerable number of brothers and sisters who were either partially or totally dependent on the earnings of these women who were classified as "daughters." The total number of brothers and sisters in this group was 6,089, of whom 3,395, nearly 56 per cent, were not working. It was frequently an older sister's contribution to the family budget which kept the younger children in school and made it possible for the family to maintain a fairly satisfactory standard of education and of health. In one such case the support of seven children and a wife had proved too much of an undertaking for a mechanic, and the 17-year-old daughter had been at work ever since she was 14 to help her father provide for his numerous family. She made \$13 a week and had always turned every cent of it into the family purse.

It was very striking to hear the uncomplaining stories of the women who were striving to bring up and educate properly small sisters and brothers. One woman, a waitress in a restaurant, had supported her little brother for seven years because, she said, "I sure want the little kid to get a good education. I never had one myself."

With a sister 10 and a brother 8, a 19-year-old girl who made about \$9 a week told the investigator, "The support of the whole family falls on me and mamma. I don't blame her, though, for getting a divorce from my father, for he drank all the time. All he has ever sent us was \$5 to the kids one Christmas."

Of course there were many cases where girls lived at home and merely paid board, and often got much more in return than the amount of their contribution. But in the long run, as shown by the figures on numbers of persons per worker, every wage earner had to carry more than herself. The cases where a woman did not carry her own cost in the family budget are more than outweighed by the cases in which she carried what seems an almost impossibly large share of the total responsibility.

Family relationship by industry.—In the different industries studied there was, in a few cases, a variation in the proportion of women bearing each relationship to the family. Reference to a short table in the appendix, No. IX, will show this variation by industry. This table shows that the largest percentage of wives living with their husbands but with no children were employed in the restaurants, where 20.8 per cent of all the restaurant workers were wives. This is almost twice as great a percentage as that for wives in all industries and is probably accounted for by the nature of the restaurant work where the hours would make the employment of married women with children very difficult.

The greatest proportion of mothers were employed in the meat-packing industry, 19.3 per cent of all the women in that industry having children but no husbands, while for all industries the importance of this group amounted to only 9.1 per cent. The fact that more than half of the women in the meat-packing industry were over 30 years old is probably one explanation of the reason for the larger group of mothers in this industry, while the higher wage rate and the fact that the work is largely unskilled and of a type which any woman who has done cooking at home would be able to do, makes the packing industry one to which women trained only in household occupations would naturally turn.

The largest percentages of women who were wives and mothers both were found in the meat and poultry packing industry (27.5 per cent) and in the laundries (21.1 per cent). The proportion of women who were wives and mothers in the whole group was 13.4 per cent, the greater percentage in the two industries specified being again probably a question of age.

The percentage of daughters in the whole group was 56.8, but this figure was very much exceeded in certain industries. Of the women in the 5-and-10-cent stores, for example, 86.2 per cent were daughters, a condition which would very naturally be expected because of the great preponderance of very young girls in this group, and also because of the particularly low wage paid to them.

In the telephone industry, another large employer of young women, 80.4 per cent of its women workers were classified as daughters. More than two-thirds of the women who were office workers were

under 25 years of age, and 78.1 per cent were daughters in their main family relationship. The other two groups of women, sisters and other relatives, do not show any striking differentiation in the individual industrial groupings from their proportion in the entire group of all industries.

Total dependents.

In considering the question of the actual number of persons who are dependent upon another person for support it is necessary to point out that in the greater part of the dependency problem with which women are faced it is not a question of one woman being the sole support of one or more persons. Most frequently the woman wage earner is one of several wage earners in a family, none of the dependent members of which can be considered to be totally dependent on any one of the wage earners. Two daughters may be supporting their mother, a father and mother may be supporting five or six children, or a father and daughter may be supporting several dependent members of their family. In all of such families there can not accurately be said to be any one person totally dependent upon any one other person. For this reason it is impossible to show correctly the persons who are partially dependent upon women or upon men for their support, although by far the largest extent of dependency comes under this heading. It will be necessary, therefore, to judge the main part of women's responsibility from the information given in Table 18, showing the composition of the families and number at work, and Table 20, which shows the amount of money contributed to the family by the women wage earners compared with their wages.

The cases in which women were solely responsible for the support of others permit of a more definite statistical treatment, and Table X, p. 104, in the appendix shows the extent of this condition among the 4,326 women who reported on the subject.

This table shows that 6 per cent of all the women for whom payroll information was obtained were supporting total dependents. In addition to their own support these women were responsible for an average of 1.76 other persons.

Individual cases show that there were three women each supporting two children on \$8.50 to \$9.00 a week, which means three people living somehow on this amount, admittedly insufficient for one. Another case of a large number of dependents was that of a mother supporting four children on a weekly income of only \$9 to \$10 a week. One woman earning between \$17.50 and \$20 a week was supporting seven children. The 266 women were entirely responsible for the support of 74 parents (8 fathers and 66 mothers), 31 husbands, and 329 children; in fact, the mothers of these 329 children numbered

only 187. Nor did the women shirk their responsibilities for other relatives who had claims upon them, 33 total dependents falling in this classification.

The responsibility of most frequent occurrence was naturally that of a mother supporting one child. It is not surprising to find that women with the larger earnings supported total dependents to a greater extent than did women whose earnings were small. By far the greatest number of dependents were supported by women in the wage groups from \$15 to \$20 a week. The 132 wage-earning women in this group constitute about one-half of all the women with total dependents and were supporting 238 (slightly more than one-half) of the dependents. The women in the four wage groups above \$15 had marked responsibilities for others:

12.4 per cent of the women receiving \$15 to \$17.50 were supporting total dependents.
15.7 per cent of the women receiving \$17.50 to \$20 were supporting total dependents.
13.4 per cent of the women receiving \$20 to \$25 were supporting total dependents.
13 per cent of the women receiving \$25 and over were supporting total dependents.

A study of the more detailed figures which are not given in this report but from which the general figures in Table X were compiled, shows that 18.5 per cent of all the women employed in the meat-packing industry were supporting 250 total dependents. All but 14 of these 250 dependents were supported by women earning from \$15 to \$25 or more. In this industry no women earning \$13 or less were supporting others. The average number of total dependents for each woman wage earner who was supporting others is 2.08. These women had a larger number of children dependent on them than is the case in any other industry; 13 had two children each, 20 had three, 10 had four, and 4 had five or more children to support.

In miscellaneous food manufacturing one-third of the dependents were supported by women receiving from \$15 to \$17.50 a week, although there were instances of women supporting others on wages from \$8 to \$8.50 and \$9 to \$9.50 a week. There were only 14 dependents in this group and only 5.3 per cent of all the women in this industry had others totally dependent upon them for support.

In the clothing industry women earning from \$9 to \$12 had the greatest number of dependents. Of all the women employed in this industry 5.8 per cent had others entirely dependent on them for support. In this group there was one woman with two children dependent on her whose earnings were between \$6 and \$6.50 a week; there was another mother with three children dependent upon her. The average number of persons dependent upon the women in the clothing industry was 1.68.

In the group of miscellaneous manufacturing establishments the women earning \$12 to \$14 had the greatest number of dependents, although only 4 per cent of all the women employed in the industry were responsible for others. In this group the lowest wage earned

by a woman responsible for two children was \$8.50 to \$9 a week. The average number of total dependents for each woman who was supporting total dependents was 1.84.

In the 5-and-10-cent stores there was only one woman with dependents, two children, and her wage was from \$10 to \$11 a week. In the general mercantile establishments, however, 5 per cent of the women were supporting others, the greatest number of dependents, being found among the women earning from \$15 to \$20 a week. The lowest wage upon which any woman in this group attempted to support others was from \$9 to \$10 a week, which was the wage of one woman with two children dependent upon her alone. The average number of total dependents per woman in this group was 1.16, the lowest average for any industry.

In the laundries 4.9 per cent of the women employed were supporting others. The greatest number of dependents were among women receiving from \$10 to \$11 a week, although one woman whose wages were only \$6.50 to \$7 a week was supporting one child. The average number of total dependents for each woman supporting others was 1.55.

In the restaurants 3 per cent of the women were supporting eight dependents. No woman was responsible for more than one dependent.

Among the telephone workers only 1.6 per cent of all the women were supporting others, and in this case there were only eight total dependents among the women employed in the entire industry.

Among the office workers we find only 3.2 per cent of all the women in the trade solely responsible for others, and those dependents numbered 14. Most of these women were in the high wage group earning from \$20 to \$25 a week.

In summarizing the number of total dependents by industries the meat packing industry stands by itself, for 18.5 per cent of all the women employed were supporting total dependents. In the other food factories, clothing, miscellaneous manufacturing, mercantile establishments, and laundries only from 4 to 6 per cent of the women were totally responsible for others, while in the restaurants, offices, telephones, and the 5-and-10-cent stores numerically very few of the women were carrying total dependents.

Proportion of earnings contributed.

Although such a comparatively small percentage of women were solely responsible for the support of others there was a very large majority of them who were contributing to the family budget a part, or more frequently all, of their earnings.

Table No. 19 shows the proportion of their earnings contributed by the women employed in the different industries surveyed. The information given in this table includes the women with no pay-roll

records in addition to those for whom pay-roll records were secured, so the percentages for all industries vary slightly from those given in Table No. 20, which includes only those whose pay-roll records were taken.

TABLE 19.—*Per cent of women contributing earnings to family, arranged in descending scale, by industry.*

Contributing none.		Contributing all.		Contributing definite part.		Contributing indefinite part.	
Industry.	Per cent.	Industry.	Per cent.	Industry.	Per cent.	Industry.	Per cent.
5 - and - 10 - cent stores.	50.3	Meat and poultry packing.	67.1	Miscellaneous manufacturing.	35.4	Telephones.....	20.6
Restaurants.....	43.9	Clothing manufacturing.	50.7	Offices.....	28.5	Miscellaneous food manufacturing.	19.9
Offices.....	36.1	Laundries.....	46.9	Telephones.....	27.8	Offices.....	17.7
Telephones.....	35.7	Restaurants.....	34.9	Miscellaneous food manufacturing.	25.1	5-and-10-cent stores	16.1
General mercantile.	32.0	Miscellaneous manufacturing.	33.7	Clothing manufacturing.	20.5	General mercantile.	15.4
Miscellaneous food manufacturing.	25.1	General mercantile.	32.2	General mercantile.	20.4	Miscellaneous manufacturing.	11.3
Laundries.....	22.6	Miscellaneous food manufacturing.	29.9	Laundries.....	20.4	Laundries.....	10.1
Clothing manufacturing.	20.5	Offices.....	17.7	5-and-10-cent stores	19.9	Restaurants.....	9.0
Miscellaneous manufacturing.	19.7	Telephones.....	15.9	Meat and poultry packing.	18.1	Clothing manufacturing.	8.4
Meat and poultry packing.	8.3	5-and-10-cent stores	13.6	Restaurants.....	12.2	Meat and poultry packing.	6.5
All industries.	27.6	All industries.	37.3	All industries.	22.3	All industries.	12.8

This table shows that 27.6 per cent of the women were contributing nothing to the family and were independent of any financial responsibility of that sort. On the other hand 37.3 per cent were contributing all and 35.1 per cent were contributing part of their earnings.

The percentage of those who were contributing nothing undoubtedly is increased by the fact that 15.7 per cent of the women who were included in this survey were living independently of their families, and therefore contribution to their families would not be necessary nor expected from many of them.

In line with the greater number of married women, the larger wage, the greater age, and the greater number of dependents for the women in the meat-packing industry, it is natural to find that it ranks highest in the proportion of its workers (67.1 per cent) who contributed all of their earnings to their families.

At the other extreme, as in so many other instances in this report, stand the women who worked in the 5-and-10-cent stores, only 13.6 per cent of whom contributed all their earnings, while 50.3 per cent contributed none.

The clothing industry ranks high in the proportion of women who contributed all their earnings, with more than half of the women in the industry in this group. Laundries had 46.9 per cent of their employees contributing all their earnings. The clothing and laundry

industries both had fairly large proportions of married women, 24.7 per cent in the clothing industry and 30.7 per cent in laundries, which would account somewhat for the greater proportion in these industries who were contributing all. However, even allowing for a contribution of total earnings on the part of all the married women, which condition was by no means universal, there is a considerable percentage left which can be accounted for in no way without recognizing the number of single women who are, by turning over all of their earnings, assuming as full a responsibility as they can for the support of their families. It is striking to see that in two industries—meat and poultry packing and clothing manufacturing—more than 50 per cent of the women were contributing all of their earnings to their families, while in five other industries—laundries, restaurants, miscellaneous manufacturing, general mercantile, and miscellaneous food manufacturing—30 to 47 per cent of the women were contributing all of their earnings. In only three of the industrial groups—offices, telephones, and 5-and-10-cent stores—were less than about 30 per cent of the women contributing all of their earnings, and these industries were the ones which employed large groups of young unmarried women.

Reasons given for working.

The reasons for working which were given by many of the women interviewed leave a very definite impression of the value of the contributions made by them to the family budget. In many cases the contributions were such that they could not be tabulated except as indefinite amounts; as, for example, the case of the woman who paid half the food bills, which varied so that she could not estimate the actual amount. One young girl was responsible for the shoes and clothing of five younger children in addition to paying a stated amount into the family purse each week for her board. Another woman paid for the coal, light, and telephone besides her board, but could not estimate it in terms of weekly amounts. But whether or not the exact amount was known, the attitude of the women toward their family responsibilities was generally the same.

Education for children.—Their feeling of responsibility for maintaining certain standards as part of the family life was evident in many cases. The widow who was working in a garment factory for an average wage of \$14.94 a week might reasonably have felt that her one duty in life was to keep her children fed and clothed until they were able to go out and earn a little to help. Instead of that she said, "I want the children to have an education, at least to finish high school. I own my own house now, and get along, but right after my husband died I thought I never could make it. Sometime I wonder how we ever pulled through. But I kept all my children in school." With her standard of high-school training for each of her children she

will have to keep her hand on the plow for many years to come, for her oldest child is 14 and the youngest 6 years old. An equally firm and almost heroic attitude toward the need for giving an adequate education to her children was shown by a woman who worked as a pastry cook and made an average weekly wage of \$20.28. She was separated from her husband and was working to educate her three children, who were all over working age. "I am going to give my children an education," she said, "If I have to crawl on my hands and knees to do it. My husband could not see the need of giving them an education. That is one reason I left him."

To provide for extra expenses.—In many families the husband's wages had proved to be inadequate for anything except the daily necessities of life, with the result that the wife's wages must be used to provide for the extra expenses which are inevitable in any household.

One woman was working in a packing house and making \$17 a week, although she had a husband and two daughters who were working and two younger children at school. Her attitude toward the necessity for her contribution to the family was a typical one: "You bet I've turned in all my money to my family ever since I was a kid. My mother had eight children; six of them were brothers younger than I was, and they needed all I could make. Now that I'm married and my husband is working, people ask why I get out and work. Well, they don't know financial conditions. Our home is mortgaged and if the children are going to stay in school they just have to be dressed like the others."

