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

BULLETIN OF THE WOMEN'S BUREAU, NO. 22

WOMEN IN GEORGIA INDUSTRIES

A STUDY OF HOURS, WAGES, AND
WORKING CONDITIONS



WASHINGTON
GOVERNMENT PRINTING OFFICE
1922

[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.

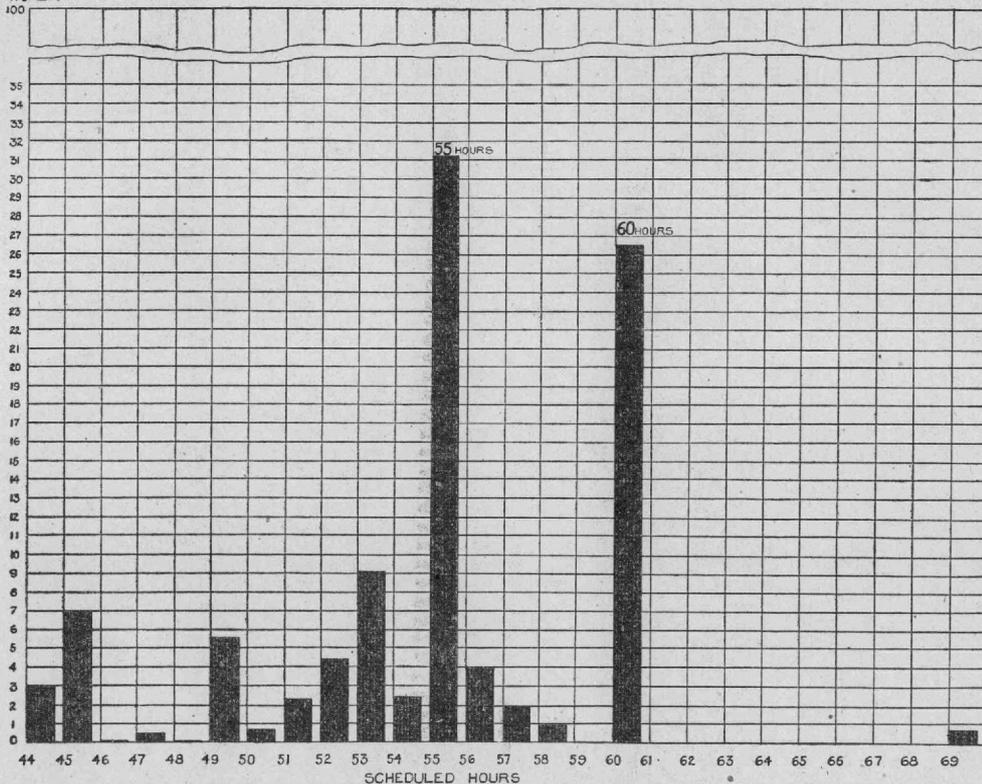
SEC. 5. That the Secretary of Labor is hereby directed to furnish sufficient quarters, office furniture, and equipment, for the work of this bureau.

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

Approved, June 5, 1920.

SCHEDULED WEEKLY HOURS FOR WOMEN—GEORGIA (including Atlanta)

PER CENT
OF WOMEN



NOTE.—Fractions of hours not shown. Each column includes fractions above stated hour, e. g., 48 and under 49, 49 and under 50, etc.

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ST. LOUIS, MO.
FEDERAL RESERVE BANK OF ST. LOUIS

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LETTER OF TRANSMITTAL.

U. S. DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, January 6, 1922.

SIR: I have the honor to submit the accompanying report giving the result of a study of hours, wages, and working conditions of women employed in the industries of the State of Georgia.

The period covered by this survey extended from May 28 to July 13, 1920, and from February 15 to April 15, 1921. The investigation was made at the request of organizations interested in working conditions among women. The Women's Bureau worked in close cooperation with Mr. H. M. Stanley, commissioner of the Georgia Department of Commerce and Labor.

The Atlanta survey was conducted by Miss Helen Bryan and the State-wide survey was conducted by Mrs. Ethel L. Best. The material secured was tabulated by the Women's Bureau and the report written by Mrs. Ethel L. Best. A preliminary printed report has been submitted to the organizations interested, the department of commerce and labor of Georgia, and the firms visited.

Respectfully submitted.

MARY ANDERSON, *Director.*

HON. JAMES J. DAVIS,
Secretary of Labor.

PART I.

INTRODUCTION.

The periods covered by this survey of industrial conditions for women in Georgia extended from May 28 to July 13, 1920, and from February 15 to April 15, 1921. The time covered was one of transition. In the spring of 1920, industry and business throughout the United States were booming. At that time the United States Employment Service reported placements for nearly three-quarters (73.1 per cent) of those registered.¹ However, from June, and in some instances from July, a steady decrease was observed in the numbers employed. According to a report issued by the National Industrial Conference Board, in all industries from which that organization received figures a decrease of 26 per cent in the number of women employees took place between June and December, 1920.² This reduction in the working force was accompanied by a decrease in weekly earnings. The decrease was rapid during November and December, and by the last of December weekly earnings were 30 per cent lower than in June. Figures from the Bureau of Labor Statistics of the United States Department of Labor confirm this rapid decline in earnings.³ Reports to this bureau from 2,313 establishments in 395 industries showed that between July, 1920, and the following March (1921) 98.9 per cent of the workers in these plants had received reductions in wages.

Decreases in the cost of living occurred more slowly than the wage decreases. For 32 cities throughout the United States the decrease was 16.1 per cent from June to December, 1920.⁴ The two Georgia cities for which records were obtained, Atlanta and Savannah, showed considerably less of a decrease in the cost of living between these two periods than the average throughout the country. Atlanta had a decrease of 8.2 per cent and Savannah one of 10.7 per cent. If this is significant of the State as a whole, it is plain that the decrease in earnings created an especially serious condition in Georgia. When weekly earnings have decreased 30 per cent and the cost of

¹ Activities of United States Employment Service, 1918, to June 30, 1920. Monthly Labor Review, v. 12, No. 2, Feb., 1921, p. 123.

² National Industrial Conference Board. Wage changes in industry, September, 1914-December, 1920. National Industrial Conference Board Research Report 35, March, 1921, p. 5.

³ Changes in rates of wages, July 1, 1920, to Mar. 31, 1921. Monthly Labor Review, v. 12, No. 5, May, 1921, p. 65.

⁴ Changes in cost of living in the United States. Monthly Labor Review, v. 12, No. 2, February, 1921, p. 52-61.

living about 10 per cent, there must be considerable difficulty in adjusting the two.

Conditions in the cotton industry, which is of great importance in Georgia, were particularly serious and emphasize the difficulty of this adjustment in living. In the textile plants for which figures were secured by the National Industrial Conference Board, the number of women decreased 28.6 per cent, and in these same plants actual earnings decreased 32 per cent.⁵ Throughout the country more decreases in wages were reported for the textile industry from July 1, 1920, to March 31, 1921, than for any other of the 395 industries included in the figures of the Bureau of Labor Statistics. The importance to the workers of Georgia of this tremendous decline in the textile industries, both in the numbers employed and in the earnings of those still working, is evident from the fact that Georgia ranks third among the cotton-producing States in the number of spindles and looms in its mills.⁶ This large industry, therefore, conditions the lives of thousands of women in the State. It is equally true to say that it conditions the lives of thousands of families, for whole families still work in the mills, as is shown by the following advertisement which appeared in a newspaper in Georgia during the course of this survey:

WANTED—Families of spinners and spoolers for night work. We can use other members of families in other departments of the mill and can let some members of families work in the daytime, if necessary.

Such advertisements as this are distributed in towns at circuses or celebrations which attract farmers from the surrounding country. The benefits to be derived from cotton-mill work and the wages paid to adults and children are described, and families are obtained who hope for a more comfortable life and better earnings in the mill than on the farm.

By these methods employees are drawn from the farms and hills, and native Americans fill the southern mills. This is in rather striking contrast to the New England mills where, in 1905, 61.3 per cent were of foreign birth.⁷ In the southern mills at the same time no foreign-born workers were found, and but 0.3 per cent of the workers had foreign-born parents. Among the workers who reported their nativity in the surveys just completed, 0.4 per cent were of foreign birth.

⁵ National Industrial Conference Board. *Op. cit.*, p. 10-12.

⁶ National Association of Cotton Mill Manufacturers. *Standard cotton mill practice and equipment*. Boston, 1921, p. 96-97.

⁷ U. S. Department of Commerce and Labor. *Report on condition of woman and child wage earners in the United States, v. 1: Cotton textile industry*. Washington, 1910, p. 108, 120. (61st Cong., 2d sess., S. Doc. 645.)

The life of the workers in the mill towns of the South is very largely controlled by the mill management. The greater part of the waking time (from 10 to 11 hours) is spent in the mill, where the care and thought given to conditions such as the regulation of heat, humidity, and lint determine the comfort or discomfort of the workers during their working hours. The heat of the South increases the difficulty of properly adjusting the temperature in the mill. That some mechanical adjustment is necessary is shown by the fact that during the course of this survey in only one mill of the 62 visited was the amount of heat and humidity left to chance. In all others some mechanical adjustment is necessary is shown by the fact would seem to be the result of experience, for in 1907, when the United States Department of Commerce and Labor reported on the number of mills where a mechanical device regulated heat and humidity, only 28 out of 152 had such regulations.⁸

When the workers go home at the end of the day it is in many cases to mill-owned houses, and if it is a typical mill village they do their shopping at mill-owned stores. In some of these towns there are fine recreation buildings, with gymnasiums, club rooms, and motion-picture shows several times a week. For the children, schools are supplied either by the mill management or by State or local funds in cooperation with the management. Perhaps it is due to the monotony of having life too ordered from without, or perhaps just human restlessness, but there is much moving of workers from one mill town to another. In talks with the workers it was found that most of them had worked in other mills. One manager said they seldom had to train operatives, most of them were experienced when they came. In 1907 a manufacturer of North Carolina⁹ "estimated that 60 per cent of the inhabitants of an ordinary mill village belonged to this migratory class." Whether this habit of changing from job to job is decreasing, it is impossible to say, but the increased provision for schools and recreational facilities in the villages would seem to show an effort to interest and retain the workers.

Besides the textile industry, large groups of women were in stores and laundries. The problems of the work in stores in Georgia are much the same as throughout the country. The saleswomen, who comprise the large majority of the workers, are subject to the strain of constant standing and to the nervous tension of selling goods. The nonselling force, which consists of the office staff, cashiers, telephone and elevator operators, have also certain difficulties that are seldom realized by the public. One cashier indignantly gave expression to her opinion along this line:

I work so hard, always in a rush and under a nervous strain. I take charge of all the C.O.D. packages, the new ones and the old ones that pile up when not

⁸ U. S. Department of Commerce and Labor. Op. cit., p. 365.

⁹ Ibid., p. 127.

delivered. I get out all the correspondence about the old C.O.D.'s. I answer questions at the window until I'm a regular information bureau. I have an awful lot of responsibility, am under a \$2,000 bond, and I get only \$22.50 a week.

The only special problem in the stores in Georgia was the long working hours on Saturday in many of the towns. This was a great hardship to the girls and many complained of the overfatigue resulting from an 11 or 12 hour day.

Laundries have their own particular characteristics different from those of other industries. The excessive heat and humidity, the handling of soiled clothes, and the constant standing make the industry more disagreeable and more hazardous than many others. In a warm climate the problems of heat and humidity are much increased and special study of ventilating appliances is needed. Although it is impossible to eradicate all bad features it has been shown by progressive laundry establishments that it is quite possible to remedy conditions greatly by the introduction of certain up-to-date appliances.

In laundries the irregularity of the daily hours often results in hardship, especially if a holiday comes in the week. When this happens, the work must be made up on other days, which means excessively long hours, and as a result laundries are closed but few days in the year. In several laundries Christmas was the only day when no work was done, although a half holiday was given on the Fourth of July. The middle of the week is the busy time in most laundries. At the beginning and end of the week the hours are shorter, but of late years the work has been more evenly divided throughout the week. This improvement is sometimes accomplished by careful routing of the various sections of a community. Goods in one section are called for on Monday and delivered on Thursday, while in another section Tuesday and Friday, and in still another Wednesday and Saturday are the collection and delivery days. When railroad or steamship work is done, however, another method must be instituted.

SCOPE AND METHOD.

The facts discussed in this report were obtained from two surveys. The first, begun May 28, and completed July 13, 1920, was made in the city of Atlanta, at the request of certain prominent citizens interested in the city's economic and civic betterment. The second survey was made several months later, between February 15 and April 15, 1921, and included the entire State, exclusive of Atlanta. The State survey was decided on after a request was received from the Federation of Women's Clubs and the League of Women Voters of Chatham County for information concerning the women workers of their county. It was deemed advisable to include the entire State

in this study, as any action taken by these groups would affect workers throughout the State. With few exceptions, the findings on wages and hours here presented are given separately for Atlanta and the State; in the discussion of working conditions and the workers, where the situation in Atlanta was similar to that in the rest of the State, the figures for the two surveys have been combined.

Effort was made in both surveys to secure information regarding a representative number of women engaged in manufacturing and mercantile establishments and laundries, and to report on their wages, hours, and conditions of work. In planning the survey, Mr. H. M. Stanley, the commissioner of labor of Georgia, was consulted as to the towns and cities where industries employing many women were located, and additional advice was obtained from city officials and club officers in the various places visited.

Information about hours, wages, and working conditions was secured by the investigators from interviews with employers, managers, and foremen, from inspection of plants, and from the pay rolls. In order to obtain accurate and reliable statistics, data were taken from the pay rolls by the investigators personally. A factory schedule was used to record information as to the number of employees—men, women, and children; the daily and weekly hours, the lunch period, Saturday half-holidays, overtime; rates of wages, the pay period, fines, bonuses, initial rates for beginners; the labor turnover, and the seasonal nature of the industry. In addition, notations were made about the working conditions in each plant; the space, heating, lighting, ventilation, cleanliness, and seating in the workrooms; the occupational and fire hazards; the sanitary, service, and welfare facilities and the methods of employment management. Another schedule used was a card for each employee on which were recorded the amounts received during two pay-roll periods of one week each. Two full weeks were selected for this pay-roll record, one early in 1920 and the other early in 1921.¹⁰ Hours of work, the rate of pay, and the actual earnings for these two pay-roll periods, together with the occupational group and method of payment, whether by time or piece, were also included on this schedule. With this information was combined the information contained on cards filled out by the employees, giving name, address, occupation, conjugal condition, country of birth, age, age at beginning work, length of experience in the industry, length of employment with the present firm, and a statement whether living at home or boarding. A 52-week schedule also was used, on which were recorded the actual earnings for each week in the year of a representative number of women workers in the establishment. All these statistics were sup-

¹⁰ In a number of instances it was necessary to take the second week in the latter part of 1920, as no full week had been worked in 1921.

plemented by information obtained through home visits to employees, when personal facts were secured. The following cities and towns were included in the State survey: Savannah, Augusta, Macon, Columbus, Athens, Rome, Dalton, Lagrange, Cedartown, Marietta, Griffin, Gainesville, Lindale, Porterdale, and Brunswick.

CONCLUSION.

The most striking facts shown in the following pages are the long hours of work and the lack of sanitary and service provisions. Wages were in many cases inadequate, but did not present so immediate a problem as that of the proper regulation of hours and working conditions. The working week of almost two-thirds (65.1 per cent) of the women reported in this survey was 55 hours and over, while an excessively long week of 60 hours and more was scheduled for over one-quarter (27.2 per cent). Equally startling are the numbers of women who worked long daily hours. One-half (51.3 per cent) had a work day of 10 hours and over, and 14.4 per cent of 11 hours and over.

The equipment of most establishments not only was inadequate but exhibited a conspicuous lack of the essentials of decency and comfort. The report shows that of a total of 122 establishments, washing facilities were totally lacking in 9 plants and unsatisfactory in 98. Toilets were in many cases both insufficient in number and poorly cleaned and equipped. Rest rooms and cloak rooms were conspicuously absent in the great majority of the plants.

Long hours and inadequate sanitary and service equipment for many workers are the inevitable result when such provisions are left largely to the decision of the individual employer. Although the more intelligent employers make adequate provision for the needs of their workers, those who are shortsighted show it in the lack of such equipment in their establishments.

Underlying all social conduct, whether in economic or in civil life, lies the will of the majority. When new and better standards are desired by a community, this desire must be embodied in some form which is the natural expression of the people's will. It is necessary, further, that each community or State in creating standards must establish the power for their enforcement.

No standards can be accepted by a community and honestly enforced unless founded on a basis of fact. Certain people of Georgia knew this and desired to be sure of the facts that they might formulate such standards. This interest which has been shown by them, and their wish to know the truth, can be trusted to find the best means of establishing a shorter day and better conditions for the working women of Georgia.

SUMMARY.

Extent of surveys.

Number of cities and towns included, 16.

Number of establishments visited, 131.

Number of women and girls employed in these establishments, 9,900.

Hours.

Hour data for 102 plants¹¹ showed:

Weekly—

A schedule of more than 54 hours for 72.7 per cent of the women.

A schedule of 48 or less for 1.5 per cent of the women.

Hours less than scheduled worked by 47.4 per cent of the women.

Daily—

A schedule of 10 hours and over for 45 firms, employing 64.3 per cent of the women.

A schedule of less than 9 hours for 23 firms, employing 12.7 per cent of the women.

Scheduled Saturday hours shorter than other daily hours in all manufacturing establishments but two.

Scheduled Saturday hours the same as other daily hours or longer in all stores.

Scheduled Saturday hours shorter in all but 3 laundries.

The shortest lunch period was 25 minutes; the longest was 1½ hours. Thirty per cent of the women had a 30-minute period and 30 per cent had 1 hour.

Wages.

Wage data for 102 plants¹² showed:

Weekly—

Median earnings for white women were \$12.20, for Negro women \$6.20.

Highest earnings for white women were in cigar manufacturing, with a median of \$15.90.

Highest earnings for Negro women were in food manufacturing, with a median of \$10.35.

Lowest earnings for white women were in miscellaneous manufacturing, with a median of \$9.15, and 5-and-10-cent stores, with a median of \$9.25.

Lowest earnings for Negro women were in garment manufacturing, with a median of \$3.90.

Yearly—

Median earnings for white women were \$748 and for Negro women \$413.

Highest earnings for white women were in cigar manufacturing, with a median of \$1,000.

Highest earnings for Negro women were in food manufacturing, with a median of \$600.

¹¹ Hours for Atlanta plants are not given here, but are in Part III.

¹² Wages for workers in Atlanta are recorded in Part III.

Wages—Continued.*Yearly—Continued.*

Lowest earnings for white women were in laundries, with a median between \$450 and \$500.

Lowest earnings for Negro women were in laundries, with a median of just below \$350.

Workroom conditions.

General workroom conditions in 122 plants were reported as follows:

Overcrowded and untidy workrooms in 39 plants.

Cleaning arrangements unsatisfactory in 54 plants.

Natural lighting inadequate in 22 plants, and artificial lighting inadequate or badly arranged in 74 plants.

Seats not provided in 11 establishments. Seats either insufficient in number or makeshift in 58 establishments.

Hazards, such as uninclosed overhead belts, unguarded wheels and set screws, unguarded elevator shafts, etc., in 53 plants.

Fire hazards in more than one-half of the establishments.

Sanitation.

Common drinking cups or none were provided in 81 plants of the 122 reporting.

Washing facilities were lacking in 9 plants and unsatisfactory in 98.

Toilets were insufficient in number in 59 establishments, and in 10, men and women used the same.

Service and welfare.

The plants reporting showed:

No lunch rooms in 101 establishments.

No rest rooms in 95 establishments.

No cloakrooms in 78 establishments.

No first-aid equipment in 49 establishments.

The workers.

The number of foreign-born was 13 in a total of 3,186 women reporting.

The ages of the women fell in three groups: Slightly less than one-third of those reporting (30.4 per cent) were under 20 years, slightly more than one-third (34.7 per cent) were 20 and under 30, and slightly more (35 per cent) were 30 and over.

Women who were or had been married comprised 50.2 per cent of the 3,132 women reporting.

The women who lived at home comprised 85.7 per cent of the 2,919 replying to this question.

The age of leaving school for about two-thirds of the 185 white women reporting on this was 14 years or younger. The grade completed by 40 per cent of these women was the fourth or under, and only 14 per cent had finished grammar school.

SUMMARY OF HOURS AND WAGES IN ATLANTA.**Hours.**

Hour data for 26 plants showed:

Weekly—

A schedule of 55 hours and over for 20.6 per cent of the women.

A schedule of 48 hours and under for 32 per cent of the women.

Hours less than scheduled worked by 32.8 per cent of the women.

Hours—Continued.*Daily—*

A schedule of 10 hours and over was reported by 8 firms, employing 12.9 per cent of the women.

A schedule of less than 9 hours was reported by 7 firms, employing 47.9 per cent of the women.

Scheduled Saturday hours were shorter than daily hours in all manufacturing establishments.

Scheduled Saturday hours were the same as daily hours or longer in all stores.¹³

Scheduled Saturday hours were shorter in 2 of the 4 laundries.

Wages.

Wage data for 26 plants showed:

Weekly—

Median earnings for white women were \$13.05, and for Negro women \$7.15.

Highest earnings for white women were in department stores, with median earnings of \$16.05.

Highest earnings for Negro women were in box manufacturing, with a median of about \$13.

Lowest earnings for white women were in candy manufacturing, with median earnings of \$11.

Lowest earnings for Negro women were in laundries, with median earnings of \$6.95.

Yearly—

Median earnings for white women were \$721, and for Negro women \$384.¹⁴

Highest earnings for white women were in department stores, with median earnings of \$888.

Lowest earnings for white women were in 5-and-10-cent stores, with median earnings of \$546.

The 26 Negro women with 52-week records in laundries had a median of \$382.

¹³ In summer 4 stores gave a half holiday during the week.

¹⁴ No Negro women reported yearly earnings in stores and but one in factories.

Figures for the entire State.

Although this report consists of two surveys, one of Atlanta and the other of the rest of the State, it is possible to present certain valid figures for the State as a whole, based on figures secured in each survey. The tables next following, and the accompanying chart and the frontispiece, give data for the entire State on the two most significant subjects—wages and hours. The figures given here are compiled from the facts gathered for the late pay-roll period in Atlanta, about June, 1920, and the early pay-roll period in the State, between February and April, 1920.

TABLE 1.—*Scheduled weekly hours—Atlanta and the rest of the State combined.*

[Late pay-roll period for Atlanta and early pay-roll period for the rest of the State.]

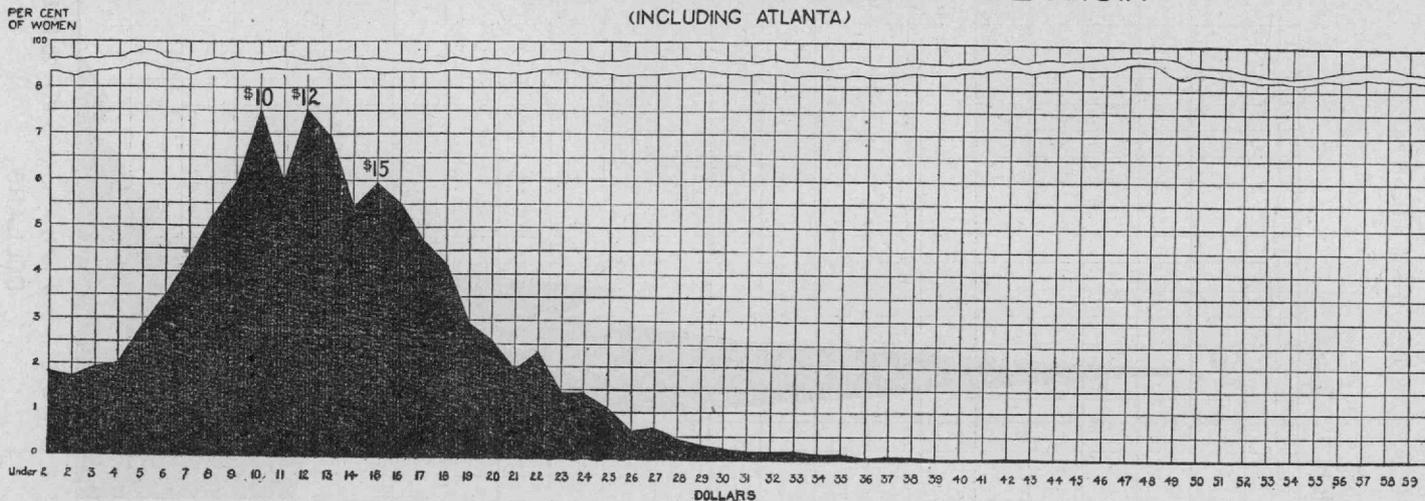
Scheduled weekly hours.	Women whose scheduled weekly hours were as specified.		Scheduled weekly hours.	Women whose scheduled weekly hours were as specified.	
	Number.	Per cent.		Number.	Per cent.
44 and under 45.....	234	2.9	54 and under 55.....	196	2.4
45 and under 46.....	556	6.9	55 and under 56.....	2,508	31.2
46 and under 47.....	5	.1	56 and under 57.....	310	3.9
47 and under 48.....	34	.4	57 and under 58.....	152	1.9
48 and under 49.....	8	.1	58 and under 59.....	74	.9
49 and under 50.....	453	5.6	60 and under 61.....	2,127	26.5
50 and under 51.....	53	.7	69 and under 70.....	57	.7
51 and under 52.....	181	2.3	Total.....	8,034	100.0
52 and under 53.....	356	4.4			
53 and under 54.....	730	9.1			

TABLE 2.—*Weekly earnings—Atlanta and the rest of the State combined.*

[Late pay-roll period for Atlanta and early pay-roll period for the rest of the State.]

