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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. 32

WOMEN  
IN SOUTH CAROLINA  
INDUSTRIES

A Study of Hours, Wages, and  
Working Conditions



WASHINGTON  
GOVERNMENT PRINTING OFFICE  
1923

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[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.

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## LETTER OF TRANSMITTAL.

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U. S. DEPARTMENT OF LABOR,  
WOMEN'S BUREAU,  
*Washington, June 8, 1923.*

SIR: I have the honor to submit the accompanying report giving the results of the investigation into wages, hours, and working conditions of women in the State of South Carolina.

At the request of the State League of Women Voters the Governor of South Carolina invited the Women's Bureau to make this survey. The field investigation was begun November 1, 1921, and continued until January 31, 1922. The work of the agents was much facilitated by the cooperation of the State officials, who gave the benefit of their experience and their knowledge of local conditions. Great appreciation is felt for the cooperation of the Department of Agriculture, Commerce and Industries, the Boards of Public Health of Columbia, Charleston, and Spartanburg, and the Columbia and Charleston Fire Departments, the League of Women Voters, the Legislative Council, the City Federation of Charleston, the Young Women's Christian Association, and various other organizations.

The survey was directed by Ethel L. Best. The statistical material was prepared under the direction of Elizabeth A. Hyde, and the report was written by Mary V. Robinson.

Respectfully submitted.

MARY ANDERSON,  
*Director.*

HON. JAMES J. DAVIS,  
*Secretary of Labor.*

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# WOMEN IN SOUTH CAROLINA INDUSTRIES.

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## PART I.

### INTRODUCTION AND SUMMARY.

Although South Carolina is traditionally and fundamentally an agricultural rather than an industrial State, it has the distinction of being one of the three foremost States in the country in the manufacture of cotton goods. As far as women are concerned, the number employed as wage earners, not only in the textile mills but also in other industries, is sufficiently great to make a study of their wages, hours, and working conditions in relation to health and efficiency of real social and economic value.

Recognizing this fact, the Governor of South Carolina, at the request of the League of Women Voters of the State, invited the Women's Bureau of the United States Department of Labor to make a survey. In response to that invitation the Women's Bureau sent its agents to visit industrial establishments employing women in the following cities, towns, and villages: Anderson, Autun, Bamberg, Bath, Blackville, Camden, Catechee, Central, Charleston, Cherokee Falls, Chesnee, Chester, Clearwater, Clifton, Clinton, Clover, Columbia, Conestee, Cowpens, Darlington, Easley, Edgefield, Enoree, Fairmont, Fort Hill, Gaffney, Great Falls, Greenville, Greenwood, Greer, Hartsville, Honea Path, Inman, Iva, Lancaster, Landrum, Laurens, McColl, Marion, Mayo, Monarch, Newberry, Ninety-six, Orangeburg, Pacolet, Pelzer, Piedmont, Rock Hill, Simpsonville, Spartanburg, Tucapau, Union, Walhalla, Ware Shoals, Warrenville, and York.

The field investigation was begun November 1, 1921, and continued until January 31, 1922. The work of the agents was much facilitated by the cooperation of State officials, who gave the benefit of their experience and their knowledge of local conditions. Among these cooperating agencies were the department of agriculture, commerce, and industries; the State board of public health; the Columbia, Charleston, and Spartanburg Boards of Public Health; and the Columbia and Charleston fire departments. The League of Women Voters, the Legislative Council, the City Federation of Charleston, and the local Young Women's Christian Associations helped by their interest and advice. Furthermore, much credit is due the managements of the various establishments visited, without whose cooperation and assistance the facts themselves could not have been obtained.

A brief résumé of some of the general features in South Carolina as revealed by the Bureau of the Census will prove a helpful background for the present study. Although the striking and in some instances abnormal increases in salaries, wages, cost of materials, and value of products for the period 1914 to 1919 are to a large extent traceable to the change in industrial conditions brought about by the war, the Bureau of the Census points out that a comparison of the number of establishments, the persons engaged, and the horsepower used in 1919 and 1914 shows a considerable increase in the manufacturing activities of the State.<sup>1</sup>

According to the census,<sup>2</sup> in 1919 South Carolina ranked thirty-second among the States in the value of its products. There were 2,004 manufacturing establishments at that time, with their products valued at \$381,453,000. The per capita wage in 1919 was only \$787, the lowest in any State, the next lowest being that of North Carolina—\$804. The per capita wage in South Carolina in 1919, it is true, was 134.2 per cent greater than that of 1914. This increase was largely counteracted by the advance in the cost of living in almost the same interim, since the Bureau of Labor Statistics shows a 99.3 per cent increase in the cost of living throughout the country from 1913 to December, 1919.<sup>3</sup>

It must be remembered that the per capita wage was based on the average number of employees in each month of 1919, both men and women having been included, and that if the per capita wage for women alone could have been obtained, it would have been considerably lower. The 1919 census figures show a large number (18,650) of women wage earners in manufacturing establishments; these constituted 23.5 per cent of the total number of wage earners in such establishments.<sup>4</sup> The great bulk of these were employed in the textile industry, as is shown by the fact that there were in December, 1919, 16,788 women and girls engaged as operatives in the manufacture of cotton goods and 505 in the manufacture of knit goods.<sup>5</sup> The figures on manufactures do not include the women employed in stores and laundries, the other branches of industry included in this report.

#### THE TEXTILE INDUSTRY.

In any discussion of South Carolina industries, special emphasis must be laid upon the textile industry because of the preeminence of cotton goods manufacturing in the State and because of the im-

<sup>1</sup> U. S. Bureau of the Census. 14th Census, 1920. Manufactures: v. 9, Table 1, p. 1382.

<sup>2</sup> U. S. Bureau of the Census. 14th Census. Abstract of the Census of Manufactures: 1919. Table 223, p. 569.

<sup>3</sup> United States Department of Labor, Bureau of Labor Statistics. Changes in cost of living. Monthly Labor Review, v. 14, no. 5, May 1922, p. 76.

<sup>4</sup> United States Bureau of the Census, 14th Census, 1920. Manufactures: v. 9, Table 4, p. 1384.

<sup>5</sup> Ibid., Table 28, p. 1396.

portance of the State in the general production of this type of goods in the country.

According to the Bureau of the Census,<sup>6</sup> in 1919 the cotton-goods industry—that is, the manufacture of yarns and cotton woven goods—was carried on in 29 States, with an aggregate of 1,496 establishments. Most of the mills manufacturing cotton goods were located in three regions: New England, the South, and the Middle Atlantic States, the first two sections being of much greater importance than the third in this respect. New England and the South were fairly close competitors in the manufacture of cotton goods, but the former took the lead in the value of the products, with a total in 1919 of \$1,034,755,000 as compared with \$900,079,000 for the South. New England had only 459 mills manufacturing these products, whereas the South had 708. Some idea of the part played by these two sections of the country can be gained from the following quotation from a book on textiles published in 1916:

In a general way and with many exceptions New England manufactures the finer grades of cotton cloths, the Middle States manufacture knit goods, and the South produces the coarser grades of the staple cotton cloths. \* \* \*

The South has made remarkable progress in cotton manufacture since the Civil War. It is told that in 1881 there was a cotton exposition in Atlanta in which the possibilities of cotton manufacture in the South were vividly advertised by the Governor of Georgia who appeared at the fair one evening dressed in a suit of cotton clothes manufactured upon the grounds from cotton which had been that day picked in a near-by cotton field, the whole process having been in sight of the visitors at the fair.

This gave the public the idea that the raw cotton need not be sent to Massachusetts or to England in order to be made up into cloth. The South has since gone into cotton manufacturing on a big scale, locating mills mainly along rivers and streams at points where power was cheap.

\* \* \* \* \*

It has been stated that there are so many cotton factories all along this Piedmont region waterfall line that one can almost throw a stone from one mill to the next all the way from Alabama to Virginia. This is exaggeration, but it emphasizes the extent to which practically every stream that goes through the Piedmont region has been utilized.

While, in the main, the South produces the coarser grades of cotton cloths, yet there are exceptions to this, just as there are exceptions to New England's producing the finer grades. For example, great quantities of coarse cotton duck, denim, seersuckers, drills, and sheetings are made up in Maine, while some mills in Georgia and South Carolina produce fancy weaves, cotton damasks, fine shirtings, sateens, and fine white goods. None the less these are exceptional cases. It is to be noted, however, that there has been a gradual increase in the manufacture of finer goods in the South, as there has likewise been a gradual change in New England in favor of producing only the finer grades.<sup>7</sup>

The foregoing statements give the part played by the South as a whole in the manufacture of cotton goods. In order to get more

<sup>6</sup> U. S. Bureau of the Census, 14th Census, 1920. Manufactures: v. 10, Table 2, p. 159.

<sup>7</sup> Nystrom, Paul H., Textiles, 1916, p. 86-90.

information on the specific position of South Carolina as a cotton-goods center it is necessary to turn again to the data of the Bureau of the Census, which show that in 1919 more than one-half of the total value of products for this industry was reported by three States—Massachusetts and the Carolinas. The two latter were surpassed by Massachusetts, which has held the position of the most important cotton-manufacturing State for 80 years.<sup>8</sup>

South Carolina in 1919 ranked next to Massachusetts, or second of all the States, in the primary horsepower used in cotton mills, the number of active producing spindles, the number of looms and the number of square yards of cotton goods manufactured. In fact it had to its credit over one-fifth (21.6 per cent) of the cotton woven goods turned out in the country in that year. South Carolina took third place in the value of the products, the amount of raw cotton consumed in manufacture, the cost of materials, the number of wage earners, and the total amount of wages. In regard to the per capita wage, South Carolina was much less progressive, since it occupied the fourteenth place among the 23 States listed as important in this industry.<sup>9</sup> Nevertheless, the South Carolina wage of \$757 was ahead of the \$730 per capita of North Carolina. In fact, in respect to the per capita wage in the cotton-goods industry, South Carolina ranked above all the other Southern States with the exception of Virginia, which showed a strikingly higher figure, that is, \$932.

The most important kinds of material and the number of square yards of each manufactured in South Carolina in 1919 were as follows:<sup>10</sup>

	Yards.
Sheetings.....	472, 867, 617
Print cloth.....	450, 997, 849
Drills.....	96, 339, 969
Shirtings.....	43, 501, 177
Ginghams.....	36, 447, 592
Lawns, nainsooks, cambrics, and similar muslins.....	33, 213, 842
Twills, sateens, etc.....	27, 682, 951
Tobacco, cheese, butter, bunting, and bandage cloths.....	16, 331, 816
Ticks and denims.....	14, 131, 800
Towels, toweling, and terry wares.....	5, 772, 656
Other woven goods (over 12 inches wide).....	86, 203, 500
Total.....	1, 283, 490, 769

Sheetings and print cloth are by far the most important cotton products manufactured, since the former constituted 36.8 per cent and the latter 35.1 per cent of all the square yards of woven material produced in the State in 1919. Moreover, in this same year South

<sup>8</sup> U. S. Bureau of the Census. 14th Census, 1920. Manufactures: v. 10, p. 157.

<sup>9</sup> Ibid., Table 47, p. 31.

<sup>10</sup> U. S. Bureau of the Census. 14th Census, 1920. Manufactures: v. 9, Table 19, p. 1392.

Carolina manufactured 34.5 per cent of all the sheetings and 46.2 per cent of all the print cloth produced in the country; in fact, South Carolina had to its credit a larger amount of each of these two types of material than had any other State. In the amount of drills turned out in 1919 South Carolina also held first place, producing 31.3 per cent of the total amount manufactured in the country.<sup>11</sup>

A change in the type of materials manufactured in South Carolina would seem to be taking place, if we can judge from figures for 1914 and 1919. For example, in 1919 South Carolina turned out 51 per cent fewer square yards of sheeting than in 1914; on the other hand, there was the enormous increase of 354.6 per cent in the manufacture of muslins.<sup>12</sup> Other significant variations were the 103.5 per cent increase in twills and sateens, the 76.7 per cent increase in shirtings, the 41.8 per cent increase in ginghams, and the 19.8 per cent increase in ticks and denims.

A more extensive comparison of the cotton-goods industry in South Carolina in 1919 and in 1914 is difficult because of the war and its abnormal effects upon practically every industry. In 1919, however, South Carolina appeared to have somewhat increased its share in the general production of cotton manufactures in the country, since it produced in this year 20.6 per cent of the total amount of woven cotton goods as compared with 19.7 per cent of the total in 1914.

In view of the preceding discussion it is not surprising to learn from the Bureau of the Census<sup>13</sup> that two-thirds of the capital invested in manufacturing in South Carolina was in cotton-goods production, and that in round numbers three-fifths of the wage earners were employed in this industry, the products of which were valued at three-fifths of the total value of all manufactured products in the State.

Attention must be called to the fact that the figures quoted as the most recent available from the Bureau of the Census are for the year 1919, and that this year is acknowledged to be a high-water mark of industrial prosperity in the country. The reaction came quickly, however, and the latter part of 1920 and the whole of 1921 were marked by widespread industrial depression, devastating to both capital and labor interests, in every State and in practically every industry in each State. The textile industry perhaps suffered from the depression more extensively than did most industries. The situation in South Carolina from the point of view of the mill managers was clearly presented in a statement by Mr. James D. Hammett, president of the Cotton Manufacturers' Association of

<sup>11</sup> U. S. Bureau of the Census. 14th Census, 1920. Manufactures: v. 10, Table 19, p. 171.