Savings.—Many women for whom the problem of daily expenses was met by the other members of the family were working to put a little money aside for old age or a rainy day. In these days of high living cost not many working men's families are able without great effort of some sort to put a margin of their incomes aside to provide for the future. One girl who was a telephone operator making \$18.50 a week was supporting her mother on her earnings. Her young husband had died in camp during the war, but she did not feel that she could safely use her pension money, and was working and living on her wages and saving the pension money for a rainy day. "And there are lots of rainy days in life," she added.

Other women without dependents and with husbands and children to support them were laying aside their wages against the days of incapacity and old age. "Could not get ahead any on my husband's wages, so I decided to help out to provide for our old age." "I've always worked to help with the expenses, but now that my husband and daughter are working I'm doing it so that I can have it easy when I get old. I never could expect that on my husband's wages."

These women who were saving their wages are not included in the statistical group of those who are contributing to the family, and yet in a broader sense their contribution from the standpoint of the community is every bit as valuable as that of their fellow workers who are helping to pay the day-by-day expenses of the family. For every worker who is stranded at the end of a working career, without earning capacity and without savings, must become a charge either upon some other worker or upon the community itself; and every girl and boy who can not be kept in school until a satisfactory grounding of education has been received is likely to become one of those workers whose earnings never reach an adequate subsistence level and whose chances of becoming a charge, either directly or indirectly, upon the community are very much increased.

Sickness in family.—Sickness in the family, resulting sometimes in loss of income because the invalid was a wage earner, and always in doctors' bills, was in many cases the condition which made it urgent that a woman hitherto not a wage earner should become one. In one family the mother, father, and daughter of 17 were all working, the mother for the first time, because the father must shortly go to the hospital for an operation and they were trying to be prepared for the doctor's and hospital bills. In another family the husband was an irregular worker because of poor health, but had been able to provide for his family until about a year before, when the wife went to work because the high cost of living and her husband's increased ill health had put them so far behind that only with another wage earner could they meet their obligations. Similar cases are best summarized in the language of the women themselves or of the investigators:

"Worker is 31 years old. Never worked until her husband's health began to fail. For last three years has been only bread winner for husband and two children."

"Father has been ill since February. Worker (aged 20) and her sister (18) have supported the family."

"Worker is 43 years old and makes \$13.60 a week in a garment factory. Husband had an accident and was unable to work for about a year. Is not able to do steady work yet. Worker had to assume financial responsibility for family. Two children in day nursery and one boy in school."

"We've had three operations in our family in the past year. I have to work to help my husband pay for them."

"My brother lost his eye because acid got into it while he was soldering cans. He never got any compensation, and it has cost us so far nearly \$700. We're all in debt."

High cost of living.—Aside from emergencies such as sickness or accident which sent women into industry, the prevailing high prices

had increased the cost of living to such an extent that in many families where the income of one wage earner had formerly sufficed, it was no longer adequate. "To help with the family expenses" was the reason for many a woman's entry into industry. The woman with six children under 15 who had gone to work three years before as a box maker, although her husband was earning fairly good wages as a fireman; another woman with two young children who had been at work for three weeks in a box factory; a third with three young children at home who was sewing in a store—all were doing it because their husbands' earnings had not kept up with the increase in the cost of living and they needed assistance in their task of providing for the family.

Music lessons.—A very small number of the women included in this survey were working to provide what might be called luxuries for themselves or their families. Typical of this group was the story of one girl who was working as a telephone operator and making an average weekly wage of \$14.17. She gave \$7 a week to her mother, a larger contribution being unnecessary because her father, older sister, and older brother were all working and contributing to the support of the mother and three younger children. Her surplus income, amounting to from \$5 to \$7 a week, was used for clothes and other expenses and to pay \$10 a month for a piano which she was buying on the installment plan, and for two music lessons a week, costing slightly less than 50 cents each.

Buying a home.—But pianos were very seldom the "extras" which were being worked for; more often it was furniture for the home and very frequently it was the home itself. One woman was putting \$6 a week from her earnings of \$12.90 into paying for the furniture for her house. Another woman chose to work in a packing house because she could make more money there to help to pay for the insurance policies of the various members of her family and to pay for the house which they were buying on installments. "I'm going to quit working when the house is paid for," she said, as did many another woman in the same situation. Some of them were planning to accomplish more than simply buying a home before their retirement. To save enough to have the little boy's adenoids taken out before he goes to school; to buy furniture for the house, and get a little bit ahead; to get ahead of the cost of living, were some of the aims which were to be attained before the industrial career could be closed.

The problem of buying homes was one which was met very frequently among this group of working women. During the period of industrial activity brought about by the war many families had embarked on the undertaking of buying a home. But to "own your own home" in the average wage-earner's family means more than an initial outlay of cash. It means buying on the installment plan,

with monthly payments which must be met for many years and which must be met regularly lest the whole investment be lost. Because of the uncertainty of steady employment the payment of these monthly installments becomes a constant source of anxiety, for failure to pay the installment on a purchase of the house brings much more serious consequences than failure to pay the rent. In the course of this survey many families were found who were striving with every nerve to fulfill their obligations undertaken during a period of more regular employment. In one typical case a widow with six children was having a hard struggle to meet an obligation of this sort. Because she felt she could send the children to better schools she had recently moved into town from a farm and had spent what little money she had on a house. She had paid \$500 down for the house and was expected to pay the balance in installments of \$11 a month, but she was finding after a few months' experience that her wages of \$10 a week would not cover even the food bills for her family. Worn with anxiety over meeting her obligations for paying the monthly installments she was expecting that she would have to let them drop.

In cases of this type and in many others the whole matter of buying on the installment plan is a very difficult one for the average wage earner to face. With unemployment or lowered wages it is possible for the family which rents a home to move to a cheaper house and thus reduce expenditures, but with a family once definitely pledged to the purchase of a home, the payments must be kept up, with no matter what result on other expenditures, or else the whole investment is lost.

With the home once bought, however, the feeling of security was often a sufficient reward for all the striving of the past. "It was 20 years ago that my father died and we had nothing," said one woman. "I had to go to work soon after; I wanted a pretty tailored suit, but I said 'No, I'll buy a house for my old age,' and ever since I've put in every cent I could and I'm glad I did. I own my house now and it costs a lot to keep it up, but it's better than living in a room."

Amount of contribution.

Working for all these different reasons the great number of wage-earning women in Kansas were contributing more than mere wages to the home life of the State. But it was the readiness and completeness with which they surrendered the larger part of their wages to supplement the family income which was the most conspicuous thing about their attitude toward their family responsibilities. The proportion of the total wage contributed seems particularly striking when it is recalled that 61 per cent of these workers were single women, who had not elected to take their part in bringing up a

family, but whose responsibilities had been more or less imposed upon them by circumstances over which they had little control. The woman or man who marries chooses with open eyes a career in which there will probably be responsibilities and dependents. The unmarried woman at home without choice falls heir to the responsibility which the older generation has been carrying and to the responsibility for the older generation itself. This heritage is much greater and more immediate than that of her brother, who theoretically or actually will start out to form another family group, ignoring old family ties and responsibility.

A comparison of the amount earned and the amount contributed to the home by the women who were included in this survey shows how very great was the proportion of all their earnings contributed by this group of women. Table 20 shows these figures for all industries.

TABLE 20.—Number of women contributing to the home each classified amount per week, by average weekly earnings.

Average weekly earnings.	Number of women reporting.		Number of women who contributed of their earnings—									
			None.		All.		Under \$3.	\$3 and under \$5.	\$5 and under \$8.	\$8 and under \$10.	\$10 or more but not all.	Indefinite am't.
			Number.	Per cent.	Number.	Per cent.						
Under \$6.....	47	25	53.2	11	23.4	1	2	2	-----	-----	6	
\$6 and under \$7.....	135	57	42.2	35	25.9	7	12	6	-----	-----	17	
\$7 and under \$8.....	259	91	35.1	67	25.9	18	20	17	1	-----	45	
\$8 and under \$9.....	419	151	36.0	107	25.5	21	32	42	1	-----	63	
\$9 and under \$10.....	455	140	30.8	132	29.0	26	31	57	-----	-----	69	
\$10 and under \$11.....	521	159	30.5	174	33.4	30	23	72	3	-----	59	
\$11 and under \$12.....	400	92	23.0	135	33.8	25	19	57	3	-----	68	
\$12 and under \$13.....	330	81	24.5	124	37.6	13	11	45	6	3	47	
\$13 and under \$14.....	286	47	16.4	127	44.4	9	10	47	6	8	32	
\$14 and under \$15.....	208	43	20.7	86	41.3	3	9	33	3	1	30	
\$15 and under \$17.50.....	612	88	14.4	344	56.2	11	14	63	13	18	61	
\$17.50 and under \$20.....	356	50	14.0	182	51.1	11	11	37	13	19	33	
\$20 and under \$25.....	216	37	17.1	128	59.3	2	2	15	4	12	16	
\$25 and over.....	77	11	14.3	34	44.2	2	2	5	3	9	11	
Total.....	14,321	1,072	-----	1,686	-----	179	198	498	57	74	557	
Per cent distribution.....	100.0	24.8	-----	39.0	-----	4.1	4.6	11.5	1.3	1.7	12.9	

¹ Of the 4,329 women for whom pay-roll records were secured, 8 did not report amount contributed.

The figures in this table indicate that among the women earning between \$15 and \$25 a week the number who contributed all of their earnings was very considerable, amounting to more than half the total number earning such wages. Of those earning over \$25 the proportion giving all of their wages to the family was smaller, although the number contributing \$10 or more a week, 9 out of 77, was greater in proportion than in any other wage group.

Thirty-six per cent of the women contributed part but not all of their earnings. These contributions ranged from less than \$3 to more than \$10 each week, the greatest numbers of women (11.5 and

12.9 per cent, respectively,) contributing between \$5 and \$8 or an indefinite amount each week.

A contribution of \$5 to \$8 might be considered in ordinary cases to be practically only the equivalent of board and lodging. In many families, however, four or five persons were found to be existing on one woman's wage of \$15 or \$16 a week, so it is quite possible that in some cases the standard of living may have been so low that a contribution of \$5 covered far more than the cost of board and lodging for one person. The proportion of women who were contributing very small amounts, less than \$3 a week, was not large, only 4.1 per cent in the whole group. Among the group earning less than \$12 a week the proportion contributing this small amount naturally was larger than in the higher wage groups. The same condition is true for the group (4.6 per cent) of the women who were contributing between \$3 and \$5 a week. The figures show that the largest percentages of women contributing this amount are among the low wage groups. The proportion of women who contributed \$5 to \$8 a week was the most important in size of any of the contribution classifications except that of all earnings, for 11.5 per cent of all the women fell within this class, the middle wage group this time showing the greater proportion of women contributing.

The proportion of women who reported contributing an indefinite amount was comparatively large, 12.9 per cent of the entire group. This can not be considered to be a particularly enlightening classification, however, as it might include contributions of any size from \$1 or \$2 a month to nine-tenths of the total earnings. The real story in the table comes in the first two classifications of those who contributed nothing and those who contributed all. The significance of that story is plainly seen, as the figures giving the proportion of women who contribute nothing gradually decreases as the wage increases until the 53 per cent of those who made less than \$6 and contributed nothing becomes the 14 per cent of those who made \$25 and over and still contributed nothing. Thirty-nine per cent of the women contributed all of their earnings while only 24.8 per cent contributed nothing. And in reading this table it must not be forgotten that 15 per cent of all the women surveyed were living independently of their families, and therefore were, in the main, free from family responsibilities.

There is no way to show adequately in this report the need which was being relieved by the earnings of these women and girls, but from the interviews and stories told by them and from the figures on family composition and persons at work it would seem that the actual cash of their contribution was a very important part of the family budget and that far more than "board" was being contributed by them.

Age and amount contributed.

It is interesting to see in the table following the effect of age on the amount of contribution.

TABLE 21.—*Number and per cent of women contributing to the family each classified amount per week, by age group.*

ALL INDUSTRIES.

Weekly contribution.	Number of women reported as contributing.		Number of women whose age was—							
			Under 16 years.		16 but not 18 years.		18 but not 20 years.		20 but not 25 years.	
	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.
Less than \$2.....	52	1.3	3	8.8	12	2.4	7	1.3	16	1.8
\$2 and under \$3.....	138	3.4	3	8.8	37	7.4	41	7.4	32	3.5
\$3 and under \$5.....	304	7.5	7	20.6	75	15.1	78	14.1	82	9.0
\$5 and under \$8.....	601	14.8	5	14.7	115	23.1	134	24.1	193	21.2
\$8 and under \$10.....	71	1.7	.....	.....	7	1.4	11	2.0	24	2.6
\$10 or more but not all.....	87	2.1	.....	.....	6	1.2	9	1.6	27	3.0
All earnings.....	2,091	51.5	12	35.3	93	18.7	132	23.8	335	36.8
Indefinite amount.....	717	17.7	4	11.8	152	30.6	143	25.8	262	22.2
Total.....	4,061	100.0	34	100.0	497	100.0	555	100.0	911	100.0

Weekly contribution.	Number of women whose age was—									
	25 but not 30 years.		30 but not 40 years.		40 but not 50 years.		50 but not 60 years.		60 years and over.	
	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.
Less than \$2.....	5	0.9	5	0.6	3	0.6	1	0.7	.....	.....
\$2 and under \$3.....	17	3.0	5	.6	2	.4	1	.7	.....	.....
\$3 and under \$5.....	31	5.5	22	2.6	5	1.0	3	2.1	1	5.0
\$5 and under \$8.....	81	14.5	51	6.1	16	3.2	5	3.5	1	5.0
\$8 and under \$10.....	13	2.3	13	1.5	2	.4	1	.7	.....	.....
\$10 or more but not all.....	21	3.8	19	2.3	4	.8	1	.7	.....	.....
All earnings.....	310	55.5	637	75.9	430	85.5	125	87.4	17	85.0
Indefinite amount.....	81	14.5	87	10.4	41	8.2	6	4.2	1	5.0
Total.....	559	100.0	839	100.0	503	100.0	143	100.0	20	100.0

This table shows that among the young girls, under 16, a very considerable proportion (35.3 per cent) were turning over all their earnings to their families. This is a situation which would naturally be expected among a group of girls who go to work so young, as such girls probably are impelled only by financial necessity to give up school and go to work at such an early age, and under these circumstances would naturally turn over to their families everything they earned. The proportion of those contributing between \$3 and \$5 also is large among this group of young girls, 20.6 per cent of them making this comparatively small contribution. The low earning capacity of the young and inexperienced would probably account for the size of the group contributing this amount.

In following the proportion of women of different ages who were contributing the various amounts it is significant to find that in each age group above 16 the proportion contributing between \$3 and \$5 decreases up to 50 years. In the groups above 25 years of age the proportion contributing this small amount is insignificant.