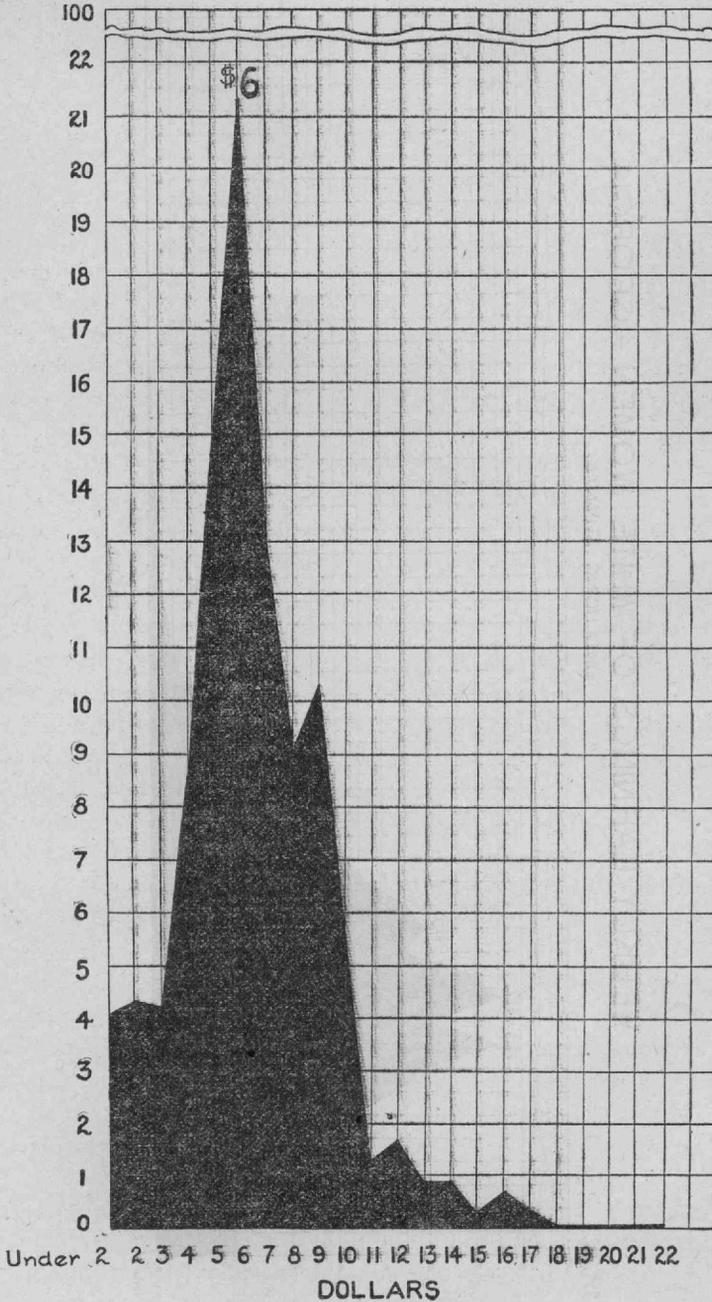
Weekly earnings.	Number of women receiving each specified amount.		Weekly earnings.	Number of women receiving each specified amount.	
	White.	Negro.		White.	Negro.
Under \$2.....	117	62	\$16 and under \$17.....	366	10
\$2 and under \$3.....	115	65	\$17 and under \$18.....	313	.....
\$3 and under \$4.....	126	63	\$18 and under \$19.....	278	2
\$4 and under \$5.....	135	130	\$19 and under \$20.....	191	1
\$5 and under \$6.....	185	235	\$20 and under \$21.....	176	1
\$6 and under \$7.....	236	332	\$21 and under \$22.....	130	.....
\$7 and under \$8.....	286	197	\$22 and under \$23.....	151	1
\$8 and under \$9.....	348	140	\$23 and under \$24.....	96	.....
\$9 and under \$10.....	396	156	\$24 and under \$25.....	93	.....
\$10 and under \$11.....	499	80	\$25 and under \$30.....	210	.....
\$11 and under \$12.....	397	20	\$30 and under \$35.....	62	.....
\$12 and under \$13.....	509	26	\$35 and under \$40.....	24	.....
\$13 and under \$14.....	457	14	\$40 and under \$45.....	8	.....
\$14 and under \$15.....	359	14	\$45 and under \$50.....	3	.....
\$15 and under \$16.....	396	5	\$50 and over.....	4	.....

WEEKLY EARNINGS OF WHITE WOMEN - GEORGIA (INCLUDING ATLANTA)



WEEKLY EARNINGS OF NEGRO WOMEN - GEORGIA
(INCLUDING ATLANTA)

PER CENT
OF WOMEN



PART II.
THE GEORGIA SURVEY.
NUMBERS.

Computations from advance figures of the recent census show that the proportion of Georgia's population at work was not so great in 1920 as in 1910. For the women workers the proportional decrease was 9.8 per cent, and for the men 8.1 per cent. In spite of this decrease in the proportion of workers in the female population, in certain localities the actual number of female workers increased. In four of the principal cities of Georgia there was an actual increase of 20.5 per cent in the number of women wage earners. In contrast to this condition in the cities, the number of women wage earners in the State as a whole shows a decrease instead of an increase. In 1910 the census reported 352,941 women wage earners in Georgia,¹⁵ while in the 1920 census 297,118 women,¹⁶ a decrease of 15.8 per cent, were reported. This increase in the cities and decrease throughout the State would seem to be due to a decrease in agricultural workers, who in 1910 comprised 59.8 per cent of the women wage earners.¹⁵ The women for whom data were secured in the surveys by the Women's Bureau did not include farm laborers nor workers in hotels, restaurants, domestic service, small stores, and small industrial establishments. Nevertheless, nearly 10,000 women (9,900) were found working in the mechanical and manufacturing establishments and larger stores. This is about 40 per cent of the women reported in the 1910 census as engaged in mechanical and manufacturing industries.¹⁵ These 9,900 women were found in 131 establishments. Twenty-seven of the establishments, employing 2,595 women, were in Atlanta. These women were distributed in many small industries which were not found in the rest of the State. For this reason figures showing the industrial groupings of Atlanta are discussed separately in Part III of this report.

The numbers employed in each industry throughout the State exclusive of Atlanta are shown in the table following.

¹⁵ U. S. Bureau of the Census, 13th Census, 1910, v. 4, Population; Occupation Statistics. Washington, 1914, p. 97.

¹⁶ U. S. Bureau of the Census. Preliminary occupation statistics—Georgia, 1920. Mimeographed release, Aug. 27, 1921.

TABLE 3.—Number of men, women, and children employed in the establishments studied, by industry—Georgia.

Industry.	Number and per cent of employees.				Number and per cent of employees of each sex.									
	Number of establishments.	Per cent of total employees in each industry.	Per cent of women in each industry.	Total number of employees.	Men.		White women.		Negro women.		Boys.		Girls.	
					Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Department stores.....	16	6.4	10.6	1,124	366	32.6	736	65.5	14	1.2	7	0.6	1	0.1
5-and-10-cent stores.....	10	1.5	3.0	257	41	16.0	207	80.5	6	2.3	1	.4	2	.8
Textile manufacturing.....	33	70.1	59.5	12,315	7,778	63.2	3,954	32.1	274	2.2	138	1.1	171	1.4
Knit-goods manufacturing.....	4	2.5	4.2	440	103	23.4	238	54.1	63	14.3	14	3.2	22	5.0
Garment manufacturing.....	8	2.0	4.2	351	54	15.4	269	76.6	27	7.7	1	.3	1	.3
Cigar manufacturing.....	4	1.2	2.4	206	32	15.5	123	59.7	45	21.8	1	.5	5	2.4
Food manufacturing.....	6	4.8	2.0	837	696	83.2	121	14.5	20	2.4	.....	.....	.....	.....
Miscellaneous manufacturing.....	8	8.3	8.9	1,454	824	56.7	120	8.3	510	35.1	.....	.....	.....	.....
Laundries.....	15	3.3	5.3	581	202	34.8	58	10.0	318	54.7	3	.5	.....	.....
All industries.....	104	100.0	100.0	17,565	10,096	57.5	5,826	33.2	1,277	7.3	164	.9	202	1.2

By far the largest number of women and girls, 60.2 per cent, were employed in textile mills, and next to the largest number were in stores. In textiles also were found the greatest number of workers under 16. Of a total of 366 girls and boys under 16 in all industries 309 were employed in textile mills. The plants manufacturing knit goods had, however, a greater proportion of young people, the group of workers under 16 amounting to 8.2 per cent of the total number of employees in knitting mills.

The number of women and girls was found to be 41.6 per cent, about two-fifths of the total employees. The proportion of women and girls varied in the different industries. It was greatest in 5-and-10-cent stores, garment manufacturing, and cigar making, in which industries women represented about 84 per cent of all employees, while in department stores they constituted two-thirds (66.8 per cent) and in textile mills but a little over one-third (35.7 per cent).

The fact that in the manufacture of textiles, which is noted for its large employment of women, only about one-third of the workers were women, is significant of a tendency observed in the mills as far back as 1907. In a study made at that time it was found that in every decade from 1850 to 1900 the proportion of women in cotton mills had decreased, and that this decrease continued up to the time of the survey in 1908.¹⁷ In the New England States this change

¹⁷ U. S. Department of Commerce and Labor. Report on condition of woman and child wage earners in the United States, v. 1; Cotton textile industry. Washington, 1910, p. 108, 120. (61st Cong., 2d sess., S. Doc. 645.)

was thought to be due to the large number of immigrants, the majority of whom were male and were employed in the mills. In the South this was not the case, however, and yet there the proportion of women decreased even more than in the North. In 1850, 61.1 per cent of the operatives in the Southern States were women, while in 1907-8 only 31.1 per cent, about one-half the former proportion, were women. It is suggested that the industry developed so rapidly in the South that a sufficient number of women could not be obtained, and that more and more men therefore were drafted into the industry. "It is interesting to observe," reads the report of this study, "that the period of greatest increase in the number of employees in the cotton industry marked the greatest fall in the proportion of women." It might also be suggested that as the wages paid in textile mills were increased, men were more inclined to consider it a man's as well as a woman's job.

The extent to which Negro women are employed in industry in Georgia is still comparatively small; they comprised 17.5 per cent of the total number of women reported. They were employed to some extent in every industry studied, although in stores and in most textile mills their work was usually that of cleaning and sweeping. In laundries there were more than five times as many Negro women as white, and they were employed in all operations.

HOURS.

In considering the length of the working day and week it must be remembered that there is no fixed or standard number of hours which has been tested as best for the worker and the work in all industries. Where there is continuous nervous or physical strain, hours should be shorter than for work which requires but little expenditure of energy on the part of the worker. It has, however, been found desirable by countries where industry has flourished longest that a general limitation should be fixed of the maximum number of daily and weekly hours which women should be permitted to work.

At the present time France, Germany, Holland, Belgium, Czechoslovakia, Norway, Sweden, Denmark, Russia, Spain, Poland, Finland, Austria, Switzerland, and Portugal have laws limiting to 8 hours the workday for workers in certain industries. In the United States eight States, one Territory, and the District of Columbia have such a limitation for women. In most European countries these limitations affect both men and women. That the limitation of hours is not a new idea, nor solely the result of the introduction of machine industry, is shown by an ordinance of Ferdinand the First of the Holy Roman Empire (1503-1564) relative to workers in the Imperial Coal mines, which fixes the miner's day at 8 hours, "as it used to be of old,"

and forbids work on Saturday afternoons.¹⁸ In England in the fifteenth century "the workmen worked for only an eight-hour day."¹⁹

The basis and the need for limitation of hours of work are stated in the following words by Justice Brandeis:

The experience of manufacturing countries has illustrated the evil effect of overwork upon the general welfare. Deterioration of any large portion of the population inevitably lowers the entire community physically, mentally, and morally. When the health of women has been injured by long hours, not only is the working efficiency of the community impaired, but the deterioration is handed down to succeeding generations. Infant mortality rises, while the children of married working women, who survive, are injured by inevitable neglect. The overwork of future mothers thus directly attacks the welfare of the nation.²⁰

In a recent bulletin of the Women's Bureau a similar theory is expressed:

It has been abundantly demonstrated that the relations between labor and capital can not be left safely to the unfettered play of individual competition. What is far more important as a principle is that the regulation of hours and conditions of work is no longer a contest between labor and capital, especially so far as women are concerned; the State, society as an organic whole, is also concerned.²¹

The people of Georgia who asked for the facts regarding the women workers of their State felt this responsibility, and wished to know the conditions, in order that they, as a State, might take proper action. At present the only law which regulates hours of work for women in Georgia is one which limits hours—with certain exceptions—to 10 a day and 60 a week in woolen and cotton mills, leaving unprotected all of the women in the other industries of the State. Even this law is so drawn that the daily limitation to 10 hours is in reality no limitation at all, for as long as the weekly hours are kept within 60 the daily hours may be extended beyond the 10 hours stated in the law as a standard. It is plain that this legislation is totally inadequate in a large and growing industrial State. Older industrial States have passed comprehensive laws with increasingly lower hour limitations. In Massachusetts, in 1919, an act was passed limiting working hours for women in manufacturing and mercantile industries to 48 a week and 9 a day. This act has since been enlarged in scope to include elevator girls and hotel employees. The fact that by successive acts Massachusetts has shortened the hours which women may work is especially interesting to the people of Georgia, as in both States the largest numbers of women employed

¹⁸ Kropotkin, Petr. *Mutual aid—a factor of evolution*. New York, 1902, p. 195.

¹⁹ Rogers, James E. Thorold. *Economic interpretation of history*. New York, 1888, p. 303.

²⁰ Brandeis, Louis D. *Curt Muller, plaintiff in error, v. State of Oregon*. Brief for defendant in error. U. S. Supreme Court, October term, 1907, No. 107, p. 47.

²¹ Webster, George W., *A physiological basis for the shorter working day for women*. U. S. Dept. of Labor, Women's Bureau, Bul. 14, 1921, p. 7.

in manufacturing establishments are in the textile industry. This limitation of hours of work does not necessarily result in a curtailment of output, for in a study made by the Women's Bureau of two industries where hours were decreased to 48 a week, it was found that 23 out of 35 plants reported that production was either maintained or increased after the change to the shorter week.²² Probably this was due in some cases to better organization and in some to better health and strength of the workers. As one manager said, "Of course, whenever hours are shortened every labor-saving device is put in and careful efficiency studies are made, so that much saving is accomplished." This report of the Women's Bureau further states that where no increased efficiency in production is possible, "compensation for decreased output caused by shorter hours of work must be looked for over a considerable period in the better health and contentment of the workers, resulting in less absenteeism, fewer accidents, and a decreased labor turnover."

The prevailing long hours in the textile mills of Georgia are particularly serious because of the large number of persons employed in an industry where, in addition to the physical strain of long hours, there is the nervous tension accompanying most mill processes. Psychological as well as physiological elements are potent in producing fatigue, as is emphasized by Dr. Webster, who said.²³

The elements of fatigue are, broadly speaking, both physiological and psychological. Ordinarily, fatigue is thought of only as the necessary result of physical work. Nothing could be further from a correct conception than this.

Speaking of the causes of fatigue he says further:

Speed combined with monotony is also a potent factor in producing fatigue.

* * * Noise is another element in fatigue, as are the rhythm and speed of the machine.

All these conditions are present in the modern textile mill where every part of the work is done by machine except moving the cotton from place to place, starting the machines and keeping them oiled and in repair, and mending breaks and tears in the product. This subjects the worker to just such strains of speed combined with monotony and noise as Dr. Webster has described, and makes the textile industry with its long hours a particularly serious menace to the health of the workers.

Weekly hours.

In each plant the number of hours to be worked each day and week are established as the scheduled or regular hours of work for the employees. The scheduled hours of the various establishments in

²² U. S. Department of Labor, Women's Bureau. Some effects of legislation limiting hours of work for women. U. S. Dept. of Labor, Women's Bureau, Bulletin 15, 1921, p. 18-23.

²³ Webster, George W. Op. cit., p. 10.

Georgia ranged from 31 to 69 a week. Considerably more than one-half of the 102 establishments reporting had a regular week of over 54 hours, and more than one-quarter had a regular week of 60 hours and over. In the latter group, four-fifths of the establishments were textile mills. Of the women employees of these establishments the largest group (44.7 per cent) had a scheduled week of between 54 and 60 hours, and the next largest (28 per cent) had a week of 60 hours and over.

TABLE 4.—Number of establishments and number of women working specified hours weekly, by industry—Georgia.

Industry.	Total number reporting.		Number of establishments and number of women 16 years of age or over whose weekly hours of work were—									
			31 hours.		44 hours.		Over 44 and under 48 hours.		48 hours.		Over 48 and under 52 hours.	
	Es-tab-lish-ments	Wo-men.	Es-tab-lish-ments	Wo-men.	Es-tab-lish-ments	Wo-men.	Es-tab-lish-ments	Wo-men.	Es-tab-lish-ments	Wo-men.	Es-tab-lish-ments	Wo-men.
Department stores.....	16	750	.....	.....	.....	.....	.....	.....	.....	.....	5	337
5-and-10-cent stores.....	10	213	.....	.....	.....	.....	.....	.....	.....	.....	1	21
Textile manufacturing.....	33	4,103	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Knit-goods manufacturing.....	4	301	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Garment manufacturing.....	8	296	.....	.....	2	39	2	22	.....	.....	1	25
Cigar manufacturing.....	4	168	.....	.....	.....	.....	1	7	.....	.....	² 1	98
Food manufacturing.....	³ 5	127	.....	.....	1	10	.....	.....	.....	.....	2	32
Miscellaneous manufactur- ing.....	8	630	.....	.....	.....	.....	.....	.....	.....	.....	3	371
Laundries.....	³ 14	350	1	5	.....	.....	2	24	.....	.....	3	90
All industries.....	⁴ 102	6,938	1	5	3	49	5	53	.....	.....	16	974
Per cent distribution.....	.....	100.0	.....	0.1	.....	0.7	.....	0.8	.....	.....	.....	14.0

Industry.	Number of establishments and number of women 16 years of age or over whose weekly hours of work were—											
	52 hours.		Over 52 and under 54 hours.		54 hours.		Over 54 and under 60 hours.		60 hours.		69 hours.	
	Es-tab-lish-ments	Wo-men.	Es-tab-lish-ments	Wo-men.	Es-tab-lish-ments	Wo-men.	Es-tab-lish-ments	Wo-men.	Es-tab-lish-ments	Wo-men.	Es-tab-lish-ments	Wo-men.
Department stores.....	.....	.....	4	160	1	150	6	103	.....	.....	.....	.....
5-and-10-cent stores.....	.....	.....	.....	.....	.....	.....	9	192	.....	.....	.....	.....
Textile manufacturing.....	.....	.....	.....	.....	.....	.....	¹ 10	2,312	23	1,791	.....	.....
Knit-goods manufacturing.....	.....	.....	1	67	.....	.....	3	234	.....	.....	.....	.....
Garment manufacturing.....	1	7	2	203	.....	.....	.....	.....	.....	.....	.....	.....
Cigar manufacturing.....	.....	.....	2	18	.....	.....	² 1	45	.....	.....	.....	.....
Food manufacturing.....	.....	.....	1	40	.....	.....	.....	.....	.....	.....	1	45
Miscellaneous manufactur- ing.....	1	131	.....	.....	.....	.....	2	103	2	25	.....	.....
Laundries.....	.....	.....	2	39	.....	.....	3	111	3	81	.....	.....
All industries.....	2	138	12	527	1	150	34	3,100	28	1,897	1	45
Per cent distribution.....	.....	2.0	.....	7.6	.....	2.2	.....	44.7	.....	27.3	.....	0.6

¹ Includes one establishment whose hours were 60½ for weavers, number not known.

² Same establishment entered twice, as Negro women work longer hours than do white.

³ Excludes one establishment with very irregular hours.

⁴ Excludes two establishments with very irregular hours.

That these hours are excessively long compared with those in other places is clear from the record of hours in two widely separated States—Kansas and Rhode Island—which are in striking contrast to those of Georgia. Establishments having scheduled weekly hours of 48 or less comprised 55.7 per cent of those visited in Kansas, 46.4 per cent of those visited in Rhode Island, and 8.8 per cent of those visited in Georgia. The longest weekly hours in Kansas were reported for two establishments whose weekly hours were 56, while in Rhode Island the longest hours were 54, scheduled in five establishments. In Georgia, as already stated, more than one-half of the establishments visited had a week of over 54 hours and more than one-quarter had a week of 60 hours and over.

Time lost and overtime.—As both the best managements and the best workers are human and therefore variable, the scheduled hours are not always the hours actually worked. Sometimes there are not enough orders to keep the plant running the regular hours; often a department will be without work, due to delay through work held up in the preceding department. Then there are the many personal reasons of the workers, such as illness or home duties and responsibilities, which shorten the hours worked. For all these causes the actual hours are in many cases fewer than the scheduled hours. For quite opposite reasons—haste to get out a rush order, one department behind and anxious to catch up, the anxiety of workers to make a little more for personal or family needs—hours longer than those scheduled occasionally are worked.

The proportion of women for whom certain hours were scheduled and the proportion actually working such hours during the week of the later pay roll are shown in the following figures from Table I in the appendix. The number of women considered here is considerably smaller than the number included in the preceding table, so the percentages of women in each group do not exactly correspond with those just given.

Hour group.	Per cent of women for whom hours specified were—	
	Scheduled weekly hours.	Actual hours worked.
48 hours and under.....	2.1	35.2
More than 48 hours, and less than 55.....	23.9	25.4
55 hours and over, inclusive of 60.....	72.8	38.0
More than 60 hours.....	1.2	1.3

About three-fourths (74 per cent) of the women reporting hours worked during the pay-roll week studied had scheduled hours of more than 54 a week, but not quite two-fifths (39.3 per cent) actually

worked these hours. In the shorter week of 48 hours or less just the opposite occurs. Many more women actually worked these hours than were employed in establishments having such a schedule. Over one-third (35.2 per cent) worked 48 hours and under during the week, while but 2.1 per cent had scheduled hours of 48 and under.

From these figures and those in Table II in the appendix it is evident that during the latter part of 1920 and the early part of 1921 there was much time lost through various causes. In 80 of the 84 establishments for which figures were obtainable some of the women worked fewer than the scheduled weekly hours. (See Table II, Appendix.) Nearly one-half (47.4 per cent) of all the women reporting from these establishments worked fewer than their scheduled weekly hours. The amount of time lost varied from less than one hour in the case of 17 women to 30 hours and over in the case of 319 women. That this lost time must have seriously affected their earnings is clear from the figures. More than two-fifths (42.6 per cent) of the women lost from 5 to 30 or more hours from their scheduled week's work. This means from half a day to half a week of idle time if the working day was 10 hours, the common one in many industrial plants. In studying the separate industries it was found that the textile industry showed a larger amount of lost time than any other. (See Table III, Appendix.) Of the 1,291 women (50.1 per cent) in the textile industry who did not work the full week, 95.7 per cent worked five or more hours less than the scheduled week, 34.4 per cent losing 20 hours and over. In a 60-hour week at least two days were lost by 17.2 per cent of the total number of women in textile manufacturing. The least time lost was in department stores.

How much of this lessening of the hours worked was due to the general business and industrial depression which began during this period, it is difficult to say. It must be remembered, however, that although at the time of the visit many firms were running on a three or four days weekly schedule the hours of these weeks were not recorded, but instead the hours of the most recent full week were taken.

The number of women who worked more than their scheduled weekly hours was only a small proportion of all the women whose hours were reported. Eighty-three women (2 per cent) of those reporting worked more than their scheduled hours. Eight of these worked overtime less than an hour and six worked 10 or more hours. These comprise the two extremes. The largest proportion of workers reporting overtime work was in the textile industry (with the exception of the miscellaneous group), and no women worked

extra hours in cigar making and 5-and-10-cent stores. (See Tables IV and V, Appendix.)