<sup>12</sup> In 1914 the Bureau of the Census grouped under the general term "muslins" all tobacco, cheese, butter, bunting and bandage cloths; lawns, nainsooks, cambrics, and similar muslins; and print cloth.

<sup>13</sup> U. S. Bureau of the Census. 14th Census, 1920. Manufactures: v. 9, Table 23, pp. 1396-1397.

South Carolina,<sup>14</sup> made during the first part of 1921, at the request of the State department of agriculture, commerce, and industries. He discussed the prosperity enjoyed by the industry for three or four years up to the middle of 1920, when the cotton-goods market began to decline very seriously. During the ensuing months he stated that the mills in their effort to meet the orders which had been placed in advance, were compelled to purchase cotton at a high price to make the goods, and then frequently to sell these products at a loss. In other instances he had found that buyers, taking advantage of certain technicalities, canceled their contracts for goods. Despite such unsatisfactory circumstances, Mr. Hammett emphasized the fact that the great majority of the mills kept their machinery running most of the time, even at a loss, in order to maintain their organizations and to give employment to the men and women dependent upon the mills for a livelihood.

The mills visited during the survey may be said to be representative of the cotton-goods industry in the State, a fact brought out more definitely in the ensuing discussion of the scope of the survey.

#### SCOPE AND METHOD OF INVESTIGATION.

As it was impossible in the limited time of the survey to cover all establishments wherein women worked, a representative number of plants in the various industries employing women were chosen. The stores, laundries, and manufacturing establishments selected were located in 56 cities, towns, and villages. In some of the localities visited were many establishments employing hundreds of women, whereas in others there was only one establishment around which centered the life of the community.

The manufacturing industries included showed very little diversity, but this is not surprising in view of the predominance of cotton-goods manufacturing. The census shows that apart from this industry, knit-goods manufacturing was the only branch of manufactures employing as many as 500 women and girls.<sup>15</sup> However, during the survey records were secured from a few printing and publishing plants and cigar factories as well as from a small group of establishments manufacturing such miscellaneous products as wholesale drugs, paper goods, gloves, clothing, candy, and aseptic goods.

The cotton mills included were representative in regard to both size and products. The following summary shows the proportion of

<sup>14</sup>South Carolina. Department of Agriculture, Commerce, and Industries. Labor Division. 12th Annual Report. 1920. Columbia, 1921. p. 15-16.

<sup>15</sup>U. S. Bureau of the Census, 14th Census, 1920. Manufactures: v. 9, Table 28, p. 1396. Because of the inclusion of tobacco, cigar, and cigarette manufacturing under "all other industries" in Table 28, the number of women in the State employed in this industry is not revealed. That they numbered more than 500, however, is evident from the fact that 627 women and girls were reported in the 4 cigar factories visited during the survey.

mills reported by the Bureau of the Census,<sup>16</sup> as having certain specified numbers of wage earners in 1919, and the proportion of mills visited during the survey having such numbers of employees:

	Per cent of establishments employing—				
	100 or fewer.	101 to 250.	251 to 500.	501 or more.	
Total number of establishments—					
Reported by the Bureau of the Census.....	145	13.1	38.6	25.5	22.8
Included in the survey.....	87	12.6	32.2	34.5	20.7

This shows that the proportion of small mills (those with 100 or fewer employees) covered by the survey was similar to the proportion of this size in the total number in the State. Also, the proportion of large mills, those with more than 500 employees, visited by the agents of the Women's Bureau, approximated the proportion shown by the census figures to be in this classification.

The mills inspected manufactured a great variety of products, including twine and cord, yarns of many kinds, prints, sheetings, drills, twills, ducks, denims, pajama checks, gingham, poplins, reps, marquisettes, lawns, table cloths, napkins, toweling, cotton blankets, bedspreads, bedticking, bag cloth, medical gauze, automobile-tire fabrics, asbestos cloth, and valve packing. About one-half of the mills studied reported prints or sheetings or both to be among their products.

The investigation was carried on along several main lines. Definite information about numbers of employees, hours, wages, and working conditions was scheduled by investigators from interviews with employers, managers, and foremen, from inspection of plants, and from examination of pay rolls. In order to obtain accurate and uniform material, wage data were taken personally from pay rolls by the investigators. A factory schedule was used to record information as to the number of employees (men, women, and children), the daily and weekly scheduled hours, the lunch period, Saturday half holidays, overtime, and the employment policy. In addition reports were made about the working conditions in each plant. The spacing, heating, lighting, ventilation, cleanliness of the work-rooms; the seating arrangements for women employees; the hazards and strains to which women were exposed; and sanitary and service facilities provided for their use. On a special form were recorded the weekly earnings, rates, and hours of each woman in each occupational group for two different weekly pay-roll periods, the aim having been to select weeks as nearly as possible representative of the normal working hours of the firm. One period chosen was a

<sup>16</sup> Ibid., Table 10, p. 1387.

current week without a holiday, for the most part in November or December, 1921, in which the women worked full time, and which was regarded by the management as a normal week. In some cases it was necessary to go as far back as the first part of October to secure wage data for a normal period. During the time for which records were obtained, even though in some cases certain departments might not have been running the full complement of hours, the plant as a whole was on a full-time basis. The other pay-roll period chosen was in the fall or early winter of 1920; that is, about a year earlier than the current week selected. With the hour and wage data of the 1921 week were combined facts concerning age, nativity, experience in the trade, and conjugal and living conditions, taken from questionnaires distributed in the plant and filled in by the women employees. Individual yearly earnings for a representative number of women, usually about 10 per cent in each establishment, were recorded on 52-week schedules. In addition the investigators, by means of home visits to some of the women workers, were able to supplement the foregoing information with personal statements about the educational and industrial history and the home responsibilities of a limited number of women.

The number of establishments in each industry included in the investigation and the number of employees, by sex, age, and color, are shown in the accompanying table:

TABLE 1.—Number of men, women, and children employed in the establishments studied, by industry.

Industry.	Number of establishments.	Per cent of total employees in each industry.	Per cent of women in each industry.	Total number of employees.	Number and per cent of employees of each sex.									
					Men.		White women.		Negro women.		Boys (under 16).		Girls (under 16).	
					Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
All industries.....	151	100.0	100.0	132,845	20,452	62.3	10,328	31.4	843	2.6	632	1.9	590	1.8
<b>Manufacturing:</b>														
Cigars.....	4	2.2	5.5	712	84	11.8	315	44.2	302	42.4	1	0.1	10	1.4
Printing and publishing.....	3	.6	.3	183	150	82.0	33	18.0						
Textiles—														
Cotton goods.....	75	85.5	76.1	28,096	18,461	65.7	8,256	29.4	243	.9	598	2.1	588	1.9
Knit goods.....	10	2.4	4.3	780	276	35.4	438	56.2	40	5.1	9	1.2	17	2.2
Yarn.....	13	4.0	3.9	1,320	854	64.7	427	32.3	4	.3	18	1.4	17	1.3
Miscellaneous.....	7	1.5	2.3	489	227	46.4	246	50.3	6	1.2	3	.6	7	1.4
General merchandise.....	16	2.0	3.6	649	248	38.2	381	58.7	18	2.8	2	.3		
5-and-10-cent stores.....	9	.8	1.9	247	38	15.4	205	83.0	2	.8	1	.4	1	.4
Laundries.....	14	1.1	2.3	369	114	30.9	27	7.3	228	61.8				

<sup>1</sup> For one establishment, only the women (132 white and 6 negro) are reported.

The table shows that in the 151 establishments <sup>17</sup> included in the survey there were employed 11,761 women and girls. These constitute almost one-half of the 24,147 women reported by the Bureau of the Census <sup>18</sup> as engaged in the types of industries scheduled by the Women's Bureau, a proportion large enough to be significant.

The women and girls comprised a little over one-third (35.8 per cent) of the working forces reported in the plants visited. Cigar manufacturing and 5-and-10-cent stores, with the feminine contingents forming 88.1 per cent and 84.2 per cent of the total number of employees, respectively, took the lead in the proportion of women and girls. The smallest proportion was found in printing establishments, where only 18 per cent of the employees were women. The only other industrial groups which did not show a preponderance of women were yarn and cotton-goods manufacturing, approximately one-third of the force in each case consisting of women and girls. Although women outnumbered men by only a small majority in the miscellaneous manufacturers, they formed between 60 and 70 per cent of the force in laundries, in knitting mills, and in general mercantile establishments.

By far the vast majority of the women and girls included—that is, over three-fourths (76.1 per cent)—were concentrated in one industry, the group designated as “cotton goods.” If to this percentage be added the 3.9 per cent of the women who were employed in yarn mills, the total proportion in this combined textile grouping is four-fifths of the women in the survey. Compared with this there is only a sprinkling in each of the other industries, not so much as 6 per cent in any one.

The figures giving the number of girls under 16 years of age in the several industries, compiled from the statements of managers,<sup>19</sup> show a total of 590. Although these constituted only 1.8 per cent of the total number of employees, they formed 5 per cent of the total number of women, a proportion exceeding the 3.9 per cent in this age classification reported in a survey of Rhode Island industries in 1920,<sup>20</sup> the 2.8 per cent in the survey of Georgia industries in 1920–21,<sup>21</sup> the 2.8 per cent in the survey of Maryland industries in the spring of 1921,<sup>22</sup> and the 1.2 per cent in the survey of Kentucky industries in the fall of 1921.<sup>23</sup> The great bulk of the girls under 16 in the South Carolina industries—that is, 94.1 per cent—were found in the manufacture of

<sup>17</sup>One other establishment was inspected for working conditions but there was no record given of the number of employees.

<sup>18</sup>U. S. Bureau of the Census. 14th Census, 1920. Occupations, v. 4, chap. 2.

<sup>19</sup>The statements of managers were accepted in regard to the number of employees under 16; the investigators made no attempt at verification, either by consulting records or by questioning employees.

<sup>20</sup>U. S. Department of Labor, Women's Bureau. Women in Rhode Island Industries, Bul. 21, 1922, p. 4.

<sup>21</sup>U. S. Department of Labor, Women's Bureau. Women in Georgia Industries, Bul. 22, 1922, p. 14.

<sup>22</sup>U. S. Department of Labor, Women's Bureau. Women in Maryland Industries, Bul. 24, 1922, p. 10.

<sup>23</sup>U. S. Department of Labor, Women's Bureau. Women in Kentucky Industries, Bul. 29, 1923, p. 108.

yarns and cotton goods. In these branches of industry, however, only 5.9 per cent of the women were in this age classification. Nevertheless, this was a larger proportion than in any other industry. No girls under 16 were reported in printing and publishing, in general mercantile, or in laundries.

In South Carolina the proportion of negro women in the industries included was small, only 7.2 per cent of the total number of women and girls. It has seemed advisable to present a separate tabulation of them in certain respects. Since the scheduled hours and working conditions were practically the same for white and negro women in the establishments visited, negro women have not been treated separately in the sections of the report bearing on these subjects. In the matter of wages and personal information from the workers, however, they have been separately discussed.

### SUMMARY OF FACTS.

#### I. Data and scope.

This survey of women in South Carolina industries gives, in general, data on hours, wages, and working conditions in November and December, 1921. It covers 10,328 white women, 843 negro women, and 590 white girls under 16 years of age, making a total of 11,761 employees in 151 establishments—stores, mills, factories, laundries, and printing plants—located in 56 industrial communities throughout the State. These women may be considered as representative of the wage-earning women in South Carolina, since they constituted about one-half of the women workers in those industries which may be characterized as the important women-employing industries in the State.

#### II. Hours.

South Carolina is not one of the progressive States in regard to hour legislation for women. Even though the State law regulating the hours of labor for women in industry was recently revised—the maximum weekly hours of all operatives in textile mills having been reduced from 60 to 55—the 60-hour week is still permitted in other industries and the 10-hour day is allowed in all industries. There is a law prohibiting night work for women in mercantile establishments only. The scheduled weekly hours in the plants investigated were in the majority of cases less than the legal 60-hour week in force at the time of the investigation. Nevertheless, three-fourths of the women were working under hour schedules sufficiently long to be a strain on the health of the women employed. That this drain on strength and vitality—the inevitable accompaniment of long hours—is not essential to successful production, is illustrated by the many establishments throughout the country operating on

the 8-hour day and the 48-hour week. Very few plants in South Carolina had adopted so short a schedule.