The percentage contributing between \$5 and \$8 is small for those under 16 years, being only 14.7 per cent, but it increases to 24.1 per cent in the 18-to-20-year group and then diminishes steadily in each following age group up to 50 years.

The percentage contributing from \$8 to \$10 or more a week is not large enough in any age group to be significant, as only 3.8 per cent of the entire group falls within this classification.

The percentage of women who contributed all of their earnings increased considerably in each age group from 16 to 60 years, the largest percentages being 75.9 in the 30-to-40, 85.5 in the 40-to-50, 87.4 in the 50-to-60, and 85 in the over-60-years-of-age groups. This table seems to show that it is the women over 30 years of age who are putting the greatest share of their earnings into the family exchequer. As the best paid of all the women were those who were between 30 and 40 years old (see Table 7, p. 29), this would seem to indicate that a contribution of "all earnings" meant in most cases considerably more than the \$10 or more reported as the highest amount contributed by those whose contributions amounted to only part of their earnings.

Length of time contributing.

But the full story of the large group who contributed all of their earnings does not appear until it is shown for how long a period they had made this contribution. Some women who reported at the time of the investigation that they were contributing all of their earnings had been doing so for only a short period. Others had been contributing for the entire time they had been earning wages.

Table 22 shows the length of time contributing all earnings and the length of time at work for a group of women who reported that they had been continuously employed during their entire working career.

TABLE 22.—Length of time contributing all earnings and length of time at work for women who had worked continuously since starting work.

Length of time employed continuously.	Number reporting.	Number and per cent distribution of women who had contributed all earnings—							
		Never.		Less than 6 months.		6 months and under 1 year.		1 and under 2 years.	
		Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Less than 6 months.....	528	464	87.8	64	12.1				
6 months and under 1 year..	110	99	90.0	7	1.6	11	10.0		
1 and under 2 years.....	437	360	82.4	7	1.6	16	3.7	54	12.4
2 and under 3 years.....	374	295	78.9	2	.5	3	.8	10	2.7
3 and under 4 years.....	286	205	71.7	3	1.0	4	1.4	3	1.0
4 and under 5 years.....	192	136	70.8	1	.5			4	2.1
5 and under 10 years.....	510	336	65.9			2	.4	12	2.4
10 years and over.....	505	241	47.7	1	.2	1	.2	6	1.2
Total.....	2,942	2,136	72.6	78	2.7	37	1.3	89	3.0

MARRIED WOMEN.

Less than 6 months.....	73	15	20.5	58	79.5				
6 months and under 1 year..	30	4	13.3			26	86.7		
1 and under 2 years.....	56	5	8.9	5	8.9	8	14.3	38	67.9
2 and under 3 years.....	74	7	9.5	2	2.7			7	9.5
3 and under 4 years.....	76	10	13.2	4	5.3	3	3.9	3	3.9
4 and under 5 years.....	42	3	7.1	3	7.1	4	9.5		
5 and under 10 years.....	107	10	9.3	6	5.6	4	3.7	9	8.4
10 years and over.....	150	21	14.0			3	2.0	4	2.7
Total.....	608	75	12.3	78	12.8	48	7.9	61	10.0
Grand total.....	3,550	2,211	62.3	156	4.4	85	2.4	150	4.2

SINGLE WOMEN.

Length of time employed continuously.	Number and per cent distribution of women who had contributed all earnings—									
	2 and under 3 years.		3 and under 4 years.		4 and under 5 years.		5 and under 10 years.		10 years and over.	
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Less than 6 months.....										
6 months and under 1 year..										
1 and under 2 years.....										
2 and under 3 years.....	64	17.1								
3 and under 4 years.....	8	2.8	63	22.0						
4 and under 5 years.....	6	3.1	6	3.1	39	20.3				
5 and under 10 years.....	14	2.7	9	1.8	13	2.5	124	24.3		
10 years and over.....	12	2.4	10	2.0	12	2.4	42	8.3	180	35.6
Total.....	104	3.5	88	3.0	64	2.2	166	5.6	180	6.1

MARRIED WOMEN.

Less than 6 months.....										
6 months and under 1 year..										
1 and under 2 years.....										
2 and under 3 years.....	58	78.4								
3 and under 4 years.....	5	6.6	51	67.1						
4 and under 5 years.....	1	2.4	6	14.3	25	59.5				
5 and under 10 years.....	5	4.7	2	1.9	4	3.7	67	62.6		
10 years and over.....	10	6.7	2	1.3	5	3.3	15	10.0	90	60.0
Total.....	79	13.0	61	10.0	34	5.6	82	13.5	90	14.8
Grand total.....	183	5.2	149	4.2	98	2.8	248	7.0	270	7.6

The most striking figures in this table are those which show the proportion of women who had worked 5 or 10 years or more and who had always contributed all of their earnings. Of the single women, 505 had worked 10 years or over, and during this long working period 180 (35.6 per cent) of them had always contributed all of their earnings to their families. Among the married women 90 (60 per cent) of the 150 who had worked 10 years or more had contributed their entire earnings for the whole time they had worked, and 15 (10 per cent) had contributed all for more than 5 but less than 10 years. Figures for the married women show, naturally, a very much larger proportion of women who had always contributed all of their earnings than was found among single women, for the great urge of financial necessity which drives the married women with children into industry results in a very complete using of her earnings by the family she is working to support. The single woman, however, goes into industry with a smaller responsibility, which is often shared among more wage earners. It is striking to find that even under the circumstances which are supposed to surround and influence single women, such large percentages of them had always contributed all of their earnings.

The following comparative statement of the per cent of married and of single women who had contributed all their earnings for the full time of their employment in industry outlines very clearly the differences in the two groups.

Per cent of married and of single women working each specified length of time who had always contributed to the family all of their earnings.

Length of time employed	Married women.	Single women.
Less than 6 months	79.5	12.1
6 months and under 1 year	86.7	10.0
1 and under 2 years	67.9	12.4
2 and under 3 years	78.4	17.1
3 and under 4 years	67.1	22.0
4 and under 5 years	59.5	20.3
5 and under 10 years	62.6	24.3
10 years and over	60.0	35.6

In this statement the figures for the married women do not change strikingly in any group. The single women, however, show a very interesting increase in percentage of those always contributing all of their earnings, from 12 per cent of those who had worked less than six months to 35 per cent of those who had worked 10 years or more. The reason for this increase is not apparent from any facts given in this survey.

Conclusion.

The main facts regarding the women in the industries of Kansas have been presented. There can be no denial that the wages of more than one-half of them are less than sufficient to maintain a satisfactory standard of life for one person. Indeed, nearly one-half of the women whose wages were reported in the survey were earning less than the \$11 a week which has been set as a minimum for the manufacturing industries by the Kansas Industrial Commission. Besides their own support, moreover, many of these women have been shown to be carrying additional burdens in the form of complete or partial dependents or complete or partial responsibility for the maintenance of the family.

In the industries of Kansas these responsibilities, and the large share taken by women in upholding the standards of family life, have been ignored. This report shows the woman wage earner to be in many instances the responsible head of the family, and in many more instances an important contributor to the maintenance of others. If the cost of living is to be the basis of a minimum wage for women these facts must be taken into consideration. When this is done a more adequate standard can be assured which will not only protect the women from exploitation but will also make possible in the State a standard of living more in keeping with American ideals.

APPENDIX A.

FORMS OF SCHEDULES.

Two schedules were used in this investigation. On these was recorded all the information secured during the interviews and from the pay rolls. The first schedule was a card, 5 by 8 inches in size, which is reproduced on the opposite page. This card was used for the interviews which were had with every woman for whom figures are given in the report. The women were interviewed at their work, very rapidly giving the necessary information. After all the women in a plant had been interviewed the record of their pay was copied from the pay rolls of the company on the second schedule. This record was taken for 52 weeks whenever possible. When a woman had not been employed for 52 weeks the record was taken for as many weeks as she had been employed. Whenever there was a gap in the wage record, showing that the worker had not been employed for periods of one or more weeks, attempt was made to find the cause of this unemployment.

The accompanying schedules are typical of the records of the women interviewed during the course of this survey.

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

IN COOPERATION WITH

INDUSTRIAL WELFARE COMMISSION OF KANSAS

1 Date 8-3-20		2 Industry Box Factory		3a Occupation Cleaning-machine feeder	
4 Name Winifred Nelson			7 Firm Jones & Hardecke.		
5 Address 1129 Elm St.			8 Address Main Street, Wichita.		
6 American born Yes. Race White.					
9 M W	10 Age 27.	13 Began work, age 17.	17 Present wage \$14.00.	18 Pay number 90.	
S D	Sex F.	14 Employed continuously Yes.			
12 Living With parents.		15 Time in this trade 10 yrs.		16 In this occupation 5 yrs.	19 Weekly hours 50.
					20 Days worked 6.
21 Normal working week 48.			23 Cause not working 2 weeks sick.		
22 Weeks not working during year 2.					
24 Relation of nonwage-earners in family to worker			25 Number not entirely dependent 5.	27 Number in family 7.	
Not entirely dependent on earn- ings of worker.	Age.	Entirely depend- ent on earnings of worker.	Age.	26 Number entirely dependent	
* Mother	48	None.		28 Amount contributed All.	
Brother	14			29 Years contributing all earnings 10.	
Sister	12			30 Years contributing part earnings	
Brother	10				
Sister	7			31 Note: *Mother formerly worked in laundry. Flu. 2 yrs. ago. Not strong since.	
32 Relation of wage earners in family to worker Father.			33 Occupation of wage-earners Teamster (work irregular).		

* Worker in present employment 6 mos.

U. S. DEPARTMENT OF LABOR.

WOMEN'S BUREAU

IN COOPERATION WITH

INDUSTRIAL WELFARE COMMISSION OF KANSAS.

Firm—*Jones & Hardecke Box Co.*

Family—*Nelson.*

Address—*1129 Elm Street.*

No. of wage earners.....M—1.....F—1.....Race—*White.*

No. of non-wage earners..Chn—4.....Ad—1.

Earnings Each Week June, 1919, to June, 1920.

Name—*Winifred.*

Age—*27.*

Rel. to Fam.— <i>Daughter</i> Amt. Contri.— <i>All</i> Occupation— <i>Cleaning-machine feeder.</i>		Hours worked during week.	Days worked during week.*			Hours worked during week.	Days worked during week.*
1.....	<i>11.20</i>	<i>40</i>	.....	<i>27</i>	<i>17.22</i>	<i>52</i>	.....
2.....	<i>11.28</i>	<i>51</i>	.....	<i>28</i>	<i>13.97</i>	<i>42</i>	.....
3.....	<i>14</i>	<i>50</i>	.....	<i>29</i>	<i>11.05</i>	<i>34</i>	.....
4.....	<i>14</i>	<i>50</i>	.....	<i>30</i>	<i>14.63</i>	<i>45</i>	.....
5.....	<i>14</i>	<i>50</i>	.....	<i>31</i>	<i>None.</i>	<i>None.</i>	<i>Illness.</i>
6.....	<i>11.06</i>	<i>30½</i>	.....	<i>32</i>	<i>None.</i>	<i>None.</i>	<i>Illness.</i>
7.....	<i>11.48</i>	<i>40</i>	.....	<i>33</i>	<i>10.08</i>	<i>31</i>	.....
8.....	<i>14</i>	<i>50</i>	.....	<i>34</i>	<i>16.09</i>	<i>54</i>	.....
9.....	<i>14</i>	<i>50</i>	.....	<i>35</i>	<i>15.93</i>	<i>49</i>	.....
10.....	<i>14</i>	<i>50</i>	.....	<i>35</i>	<i>9.10</i>	<i>28</i>	.....
11.....	<i>14</i>	<i>50</i>	.....	<i>37</i>	<i>8.78</i>	<i>27</i>	.....
12.....	<i>13.42</i>	<i>31</i>	.....	<i>38</i>	<i>16.25</i>	<i>50</i>	.....
13.....	<i>14.42</i>	<i>51</i>	.....	<i>39</i>	<i>18.19</i>	<i>54</i>	.....
14.....	<i>13.93</i>	<i>46½</i>	.....	<i>40</i>	<i>17.22</i>	<i>52</i>	.....
15.....	<i>14</i>	<i>50</i>	.....	<i>41</i>	<i>17.22</i>	<i>52</i>	.....
16.....	<i>14</i>	<i>50</i>	.....	<i>42</i>	<i>16.74</i>	<i>51</i>	.....
17.....	<i>14.63</i>	<i>51½</i>	.....	<i>43</i>	<i>16.25</i>	<i>50</i>	.....
18.....	<i>15.26</i>	<i>53</i>	.....	<i>44</i>	<i>15.76</i>	<i>48½</i>	.....
19.....	<i>16.10</i>	<i>55</i>	.....	<i>45</i>	<i>16.25</i>	<i>50</i>	.....
20.....	<i>16.10</i>	<i>55</i>	.....	<i>46</i>	<i>15.93</i>	<i>49</i>	.....
21.....	<i>19.65</i>	<i>57</i>	.....	<i>47</i>	<i>13.49</i>	<i>41½</i>	.....
22.....	<i>18.19</i>	<i>54</i>	.....	<i>48</i>	<i>13.00</i>	<i>40</i>	.....
23.....	<i>18.19</i>	<i>54</i>	.....	<i>49</i>	<i>17.50</i>	<i>50</i>	.....
24.....	<i>17.37</i>	<i>49</i>	.....	<i>50</i>	<i>14.35</i>	<i>41</i>	.....
25.....	<i>18.38</i>	<i>55</i>	.....	<i>51</i>	<i>6.30</i>	<i>35</i>	.....
26.....	<i>14</i>	<i>50</i>	.....	<i>52</i>	<i>19.08</i>	<i>53</i>	.....
				<i>Av</i>	<i>14.63</i>	<i>47</i>	.....

*No report.

These two schedules, which are not copies of any actual record secured during the investigation but have been made for a fictitious case as illustrations, show that Winifred Nelson when interviewed on August 3, 1920, was working as a cleating-machine feeder in a box factory. She was a single woman, living with her family, and was 27 years old. She had been working steadily for 10 years, always in a box factory, but only for the last five years had she been working as a cleating-machine feeder. She had been in her present job for six months only, having worked for other firms before. She had made \$14 during the six working days of the week just past. Forty-eight hours a week was the normal working period for the firm, but during the past week she had worked two hours overtime, bringing her total time to 50 hours. She had a fairly good record for regularity, having lost only two weeks during the entire year, and this lost time was caused by sickness. She was one of five children, the others all very much younger than herself, and she and her father were the wage earners for the family. Her father's work as a teamster was irregular, a serious matter with five dependents, so it was natural to find that the girl was turning in all of her earnings to the family fund and that she had done this ever since she started to work. Until two years ago her mother also had been a wage earner, working in a laundry, but an attack of influenza had pulled her down so that she had not been strong or able to work since.