That most of the overtime occurred in textile manufacture where the scheduled hours were long, resulted in more than one-half (55.4 per cent) of the workers who worked overtime being in the group whose scheduled hours were 55 and over.

The fact that the same industry should report the largest per cents of both overtime and lost time and also should have conspicuously long regular hours would seem to point to some connection between long hours and irregularity of work. The waste of the human machines involved in excessively long hours, and the waste of the purely mechanical ones in lying idle, is surely apparent. In a report of the Commission on Elimination of Waste in Industry it was stated that "a practice was not deemed wasteful unless a better practice was available." From the fact that the largest per cents of overtime and lost time occur in a long-hour industry, it would seem that a "better practice" for the elimination of waste should be shorter scheduled hours.

Daily hours.

The foregoing discussion concerns the number of hours worked in one week, but to the worker the number of hours she must work each day is of equal importance. In most establishments there were no individual records of the actual hours worked each day. It was possible, however, in the case of each establishment visited to obtain the scheduled daily hours, and these are presented in the table following:

TABLE 5.—Number of establishments and number of women working specified hours daily, by industry—Georgia.

A.—MONDAY TO FRIDAY.

Industry.	Total number reporting.		Number of establishments and number of women whose daily hours of work were—							
			Under 8 hours.		8 hours.		Over 8 and under 9 hours.		9 hours.	
	Estab-lish-ments.	Wo-men.	Estab-lish-ments.	Wo-men.	Estab-lish-ments.	Wo-men.	Estab-lish-ments.	Wo-men.	Estab-lish-ments.	Wo-men.
Department stores.....	16	750	1	20	4	317	6	317	4	80
5-and-10-cent stores.....	10	213			1	21	5	126	4	66
Textile manufacturing.....	33	4,103								
Knit-goods manufacturing.....	4	301								
Garment manufacturing.....	8	296			2	39			3	43
Cigar manufacturing.....	4	168					1	7		
Food manufacturing.....	15	127			1	10			2	32
Miscellaneous manufacturing..	8	630					1	10	2	361
Laundries.....	14	350					1	13	4	106
All industries.....	² 102	6,938	1	20	8	387	14	473	19	688
Per cent distribution.....		100.0		0.3		5.6		6.8		9.9

¹ Excludes one establishment with very irregular hours.

² Excludes two establishments with very irregular hours.

TABLE 5.—Number of establishments and number of women working specified hours daily, by industry—Georgia—Continued.

A.—MONDAY TO FRIDAY—Continued.

Industry.	Number of establishments and number of women whose daily hours of work were—									
	Over 9 and under 10 hours.		10 hours.		Over 10 and under 11 hours.		11 hours.		Over 11 hours.	
	Estab-lish-ments.	Wo-men.	Estab-lish-ments.	Wo-men.	Estab-lish-ments.	Wo-men.	Estab-lish-ments.	Wo-men.	Estab-lish-ments.	Wo-men.
Department stores.....	1	16								
5-and-10-cent stores.....										
Textile manufacturing.....	1	178	8	2,053	6	586	18	1,286		
Knit-goods manufacturing.....	1	64			3	237				
Garment manufacturing.....	3	214								
Cigar manufacturing.....	3	161								
Food manufacturing.....	1	40							1	45
Miscellaneous manufacturing..	1	131	2	103	1	15	1	10		
Laundries.....	4	108	4	111	1	12				
All industries.....	15	912	14	2,267	11	850	19	1,296	1	45
Per cent distribution.....		13.1		32.7		12.3		18.7		0.6

B.—SATURDAY.

Industry..	Total number reporting.		Number for whom scheduled Saturday hours were—					
			Under 4 hours.		4 and under 5 hours.		5 and under 6 hours.	
	Estab-lish-ments.	Wo-men.	Estab-lish-ments.	Wo-men.	Estab-lish-ments.	Wo-men.	Estab-lish-ments.	Wo-men.
Department stores.....	16	750						
5-and-10-cent stores.....	10	213						
Textile manufacturing.....	33	4,103			1	81	31	3,922
Knit-goods manufacturing.....	1 ³	234					2	170
Garment manufacturing.....	2 ⁶	274			2	39	3	228
Cigar manufacturing.....	4	168	1	7			3	161
Food manufacturing.....	3 ⁵	127			2	35	1	7
Miscellaneous manufacturing..	8	630			2	177	5	438
Laundries.....	3 ¹⁴	350	1	5	1	12		
All industries.....	4 ⁹⁹	6,849	2	12	8	344	45	4,926
Per cent distribution.....		100.0		0.2		5.0		71.9

¹ Excludes 1 establishment not working on Saturday.² Excludes 2 establishments not working on Saturday.³ Excludes 1 establishment with very irregular hours.⁴ Excludes 3 establishments not working on Saturday and 2 with very irregular hours.

TABLE 5.—Number of establishments and number of women working specified hours daily, by industry—Georgia—Continued.

B.—SATURDAY—Continued.

Industry.	Number for whom scheduled Saturday hours were—									
	6 and under 8 hours.		8 and under 10 hours.		10 and under 11 hours.		11 and under 12 hours.		12 hours and over.	
	Estab- lish- ments.	Wo- men.	Estab- lish- ments.	Wo- men.	Estab- lish- ments.	Wo- men.	Estab- lish- ments.	Wo- men.	Estab- lish- ments.	Wo- men.
Department stores.....			5	307	6	232	2	177	3	34
5-and-10-cent stores.....			1	21	1	14		89	4	89
Textile manufacturing.....	1	100					4			
Knit-goods manufacturing.....	1	64								
Garment manufacturing.....	1	7								
Cigar manufacturing.....										
Food manufacturing.....	1	40					1	45		
Miscellaneous manufacturing.....			1	15						
Laundries.....	7	161	2	91	3	81				
All industries.....	11	372	9	434	10	327	7	311	7	123
Per cent distribution.....		5.4		6.3		4.8		4.5		1.8

Omitting Saturday, on account of the half-holiday custom, the daily hours ranged from 7 to 11½. Less than nine hours a day was reported by 23 firms, employing 880 women (12.7 per cent of the total number). Nearly twice as many firms (45), employing almost two-thirds (4,458) of all the women, had scheduled daily hours of 10 and longer. Excessively long hours of 11 and more were those scheduled in 20 establishments, where 1,341 women (19.3 per cent) were employed. These long hours were especially prevalent in textile mills, as is shown by the fact that 32 of the 45 establishments where hours were 10 and over were textile mills. Eighty-eight per cent of all the women working these long hours were in the mills. Stores had the shortest Monday-to-Friday hours. No store reported daily hours of as much as 9½, and 11 of the 16 stores had a day of less than 9 hours.

Saturday hours.

In the textile mills and in most manufacturing establishments and laundries shorter Saturday hours were the rule. All manufacturing establishments, except one in food manufacturing and one in the miscellaneous group, had shorter hours on Saturday, and 53 reported Saturday hours of under 6. Although the scheduled Saturday hours of laundries varied widely, in practically all establishments Saturday was shorter than other days. Occasionally the short day of the week fell on Monday, and frequently scheduled hours were not strictly adhered to, employees leaving when the work was finished or staying a little later on Friday or Saturday if it was necessary in order to get out the work. Three laundries of a total of 14 reported a scheduled day of 10 hours on Saturday. All the others had scheduled hours to some extent shorter than those of Monday to Friday, and

six had a Saturday of less than 7 hours. Saturday hours in stores were in many cases excessively long, and a half holiday was unknown except that a few establishments observed it for a couple of months in the summer. The shortest regular Saturday hours were 9 and the longest were $12\frac{1}{2}$, while 20 of the total of 26 stores had Saturday hours of 10 and over. Like all scheduled hours, moreover, these long days did not include the lunch and supper periods.

Lunch periods.

The importance of a sufficiently long period for food and rest in the middle of the day is especially evident where the daily hours are long. No fixed time for a lunch period is suitable for all plants. If the establishment is distant from the workers' homes and their lunch must be eaten in the plant a shorter time usually is required than where they must go home. Whether the workers remain on the premises or not, however, a very long day would seem to necessitate a longer rest period at noon than when 8 hours is the day worked. There was, nevertheless, no relation between the length of the lunch period and the length of the working day in the plants visited. (See Table VI, Appendix.) Textile mills, with the longest daily hours of any industry, reported only six plants allowing as much as one hour for the lunch period. Forty or 45 minutes was the most common time, but 5 establishments had only 30 minutes. Half-hour periods were given in 3 establishments (textile and miscellaneous manufacturing) where the hours were 11 a day, exclusive of the noon period. One food manufacturing plant, with actual working hours of $11\frac{1}{2}$ a day, gave but 30 minutes at noon. The shortest noon period was 25 minutes and the longest was $1\frac{1}{2}$ hours. A period of 1 hour or longer was given in 43 of the 103 establishments reporting. Of these, 26 were stores, where daily hours were shorter than in the large majority of manufacturing establishments. If the workers remained after 7 p. m. in stores, as was customary on Saturday, from 15 minutes to 1 hour was allowed for supper, the length of time varying with the establishment. More than one plant in the manufacturing group had certain departments in which no time off was allowed for a meal, the workers being obliged to eat as they tended their machines. In one mill where there was a night shift the workers went on at 6 p. m. and worked till 7 a. m. and yet were allowed no time away from the machines for midnight supper. This absence of an adequate lunch period for night workers affected but few women at the time of the investigation, but in busy seasons the number might be large.

Night work.

At the time this pay roll was taken, the winter and early spring of 1920-21, there were only 78 women employed at night and these

were all in textile mills. The hours actually worked varied from 18 to 63 a week, with 31 women (about 40 per cent) working from 54 to 63 hours. Such long hours as these without adequate provision for food and rest must mean great hardship for the night worker, who suffers also from the altering of normal habits of rest and sleep.

Minors.

The hours of day workers under 16 years of age are not included in any of the foregoing figures, for two reasons. There are two laws in Georgia which limit the number of weekly and daily hours that minors may work. One is a Federal law which forbids the employment of children under 16 for more than 8 hours a day or 48 hours a week by firms whose product is sold outside of the State. The other is a State law which forbids the employment of children under 14 with certain exceptions. The effect of these laws, or of the sentiment against the employment of children, is shown by the fact that but 188 girls appeared on the pay rolls of all the establishments for the late pay-roll period. Of these, 51 did not report the number of hours worked, but of the 137 whose hours were recorded only 14 girls worked 48 hours or longer.

WAGES.

The late winter and early spring of 1920-21, when the data for this survey were gathered, was a time of great business depression throughout the country. Factories that had in the last three years increased both force and equipment were compelled through lack of orders to close or run part time. In one building of a large cotton mill almost an entire floor was filled with bales of cotton cloth which was being made and stored against future orders so as to avoid loss to the management and their employees by closing the plant. Many plants were running but three or four days a week, and even on these days work was not always plentiful. To get facts about wages in Georgia it would have been obviously unfair to take figures from these short weeks; instead, the pay roll of the last full week worked was recorded. These full weeks showed considerable variation as to the month in which they occurred, but from this very fact they give some idea of the approximate data at which individual plants in each industry began to be seriously affected by the business depression.

The date of the last full week worked by the manufacturing establishments visited is shown in the following table:

TABLE 6.—Date of last full week worked, by industry—Georgia.

Industry.	Number of establishments.	Number of establishments whose last full week was—						In 1921.
		Before August, 1920.	In August, 1920.	In September, 1920.	In October, 1920.	In November, 1920.	In December, 1920.	
Textile manufacturing.....	33	.....	1	.....	5	3	7	17
Knit-goods manufacturing...	4	.....	.....	.....	1	.....	2	1
Garment manufacturing.....	8	1	1	.....	1	3	.....	2
Cigar manufacturing.....	4	.....	.....	1	1	.....	1	1
Food manufacturing.....	6	1	.....	.....	1	.....	2	2
Miscellaneous manufacturing.	8	.....	.....	.....	.....	1	1	6
Total.....	63	2	2	1	9	7	13	29

Judged by these figures, a depression was felt before August in the garment and food industries, and by October there was no important industry in which some establishment was not affected. By the first of January more than one-half of the manufacturing establishments felt the "hard times" sufficiently to cause a shortening of the week from one to four days.

Stores and laundries also felt the business depression, but to what extent it was more difficult to determine. In no store did it curtail

the length of the working week, and only one laundry reported a week shorter than the regular one because of "hard times."

Business depression may be manifested in two other ways—by a decrease in the number of persons employed and by lowered earnings. In order to gauge somewhat the trend of the wage rate and opportunities for women, wages were taken not only for the most recent full working week, but for an earlier week in the spring of 1920, when earnings were at their height. The comparison thus made possible of the number of workers and their earnings in the early week with the corresponding figures for the later week shows a slight decrease in the total number of women at work and a slight decrease in their earnings. It must be borne in mind that these figures represent only the pay roll for the actual week in question, and other factors than business depression would affect the numbers at work.

The number of white workers on the most recent pay roll taken showed a decrease of 1.3 per cent from the number on the pay roll at the earlier period. The decrease appeared in all industries but the manufacture of cigars and food products and miscellaneous manufacturing, in which groups numbers were larger for the later period. In cigar manufacture the increase was due to the fact that one department in the largest establishment for which records were taken was not operating during the earlier pay-roll period. The total number of Negro workers was greater for the later than for the earlier period, the slight decrease in most industries being more than made up by an increase in two industries where Negro women were introduced to take the place of white workers.

Earnings for the later period were 5.8 per cent smaller for white women in all industries. (See Table VII, Appendix.) The greatest reductions were in miscellaneous and textile manufacture, while reductions also occurred in knit-goods manufacture and laundries. Stores, and cigar, garment, and food manufacture had increased median earnings for the later period. Earnings of Negro workers show a median 4.6 per cent lower for the second week than for the first week, somewhat less of a reduction in earnings than that reported for white workers. These smaller earnings in the late week might be due to lower rates of pay or to fewer hours worked. The former probably was the case in most instances, as the firms' regular weekly hours were the same in the early and late weeks.

In a number of establishments wage reductions or a discontinuance of the bonus took place between the last pay-roll week taken and the time the plant was visited. For certain groups of workers these reductions were considerable. The wages of workers in textile mills were seriously affected. When piece rates were lowered an estimate of earnings at the lower rate obviously was difficult to de-

termine, but in certain firms weavers and spinners had a bonus withdrawn or a per cent reduction of their weekly earnings which made possible an estimate of the wage reduction since the last pay roll. The following figures show the estimated weekly earnings, figured on the wages for the last full week worked and the reductions which had since been made, for weavers and spinners in certain mills where wage reduction had taken place since the last full working week.

TABLE 7.—*Estimated reductions in wages because of changes reported at time of survey—Georgia.*

Occupation.	Number of firms.	Average weekly wage.		Per cent decrease of estimated earnings.
		Last pay-roll figures.	Last pay-roll figures with more recent changes.	
Weavers.....	8	\$17.37	\$13.59	21.8
Spinners.....	5	17.06	13.99	18.0

It must be remembered that these were not actual earnings. The estimated decrease of 21.8 per cent for weavers and 18 per cent for spinners is merely an indication of the probable extent of the fall of wages between the autumn and early winter of 1920 and the spring of 1921. At that time most mills were running only part of the week and earnings were probably much below these "estimated" earnings, which are figured for a full week.

Not only had wages been lowered and bonuses discontinued at the time of the investigation, but in many places work was available on only 3 or 4 days a week, and in some cases the entire plant had been temporarily closed. One girl said she used to average \$15 a week, but since Christmas her average earnings had been \$10. Another said that working short time they "made just enough to pay for their room and food." A Negro girl reported that she had worked since September for \$7.50 a week, but that recently she hadn't got so much, as "they haven't been running full time most weeks." A Negro woman who was on piece rates reported that she used to make \$0.90 or \$1 a day, but since they were running only three days a week she "couldn't make much."

As far as the workers were concerned, the situation at the time of the survey was summed up in the remark of the woman who said, "Short time makes it very bad." There is no doubt that the combination of lowered rates and short weeks made it difficult to earn

a living, and it must be remembered that the figures on earnings next presented show conditions during a week of full employment and not the more distressing conditions which prevailed at the time the survey was made.

Weekly earnings.

The amount which it is necessary to earn each week in order to live decently and not lose in health and efficiency is a much discussed question. Leo Wolman says that "standards of living" are estimated and discussed "as if there existed in this country some generally accepted standard of living that workingmen should be permitted to approach but not to exceed."²⁴ That there can not be a fixed standard is shown by the figures collected by different wage boards in Massachusetts in the same year.²⁵ One board found \$10, another \$13, and still another \$17.50 necessary for a woman's maintenance. This certainly illustrates the fact that there is no fixed sum for a living wage. With each individual, as with each wage board, the cost of living varies. The difference in the cost of living for a Negro and for a white woman may be no greater than between two white or between two Negro women, or between the findings of two wage boards.

It is therefore impossible to determine how many women in Georgia were earning a wage sufficient to live on, but from a summary of Table VII in the appendix it would appear that many were receiving less than enough to cover such essentials as decent food and shelter. One woman who made the remark that she objected most "to low pay and unnecessary dirt" stated that her earnings for the past week had been \$7.50 and for the week before \$6.50, and that when she had finished paying what she already owed for food she had just 40 cents left.

The median weekly earnings in the different industries during the late pay-roll period were as follows:

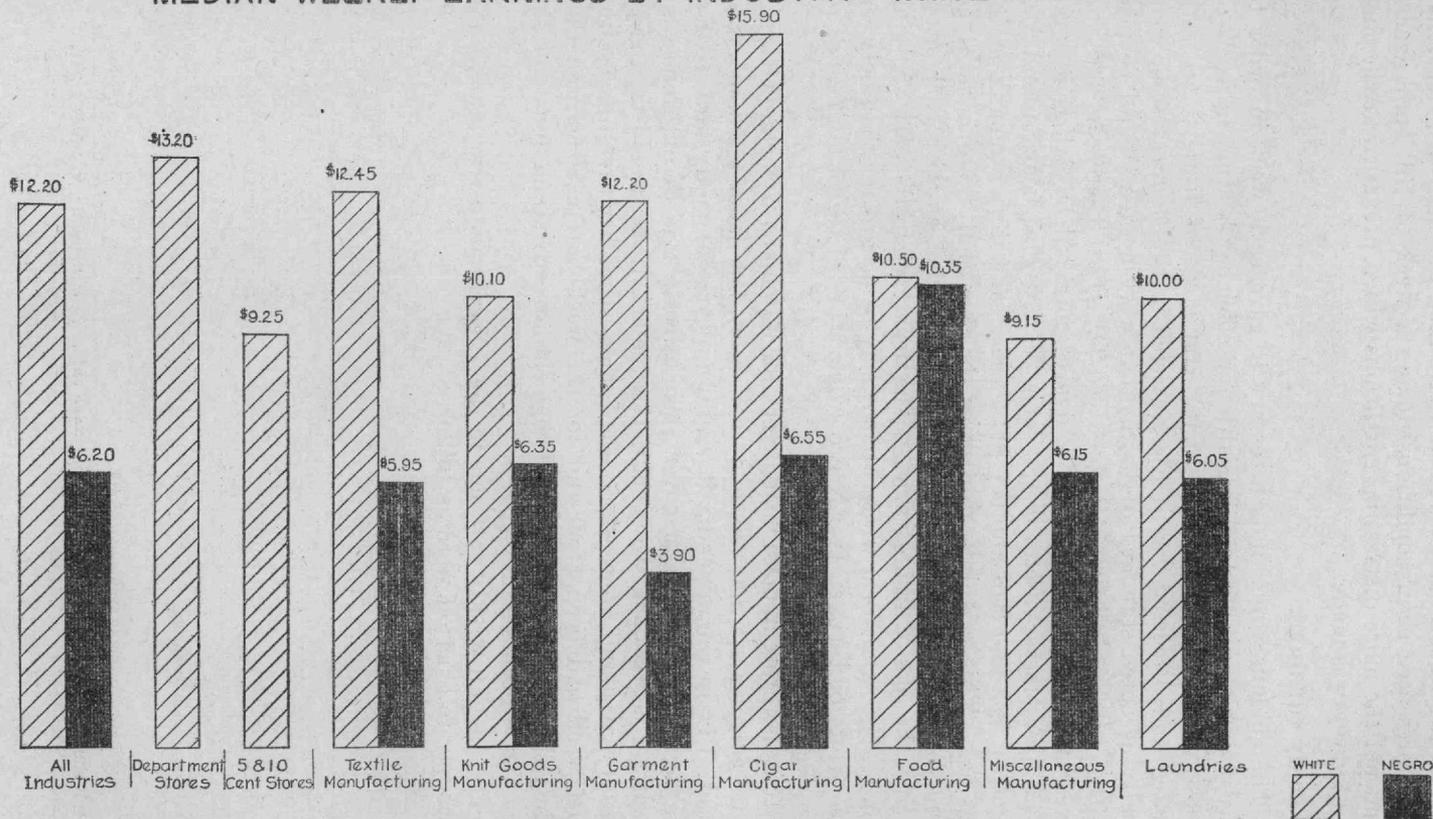
	White women.	Negro women.
All industries	\$12.20	\$6.20
Department stores	13.20	(a)
5-and-10-cent stores	9.25	(a)
Textile manufacturing	12.45	5.95
Knit-goods manufacturing	10.10	6.35
Garment manufacturing	12.20	3.90
Cigar manufacturing	15.90	6.55
Food manufacturing	10.50	10.35
Miscellaneous manufacturing	9.15	6.15
Laundries	10.00	6.05

a Not computed, owing to small number involved.

²⁴ Wolman, Leo. The cost of living and wage cuts. *New Republic*, v. 27, No. 347, July 27, 1921, p. 238.

²⁵ Massachusetts Minimum Wage Commission. *Annual report*, 7th, 1918-19, Boston, 1920, pp. 32-33.

MEDIAN WEEKLY EARNINGS BY INDUSTRY - WHITE AND NEGRO - GEORGIA



These medians or middle points may be taken as fair indexes of earnings in the various industries. Cigar making had the highest earnings and showed a median of \$15.90. This is \$3.70 above the median of \$12.20 for all industries, and \$6.75 and \$6.65 above the lowest medians, which occur in miscellaneous manufacturing and the 5-and-10-cent stores. The proportion of white women who earned less than \$8 a week is nearly one-fifth (19.2 per cent) of all those engaged in industry.

If we compare these figures with those of Kansas and Rhode Island—other States where surveys were made at about the same time—we find approximately one-fifth of the women in Kansas receiving less than \$9 and one-fifth of those in Rhode Island receiving less than \$12.50. A greater proportion of Georgia workers, therefore, earned under \$8 than in either Kansas or Rhode Island. Laundries and miscellaneous manufacturing had the greatest proportion of white women earning less than \$8, laundry workers showing 42.5 per cent and miscellaneous manufacturing 42.9 per cent of the women with earnings in this group. Of the women engaged in the manufacture of knit goods 28.1 per cent and of those in food manufacturing 32.3 per cent earned less than \$8 a week.

The Negro worker.

Median earnings of Negro women were considerably lower than those of white women. The median for Negro workers in all industries was \$6.20, while the highest median for any Negro group was \$10.35 for workers in the manufacture of food products. In many industries the occupations of these women are not of the same character as those of white women and therefore their earnings are not comparable, but in knit goods and garment manufacturing some plants had white and others had Negro women engaged on the same processes. The difference between their earnings was most marked in garment making, where the median earnings were for white workers \$12.20 and for Negro workers \$3.90. Most of these earnings were based on piecework and indicate a considerable discrimination against Negro women. In the plant where Negro workers were employed in manufacturing garments the rate was lower than that formerly paid to white workers on the same processes, and in one plant making knit goods white workers had been replaced by Negro women at a lower rate, although the manager stated that the work of the Negro women was more satisfactory. White and Negro workers had median earnings of almost the same amounts in food-products manufacturing. This was a low-paid industry for the white worker, due largely to the inclusion of the confectionery industry which paid a lower wage. The wage of Negro workers in food manufacturing compares favorably with that of white workers,

as the Negro workers were employed in large numbers in a sugar refinery where their earnings were unusually high. In laundries the wage varied considerably for the two races, but the white and Negro women were not engaged in the same operations, white women usually doing the marking and checking while the other processes were performed by Negro workers.

On the whole, when the same work was done by white and Negro workers a lower wage usually was paid to the Negro women. If the pay was based on time work, it was explained that the Negro worker was slower and less steady in attendance, factors which were not inquired into in this investigation.

There is constant danger of the substitution at a reduced wage of Negro for white workers. In one establishment where Negro women had taken the place of white, the manager stated that several years ago he had all white girls—several hundred—but gradually he had introduced Negro women, first in one department, then another, until at the present time there were but five white women left. The report on the plant reads: "The Negro girls receive a lower rate than the white, but produce about as much and do not complain at having to sweep around their own machines."