The following statements summarize the hour data for 148<sup>24</sup> establishments:

1. Daily scheduled hours were—
  - 8 in 5 establishments, employing 4.8 per cent of the women.
  - Over 8 and under 10 in 43 establishments, employing 9.7 per cent of the women.
  - 10 in 83 establishments, employing 78.0 per cent of the women.
  - Over 10 in 18 establishments, employing 7.5 per cent of the women.
2. Weekly scheduled hours were—
  - 48 or under in 7 establishments employing 4.9 per cent of the women.
  - Over 48 and under 55 in 32 establishments, employing 9.2 per cent of the women.
  - 55 in 84 establishments, employing 79.9 per cent of the women.
  - Over 55 and under 60 in 15 establishments, employing 3.4 per cent of the women.
  - 60 in 11 establishments employing 2.7 per cent of the women.
3. Saturday hours were—
  - Not any, the place being closed, in 1 establishment.
  - 4 and under 6 in 110 establishments.
  - 6 and under 8 in 8 establishments.
  - 8 and under 10 in 7 establishments.
  - 10 and under 12 in 17 establishments.
  - 12 in 5 establishments.
4. Lunch periods were—
  - 30 minutes in 18 establishments.
  - 40 or 45 minutes in 9 establishments.
  - 1 hour in 118 establishments.
  - More than one hour in 3 establishments.
5. *Lost time.*—A little over three-fifths of the women with hour records (61.3 per cent) worked less than the scheduled hours in the week recorded. Of those with lost time, three-fourths (74.6 per cent) lost 10 hours or more, and a little over one-third (34.4 per cent) lost 20 hours or more.
6. *Overtime.*—Only 1.0 per cent of the women with hour records worked longer than the scheduled hours during the week recorded.

### III. Wages.

South Carolina is not one of the 12 States that have minimum-wage laws. Although a few of the women included received wages that compared favorably with the minimum wage rates set by law in certain States, the great bulk of them received considerably lower wages than the standards set by many minimum wage commissions. The results of extensive underpayment of large groups of women, with the lowering of the standard of living below the level not only of comfort but of health itself and the elimination of all chance of saving or of providing for the future, can not be too strongly emphasized. Even when the lower cost of living characteristic of mill communities is considered, the wages of the majority of women textile operatives were not sufficient to enable them to live up to

<sup>24</sup> Three establishments excluded because hours were irregular or not reported. Sum of establishments exceeds total because of one establishment having more than one schedule.

a standard indorsed by American ideals. This is a situation which should challenge the attention of the employers as well as the other citizens of the State for the provision of an adequate wage is the first step toward the elevation of women in industry to a plane where due recognition is given to the value of their employment in the industrial world and to the importance of their health, vitality, and happiness in the community as a whole.

The following statements summarize the data on wages paid:

1921 PAY ROLL.		1920 PAY ROLL.	
1. <i>Week's earnings and rates.</i>			
(a) Median earnings of all women:			
White—8,595 women.....	\$9.50	8,249 women.....	\$14.05
Timeworkers, 1,957 women...	9.50		
Pieceworkers, 5,969 women...	9.60		
Negro—611 women.....	5.80	1,031 women.....	6.80
Timeworkers, 425 women....	6.00		
Pieceworkers, 175 women....	4.90		

(b) Median earnings of women in the highest and lowest paid industries and in the largest industrial group:

*Highest.*

White—General mercantile, 310 women.....	\$15.50	Genera. mercantile, 280 women...	\$15.50
Negro—Cotton-goods manufacturing, 164 women.....	6.25	Cotton-goods manufacturing, 328 women.....	8.70

*Lowest.*

White—Knit-goods manufacturing, 355 women.....	\$7.60	Knit-goods manufacturing, 334 women.....	\$8.95
Negro—Cigar manufacturing, 193 women.....	4.85	Laundries, 200 women.....	5.90

*Largest industrial group.*

White—Yarn and cotton goods manufacturing, 7,142 women...	\$9.45	Yarn and cotton goods manufacturing, 7,012 women.....	\$14.45
Negro—Laundries, 209 women...	5.70	Cigar manufacturing, 468 women.	6.45

(c) Median earnings of night workers.<sup>25</sup>

White—488 women.....	\$9.40*	347 women.....	\$16.25
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(d) Median earnings of women in all industries who worked 48 hours or more or on 5 days or more:

White—3,968 women.....	\$11.65	3,787 women.....	\$17.50
Negro—357 women.....	6.45	387 women.....	8.20

(e) Median earnings of women in yarn and cotton-goods manufacturing who worked 55 hours or more or on 5½ days or more:

White—2,286 women.....	\$12.00	2,136 women.....	\$19.05
Negro—92 women.....	6.70	135 women.....	10.60

<sup>25</sup> No negro night workers.

(f) Median earnings of women with 5 years or more of experience:

White—1,934 women.....	\$11.25		Not reported.
Negro—32 women.....	5.90		Not reported.

(g) Median rate of time workers:

*All industries.*

White—1,928 women.....	\$11.05		1,869 women.....	\$15.55
Negro—425 women.....	6.45		540 women.....	8.40

*Yarn and cotton-goods manufacturing.*

White—1,285 women.....	\$10.90		1,289 women.....	\$16.25
Negro—148 women.....	6.65		289 women.....	10.20

(h) Of all the women whose week's earnings were recorded—

71.2 per cent of the white women	}	earned less than \$12.00.
98.4 per cent of the negro women		
86.9 per cent of the white women	}	earned less than \$15.00.
99.8 per cent of the negro women		

1920-21 PAY ROLL.

2. Year's earnings:

(a) Median earnings—all industries.

White—833 women.....	\$605
Negro—41 women.....	320

(b) Median earnings of women in the highest and lowest paid industries and in the largest industrial group.<sup>26</sup>

*Highest.*

White—General mercantile, 37 women.....	\$856
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*Lowest.*

White—Knit-goods manufacturing, 25 women.....	\$442
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*Largest industrial group.*

White—Yarn and cotton-goods manufacturing, 709 women.....	\$605
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(c) Of all the women whose year's earnings were recorded—

49.0 per cent of the white women	}	earned less than \$600.
95.1 per cent of the negro women		
96.3 per cent of the white women	}	earned less than \$1,000.
100.0 per cent of the negro women		
99.0 per cent of the white women		earned less than \$1,200.

**IV. Working conditions.**

South Carolina has very little legislation regulating working conditions for women in industry, and the few existing laws are neither broad enough to cover many of the conditions discovered in the investigation, nor definite enough to enable State factory inspectors to determine and prosecute violations. Although the conditions in some of the establishments visited were good, and in only a few

<sup>26</sup> Figures for negro women not given because of small number involved.

were startlingly bad, in a number of plants there remained much to be done for the attainment of desirable standards.

In the following summary the unsatisfactory conditions noted in the 152<sup>27</sup> establishments are stressed particularly in order to indicate the lines along which improvements are needed:

1. General workroom conditions were as follows:
  - (a) Cleaning unsatisfactory, because of dirty condition of workroom or wrong system of cleaning, in only 32 establishments.
  - (b) Natural lighting decidedly unsatisfactory in 19 establishments, and artificial lighting inadequate in 80 establishments because of glare or insufficient light.
  - (c) Ventilation inadequate in a number of establishments, chiefly because of failure to solve special problems of lint, heat, and humidity arising from the nature of the industry; no artificial ventilating devices in 44 of the 99 textile mills, nor in 8 of the 14 laundries.
  - (d) Seating inadequate for some or all of the women, in 134 establishments, 33 having no seats whatever for women with standing jobs, 49 having an insufficient number of seats, 108 having seats without backs, that is, stools, benches, or boxes for some or all of the women.
2. The report on hazard and strain showed:
  - (a) A possible strain from uncomfortable posture, continuous pressure, repeated reaching, excessive speeding, or the lifting of heavy weights, in a number of establishments.<sup>28</sup>
  - (b) A workroom or occupational hazard, such as unguarded belts, unguarded machinery, or uninclosed elevator shafts, in 67 establishments.
  - (c) Fire hazards, such as doors opening inward, obstructed exits, or inadequate stairways, in 97 establishments.
3. The need for improved sanitation is shown by the following:
  - (a) The common drinking cup in 25 establishments, no cups of any sort in 22 establishments, insanitary bubble fountains in 73 establishments.
  - (b) No washing facilities in 10 establishments, no towels in 116 establishments, common towels in 25 establishments, no soap in 99 establishments.
  - (c) Toilet facilities not up to standard requirements for some or all of the women in 134 establishments, the defects being improper cleaning or ventilation, inadequate screening or equipment, inconvenient location, insufficient number, unsatisfactory system of plumbing, or the lack of separate toilets for women and men.
4. The record of service facilities disclosed:
  - (a) No lunch room in 136 establishments.
  - (b) No cloakroom in 116 establishments.
  - (c) No rest room in 134 establishments.
  - (d) No first-aid equipment in one-third of the establishments, a definite person in charge of such equipment in only 18, a hospital room in 8, a nurse in daily attendance in 15, a doctor in daily attendance in 7.
  - (e) No centralized employment system in 70 establishments, a definite employment manager in only 5.

<sup>27</sup> There was no report on the working conditions of one establishment for which pay-roll data were gathered. Another establishment with three buildings in scattered localities was counted as 3 establishments in the tabulation of working conditions.

<sup>28</sup> Exact number not given because of the impossibility of making a comprehensive analysis in the limited time of the survey.

**VI. Workers.**

1. Of the 11,761 women covered by the survey 7.2 per cent were negroes.
2. Of the 4,199 white and negro women whose nativity was ascertained only 12 were foreign born.
3. Of the 3,604 white women and 130 negro women reporting on age—
 

32.5 per cent of the white women	}	were under 20 years of age.
33.8 per cent of the negro women		
36.0 per cent of the white women	}	were 20 and under 30 years of age.
37.7 per cent of the negro women		
18.3 per cent of the white women	}	were 30 and under 40 years of age.
14.6 per cent of the negro women		
9.5 per cent of the white women	}	were 40 and under 50 years of age.
9.2 per cent of the negro women		
3.7 per cent of the white women	}	were 50 years of age and over.
4.6 per cent of the negro women		
4. Of the 3,495 white women and 127 negro women reporting on conjugal condition, 49.7 per cent of the white and 46.5 per cent of the negro were single, 35.5 per cent of the white and 31.5 per cent of the negro were married, 14.8 per cent of the white and 22.0 per cent of the negro were widowed, separated, or divorced.
5. Of the 3,601 white women and 131 negro women reporting on living condition, 94 per cent of the white and 90.1 per cent of the negro were living at home or with relatives, 6 per cent of the white and 9.9 per cent of the negro were living independently.

**Conclusion.**

In general, although the hours, wages, and working conditions of some of the women included in the survey were based on high standards, the industrial life of the majority of wage-earning women showed need for much improvement. It should be borne in mind that throughout the pages of this report special emphasis has been laid upon these unsatisfactory conditions in order to point out the course to be pursued by those agencies interested in industrial betterment. Credit must be given to the employers who already stand as pioneers in this respect. South Carolina can not afford, however, to rest upon the efforts of these few progressive citizens. While any women in the State work long hours or receive a wage too low to permit of a respectable standard of living, and while any women work in insanitary plants, in uncomfortable postures, with undue strain upon eyes and nerves, with exposure to unnecessary hazards and strains, and with little provision in the plants for health and comfort—then not only are pride and satisfaction out of the question but definite action for improvement is called for. Since the effects of industrial evils can not be confined within the walls of the workshop, but spread into the homes of the workers and into the life of the community, the cooperation of all forces in the State is imperative for the establishment of higher industrial standards.

## PART II.

### HOURS.

The realization of the need for investigating the length of the working day of women in industry is becoming more widespread with the increase in knowledge of the detrimental effect of unduly long hours upon women and upon the community. The protection of women in industry is necessary, not primarily because of a striking physical inferiority of women to men but because of the need for conserving women's energies in the interest of the race. It is particularly imperative for women to have reasonably short industrial hours, since so many of them are called upon to perform two jobs—one as wage earners in factories, mills, or stores, the other as homemakers attending to household duties and caring for the family.

In the various States and in the different industries in each State there is a general standard of hours of employment which governs the working life of large groups of women. This standard for the State is voiced in the law which regulates women's hours and for the industries is shown by the hours of labor generally prevailing.

South Carolina does not rank high in either case. To be sure, the legal situation in the State has changed somewhat for the better since this survey was made. The law in South Carolina at the time of the investigation permitted a maximum 60-hour week for all operatives and employees in cotton and woolen establishments engaged in the manufacture of yarns, cloth, hosiery, and other products for merchandise, and in stores. Although a 10-hour day was the maximum stipulated, 11 hours were allowed in textile mills and 12 hours in mercantile establishments. The law did not cover other types of manufacture. At the 1922 session of the State legislature the hour law was amended, limiting hours in textile manufacturing to 55 a week and 10 a day. Stores, however, were not included in this new law. That South Carolina still does not rank high among the States in regard to progressive hour legislation for women is shown by the fact that 24 States already have set a legal limit of 9 hours or less daily. Since a 12-hour day is still permitted in South Carolina stores, and since there is no legal limit for manufacturing establishments other than textile mills, the State can not be placed entirely even in the 10-hour class. Nor has South Carolina a much better ranking in the matter of weekly hours, in view of the 22 States with a legal maximum of less than 55 hours.

To glance from the legal ranking to the industrial hour records obtained in the survey is somewhat encouraging. The standard was found to be a little higher by custom than by law, since there were a number of firms which voluntarily had adopted a shorter schedule than that sanctioned on the statute books. There are always firms more progressive than others; these serve as pioneers in the shortening of hours for women wage earners and tend to bring the law up to more advanced standards.

#### SCHEDULED HOURS.

The data given in this section on scheduled hours represent the normal working hours of the establishments visited and not short-time schedules resulting from the industrial depression. They are based on information obtained from managers about daily and weekly hour schedules in force in the establishments, that is, the number of hours stipulated by a firm that women in its employ should work regularly each day and each week.