Turning to the report of her wages, copied from the books of the company and reproduced on the schedule on page 85, we find that her story of continuous employment except for two weeks of illness is verified by the pay roll. The striking thing about her pay record is the variation in amount earned from one week to another. This variation seems to depend in part on the number of hours worked, a 50-hour week bringing a wage of \$14, a 55-hour week a wage of \$16.10, and a 34-hour week a wage of \$11.05. The relation between hours and wages is not always maintained, however, for earnings of \$14, \$16.25, and \$17.50 are all reported during different weeks each 50 hours in length, while in a 41-hour week \$14.35 was earned and in a 49-hour week \$17.37 was earned. The average weekly wage which she earned through the year was \$14.63, and the average number of weekly hours worked was 47.

APPENDIX B.

GENERAL TABLES.

TABLE I.—*Weekly earnings in cities and towns of first, second, third, and fourth classes, by industry.*

Average weekly earnings.	Meat packing.					Poultry packing.				
	Number of women receiving each classified amount in cities and towns of—					Number of women receiving each classified amount in cities and towns of—				
	All classes.	Class 1.	Class 2.	Class 3.	Class 4.	All classes.	Class 1.	Class 2.	Class 3.	Class 4.
Under \$3.....										
\$3 and under \$4.....										
\$4 and under \$5.....						1			1	
\$5 and under \$6.....						1	1			
\$6 and under \$7.....						1			1	
\$7 and under \$8.....	1		1			7	2		1	4
\$8 and under \$9.....	1		1			6	4	2		
\$9 and under \$10.....	2		2			1			1	
\$10 and under \$11.....	6	2	4			8	1	4		3
\$11 and under \$12.....	5	4	1			4	1	1		2
\$12 and under \$13.....	2	2				6	1	3		2
\$13 and under \$14.....	8		1			6	3	3		
\$14 and under \$15.....	16	16				2	1	1		
\$15 and under \$16.....	59	58	1					1		
\$16 and under \$17.....	156	156								
\$17 and under \$18.....	132	132								
\$18 and under \$19.....	89	89								
\$19 and under \$20.....	43	43				1				
\$20 and under \$21.....	32	32				1		1		
\$21 and under \$22.....	28	28								
\$22 and under \$23.....	14	14								
\$23 and under \$24.....	17	17								
\$24 and under \$25.....	7	7								
\$25 and under \$26.....	8	8								
\$26 and under \$27.....	4	4								
\$27 and under \$28.....	13	13								
\$28 and under \$29.....	3	3								
\$29 and under \$30.....	1	1								
\$30 and over.....	2	2								
Total.....	649	638	11			45	14	17	14	
Median earnings.....	\$17.50	\$17.55	(1)			\$10.70	(1)	\$12.15	(1)	

1 Not computed, owing to small number involved.

TABLE I.—Weekly earnings in cities and towns of first, second, third, and fourth classes, by industry—Continued.

Average weekly earnings.	Miscellaneous food manufacturing.					Clothing manufacturing.				
	Number of women receiving each classified amount in cities and towns of—					Number of women receiving each classified amount in cities and towns of—				
	All classes.	Class 1.	Class 2.	Class 3.	Class 4.	All classes.	Class 1.	Class 2.	Class 3.	Class 4.
Under \$3.										
\$3 and under \$4.						1		1		
\$4 and under \$5.						1		1		
\$5 and under \$6.	3		3			9		8		1
\$6 and under \$7.	7	3	4			22		13		3
\$7 and under \$8.	24	6	2	16		35	6	26	1	2
\$8 and under \$9.	25	11	6	8		62	12	40	7	3
\$9 and under \$10.	32	12	9	11		42	9	25	2	6
\$10 and under \$11.	19	10	8	1		39	14	23		2
\$11 and under \$12.	17	7	7	3		42	17	12	9	4
\$12 and under \$13.	16	10	6			37	16	10	6	5
\$13 and under \$14.	16	2	14			32	20	7	3	2
\$14 and under \$15.	10	3	6	1		30	16	9	3	2
\$15 and under \$16.	5	2	3			28	19	4	3	2
\$16 and under \$17.	4	1	3			24	19	4		1
\$17 and under \$18.	5	1	4			21	17	2		2
\$18 and under \$19.						15	13	1		1
\$19 and under \$20.						8	8			
\$20 and under \$21.	4	1	2	1		9	9			
\$21 and under \$22.						5	5			
\$22 and under \$23.						6	6			
\$23 and under \$24.						5	5			
\$24 and under \$25.						3	3			
\$25 and under \$26.						1	1			
\$26 and under \$27.						1		1		
\$27 and under \$28.						4	3	1		
\$28 and under \$29.										
\$29 and under \$30.						1	1			
\$30 and over.						2	1	1		
Total.	187	69	77	41		485	220	189	40	36
Median earnings.	\$10.15	\$10.25	\$11.95	\$8.55		\$11.75	\$15.00	\$9.20	\$11.45	\$11.25

Average weekly earnings.	Miscellaneous manufacturing.					General mercantile.				
	Number of women receiving each classified amount in cities and towns of—					Number of women receiving each classified amount in cities and towns of—				
	All classes.	Class 1.	Class 2.	Class 3.	Class 4.	All classes.	Class 1.	Class 2.	Class 3.	Class 4.
Under \$3.										
\$3 and under \$4.										
\$4 and under \$5.										
\$5 and under \$6.	1		1			5		1	4	
\$6 and under \$7.	11	2	8		1	24	6	11	7	
\$7 and under \$8.	18	2	13		3	33	10	19	4	
\$8 and under \$9.	18	5	10		3	74	27	36	9	2
\$9 and under \$10.	37	10	26		1	95	48	38	9	
\$10 and under \$11.	48	23	25			81	41	26	9	5
\$11 and under \$12.	63	38	25			75	34	32	8	1
\$12 and under \$13.	61	56	5			78	29	38	7	4
\$13 and under \$14.	93	81	12			46	23	19	2	2
\$14 and under \$15.	46	39	7			52	19	25	5	3
\$15 and under \$16.	25	17	8			48	18	21	7	2
\$16 and under \$17.	18	16	2			33	10	19	4	
\$17 and under \$18.	15	9	5		1	31	11	17	2	1
\$18 and under \$19.	10	5	5			21	11	5	3	2
\$19 and under \$20.	5	3	1		1	24	8	11	2	3
\$20 and under \$21.	3	2	1			8	5	2		1
\$21 and under \$22.	2		2			9	4	4	1	
\$22 and under \$23.						8	2	5	1	
\$23 and under \$24.	1				1					
\$24 and under \$25.						4	1	2	1	
\$25 and under \$26.						5	2	2	1	
\$26 and under \$27.	1		1			1		1		
\$27 and under \$28.						5	2	3		
\$28 and under \$29.										
\$29 and under \$30.						3	1	1		1
\$30 and over.						2	1	1		
Total.	476	308	157		11	765	313	339	86	27
Median earnings.	\$12.70	\$13.20	\$10.80		(1)	\$11.95	\$11.70	\$12.15	\$11.15	\$13.75

TABLE I.—Weekly earnings in cities and towns of first, second, third, and fourth classes, by industry—Continued.

Average weekly earnings.	5-and-10-cent stores.					Laundries.				
	Number of women receiving each classified amount in cities and towns of—					Number of women receiving each classified amount in cities and towns of—				
	All classes.	Class 1.	Class 2.	Class 3.	Class 4.	All classes.	Class 1.	Class 2.	Class 3.	Class 4.
Under \$3.										
\$3 and under \$4.										
\$4 and under \$5.										
\$5 and under \$6.	12		8	4		2	1		1	
\$6 and under \$7.	32	3	19	10		14	1	9	4	
\$7 and under \$8.	65	10	45	8	2	26	8	11	5	2
\$8 and under \$9.	80	30	38	10	2	71	17	36	12	6
\$9 and under \$10.	28	13	13	2		116	42	65	8	1
\$10 and under \$11.	9	4	3	2		140	65	64	10	1
\$11 and under \$12.	4	3	1			84	38	39	5	2
\$12 and under \$13.	4	2	2			55	24	19	8	4
\$13 and under \$14.	2	2				28	15	5	7	1
\$14 and under \$15.						24	10	8	6	
\$15 and under \$16.	1	1				16	10	5	1	
\$16 and under \$17.						7	3	3	1	
\$17 and under \$18.						1	1			
\$18 and under \$19.						6	4	1	1	
\$19 and under \$20.						2	2			
\$20 and under \$21.						1	1			
\$21 and under \$22.						2		2		
\$22 and under \$23.						1		1		
\$23 and under \$24.										
\$24 and under \$25.						1	1			
\$25 and under \$26.						1		1		
\$26 and under \$27.										
\$27 and under \$28.										
\$28 and under \$29.										
\$29 and under \$30.						1		1		
\$30 and over.										
Total.	237	68	129	36	4	599	243	270	69	17
Median earnings.	\$8. 10	\$8. 70	\$7. 85	\$7. 50	(1)	\$10. 50	\$10. 80	\$10. 20	\$10. 45	\$9. 50

Average weekly earnings.	Telephones.					Offices.				
	Number of women receiving each classified amount in cities and towns of—					Number of women receiving each classified amount in cities and towns of—				
	All classes.	Class 1.	Class 2.	Class 3.	Class 4.	All classes.	Class 1.	Class 2.	Class 3.	Class 4.
Under \$3.										
\$3 and under \$4.										
\$4 and under \$5.	1		1							
\$5 and under \$6.	2				1	3		3		
\$6 and under \$7.	7		3	2	2	4		2	2	
\$7 and under \$8.	23		15	6	2	9	1	2	6	
\$8 and under \$9.	27	2	13	5	7	30	2	13	14	1
\$9 and under \$10.	54	5	20	16	13	29	6	10	12	1
\$10 and under \$11.	96	12	62	18	14	29	9	13	4	3
\$11 and under \$12.	66	13	34	10	9	23	4	10	8	1
\$12 and under \$13.	41	16	12	6	7	18	6	8	2	2
\$13 and under \$14.	30	7	11	7	5	21	6	6	5	4
\$14 and under \$15.	9	5	2		2	13	4	6	2	1
\$15 and under \$16.	8	4	1	2	1	12	3	8		1
\$16 and under \$17.	7	2	4		1	22	7	11	4	
\$17 and under \$18.	2		2			19	5	8	4	2
\$18 and under \$19.	5		2	2	1	16	5	8	3	
\$19 and under \$20.	4	2	1		1	6	4	1	1	
\$20 and under \$21.						16	5	10	1	1
\$21 and under \$22.						6	2	2	2	
\$22 and under \$23.						5	2	2	1	
\$23 and under \$24.						8	5	3		
\$24 and under \$25.						7	4	3		
\$25 and under \$26.						8	4	4		
\$26 and under \$27.										
\$27 and under \$28.						3	1	2		
\$28 and under \$29.						1		1		
\$29 and under \$30.						1	1			
\$30 and over.						4		4		
Total.	382	68	174	74	66	313	86	140	71	16
Median earnings.	\$10. 80	\$12. 15	\$10. 65	\$10. 45	\$10. 55	\$13. 55	\$16. 30	\$14. 50	\$10. 40	\$13. 00

1 Not computed, owing to small number involved.

TABLE II.—Number of women earning each classified amount per week, by industry and by age.

MEAT PACKING.

Average weekly earnings.	Number of women reporting.	Number of women whose age was—							
		Under 16 years.	16 and under 18 years.	18 and under 20 years.	20 and under 25 years.	25 and under 30 years.	30 and under 40 years.	40 and under 50 years.	50 years and over.
Under \$7.50.....									
\$7.50 and under \$8.....	1							1	
\$8 and under \$8.50.....									
\$8.50 and under \$9.....	1					1			
\$9 and under \$10.....	2						1		1
\$10 and under \$11.....	6		1	3	1				1
\$11 and under \$12.....	5				2	2	1		
\$12 and under \$13.....	2					1	1		
\$13 and under \$14.....	8				1	1	5	1	
\$14 and under \$15.....	16			2	3	3	6		2
\$15 and under \$17.50.....	291		13	18	64	45	79	57	15
\$17.50 and under \$20.....	187		2	8	45	36	48	36	12
\$20 and under \$25.....	98			5	16	22	38	17	2
\$25 and over.....	30			1	5	2	18	4	
Total.....	¹ 647		16	37	137	113	195	116	33
Per cent distribution.....	100.0		2.5	5.7	21.2	17.5	30.1	17.9	5.1
Median earnings.....	\$17.45		\$16.35	\$16.90	\$17.40	\$17.75	\$17.75	\$17.45	\$17.10
Per cent receiving—									
Under \$12.....	2.3		6.3	8.1	2.2	2.6	1.0	0.9	6.1
\$12 and under \$17.50.....	49.0		81.3	54.1	49.6	44.2	46.7	50.0	51.5
\$17.50 and over.....	48.7		12.5	37.8	48.1	53.1	52.3	49.1	42.4

¹ Of the 649 women for whom pay-roll records were secured, 2 did not report their age.

POULTRY PACKING.

Under \$5.....	1							1	
\$5 and under \$5.50.....	1						1		
\$5.50 and under \$6.....									
\$6 and under \$6.50.....									
\$6.50 and under \$7.....	1					1			
\$7 and under \$7.50.....	4							2	2
\$7.50 and under \$8.....	3			1	2				
\$8 and under \$8.50.....	1				1				
\$8.50 and under \$9.....	5		1		2		1		1
\$9 and under \$10.....	1					1			
\$10 and under \$11.....	8	2	1	2	1		1	1	
\$11 and under \$12.....	4		1				1	2	
\$12 and under \$13.....	6		1	1	2		2		
\$13 and under \$14.....	6			1	3	2			
\$14 and under \$15.....	2				1			1	
\$15 and under \$17.50.....									
\$17.50 and under \$20.....	1					1			
\$20 and under \$25.....	1						1		
\$25 and over.....									
Total.....	45	2	4	5	12	5	7	7	3
Per cent distribution.....	100.0	4.4	8.9	11.1	26.7	11.1	15.6	15.6	6.7
Median earnings.....	\$10.70	(²)	(^{2})	(^{2})	(^{2})	(^{2})	(^{2})	(^{2})	(^{2})
Per cent receiving—									
Under \$12.....	64.4	100.0	75.0	60.0	50.0	40.0	57.1	85.7	100.0
\$12 and under \$17.50.....	31.1		25.0	40.0	50.0	40.0	28.6	14.3	
\$17.50 and over.....	4.4					20.0	14.3		

² Not computed, owing to small number involved.

TABLE II.—Number of women earning each classified amount per week, by industry and by age—Continued.

MISCELLANEOUS FOOD MANUFACTURING.