The danger is not that the Negro women will be able to do the work better than the white women, but that they will work for wages below the minimum accepted by the white workers. Even in plants where the wage was on a piece basis the rates were lower for Negro than for white women workers. The fact that most wages still rest on the commodity basis of buying work in the cheapest market makes the industrial competition of these two groups of workers with different standards of living a grave social and economic problem. If the introduction of the Negro worker at lower rates continues, there is a menace to the white worker not only of losing her job, but of lowered pay and poorer living conditions. The census of 1910 places the number of Negro women 10 years of age and over, gainfully employed, at 2,013,981, and of these only 0.8 per cent were engaged in manufacturing and mercantile pursuits.²⁶ The potential number of workers who may be drafted into industry with but little training and driven by economic need is therefore large. This condition presents a dangerous possibility of lowered wages to white workers as well as an exploitation of the ignorance and economic necessity of the Negro.

Rates and methods of payment.

Wages of both white and Negro workers were based either on output or on time worked. Occasionally there was a combination of

²⁶ U. S. Bureau of the Census. Negro population: 1790-1915. Washington, 1918, p. 521.

these two, when the worker was part of the day on an hourly rate and part on an output or piece-rate basis, or when she received a rate of so much an hour with an addition for all production beyond a given amount. This latter method was often found in stores, with amount of sales substituted for amount of production. The proportion of the women paid by the piece method depended largely on the industry. Over one-half of the white women employed in textile manufacture were paid by the piece, while in stores and laundries no women were paid by this method. All the manufacturing groups had some workers on time and some on piece rates, and all but food manufacture paid some workers by a combination of these two.

TABLE 8.—*Number of women on time work, on piecework, and on both time and piecework, by industry—Georgia.*

Industry.	Number of women reporting.		Number of women on—					
			Time work.		Piecework.		Both time and piecework.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
Department stores.....	458	10	458	10				
5-and-10-cent stores.....	193	3	193	3				
Textile manufacturing.....	3,505	245	1,036	190	1,995	50	474	5
Knit-goods manufacturing.....	224	111	75	42	143	66	6	3
Garment manufacturing.....	390	34	43	1	346	33	1	
Cigar manufacturing.....	153	66	3	39	150	26		1
Food manufacturing.....	92	72	68	55	24	17		
Miscellaneous manufacturing.....	126	489	66	303	26	160	34	26
Laundries.....	40	282	40	282				
Total.....	5,181	1,312	1,982	925	2,684	352	515	35

In stores the prevalence of time work is due to the character of the work. In laundries, although all workers were paid by the hour or week, rates varied for the same operation, depending on the speed of the worker and quality of the work. In all industries a much greater proportion of white women (51.8 per cent) than of Negro (26.8 per cent) were paid at piece rates. The per cent of white women who were pieceworkers would be even greater if persons who were on both piece and time work were included in this group. This would make the total proportion of pieceworkers in manufacturing establishments 71.2 per cent for white women and 38.1 per cent for Negro women.

It is difficult for a pieceworker to foretell just how much she will earn in a given time, as both the plant conditions and the speed of the work vary. She may have plenty of work one day and feel able to work fast, while the next day her machine may not "behave," work may not come up from the next department, or she herself may feel below par. With a worker whose pay is based on time, however, if she knows her rate and works her full number of hours

her weekly earnings can be counted on with considerable accuracy. Of course if she does not work the full hours, or works more than the full hours, her earnings will not correspond to her rate.

It is therefore not surprising to find that the earnings of time workers were slightly lower than their rates, for time lost could not be made up by additional speed, as might be done in the case of the pieceworker, and there was practically no overtime. In a few stores and manufacturing establishments a bonus for attendance, production, or increased sales slightly raised the earnings, but not sufficiently to compensate for the lost time. This is shown by the following figures, from Table VIII in the Appendix, comparing the median rates of pay and median earnings:

	White women.	Negro women.
Early pay-roll period:		
Median rate.....	\$12.40	\$6.90
Median earnings.....	11.95	6.45
Late pay-roll period:		
Median rate.....	12.20	6.80
Median earnings.....	11.45	6.20

The discrepancy between earnings and rates was especially striking in the low-paid group of workers whose rate of pay was less than \$10 a week. We find 28.8 per cent of the white women with a rate of less than \$10 and 36.9 per cent who actually earned less than \$10. Of the 1,395 white women who had a weekly rate of \$10 and over, 16.8 per cent actually earned less than \$10. (See Table VIII, Appendix.)

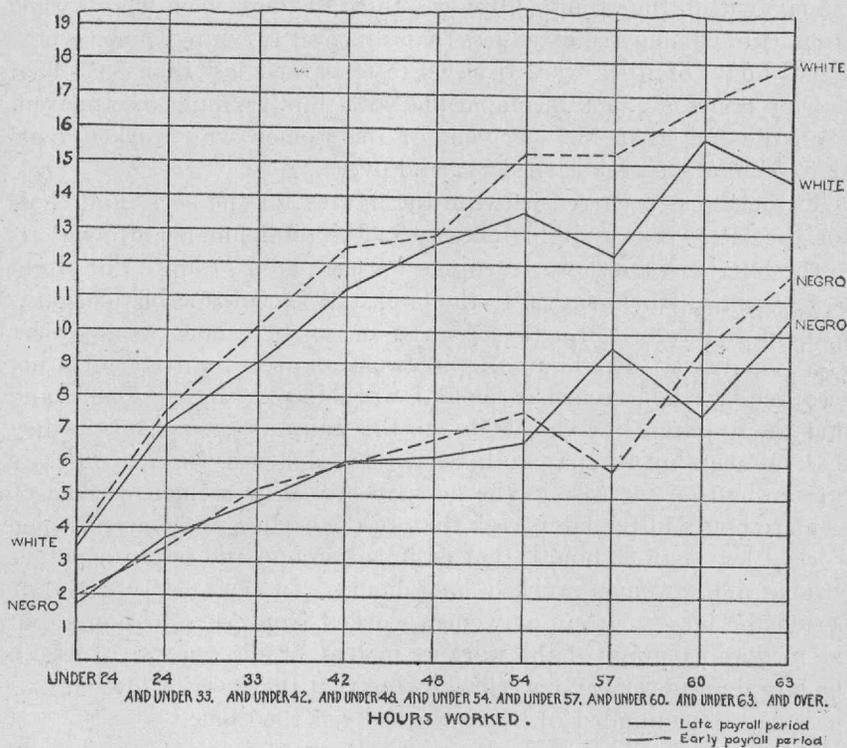
Earnings for the early week taken showed a closer approximation to rates than did those of the later week. Instead of a difference of 75 cents between median rate and earnings for white women, the difference was but 45 cents. Negro women showed a somewhat similar relation between rates and earnings. Their median earnings were 60 cents less than rates in the second or late period and 45 cents less in the first week taken.

Earnings and hours.

It is important for piece as well as for time workers that the number of hours worked, together with earnings, shall be recorded to ascertain the relation between time worked and earnings, especially as such a large proportion of the workers are paid by piece rates. It is obviously of great importance to the worker to know whether she can earn \$14 by working 48 hours a week or whether it will take 60 hours. In fact, the relation between hours and wages is so significant that it has been recognized in the wage awards of both the Industrial Welfare Commission of Oregon and the Minimum Wage

Commission of Minnesota. In Oregon a general minimum wage of \$13.20 a week was fixed for adult female workers, and this rate was based on a 9-hour day and a 48-hour week.²⁷ In Minnesota the minimum wage of \$12 was based on a 48-hour week.²⁸ Thus a certain time equivalent to be given for a fixed sum was established in both cases.

GEORGIA
COMPARISON OF MEDIAN WEEKLY EARNINGS
AND
HOURS WORKED IN EARLY AND LATE PAYROLL PERIODS
DOLLARS.



Figures obtained for hours and earnings in Georgia related to less than two-thirds (65.4 per cent) of the women for whom weekly earnings were obtained. This is due to the fact that the hours of many pieceworkers in manufacturing establishments are not recorded, and also that records in stores and laundries showed the number of days worked but usually not the number of hours in each day or week.

²⁷ Recent State minimum-wage reports. Monthly Labor Review, v. 12, No. 4. April, 1921, p. 80.

²⁸ Minnesota Minimum Wage Commission. Order No. 12, Dec. 1, 1920.

The chart for these figures (p. 35) illustrates the relation between earnings and hours as it was found for this group in Georgia. A continuous increase in median earnings is shown for each hour group until 57 hours is reached. When 57 or more hours were worked median earnings fluctuated both above and below the median of those who worked between 54 and 57 hours. This latter group was the largest, and their median earnings were \$13.55, considerably higher than the median for the whole group regardless of hours (\$12.15). (See Table IX, Appendix.)

Even though median earnings for groups may show an increase in earnings with additional hours worked, this is not true of all individuals within the group. Over one-third of the women who worked from 54 to 60 hours received less than \$12, and 16 white women whose actual hours of work were from 60 to 63 earned less than \$8. That shorter hours are not incompatible with fair earnings is apparent from the fact that 43.6 per cent of the women who worked from 42 to 48 hours a week earned \$12 and over.

Two changes occurred between the figures for the early and those for the late week, a slight increase in the total number of workers in the late week and lower earnings for each hour group. The slight increase in numbers shown in the later and less prosperous period is without doubt due to the transfer of some of the women from a piece to a time basis. The hours of pieceworkers are very frequently not recorded, while a record is kept of workers paid by the hour; and that the apparent increase is due to this cause is proved by the fact that numbers on the pay roll, regardless of hours, show a decrease rather than an increase in the later week. More women worked 60 or more hours in the later week than in the earlier, and fewer women worked less than 33 hours; that is, in the second and less prosperous periods more women worked long hours. In both early and late period the largest group of women worked from 54 to 57 hours, but the median earnings of the workers in that group were \$1.75 less in the late than in the early week, showing that there was a lowering of the rate, as the number of hours worked was the same.

The figures in Table IX also show clearly the decrease in hourly earnings between the early and late week. In each hour group medians were lower, as already noted, in the late than in the early week; and for the total number of workers, regardless of the hours worked, the median dropped \$0.85.

For Negro women, the median for the entire number of women reporting on the late pay roll was \$6.10, only about one-half the median for white workers. The hours worked, however, were not so long as those of the white workers. Only one-third (33.4 per cent) of the Negro women worked 54 hours and over, while nearly one-half (47.7 per cent) of the white women worked these hours. Even when

long hours were worked earnings were not proportionately high. Of the Negro women who worked from 54 to 60 hours, 86.2 per cent received less than \$10, and of those whose actual hours were from 60 to 63, one-half (56.8 per cent) earned less than \$8. Forty women who worked from 42 to 48 hours earned less than \$5. These low earnings are reflected in inadequate food and housing, which again are factors in lowered vitality and production.

For Negro as well as white women changes occurred between the early and late weeks; there were a slightly higher number of workers and, in general, lower earnings for each hour group in the late week. The slight increase in numbers of Negro workers shown in the later and less prosperous period is without doubt due to their increased substitution for white women in a few plants.

The median earnings for all Negro women were lower in the late than in the early week—a decrease of 35 cents—and the hours worked were shorter. The largest numbers of women were in the 54-to-57-hour group in the first week and in the 51-to-54-hour group in the second.

Earnings and experience.

Besides the number of hours worked, an important factor in earning power is experience. In occupations where skill is required, experience is more valuable than in those where the operation can be learned in a few days. Nevertheless, in all industries the training of workers costs something, and the increase of earnings with years of service is indicative of the value industry sets on holding its workers. In the following table, a summary of Table X in the appendix, the general opportunity for advancement and the inducement offered workers to remain in one line of work are shown for all industries:

TABLE 9.—Median earnings of women, by years in the trade—Georgia.

Years in the trade.	Per cent of women in each specified group.		Median earnings of women in each specified group.	
	White.	Negro.	White.	Negro.
Under 6 months.....	5.1	5.2	\$8.00	\$4.15
6 months and under 1 year.....	5.3	10.7	9.65	5.70
1 and under 2 years.....	13.7	26.9	10.75	6.75
2 and under 3 years.....	12.0	20.0	11.35	6.85
3 and under 4 years.....	10.6	7.7	13.05	7.00
4 and under 5 years.....	7.2	5.5	11.15	6.55
5 and under 10 years.....	18.2	11.5	13.30	6.65
10 and under 15 years.....	10.6	5.5	15.05	5.35
15 and under 20 years.....	8.4	3.3	15.80	(1)
20 years and over.....	8.9	3.9	15.45	(1)

¹ Not computed, owing to small number involved.

The proportion of white women who had been 15 years and more in the same trade or industry was considerably larger than of those who were in their first year, and almost one-half had remained in the same industry five years or over. Comparing these figures with those of Negro women it is apparent that Negroes had been a much shorter time in one industry than had white workers. Less than one-half as many had been 15 years and over in the trade as were in their first year, and only about one-quarter of all the Negro workers had been in the same industry five years or more.

With the exception of the group which had worked from four to five years, earnings of the white woman worker steadily increased with each period of service until she had worked for 20 years, after which period of experience earnings dropped slightly. Workers with 15 years of experience showed an advance of 97.5 per cent over the earnings of those who had worked less than 6 months. This increase was steady and in rather striking contrast to the course of the Negro women's earnings. The Negro workers' highest earnings are in the group of from 3 to 4 years of service, and from that time on the figures show a decrease. The median earnings for the group of Negro women who had been in the same industry between 10 and 15 years were 35 cents lower than those for the group who had worked six months but less than 1 year. That their earnings do not show an increase proportionate to length of service is probably due to the fact that the Negro women who have been many years in industry have worked in positions requiring but little skill, such as sweeping, sorting, and packing. Those who entered industry in more recent years have quite possibly been employed on work requiring skill, and therefore are better paid than are unskilled workers, regardless of length of service. Earnings of white women who have been employed for many years in these skilled positions which have only recently been opened to Negro women would show the value attached to experience in more skilled work.

But an increase in pay is not the sole measure of the value placed on experience. Three things are important to the worker and to the employer if he wishes experienced workers. First, the beginner's wage must not be too low; second, earnings must rise with the worker's increased experience; third, the rise must not be too long postponed. The wage at which a woman begins work often determines whether she stays in the industry a sufficient length of time to get an increase. The prospect of a high wage after experience is gained may be a sufficient inducement to hold a worker through an initial low-paid period. Of course, the amount of the prospective wage and the length of time necessary to obtain it are of great importance. The following table gives the beginner's median, the

highest median, the length of time between the two, and the per cent increase in each of the industries included in the investigation.

TABLE 10.—*Beginners' earnings, maximum earnings, and length of experience, by industry—Georgia.*

Industry.	Earnings of beginners (median).	Highest earnings reached (median).	Per cent increase.	Length of experience required to reach maximum.
Cigar manufacturing.....	\$14.50	\$21.50	48.3	10 to 15 years.
Food manufacturing.....	9.00	13.85	53.9	3 to 4 years.
Garment manufacturing.....	7.50	14.75	96.7	10 to 15 years.
Knit-goods manufacturing.....	6.85	16.50	140.9	10 years.
Textile manufacturing.....	8.20	15.45	88.4	15 to 20 years.
Miscellaneous manufacturing.....	6.50	9.50	46.2	3 to 4 years.
Department stores.....	10.80	18.60	72.2	5 to 10 years.
5-and-10-cent stores.....	9.35	11.50	23.0	Do.
Laundries.....	5.25	9.50	81.0	20 years or more.

The lowest earnings both for beginners and for experienced workers were in laundries, where the great majority were Negroes. White women working in knit-goods and miscellaneous manufacturing received beginners' earnings of between \$6 and \$7. The maximum earnings, however, did not show the same agreement, earnings in knit-goods manufacturing mounting very much higher with experience than those in miscellaneous manufacturing. The very small number of beginners reported in the cigar factories visited (7) had a median of between \$14 and \$15, and this industry also showed the highest earnings for experienced workers (\$21.50). The peak of earnings was reached most quickly in food and miscellaneous manufacturing. Earnings in these two groups reached their maximum at between 3 and 4 years.

Yearly earnings.

In order to determine how much it costs a woman to live, it has been the custom to make up an itemized weekly budget of her probable expenses. The amount of this budget can then be compared with her weekly wage to see if the latter is sufficient for her support. For one week, when a worker is earning her regular wage, this may be fair, but when it is remembered that a woman must have shelter, food, and clothing for 52 weeks, the inadequacy of any weekly wage which does not allow provision for weeks not worked is clearly seen.

To obtain facts as to the amount earned during a 52-week period, one-tenth of the women from each pay roll were selected, with the aid of the management, and their year's earnings were recorded. Only those women were taken who had been in the establishment at least a year and who were classed as steady workers. The earnings of these 609 women probably were typical of the more experienced workers in each industry. If their earnings are divided by 52, the

number of weeks in a year, and also by the actual number of weeks worked, we find in both cases higher median weekly earnings than those for all employees on the pay-roll records for one week. It is apparent, therefore, that the group whose yearly earnings were recorded earned rather more than the average, probably due to the fact that they were experienced workers.

	White women.	Negro women.
Median earnings for all employees, one-week pay roll.....	\$12. 20	\$6. 20
Average for select group on pay roll during entire year:		
Year's earnings divided by 52.....	14. 40	7. 85
Year's earnings divided by weeks actually worked.....	15. 50	8. 20

In the year 1920, the period selected for this study, median yearly earnings for the 550 white women were \$750. This median includes some extremely low and some fairly high earnings. We find seven women whose yearly earnings were less than \$300 each, and three women who earned \$1,600 and over. Women in department stores showed the highest median earnings, \$940, which were considerably larger than the median of \$800 for the next highest group, who were workers in textile manufacturing. Workers in cigar manufacturing showed high earnings, but too few cases were reported to be of equal significance with department stores and textiles; only 14 workers in cigar manufacturing were recorded, but 10 of these had yearly earnings of from \$900 to \$1,600, which would bring them into the class with the highest earnings. The smallest amounts were earned by 5-and-10-cent stores and laundry workers, whose median yearly earnings were \$485 and \$465, respectively. (See Table XI, Appendix.)

If these yearly earnings in Georgia are compared with those taken for a six-months-earlier period in Kansas and Rhode Island, considerable similarity is found between those in Kansas and Georgia, but much higher incomes are reported for Rhode Island.

TABLE 11.—Year's earnings of women in three States.

Annual earnings.	Per cent of women earning each specified amount in—		
	Georgia.	Kansas.	Rhode Island.
Less than \$600.....	26.0	28.6	9.0
\$600 and under \$900.....	44.4	42.2	55.2
\$900 and over.....	29.6	29.2	35.9

To what extent the higher incomes of the workers in Rhode Island are due to the industries in which they are employed it is difficult to say. The Georgia group was largely (63.3 per cent) composed of textile operatives. In the Rhode Island group rubber workers pre-

dominated, while in Kansas there was a more even distribution of workers among varied industries. These income figures, however, show the amounts which women who are steady workers may reasonably expect in these three States.

Yearly earnings were reported for 59 Negro women in Georgia outside of Atlanta. Their highest earnings were in food manufacturing, but the number in this industry was too small to be significant. The lowest yearly earnings were in laundries, where 11 of a total of 16 women earned less than \$400 and the median was \$342. In several industries it was impossible, owing to the character of the industry or the absence of steady workers, to obtain yearly earnings for more than a very few Negro women. In laundries especially, where more Negroes were employed than in any other one industry, there was much shifting of workers from one establishment to another and much intermittent work. This may be due partly to low wages, for one woman explained that she "worked off and on in ——— Laundry when family work was poor." It would appear that some outside work would be necessary in an industry where the yearly earnings of the experienced workers showed, as in laundries, a median of \$342. The white workers in laundries had median yearly earnings of \$463. This was \$121 more than that of the Negro women. As already stated, Negro women as a rule are not engaged on the same work as white women, but in laundries the dividing line is based on the policy of the employer rather than on the difference in the work. There is constant danger of the substitution at a reduced wage of Negro for white workers, not only in laundries where it has already taken place, but also in manufacturing. This evil of cutting wages by the introduction of workers with lower standards of living than those of the supplanted group is as old as industry, and can not but prove expensive for any society which permits it.

As a matter of course, yearly earnings vary, in most industries, with the number of weeks worked. Nearly three-quarters (71.8 per cent) of the white women for whom annual earnings were recorded worked 48 or more weeks in the year, while nearly one-fifth worked the entire 52 weeks. (See Table XII, Appendix.) The proportion who lost not more than two weeks was 30.4 per cent, and only 6.4 per cent lost as much as nine weeks. A greater proportion of Negro than of white women worked 52 weeks. Seventy-one per cent of the Negro compared to 80 per cent of the white women lost one or more weeks. About 40 per cent of the Negro women showed one or two weeks not worked, and only two women lost more than eight weeks. If the total number of weeks lost is divided by the total number of women, both Negro and white, the average time lost per worker was about $3\frac{3}{4}$ weeks. Naturally, more weeks were lost in some industries than in

others. (See Table XIII, Appendix.) All of the knit-goods workers and 85 and 90 per cent, respectively, of the textile and garment workers lost one week or more. In the other industries from one-half to three-fourths of the women lost one or more weeks. The various causes of this losing of time could not be ascertained. It was possible, however, to record the number of weeks the department or plant was closed and in which, therefore, work could not be performed. (See Table XIV, Appendix.) Stores, laundries, and food factories showed no weeks lost due to the plant or department closing. In the other manufacturing establishments 40 per cent of the white and 44 per cent of the Negro women who lost time were idle from one to 15 weeks for this reason. The greatest number of workers lost one or two weeks, but one-fourth of those affected lost five or more. This enforced idleness was greatest in knit-goods manufacturing, where every worker but two was out from three to eight weeks. The total number of weeks lost through enforced idleness was more than a quarter (27 per cent) of all the time lost by the 444 workers.

Without doubt, many hours and occasionally days were lost during the weeks where work was recorded, and although it was not possible to obtain the actual amount of time lost, the wide variation of weekly earnings shows to some extent the irregularity of work. The following cases serve as examples to show how greatly the earnings of a single worker may vary during five consecutive weeks.

	Piecework.			Timework.		
	Spinner.	Spooler.	Bunch maker.	Winder tender.	Doffer.	Sack sewer.
First week.....	\$13.00	\$7.80	\$6.80	\$10.80	\$11.45	\$6.70
Second week.....	8.55	9.40	9.12	9.70	12.27	8.70
Third week.....	3.20	11.60	8.46	14.85	10.09	10.00
Fourth week.....	21.50	2.45	2.54	9.70	2.18	7.05
Fifth week.....	17.50	8.55	2.36	13.60	7.91	8.85

Some of these workers were paid according to the time worked and some according to the piece, but in neither case would it be possible to tell from these five weeks what weekly earnings might be expected. All this variation can not be laid to any one cause, but it is certain that irregularity of work is an important factor. In the cigar manufacturing industry this variation from the average is as much as 104.4 per cent, and for the workers in stores who have the steadiest pay the variation from the average is 56.1 per cent. The average variation for all industries is 86.7 per cent. It would appear, therefore, that a weekly wage was far from a steady amount received each week, but was rather a variable sum reflecting conditions of work and the health of the worker in the industry.

WORKING CONDITIONS.²⁹

It is impossible to tell to what extent woman's surroundings in the factory or shop affect her health and efficiency. There is, however, little doubt that when from one-half to two-thirds of her waking time is spent in her work place the effect of conditions there, both on her standards and on her habits, is considerable. The nature of the establishment determines to a great extent many of the conditions, such as spacing, lighting, noise, and temperature. In stores, for example, lighting has usually received sufficient attention and industrial hazards can hardly be said to exist, while in laundries lighting and cleaning do not assume the same importance as in manufacturing plants.

During this survey conditions were reported on after a brief inspection of 122 plants. Certain general facts were noted, as conditions in the workroom, special working arrangement, and sanitary and welfare conditions, but no scientific study of technical subjects, such as spacing, ventilation, and hazard and strain, was possible.

General workroom conditions.

Spacing.—Arrangement of machines too close together was seen more often in mills and laundries than in other plants, for among the 39 establishments where some crowding was noted, 15 of the 33 textile mills and more than one-half of the 13 laundries were included. The narrow aisles reported in mills, usually in weaving and spinning rooms, were a menace to safety where unguarded machinery was located on such aisles, and a check to efficiency when narrow cross aisles necessitated long detours from one machine to another. Congestion was sometimes the result of obstructing piles of stock, cans, and boxes. In one small mill the great variety of occupations—drawing, speeding, spinning, spooling, warping, quilling, and weaving—all in one room, gave an impression of crowding and confusion, inevitably adding to the strain of the work. In several laundries, also, the haphazard placement of machines, crowding of employees, and general chaotic and untidy conditions naturally would have had a bad effect on the work and the workers.

Cleaning.—The inadequate cleaning of the workrooms, like bad spacing and disorder, often showed lack of interest on the part of both management and workers. Such statements from managers as

²⁹ In the following discussion conditions in Atlanta are included with the figures for the rest of the State. Working conditions in the stores in Atlanta were not investigated.