Policies in regard to lunch periods, Saturday half-holiday, and night work in the various plants were recorded, since knowledge of such practices aids greatly in determining the suitability of the industrial hours of women.

It should be borne in mind that scheduled hours do not take into account overtime or lost time of employees. In fact, the hours which women actually work during a week frequently do not coincide with scheduled hours. Accordingly, so far as possible, data on the hours actually worked by the women included in the survey also were obtained and will be discussed later.

#### Daily hours.

Table 2 shows the length of the daily working hours for the women employed in the establishments included. These daily hours do not include the Saturday hours, which usually were shorter, nor do they include other occasional short days which were sometimes reported.

Accordingly, they may be considered to represent the schedule for Monday to Friday, inclusive, in the various industries, although in a few instances they represent the schedules for only four days in the week.

TABLE 2.—Scheduled daily hours, by industry.

Industry.	Total number reported.		Number of establishments and number of women whose daily hours were—													
			8		Over 8 and under 9.		9		Over 9 and under 10.		10		Over 10 and under 11.		11	
	Estab-lish-ments.	Women	Estab-lish-ments.	Women	Estab-lish-ments.	Women	Estab-lish-ments.	Women	Estab-lish-ments.	Women	Estab-lish-ments.	Women	Estab-lish-ments.	Women	Estab-lish-ments.	Women
All industries.....	<sup>1</sup> 148	10,484	5	507	17	412	16	298	10	309	83	8,176	5	356	13	426
Per cent distribution.....	100.0	100.0	3.4	4.8	11.5	3.9	10.8	2.8	6.8	2.9	56.1	78.0	3.4	3.4	8.8	4.1
<b>Manufacturing:</b>																
Cigars.....	3	600	2	442					1	158						
Printing and publishing.....	3	33	1	16	2	17										
Textiles—																
Cotton goods.....	74	7,894					2	13			64	7,301	4	339	5	241
Knit goods.....	10	462							2	30	6	365	1	17	1	50
Yarn.....	13	404									7	278			6	126
Miscellaneous.....	7	252			1	8			2	48	3	187			1	9
General mercantile.....	16	399	2	49	10	278	4	72								
5-and-10-cent stores.....	9	207			3	83	6	124								
Laundries.....	13	233			1	26	4	89	5	73	3	45				

<sup>1</sup> Excludes 3 establishments with hours irregular or no reported. Details aggregate more than total because one establishment appears in more than one hour group.

According to the table the largest proportion of women and of establishments in any one group were scheduled for a 10-hour day. In fact, over three-fourths of the women and over one-half of the plants were found in this 10-hour class.

The revised law does not necessarily mean a reduction of these hours, although it affects the schedules in the 16 textile mills showing 773 women employees with scheduled hours of more than 10 a day. The only other establishment covered by the survey which had a schedule in excess of a 10-hour day was a factory in the miscellaneous group, with 9 women workers. An analysis of the 10-hour group shows that none of the cigar factories, printing establishments, nor stores had so long a schedule, and that of the 83 establishments in the group, 78—employing 97.2 per cent of the women in this hour classification—were mills manufacturing knit goods, yarn, and cotton goods. The Monday to Friday hours of this large group of women (7,944) would not be affected by the revised law for employees in textile mills, if a Saturday half holiday was to keep the weekly schedule down to the 55-hour limit. Consequently, although the amended statute is a step in the right direction, it scarcely comes under the head of progressive legislation in this era when the 8-hour day is the standard advocated for wage-earning women.

That but little progress had been made in South Carolina in the adoption of the 8-hour day is shown by the fact that of the 148 establishments with hour records, only 5—two cigar factories, one printing plant, and two general mercantile establishments—which employed only a sprinkling of the women (4.8 per cent) had so short a day. Moreover, the great bulk of these women were employed in the two cigar factories.

Between these two extremes of the large proportion of establishments and women having long hours and the small proportion reporting the 8-hour day, fall the 43 plants employing approximately 10 per cent of the women, with a daily schedule of over 8 and under 10 hours. The industries most conspicuously represented in this hour span are the stores and laundries. None of the stores had a schedule exceeding 9 hours a day. The general mercantile establishments tended toward a shorter day than did the 5-and-10-cent stores, since three-fourths of the former as compared with one-third of the latter had a day of less than 9 hours. The hours prevailing in laundries were a 9-hour schedule or one between 9 and 10 hours.

As additional proof of the tendency of South Carolina in the matter of the daily working hours of its wage-earning women is the following summary, which makes possible a comparison of this State with several others in which recent surveys of women in industry have been made by the Women's Bureau.

State.	Number of women reported.	Per cent of women whose scheduled daily hours were—				
		8 and under.	Over 8 and under 9.	9	Over 9 and under 10.	10 and over.
Alabama.....	5,643	8.4	14.9	9.6	13.7	53.5
Georgia.....	8,691	12.3	6.0	9.8	17.5	54.5
Kentucky.....	9,469	15.4	13.4	29.1	15.7	26.4
Maryland.....	13,377	31.9	25.0	30.7	8.4	4.0
Missouri.....	16,897	22.5	25.4	52.0	.1	.....
New Jersey.....	34,629	19.0	41.2	21.6	12.8	5.4
Ohio.....	30,464	29.9	14.8	54.4	.8	.....
Rhode Island.....	9,934	4.9	56.1	30.9	6.7	1.5
South Carolina.....	10,484	4.8	3.9	2.8	2.9	85.4
Virginia.....	18,011	11.1	22.5	10.9	9.3	46.2

It is apparent that the scheduled daily hours of wage-earning women were longer in South Carolina than in any of the other States, since 85.5 per cent of the women reported in South Carolina had a day of 10 hours or over; Georgia ranking next to last in the scale—with 54.5 per cent of the women scheduled for such long hours—was considerably better in this respect than South Carolina. Nor, as has been pointed out, does the recent amendment of the law promise any reduction below 10 hours a day for this vast majority of women in the South Carolina plants visited; it is likely to mean a leveling down to the 10-hour mark of most of the schedules exceeding 10 hours.

### Weekly hours.

The report of daily hour schedules is not sufficient. These tell only part of the story. The emphasis must be shifted from the number of hours which women work each day to the fact that they work such hours day after day. It is the grind of long hours for six days a week for month after month that takes its toll of women's energy and efficiency, and depletes their fund of reserve strength. Consequently, in conjunction with a consideration of daily hours an analysis of weekly schedules is significant. The accompanying table shows the women and the establishments in each industry with certain specified weekly hours:

TABLE 3.—Scheduled weekly hours, by industry.

Industry.	Total number reported.		Number of establishments and number of women whose weekly hours were—																						
			44		Over 44 and under 48.		48		Over 48 and under 52.		52		Over 52 and under 54.		54		Over 54 and under 55.		55		Over 55 and under 60.		60		
	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	
All industries....	1 148	10,484	1	27	3	457	3	25	9	179	5	247	11	269	1	16	6	254	84	8,375	15	356	11	279	
Percent distribution...	100.0	100.0	0.7	0.3	2.0	4.4	2.0	0.2	6.1	1.7	3.4	2.4	7.4	2.6	0.7	0.2	4.1	2.4	56.8	79.9	10.1	3.4	7.4	2.7	
<b>Manufacturing:</b>																									
Cigars.....	3	600	1	27	1	415					1	158													
Printing and publishing.....	3	33			1	16	2	17																	
Textiles:																									
Cotton goods...	74	7,894							2	13									69	7,687	1	89	3	105	
Knit goods...	10	462									1	9	1	21					6	365	1	17	1	50	
Yarn.....	13	404																	7	278	1	16	5	110	
Miscellaneous.....	7	252					1	8					2	48			2	166	1	21			1	9	
General mercantile.....	16	399							5	145	2	51	5	131							4	72			
5-and-10-cent stores.....	9	207											1	16	1	16	1	51			6	124			
Laundries.....	13	233			1	26			2	21	1	29	2	53			3	37	1	24	2	38	1	5	

<sup>1</sup> Three establishments excluded because hours irregular or not reported. Details aggregate more than total because one establishment appears in more than one hour group.

In this table, as in the preceding one on daily hours, there is a decided concentration of the women and establishments under one classification—that is, a little over one-half of the plants and about four-fifths of the women were scheduled for 55 hours a week. The combined textile group—the manufacture of knit goods, yarn, and cotton goods—is almost entirely responsible for this situation, since 99.5 per cent of the women with a 55-hour week were employed in these mills. Only 6.1 per cent of the total number of women in the survey had weekly hours in excess of 55. Among these were found only 4.4 per cent of the women in the combined textile group, but approximately one-third of all the store employees included in the survey. The revised hour legislation will reduce the mill schedules but not the store schedules which exceeded 55 hours a week. In addition to the women in mills and stores with long hours were 9 in miscellaneous manufacturing and 43 in laundries.

That long hours prevailed in the South Carolina industries employing women extensively is shown by the proportions of women in each industry who were scheduled for 55 hours or over. Cigar manufacturing and printing and publishing were the only two industries with no women having so long a weekly schedule. In the three branches of textile manufacturing such long hours were almost universal. Five-and-ten-cent stores, with approximately three-fifths of the women scheduled for 55 hours or more, showed a much worse record than did the general mercantile with less than one-fifth in this class. Over one-fourth of the women in laundries and slightly over one-tenth in miscellaneous manufacturing had such a schedule.

Turning to the other side of the question—that is, to a consideration of the establishments which had adopted a weekly schedule of 48 hours or less—we find in this class only 7 establishments, employing approximately 5 per cent of the women in the survey. Only two of the industries had made any striking progress in this respect; printing and publishing, which showed all of its women employees, and cigar manufacturing with a little less than three-fourths of its women employees, scheduled for 48 hours or less. Laundries and miscellaneous manufacturing, with 11.2 per cent and 3.2 per cent, respectively, of their women having such hours, were the only other industries revealing any women in this group.

The industries showing a preponderance of women at neither one extreme nor the other were general mercantile in which the prevailing hours were between 48 and 54 a week, and laundries and miscellaneous establishments which were fairly evenly distributed under the various hour classifications.

In regard to weekly scheduled hours South Carolina also had the lowest record of the States listed in the following summary:

State.	Number of women reported.	Per cent of women whose scheduled weekly hours were—			
		48 and under.	Over 48 and under 54.	54	Over 54.
Alabama.....	5,701	12.7	21.6	5.1	60.6
Georgia.....	8,691	8.0	27.9	1.7	62.3
Kentucky.....	9,330	21.9	46.7	2.5	29.0
Maryland.....	13,304	56.9	37.5	.2	5.3
Missouri.....	16,724	32.3	57.9	9.7	.....
New Jersey.....	34,615	55.2	36.4	6.1	2.2
Ohio.....	30,464	34.7	65.3	.....	.....
Rhode Island.....	9,934	53.5	40.0	6.5	.....
South Carolina.....	10,484	4.9	6.6	.2	88.4
Virginia.....	17,981	19.3	39.7	.7	40.3

This summary shows that 88.4 per cent of the women included in South Carolina were scheduled for over 54 hours a week, as compared with 5.3 per cent in Maryland, 29 per cent in Kentucky, 40.3 per cent in Virginia, and 62.3 per cent in Georgia, these being the other States in the list with a 60-hour law for wage-earning women. Alabama, which has no hour laws protecting women workers, reveals only three-fifths of the women included, with a weekly schedule in excess of 54 hours. These comparisons emphasize the lack of progress in respect to the working hours of the women in industry in South Carolina. Moreover, the recent passage of the 55-hour law in South Carolina will affect only 3.7 per cent of the women reported with a weekly schedule exceeding 54 hours a week.

### Saturday hours.

One way of guarding against overlong weekly hours is a Saturday half holiday. This custom is becoming more and more prevalent in industrial circles as a result of the realization that women need some time for rest, recreation, and the pursuit of personal activities.

Of the 148 establishments reporting Saturday hours, one had no work on Saturday and 110 had a working schedule of from 4 to 6 hours. (Table 1 in the appendix.) Accordingly, three-fourths of the plants, employing 92 per cent of the women, had some respite from industrial work on Saturday. All of the cigar factories and printing establishments, all of the mills except one which had no work done on Saturday, and all but two of the miscellaneous plants, had a half holiday, but only three laundries reported a schedule of less than 6 hours on that day. A different policy was found in the stores, all of which had a longer schedule on Saturday than on other days. Five-and-ten-cent stores, with all women employees scheduled for 11 hours or over and with 71.5 per cent scheduled for 12 hours, had a much worse record, than had the general mercantile establishments, in

which, although all the women worked at least 9 hours, only 17.5 per cent worked 11 hours, and not any worked as much as 12 hours on Saturday. Two department stores in Charleston reported a weekly half-holiday during the summer months.

### Lunch periods.

An analysis of the lunch periods in 148 plants as recorded in Table II in the appendix shows that the great majority of the establishments, that is, about four-fifths, allowed one hour. In the other plants the lunch interval varied from a half-hour in 18 to 40 or 45 minutes in 9, and to more than an hour in 3. The length of the lunch period is a matter to be decided by individual establishments, the needs and desires of the workers being taken into account, but in every case the interval should be of sufficient length to enable employees to obtain a satisfactory lunch.