Average weekly earnings.	Number of women reporting.	Number of women whose age was—							
		Under 16 years.	16 and under 18 years.	18 and under 20 years.	20 and under 25 years.	25 and under 30 years.	30 and under 40 years.	40 and under 50 years.	50 years and over.
Under \$5.....									
\$5 and under \$5.50.....	1				1				
\$5.50 and under \$6.....	2	1	1						
\$6 and under \$6.50.....	2		1						1
\$6.50 and under \$7.....	5		3	1			1		
\$7 and under \$7.50.....	6	1	3		2				
\$7.50 and under \$8.....	18	1	7	3	3		1	3	
\$8 and under \$8.50.....	12		3	3	2		2	2	
\$8.50 and under \$9.....	12		5	1	2		2	1	1
\$9 and under \$10.....	32	1	5	5	8	2	6	4	1
\$10 and under \$11.....	19		3	3	3		7	2	1
\$11 and under \$12.....	17		4	1	3	1	5	2	1
\$12 and under \$13.....	16		1	6	4	3	1		1
\$13 and under \$14.....	16		3	4	2	1	5	1	
\$14 and under \$15.....	10		3	2	3	1	1		
\$15 and under \$17.50.....	14		2	2	2	5	3		
\$17.50 and under \$20.....									
\$20 and under \$25.....	4		1	1	1	1			
\$25 and over.....									
Total.....	³ 186	4	45	32	36	14	34	15	6
Per cent distribution.....	100.0	2.2	24.2	17.2	19.4	7.5	18.3	8.1	3.2
Median earnings.....	\$10.15	(²)	\$8.95	\$11.00	\$10.00	(²)	\$10.70	\$9.40	(²)
Per cent receiving—									
Under \$12.....	67.7	100.0	77.8	53.1	66.7	21.4	70.6	93.3	83.3
\$12 and under \$17.50.....	30.1		20.0	43.8	30.6	71.4	29.4	6.7	16.7
\$17.50 and over.....	2.2		2.2	3.1	2.8	7.1			

CLOTHING MANUFACTURING.

Average weekly earnings.	Number of women reporting.	Number of women whose age was—							
		Under 16 years.	16 and under 18 years.	18 and under 20 years.	20 and under 25 years.	25 and under 30 years.	30 and under 40 years.	40 and under 50 years.	50 years and over.
Under \$5.....			1	1					
\$5 and under \$5.50.....	6		2	1				1	2
\$5.50 and under \$6.....	3		1				1	1	
\$6 and under \$6.50.....	10		4	2	2		1	1	
\$6.50 and under \$7.....	12	1	4			1	1	2	3
\$7 and under \$7.50.....	16		4	4	4	1	2		1
\$7.50 and under \$8.....	19		5	4	1	3	2	2	2
\$8 and under \$8.50.....	30		7	3	4	5	2	4	5
\$8.50 and under \$9.....	32	1	6	3	6	3	5	6	2
\$9 and under \$10.....	41		3	8	4	4	12	7	3
\$10 and under \$11.....	39		4	5	4	6	7	5	8
\$11 and under \$12.....	42		2	6	10	9	7	4	4
\$12 and under \$13.....	37		3	4	5	4	7	9	5
\$13 and under \$14.....	31		1	4	4	1	12	3	6
\$14 and under \$15.....	30			4	8	5	4	7	2
\$15 and under \$17.50.....	61		2	2	13	1	25	12	6
\$17.50 and under \$20.....	35			1	7	5	12	7	3
\$20 and under \$25.....	28			1	4	1	15	4	3
\$25 and over.....	9		1		1	4	3		
Total.....	⁴ 483	2	50	53	77	53	118	75	55
Per cent distribution.....	100.0	0.4	10.4	11.0	15.9	11.0	24.4	15.5	11.4
Median earnings.....	\$11.75	(²)	\$8.30	\$10.10	\$12.70	\$11.40	\$14.00	\$12.50	\$11.40
Per cent receiving—									
Under \$12.....	52.2	100.0	86.0	69.8	45.5	60.4	33.9	44.0	54.5
\$12 and under \$17.50.....	33.0		12.0	26.4	39.0	20.8	40.7	41.3	34.5
\$17.50 and over.....	14.9		2.0	3.8	15.6	18.9	25.4	14.7	10.9

² Not computed, owing to small number involved.

³ Of the 187 women for whom pay roll records were secured, 1 did not report her age.

⁴ Of the 485 women for whom pay roll records were secured, 2 did not report their age.

TABLE II.—Number of women earning each classified amount per week, by industry and by age—Continued.

MISCELLANEOUS MANUFACTURING.

Average weekly earnings.	Number of women reporting.	Number of women whose age was—							
		Under 16 years.	16 and under 18 years.	18 and under 20 years.	20 and under 25 years.	25 and under 30 years.	30 and under 40 years.	40 and under 50 years.	50 years and over.
Under \$5.....									
\$5 and under \$5.50.....	1				1				
\$5.50 and under \$6.....	5		3	1			1		
\$6 and under \$6.50.....	6		4		2				
\$6.50 and under \$7.....	10		6		3				
\$7 and under \$7.50.....	8	1	1	2	2		1		
\$7.50 and under \$8.....	8		2		1		1		2
\$8 and under \$8.50.....	13		3	3	3				1
\$8.50 and under \$9.....	37		6	9	13	4	5	1	
\$9 and under \$10.....	48		11	13	8	4	7	1	4
\$10 and under \$11.....	63		15	8	19	5	7	7	2
\$11 and under \$12.....	61		16	18	11	6	4	2	4
\$12 and under \$13.....	92		11	22	28	11	13	5	2
\$13 and under \$14.....	45		5	11	11	8	7	1	3
\$14 and under \$15.....	54		8	10	18	9	9		
\$15 and under \$17.50.....	19		1	3	6	4	5		
\$17.50 and under \$20.....	6			1			2	2	1
\$20 and under \$25.....	1						1		
\$25 and over.....									
Total.....	^e 475	1	92	102	126	52	64	21	17
Per cent distribution.....	100.0	0.2	19.4	21.5	26.5	10.9	13.5	4.4	3.6
Median earnings.....	\$12.70	(²)	\$11.65	\$12.80	\$13.00	\$13.55	\$13.40	\$11.95	\$12.40
Per cent receiving—									
Under \$12.....	41.3	100.0	55.4	36.3	41.3	26.9	35.9	52.4	41.2
\$12 and under \$17.50.....	53.3		43.5	59.8	54.0	65.4	51.5	38.1	52.9
\$17.50 and over.....	5.5		1.1	3.9	4.8	7.7	12.5	9.5	5.9

GENERAL MERCANTILE.

Under \$5.....									
\$5 and under \$5.50.....	3		1	1		1			
\$5.50 and under \$6.....	2			2					
\$6 and under \$6.50.....	12		4	8					
\$6.50 and under \$7.....	12		3	6				1	
\$7 and under \$7.50.....	19		4	7	3	2	2	1	
\$7.50 and under \$8.....	13	1	7	4				1	
\$8 and under \$8.50.....	28	1	14	4	5	2	1	1	
\$8.50 and under \$9.....	46		14	10	15	2	4		1
\$9 and under \$10.....	95	3	13	24	23	12	9	7	4
\$10 and under \$11.....	81		9	15	19	10	14	12	2
\$11 and under \$12.....	73		6	6	26	10	18	6	1
\$12 and under \$13.....	77	1	5	3	23	12	16	14	3
\$13 and under \$14.....	45	1	1	1	14	6	13	7	2
\$14 and under \$15.....	51		1	2	17	6	14	8	3
\$15 and under \$17.50.....	96			1	14	21	40	13	7
\$17.50 and under \$20.....	54			2	3	15	22	10	2
\$20 and under \$25.....	28				3	4	14	5	2
\$25 and over.....	16				1	2	10	3	
Total.....	^e 751	7	82	96	166	105	179	89	27
Per cent distribution.....	100.0	0.9	10.9	12.8	22.1	14.0	23.8	11.9	3.6
Median earnings.....	\$11.90	(²)	\$8.80	\$9.25	\$11.70	\$13.25	\$14.75	\$13.20	\$14.15
Per cent receiving—									
Under \$12.....	51.1	71.4	91.5	90.6	54.8	37.1	27.9	32.6	29.6
\$12 and under \$17.50.....	35.8	28.6	8.5	7.3	41.0	42.9	46.4	47.2	55.6
\$17.50 and over.....	13.0			2.1	4.2	20.0	25.7	20.2	14.8

² Not computed, owing to small number involved.³ Of the 476 women for whom pay-roll records were secured, 1 did not report her age.⁶ Of the 765 women for whom pay-roll records were secured, 14 did not report their age.

TABLE II.—Number of women earning each classified amount per week, by industry and by age—Continued.

5-AND-10-CENT STORES.

Average weekly earnings.	Number of women reporting.	Number of women whose age was—							
		Under 16 years.	16 and under 18 years.	18 and under 20 years.	20 and under 25 years.	25 and under 30 years.	30 and under 40 years.	40 and under 50 years.	50 years and over.
Under \$5.....									
\$5 and under \$5.50.....	6		4	1			1		
\$5.50 and under \$6.....	6		5	1					
\$6 and under \$6.50.....	16	1	10	4	1				
\$6.50 and under \$7.....	16		10	2	4				
\$7 and under \$7.50.....	30	2	18	6	3			1	
\$7.50 and under \$8.....	35	2	18	10	3		2		
\$8 and under \$8.50.....	36	2	17	8	8	1			
\$8.50 and under \$9.....	43	1	13	11	11	5		2	
\$9 and under \$10.....	28		9	8	6	2	1	2	
\$10 and under \$11.....	9	1		2	1	3	1	1	
\$11 and under \$12.....	4		2		1	1			
\$12 and under \$13.....	4					1	2	1	
\$13 and under \$14.....	2				2				
\$14 and under \$15.....									
\$15 and under \$17.50.....	1				1				
\$17.50 and over.....									
Total.....	7 236	9	106	53	41	13	7	7	
Per cent distribution.....	100.0	3.8	44.9	22.5	17.4	5.5	3.0	3.0	
Median earnings.....	\$8.15	(²)	\$7.65	\$8.15	\$8.55	(²)	(²)	(²)	
Per cent receiving—									
Under \$12.....	97.0	100.0	100.0	100.0	97.2	92.3	71.4	85.7	
\$12 and under \$17.50.....	3.0				7.3	7.7	28.6	14.3	
\$17.50 and over.....									

LAUNDRIES.

Under \$5.....									
\$5 and under \$5.50.....	2		1						1
\$5.50 and under \$6.....									
\$6 and under \$6.50.....	7	2		2	1	1	1		
\$6.50 and under \$7.....	7	1	3	1				1	1
\$7 and under \$7.50.....	10	1	1	2	2		2	2	
\$7.50 and under \$8.....	16		6	3	1	1	2	2	1
\$8 and under \$8.50.....	25		8	3	3	2	5	3	1
\$8.50 and under \$9.....	46	2	10	10	4	4	11	3	2
\$9 and under \$10.....	116	1	28	18	22	11	13	11	12
\$10 and under \$11.....	140		25	11	22	17	25	28	12
\$11 and under \$12.....	84		11	6	10	9	24	17	7
\$12 and under \$13.....	55		2	6	15	3	12	12	5
\$13 and under \$14.....	28		1	2	3	3	6	12	1
\$14 and under \$15.....	24			2	2	7	6	6	1
\$15 and under \$17.50.....	24			2	5	5	9	3	
\$17.50 and under \$20.....	8				1	2	1	2	2
\$20 and under \$25.....	5						3	2	
\$25 and over.....	2						2		
Total.....	599	7	96	68	91	65	122	104	46
Per cent distribution.....	100.0	1.2	16.0	11.4	15.2	10.9	20.4	17.4	7.7
Median earnings.....	\$10.50	(²)	\$9.70	\$9.70	\$10.55	\$10.80	\$11.10	\$11.10	\$10.40
Per cent receiving—									
Under \$12.....	75.6	100.0	96.9	82.4	71.4	69.2	68.0	64.4	80.4
\$12 and under \$17.50.....	21.9		3.1	17.6	27.4	27.7	27.0	31.7	15.2
\$17.50 and over.....	2.5				1.1	3.1	4.9	3.8	4.3

² Not computed, owing to small number involved.

¹ Of the 237 women for whom pay-roll records were secured, 1 did not report her age.

TABLE II.—Number of women earning each classified amount per week, by industry and by age—Continued.

RESTAURANTS.

Average weekly earnings.	Number of women reporting.	Number of women whose age was—							
		Under 16 years.	16 and under 18 years.	18 and under 20 years.	20 and under 25 years.	25 and under 30 years.	30 and under 40 years.	40 and under 50 years.	50 years and over.
Under \$6.....	5		3		1	1			
\$6 and under \$6.50.....	8		1		2	1	2		2
\$6.50 and under \$7.....	5			2					
\$7 and under \$7.50.....	10		6	1	3				
\$7.50 and under \$8.....	8	2	1	1	4				
\$8 and under \$8.50.....	17	1	3	4	6	2	1		
\$8.50 and under \$9.....	9		2	2	2	1	1	1	
\$9 and under \$10.....	20		2	4	6	7	1		
\$10 and under \$11.....	46	1	7	10	14	4	6	1	3
\$11 and under \$12.....	18			3	8	2	4		1
\$12 and under \$13.....	11		1	1	3	3	2	1	
\$13 and under \$14.....	4				1		3		
\$14 and under \$15.....	8				3	2	2	1	
\$15 and over.....	21			1	6	1	6	3	4
Total.....	* 190	4	27	29	61	24	28	7	10
Per cent distribution.....	100.0	2.1	14.2	15.3	32.1	12.6	14.7	3.7	5.3
Median earnings.....	\$10.30	(?)	\$8.25	\$10.05	\$10.30	\$10.00	\$11.75	(?)	(?)
Per cent receiving—									
Under \$12.....	76.8	100.0	96.3	93.1	78.7	75.0	53.6	28.6	60.0
\$12 and over.....	23.2		3.7	6.9	21.3	25.0	46.4	71.4	40.0

TELEPHONES.

Under \$5.....	1				1				
\$5 and under \$5.50.....	1		1						
\$5.50 and under \$6.....	1		1						
\$6 and under \$6.50.....	1		1						
\$6.50 and under \$7.....	6		4		2				
\$7 and under \$7.50.....	7		5	2					
\$7.50 and under \$8.....	16		13	3					
\$8 and under \$8.50.....	11		5	1	5				
\$8.50 and under \$9.....	16		5	6	5				
\$9 and under \$10.....	54		20	10	20	3	1		
\$10 and under \$11.....	96		30	44	21	1			
\$11 and under \$12.....	66		8	22	25	7	4		
\$12 and under \$13.....	41		7	10	14	6		4	
\$13 and under \$14.....	30		3	8	10	7	2		
\$14 and under \$15.....	9		1	3	4	1			
\$15 and under \$17.50.....	15			2	4	7	2		
\$17.50 and under \$20.....	11				2	5	3	1	
\$20 and over.....									
Total.....	382		104	111	113	37	12	5	
Per cent distribution.....	100.0		27.2	29.1	29.6	9.7	3.1	1.3	
Median earnings.....	\$16.80		\$9.85	\$10.75	\$11.10	\$13.20	(?)	(?)	
Per cent receiving—									
Under \$12.....	72.3		89.4	79.3	69.9	29.7	41.6		
\$12 and under \$17.50.....	24.9		10.6	20.7	28.3	56.7	33.3	80.0	
\$17.50 and over.....	2.9				1.8	13.5	25.0	20.0	

* Not computed, owing to small number involved.