"No one has the responsibility of cleaning," "It is not done regularly," "We just clean when we have time," or "The girls sweep out rooms whenever necessary," showed surprising lack of system, but not surprising results, such as dirty floors, dusty walls, dingy windows, cobwebs, and accumulated débris of long standing. Unsatisfactory cleaning arrangements were found in 54 plants. In many cases where there was systematic daily cleaning, the dirt which was caked about posts, in corners, and under machines showed the cleaning to be of a too superficial nature. This was especially true in mills, where the constant formation of dust and lint, the dripping of oil, and the too prevalent habit of promiscuous spitting by users of tobacco and snuff made the problem of cleanliness a serious one. In many places scrubbing of floors was needed. One mill had solved this problem by the use of an electric scrubbing machine. Scientific methods of effective cleaning by vacuum and compressed-air systems also were used.

The custom reported in some plants of requiring the girls to clean the workrooms and the machines would be a hardship for pieceworkers when they were not paid extra for this task. Although the workers should not be required to do the actual cleaning of workrooms, they can aid greatly in maintaining standards of orderliness by refraining from littering the floors unnecessarily and from spitting promiscuously. That the women were interested in such matters was proved by their remarks. One woman said that the candy factory where she worked was so dirty that she was looking for another job, while a number complained of the habit of spitting on the floor and thought spittoons should be provided and should be cleaned regularly.

Heating.—On the whole, the heating of workrooms was satisfactory. Occasionally in the southern part of the State managers were found who, relying on the usually mild weather, had made no provision for cold days, with consequent discomfort at times to employees. One manager, not wishing to go to the expense of installing steam heat, the only system allowed in his plant by the insurance company, reported no heating whatever, but seemed to think he had settled the problem by serving hot coffee or soup two or three times a day in cold weather. Another manager of a plant entirely devoid of heating apparatus dismissed the subject casually with the remark, "It doesn't get cold here."

Lighting.—Lighting and ventilation are both highly technical subjects requiring scientific and individual treatment for the different industries. They can only be touched upon in a summary of this sort. Natural lighting was found unsatisfactory for some or all of the women in 22 out of 96 industrial establishments. The main trouble

in cases of poor natural lighting was the placement of the workers without reference to the light. Sometimes they were in a section of the room which was dark because of many machines and overhead belts, or because of too great distance from windows; at other times the women sat directly facing the light from unshaded windows. When artificial light was necessary, even less care and thought were evident. In 74 plants artificial lights were either inadequate or badly arranged for some or all of the workers. Where poor natural lighting necessitated the constant use of artificial means, in many instances electric bulbs were missing or lights were without shades. Often the lights were too high or too low, or placed at too great intervals. Some managers apparently believed that if enough light was supplied the problem was solved, not knowing that too much illumination or glare is as detrimental to eyesight as is insufficient light. Other managers, realizing that inadequate lighting not only produces impaired vision—which in turn causes nervous fatigue of the whole body—but also limits production, had given careful study to the question. The lighting in these cases was excellent. The many large factory windows were of ground or frosted glass, well shaded. The worktables and machines were placed at right angles to windows. The windows on the west side of the new weaving room in one mill had venetian blinds in addition to muslin curtains to prevent a glare from the direct rays of the sun on the machinery. In a number of cases the fresh white paint on the walls and ceilings made the workroom much lighter. In several knitting mills special attention had been paid to the artificial lighting in order to avoid shadows and glare where close application of the eyes was necessary for the work. In one mill, for example, the well-shaded, high-power electric bulbs with frosted lower half, placed in alternating or "staggered" rows, were reported to be quite satisfactory.

Ventilation.—The problem of proper ventilation is one for careful study by experts. In a brief survey of a plant only striking instances of the absence of necessary ventilating apparatus, or the inadequacy of that supplied, could be observed. Where only natural ventilation was necessary, the results usually were good. Artificial ventilation, however, was reported unsatisfactory for some or all of the women in 26 plants. The chief difficulty was the lack of artificial devices to eliminate the humidity which prevails in laundries, and the badly adjusted arrangements for regulating the heat and humidity in textile mills. In many laundries the absence of hoods over mangles, and of exhaust fans in the outer walls, resulted in a combination of excessive heat and humidity. The need of humidity in mills so that cotton thread will run smoothly, gives rise to a problem requiring scientific care and consideration. With but

one exception, all mills visited during the course of this study used some kind of humidifier, and the type used made a great difference in the comfort of the workers. The most unsatisfactory kind which was seen consisted of pipes which sent out frequent jets of steam a few feet from the workers' heads. As a contrast to this type was the humidifier with an inside revolving fan to circulate the air as well as the moisture, and to send out a disinfecting pine oil of pleasant odor. Although a superintendent in one mill claimed that the proper temperature and moisture of the product could not be maintained if artificial ventilation were introduced into a mill, an excellent system was found installed in several weaving rooms where powerful fans drew in a strong current of air through outside walls open like the slats of a blind, and distributed it through towers or flues in the room. In the use of artificial ventilation care should be taken to avoid a situation which was found in one plant where the cold air forced by a central fan through pipes blew directly on the workers. Newspaper had been stuffed into some of the pipes to limit the force of the air. Electric fans were found in a number of plants, which, as one girl expressed it, "helped so much in hot weather."

Another problem of ventilation, or rather temperature, arises in candy dipping, through the necessity of keeping the room sufficiently cool. This is accomplished in two ways—by cold pipes around the walls or overhead and by large pipes through which cold air is forced into the workroom. In at least one plant, where the method used was the forcing of cold air into the workroom through pipes, the direct current chilled the workers. The cold-pipe method caused moisture to congeal on the pipes, which increased the dampness in the workroom and made the cold more penetrating. This is a serious menace in a warm climate, as described by the girl who said: "I tried it, but couldn't stand it. Being in the cold room all day in summer with those iced pipes to cool the air made me sweat so in the evening and all night that my clothes and even the sheets on the bed got wringing wet. I couldn't stand it, even for the pay."

Seating.—The matter of seating is almost equally a matter of standing. Where the job is a standing one, opportunity must be furnished for occasional sitting. Where the worker sits at her task, the table or bench should be so arranged that either sitting or standing is possible. The important point is "that posture must be varied," and that a good chair, from the point of view of both the worker and her work, should be provided.³⁰ In Georgia the

³⁰ New York State Department of Labor. Bureau of Women in Industry. Industrial posture and seating. N. Y. State Dept. Labor Spec. Bul. 104, 1921; p. 6.

necessity of providing "suitable seats" is recognized, and the State law reads as follows:

All persons and corporations employing females in manufacturing, mechanical, or mercantile establishments must provide suitable seats and permit their use by such females when not necessarily engaged in the active duties for which they are employed.

Eleven establishments were reported as having no seats of any sort and 11 others had no seats for women engaged on standing jobs. In 58 establishments the seats were either insufficient in number or makeshift, such as stray boxes, barrels, or kegs. The following quotations from the investigators' reports show the inadequacy of some of the seating:

No seats seen except boxes, baskets, kegs.

Girls were resting on the edge of trucks.

Some girls were sitting on boxes or overturned cans.

Some girls were sitting on boxes or leaning against the wall.

Some girls in card room sitting on cans, others in spinning room on the sides of bins.

Seats for spinners and spoolers were the edge of uncovered waste boxes, affording no comfort, with the front edge of the box lower than the rear one.

Women waiting for work stood leaning against walls or machines.

It is quite evident that such provisions for sitting at work or resting in leisure moments are wholly unsatisfactory.

For women who sit constantly at their work, there should be provided comfortable chairs with backs and with legs that may be adjusted to the height of the workers and their work. The majority of firms had not given this matter sufficient consideration. As an illustration of such neglect may be mentioned one plant where women whose duty it was to "take-off" from a machine, sat twisted sideways on the frame of the machine. Excellent arrangements were noted occasionally, especially when provision had been made for the girls either to sit or to stand at their work. One girl liked her job in a knitting mill because, though she sat for transferring, she walked about tending the machines and "got some exercise."

In general, it is possible and desirable to furnish a sufficient number of comfortable seats for the leisure moments of women at standing jobs, suitable seats for those where sitting or standing at the job is optional, and scientifically constructed adjustable seats where constant sitting is necessary.

Hazards and strains.

In addition to the strain of constant standing or sitting, there were encountered in the investigation certain strains and hazards connected with different occupations. In textile mills the constant noise, vibration, and speed of the machines would seem to be a strain

on the nerves of the workers. One room containing 650 looms was described as throbbing like a ship propelled at top speed. Then there was the additional discomfort of heat, humidity, and lint. The amount of lint varied greatly in the various mills and also in different rooms of the same mill. That it is possible to control the lint was shown in mills using special devices, such as a vacuum cleaning system, for taking away the lint from around the machines. The question of hazard and strain in individual textile occupations is one requiring careful technical study and could not be gone into in the limited time of the survey. One thing that was definitely noted, however, was that speeder tenders need to exercise great caution to keep their hands and clothes from catching in the speeder fly. One girl said, "My apron got caught in the speeder fly the other day and was ripped right off me. It scared me almost to death." Drawing-in and inspecting, which necessitate close application of the eyes, may soon result in eyestrain unless the lighting arrangements are quite adequate for the work.

In other industries various strains and hazards were noted. The operators of power machines in garment factories were under the strain of close application of the eyes and constant sitting in one position. The high speed at which they worked and the resulting fatigue increased the hazard of running the needle into their fingers. In several establishments machines and presses, such as a wire-stitching machine, a wire-fastening foot press, and a plate press, were reported to be without guards, with the possibility of the operators' hands being caught and crushed. In one plant women were cutting knots on a large unguarded revolving knife that looked extremely hazardous. In laundries bad burns from hot expanses of metal, such as collar molders or sleeve ironers, were frequent. One girl stated that she had been out six weeks on account of a badly burned hand. Laundry work also necessitates continuous standing, sometimes on damp cement floors, and frequently the operation of body machines requiring strong foot pressure, especially if one woman worked four or five presses.

The habit of some of the women in cigar factories of biting the ends of cigars and sealing them with the tongue still persists in spite of its prohibition by their employers, and is to be condemned from the viewpoint of the health of both the workers and the public.

In conclusion it should be said that although certain hazards and strains are inevitable in industrial occupations, the dangers can be reduced by more careful management, by the installation of guarded machines and comfort facilities, and by the reduction of hours.

Workroom hazards.—It is sometimes difficult to differentiate between occupational and workroom hazards, but in addition to those

already described, hazards designated particularly as general workroom dangers were reported in 53 plants. These included such matters as uninclosed side and overhead belts, unguarded wheels and set screws, uncovered extractors in laundries, uninclosed elevator shafts, and exposed shafting which formed stumbling blocks. Narrow aisles and slippery, oil-soaked floors added to the dangers where unguarded machinery was located on such aisles. Particularly menacing, as likely to catch the women's skirts, were the unguarded belts coming up through the floor. In mills, the wheeled boxes for carrying stock often were pushed recklessly about workrooms, the boys in charge of them coasting at a rapid rate down the aisles. The new compensation law in Georgia, which went into effect March 1, 1921, will doubtless be instrumental in improving these conditions.

Fire hazards.—Closely related to the subject of workroom hazards is that of the danger of fire. Although this subject was not exhaustively gone into during the survey, conspicuous hazards were observed and recorded. The State law requires owners of buildings more than two stories in height and used in the third or higher stories, in whole or in part, as a factory or workshop, to provide more than one way of egress from each story above the second; to have all the main doors of the buildings, both inside and outside, opening outwardly; and to supply amply each story with means for extinguishing fires.

In more than one-half of the plants hazards were reported, such as too few exits, doors opening inward instead of outward, lack of fire escapes on four-story buildings, obstructions before fire exits and stairways, or dangerously constructed stairways. Two factories with highly inflammable stock, operating on a fourth floor, had as a means of exit only one stairway, poorly lighted, and a freight elevator rudely constructed of wood that would be extremely dangerous in case of fire. The necessity for numerous and unimpeded exits and for automatic and other extinguishers in all establishments can not be over-emphasized.

Sanitation.

Drinking facilities.

There is need in all work places for a cool and sufficient water supply and also for sanitary drinking arrangements. A common drinking cup or insanitary bubbler does not meet this requirement. In 81 of the 122 plants visited common drinking cups or none at all were provided. Usually the workers drank the water from faucets in the workrooms, no provision being made for cooled water. Occasionally water was kept in the workroom in a cooler, but more frequently it was in old barrels, buckets, or kegs. Some astoundingly

primitive methods were noted, as the accompanying excerpts from reports show :

"On second floor a galvanized bucket of water with tin dipper resting in the water. Bucket filled "up the hill a ways."

Company has driven well in the yard, "old oaken bucket style." Men were seen drinking out of well bucket. Pipes to second floor for supplying drinking water out of order. No pipes to first floor for drinking. Two covered pails used and a tin dipper coated with iron rust.

Several plants were reported where each worker paid 10 cents a week in summer in order to have iced water. In striking contrast to these methods is the following description :

Drinking facilities consist of 18 sanitary bubblers with cylindrical tanks for ice-cooling the year round, accessibly located in all workrooms.

Washing facilities.

The washing facilities as a rule were extremely poor, showing but scant regard for the health and comfort of the workers or the cleanliness of their work. In one plant where the location of the washing facilities was asked, the answer was, "There aren't any; we wash at home." Such lack of conveniences was found in nine plants; in 98 establishments no hot water was provided, in 67 no soap, and in 95 either a common towel or none at all was supplied. In one mill, devoid of all washing facilities, the workers washed their hands, which were dirty and greasy from cleaning machines, at the drinking fountains. The manager of another mill said he didn't know where the girls washed. One woman there, however, pointing to the grease on her hands, said, "You can't get this off with cold water, so I get a bucket of hot water from the engine room and bring my own soap."

The casual treatment in many plants of the subject of washing is illustrated by such remarks as the following :

There are always plenty of clean cotton scraps around for girls to use.

Oh, they just grab a towel out of the wash in the laundry, if they want, and have it washed afterwards.

There is a hose in the next room and they can run it over a barrel and wash if they like.

Several girls in a candy plant which was practically without washing facilities said that after washing they wiped their hands on their "skirts, handkerchiefs, or anything handy." The minimum requirement of soap, hot water, and paper towels in all plants, and especially in those handling food, would seem both possible and reasonable. The lack of such in food establishments is not only a discomfort to the girls but a menace to public health. Nor is the question of health considered when workers are expected to use a common towel, since it is a well-known fact that diseases are communicated in this way.

Model arrangements were found in two plants which provided wash rooms equipped not only with hot and cold water, liquid soap, and paper towels, but with showers for the use of the girls. These rooms were cleaned daily by matrons.

Toilets.

The investigation of toilets showed the same absence of care and planning as was observed in the washing arrangements. The location was in many cases poor, the number inadequate, and the cleaning insufficient and unsystematized. As a basis of ascertaining the adequacy of the accommodations, the standard was used of one toilet for every 20 women, and one for every additional 15 women or fraction thereof. By this test 59 establishments, or nearly one-half, had an insufficient number. In certain cases as many as 49 and even 65 women were reported as using one toilet. In 10 plants men and women used the same, and in one of these plants only one toilet was provided for the use of white girls and Negro men. In 47 plants toilet doors were not designated, so that it was impossible to know which were men's and which women's, especially when they were side by side. In 9 stores the public and the employees used the same toilets. Many of the toilets were located in the workroom, separated only by a thin wooden partition reaching halfway to the ceiling and with no outside means of ventilation. A type common in mills was of an alcove variety, with no door at the entrance and only a screen to separate the toilet room from the workroom. The cleaning of toilets was wholly unsatisfactory in 63 plants and partly so in 12 others. In one factory where food products were handled a worker stated that the toilet was in such bad condition that she never entered it. Inadequate methods of cleaning and lack of system were shown in the following reports of the investigators:

The girls sweep the toilet whenever it needs cleaning; it is never scrubbed. Cleaned by colored man once a week, but he didn't get to it last week. Scrubbed once a week by janitor when he has time.

For this work the employment of a woman is usually more satisfactory than the employment of a man, and if the cleaning must be done during work hours it is, of course, necessary that it should be done by a woman.

One large mill had a highly satisfactory arrangement. Three Negro women spent all their time looking after toilets, and several white women appointed by the manager acted as supervisors, responsible for reporting conditions, one woman for each toilet. In 15 plants there was in use an automatic system of flushing the toilets, all of the bowls being flushed at one time at intervals varying in different places from once every 5 or 10 minutes to once every hour.

Uniforms.

Closely connected with the subjects of sanitation and efficiency is that of uniforms. That this matter had been given but little consideration in Georgia is shown by the fact that only one of the plants supplied a full working uniform for all women. This was a plant handling a food product. The uniform, which was laundered by the firm, consisted of a white shirt, buff overalls, and a cap. One 5-and-10-cent store furnished a uniform for the girls at the lunch counter and in the kitchen; one textile mill furnished caps for the women; two, aprons; and two, cloth for aprons. In another plant the women who were required to wear caps and gloves furnished their own caps and bought gloves from the firm at 5 cents a pair. The women in many mills, factories, and laundries provided their own caps and aprons, so necessary were these for the job.

Service and welfare facilities.

The only time during the workday which a worker calls her own is the meal period, and even this is usually conditioned for her.³¹ If she wishes to go home for lunch the opportunity to do so depends on the amount of time allowed and the location of the plant. If she brings her lunch to the factory with her, the place where she eats it depends on the provision in the plant. If she must buy her food the opportunity to get a good meal in the plant or to buy it at a delicatessen or cheap lunch room outside, depends on the management of the plant or the enterprise of the trades people in the neighborhood. It is extremely undesirable for girls to eat in work-rooms at their tables or machines in the midst of their work, often surrounded by lint, litter, and grease. Yet such was the necessity in 101 of the 122 establishments visited. In one laundry the girls ate in the dry-cleaning room, strongly redolent of gasoline, and for lack of chairs they sat on boxes or on the floor. Even where a lunch room was provided, in the majority of instances it was uncomfortable and unattractive. In 12 plants it was a combination room, affording cloak, rest, and washing facilities. If properly arranged, however, this sort of room might be fairly satisfactory in a small establishment. Nine of the ten 5-and-10-cent stores had a combination room of this sort, sometimes adequate but occasionally quite the opposite, as shown by the following description:

A combination wash, lunch, cloak, toilet, rest room in basement. Room small, unattractive, concrete floor. Floor and walls damp because of flood the month before. The only outside windows were in the two toilet compartments. The room was furnished with a long oilcloth-covered table, four or five chairs, and a couch covered with oilcloth. A few dishes and a sterno outfit were available for the use of the girls.

³¹ In some plants a short rest period is given in the morning and afternoon. No such system was found in Georgia.

Only one mill had a lunch room, which was in a small detached building and was equipped with tables and counters. A woman was in charge, and hot food was served at nominal prices. Since most of the textile mills, however, are in the class referred to in which the women live near enough to go home at noon, lunch rooms are not essential, but in such cases a sufficiently long interval should be allowed for the women to go home for lunch without undue haste. Five of the mills visited had only half an hour for lunch; 20 had either a 40 or a 45 minute interval at noon; and only 6 mills had a lunch period of one hour. The length of the meal period and the accommodations supplied are largely matters for decision between the management and workers in each individual establishment. The essentials are that opportunity should be provided to eat a nourishing meal in pleasant surroundings.

The importance of rest rooms where women are employed has not been sufficiently realized in the manufacturing plants of Georgia. Of the establishments reported, only 27 had any provision for a woman to rest comfortably in case of sudden sickness or accident. In establishments where workers stand continuously at their occupations, and especially in laundries where the excessive heat and humidity of the atmosphere add greatly to fatigue, rest rooms are essential. In one laundry two girls were seen lying on pressing tables, with bundles of clothes for pillows. A number of establishments, especially stores, had a combination cloak and lunch room, with some facilities for resting. The following description is typical of this kind of room:

Combined rest and lunch room separated from wash room by an 8-foot partition, had one window, three or four chairs, home-made wooden couch with two dirty cushions but no mattress or cover, and small tables covered with worn oilcloth.

One candy factory was unique in that it had set apart a room—spacious and pleasantly furnished with easy chairs, desks, long tables, the latest magazines, a victrola, and potted ferns—where the girls could lounge and amuse themselves at lunch time. Such complete equipment as this is not always possible, but a room with comfortable chairs and a couch is essential in every plant for use in case of accident or sudden illness.

It seems reasonable to expect adequate facilities for wraps in every establishment employing women. Frequently it is necessary to change into a work dress, and the provision of a room which serves for this purpose and in which clothing may be kept is important. From only 23 of the 101 plants reporting on this question, however, was the report satisfactory in this respect. In 59 plants there was no cloakroom of any sort, and in 35 others the rooms were found to be inadequate in size, location, or equipment, and frequently in all

three. Quite generally the wraps were hung on the walls of work-rooms or toilets, laid on tables or machines, or placed under counters. In one mill the superintendent explained that the "girls drove their own nails in the walls for their coats." Sometimes where rooms were provided there was no outside ventilation and the rooms were dirty, with clothes and papers strewn around. The girls in one place complained that their lockers were "full of roaches." It is easily understood that girls might prefer to keep their wraps with them in the workroom rather than leave them in such lockers, or in a room of which the following is a description:

Cloakroom off workroom, partition does not extend to ceiling, ventilated over top of partition into workroom; no outside window; open lockers contained an accumulation of odds and ends; floor of room dirty and littered with old shoes, papers, etc. Cleaned by janitor once a week, on Saturday afternoons.

An inspection of dusty workrooms and of jobs detrimental to clothing makes apparent the urgent need of a room where wraps can be kept and clothing changed if necessary. Expert opinions differ as to the most satisfactory equipment for cloakrooms and the best type of lockers, but all agree that the arrangements should provide a maximum of comfort for the employees and a minimum of risk for their belongings. Cloakrooms should be conveniently situated in regard to washing facilities, to permit "washing up" after work.

Although a plant may be supplied with lunchrooms, rest facilities, and cloakrooms, it is not completely equipped unless there is provision for aid in case of illness or accident. In States where there is a workman's compensation law, first-aid supplies are an asset and lower the insurance rates. This first-aid equipment may vary from that in the small establishment where a few simple remedies are provided to the well-equipped dispensary or hospital rooms of a large plant. Of the 122 plants reported in the Georgia survey, 49 had no first-aid equipment whatever and 11 others had no adequate provision. In the latter classification were plants reporting such meager provision, as "some remedy for burns, manager couldn't remember the name"; "bandages and iodine"; "bandages and turpentine"; "turpentine and soda"; "smelling salts and water, if some one faints." In the plants where there was a first-aid cabinet there was too often a haphazard way of using it. "Anybody in the office"; "no particular person"; "girl at the desk"; "the cashier"; "the bookkeeper"; "the foreman," were some of the persons who administered first aid.

It would certainly seem that such haphazard application of remedies as are here described might result in almost as much harm as relief. There should always be an intelligent person responsible for the upkeep of supplies and the administering of first aid. In a number of establishments there was found a complete first-aid system,

with a nurse in constant attendance and a doctor having regular office hours. Records of accidents and illnesses and their treatment were kept, and in some instances the services of a visiting nurse were furnished to employees ill in their homes.

Employment methods.

It is now generally conceded that a carefully worked-out policy of employment management is the best way of securing labor, of maintaining a low turnover, and of establishing satisfactory relations between employees and employers. For the sake of efficiency and justice it is advisable that matters of employment and personnel supervision should be in the hands of some intelligent person with the proper qualifications for the work. Where women are employed it is desirable to have a competent woman in this supervisory capacity. It is not to be expected that a small plant employing but a few women should have a person devoting full time to this work, but that one person should be responsible is advisable, as a division of responsibility in these matters of employment means the possibility of injustice, either intentional or involuntary, to the employees.

In Georgia there were 62 plants where the employment of new workers was in entire charge of some one person in authority, such as the owner, manager, or superintendent. Only one woman employment manager was found, but women in many establishments were employed in some sort of supervisory capacity, either as heads of departments or forewomen.

Employment records were kept in only 20 plants. These varied greatly in kind from the simplest, with only names and addresses of the women, to the most elaborate, which included information regarding age, conjugal condition, home responsibility, education, former experience, reasons for leaving other employment, and the applicant's ability and fitness for the job, this last information being obtained from written tests.

THE WORKERS.³²

In order to appreciate fully the problems connected with women in industry it is necessary to regard the women not only as wage earners but as human beings. To understand the needs of women at their work it is necessary to know the conditions under which they live, to analyze home responsibilities, obligations to dependents, and requirements of living. Such facts were obtained from the women in Georgia and in Atlanta through personal history cards which the workers filled out and through visits to their homes. The total number of women who turned in these records was 3,293, about two-fifths of those for whom wage data were obtained. Home visits were made to 273 of these women, in order to obtain at first hand a knowledge of the problems of living and working conditions with which they were faced.

Nativity.

It is an interesting fact in the industrial survey of a State so large as Georgia that but 13 of 3,186 women reporting were foreign born. The working women of Georgia, therefore, almost without exception, have been brought up under the influence of American institutions with American standards and ideals. (See Table XV, Appendix.)