### Night workers' hours.

One class of workers whose scheduled hours must be treated separately are the women who were on night shifts in 22 of the mills covered by the survey. It is generally agreed by those interested in the protection of women that night work is detrimental to the health of women engaging therein and should be prohibited by law. There is usually great danger that married women compelled to become wage earners will attempt to look after their families by day and to work in a mill or factory by night, snatching a little sleep in between. Obviously women should not be allowed to carry a double burden of this sort, as it is a severe tax on human endurance.

During the week for which the pay-roll data were gathered 488 women were reported on night shifts, three-fourths of whom had a schedule of 11 hours a night for 5 nights, or a total of 55 hours a week. The others—with the exception of 4 women who worked only 30 hours a week—had 10 hours a night for 5 nights, or a 50-hour week. In some cases a special lunch period was allowed during the night; in others there was no regular break for rest or lunch. It was stated in one mill that if the workers took a half-hour lunch interval they were required to remain a half-hour later in the morning. On the whole, although night work for women was not extensively practiced in South Carolina, it was reported for a sufficient number of women to evidence that it was a menace in textile communities.

### HOURS ACTUALLY WORKED.<sup>1</sup>

The scheduled weekly hours of the plants and the hours actually worked by the women during the week for which the pay-roll data were taken did not coincide, in many cases, on account of time lost and overtime.

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<sup>1</sup> This discussion includes white women only. The hours actually worked by the negro women will be treated in a subsequent section of the report.

It was not possible to ascertain the number of hours actually worked by all the women for whom wage figures were gathered, since no records were available for the hours of many of the pieceworkers. Moreover, the practice in a number of plants of recording the time worked in days rather than in hours greatly reduced the number of women whose actual working week could be expressed in hourly terms.

Table V in the appendix shows that such information was available for a little less than one-half of the women for whom wage data were gathered.<sup>2</sup> Of this number only one-half (50.5 per cent) of the women whose hours of labor were reported had worked 48 hours or more; these, generally speaking, may be classified as full-time workers.

### Lost time.

From a comparison of hours actually worked with scheduled hours it is evident that there was, on the whole, considerable time lost by the women whose actual hours of labor were recorded for the week selected. A certain amount of lost time for women in industry is to be expected, and the causes of such loss are traceable both to the workers and to the plants. Since the workers are human beings and not machines, and are subject to the various vicissitudes of life, they frequently are compelled to lose time from their jobs. Particularly is this true of women, since for them family affairs and home responsibilities constitute a frequent cause of lost time. On the other hand, industry is not yet so organized that it can supply work for all employees all the time. Slackness in an establishment may precipitate a partial or entire shut down for the workers, or it may mean for many of them fewer hours of employment a day or fewer days a week.

Despite the fact that in the survey the effort was made to secure data for a week with a normal working schedule, a great deal of lost time was reported for the women workers. In fact, of the 4,196 women with hour records, approximately three-fifths had lost some time; almost three-fourths of these had lost 10 hours or more, and slightly over one-third 20 hours or more during the week. This lost time apparently was not due to any great extent to the business depression which had been crippling industry throughout the country six months or so prior to the time of the investigation. In only a few instances were the establishments running on part-time schedules. A more satisfactory explanation of the excessive amount of lost time was the custom in the textile industry of employing "spare hands" for several days of work a week. As it was impossible on many pay rolls to distinguish these workers from the regular operatives, some of the spare hands were perforce included in the reports from these

<sup>2</sup> In those establishments where pay-roll figures were not available, data on hours actually worked for the women employed therein were not obtained.

plants. For example, those employees who had worked only three days according to the pay-roll data might have been regular workers who had been absent for some reason during the remainder of the week, or they might have been spare hands not required to work on the other days. This situation was characteristic only of the textile industry but would influence largely the figures for the women in all industries because the great preponderance of textile operatives heavily weights the total. This same preponderance makes of doubtful value a comparison of this industry with the others in the matter of the amount of time lost. Figures more detailed than those given in this report showed that of the 7,497 women in the combined textile group less than one-half showed a record of hours worked, and two-thirds of these had lost some time. Of those losing time, 76 per cent had lost 10 hours or more and slightly over one-third had lost 20 hours or more. Apart from the spare hands there evidently was much time lost by the regular workers. This is especially significant because of the long hours prevailing in this industry. In regard to time lost as a result of the personal reasons of the workers, shorter hours might eliminate a certain amount of such absenteeism. Moreover, although the matter of preventing slack seasons in the cotton-goods industry is a complicated one connected more or less closely with the cotton market, it would seem possible and plausible at certain periods to reduce the scheduled hours and hence eliminate much lost time resulting from slackness of work in the mills.

For the stores comparatively little lost time was reported, since of the women with hour records, only 7.4 per cent in the general mercantile establishments and 19.2 per cent in the 5-and-10-cent stores had lost any time. These amounts doubtless were due to absenteeism, since stores do not reduce the actual hours of operation when trade is slack as is the custom in the manufacturing world. In miscellaneous manufacturing—the only other industry with numbers large enough to be of any significance—one-fourth of the women had lost some time, but only 6.7 per cent of these showed a discrepancy of 20 hours or more below the normal schedule.

### Overtime.

Of interest as a contrast to the foregoing discussion is an analysis of the amount of overtime, or the hours worked in excess of the schedules reported in the establishments visited. In view of the prevalence of undertime one would not expect to find much overtime. The detailed figures show this expectation to be justified. In fact only 44 women of the 4,196 whose hours of labor were reported had worked beyond their regular scheduled hours. No women in stores, laundries, or cigar factories, only 1 in printing and

publishing, 12 in the miscellaneous plants, and 31 in the textile mills showed any overtime. This small number scattered through the various industries indicates that at the time of the investigation overtime was not practiced sufficiently to constitute an evil. Of the 44 women who had worked in excess of their schedules, only 16 had worked more than 5 hours beyond their regular time; six of these, however, had worked in all more than 60 hours during the week.

#### CONCLUSION.

The foregoing analysis is conclusive evidence of the need for great improvement in the industrial hours of South Carolina wage-earning women. The recent revision of the State law limiting the maximum hours of textile operatives to 10 a day and reducing the weekly hours from 60 to 55, was a legal breaking away from a conservative stand but was not sufficiently progressive to effect a benefit for very many working women in the State.

In any discussion of the hours of labor for women it is necessary to bear in mind that women workers frequently are home makers as well as wage earners, that many of them take care of families and perform home duties before and after the hours spent in industrial establishments. Accordingly, an 8-hour day is the standard advocated by those authorities interested in the safeguarding of women workers and of the families of such women.

The South Carolina survey revealed very little progress in this respect, since only 4.8 per cent of the women working in 5 of the 148 plants, had a day of 8 hours or less. On the other hand, two-thirds of the establishments, employing 85.4 per cent of the women were scheduled for 10 hours or more daily.

The record for weekly hours was somewhat better, for despite the 60-hour weekly maximum permitted at the time of the investigation, only 6.1 per cent of the total number of women in the survey had hours in excess of 55 a week. When to this group, however, is added the large proportion with a weekly schedule of 55 hours, the result shows 86 per cent of the women scheduled for 55 hours or over. In contrast to these were the 4.9 per cent with a working week of 48 hours or less.

An examination of the data for the various industries shows that the textile industry, including the manufacture of knit goods, yarn, and cotton goods, which employed over three-fourths of the women of the survey, was almost entirely responsible for the long industrial hours reported in South Carolina. Of the women with a daily schedule of 10 hours or over, 97.3 per cent were engaged in the manufacture of textiles, and of the women with a weekly schedule of 55 hours or over, 96.7 per cent were textile operatives. The univer-

sality of these long schedules in the textile industry is shown by the 99.5 per cent of the women mill workers who were scheduled for such long weekly hours.

Of the other industries, miscellaneous manufacturing had perhaps the record for the longest hours, since over three-fourths of the women employed therein had a day of 10 hours or over and a week of 54 hours or more. The stores made a better showing in daily hours than in weekly. None of the stores had a day of more than 9 hours except on Saturday, but the long Saturday—one of from 10 to 12 hours—found in 21 of the 25 stores was responsible for lengthening the weekly schedule unduly for some of the women. The hours in 5-and-10-cent stores were much longer than in the general mercantile, since 92.3 per cent of the women employed in the former had a week of 54 hours or over, as compared with 18 per cent of the women employees in the latter. The laundries had a greater variety of scheduled hours than had any of the other industries, ranging from one plant with a weekly schedule of less than 48 hours to one with 60 hours. Cigar manufacturing and printing and publishing were more progressive in regard to hours than were the other establishments, since the 3 printing establishments and 2 of the 3 cigar factories had a week of 48 hours or less.

These progressive firms were the exception rather than the rule. The long industrial hours in force for the great bulk of the wage-earning women in the State point the need for a more effective revision of the State law. If women are not protected against over-long working hours, excessive fatigue results, which acts as a poison to the system, decreasing output and increasing accidents during working hours, sapping energies and destroying ambition for activities after an industrial day. Women workers, therefore, should be safeguarded, and extravagant waste of their energies prevented. In the final analysis the individual women of South Carolina, the industries, and the community at large would share in the benefits of such protection.



## PART III.

### WAGES.

The subject of wages is much more complicated than that of hours. Whereas the 8-hour day is the standard set by those States with the most advanced labor legislation for women and by those industries most progressive in their employment of women, there is no such single standard for wages even where a minimum-wage law exists. The amount decreed by various State laws as the sum below which no wages for women shall drop, varies greatly in different parts of the country where definite action has been taken. It varies for different localities in the same State as well as for the different industries in the same locality. It varies for the experienced and inexperienced in any one industry. Moreover, the minimum wage in a locality may fluctuate with changes in the cost of living.

Accordingly, in a consideration of wages paid to women in a State, account must be taken of the many elements which enter in and cause at any one time wide variations in the earnings of a group of working women.

For South Carolina, as for the States where similar studies have been made by the Women's Bureau, it has seemed advisable to analyze the question from two main angles: What women wage earners received for a current week and what they received for the year immediately preceding the investigation. As pointed out in the introduction, a representative week in the fall or early winter of 1921 was selected. By that time both wages and cost of living had suffered some reduction from the 1920 peak. No specific figures on cost of living for South Carolina or any city in this State are available, but figures for the country as a whole show the general cost of living to have dropped 18.1 per cent from June, 1920, to September, 1921, and 13 per cent from September, 1920, to December, 1921.<sup>1</sup> Figures obtained in South Carolina show that wages during this year had declined more than had the cost of living; for example, the median rates of time workers in all industries combined show a drop of 28.9 per cent.

Preliminary to the ensuing discussion it is important to point out that whereas the term "wages" may be applied to data of different kinds, the term "earnings" is used to denote the amount of money actually received by the individual women as distinct from the rate at which work was undertaken.

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<sup>1</sup>U. S. Department of Labor, Bureau of Labor Statistics. Changes in cost of living. Monthly Labor Review. Vol. 14, No. 5, May, 1922, p. 76.

The discussion of wages immediately following includes white women only; the wages of negro women will be treated in the section on the employment of negro women.

## WEEK'S EARNINGS.

Fluctuations are found in the earnings of an individual worker week by week in the year, and also in the earnings of a number of women for any one week in the year. Wide variations in the weekly earnings of women workers in a particular locality are to be expected because of the several industries and the many occupations requiring more or less skill. Even in any one occupation striking differences are encountered because of a number of modifying factors, such as the time and piece work systems, the hours actually worked, employment in different establishments, the seasonal output, and the length of time in the trade. An analysis of the earnings of a large group of women for one week is possible from the following table, which gives the number of women in the various industries who received certain classified amounts.

TABLE 4.—*Week's earnings of white women, by industry—Late pay-roll period.*

Week's earnings.	Number of women earning each specified amount in—									
	All industries.	The manufacture of—						General mercantile.	5-and-10-cent stores.	Laundries.
		Cigars.	Print- ing and pub- lish- ing.	Textiles.			Miscel- lane- ous.			
			Cotton goods.	Knit goods.	Yarn.					
Total .....	8,595	360	31	6,794	355	348	216	310	155	26
Median earnings.....	\$9.50	\$8.95	\$13.15	\$9.45	\$7.60	\$9.05	\$9.00	\$15.50	\$8.90	\$10.85
Under \$1.....	71			57	10	2	2			
\$1 and under \$2.....	263	82		155	13	10	3			
\$2 and under \$3.....	272	16		218	25	5	6	1	1	
\$3 and under \$4.....	299	5		249	23	17	5			
\$4 and under \$5.....	358	16	1	296	19	15	7		3	1
\$5 and under \$6.....	440	17		360	28	16	14		3	2
\$6 and under \$7.....	587	6		472	41	29	29	1	8	1
\$7 and under \$8.....	740	20		616	31	37	13	1	21	1
\$8 and under \$9.....	810	19	3	639	31	41	29		46	2
\$9 and under \$10.....	877	18	2	741	37	38	9	4	27	1
\$10 and under \$11.....	734	20	5	576	25	24	18	39	21	6
\$11 and under \$12.....	672	20	2	556	16	45	15	8	10	
\$12 and under \$13.....	581	14	2	459	11	20	24	42	7	2
\$13 and under \$14.....	421	12	4	347	12	16	13	16		1
\$14 and under \$15.....	348	17	4	286	2	12	8	18	1	
\$15 and under \$16.....	348	15	2	251	10	9	6	50	3	2
\$16 and under \$17.....	204	13		164	11	4	4	6	1	1
\$17 and under \$18.....	173	18		124	2	3	1	24	1	
\$18 and under \$19.....	134	11	4	70	3	1	5	35	1	4
\$19 and under \$20.....	70	5		60	1	1	1	2		
\$20 and under \$21.....	69	7		37	1		2	20		2
\$21 and under \$22.....	29	2		22	2			3		
\$22 and under \$23.....	31	4		17		1		9		
\$23 and under \$24.....	17	1		9	1			5		
\$24 and under \$25.....	5			3		1	1			
\$25 and under \$30.....	32		1	9			1	20	1	
\$30 and under \$35.....	4	2		1				1		
\$35 and under \$40.....	4							4		
\$40 and over.....	2		1					1		

According to this table the earnings of 8,595 women ranged from less than \$1 to \$40 for the week's work. Obviously those in the lowest classifications in the table did not work a full week, but they are included in order to give a picture of the actual earnings of all the women of the survey in the representative week selected. Experience teaches that the standard of living must be maintained on actual earnings, not on rates; that is, it must be based on probable rather than on possible earnings. A week could never be found for which all women in all establishments in all industries of a State had worked full time. It must be reiterated that industry has not yet been so organized that it can use all of its workers steadily, and that workers as human beings are so constructed that they can not work constantly with machine-like regularity. Consequently, lost time—whether due to plant or to personal reasons—is an inevitable factor in the lowering of wages of a certain proportion of women in a given week, and hence the women who have lost time should not be eliminated in any attempt to secure a general index of the wage figures of a large group of women. Earnings in conjunction with hours worked will be discussed at a later point.