† Of the 191 women for whom pay-roll records were secured, 1 did not report her age.

TABLE II.—Number of women earning each classified amount per week, by industry and by age—Continued.

OFFICES.

Average weekly earnings.	Number of women reporting.	Number of women whose age was—							
		Under 16 years.	16 and under 18 years.	18 and under 20 years.	20 and under 25 years.	25 and under 30 years.	30 and under 40 years.	40 and under 50 years.	50 years and over.
Under \$5.									
\$5 and under \$5.50	1		1						
\$5.50 and under \$6	2		1	1					
\$6 and under \$6.50	3		2						
\$6.50 and under \$7	1			1		1			
\$7 and under \$7.50	4			1	2	1			
\$7.50 and under \$8	5		1	1	2		1		
\$8 and under \$8.50	16		5	7	3				
\$8.50 and under \$9	14		1	9	4			1	
\$9 and under \$10	29	1	4	12	11	1			
\$10 and under \$11	23		3	7	9	5	3	1	1
\$11 and under \$12	29		2	9	8	2	1	1	
\$12 and under \$13	18			6	6	3	2	1	
\$13 and under \$14	21			3	9	4	4		
\$14 and under \$15	13		1	2	8		2		
\$15 and under \$17.50	42			6	23	9	2	2	
\$17.50 and under \$20	33			2	17	6	8		
\$20 and under \$25	42			2	23	9	6	2	
\$25 and over	17			1	1	5	7	3	
Total	313	1	23	71	125	46	35	11	1
Per cent distribution	100.0	0.3	7.3	22.7	39.9	14.7	11.2	3.5	0.3
Median earnings	\$13.55	(?)	\$8.75	\$10.35	\$15.15	\$16.65	\$18.60	(?)	(?)
Per cent receiving—									
Under \$12	40.6	100.0	91.3	69.0	30.4	21.7	11.4	27.3	100.0
\$12 and under \$17.50	30.0		8.7	23.9	36.8	34.8	28.6	27.3	
\$17.50 and over	29.4			7.0	32.8	43.5	60.0	45.5	

² Not computed, owing to small number involved.

TABLE III.—Number of women earning each classified amount per week, by industry and by years in the trade.

MEAT PACKING.

Average weekly earnings.	Number of women reporting.	Number of women who had been in the trade—									
		Under 3 months.	3 and under 6 months.	6 months and under 1 year.	1 and under 2 years.	2 and under 3 years.	3 and under 4 years.	4 and under 5 years.	5 and under 10 years.	10 and under 15 years.	15 years and over.
Under \$7.50											
\$7.50 and under \$8	1				1						
\$8 and under \$8.50											
\$8.50 and under \$9	1		1								
\$9 and under \$10	2	1			1						
\$10 and under \$11	6	1	2	2	1						
\$11 and under \$12	5	3		1			1				
\$12 and under \$13	2	1									
\$13 and under \$14	8	2		1	1	1		1		1	
\$14 and under \$15	16			3	1	1	3	3	3	1	
\$15 and under \$17.50	291	21	9	32	37	70	54	29	31	2	
\$17.50 and under \$20	187	14	2	15	17	44	40	15	20	9	
\$20 and under \$25	98	1	1	6	6	14	18	7	30	8	
\$25 and over	31		1			4	2	2	11	6	
Total	1 648	44	16	60	65	134	119	57	96	26	
Per cent distribution	100.0	6.8	2.5	9.3	10.0	20.7	18.4	8.8	14.8	4.0	
Median earnings	\$17.45	\$16.65	\$16.40	\$16.80	\$16.85	\$17.30	\$17.55	\$17.10	\$19.15	\$20.65	
Per cent receiving—											
Under \$12	2.3	11.4	18.8	5.0	4.6			1.8			
\$12 and under \$17.50	48.9	54.5	56.3	60.0	60.0	53.7	49.6	56.1	36.5	11.5	
\$17.50 and over	48.8	34.1	25.0	35.0	35.4	46.3	50.4	42.1	63.5	88.5	

¹ Of the 649 women for whom pay-roll records were secured, 1 did not report years in the trade.

TABLE III.—Number of women earning each classified amount per week, by industry and by years in the trade—Continued.

POULTRY PACKING.

Average weekly earnings.	Number of women reporting.	Number of women who had been in the trade—									
		Under 3 months.	3 and under 6 months.	6 months and under 1 year.	1 and under 2 years.	2 and under 3 years.	3 and under 4 years.	4 and under 5 years.	5 and under 10 years.	10 and under 15 years.	15 years and over.
Under \$5.....	1					1					
\$5 and under \$5.50.....	1	1									
\$5.50 and under \$6.....											
\$6 and under \$6.50.....											
\$6.50 and under \$7.....	1									1	
\$7 and under \$7.50.....	4					1				3	
\$7.50 and under \$8.....	3					1	1			1	
\$8 and under \$8.50.....	1					1					
\$8.50 and under \$9.....	5	1				1	1			1	
\$9 and under \$10.....	1					1					
\$10 and under \$11.....	8	4		1				2		1	
\$11 and under \$12.....	4	1						3			
\$12 and under \$13.....	6	3						1		2	
\$13 and under \$14.....	6	1	1		1			1		1	1
\$14 and under \$15.....	2	1								1	
\$15 and under \$17.50.....											
\$17.50 and under \$20.....	1									1	
\$20 and under \$25.....	1									1	
\$25 and over.....											
Total.....	45	12	1	2	3	4	7	2	13	1	
Per cent distribution.....	100.0	26.7	2.2	4.4	6.7	8.9	15.6	4.4	28.9	2.2	
Median earnings.....	\$10.70	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	
Per cent receiving—											
Under \$12.....	64.4	58.3		50.0	100.0	100.0	71.4	100.0	53.8		
\$12 and under \$17.50.....	31.1	42.7	100.0	50.0			28.6		30.8	100.0	
\$17.50 and over.....	4.4								15.4		

MISCELLANEOUS FOOD MANUFACTURING.

Under \$5.....											
\$5 and under \$5.50.....	1	1									
\$5.50 and under \$6.....	2	2									
\$6 and under \$6.50.....											
\$6.50 and under \$7.....	5	4	1								
\$7 and under \$7.50.....	6	3		3							
\$7.50 and under \$8.....	18	5	4	7	2						
\$8 and under \$8.50.....	13	3	1	4	3	1	1				
\$8.50 and under \$9.....	12	1	1	6	2	1	1				
\$9 and under \$10.....	32	11	1	5	5	5	5				
\$10 and under \$11.....	19	1	2	1	5	6			4		
\$11 and under \$12.....	17	2	4	3	4		2		1		1
\$12 and under \$13.....	16	1	1	3	3	2		3	3		
\$13 and under \$14.....	16	1	1	4	3	2	2	2	1		
\$14 and under \$15.....	10	1		2	2	2	2	2	1		
\$15 and under \$17.50.....	14	1		3		2	2		3	2	1
\$17.50 and under \$20.....											
\$20 and under \$25.....	4	1		1	1		1				
\$25 and over.....											
Total.....	³ 185	38	16	42	30	21	14	7	13	2	2
Per cent distribution.....	100.0	20.5	8.6	22.7	16.2	11.4	7.6	3.8	7.0	1.1	1.1
Median earnings.....	\$10.70	\$9.00	\$10.00	\$9.10	\$10.50	\$10.50	(^{2})	(^{2})	(^{2})	(^{2})	(²)
Per cent receiving—											
Under \$12.....	67.6	86.8	87.5	69.0	70.0	61.9	64.3		38.5		50.0
\$12 and under \$17.50.....	30.3	10.5	12.5	28.6	26.7	38.0	28.6	100.0	61.5	100.0	50.0
\$17.50 and over.....	2.2	2.6		2.4	3.3		7.1				

² Not computed, owing to small number involved.

³ Of the 187 women for whom pay-roll records were secured, 2 did not report years in the trade.

TABLE III.—Number of women earning each classified amount per week, by industry and by years in the trade—Continued.

CLOTHING MANUFACTURING.

Average weekly earnings.	Number of women reporting.	Number of women who had been in the trade—																		
		Under 3 months.	3 and under 6 months.	6 months and under 1 year.	1 and under 2 years.	2 and under 3 years.	3 and under 4 years.	4 and under 5 years.	5 and under 10 years.	10 and under 15 years.	15 years and over.									
Under \$5.....	2	1	1																	
\$5 and under \$5.50.....	6		1	3	2															
\$5.50 and under \$6.....	3		1	1																
\$6 and unde. \$6.50.....	10	2	2	2	4	2														
\$6.50 and under \$7.....	11	2	2	1	1	3	1													
\$7 and unde. \$7.50.....	15	6	1	2	1	3	1													
\$7.50 and under \$8.....	19	5	4	5	1	2	1													
\$8 and unde \$8.50.....	29	10	6	3	3	1	2	1												
\$8.50 and under \$9.....	31	6	5	4	3	4	1	4	1											
\$9 and under \$10.....	42	7	8	5	6	2	3	3	6	2										
\$10 and under \$11.....	39	2	7	4	7	5	6	4	2	1										
\$11 and under \$12.....	42	6	2	4	8	5	4	4	8	4										
\$12 and under \$13.....	37	4		2	6	4	6	3	5	4										
\$13 and under \$14.....	32	1	2	6	5	3	7	2	4											
\$14 and under \$15.....	30	1	1	5	6	6	4	4	4	2										
\$15 and under \$17.50.....	61	1	5	4	2	8	13	11	14	2										
\$17.50 and under \$20.....	35		1	3	1	4	6	6	8	4										
\$20 and under \$25.....	28	1		2	1	1	5	7	7	3										
\$25 and over.....	9					2	2	2		3										
Total.....	4 481	56	49	58	53	51	65	53	59	24	13									
Per cent distribution.....	100.0	11.6	10.2	12.1	11.0	10.6	13.5	11.0	12.1	5.0	2.7									
Median earnings.....	\$11.80	\$8.55	\$9.15	\$11.05	\$10.85	\$12.50	\$13.55	\$13.50	\$14.75	\$15.00	(²)									
Per cent receiving—																				
Under \$12.....	51.8	85.7	81.6	62.1	60.4	45.1	33.8	41.5	28.7	25.0	23.1									
\$12 and under \$17.50.....	33.3	12.5	16.3	29.3	35.8	41.2	46.2	30.2	45.8	33.3	53.9									
\$17.50 and over.....	15.0	1.8	2.0	8.6	3.8	13.7	20.0	28.3	25.4	41.7	23.1									

MISCELLANEOUS MANUFACTURING.

Under \$5.....																				
\$5 and under \$5.50.....	1	1																		
\$5.50 and under \$6.....																				
\$6 and under \$6.50.....	5	2		2	1															
\$6.50 and under \$7.....	6	4		2																
\$7 and under \$7.50.....	10	5	1	1		1		1	1											
\$7.50 and under \$8.....	8	4	1	1		1														
\$8 and under \$8.50.....	5	1	2	1			1													
\$8.50 and under \$9.....	13	2	1	6	1		1		1											
\$9 and under \$10.....	37	12	9	4	4	5	2													
\$10 and under \$11.....	48	5	13	8	13	6			1	1										
\$11 and under \$12.....	63	7	5	15	9	13	5	3	4											
\$12 and under \$13.....	61	8	9	8	12	14	7	1	2											
\$13 and under \$14.....	93	13	15	3	19	20	12	6	4											
\$14 and under \$15.....	46	14	1	7	4	7	2	4	5	1										
\$15 and under \$17.50.....	54	15	1	10	9	7	3	2	4	2										
\$17.50 and under \$20.....	19		1	1	2	7	4		2	1										
\$20 and under \$25.....	6					2	1		2											
\$25 and over.....	1				1															
Total.....	476	93	59	69	75	83	88	17	27	6	9									
Per cent distribution.....	100.0	19.5	12.4	14.5	15.8	17.4	8.0	3.6	5.7	1.3	1.9									
Median earnings.....	\$12.70	\$12.45	\$11.50	\$11.65	\$12.80	\$13.10	\$13.25	\$13.60	\$13.90	(²)	(²)									
Per cent receiving—																				
Under \$12.....	41.2	46.2	54.2	58.0	37.3	31.3	23.7	23.5	29.6	33.3	44.4									
\$12 and under \$17.50.....	53.4	53.8	44.1	40.6	58.7	57.8	63.2	76.5	55.6	50.0	33.3									
\$17.50 and over.....	5.5		1.7	1.4	4.0	10.8	13.1		14.8	16.7	22.2									

² Not computed, owing to small number involved.

⁴ Of the 485 women for whom pay-roll records were secured, 4 did not report years in the trade.

WOMEN'S WAGES IN KANSAS.

TABLE III.—Number of women earning each classified amount per week, by industry and by years in the trade—Continued.

GENERAL MERCANTILE.

Average weekly earnings.	Number of women reporting.	Number of women who had been in the trade—									
		Under 3 months.	3 and under 6 months.	6 months and under 1 year.	1 and under 2 years.	2 and under 3 years.	3 and under 4 years.	4 and under 5 years.	5 and under 10 years.	10 and under 15 years.	15 years and over.
Under \$5.....											
\$5 and under \$5.50.....	3	1		1						1	
\$5.50 and under \$6.....	2		2								
\$6 and under \$6.50.....	12	4	3	4	1						
\$6.50 and under \$7.....	12	3	1	5	2				1		
\$7 and under \$7.50.....	20	6	1	2	5	3		1	1		1
\$7.50 and under \$8.....	13	3	2	5	2			1			
\$8 and under \$8.50.....	27	8	5	3	4	4	1	1	1		
\$8.50 and under \$9.....	46	6	4	10	10	8	3	3	2		
\$9 and under \$10.....	95	21	9	12	15	11	10	2	8	2	5
\$10 and under \$11.....	81	11	10	12	10	18	3	3	7	5	2
\$11 and under \$12.....	75	12	2	4	11	13	11	5	13	1	3
\$12 and under \$13.....	78	12	5	8	11	5	7	1	13	12	4
\$13 and under \$14.....	46	3	1		5	4	11	4	4	8	6
\$14 and under \$15.....	51	1	3	3	4	9	6	5	8	5	7
\$15 and under \$17.50.....	100	3	2	2	5	12	6	8	20	28	14
\$17.50 and under \$20.....	57	2	1	1	2	3	4	5	18	8	13
\$20 and under \$25.....	28			1		3		4	4	12	4
\$25 and over.....	16					1	1	1	2	7	4
Total.....	⁶ 762	96	51	73	87	94	63	44	103	88	63
Per cent distribution.....	100.0	12.6	6.7	9.6	11.4	12.2	8.3	5.8	13.5	11.5	8.3
Median earnings.....	\$11.95	\$9.80	\$9.85	\$9.55	\$10.45	\$11.25	\$12.50	\$14.20	\$14.05	\$16.00	\$15.65
Per cent receiving—											
Under \$12.....	50.7	78.1	76.5	79.5	69.0	60.6	44.4	36.3	33.0	9.1	17.5
\$12 and under \$17.50.....	36.1	19.8	21.6	17.8	28.7	31.9	47.6	40.9	43.7	60.2	49.2
\$17.50 and over.....	13.3	2.1	2.0	2.7	2.3	7.4	7.9	22.7	23.3	30.7	33.3

5-AND-10-CENT STORES.