Age.

Workers in the industry surveyed were of every age from 14 to over 60, but they fell into three main age groups. Slightly less than one-third (30.4 per cent) were under 20 years of age, 34.7 per cent were 20 and under 30 years, and 35 per cent were 30 and over. (See Table XVI, Appendix.)

Figures for the State, exclusive of Atlanta—more than three-fourths of all—indicate that the greatest proportion of employees under 20 years of age were in the 5-and-10-cent stores (51.8 per cent), in cigar manufacturing (49.1 per cent), and in knit-goods manufacturing (48.5 per cent).³³ This is not surprising, since the 5-and-10-cent stores are the gateway through which inexperienced workers enter the mercantile world, and the manufacturing industries specified are ones in which the particular characteristics of young workers, such as lightness of touch and good eyesight, count for much. The

³² This section includes information from both the Georgia and Atlanta surveys.

³³ Figures for individual industries are based on only the Georgia survey, as divisions for these industries were not made in the Atlanta figures.

smallest percentage of young workers was found in garment manufacturing. In the number of women 30 and under 50 years of age, department stores took the lead, with 36 per cent; garment manufacturing came next, with 34.3 per cent, then textile manufacturing with 31.2 per cent, and laundries with 29.2 per cent. It is not surprising to find older women in the garment and laundry industries, as these occupations are more akin to the kind of work that women do in the home, and if older women are suddenly compelled to become wage earners, these fields are the ones they can more easily enter. The textile industry was one in which the workers were rather evenly distributed as to age, since there were about one-third in the 20-to-30-years group and slightly over one-third in the group 30 years and over. This is an industry which attracts whole families, regardless of age and sex. Textiles and laundries, each with 6.4 per cent, and department stores with 5.7 per cent, showed larger proportions of women of 50 and over than did the other industries. It would seem that these are the industries where women have more chance of being retained if they must continue to earn their living after they become advanced in years. (See Table XVII, Appendix.)

Conjugal condition and home responsibilities.

It would be natural for married women and those who had been married, if they had children, to keep house rather than to board. Also young women under 20 are more apt to live with their families, if they can, than to board. As 50.2 per cent of the women either were married or had been married, and 30.4 per cent were under 20 years of age, it would seem probable that the large majority of women lived at home. This proved to be the case, for of a total of 2,919 women reporting on living conditions, 85.7 per cent were living at home or with relatives. (See Tables XVIII and XIX, Appendix.)

Investigation and general knowledge have established the fact that the great majority of working women who live at home have definite home duties and burdens of various kinds. This is as true for the working women of Georgia as for any other group. Among the women interviewed during the course of this investigation there were many single women and girls who had shouldered the financial responsibility for parents and younger brothers and sisters. One girl was the only wage earner for her mother, grandmother, and four younger children. Even when there were sons, in many cases they married and the daughters became the family mainstay. As one mother said, "You know when sons are married their wives don't want them to send money to the mother, so poor Lizzie almost works herself to death trying to make enough to get along on." Lizzie was the sole support of her mother—a widow subject to epilepsy—and a younger sister, also a semi-invalid.

Married women with husbands were found working, usually to supplement the husband's income, which was inadequate for the maintenance of the family. As most of these women had children and homes to look after, they were bearing burdens entirely too heavy. In some cases the husband was ill, unable to work. One woman's husband had been a paralytic for four years. Another, who had been working under a great strain, said that for 10 weeks she had nursed her husband and kept up her work in the factory to support the family. In the morning before going to work she had given her husband his bath and breakfast and had arranged his medicine and drinking water so that he could get them during her absence; then she had come home at noon and made him as comfortable as possible for her absence during the rest of the day. Several women were found supporting their families because their husbands were out of work and unable to get jobs. One of these women, who worked in a mill, expressed the wish that her husband could take her place so that she could stay at home and look after her child, but this was impossible since his inexperience in mill work disqualified him for her job.

These household duties to be attended to before and after work are a serious drain on a woman's energies, since frequently they are as important and onerous as though she were not working 10 hours a day in a factory. The detrimental effect of such heavy responsibilities upon women and, in time, upon the race, is inevitable, for "America will be as strong as her women." When women, after the performance of their industrial work and innumerable home duties, are too tired to eat or sleep, when from hard work and constant worry the abnormal sapping of their energy and vitality makes them old and broken in the prime of life, as so many appear, the Nation in the final analysis must pay the penalty. In some cases the women interviewed in Georgia, because of low wages or heavy responsibilities, were obliged to submit to conditions far below their standards, living in dilapidated, unhealthful dwellings or in crowded boarding houses. The prices in one boarding house were \$8 to \$10 a week, two in a room. Several cases were found in one house of four girls in a room, two in a bed, the girls paying \$6 a week each. This boarding house was dismal, had no parlor or living room, just a square hall with a piano, couch, and a couple of chairs. The girls complained of never having any privacy. Some of the girls were boarding in church homes, run on a semicharitable basis, and some lived in rooming houses.

Education.

From the foregoing discussion it can be readily understood why a woman should remark, as one did: "I've had nothing but hard

times all my life, and I don't see any bright spot." The opinion has been expressed that people do not need to remain in such a position; that if they have ambition they can rise above it. In many cases it is not ambition that is lacking, but education, and behind that even the opportunity to become educated. Information obtained from home visits to a number of women revealed that of the 185 white women reporting on their education, about two-thirds had left school at 14 years of age or under, including those who had not gone to school at all.³⁴ Slightly over one-half of the girls gave economic reasons for having left. They had been forced to leave school and go to work or remain at home to assume responsibilities. Of this number 80.5 per cent had left school at 14 years of age or under, and 54.7 per cent at less than 14 years. The number who had left on account of ill health was small, 7 per cent; 18.6 per cent left because they wanted to go to work or were tired of school or wanted to become independent; 18 per cent left to get married or because the school was closed or too far away. Among 185 women 12 reported that they had not gone to school at all, and one other had had only three months of school. The reasons given by these women were that they had lived in the country with no school available or had been kept at home to work on the farm or had lost their parents at an early age and had been left with no one interested in their education. One stated that her mother had to take her as a small child to the mill. Almost one-fourth of the women (22.5 per cent) had either not gone to school at all or had left at 10 years of age or under. Of all the women reporting on the grade completed at school, 40 per cent in round numbers had not gone beyond the fourth grade; 14 per cent had finished grammar school; only 4 per cent had had any high-school work; and only two girls of the 185 had finished high school. More than one woman was found who had been put to work by her parents at 9 or 10 years of age.

If work had been less wearing, if there had been educational opportunities, many might have been able to attend night school as four of the girls interviewed said they had done. Another girl, however, who had always regretted her lack of education, touched the crux of the matter when she said that after working 10 hours in a mill each day she was too tired to go to school at night. In the majority of cases fatigue would inevitably check ambition.

³⁴ Figures on education do not include the workers in the Atlanta survey.

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PART III.

THE ATLANTA SURVEY.³⁵

The survey in Atlanta was started May 28 and continued until July 13, 1920. Facts obtained during this period correspond closely as to time with those taken for the early week of the Georgia survey, and whenever figures from Atlanta are compared with those of the State as a whole, figures of the early week in the Georgia survey are used.

Conditions in an urban center like Atlanta differ in many respects from conditions in the rest of the State. A much larger proportion of women were in stores and laundries. This is true because the city is a shopping center for people from all over the State and because the large hotels, restaurants, and transportation companies patronize the laundries. The character of the manufacturing in Georgia, chiefly textiles, also tends to decentralize the factories, as this industry has mills scattered in small communities throughout the State. In the Atlanta survey 36.7 per cent of the women reported were in stores and 13.7 per cent were in laundries, while for the rest of the State 13.2 per cent were in stores and 5.1 per cent were in laundries. Although in Atlanta more women were employed in factories than either the mercantile or the laundry group, yet their number was divided among so many different industries, with often only a few factories in each industry, that it seemed wise to unite them in a single grouping under "factories." Therefore, the industrial groupings which have been made for the State have no counterpart in the groupings for the city.

NUMBERS.

The following table shows the number of employees in stores, factories, and laundries in Atlanta, and compares these employment groupings with similar groupings in the State:

TABLE 12.—*Number and per cent of women employed in specified industries in Atlanta and Georgia.*

Industry.	Women in Atlanta.		Women in Georgia.	
	Number.	Per cent.	Number.	Per cent.
Stores.....	949	36.7	966	13.2
Factories.....	1,281	49.6	5,963	81.6
Laundries.....	354	13.7	376	5.1
Total.....	2,584	100.0	7,305	100.0

³⁵ Tables of the Atlanta survey are in the appendix of this report. For a full report of the Atlanta survey see U. S. Department of Labor, Women's Bureau, Preliminary report of a survey of wages, hours, and conditions of work of the women in industry in Atlanta, Ga. Washington, November, 1920.

The number of women in stores and laundries was almost as great in Atlanta as in the rest of the State, while in factories Atlanta had less than one-quarter (21.5 per cent) of the number of women employed in the rest of the State.

HOURS.

Scheduled weekly hours of work in Atlanta were lower than throughout the rest of the State. Stores had weekly hours of from 45 to 58 a week, with four out of seven reporting under 48. Factory hours ranged from 44½ to 60, and 6 out of 15 establishments reported hours of more than 54. These six plants employed nearly one-third (30.4 per cent) of the women in the manufacturing group. All of the women in laundries worked more than 48 hours a week, and in one laundry, employing 40 women, a 60-hour week was reported. The following summaries of scheduled weekly hours for Atlanta and Georgia show the extent to which longer weekly hours were worked throughout the State than in Atlanta.

TABLE 13.—Scheduled weekly hours for women employed in Atlanta and Georgia.

ATLANTA.

Scheduled weekly hours.	All industries.			Stores.			Factories.			Laundries.		
	Es-tab-lish-ments.	Women.		Es-tab-lish-ments.	Women.		Es-tab-lish-ments.	Women.		Es-tab-lish-ments.	Women.	
		Num-ber.	Per cent.		Num-ber.	Per cent.		Num-ber.	Per cent.		Num-ber.	Per cent.
48 and less.....	5	589	32.0	4	544	81.1	1	45	5.4	.....	.....	.....
54 and over 48.....	12	872	47.5	2	119	17.7	8	532	64.2	2	221	65.0
60 and over 54.....	9	379	20.6	1	8	1.2	6	252	30.4	2	119	35.0
Total.....	26	1,840	100.0	7	671	100.0	15	829	100.0	4	340	100.0
Per cent working—												
54 hours and under.....			79.4			98.8			69.6			65.0
Over 54 hours.....			20.6			1.2			30.4			35.0

GEORGIA.

48 and less.....	9	107	1.5	.....	.....	.....	6	78	1.4	3	29	8.3
54 and over 48.....	31	1,789	25.8	11	668	69.4	15	992	17.6	5	129	36.9
60 and over 54.....	62	4,997	72.0	15	295	30.6	41	5,510	80.2	6	192	54.9
Over 60.....	1	45	.6	.....	.....	.....	1	45	.8	.....	.....	.....
Total.....	103	6,938	100.0	26	963	100.0	63	5,625	100.0	14	350	100.0
Per cent working—												
54 hours and under.....			27.3			69.4			19.0			45.1
Over 54 hours.....			72.7			30.6			81.0			54.9

The per cent of women who worked 54 hours and less in Atlanta (79.4) is nearly three times the per cent of those who worked such hours in the rest of the State (27.3). The largest per cents of women with the longer hours were in laundries in Atlanta (35) and in factories throughout Georgia (81). Stores in both instances had the greatest proportions who worked 54 hours or less, but these

per cents differ greatly; in Atlanta only 1.2 per cent of the women worked more than 54 hours, while in the rest of the State 30.6 per cent did so.

In stores the daily hours were from 7½ to 9, and in factories from an 8-hour minimum (in the slack season only) to a 10-hour-and-50-minute maximum. Of the 16 factories visited in Atlanta all but two reported a 9-hour day or longer at the time of the survey, and 6, employing 19.3 per cent of all the women in the factory group, had a work day of 10 hours or longer. The laundries all had a work day of 9 hours or over, and one plant, where 40 women were employed, worked a 10-hour day.

The following table summarizes the scheduled daily hours in Atlanta and in Georgia.

TABLE 14.—*Scheduled daily hours for women employed in Atlanta and Georgia.*

Scheduled daily hours.	Atlanta.			Georgia.		
	Estab-lish-ments.	Women.		Estab-lish-ments.	Women.	
		Number.	Per cent.		Number.	Per cent.
Under 8.....	3	615	25.7	1	29	0.3
8 and under 9.....	3	532	22.2	22	869	12.4
9 and under 10.....	12	917	38.3	34	1,600	23.1
10 and over.....	8	333	13.9	45	4,458	64.3
Total.....	26	2,397	100.0	102	6,938	100.0

The significant fact which appears in comparing the hours in Atlanta with those in the rest of the State is the shorter hours worked by the women in Atlanta, where nearly one-half (47.9 per cent) had hours of less than 9 a day, while in the rest of the State only 12.7 per cent had these hours. Atlanta reported only 13.9 per cent who worked 10 hours and over, but nearly two-thirds (64.3 per cent) of the women throughout the rest of the State worked that long day.

Saturday half holidays were given by all the manufacturing establishments and by 2 of the 4 laundries. Four of the 7 stores had a half holiday in summer. One store had a day of 13 hours on Saturday the year round, but with this exception the Saturday hours were considerably shorter in Atlanta than in other parts of the State.

Little overtime appeared in Atlanta in either of the pay periods, although 12 of the 16 factories, 4 of the 7 stores, and all of the 4 laundries reported that overtime was required or permitted at certain seasons or in cases of emergency. No overtime was reported in the late pay-roll week for workers in stores; 2 of the 4 laundries showed overtime ranging from 1 to 2½ hours; in factories very little overtime was reported. Only 3 of the 15 plants for which wage data

were secured employed their women workers more than the scheduled hours, and but 17 of the 615 women in these plants worked the overtime hours.

The amount of time worked less than the scheduled hours considerably exceeded the amount of overtime. Workers in factories had records of the greatest amount of lost time, and women in stores the steadiest attendance. This amount of overtime and lost time corresponds with conditions found for workers throughout the State. (See Tables XXI and XXII, Appendix.)

WAGES.

Wages in Atlanta were at a high-water mark in the spring and early summer of 1920. The cost of living also was high, even when compared with that in other large cities throughout the country. According to figures collected by the Bureau of Labor Statistics of the United States Department of Labor, Atlanta ranks eighth among the cities surveyed in the per cent increase in the cost of living between December, 1917, and June, 1920.³⁶ It is probable therefore that the cost of living was greater in Atlanta than throughout the State. Two of the largest items in a family budget are food and housing, and these in Atlanta comprised nearly one-half (48 per cent) of the family expenditure. These figures are higher in cities than in smaller towns and country localities. Therefore, if wages vary with the cost of living they should go higher in Atlanta than throughout the State as a whole. This was found to be the case for the total number of women in the two surveys. Median earnings for white women were \$13.05 in Atlanta and \$12.95 in Georgia, and for Negro women they were \$7.15 in Atlanta and \$6.50 in Georgia.

TABLE 15.—Median weekly earnings of white and Negro women in Atlanta and Georgia.

Industry.	White women.		Negro women.	
	Atlanta.	Georgia.	Atlanta.	Georgia.
Stores.....	\$15.35	\$10.50	\$9.15	\$8.50
Factories.....	11.40	13.40	8.55	6.90
Laundries.....	14.70	10.90	6.95	5.85
All industries.....	13.05	12.95	7.15	6.50

In the separate industrial groupings higher earnings were shown in Atlanta than in Georgia for white women in stores and laundries. The earnings of workers in factories, however, were \$2 lower in Atlanta than in the rest of the State. Negro women reported higher

³⁶ Changes in cost of living in the United States. Monthly Labor Review, v. 11, No. 3, September, 1920, pp. 70-72.

weekly earnings in Atlanta than in Georgia in all three groups—stores, factories, and laundries. (See Table XXII, Appendix.)

Yearly earnings in Atlanta for all white workers reported showed a median of \$721. The highest were in stores and the lowest were in factories. The median yearly earnings for all Negro women were \$384. These workers with one exception were employed in laundries, so that the median earnings of laundry workers, \$382, almost coincides with that figure.

When these median yearly earnings are compared with those of the survey of the rest of the State, the median for white workers in all industries is found to be lower in Atlanta.

TABLE 16.—Median yearly earnings of white and Negro women in Atlanta and Georgia.

Industry.	White women.		Negro women.	
	Atlanta.	Georgia.	Atlanta.	Georgia.
Stores.....	\$812	\$758	(1)	(2)
Factories.....	689	752	(2)	\$428
Laundries.....	713	463	\$382	342
All industries.....	721	748	384	413

¹ None reported.

² Only one Negro worker reported.

In stores and laundries earnings were higher in Atlanta, but the larger number of workers receiving higher pay in the Georgia factory group overbalances those with lower median earnings in the other Georgia groups, resulting in a higher median for the State than for the city. The lower yearly earnings shown by the Atlanta factory workers are without doubt due to the differing proportion of workers in the various industries in Atlanta and in the whole State. A large proportion of those reporting yearly earnings worked in textile mills. Median yearly earnings in candy in Atlanta were \$597, and in textiles in the State they were \$800—a difference of \$203. This very marked difference between candy and textiles for experienced workers more than accounts for the superiority in earnings of the Georgia factory group. Negro workers had lower median earnings for “all industries” in Atlanta than in Georgia. The Negro women in “all industries” in Atlanta included laundry workers and only one factory worker, while in Georgia 42 factory workers and one worker in a store were included. If earnings in laundries are compared, Negro women showed a median of \$382, compared to \$342 in Georgia—\$40 higher in Atlanta. (See Table XXV, Appendix.)

From the figures on both weekly and yearly earnings, it would seem that wages in stores and laundries were higher in Atlanta than throughout the State, and that wages in factories were lower.

APPENDIX.
GENERAL TABLES.

TABLE I.—*Scheduled and actual weekly hours—Georgia.*

ALL INDUSTRIES.

Hours actually worked.	Number of women reporting.	Number of women whose scheduled hours were—																
		31 hours.	44 hours.	45 hours.	47 and under 48 hours.	48 hours.	49 and under 50 hours.	50 and under 51 hours.	51 and under 52 hours.	52 and under 53 hours.	53 and under 54 hours.	54 and under 55 hours.	55 hours.	56 and under 57 hours.	57 and under 58 hours.	58 hours.	60 and under 61 hours.	69 hours.
Under 3.....	2						1						1					
3 and under 6.....	15						2	1					9					3
6 and under 9.....	7						1		2									4
9 and under 12.....	80							4			3		9	29				31
12 and under 15.....	14						1			5			3	1				4
15 and under 18.....	33							2			2		21	1		1		6
18 and under 21.....	68			1			2	6			1		45	1				3
21 and under 24.....	39	1					1	6				3	6	1				21
24 and under 27.....	52	2	1	1		1	3	2	2				31	1				10
27 and under 30.....	59	1					2		12				10	2	1			23
30 and under 31.....	61							1					51					8
31 even.....	4						2						1					1
More than 31 but under 33.....	34			1			3	8			2		10			2		7
33 and under 36.....	154						2	15			3		78	1				48
36 and under 39.....	107		6	1			2	11		18		13	19	4				33
39 and under 42.....	170		8		5		18	16					105	1				17
42 and under 44.....	79					1	4	4	13	12	13	1	15	3		1		12
44 even.....	73		38					2					4	1				28
More than 44 but under 45.....	23						4	11			1		11	7				
45 even.....	258			7				35			1	3	204					8
More than 45 but under 47.....	65						1	11	2	1	2	8	28	5				6
47 and under 48.....	54				9			4	1	8			16	8		1		7
48 even.....	38					5							21					12
More than 48 but under 49.....	23							4	3				12					
49 and under 50.....	234		1				85	7			1	2	19	1				106

50 and under 51.....	205								61			2	2	118	4			18	
51 and under 52.....	85							26	36	1	3			6	4			9	
52 and under 53.....	178							2		148	3			9	2	1		12	1
53 and under 54.....	123										99			8			11	3	
54 and under 55.....	227												163	14	16			34	
55 even.....	930													855	2			73	
More than 55 but under 56.....	1																		1
56 and under 57.....	106													2	102			1	1
57 and under 58.....	37													1	1	14		7	14
58 even.....	19													6			11	2	
More than 58 and under 60.....	8													1	1				6
60 and under 61.....	507													4				503	
61 and under 63.....	10													5				5	
63 and under 66.....	21													5				7	9
66 and under 69.....	9						1											5	3
69 even.....	12																		12
70 and over.....	3													1				2	
Total.....	4,227	4	54	11	14	7	139	250	54	201	140	228	1,780	168	17	26	1,085	49	

TABLE II.—Hours worked less than scheduled, by scheduled hours—Georgia.

ALL INDUSTRIES.

Scheduled weekly hours.	Number of establishments reporting.	Number of women reporting.		Number of women working less than scheduled hours.		Number of women who worked less than scheduled hours—																					
						Under 1 hour.		1 and under 2 hours.		2 and under 3 hours.		3 and under 4 hours.		4 and under 5 hours.		5 and under 10 hours.		10 and under 15 hours.		15 and under 20 hours.		20 and under 25 hours.		25 and under 30 hours.		30 hours and over	
		White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.		
31 hours	1		4		4																						
44 hours	2	54		15							2		7	1	5	2	1				1						
45 hours	1	11		4											1					1				1			
47 hours	1		12		5										5												
47½ hours	1	2																									
48 hours	1	7		2									1														
49 hours	2	103	4	48		4							4		20		3			5		5		1		6	
49½ hours	2	23	9	3	2									1					2	1					1	1	
50 hours	3	69	174	30	129	1	1	3	5	1	2	8	2	2	5	57	5	15	1	18	1	13	4	3	1	11	
50½ hours	1	7		2															2								
51 hours	1		23		9									2		7										1	
51½ hours	1	1		1																						1	
51¾ hours	1	3	27		8																					1	
52 hours	2	7	154	2	49			1				1		7	2	11		16		4						9	
52½ hours	3	17	23	2											1		1										
53 hours	2	41	1	9		3		2		2															1		
53½ hours	1	29	4	2	1															1						1	
53¾ hours	1	65		29				1						2											3		
54 hours	1	114	3	26										7		3				1					5		
54½ hours	3	47	41	21	14									4	1	3	4			5	4			5	2	9	3
54¾ hours	1	6																									
54¾ hours	1	17		4										2												1	
55 hours	17	1,638	142	831	69	6	11	2	6	2	2	6		23	5	176	15	239	10	104	6	84		61	5	121	18
56 hours	4	80		28				2		2				4		8		2		2		1			2	5	
56½ hours	1	27		23				16								1				1						3	
56¾ hours	1	13		2																							
56¾ hours	1	2	46	1	10									2		7				1							
57 hours	1	10	1	2										1		1											
57½ hours	1	6		1																						1	
58 hours	1	1	25		15									11						1					2	1	
60 hours	27	773	195	490	99			5	1	5		3	1	1		92	26	114	18	81	14	33	6	44	6	72	27
60½ hours	1	117		65		2										13				6		8		7		11	
60¾ hours	1		49		37									1													7
Total	186	3,290	637	1,553	451	10	7	39	11	17	5	19	5	56	34	340	148	400	78	169	47	136	20	126	18	241	78

Two textile mills and 1 cigar factory working their departments different hours are entered twice.

TABLE III.—Hours worked less than scheduled, by industry—Georgia.

Industry.	Number of establishments reporting.	Number of women reporting.		Number of women working less than scheduled hours.		Number of women who worked less than scheduled hours—																						
						Under 1 hour.		1 and under 2 hours.		2 and under 3 hours.		3 and under 4 hours.		4 and under 5 hours.		5 and under 10 hours.		10 and under 15 hours.		15 and under 20 hours.		20 and under 25 hours.		25 and under 30 hours.		30 hours and over.		
		White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	
Department stores.....	7	288	9	77	1	3		4		4		8		12		13		7		8		3		8		7	1	
5-and-10-cent stores.....	10	193	3	60	1									14		13		3		11		1		1		17	1	
Textile manufacturing.....	33	2,386	192	1,218	73	2	1	14		11		8	1	19		265	14	356	14	133	9	119	2	103	7	188	25	
Knit-goods manufacturing.....	4	126	45	66	20			17		1	2			3	4	14	4	16	1	3	2	3		1	1	8	6	
Garment manufacturing.....	6	87	34	23	25							1		6		8	11	2	4	2	4	1	3	3		1	2	
Cigar manufacturing.....	3	9	39	1	13									1		4						4				2	1	2
Food manufacturing.....	5	84	55	36	39			1	2		1	2	1	1	1	8	8	5	16	4	1		1	6		9	8	
Miscellaneous manufacturing.....	8	104	363	69	197	5	6	3	9	1	2	1	2	1	10	18	65	10	35	7	22	9	11	4	6	10	29	
Laundries.....	10	13	197	3	82									18		1	42	1	8	1	5		3		2		4	
Total.....	86	3,290	937	1,553	451	10	7	39	11	17	5	19	5	56	34	340	148	400	78	169	47	136	20	126	18	241	78	

WOMEN IN GEORGIA INDUSTRIES.