Irrespective of any qualifications, therefore, the median week's earnings of 8,595 women included in South Carolina were \$9.50, or, to put this more concretely, although 4,297 of this representative group of South Carolina working women earned more than \$9.50 for the week, there were a contrasting 4,297 who earned less than \$9.50. This median seems exceptionally low when compared with medians for women in industry in other States where similar surveys have been made—a point illustrated by the following summary:

	Median.
Rhode Island.....	\$16.85
Georgia.....	12.95
Kansas.....	11.80
Kentucky.....	10.75
South Carolina.....	9.50

Allowance must be made for the fact that figures in South Carolina were obtained a year later than those for Georgia and Rhode Island and a year and a half after the Kansas figures. The Kentucky data were obtained for practically the same period, however, and the median weekly earnings in that State were \$1.25 higher than the median in South Carolina.

In the preceding section on hours, stress has been laid on the large amount of lost time reported and on the possibility that the inclusion of some spare hands may have had an appreciable effect in increasing the amount of lost time. Accordingly, to forestall the argument that the low median in South Carolina is pulled down tremendously by the women who worked only a few days in the week, it is worth

while to attempt to preclude some of these part-time operatives in order to approximate more closely the median for full-time workers. An arbitrary elimination of all women who earned less than \$5 for the week will exclude a large number with lost time, although there is the possibility of dropping out by this method some who worked full time. Nevertheless, excluding the women who received less than \$5 we find the median for the remainder to be \$10.30; excluding the women who earned under \$7, we find the median for the rest to be \$11. Even in the latter case the variation from the \$9.50 median for all women is only \$1.50.

To return to a consideration of all women, it is seen that the great bulk of the women (86.9 per cent) received less than \$15 a week, which in many sections is considered a fair minimum-wage rate, and that 70 per cent, in round numbers, earned less than \$12.

As somewhat of an offset to these figures and in fairness to the South Carolina textile industry which constituted such an important part of the survey, a digression is necessary at this point to discuss certain practices of mill owners which serve to supplement wages. In the study of the textile mills one fact constantly emphasized by the managements was the institution of the mill village and the provision of houses under mill ownership which enabled the employees to live much more cheaply than would have been possible under other circumstances. Wages, therefore, it was argued, were not so low as they appeared at face value.

Although no definite housing schedule was used in the investigation, considerable information about housing conditions in mill communities was obtained. The mill houses varied in size and kind, from those devoid of all modern conveniences to those equipped with electric lights and plumbing. The rent was quoted at so much a room, the prevailing weekly rate being 25 cents. In a few instances the rent per room was more than this, and in a number of cases it was less; in some mills  $12\frac{1}{2}$  cents was the maximum weekly charge for a room, while in 7 mills the employees occupied the houses rent free.

For houses equipped with running water there was, as a rule, no extra charge for the water supply. Although employees usually paid for electricity, in some instances this item was covered by the house rent. The management of some of the villages provided other facilities which reduced the cost of living for the inhabitants, such as medical treatment free or at a nominal fee, the services of a visiting nurse, the chance to buy fuel at cost, or the receipt of a life-insurance policy after six months of service in the mill.

In comparatively few of the mills visited were there no community enterprises to help to solve the living problems of the operatives. One drawback to this system of supplementing welfare facilities is that those workers who could not, for one reason or another, live in

the village and derive the benefits therefrom, were under a great handicap because of the lower rates of pay in force. In isolated localities the provision of educational, recreational, and medical facilities by the mill management is almost essential for the maintenance of the community, but it is important that in providing these facilities opportunity should be given for the development among the workers of individual initiative and the exercise of the duties and responsibilities of citizenship.

To return to the discussion of women's wages in South Carolina, the following statement, which gives the median week's earnings of the women in each industry, makes possible a comparison of the financial opportunities for women in the various lines of employment:

Industry.	Number of women reported.	Median week's earnings.
General mercantile .....	310	\$15.50
Printing and publishing.....	31	13.15
Laundries.....	26	10.85
Cotton-goods manufacturing .....	6,794	9.45
Yarn manufacturing.....	348	9.05
Miscellaneous manufacturing .....	216	9.00
Cigar manufacturing.....	360	8.95
5-and-10-cent stores.....	155	8.90
Knit-goods manufacturing .....	355	7.60

Employment in general mercantile establishments was by far the most remunerative type of work for the women included in the survey, since the \$15.50 median places this industry considerably above all others. If medians be used as an index the general mercantile establishments paid almost 75 per cent higher wages than did the 5-and-10-cent stores. The latter show, in fact, next to the lowest median of all the industries, knit-goods manufacturing, with the extremely low median of \$7.60, coming last. The great bulk of the wage-earning women, as we have seen, were employed in the manufacture of yarn and cotton goods. The median for the 6,794 women manufacturing cotton goods is \$9.45, which is 40 cents higher than that for the 348 women engaged in the manufacture of yarn. Some allowance must be made, of course, for the mill-village system—just how much it is difficult to estimate; even so, this would hardly suffice to raise the industry into a high-paying class.

#### **Timework and piecework.**

It is generally supposed that pieceworkers, those paid by the amount of work done, earn more than timeworkers, those receiving a definite hourly, daily, or weekly rate. On the whole this is apt to be true. Nevertheless, the earnings of the former are sometimes reduced by contingencies which do not affect the earnings of the latter, such as delays in the arrival of work or time lost on account

of a poor run of material or of disorders in machinery. Women on piecework must, as a rule, be highly experienced in order to earn more than do timeworkers in the same occupations.

Appendix Table IV shows the proportion of time and pieceworkers and the median earnings of each group in the various industries surveyed in South Carolina. At the time of the survey the pieceworkers greatly overbalanced the timeworkers, since two-thirds of the women were on the piece system. Cigar manufacturing showed the largest proportion of pieceworkers, a little over nine-tenths of the women employees. Over four-fifths of the women in knit-goods manufacturing, somewhat less than three-fourths of those engaged in the manufacture of miscellaneous products and of those in cotton goods manufacturing, and over one-half of those in yarn manufacturing were paid by the piece.

The last named industry is the only one in which the median for the timeworkers surpassed that of the pieceworkers; the excess, however, was almost negligible. The medians for the women doing piecework are not strikingly higher than the medians of the timeworkers in the other industries, with the exception of cigar manufacturing. In this industry, consisting almost entirely of pieceworkers, the fact that their median is almost twice as great as that of the timeworkers is due to the fact that 18 of the 21 women paid on the time basis were listed as beginners, at the rate of only \$5 a week.

#### **Earnings and time worked.**

The earnings discussed in the foregoing pages were tabulated without reference to the time worked during the week. On account of the large amount of time lost by the women, for one reason or another, it is especially significant to correlate earnings and time worked in order to ascertain the wage possibilities in the several industries. The most satisfactory way of doing this is by a study of earnings in conjunction with hours actually worked. Unfortunately, it was not possible to secure the hour data for all women for whom wage figures were taken because of the custom frequently encountered of not recording on pay rolls the hours of piece workers; in fact, hour records were obtained for a little less than one-half of the women (49.1 per cent). Another method of analyzing earnings in conjunction with time worked, a little less exact but still accurate enough for general purposes, is by correlation of the amount of pay received with the number of days on which work was done. For another large group of women (41.9 per cent) such information was available. There remains altogether, therefore, only about one-tenth of the women for whom no relation between earnings and time worked can be traced.

Wages do not necessarily vary in direct proportion to the number of hours worked. In any one establishment earnings fluctuate in

such a way for timeworkers but not always for pieceworkers. For the latter, wide variations in earnings are usual even among those in any one plant who work the same number of hours. Table V in the appendix gives a correlation of earnings and time worked. In the hour section of the table the women appear in many classifications, from under 30 hours to over 60 hours. The following summary arranged from the table gives the number of women in certain hour and day groupings together with their median earnings:

TABLE 5.—*Median week's earnings of white women, by hours worked—Late pay-roll period.*

Number of hours worked.	Women.		Median earnings.
	Number.	Per cent.	
Under 44.....	1,363	32.5	\$6.50
44 and under 48.....	713	17.0	9.70
48 and under 55.....	806	19.2	11.35
55.....	1,135	27.0	12.60
Over 55.....	179	4.3	10.05
48 hours and over.....	2,120	50.5	\$11.95

One significant thing brought out by this table is that although, on the whole, there is an increase in median earnings with an increase in the hours worked, this is not true for the women in the longest hour group. Those who worked over 55 hours show a median which drops considerably below that of the women who worked 55 hours and even below that of the women in the 48-and-under-55-hour classification. The table also reveals the proportion of women in several important hour groups. The 48-hour week may be considered a standard; therefore, in the following discussion those women who had worked 48 hours or more will be termed full-time workers. Of the 4,196 women with hour records, one-half had worked 48 hours or over, showing a median of \$11.95. In regard to the women with day records, slightly over one-half had worked on 5 or 6 days in the week. Many of these had a 10-hour day, and even though they had worked only 5 days they had put in a standard week's work of 48 hours or over and may, therefore, be called full-time workers for the purpose of the discussion. To be sure, there may be included among this number a few women who did not work the full quota of hours on each day for which they were recorded on pay rolls as having received some remuneration, but such possible discrepancies are too small to have much weight. The median for the women who worked on 5 days or over is \$11.30, which is somewhat similar to the median of those who worked 48 hours or over. Throwing these two groups together we find that the median for the total number of full-time workers is \$11.65. In round numbers, 45 per cent of the women of

the survey had done a fair week's work. Of this number one-half had earned more than \$11.65 and one-half had earned less. This means that many women in South Carolina, even though they were steady full-time workers, could not earn as much as \$12 a week.

An analysis of the individual industries shows that a correlation of wages and time worked is possible for over 90 per cent of the women in cigar, yarn, cotton-goods, and miscellaneous manufacturing, and in 5-and-10-cent stores; for four-fifths of the women in general mercantile, for over two-thirds of those in laundries, and for over one-half of those in knit-goods manufacturing. The full-time workers—those who had worked 48 hours or over or on 5 days or over during the week—constituted from about 40 to 90 per cent of the women with time records in each industry. The medians for these women serve as an index of the possible earnings in the various industries. General mercantile, with its \$15.60 median for full-time workers, once again takes the lead, by a margin of almost \$3 over the next highest median, which is the \$12.70 for cigar manufacturing. The manufacture of cotton goods, the industry which was the most important employer of women in South Carolina, comes third with a median of \$11.75, the median for yarn manufacturing being 70 cents lower. When these two textile groups are thrown together the median for the so-called full-time workers is \$11.70.

A more exact approximation of the earnings of full-time workers in these two branches of the textile industry is possible, by considering those whose actual hours of work coincided with the prevailing scheduled hours in mills. In other words, if only the women who worked 55 hours or over or on 5½ days or over are taken into account, there are 2,286 with such time records and these show a median of \$12. That the 1,143 women who earned more than \$12 a week did not receive strikingly high wages is shown by the fact that only 15.2 per cent of them earned over \$15 and only 3.2 per cent received as much as \$20.

The amount of pay received by full-time workers represents possible earnings in an industry, but even so, many of these steady employees failed to secure what experts on the subject consider a living wage. Furthermore, over one-half of the women surveyed did not qualify as full-time workers and hence earned even less. From the point of view of the working woman, in the final analysis it is not possible wages but actual earnings that are most important. Her budget must be based on what she actually receives and not on what she might obtain if circumstances were entirely propitious.

### Earnings and rates.

A rather definite means for analyzing the difference between actual and possible earnings, or nominal and real wages, is by a comparison of the week's earnings of the timeworkers with their weekly rates. The rate, or the amount of wages which the employer contracts to pay for a definite period of work by the employee, may be quoted for the hour, day, week, or month, the time unit varying in different establishments. For the sake of uniformity all rates obtained in the South Carolina survey have been expressed in weekly terms. It is impossible to include pieceworkers in this discussion because of the lack of homogeneity in piecework rates.