Under \$5.....											
\$5 and under \$5.50.....	6	3		1	1			1			
\$5.50 and under \$6.....	6	1	3	1			1				
\$6 and under \$6.50.....	16	10	7	2	1						
\$6.50 and under \$7.....	16	5	7	1	2		1				
\$7 and under \$7.50.....	30	14	2	10	7	2					
\$7.50 and under \$8.....	35	10	7	7	6	2	2		1		
\$8 and under \$8.50.....	37	13	7	6	8	1	1		1		
\$8.50 and under \$9.....	43	13	7	4	6	8	2	1	1		
\$9 and under \$10.....	28	4	6	4	4	1	2	2	3		1
\$10 and under \$11.....	9	1	2	2	2	2	2				
\$11 and under \$12.....	4	1		1		1		1			
\$12 and under \$13.....	4						1				
\$13 and under \$14.....	2				1				2	1	
\$14 and under \$15.....									1		
\$15 and under \$17.50.....											
\$17.50 and over.....											
Total.....	237	75	42	41	32	17	12	5	11	1	1
Per cent distribution.....	100.0	31.6	17.7	17.3	13.5	7.2	5.1	2.1	4.6	0.4	0.4
Median earnings.....	\$8.15	\$7.75	\$7.95	\$7.90	\$8.30	\$8.70	(2)	(2)	(2)	(2)	(2)
Per cent receiving—											
Under \$12.....	97.0	100.0	100.0	100.0	96.9	100.0	91.7	100.0	63.6		100.0
\$12 and under \$17.50.....	3.0				3.1		8.3		33.3	100.0	
\$17.50 and over.....											

² Not computed, owing to small number involved.³ Of the 765 women for whom pay-roll records were secured, 3 did not report years in the trade.

TABLE III.—Number of women earning each classified amount per week, by industry and by years in the trade—Continued.

LAUNDRIES.

Average weekly earnings.	Number of women reporting.	Number of women who had been in the trade—									
		Under 3 months.	3 and under 6 months.	6 months and under 1 year.	1 and under 2 years.	2 and under 3 years.	3 and under 4 years.	4 and under 5 years.	5 and under 10 years.	10 and under 15 years.	15 years and over.
Under \$5.....											
\$5 and under \$5.50.....	2	1	1								
\$5.50 and under \$6.....											
\$6 and under \$6.50.....	7	4			1	1					
\$6.50 and under \$7.....	7	3	1		1			1	1		
\$7 and under \$7.50.....	10	4	1		2	1	2				
\$7.50 and under \$8.....	16	8	1	1	2	1	2		1		
\$8 and under \$8.50.....	25	15	1	3	4				2		
\$8.50 and under \$9.....	46	16	7	4	7	5	2	1	4		
\$9 and under \$10.....	116	29	15	23	15	9	8	3	9	3	2
\$10 and under \$11.....	139	35	16	20	22	13	8	3	15	2	5
\$11 and under \$12.....	84	6	5	15	13	10	7	5	13	6	4
\$12 and under \$13.....	55	11	4	2	11	4	7	2	8	5	1
\$13 and under \$14.....	27	3		2	5	1	4	2	4	3	3
\$14 and under \$15.....	23		1	1	2	2	1	3	9	2	2
\$15 and under \$17.50.....	23	1		1	1	1	1	2	8	6	2
\$17.50 and under \$20.....	8				2	1	1			2	2
\$20 and under \$25.....	5						1		2		2
\$25 and over.....	2						1				1
Total.....	c 595	136	53	72	88	49	46	22	76	29	24
Per cent distribution.....	100.0	22.9	8.9	12.1	14.8	8.2	7.7	3.7	12.8	4.9	4.0
Median earnings.....	\$10.50	\$9.60	\$9.95	\$10.25	\$10.55	\$10.60	\$11.00	\$11.60	\$11.45	\$12.70	\$13.00
Per cent receiving.....											
Under \$12.....	76.0	89.0	90.6	91.7	76.1	81.6	65.2	59.1	59.2	37.9	45.8
\$12 and under \$17.50.....	21.5	11.0	9.4	8.3	21.6	16.4	28.3	40.9	38.2	55.2	33.3
\$17.50 and over.....	2.5				2.3	2.0	6.5		2.6	6.9	20.8

RESTAURANTS.

Average weekly earnings.	Number of women reporting.	Number of women who had been in the trade—									
		Under 3 months.	3 and under 6 months.	6 months and under 1 year.	1 and under 2 years.	2 and under 3 years.	3 and under 4 years.	4 and under 5 years.	5 and under 10 years.	10 and under 15 years.	15 years and over.
Under \$5.....											
\$5 and under \$5.50.....	2	1	1								
\$5.50 and under \$6.....	1				1						
\$6 and under \$6.50.....	2				1		1				
\$6.50 and under \$7.....	8	2			3				1		
\$7 and under \$7.50.....	5	1	1		2	1					
\$7.50 and under \$8.....	10	5	1	1	1	1			1		
\$8 and under \$8.50.....	8	6			1			1			
\$8.50 and under \$9.....	17	7	2	3				2	3		
\$9 and under \$10.....	9	1	1	4	2	1					
\$10 and under \$11.....	20	3	1	3	4	3	3		2	1	
\$11 and under \$12.....	45	15	6	10	1	3	4	2	2	1	1
\$12 and under \$13.....	17	3	4	1	2	1	1	1	3	1	
\$13 and under \$14.....	12	4	1	2	1			1	1	1	1
\$14 and under \$15.....	4				1	1			2		
\$15 and under \$17.50.....	8		1	2	1				3		1
\$17.50 and under \$20.....	11					3	3	1	1		3
\$20 and under \$25.....	6		1	2		1	1			1	
\$25 and over.....	3			1				1	1		
Total.....	7 189	48	20	32	17	17	14	9	20	6	6
Per cent distribution.....	100.0	25.4	10.6	16.9	9.0	9.0	7.4	4.8	10.6	3.2	3.2
Median earnings.....	\$10.30	\$9.35	\$10.50	\$10.20	\$9.15	\$10.50	(²)	(²)	\$11.35	(²)	(²)
Per cent receiving.....											
Under \$12.....	76.2	91.7	85.0	78.1	88.2	64.6	71.4	66.7	60.0	50.0	16.7
\$12 and under \$17.50.....	18.5	8.3	10.0	12.5	11.8	29.4	21.5	22.2	35.0	16.7	83.3
\$17.50 and over.....	5.2		5.0	9.4		5.9	7.1	1.1	5.0	33.3	

² Not computed, owing to small number involved.

⁶ Of the 599 women for whom pay-roll records were secured, 4 did not report years in the trade.

⁷ Of the 191 women for whom pay-roll records were secured, 2 did not report years in the trade.

TABLE III.—Number of women earning each classified amount per week, by industry and by years in the trade—Continued.

TELEPHONES.

Average weekly earnings.	Number of women reporting.	Number of women who had been in the trade—												
		Under 3 months.	3 and under 6 months.	6 months and under 1 year.	1 and under 2 years.	2 and under 3 years.	3 and under 4 years.	4 and under 5 years.	5 and under 10 years.	10 and under 15 years.	15 years and over.			
Under \$5.....	1			1										
\$5 and under \$5.50.....	1			1										
\$5.50 and under \$6.....	1			1										
\$6 and under \$6.50.....	1	1												
\$6.50 and under \$7.....	6		1	3	1									
\$7 and under \$7.50.....	7		1	3	1									
\$7.50 and under \$8.....	16	3	5	3	4	1								
\$8 and under \$8.50.....	11	3		7		1								
\$8.50 and under \$9.....	16	4	2	2	2	5	2							
\$9 and under \$10.....	54	5	10	14	8	9	5			1				
\$10 and under \$11.....	96	10	11	28	23	12	4	6	2	2				
\$11 and under \$12.....	66	2	5	9	9	19	9	2	9	2			1	1
\$12 and under \$13.....	41		4	5	7	9	6	1	6	2			2	1
\$13 and under \$14.....	30	1	1	3	5	3	8	2	7					
\$14 and under \$15.....	9		2		2	2	2	1					2	
\$15 and under \$17.50.....	15			1	1	3	1			7			2	
\$17.50 and under \$20.....	11						1			4			5	1
\$20 and over.....														
Total.....	382	31	42	80	63	64	39	14	36	10			3	
Per cent distribution.....	100.0	8.1	11.0	20.9	16.5	16.8	10.2	3.7	9.4	2.6			0.8	
Median earnings.....	\$10.80	\$9.50	\$10.20	\$10.20	\$10.65	\$11.20	\$11.85	(²)	\$13.00	(²)			(²)	
Per cent receiving—														
Under \$12.....	72.3	96.8	83.3	88.7	76.2	73.4	53.8	71.4	33.3	10.0			33.3	
\$12 and under \$17.50.....	24.8	3.2	16.7	11.3	23.8	26.6	43.6	28.6	55.6	40.0			33.3	
\$17.50 and over.....	2.9						2.6		11.1	50.0			33.3	

OFFICES.

Under \$5.....														
\$5 and under \$5.50.....	1	1												
\$5.50 and under \$6.....	2					2								
\$6 and under \$6.50.....	3					1								
\$6.50 and under \$7.....	1					1								
\$7 and under \$7.50.....	4	1	1											
\$7.50 and under \$8.....	5	1	1			1								
\$8 and under \$8.50.....	16	3	2	10										
\$8.50 and under \$9.....	14		2	5	4									
\$9 and under \$10.....	29	6	4	7	1	2								
\$10 and under \$11.....	29	6	4	3	6	3	2	1		4	1			
\$11 and under \$12.....	23	1	1	8	5	2	2	1	1	1	2			
\$12 and under \$13.....	18	3	1	4	2	2	2	3	1	1	1			1
\$13 and under \$14.....	21	4	2	2	1	3	3	1	4	4	2			
\$14 and under \$15.....	13		2	3	3		3		2	2				
\$15 and under \$17.50.....	42	2	5	6	4	8	5	4	6	6			2	
\$17.50 and under \$20.....	33		4	4	5	5	5	2	4	4	3		3	1
\$20 and under \$25.....	42	1		2	4	5	7	3	14	3	3		3	3
\$25 and over.....	17	1				1	1		8	2			4	4
Total.....	313	30	29	60	44	35	34	12	44	14			11	
Per cent distribution.....	100.0	9.6	9.3	19.2	14.1	11.2	10.9	3.8	14.1	4.5			3.5	
Median earnings.....	\$13.55	\$10.50	\$11.50	\$10.65	\$11.60	\$15.45	\$15.50	(²)	\$20.00	(²)			(²)	
Per cent receiving—														
Under \$12.....	40.6	63.3	51.7	65.0	54.5	37.1	20.6	16.7	11.4	21.4				
\$12 and under \$17.50.....	30.0	30.0	34.5	25.0	25.0	31.4	41.2	41.7	29.6	21.4			27.3	
\$17.50 and over.....	29.4	6.7	13.8	10.0	20.5	31.4	38.2	41.7	59.1	57.1			72.7	

² Not computed, owing to small number involved.

TABLE IV.—Number of women earning each classified amount per hour worked, by industry.

Average earnings per hour worked.	Number of women receiving each classified amount in—									
	All industries ¹		Meat and poultry packing.	Miscellaneous food manufacturing.	Clothing manufacturing.	Miscellaneous manufacturing.	General mercantile.	5-and-10-cent stores	Laundries.	Telephones.
	Number.	Per cent.								
(Cents.)										
Under 12.....	7	0.4			1	1	2	2	1	
12 and under 14.....	20	1.2		1	7	2	3	1		5
14 and under 16.....	28	1.7			7	3	8	5		1
16 and under 18.....	59	3.7		8	22	1	13	7	3	5
18 and under 20.....	81	5.1		6	13	12	12	8	18	12
20 and under 22.....	92	5.7	2	5	15	13	7	10	30	10
22 and under 24.....	86	5.4		11	14	27	7	1	22	4
24 and under 26.....	87	5.4	9	13	13	28	11		11	2
26 and under 28.....	66	4.1	1	6	3	31	9	1	12	3
28 and under 30.....	87	5.4	5	10	13	44	4		10	1
30 and under 32.....	103	6.4	6	2	3	87	3			2
32 and under 34.....	82	5.1	1	4	7	61	5		2	2
34 and under 36.....	58	3.6	7	1	8	35	4		1	2
36 and under 38.....	40	2.5	14		9	10	5		2	
38 and under 40.....	125	7.8	114		7	1	1		1	1
40 and under 42.....	91	5.7	76		5	9	1			
42 and under 44.....	105	6.6	99		3	2				1
44 and under 46.....	88	5.5	78	1	6	2		1		
46 and under 48.....	63	3.9	55		8					
48 and under 50.....	68	4.2	58		8		1		1	
50 and under 55.....	67	4.2	58		9					
55 and under 60.....	37	2.3	25		10	1	1			
60 and over.....	62	3.9	47		12	2	1			
Total.....	1,602	100.0	655	68	203	372	104	35	114	51
Per cent receiving—										
Less than 26 cents.....	28.7		1.7	64.7	45.3	23.4	65.4	97.1	74.6	76.5
26 and under 36 cents.....	24.7		3.1	33.8	16.7	69.4	24.0	2.9	21.9	19.6
36 and under 50 cents.....	36.2		75.4	1.5	22.7	6.5	8.7		3.5	3.9
50 cents or more.....	10.4		19.8		15.3	.8	1.9			

¹ Exclusive of restaurants and offices, for which this information was not obtainable.

TABLE V.—Number of women whose average weekly hours exceeded or fell below the normal hours for the establishment, by industry and by number of overtime hours worked and time lost.

OVERTIME.