TABLE IV.—Hours worked more than scheduled, by scheduled hours—Georgia.

ALL INDUSTRIES.

Scheduled weekly hours.	Number of establishments reporting.	Number of women reporting.		Number of women working more than scheduled hours.	Number of women who worked more than scheduled hours—																																
					Under 1 hour.		1 and under 2 hours.		2 and under 3 hours.		3 and under 4 hours.		4 and under 5 hours.		5 and under 10 hours.		10 and under 15 hours.		15 and under 20 hours.		20 and under 25 hours.		25 and under 30 hours.		30 hours and over.												
		White.	Negro.		White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.											
31 hours.....	1	.....	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
44 hours.....	2	54	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
45 to 48 hours...	4	20	12	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
49 hours.....	2	103	4	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
49½ hours.....	2	23	9	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
50 hours.....	3	69	174	.....	35	.....	7	.....	26	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
50½ to 54½ hours.	19	354	276	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
55 hours.....	17	1,638	142	22	3	.....	.....	1	1	.....	1	.....	6	1	.....	.....	11	1	.....	.....	.....	.....	.....	.....	.....					
56 hours.....	4	80	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
56½ and 56¾ hours	2	40	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
56¾ hours.....	1	2	46	1	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
57 to 58 hours...	3	17	26	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
60 hours.....	27	773	195	15	4	.....	.....	1	1	.....	2	1	.....	1	2	.....	.....	7	.....	.....	.....	.....	.....	.....	.....					
60½ and 69 hours.	2	117	49	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	186	3,290	937	41	42	1	7	2	28	4	3	7	3	2	19	1	3	1

¹ Two textile mills and 1 cigar factory working their departments different hours are entered twice.

TABLE V.—Hours worked more than scheduled, by industry—Georgia.

Industry.	Number of establishments reporting.	Number of women reporting.		Number of women working more than scheduled hours.		Number of women who worked more than scheduled hours—																					
						Under 1 hour.		1 and under 2 hours.		2 and under 3 hours.		3 and under 4 hours.		4 and under 5 hours.		5 and under 10 hours.		10 and under 15 hours.		15 and under 20 hours.		20 and under 25 hours.		25 and under 30 hours.		30 hours and over.	
						White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
Department stores.....	7	288	9	1					1																		
5-and-10-cent stores.....	10	193	3																								
Textile manufacturing.....	33	2,386	192	35	4			2	1	3	1	6	2	2		17		3				1		1			
Knit-goods manufacturing.....	4	126	45		1				1																		
Garment manufacturing.....	6	87	34		1											1											
Cigar manufacturing.....	3	9	39																								
Food manufacturing.....	5	84	55		1	1							1				1										
Miscellaneous manufacturing.....	8	104	363		2	36		7		26		2		1							1						
Laundries.....	10	13	197		1		1																				
Total.....	86	3,290	937	41	42	1	7	2	28	4	3	7	3	2	19	1	3	1	1	1	1	1	1	1	1		

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WOMEN IN GEORGIA INDUSTRIES.

TABLE VI.—Length of lunch period, by industry—Georgia.

Industry.	Number of establishments.	Number of women reporting.	Numbers having lunch period as specified.									
			25 or 30 minutes.		40 or 45 minutes.		50 minutes.		1 hour.		More than 1 hour.	
			Estab-lishments	Women.	Estab-lishments	Women.	Estab-lishments	Women.	Estab-lishments	Women.	Estab-lishments	Women.
Department stores.....	16	750							13	682	3	68
5-and-10-cent stores.....	10	213						9	199	1	14	
Textile manufacturing.....	33	4,103	5	964	22	2,075		6	1,064			
Knit-goods manufacturing.....	4	301	1	67	2	166	1	68				
Garment manufacturing.....	8	296	3	108	2	161		3	27			
Cigar manufacturing.....	4	168	2	18	1	143		1	7			
Food manufacturing.....	15	127	4	117				1	10			
Miscellaneous manufacturing.....	8	630	7	620			1	10				
Laundries.....	15	376	8	231	1	12		6	133			
All industries.....	1103	6,964	30	2,125	28	2,557	2	78	39	2,122	4	82

¹ Excludes 1 establishment with irregular lunch period.

TABLE VII.—Number of women with actual weekly earnings as specified, by industry—Georgia.

LATE PAY-ROLL FIGURES.

Weekly earnings.	All industries.		Department stores.		5-and-10-cent stores.		Textile manufacturing.		Knit-goods manufacturing.		Garment manufacturing.		Cigar manufacturing.		Food manufacturing.		Miscellaneous manufacturing.		Laundries.		
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	
Under \$2.....	78	55	4		7		46	15	2	8	14	4	1	1		1		4	20		6
\$2 and under \$3.....	65	51	2		3		47	16	3	3	4	4		3	2	2		4	19		4
\$3 and under \$4.....	85	112	1		6	1	52	22	4	13	15	10		3	3		4	41		22	
\$4 and under \$5.....	103	198	3		1		69	54	7	12	9	5		6	4	2	6	82	1	37	
\$5 and under \$6.....	162	193	5	1	6		115	16	9	14	12	7		15	6	4	6	69	3	67	
\$6 and under \$7.....	235	252	8	2	12		153	43	20	15	15	2		4	9	6	4	13	101	4	79
\$7 and under \$8.....	270	164	6	3	12	1	169	27	18	12	27	2		9	7	1	13	84	9	27	
\$8 and under \$9.....	368	87	32	2	41		241	11	12	10	21	1		7	6	9	14	7	1	23	
\$9 and under \$10.....	379	76	24	1	34		257	17	17	8	22			5	6	9	12	7	2	7	
\$10 and under \$11.....	449	46	55	1	35		273	13	22	5	26	1		7	7	6	13	12	22	2	
\$11 and under \$12.....	325	23	31		11	1	230	8	8	8	24		12	4	9	13	16	7	6	6	
\$12 and under \$13.....	371	27	53		15		218		22	2	32		6	1	7	7	7	6	1	2	
\$13 and under \$14.....	364	10	24		4		275		18		19		6		8	12	11	6	6	2	
\$14 and under \$15.....	226	9	15				163		12	1	17		1		9	3	6	4	5	1	
\$15 and under \$16.....	415	3	58		4		299		6		17		18		8	5	5	1	1		
\$16 and under \$17.....	233	4	15				177		11		19		10		6	1	5	2	2		
\$17 and under \$18.....	206	2	15		1		153		9	2	17		11		1	2		2			
\$18 and under \$19.....	182		21		1		120		8		15		13		1		1		2		
\$19 and under \$20.....	142		5				110		1		16		8								
\$20 and under \$21.....	119		22				67		4		17		4						2		
\$21 and under \$22.....	72		4				56		4		5		3		3						
\$22 and under \$23.....	76		12				47		2		8		6						1		
\$23 and under \$24.....	61		10				42		1		4		5								
\$24 and under \$25.....	53		6				34				6		5				1				
\$25 and over.....	146		27				94		4		9								2		
Total.....	3,185	1,312	458	10	193	3	3,507	245	224	111	300	34	154	60	93	72	126	489	40	282	
Median earnings.....	\$12.20	\$5.20	\$13.20	(1)	\$9.25	(1)	\$12.45	\$5.95	\$10.10	\$6.35	\$12.20	\$3.90	\$15.90	\$6.55	\$10.50	\$10.35	\$9.15	\$6.15	\$10.00	\$6.05	

1 Not computed, owing to small number involved.

TABLE VII.—Number of women with actual weekly earnings as specified, by industry—Georgia.—Continued.

EARLY PAY-ROLL FIGURES.

Weekly earnings.	All industries.		Department stores.		5-and-10-cent stores.		Textile manufacturing.		Knit-goods manufacturing.		Garment manufacturing.		Cigar manufacturing.		Food manufacturing.		Miscellaneous manufacturing.		Laundries.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
Under \$2.....	97	58	2	.....	2	.....	62	8	5	15	13	2	3	.....	4	2	4	20	2	11
\$2 and under \$3.....	104	57	5	.....	7	.....	63	5	6	6	16	3	2	.....	1	2	3	23	1	18
\$3 and under \$4.....	110	60	3	.....	5	.....	65	8	5	8	23	10	5	.....	2	.....	2	20	.....	14
\$4 and under \$5.....	110	111	6	.....	7	.....	73	9	8	17	10	6	5	.....	.....	.....	1	24	.....	54
\$5 and under \$6.....	161	184	17	.....	10	.....	88	11	10	15	22	6	5	.....	3	4	3	52	3	96
\$6 and under \$7.....	200	225	5	.....	21	.....	109	19	18	16	30	2	9	.....	1	3	2	97	5	88
\$7 and under \$8.....	237	110	10	3	34	3	110	21	23	16	28	3	10	.....	13	9	5	21	4	34
\$8 and under \$9.....	281	85	41	1	61	1	120	38	14	11	22	1	5	.....	9	9	7	8	2	16
\$9 and under \$10.....	301	133	26	2	49	.....	151	83	23	5	21	1	10	.....	16	11	3	12	2	19
\$10 and under \$11.....	375	71	59	1	27	1	194	44	27	3	31	.....	17	.....	2	14	13	2	5	6
\$11 and under \$12.....	294	17	31	.....	8	.....	192	11	29	5	16	.....	6	.....	3	1	8	.....	1	.....
\$12 and under \$13.....	376	23	59	1	12	.....	226	11	21	4	29	.....	7	.....	4	4	11	.....	7	3
\$13 and under \$14.....	348	12	23	1	3	.....	273	11	18	.....	18	.....	6	.....	.....	.....	6	.....	1	.....
\$14 and under \$15.....	295	11	17	.....	2	.....	233	3	16	1	16	.....	5	.....	.....	.....	5	.....	5	.....
\$15 and under \$16.....	289	3	45	.....	2	.....	200	1	12	.....	16	.....	4	.....	.....	.....	2	.....	.....	.....
\$16 and under \$17.....	311	9	9	.....	.....	.....	274	3	7	.....	15	.....	.....	.....	.....	6	.....	.....	.....	.....
\$17 and under \$18.....	246	.....	11	.....	1	.....	204	.....	7	.....	17	.....	2	.....	.....	.....	.....	.....	.....	.....
\$18 and under \$19.....	219	1	20	.....	.....	.....	176	.....	2	.....	14	.....	3	.....	.....	1	.....	.....	.....	.....
\$19 and under \$20.....	164	1	4	.....	1	.....	140	.....	1	.....	12	.....	5	.....	.....	1	.....	.....	.....	.....
\$20 and under \$21.....	132	.....	16	.....	.....	.....	97	.....	2	.....	10	.....	4	.....	.....	.....	.....	.....	.....	.....
\$21 and under \$22.....	107	.....	5	.....	.....	.....	90	.....	1	.....	9	.....	1	.....	.....	.....	.....	.....	.....	.....
\$22 and under \$23.....	125	.....	9	.....	.....	.....	108	.....	2	.....	3	.....	3	.....	.....	.....	.....	.....	.....	.....
\$23 and under \$24.....	76	.....	15	.....	.....	.....	54	.....	.....	.....	6	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$24 and under \$25.....	81	.....	4	.....	.....	.....	70	.....	.....	.....	6	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$25 and over.....	213	.....	18	.....	.....	.....	161	.....	1	.....	22	.....	10	.....	.....	.....	.....	.....	.....	.....
Total.....	5,252	1,171	460	9	252	5	3,533	286	258	122	425	34	131	.....	58	77	88	279	47	359
Median earnings.....	\$12.95	\$6.50	\$12.40	(¹)	\$8.65	(¹)	\$14.15	\$9.30	\$10.65	\$6.00	\$10.90	\$4.35	\$10.70	.....	\$8.55	\$9.75	\$11.15	\$6.00	\$10.90	\$5.85

¹ Not computed, owing to small number involved.

TABLE VIII.—Weekly rates and weekly earnings—Georgia.

LATE PAY-ROLL FIGURES.

Amount.	Number of white women for whom the amount specified was—		Number of Negro women for whom the amount specified was—	
	Weekly rates.	Actual earnings.	Weekly rates.	Actual earnings.
Under \$4.....		72	1	126
\$4 and under \$5.....		38	143	154
\$5 and under \$6.....	2	48	100	135
\$6 and under \$7.....	68	105	257	200
\$7 and under \$8.....	69	99	158	123
\$8 and under \$9.....	201	197	89	54
\$9 and under \$10.....	224	164	51	38
\$10 and under \$11.....	246	196	48	34
\$11 and under \$12.....	120	128	15	10
\$12 and under \$13.....	244	161	14	18
\$13 and under \$14.....	179	158	7	3
\$14 and under \$15.....	61	56	17	7
\$15 and under \$16.....	247	213	2	1
\$16 and under \$17.....	60	67	2	1
\$17 and under \$18.....	51	68		2
\$18 and under \$19.....	73	56	2	
\$19 and under \$20.....	10	19		
\$20 and under \$21.....	35	32		
\$21 and under \$22.....	4	9		
\$22 and under \$23.....	13	16		
\$23 and under \$24.....	11	12		
\$24 and under \$25.....	12	15		
\$25 and over.....	29	30		
Total.....	1,959	1,959	906	906
Median.....	\$12.20	\$11.45	\$3.80	\$6.20

EARLY PAY-ROLL FIGURES.

Under \$4.....		132	3	124
\$4 and under \$5.....	1	38	42	85
\$5 and under \$6.....	12	69	114	149
\$6 and under \$7.....	42	81	326	183
\$7 and under \$8.....	92	105	97	76
\$8 and under \$9.....	240	169	96	58
\$9 and under \$10.....	241	162	89	105
\$10 and under \$11.....	206	166	47	49
\$11 and under \$12.....	100	121	13	9
\$12 and under \$13.....	270	196	31	19
\$13 and under \$14.....	168	148	4	10
\$14 and under \$15.....	62	122	20	10
\$15 and under \$16.....	296	131	4	2
\$16 and under \$17.....	85	145	1	8
\$17 and under \$18.....	45	66		
\$18 and under \$19.....	77	51	1	1
\$19 and under \$20.....	25	36		1
\$20 and under \$21.....	27	32		
\$21 and under \$22.....	12	20	1	
\$22 and under \$23.....	14	22		
\$23 and under \$24.....	12	15		
\$24 and under \$25.....	27	20		
\$25 and over.....	18	25		
Total.....	2,072	2,072	889	889
Median.....	\$12.40	\$11.95	\$3.60	\$6.45

TABLE IX.—Weekly earnings, by hours actually worked—Georgia.

LATE PAY-ROLL FIGURES.

Weekly earnings.	Number of women reporting.		Number of women who worked—																	
			Under 24 hours.		24 and under 33 hours.		33 and under 42 hours.		42 and under 48 hours.		48 and under 54 hours.		54 and under 57 hours.		57 and under 60 hours.		60 and under 63 hours.		63 hours and over.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
Under \$2.....	41	41	41	37		3		1												
\$2 and under \$3.....	46	36	44	16	1	9		5		1	2		4							
\$3 and under \$4.....	43	78	29	8	13	19		18		15	17		17		1					
\$4 and under \$5.....	60	161	29		14	16		12	28	2	23		3	53	11		3		27	
\$5 and under \$6.....	103	144	26	1	23		4	31	22	8	31		8	52	7					
\$6 and under \$7.....	151	192	11	1	28			35	11	23	29		16	70	34	65	1	2	3	2
\$7 and under \$8.....	165	124	3		24			35	5	55	36		17	45	13	22	5	1	13	15
\$8 and under \$9.....	253	52	2		16			59	3	36	1		52	24	76	18	3	2	8	1
\$9 and under \$10.....	260	47	3		21			31		42	4		49	11	99	6	2	4	13	16
\$10 and under \$11.....	293	31	1		6			43		37			72	3	106	6	2	2	25	11
\$11 and under \$12.....	205	11			5			28		33	1		46	2	78	4	4		11	4
\$12 and under \$13.....	228	18	1		5			8		35			57	2	99	1	4	9	15	6
\$13 and under \$14.....	241	3	1		3			16		42			54		66	2		1	56	3
\$14 and under \$15.....	139	7			1			13		26			38		42		1		17	1
\$15 and under \$16.....	296	1			2			7		17			47		157		3		62	1
\$16 and under \$17.....	140	1	1					8		7			25		47		3		48	1
\$17 and under \$18.....	130	2	2					5		13			17		46	2	1		45	1
\$18 and under \$19.....	109							5		7			27		41				29	
\$19 and under \$20.....	86							3		5			17		47				14	
\$20 and under \$21.....	62							1		11			12		17		4		16	
\$21 and under \$22.....	45							1		3			6		25				8	2
\$22 and under \$23.....	46							2		5			15		17				6	1
\$23 and under \$24.....	31									4			8		11				8	
\$24 and under \$25.....	34		1					1		4			5		14		1		7	1
\$25 and over.....	92							1		4			12		54		2		18	1
Total.....	3,299	949	195	63	162	51	346	93	420	142	603	283	1,096	168	36	28	422	95	19	26
Median earnings.....	\$12.15	\$6.10	\$3.45	\$1.70	\$7.10	\$3.70	\$9.00	\$4.80	\$11.20	\$6.00	\$12.65	\$6.20	\$13.55	\$6.65	\$12.25	\$9.50	\$15.80	\$7.55	\$14.50	\$10.55

EARLY PAY-ROLL FIGURES.

Under \$2.	50	43	50	40		3														
\$2 and under \$3.	63	48	62	30	1	9														
\$3 and under \$4.	65	49	56	5	8	19	1	7												
\$4 and under \$5.	62	86	44	3	9	7	7	24	2	16										
\$5 and under \$6.	97	144	43		21	2	17	37	8	35	5	28	3	21	17					
\$6 and under \$7.	118	160	23		38	1	29	8	12	28	10	48	1	59	4	10				
\$7 and under \$8.	131	69	12		32	1	23	8	25	13	17	20	22	18	4	1				1
\$8 and under \$9.	173	55	6		20		34	2	21	5	23	19	66	16	1	3				
\$9 and under \$10.	199	109	2		20		41		33	9	28	7	74	49	6	1	36			2
\$10 and under \$11.	217	59	2		14		41		39	3	42	13	63	13	1	2	10	13	5	15
\$11 and under \$12.	174	12	1		7		36		28		41	1	48	7	3	2	3	2	7	2
\$12 and under \$13.	259	17			8		23		46	1	65	2	85	7	4	22	8	3	2	2
\$13 and under \$14.	232	9			5		16		42		36		107	9	2	20	4	4	4	
\$14 and under \$15.	188	10					11		27		36		64	1	3	46	2	1	7	
\$15 and under \$16.	186	2			1		10		20		34		82		8	25		6	2	
\$16 and under \$17.	208	9	1				7		26		26		92		1	67	3	2	6	
\$17 and under \$18.	165				1		9		21		19		87			26		2	2	
\$18 and under \$19.	127	1					2		12		20		51		4	28		10	1	
\$19 and under \$20.	91	1							6		14		49		3	17		2	2	1
\$20 and under \$21.	68				1				7		7		31		5	14		3	3	
\$21 and under \$22.	63								2		6		29		1	22		3	3	
\$22 and under \$23.	82						1		3		9		59		1	7		2	1	
\$23 and under \$24.	30						1		3		3		17			5		1	1	
\$24 and under \$25.	56		1		1		2		3		3		30			17		2	2	
\$25 and over.	112						1		6		6		58		2	32		7	7	
Total.	3,216	883	303	78	187	42	312	94	378	122	447	152	1,118	203	45	62	366	91	60	39
Median earnings.	\$13.00	\$6.45	\$3.70	\$1.95	\$7.50	\$3.45	\$10.10	\$5.20	\$12.45	\$5.95	\$12.90	\$6.70	\$15.30	\$7.65	\$15.30	\$5.80	\$16.80	\$9.50	\$18.00	\$11.75

WOMEN IN GEORGIA INDUSTRIES.

TABLE X.—Weekly earnings, by years in the trade—Georgia.
ALL INDUSTRIES.

Weekly earnings.	Number of women reporting.		Number of women who had been in the trade—																							
			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 and under 20 years.		20 years and over.					
	White.	Negro	White.	Negro	White.	Negro	White.	Negro	White.	Negro	White.	Negro	White.	Negro	White.	Negro	White.	Negro	White.	Negro	White.	Negro				
Under \$2.....	12	7	1	1	1	3	1	2	1	4	2	1	1	1	2	2
\$2 and under \$3.....	15	17	3	1	2	3	4	1	4	2	1	2	1	2	1	1	1	1	1
\$3 and under \$4.....	30	33	8	6	.....	2	5	8	1	6	4	1	1	.....	6	4	2	2	.....	2	.....	1	2	.....	1
\$4 and under \$5.....	30	53	10	9	.....	1	8	4	11	6	4	.....	2	.....	4	.....	6	6	.....	1	4	.....	.....	.....	.....
\$5 and under \$6.....	49	54	7	1	.....	5	9	6	11	8	13	1	6	5	.....	7	6	4	3	.....	1	1	.....	5	4
\$6 and under \$7.....	87	65	12	.....	11	9	14	19	10	9	4	5	7	15	9	3	4	2	.....	3	4	.....	2	.....	3
\$7 and under \$8.....	90	57	13	1	.....	12	6	11	19	11	13	7	5	8	3	15	6	4	2	.....	4	4	.....	5	.....
\$8 and under \$9.....	155	31	14	.....	16	1	40	6	21	10	20	4	11	2	15	7	10	.....	6	.....	1	.....	11	.....	.....
\$9 and under \$10.....	158	16	11	.....	15	.....	27	4	22	4	11	3	20	1	23	3	12	.....	6	.....	12	.....	11	.....	1
\$10 and under \$11.....	228	16	11	.....	16	.....	43	6	41	4	23	2	22	1	38	.....	11	2	.....	11	.....	11	.....	10	.....
\$11 and under \$12.....	133	2	2	.....	10	1	21	1	19	.....	17	.....	12	.....	25	.....	6	.....	.....	11	.....	7	.....	.....	.....
\$12 and under \$13.....	155	6	9	.....	5	.....	27	3	22	1	17	.....	11	.....	35	2	15	.....	10	.....	12	.....	12	.....	.....
\$13 and under \$14.....	148	4	2	.....	5	.....	25	3	17	1	23	.....	8	.....	26	.....	20	.....	10	.....	14	.....	14	.....	.....
\$14 and under \$15.....	91	1	.....	2	.....	7	.....	11	1	11	.....	7	.....	15	.....	15	.....	22	.....	18	.....	15	.....	.....	.....
\$15 and under \$16.....	202	2	2	.....	5	.....	25	2	24	.....	31	.....	14	.....	41	.....	20	.....	16	.....	10	.....	10	.....	.....
\$16 and under \$17.....	106	1	1	.....	2	.....	6	.....	10	1	11	.....	8	.....	20	.....	17	.....	12	.....	11	.....	11	.....	.....
\$17 and under \$18.....	88	.....	.....	1	.....	7	.....	6	.....	10	.....	7	.....	19	.....	15	.....	13	.....	12	.....	13	.....	10	.....
\$18 and under \$19.....	89	.....	1	.....	3	.....	10	.....	10	.....	4	.....	3	.....	21	.....	14	.....	13	.....	13	.....	6	.....	.....
\$19 and under \$20.....	51	.....	.....	.....	2	.....	3	.....	3	.....	5	.....	.....	.....	6	.....	13	.....	4	.....	4	.....	6	.....	.....
\$20 and under \$21.....	45	.....	.....	.....	.....	.....	.....	.....	4	.....	7	.....	.....	.....	13	.....	9	.....	4	.....	4	.....	4	.....	.....
\$21 and under \$22.....	27	.....	.....	.....	.....	.....	2	.....	1	.....	.....	.....	.....	.....	6	.....	6	.....	.....	.....	.....	.....	.....	.....	.....
\$22 and under \$23.....	39	.....	.....	.....	.....	.....	.....	.....	4	.....	5	.....	.....	.....	9	.....	10	.....	.....	.....	.....	.....	.....	.....	.....
\$23 and under \$24.....	22	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	8	.....	3	.....	.....	.....	.....	.....	.....	.....	.....
\$24 and under \$25.....	18	.....	1	.....	.....	.....	.....	.....	2	.....	2	.....	.....	.....	5	.....	2	.....	.....	.....	.....	.....	.....	.....	.....
\$25 and over.....	-50	.....	.....	.....	.....	.....	1	.....	1	.....	4	.....	.....	.....	11	.....	4	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	2,118	365	108	19	113	39	290	98	255	73	225	28	153	20	385	42	224	20	177	12	188	14	.....	.....	.....
Median earnings.....	\$12.45	\$6.30	\$8.00	\$4.15	\$9.65	\$5.70	\$10.75	\$6.75	\$11.35	\$6.85	\$13.05	\$7.00	\$11.15	\$6.55	\$13.30	\$6.65	\$15.05	\$5.35	\$15.80	(1)	\$15.45	(1)	.....	.....	.....