The median rate for 1928 timeworkers in all industries was only \$11.05; that is, one-half of these women had weekly rates above this amount and one-half had weekly rates below.

According to the medians for the individual industries, the one which paid the best rates to women timeworkers was the general mercantile, with a median of \$15.35. The 5-and-10-cent stores, with a median rate of \$9 drop into a much lower rank in regard to financial opportunities for women. The great bulk of the timeworkers in the survey, over three-fifths, are found in the industry designated as cotton-goods manufacturing. This group shows a median of only \$10.95, which is, however, higher than the median rate for the other two branches of textile manufacture. The \$14 median rate for printing and publishing, and the \$12.25 median for laundries are not especially significant because of the extremely few women employed therein, 30 and 25, respectively. It is only fair to state that the exceedingly low median rate for the 21 time workers in cigar manufacturing, \$5.60, is caused by the 18 women who were listed as learners, at a \$5 weekly rate. In the cigar establishments included the white women became pieceworkers as soon as they learned the trade.

A comparison of the median rates with the median earnings of timeworkers show that in all industries except general mercantile and miscellaneous manufacturing earnings fall below rates. For all industries combined this decrease is 14 per cent. Cotton-goods manufacturing, with a 19.6 per cent drop of earnings below rates, reveals the largest discrepancy, and 5-and-10-cent stores, with a 1.1 per cent decrease, the smallest. The decline in earnings below the rate is traceable to lost time and slackened production.

The general mercantile establishments in which there is less lost time than in most other industries, show a 1 per cent increase of earnings over rates, a fact explainable by the system found in some stores of paying, in addition to the rate, a bonus or commission on sales. In miscellaneous manufacturing, the only other industry

with median earnings higher than the median rate, the slight increase is doubtless due to the bonus system existing in two plants.

### **Earnings and experience.**

One factor naturally expected to be a strong determinant in wage variations is experience, or the length of time which workers have spent in a trade. In practically every industry the employee's experience in that industry is of value to the employer, and consequently should mean an increase in pay as a reward for increase in ability. Even in occupations requiring practically no skill, greater length of service should mean higher wages, since the permanence, speed, steadiness, and trustworthiness of many employees with a good experience record are an asset to the employer.

A general idea of the steadiness of women as industrial workers can be gained from Table VIII in the appendix, from which it is apparent that of 3,475 women reporting their experience only 8.1 per cent had worked in the trade for less than a year. It must be remembered, too, that this group includes all the beginners in these industries. A little over one-third of the women reported from 1 to 5 years of experience; over one-half, 5 years or more; a little over one-third, 10 years or more; and a little over one-tenth, 20 years or more of experience in the industry. Because of the preponderance of textile workers these figures are tremendously significant. There is a strong tendency among mill operatives to remain in the industry practically all of their working lives. Almost invariably the South Carolina textile mill, with its workers, constitutes a community. Girls frequently go to work in the mill in their early teens and continue at their jobs, even after marriage; in fact, often the whole family is employed in the mill.

The figures on the industrial experience of women indicate that many women who take up a trade stick to it; but what does this mean to them in dollars and cents? Some idea of the value of experience may be gained from the following summary of Table VIII in the appendix. The median week's earnings are given here for women in each group of years in the trade, also the per cent of increase for each median over the median for beginners, or those with less than six months of experience.

TABLE 6.—Median week's earnings of white women, by time in the trade—Late pay-roll period.

Time in the trade.	Median week's earnings.	Per cent of increase over median for under-6-months period.
Under 6 months.....	\$7.45	.....
6 months and under 1 year.....	8.40	12.8
1 and under 2 years.....	8.90	19.5
2 and under 3 years.....	9.50	27.5
3 and under 4 years.....	9.95	33.6
4 and under 5 years.....	9.95	33.6
5 and under 10 years.....	10.30	38.3
10 and under 15 years.....	11.55	55
15 and under 20 years.....	11.85	59.1
20 years and over.....	11.65	56.4

The medians reveal a steady increase for added experience, except for a slight drop in the median of those who have worked 20 years and over below the median of those reporting 15 to 20 years in the trade. The most significant revelation, however, is that women with an experience record of 20 years and over show only a 56.4 per cent rise in median earnings over the median of the beginners in the industries. A practical interpretation of these medians would be the outlook of a typical worker, a 16-year-old girl, entering industry at \$7.45 a week. An average girl could not be sure of doubling her initial salary though she worked steadily in one trade until she was 36 or 40 years old. At that time, she would probably have passed the peak of her earning capacity in the industry, without even having received what might be termed a living wage. She would have worked for years at a wage below the subsistence level, trying to eke out an existence devoid of the comforts and necessities of life. After a few years at her peak she would be forced to face a future of declining earning capacity with a penniless old age.

### Earnings and age.

As further substantiation of the foregoing statement is the summary of Table IX in the appendix, which shows the medians for workers in the various age classifications:

Age.	Number of women.	Median earnings.
16 and under 18 years.....	604	\$8.65
18 and under 20 years.....	568	9.50
20 and under 25 years.....	802	10.50
25 and under 30 years.....	497	11.35
30 and under 40 years.....	658	11.80
40 and under 50 years.....	343	10.40
50 and under 60 years.....	99	9.45
60 years and over.....	33	8.25

According to these figures the wage curve mounts slowly upward to the median of the women between 30 and 40 years of age and then falls slowly to a point—the median for the oldest age group—which is below the median for the workers between 16 and 18 years of age. The peak, or the \$11.80 median for the women between 30 and 40 years of age, almost coincides with the \$11.85 median earnings of women who had worked in the trade between 15 and 20 years, the majority of whom probably were from 30 to 40 years old.

Recent years have piled up evidence of the necessity for many women to support themselves, and frequently dependents, for life. Many investigations have offered proof of the tendency of women to acquire a trade and stick to it as tenaciously as do men. Such evidence emphasizes women's need, similar to that of men, for industrial training, opportunities, and advancement, so that the days of middle age, when responsibilities are apt to be heaviest, may not bring also a declining earning power.

#### COMPARISON OF WAGES FOR 1920 AND 1921.

There has been in the last few years a striking fluctuation in wages. In 1920, as a result of the stimulus of war-time production and of the labor shortage, they had reached the highest peak ever known in this country. At the beginning of 1921, however, when the industrial depression was crippling practically all industries, wage cuts became prevalent. To estimate the decline in wages in South Carolina, an effort was made to obtain figures on the rates and earnings of the women for a week in the fall of 1920 in the identical establishments, so far as possible, in which the 1921 data were recorded. In a few instances where a fall pay roll was not available, figures for a week in the summer or the winter were used. On the whole, however, the 1920 data are representative of wage conditions in South Carolina in October and November of that year.

From Table 4, page 32, and Table X in the appendix, it can be seen that there were records for over 8,000 women for both the 1920 and the 1921 period. The slight excess in the number of women in the later period is due to the inability of four plants reporting at that time to furnish 1920 figures.

There was a striking reduction in wages in the fall of 1921 from those of a year earlier. In fact, a comparison of the 1920 and 1921 median earnings for all industries combined shows in general a 33½ per cent decrease for the year. Taken individually some of the industries reveal a larger cut, others a much smaller one. The general mercantile is the only industry that discloses no variation between the two years, although in printing and publishing there is practically none and in 5-and-10-cent stores only a negligible decline. In the manufacture of cigars and of cotton goods occurred

the greatest decreases in earnings in 1921 as contrasted with 1920, that is, a drop of 37.2 per cent and 35.1 per cent, respectively.

These reductions in earnings were largely the result of actual wage cuts. As proof of this statement are the figures on the rates of the timeworkers in 1920 and 1921. For the timeworkers in all industries combined there was, according to the medians, a 28.9 per cent cut in rates. General mercantile is the only industry in which the rates were the same for both years, and printing and publishing reveals a slight increase for its few women employees in the 1921 median rate over the 1920. It is significant that the rates of the timeworkers in the manufacture of cigars, knit and cotton goods, yarn, and miscellaneous products were cut one-third or more. The tremendous drop in the rates in miscellaneous manufacturing, a 50 per cent cut in round numbers, is largely due to the reduction of the timeworkers in one establishment from \$2.75 per day to \$1.25.

No such analysis of the decline in piece work can be given, because those rates are not sufficiently homogeneous. A comparison of the percentages of decrease in the earnings of all the women, both piece- and timeworkers, included in the several industries for the two years, with the percentages of decrease in the earnings of timeworkers, makes it appear that the rates and earnings of pieceworkers must have suffered a reduction proportionate to that of the timeworkers.

Additional evidence that wages in general were cut just about one-third during the year is piled up by a comparison of the median earnings of the full-time workers—those who worked 48 hours or over, or on 5 days or more—the median (\$11.65) for 1921, being 33 per cent lower than the corresponding one (\$17.50) for 1920. It is interesting to note here parenthetically that the proportion of full-time workers for the two periods is strikingly similar—that is, 45.9 per cent of the women on the 1920 pay roll and 46.2 per cent on that of 1921 belong in this category. The manufacture of yarn and cotton goods combined shows the slightly larger reduction of 36.2 per cent in the median earnings of its full-time workers.

#### YEAR'S EARNINGS.

The wage figures presented up to this point have been for a given week irrespective of the other weeks in the year. Because of the fluctuations in the activity of the industries and because of the vicissitudes in the industrial careers of the women, the wages of individual workers are apt to suffer considerable variation from week to week. The question of yearly income is the significant one in judging whether or not a woman is receiving a living wage, since it is the year's earnings which in the long run must regulate her standard of living. Accord-

ingly, it is important to know not only what wages women in South Carolina earned during one specific week but how much they obtained during the year.

In the study of year's earnings an effort was made to secure the wage data of women who were steady, experienced workers, who had been with the firm for at least one year, and who had not been absent from their post for more than a few weeks in the year. Altogether annual earnings were recorded for 833 women, or approximately 10 per cent of the total number.

The incomes ranged from less than \$200 to between \$1,600 and \$1,800 for the year. The lowest sum was earned by five women, the highest by one woman in a store. One-half of all the women received less than \$605 and one-half received more than this amount. The reduction of this yearly wage to weekly terms gives approximately \$11.65 a week, which is the same figure as the median for the week's earnings of the group of women who had worked 48 hours or over or on 5 days or more in the week selected, who have been classified as the full-time or steady workers for the week.

The following statement prepared from Table XI in the appendix gives the proportions of women receiving certain yearly incomes:

	Per cent.
Less than \$600 earned by.....	49.0
Less than \$800 earned by.....	82.1
Less than \$1,000 earned by.....	96.3
Less than \$1,200 earned by.....	99.0

If we take as a measure a yearly income of \$800—approximately \$15.40 a week, which in many places is considered a fair minimum wage rate—we find that a little over four-fifths of the women obtained less than this amount. Only 3.7 per cent of the women earned as much as \$1,000, and only 1 per cent as much as \$1,200. It should be remembered that these yearly figures are representative of steady workers and not of the rank and file.

The median year's earnings for the women in the several industries are arranged in descending scale, as follows:

Industries. <sup>1</sup>	Number of women.	Median year's earnings.
All industries.....	833	\$605
General mercantile.....	37	856
Cigar manufacturing.....	20	650
Cotton-goods manufacturing.....	680	610
Miscellaneous manufacturing.....	17	563
5-and-10-cent stores.....	21	506
Yarn manufacturing.....	29	496
Knit-goods manufacturing.....	25	442

<sup>1</sup> Laundries and printing and publishing not included because of the small number of workers with year's records.

Of the various industries general mercantile with median year's earnings of \$856 for 37 women, still holds first place. In 5-and-10-cent stores wages were based on a much lower scale, since the median for these stores is \$350 less than that for the general mercantile establishments. In the textile industry the several branches disclose a wide divergence in medians. The manufacture of knit goods with the strikingly low median of \$442 ranks not only below other types of textiles but also below all the other industries. Yarn manufacturing, with a median of only \$496, is not very much in advance of knit-goods manufacturing. The median of \$610 for the manufacture of cotton goods is on a definitely higher scale, but even so can scarcely be termed a satisfactory wage, especially as one-half of the women in the industry whose yearly earnings were recorded, failed to receive as much as this, though considered steady workers. Once again reference must be made to the living conditions in mill communities where in many cases house rents below average tended to some extent to improve the wage situation.

It is of interest to compare the yearly figures for South Carolina with those for Kentucky, since the surveys in the two States covered about the same period. The following statement gives the yearly median for the several industries found in both States:

Industry.	Yearly median in	
	South Carolina.	Kentucky.
All industries.....	\$605	\$618
Cigar manufacturing.....	650	735
Miscellaneous manufacturing.....	563	646
Textile manufacturing <sup>1</sup> .....	605	738
General mercantile.....	856	688
5-and-10-cent stores.....	506	565

Kentucky with its \$618 median for all industries exceeds by very little the corresponding median of \$605 in South Carolina. When the industries are taken individually, however, Kentucky surpasses South Carolina in all except general mercantile, which shows an almost 25 per cent higher median in the latter than in the former State.