Industry.	Number of employees having hourly records.	Employees working overtime.		Number of women working over normal hours—			
		Number.	Per cent.	Less than 5 hours.	5 and under 10 hours.	10 and under 15 hours.	15 hours or more.
Meat and poultry packing.....	655	12	0.3	1	1		
Miscellaneous food manufacturing.....	68	16	23.5	11	5		
Clothing manufacturing.....	203	7	3.5	7			
Miscellaneous manufacturing.....	372	24	6.5	16	8		
General mercantile.....	104	4	3.8	4			
5-and-10-cent stores.....	35	5	14.3	5			
Laundries.....	114	11	9.6	10		1	
Telephones.....	51	34	66.7	19		2	1
All industries ²	1,602	103	6.4	73	26	3	1
Per cent distribution.....		100.0		70.9	25.2	2.9	1.0

TABLE V.—Number of women whose average weekly hours exceeded or fell below the normal hours for the establishment, by industry and by number of overtime hours worked and time lost—Continued.

TIME LOST.

Industry.	Number of employees having hourly records.	Employees working less than full time.		Number of employees working under normal hours—			
		Number.	Per cent.	Less than 5 hours.	5 and under 10 hours.	10 and under 15 hours.	15 hours or more.
Meat and poultry packing.....	655	653	99.7	157	324	146	26
Miscellaneous food manufacturing.....	68	48	70.6	27	9	3	9
Clothing manufacturing.....	203	191	94.1	58	102	27	4
Miscellaneous manufacturing.....	372	346	93.0	198	114	23	11
General mercantile.....	104	72	69.2	66	5	1	.....
5-and-10-cent stores.....	35	27	77.1	17	6	2	2
Laundries.....	114	87	76.3	54	20	12	1
Telephones.....	51	13	25.5	8	1	2	2
All industries ²	1,602	1,437	89.7	585	581	216	55
Per cent distribution.....			100.0	40.7	40.4	15.0	3.8

¹ Workers in cafeteria kitchen.² Exclusive of restaurants and offices, for which this information was not obtainable.

TABLE VI.—Annual earnings of women who worked 50 or more weeks during the year, by industry.

Total earnings for year.	Number of women earning each specified amount in—										
	All industries. ¹	Meat packing.	Miscellaneous food manufacturing.	Clothing manufacturing.	Miscellaneous manufacturing.	General mercantile.	5-and-10-cent stores.	Laundries.	Restaurants.	Telephones.	Offices.
Under \$250.....											
\$250 and under \$300.....	1								1		
\$300 and under \$350.....	6			3		1			1		1
\$350 and under \$400.....	16			3	2	4	3	2	1		
\$400 and under \$450.....	35		1	7	2	11	9	.....	1	1	3
\$450 and under \$500.....	81		1	11	1	23	6	13	4	13	9
\$500 and under \$550.....	85		5	11	7	16	2	12	.....	24	8
\$550 and under \$600.....	84		2	11	16	13	1	13	2	21	5
\$600 and under \$650.....	67		2	8	8	20	4	8	.....	15	2
\$650 and under \$700.....	70	2	5	8	19	13	1	3	2	11	6
\$700 and under \$750.....	63	3	7	6	13	15	.....	6	1	5	7
\$750 and under \$800.....	75	21	2	6	5	21	.....	11	2	2	5
\$800 and under \$850.....	79	33	4	8	3	13	.....	1	3	4	10
\$850 and under \$900.....	100	72	2	2	2	14	.....	1	.....	2	5
\$900 and under \$1,000.....	139	77	1	6	12	24	.....	3	.....	2	14
\$1,000 and under \$1,200.....	110	68	.....	4	5	17	.....	1	.....	.....	15
\$1,200 and over.....	66	28	.....	7	1	14	.....	1	.....	.....	15
Total.....	1,977	304	32	101	96	219	26	75	18	100	106
Median earnings.....	\$770	\$925	\$700	\$630	\$680	\$730	\$460	\$590	\$575	\$580	\$830
Per cent receiving—											
Under \$600.....	28.6	.....	28.1	45.5	29.2	31.1	80.8	53.3	55.6	59.0	25.5
\$600 and under \$900.....	42.2	43.1	68.8	37.6	52.1	43.8	19.2	40.0	44.4	39.0	33.0
\$900 and over.....	29.2	56.9	3.0	16.9	18.8	25.1	.....	6.7	.....	2.0	41.5

¹ Exclusive of poultry packing, in which no woman reported worked 50 weeks.

TABLE VII.—Living conditions of the employees scheduled, by industry.

Industry.	Number of women reporting.	Number who were—		Per cent who were—	
		At home.	Adrift.	At home.	Adrift.
Meat and poultry packing.....	757	665	92	87.8	12.2
Miscellaneous food manufacturing.....	211	195	16	92.4	7.6
Clothing manufacturing.....	534	455	79	85.2	14.8
Miscellaneous manufacturing.....	524	448	76	85.5	14.5
General mercantile.....	1,101	915	186	83.1	16.9
5-and-10-cent stores.....	286	267	19	93.4	6.6
Laundries.....	775	669	106	86.3	13.7
Restaurants.....	444	288	156	64.9	35.1
Telephones.....	510	451	59	88.4	11.6
Offices.....	478	383	95	80.1	19.9
All industries.....	5,620	4,736	884	84.3	15.7

TABLE VIII.—Conjugal condition of the employees scheduled, by industry.

Industry.	Number of women reporting.	Number who were—				Per cent who were—			
		Single.	Married.	Widowed.	Divorced.	Single.	Married.	Widowed.	Divorced.
Meat and poultry packing.....	756	239	303	125	89	31.6	40.1	16.5	11.8
Miscellaneous food manufacturing.....	211	136	43	18	14	64.5	20.4	8.5	6.6
Clothing manufacturing.....	534	279	132	80	43	52.2	24.7	15.0	8.0
Miscellaneous manufacturing.....	524	350	94	46	34	66.8	17.9	8.8	6.5
General mercantile.....	1,100	790	235	102	63	63.6	21.4	9.3	5.7
5-and-10-cent stores.....	285	259	18	6	2	90.9	6.3	2.1	.7
Laundries.....	776	378	238	79	81	48.7	30.7	10.2	10.4
Restaurants.....	444	242	117	25	60	54.5	26.4	5.6	13.5
Telephones.....	510	446	37	9	18	87.5	7.3	1.8	3.5
Offices.....	478	410	45	10	13	85.7	9.4	2.1	2.7
All industries.....	5,618	3,439	1,262	500	417	61.2	22.5	8.9	7.4

TABLE IX.—Relationship of the women to their families, by industry.

Industry.	Number of women reporting.	Number and per cent who were—											
		Wives.		Mothers.		Wives and mothers.		Daughters.		Sisters.		Other relatives.	
		Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Meat and poultry packing.....	663	107	16.1	128	19.3	182	27.5	208	31.4	26	3.9	12	1.8
Miscellaneous food manufacturing.....	196	16	8.2	16	8.2	24	12.2	119	60.7	12	6.1	9	4.6
Clothing manufacturing.....	472	50	10.6	69	14.6	79	16.7	241	51.1	26	5.5	7	1.5
Miscellaneous manufacturing.....	401	40	10.0	25	6.2	42	10.5	249	62.1	37	9.2	8	2.0
General mercantile.....	956	133	13.9	76	7.9	103	10.8	549	57.4	71	7.4	24	2.5
5-and-10-cent stores.....	269	13	4.8	3	1.1	3	1.1	232	86.2	11	4.1	7	2.6
Laundries.....	669	86	12.9	76	11.4	141	21.1	307	45.9	37	5.5	22	3.3
Restaurants.....	288	60	20.8	29	10.1	49	17.0	129	44.8	17	5.9	4	1.4
Telephones.....	450	26	5.8	3	.7	8	1.8	362	80.4	31	6.9	20	4.4
Offices.....	384	35	9.1	5	1.3	6	1.6	300	78.1	23	6.0	15	3.9
All industries.....	4,748	566	11.9	430	9.1	637	13.4	2,696	56.8	291	6.1	128	2.7

TABLE X.—Number of women earning each classified amount per week, by number of total dependents.

ALL INDUSTRIES.

Average weekly earnings.	Number of women reporting.	Women with no total dependents.		Women with total dependents.		Number and per cent distribution of women with total dependents who supported ¹ —									
						Father.		Mother.		Husband.		1 child.		2 children.	
		Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.
Under \$5.....	6	6	100.0	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$5 and under \$5.50.....	23	23	100.0	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$5.50 and under \$6.....	18	18	100.0	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$6 and under \$6.50.....	64	63	98.4	1	1.6	.....	.....	.....	.....	.....	.....	.....	.....	.....	1 100.0
\$6.50 and under \$7.....	71	70	98.6	1	1.4	.....	.....	.....	.....	.....	.....	1	100.0	.....	.....
\$7 and under \$7.50.....	117	117	100.0	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$7.50 and under \$8.....	142	140	98.6	2	1.4	.....	.....	.....	.....	.....	.....	2	100.0	1	50.0
\$8 and under \$8.50.....	183	180	98.4	3	1.6	.....	.....	.....	.....	.....	.....	3	100.0	.....	.....
\$8.50 and under \$9.....	237	233	98.3	4	1.7	.....	.....	1	25.0	.....	.....	.....	.....	.....	3 75.0
\$9 and under \$10.....	456	445	97.6	11	2.4	.....	.....	1	9.1	3	27.3	4	36.4	3	27.3
\$10 and under \$11.....	521	500	96.0	21	4.0	1	4.7	7	33.3	3	14.3	8	38.1	3	14.3
\$11 and under \$12.....	401	384	95.8	17	4.2	.....	.....	2	11.8	3	17.6	8	47.1	4	23.5
\$12 and under \$13.....	330	317	96.1	13	3.9	.....	.....	3	23.1	1	7.7	5	38.5	2	15.4
\$13 and under \$14.....	286	272	95.1	14	4.9	.....	.....	3	21.4	1	7.1	7	50.0	3	21.4
\$14 and under \$15.....	208	200	96.2	8	3.8	.....	.....	.....	.....	1	12.5	5	62.5	1	12.5
\$15 and under \$17.50.....	613	537	87.6	76	12.4	2	2.6	27	35.5	8	10.5	32	42.1	6	7.9
\$17.50 and under \$20.....	357	301	84.3	56	15.7	2	3.6	8	14.3	4	7.1	22	39.3	10	17.9
\$20 and under \$25.....	216	187	86.3	29	13.4	2	6.9	10	34.5	6	20.7	6	20.7	4	13.8
\$25 and over.....	77	67	87.0	10	13.0	1	10.0	4	40.0	1	10.0	3	30.0	.....	.....
Total.....	2 4,326	4,060	93.9	266	6.1	8	3.0	66	24.8	31	11.7	106	39.8	41	15.4

Average weekly earnings.	Number and per cent distribution of women with total dependents who supported—										Total number of dependents.	Average dependents per woman.		
	3 children.		4 children.		5 or more children.		1 other relative.		2 other relatives.				3 or more other relatives.	
	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.			Num-ber.	Per-cent.
\$6 and under \$6.50.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	2.00
\$6.50 and under \$7.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1.00
\$7.50 and under \$8.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4	2.00
\$8 and under \$8.50.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	1.00
\$8.50 and under \$9.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	7	1.75
\$9 and under \$10.....	1	9.1	1	9.1	.....	.....	1	9.1	.....	.....	.....	.....	22	2.00
\$10 and under \$11.....	.....	.....	.....	.....	.....	.....	3	14.3	.....	.....	.....	.....	28	1.33
\$11 and under \$12.....	1	5.9	.....	.....	.....	.....	1	5.9	.....	.....	.....	.....	25	1.48
\$12 and under \$13.....	1	7.7	.....	.....	.....	.....	4	30.8	.....	.....	.....	.....	20	1.54
\$13 and under \$14.....	2	14.3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	27	1.93
\$14 and under \$15.....	.....	.....	.....	.....	1	12.5	.....	.....	.....	.....	.....	.....	13	1.63
\$15 and under \$17.50.....	7	9.2	4	5.3	1	1.3	4	5.3	.....	.....	.....	.....	127	1.67
\$17.50 and under \$20.....	9	16.1	3	5.4	4	1.8	5	8.9	2	3.6	.....	.....	111	1.98
\$20 and under \$25.....	4	13.8	.....	.....	1	3.4	4	13.8	.....	.....	.....	.....	53	1.83
\$25 and over.....	.....	.....	3	30.0	.....	.....	1	10.0	1	10.0	.....	.....	24	2.40
Total.....	25	9.4	11	4.1	4	1.5	23	8.6	3	1.1	.....	.....	467	1.76

¹ This number necessarily exceeds number of "Women with total dependents" in cases where a woman had more than one dependent.
² Of the 4,329 women for whom payroll records were secured, 3 did not report number of total dependents.
³ One woman with 4 dependents in this class.
⁴ One woman with 7 dependents in this class.

PUBLICATIONS OF THE WOMEN'S BUREAU.

BULLETINS.

- No. 1. Proposed Employment of Women During the War in the Industries of Niagara Falls, N. Y. 16 pp. 1918.
- No. 2. Labor Laws for Women in Industry in Indiana. 29 pp. 1918.
- No. 3. Standards for the Employment of Women in Industry. 7 pp. 1919.
- No. 4. Wages of Candy Makers in Philadelphia in 1919. 46 pp. 1919.
- No. 5. The Eight-Hour Day in Federal and State Legislation. 19 pp. 1919.
- No. 6. The Employment of Women in Hazardous Industries in the United States. 8 pp. 1919.
- No. 7. Night-Work Laws in the United States. 4 pp. 1919.
- No. 8. Women in the Government Service. 37 pp. 1920.
- No. 9. Home Work in Bridgeport, Connecticut. 35 pp. 1920.
- No. 10. Hours and Conditions of Work for Women in Industry in Virginia. 32 pp. 1920.
- No. 11. Women Street Car Conductors and Ticket Agents. 90 pp. 1920.
- No. 12. The New Position of Women in American Industry. 158 pp. 1920.
- No. 13. Industrial Opportunities and Training for Women and Girls. 48 pp. 1920.
- No. 14. A Physiological Basis for the Shorter Working Day for Women. 20 pp. 1921.
- No. 15. Some Effects of Legislation Limiting Hours of Work for Women. 26 pp. 1921.
- No. 16. State Laws Affecting Working Women. 1920. (In press.)
- No. 17. Women's Wages in Kansas. 1920. 104 pp. 1921.
Second Annual Report of the Director.

CHARTS.

- I. Eight-hour and eight-and-a-half-hour laws for women workers.
- II. Nine-hour laws for women workers.
- III. Ten-hour laws for women workers.
- IV. Ten-and a-quarter hour, ten-and-a-half-hour, eleven-hour, and twelve-hour laws for women workers.
- V. Weekly hour laws for women workers.
- VI. Laws providing for a day of rest, one shorter work day, time for meals and rest periods for women workers.
- VII. Night-work laws for women workers.
- VIII. Home-work laws for women.
- IX. Minimum wage legislation in the United States. 3 sections.
- X. Mothers' pension laws in the United States. 4 sections.