¹ Not computed, owing to small number involved.

WOMEN IN GEORGIA INDUSTRIES.

TABLE XI.—Year's earnings of women for whom 52-week pay-roll records were secured, by industry—Georgia.

Year's earnings.	Number of women receiving each specified amount.																			
	All industries.		Department stores.		5-and-10-cent stores.		Textile manufacturing.		Knit-goods manufacturing.		Garment manufacturing.		Cigar manufacturing.		Food manufacturing.		Miscellaneous manufacturing.		Laundries.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
Under \$200.....																				
\$200 and under \$250.....	4	2					2				2									2
\$250 and under \$300.....	3	4								1							1			1
\$300 and under \$350.....	7	12			1		1		1		2			1			2			6
\$350 and under \$400.....	10	9					1		3		1			1			4			2
\$400 and under \$450.....	26	10			7		11		3		2			2			4			1
\$450 and under \$500.....	25	7		1	5		7		1		5				1		5			2
\$500 and under \$550.....	33	8	1		4		13		2		3				2		4			1
\$550 and under \$600.....	35	2			2		20		1		4									2
\$600 and under \$650.....	37	2	3				25		2		2			1			3			
\$650 and under \$700.....	57		5		3		35		6		2						5			
\$700 and under \$750.....	40	1	3				30		2		4				1				1	
\$750 and under \$800.....	40	2	5		1		28		2		1			1		1		1		1
\$800 and under \$850.....	34		4				22		2		4			1						
\$850 and under \$900.....	36						31		1		3						1			
\$900 and under \$1,000.....	63		6				49		1		3			3						1
\$1,000 and under \$1,100.....	40		8				29							3						
\$1,100 and under \$1,200.....	34		2				31		1											
\$1,200 and under \$1,400.....	18		7				10							1						
\$1,400 and under \$1,600.....	5		2				1							2						
\$1,600 and under \$1,800.....	2						1							1						
\$1,800 and under \$2,000.....																				
\$2,000 and over.....	1		1																	
Total.....	550	59	47	1	23		348	8	34	5	33		14	5	9	4	29	20	13	16
Median earnings.....	\$748	\$413	\$942	(1)	\$485		\$800	(1)	\$900	(1)	\$665		(1)	(1)	(1)	(1)	\$506	\$380	(1)	\$342

¹ Not computed, owing to small number involved.

WOMEN IN GEORGIA INDUSTRIES.

TABLE XII.—Year's earnings, by weeks worked—Georgia.

ALL INDUSTRIES.

Year's earnings.	Total number of women.		Number of women who worked—																			
			Under 32 weeks.		32 and under 36 weeks.		36 and under 40 weeks.		40 and under 44 weeks.		44 and under 46 weeks.		46 and under 48 weeks.		48 and under 50 weeks.		50 and under 52 weeks.		52 weeks.			
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.		
Under \$200.....																						
\$200 and under \$250.....	4	2				1				1				1			1	1			1	
\$250 and under \$300.....	3	4							1					1				1				
\$300 and under \$350.....	7	12			1									4	4		1	5		1	3	
\$350 and under \$400.....	10	9								3	1			2	1			1	1	5	3	
\$400 and under \$450.....	26	10			3		2			3	1			6	1		6	5		3	2	
\$450 and under \$500.....	25	7			1		1		1	1				3			5	3		5	2	
\$500 and under \$550.....	33	8			1				2		1			10	1		4	2		5	3	
\$550 and under \$600.....	35	2					2			3				4	1		9	10		7		
\$600 and under \$650.....	37	2					1			3				6			12	8		1		
\$650 and under \$700.....	57								5					5			12	15			15	
\$700 and under \$750.....	40	1				1			2					4			10	13		1		
\$750 and under \$800.....	40	2							3					3			12	1		9	1	
\$800 and under \$850.....	34								1					2			8				9	
\$850 and under \$900.....	36								1					2			9	15				
\$900 and under \$1,000.....	63								2					5			8	13		22	13	
\$1,000 and under \$1,100.....	40								1					2			1	6		18	12	
\$1,100 and under \$1,200.....	34								1								4	6		13	10	
\$1,200 and under \$1,400.....	18																2	3		11	3	
\$1,400 and under \$1,600.....	5																1			3	1	
\$1,600 and under \$1,800.....	2																			2		
\$1,800 and under \$2,000.....																						
\$2,000 and over.....	1																				1	
Total.....	550	59			5		8		22	2		46	4	74	4		122	8	167	24	106	17
Median earnings.....	\$748	\$413			(1)		(1)		\$700	(1)		\$850	(1)	\$710	(1)		\$730	(1)	\$852	\$420	\$775	\$387

¹ Not computed, owing to small number involved.

TABLE XIII.—Weeks lost in 52-week period by women for whom 52-week pay-roll records were secured—Georgia.

Weeks lost.	Number of women losing each specified number of weeks.																				
	All industries.		Department stores.		5-and-10-cent stores.		Textile manufacturing.		Knit-goods manufacturing.		Garment manufacturing.		Cigar manufacturing.		Food manufacturing.		Miscellaneous manufacturing.		Laundries.		
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	
None.....	106	17	17		8		54	1			3		3		2	1	14	10	5	5	
1.....	92	9	9	1	7		61	1		5		7		5	1	4	1	3	5	1	4
2.....	75	15	7		2		45	3	1				2	5	1	4	1	3	5	4	2
3.....	68	4	7		1		46		4		5		2		1	2	1	1		3	3
4.....	54	4	3		3		37	1	3		4					3	1			1	1
5.....	42	2			2		22		10		1				1	3	1			2	1
6.....	33	2	1				26		4	1			1		1	4	1				
7.....	26	3					18	1	6	1			2		1	1					
8.....	19	1	3				13	1	2				1		1						
9.....	14						12		2												
10.....	3	1					3		1												
11.....	3	1					1			1			2								
12.....	2												2								
13.....	3						2		1												
14.....	1						1														
15 or over.....	9						7		1		1										
Total.....	550	59	47	1	23		348	8	34	5	33		14	5	9	4	29	20	13	16	

TABLE XIV.—Weeks lost on account of closing of establishment or department by women for whom 52-week pay-roll records were secured—Georgia.

Number of weeks establishment or department was closed.	Number of women who lost each specified number of weeks.													
	All industries. ¹		Textile manufacturing.		Knit-goods manufacturing.		Garment manufacturing.		Cigar manufacturing.		Food manufacturing.		Miscellaneous manufacturing.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
1.....	73	6	49	2			17		2				5	4
2.....	17	5	8						9	5				
3.....	10		1		9									
4.....	13		5		8							2		
5.....	10	2			10									
6.....	9		6		3									
7.....	4		3		1									
8.....	11	1	10	1	1									
9.....														
10.....	1		1											
11.....														
12.....	3		3											
13.....	2		2											
14.....														
15 and over.....	1		1											
Total.....	154	14	89	3	32		17		11	5		2	5	4

¹ Exclusive of department and 5-and-10-cent stores and laundries, none of which reported any weeks closed.

TABLE XV.—Nativity of the women employees who supplied personal information, by industrial group—Atlanta and Georgia.

Industrial group.	Number of women reporting.	Number and per cent who were—			
		Native born.		Foreign born.	
		Number.	Per cent.	Number.	Per cent.
Stores.....	661	652	98.6	9	1.4
Manufacturing establishments.....	2,268	2,264	99.8	4	.2
Laundries.....	257	257	100.0		
Total.....	3,186	3,173	99.6	13	.4

TABLE XVI.—Age of the women employees who supplied personal information, by industrial group—Atlanta and Georgia.

Industrial group.	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 and under 60 years.	60 years and over.
Stores.....	697	22	93	89	136	102	137	88	22	8
Manufacturing establishments.....	2,378	66	306	369	468	349	431	247	106	36
Laundries.....	266	9	30	30	64	39	52	26	10	6
Total.....	3,341	97	429	488	668	490	620	361	138	50
Per cent distribution.....	100.0	2.9	12.8	14.6	20.0	14.7	18.6	10.8	4.1	1.5

TABLE XVII.—Age of the women scheduled, by industry—Georgia.

Industry.	Total number 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 and under 60 years.		60 years and over.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
Department stores.....	228	.....	3	.....	33	.....	26	.....	38	.....	33	.....	47	.....	35	.....	9	.....	4	.....
5-and-10-cent stores.....	135	.....	7	.....	33	.....	30	.....	28	.....	10	.....	13	.....	12	.....	1	.....	1	.....
Textile manufacturing.....	1,427	80	44	.....	169	4	208	12	271	11	216	5	276	17	161	16	59	7	23	8
Knit-goods manufacturing.....	101	(¹)	4	.....	21	.....	24	.....	20	.....	13	.....	7	.....	7	.....	5	.....	.....	.....
Garment manufacturing.....	127	10	5	.....	7	.....	17	1	32	1	18	4	31	1	14	1	3	2	.....	.....
Cigar manufacturing.....	92	22	5	.....	27	3	12	9	25	6	10	1	7	2	5	1	.....	.....	1	.....
Food manufacturing.....	53	.....	.....	.....	5	.....	11	.....	15	.....	8	.....	9	.....	2	.....	3	.....	.....	.....
Miscellaneous manufacturing.....	66	1+2	3	.....	6	14	13	.....	16	.....	10	.....	21	11	19	8	11	6	.....	.....
Laundries.....	20	151	1	6	2	18	.....	20	4	34	.....	25	.....	9	27	2	12	2	5	4
Total, all industries.....	2,249	405	69	9	303	39	341	68	449	93	318	56	410	66	246	41	84	20	29	13
Per cent distribution.....	100.0	100.0	3.1	2.2	13.5	9.6	15.2	16.8	20.0	23.0	14.1	13.8	18.2	16.3	10.9	10.1	3.7	4.9	1.3	3.2
Total, all manufacturing industries.....	1,866	254	58	3	235	21	285	48	379	59	275	31	341	39	197	29	72	15	24	9

¹ One large mill, employing over 100 Negro women, did not report personal information.

TABLE XVIII.—*Conjugal condition of the women employees who supplied personal information, by industrial group—Atlanta and Georgia.*

Industrial group.	Number of women reporting.	Number and per cent who were—					
		Single.		Married.		Widowed, separated, or divorced.	
		Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Stores.....	660	405	61.4	133	20.2	122	18.5
Manufacturing establishments..	2,225	1,082	47.7	687	30.9	476	21.4
Laundries.....	247	93	37.7	91	36.8	63	25.5
Total.....	3,132	1,560	49.8	911	29.1	661	21.1

TABLE XIX.—*Living condition of the women employees who supplied personal information, by industrial group—Atlanta and Georgia.*

Industrial group.	Number of women reporting.	Number and per cent who were—			
		At home.		Adrift.	
		Number.	Per cent.	Number.	Per cent.
Stores.....	679	556	81.9	123	18.1
Manufacturing establishments.....	2,016	1,733	87.0	263	13.0
Laundries.....	224	193	86.2	31	13.8
Total.....	2,919	2,502	85.7	417	14.3

TABLE XX.—Scheduled weekly hours—Atlanta.¹

Scheduled weekly hours.	All industries.		General mercantile.		5-and-10-cent stores.		Box manufacturing.		Candy manufacturing.		Hat manufacturing.		Mattress manufacturing.		Preserving.		Textile manufacturing.		Laundries.	
	Number of establishments.	Number of women.																		
44½	1	45									1	45								
45	4	544	4	544																
49	1	74			1	74														
49½	2	140																		
50	1	12					1	12							1	30			1	110
52	2	70																		
52½	1	4							1	17	1	53								
53	5	572			1	45			3	416			1	4						
55	4	92					3	89					1	3						1
57	1	90																		1
57½	1	48																1	48	
58	1	8	1	8																
60	2	141																1	112	1
Total	26	1,840	5	552	2	119	4	101	4	433	2	98	2	7	1	30	2	160	4	340

¹ For purposes of comparison with the figures for the State, the figures here given represent the women for whom pay-roll data were obtained.

TABLE XXI.—Hours worked less than scheduled, by scheduled hours—Atlanta.
ALL INDUSTRIES.

Scheduled weekly hours.	Number of establishments.	Number of women reporting.	Number of women working less than scheduled hours.	Number of women who worked less than scheduled hours—										
				Under 1 hour.	1 and under 2 hours.	2 and under 3 hours.	3 and under 4 hours.	4 and under 5 hours.	5 and under 10 hours.	10 and under 15 hours.	15 and under 20 hours.	20 and under 25 hours.	25 and under 30 hours.	30 hours and over.
44½	1	35	19	2	2	1		1	8	2			1	2
45	4	544	59		1	1	11		19	2	10	8		7
49	1	74	17					2	8		1		2	4
49½	2	130	38		1	1		4	13	3	4	2		10
50	1	12	3						2	1				
52	2	37	15				2	3	6	2	1		1	
52½	1	4	2							2				
53	5	461	260	11	5	3	3	3	71	43	51	24	14	32
55	4	79	26	1	4	1			7	7	2		1	3
57	1	90	33					10	8		10		1	4
57½	1	44	35			5			8	4	3	4	3	8
58	1	8												
60	2	104	25	2		1	1		2	5	4	6	2	2
Total	26	1,622	532	16	13	13	17	23	152	69	88	44	25	72

TABLE XXII.—Hours worked less than scheduled, by industry—Atlanta.

Industry.	Number of establishments.	Number of women reporting.	Number of women working less than scheduled hours.	Number of women who worked less than scheduled hours—										
				Under 1 hour.	1 and under 2 hours.	2 and under 3 hours.	3 and under 4 hours.	4 and under 5 hours.	5 and under 10 hours.	10 and under 15 hours.	15 and under 20 hours.	20 and under 25 hours.	25 and under 30 hours.	30 hours and over.
General mercantile	5	552	59		1	1	11		19	2	10	8		7
5-and-10-cent stores	2	119	33					2	8	3	5	3	4	8
Box manufacturing	4	89	27	1	4	1			7	8	2		1	3
Candy manufacturing	4	324	232	10	5	3	3	5	64	39	47	19	11	26
Miscellaneous manufacturing	7	198	102	4	2	7	3	3	24	11	11	10	7	20
Laundries	4	340	79	1	1	1		13	30	6	13	4	2	8
Total	26	1,622	532	16	13	13	17	23	152	69	88	44	25	72

TABLE XXIII.—Actual and median weekly earnings, by industry—Atlanta.

Actual weekly earnings.	All industries.		Department stores.		5-and-10-cent stores.		Box manufacturing.		Candy manufacturing.		Miscellaneous manufacturing.		Laundries.													
	White.		Negro.		White.		Negro.		White.		White.		Negro.													
	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 \$2.....	20	1.4	4	1.2	4	0.7	1	16.7	4	3.4	.....	.....	.....	.....	2	0.7						
\$2 and under \$3.....	11	.8	8	2.4	.....	.....	.....	.....	1	1.0	.....	.....	.....	.....	4	1.5		
\$3 and under \$4.....	16	1.1	3	.9	.....	.....	.....	.....	2	2.1	.....	.....	.....	1	1.6	.....									
\$4 and under \$5.....	25	1.8	15	4.4	4	.7	.....	.....	3	3.1	.....	.....	.....	.....	13	4.7				
\$5 and under \$6.....	24	1.7	29	8.6	3	.5	.....	.....	3	2.6	.....	.....	.....	.....	26	9.5				
\$6 and under \$7.....	36	2.5	99	29.2	8	1.5	.....	.....	4	4.2	.....	.....	.....	.....	96	34.9				
\$7 and under \$8.....	49	3.5	87	25.7	2	.4	1	16.7	6	5.2	.....	.....	.....	.....	85	30.9						
\$8 and under \$9.....	67	4.7	52	15.3	14	2.6	.....	.....	7	6.0	.....	.....	.....	2	3.2	27	9.8				
\$9 and under \$10.....	95	6.7	23	6.8	20	3.7	4	66.7	7	6.0	.....	.....	.....	.....	1	1.6	8	2.9				
\$10 and under \$11.....	124	8.8	8	2.4	39	7.1	.....	.....	14	12.1	1	33.3	.....	.....	2	3.2	7	2.5				
\$11 and under \$12.....	103	7.3	2	.6	24	4.4	.....	.....	8	6.9	.....	.....	.....	.....	4	6.3	2	.7		
\$12 and under \$13.....	133	9.4	3	.9	49	9.0	.....	.....	18	15.5	.....	.....	.....	.....	4	6.3	1	.4		
\$13 and under \$14.....	109	7.7	2	.6	35	6.4	.....	.....	7	6.0	.....	.....	.....	.....	10	15.9	1	.4		
\$14 and under \$15.....	64	4.5	3	.9	25	4.6	.....	.....	5	4.3	.....	.....	.....	.....	9	14.3	1	.4		
\$15 and under \$16.....	107	7.6	1	.3	45	8.2	.....	.....	7	6.0	.....	.....	.....	.....	14	22.2	.....	.....						
\$16 and under \$17.....	55	3.9	.....	.....	26	4.8	.....	.....	6	5.2	.....	.....	.....	.....	3	4.8	.....	.....						
\$17 and under \$18.....	67	4.7	.....	.....	39	7.1	.....	.....	5	4.3	.....	.....	.....	.....	3	4.8	.....	.....						
\$18 and under \$19.....	59	4.2	.....	.....	32	5.9	.....	.....	3	2.6	.....	.....	.....	.....	9	3.7	.....	.....						
\$19 and under \$20.....	27	1.9	.....	.....	15	2.7	.....	.....	2	1.7	.....	.....	.....	.....	9	3.7	.....	.....						
\$20 and under \$21.....	44	3.1	.....	.....	26	4.8	.....	.....	2	1.7	.....	.....	.....	.....	5	2.1	.....	.....						
\$21 and under \$22.....	23	1.6	.....	.....	12	2.2	.....	.....	1	.9	.....	.....	.....	.....	4	6.3	.....	.....						
\$22 and under \$23.....	26	1.8	.....	.....	16	2.9	.....	.....	1	1.0	.....	.....	.....	.....	.....	.....	.....	.....
\$23 and under \$24.....	20	1.4	.....	.....	16	2.9	.....	.....	2	1.7	.....	.....	.....	.....	1	1.6	.....	.....						
\$24 and under \$25.....	12	.8	.....	.....	7	1.3	.....	.....	1	1.0	.....	.....	.....	.....	4	1.7	.....	.....						
\$25 and over.....	98	6.9	.....	.....	85	15.6	.....	.....	3	2.6	.....	.....	.....	.....	1	1.6	.....	.....						
Total.....	1,414	100.0	339	100.0	546	100.0	6	100.0	116	100.0	3	100.0	96	100.0	4	100.0	353	100.0	240	100.0	51	100.0	63	100.0	275	100.0
Median earnings.....	\$13.05		\$7.15		\$16.05		(1)		\$12.15		(1)		\$11.50		(1)		\$11.00		\$12.40		\$8.45		\$14.70		\$6.95	

¹ Not computed, owing to small number involved.

TABLE XXIV.—Weekly rates, by industry—Atlanta.

Weekly rate.	All industries.		General mercantile.		5-and-10-cent stores.		Box manufacturing.		Candy manufacturing.	Miscellaneous manufacturing.		Laundries.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	White.	Negro.	White.	Negro.
Under \$4.....													
\$4 and under \$5.....		1											1
\$5 and under \$6.....		7											7
\$6 and under \$7.....	7	108	6				1						107
\$7 and under \$8.....	7	133	1								32		101
\$8 and under \$9.....	32	40	14		1	2	5		1	6	2		36
\$9 and under \$10.....	43	23	18	6	1		2		22	11	11		6
\$10 and under \$11.....	169	7	50		26	1	2		88	1		2	6
\$11 and under \$12.....	121	3	21		18		2	1	76	2		2	2
\$12 and under \$13.....	187	3	74		24			1	78	6	2	5	2
\$13 and under \$14.....	104	2	31		8		2		47	6		10	1
\$14 and under \$15.....	45	1	19		7		1		7		1	11	
\$15 and under \$16.....	133	2	79		7		3	2	20	8		16	
\$16 and under \$17.....	40		23		6		2		5			4	4
\$17 and under \$18.....	53		40		5				4			4	4
\$18 and under \$19.....	44		23		3				7	8		3	
\$19 and under \$20.....	10		7		2					1			
\$20 and under \$21.....	35		25		2				3	1		4	
\$21 and under \$22.....	20		9		1					10			
\$22 and under \$23.....	19		16							2		1	
\$23 and under \$24.....	11		8		2		1						
\$24 and under \$25.....	8		4							4			
\$25 and over.....	56		50		3					2		1	
Total.....	1,144	330	518	6	116	3	21	4	358	68	50	63	267
Median rate.....	\$13.05	\$7.35	\$15.30	(1)	\$12.50	(1)	\$11.25	(1)	\$11.90	\$15.25	\$7.75	\$15.10	\$7.20

¹ Not computed, owing to small number involved.

TABLE XXV.—Year's earnings of women for whom 52-week pay-roll records were secured, by industry—Atlanta.

Actual year's earnings.	All industries.				General mercantile.		5-and-10-cent stores.		Box manufacturing.				Candy manufacturing.		Miscellaneous manufacturing.		Laundries.			
	White.		Negro.		White.		White.		White.		Negro.		White.		White.		White.		Negro.	
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Under \$200.....	1	0.6													1	2.2				
\$200 and under \$250.....			1	3.7											1	2.2			1	3.8
\$250 and under \$300.....			5	18.5											1	2.2			5	19.2
\$300 and under \$350.....	2	1.2											1	2.3					11	42.3
\$350 and under \$400.....	4	2.3	11	40.7	2	4.2			1	7.7			1	2.3					1	3.8
\$400 and under \$450.....	6	3.5	1	3.7									3	7.0	3	6.5			2	7.7
\$450 and under \$500.....	11	6.4	3	11.1	3	6.2	1	6.7	1	7.7	1	100.0	3	7.0	3	6.5			1	3.8
\$500 and under \$550.....	17	9.9	1	3.7	2	4.2	7	46.7					5	11.6	3	6.5			3	11.5
\$550 and under \$600.....	14	8.1	3	11.1	1	2.1	1	6.7					9	20.9	3	6.5			3	11.5
\$600 and under \$650.....	10	5.8			2	4.2	1	6.7					4	9.3	2	4.3	1	14.3		
\$650 and under \$700.....	16	9.3	2	7.4	3	6.2	2	13.3	2	15.4			3	7.0	4	8.7	2	28.6	2	7.7
\$700 and under \$750.....	12	7.0							1	7.7			7	16.3	2	4.3	2	28.6		
\$750 and under \$800.....	11	6.4			4	8.3	1	6.7	2	15.4					3	6.5	1	14.3		
\$800 and under \$850.....	12	7.0			4	8.3	2	13.3	2	15.4					4	8.7				
\$850 and under \$900.....	12	7.0			4	8.3			2	15.4					3	6.5	1	14.3		
\$900 and under \$950.....	8	4.7			2	4.2			2	15.4			3	7.0	2	4.3	1	14.3		
\$950 and under \$1,000.....	7	4.1			3	6.2							1	2.3	3	6.5				
\$1,000 and under \$1,100.....	10	5.8			4	8.3									6	13.0				
\$1,100 and under \$1,200.....	10	5.8			5	10.4							1	2.3	4	8.7				
\$1,200 and under \$1,400.....	2	1.2			2	4.2														
\$1,400 and under \$1,600.....	1	.6			1	2.1														
\$1,600 and under \$1,800.....	2	1.2			2	4.2														
\$1,800 and under \$2,000.....	2	1.2			2	4.2														
\$2,000 and over.....	2	1.2			2	4.2														
Total.....	172	100.0	27	100.0	48	100.0	15	100.0	13	100.0	1	100.0	43	100.0	46	100.0	7	100.0	26	100.0
Median earnings.....		\$721		\$384		\$888		\$546		(1)		(1)		\$597		\$767		(1)		\$382

¹ Not computed, owing to small number involved.

WOMEN IN GEORGIA INDUSTRIES.

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. 51 pp. 1920.
 - No. 17. Women's Wages in Kansas. 1920. 104 pp. 1921.
 - No. 18. Health Problems of Women in Industry. 11 pp. 1921.
 - No. 19. Iowa Women in Industry. 73 pp. 1922.
 - No. 20. Negro Women in Industry. 65 pp. 1922.
 - No. 21. Women in Rhode Island Industries. 73 pp. 1922.
- First Annual Report of the Director. (Out of print.)
Second Annual Report of the Director.
Third Annual Report of the Director.

CHARTS.¹

- 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 workday, 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.

¹ Separate charts out of print. Revised and published in pamphlet form in Bulletin No. 16.