#### Year's earnings and weeks worked.

The degree of steadiness of the women whose annual earnings were recorded in South Carolina is ascertainable from Table XII in the appendix, which shows that only 15.8 per cent of the women worked 52 weeks, but that a little over four-fifths had worked at least 46 weeks, or what might be considered a fairly full year. The median for this group is \$636, or only \$31 more than the median for all the women irrespective of the number of weeks worked. The

<sup>1</sup> Includes yarn and cotton goods but not knit goods.

132 women who worked every week in the year show a median of \$660.

To turn from the weeks worked to the weeks lost, we find that a little over four-fifths of the 833 women lost one or more weeks. Although a large proportion of those who lost time lost only a few weeks—64.6 per cent being out for from one to four weeks—only a small proportion lost a considerable amount of time, those losing more than 8 weeks constituting only 13.7 per cent.

It is not possible to analyze the causes of lost time among the women in the various industries, except in one respect—the number of weeks which were missed on account of the closing of the plant. Of the total number of women reporting weeks lost, slightly over one-half (51.2 per cent) lost a week or more for which the plant was responsible. Of this number over four-fifths lost from one to four weeks and the rest lost 6 weeks or more because the establishment or a department was shut down. These figures are representative not only of the whole group of women with year's records, but also of the women in the manufacture of yarn and cotton goods whose yearly earnings were ascertained. The only industries which did not show any lost time resulting from the closing of the plant were general mercantile establishments, 5-and-10-cent stores, and laundries.

#### NIGHT WORKERS' EARNINGS.

The pay-roll data for the plants visited disclose 488 women who were working on night shifts during the week scheduled. These women were all employed in the various branches of the textile industry. As there were only 16 women night workers in knit-goods manufacturing and 11 in yarn manufacturing, the great bulk (461) were in the cotton-goods group.

The night workers constituted 5 per cent of the total number of white women in the survey, a sufficiently large proportion to justify separate tabulation of the information secured about them. Accordingly, the night workers have not been included in the general wage discussion. The median earnings of the night workers were \$9.40, or 10 cents lower than the median earnings for day work. The women on night shifts who worked for 48 hours or more during the week had a median of \$12.40, and those with a record of work on 5 nights during the week had the higher median of \$13.55. The median for this combined group is \$13.10, which is \$1.45 more than the median of the full-time day workers. The payment of higher wages to night workers is apt to prove a temptation to women compelled to add financial responsibilities to heavy home and family duties, but the earnings of night workers in South Carolina were not sufficiently greater than those of the day workers to serve alone as a strong inducement for women to engage in night work in preference

to a day job. Of the 488 women, only 8.2 per cent earned more than \$15 and only 1 per cent earned as much as \$20 a week.

The wages paid women for night work in the fall of 1920 were strikingly higher. The median earnings of the 347 women reported on night shifts at that time were \$16.25, and the median for 138 women who worked 48 hours or more, or on 5 nights or more, were \$23.35. The median for all night workers and the median for the full-time night workers in 1921 show a cut in their earnings of a little over two-fifths during the year.

#### CONCLUSION.

On the whole, the wage data gathered in this survey illustrate the limited financial opportunities for wage-earning women in South Carolina. The general wage level was low, since the median earnings of 8,595 women during one week were \$9.50. Perhaps even more reflective of the low wage scale prevailing is the fact that in round numbers 70 per cent of the women earned less than \$12, 87 per cent less than \$15, and only 2 per cent as much as \$20 a week. These figures sound astonishingly low to those who are accustomed to think of wages in the terms of a weekly budget and who realize the essentials of life to be provided by the contents of a worker's pay envelope. The tendency to study wages in connection with the cost of living has grown with the increasing emphasis placed in recent years upon the living wage for working women.

The amount of money necessary for a life of comfort and decency is a subject of controversy. In general the essential items in a woman's weekly budget have been outlined as follows: Housing, food, clothing, medical and dental care, recreation, vacation, laundry, car fare, life insurance, self-improvement, church, and charity. The cost of such necessities naturally varies for different localities. No figures on the cost of living in South Carolina for the period of the survey are available. Because of the preponderance of mill operatives and the lower costs of housing, car fare, and perhaps some other budget items in certain mill communities, it might be found that the cost of living for the great bulk of the women included in the survey was somewhat below the general level for the country at large, judging from the prices quoted by the Bureau of Labor Statistics.

When the median earnings of the women workers scheduled in South Carolina are used as a measure, none of the industries, with the possible exception of general mercantile and printing and publishing, paid to the great majority of the women workers what might be termed a liberal wage; in fact, the median for laundries is the only one besides the two already referred to, which rises above the general \$9.50 level for all industries combined. Five-and-10-cent stores, with

a median of \$8.90—which is 44.9 per cent less than the median for general mercantile—ranks next to the lowest in regard to financial opportunities for women. In this respect knitting mills, with the exceedingly low median of \$7.60, occupy the last place. Nor was there the practice in this branch of the textile industry of offsetting low wages by low rents, since only 3 of the 10 knitting mills visited reported any mill-owned houses.

The figures in the preceding paragraphs are for the rank and file of the women without any qualifications. The inclusion of the women who lost time is responsible for pulling down the level to some extent. Nevertheless, the so-called full-time workers—those who had worked 48 hours or over or on 5 days or more—show a median of \$11.65, which, although \$2.15 higher than the general level, seems scarcely a sufficient remuneration for a full week's work. Yarn and cotton-goods manufacturing shows only a slightly larger difference (\$2.25) between the median of the rank and file and the \$11.70 median of those who had worked 48 hours or over or on 5 days or more. This latter amount is surprisingly low in view of what it represents. It means that one-half of the steady textile operatives, many of whom were skilled or semiskilled workers, received less than this sum. Even if the lowered cost of living in some mill communities might be equivalent to several dollars, such earnings would still seem scant pay for the time and energy invested by steady workers and would appear inadequate for the necessities of life. Of all the industries, cigar manufacturing shows the greatest discrepancy between the earnings of the rank and file and those of full-time workers, the latter median, \$12.70, being slightly over 40 per cent higher than the former.

In a study of wage opportunities the question of experience in a particular industry is naturally a significant factor. In the South Carolina industries, however, the experience of the women did not prove to be so influential in increasing wages as would be expected. The median for the 1,934 women who reported 5 or more years of employment in the industry was \$11.25. Even the most experienced group, the 388 women who had worked in one trade for 20 years or more, reveals a median of only \$11.65, which is but \$4.20 more than the median for beginners.

Nor did a combination of experience and steadiness mean a high wage, a fact illustrated by the earnings of a picked group whose year's records were secured. The median earnings for the 833 women who were selected for a study of year's earnings were \$605, which is approximately \$11.65 a week. The median for the 132 women with a record for working every week in the year is \$660, which in round numbers is \$12.70 a week. Of the women with a year's record, over four-fifths earned less than \$800, only 31 women received as much as \$1,000, and only 8 women as much as \$1,200. It must be pointed out

that since the yearly earnings were scheduled from the fall of 1920 to the fall of 1921, for the early part of that period many of the women were paid according to a higher wage scale than that prevailing in the fall of 1921. Wage cuts were made rather generally throughout the country in the opening months of 1921. In South Carolina the median week's earnings in 1921 are about one-third less than the corresponding median in 1920. Taken individually some of the industries show a larger cut, others a much smaller one, and general mercantile, 5-and-10-cent stores, and printing and publishing show virtually no decrease in wages during the year.

It is generally acknowledged that wages tend to decline before the cost of living goes down, with resulting disadvantage to wage earners. Falling wages are indicative also of an oversupply of labor. Competition then tends to send wages down even below the subsistence level and to cause added hardship to workers. Experience has proved that the great detriment ensuing to women wage earners from the unchecked operation of such economic laws is like an insidious disease attacking the health and prosperity of the country. When women who are mothers and future mothers fail to secure a wage sufficient to keep them in health and comfort, the sequel of the story is the crippling of the race and of the Nation.



## PART IV.

### WORKING CONDITIONS.

Just as the direct relationship between women's hours and wages on the one hand and their welfare and output on the other has been emphasized, so now the environment in which women work must be discussed in connection with health and efficiency. It stands to reason that the physical surroundings in which industrial operatives spend a third or more of each working day have an important bearing upon their bodily and mental fitness. The economic importance of good working conditions in facilitating production has been proved. When the neglect of safety and hygiene causes the injury and ill health of employees, with the ensuing incapacity for work and the loss of time, the industrial world suffers an unnecessary waste of energies. A more serious harm, however, is the social waste. So integrally are the health and energies of the individual bound up with the welfare and prosperity of the community that the crippling and incapacitating of human beings by industry means the undermining of the national life. This is particularly true of women workers, who in many cases are producers not only of economic goods but of future citizens.

A realization of the need of health measures for women wage earners has been growing in recent years. Throughout the country more and more stress is being laid upon the significance of good working conditions for women in industry. Detailed study of the subject has been made and definite efforts for improvement have been launched by individuals and organizations interested in economic and national progress. Industrial, medical, legal, scientific, educational, and social agencies have joined forces in the work of molding public opinion and of bringing about necessary reforms. Although great strides already have been made the millenium is by no means in sight. Continued cooperation is necessary.

Scientific experts are continually at work devising better methods of regulating the lighting, heating, and ventilating of workrooms, assuring their cleanliness and safe condition, and providing seating arrangements for the operatives and the sanitary and service facilities required for health and comfort. Although progressive managers are ready to adopt contrivances as soon as their worth has been established, many others, whether from conservatism, indifference, or ignorance, are slow to seize upon improvements and must be counted as stumbling blocks to progress. Consequently, more

extensive educational campaigns are necessary to reach and influence such employers. The employees also must be informed more extensively concerning health and hygiene if high industrial standards for working conditions are to be maintained. Managers frequently complain that their inability to comply with such standards is due to the lack of cooperation on the part of the workers, while on the other hand excellent results are obtained by those managers who through educational methods have gained the interest and help of employees.

An effective means of safeguarding women wage earners is protective legislation. South Carolina is not one of the States which have forged ahead in this respect. Fortunately a number of employers in this State have proved themselves more progressive than the law, since their establishments visited during the survey offered evidence of intelligent interest in the welfare of the workers.

In the following discussion of working conditions special stress is laid upon unsatisfactory and remediable conditions in order to point the way for needed improvements. Attention also is called throughout to the requirements for attaining the standards recommended by the Women's Bureau as advisable for women in industrial jobs.

#### GENERAL WORKROOM CONDITIONS.

##### **Cleaning.**

Cleanliness would seem to be one of the first tenets of industry, since its relation to the welfare and morale of operatives, the health of consumers, and the quality of the product is too obvious for discussion. As it is within the reach of all industrial establishments willing to give the necessary time and attention to the matter, there is difficulty in understanding why dirt and débris are allowed to accumulate for days in any workroom.

The report on cleanliness in the South Carolina establishments covered by the survey was unusually favorable, since the workrooms in 120 of the 152 plants were reported clean. This record is especially creditable because of the large number of textile mills included. The dust and lint generated in the manufacture of textiles make the cleaning of workrooms in textile mills a more difficult task than in most other factories. In only a few mills was there an undue amount of lint and waste on account of an insufficient cleaning force or an inadequate system of sweeping and scrubbing. By dint of constant sweeping and frequent scrubbing the majority of the mills inspected were able to meet the problem. Matters were greatly facilitated in those plants where vacuum cleaners were used in conjunction with compressed air for the removal of lint. The method of cleaning employed in one mill was particularly interesting and productive of excellent results. The floors first were scoured

by an electrical machine consisting of revolving brushes saturated with soap and chemicals, and then were mopped by another machine which followed the first and took up the water.

The cleaning in the great majority of the plants was performed systematically by sweepers and scrubbers especially hired for the purpose. In a few plants, most of which were laundries, the cleaning was done more or less irregularly by employees engaged to do other work. Dirty workrooms usually accompanied this method.

### Lighting.

Such highly technical subjects as lighting and ventilation, which require scientific and individual treatment for the various industries, could not be given exhaustive consideration in a general survey. Emphasis must be laid, however, upon the necessity for greater interest in the subject of lighting, since heretofore the attention given has not been commensurate with the need. Defective illumination is apt to damage eyesight and impair health, to cause accidents, and to limit and spoil production. On the other hand experts have proved that among the advantages of correct lighting are less nervous irritability and eyestrain among workers, the reduction of accidents, greater accuracy in workmanship, decreased waste of material, increased output for the same labor cost, and more order and cleanliness in the plant. Careful experimentation in one factory showed that the production in several operations rose from 8 to 27 per cent with improved lighting facilities and that on an average an increase in expenditure of not more than 5 per cent of the pay roll for such lighting resulted in an increased production of at least 15 per cent.<sup>1</sup> Satisfactory lighting, both natural and artificial being taken into consideration, means the right amount of illumination and well-arranged facilities. Natural lighting wherever and whenever possible is to be preferred to artificial. In many cases daylight can be used almost entirely by careful arrangements involving comparatively little expense as compared with the cost of artificial appliances. Sufficient light for each employee can be obtained by the proper location of windows and skylights, by right placement of machinery and work tables, by the use of certain types of glass in the windows and of white paint on the walls. Great care must be taken in the placement of shades and other devices to prevent glare, which is a definite cause of eyestrain, headaches, and fatigue. Likewise much attention must be given to artificial lighting, which in every plant must be resorted to occasionally and in some plants must be used constantly for certain processes. Artificial lighting can be definitely controlled by the installation of suitable facilities, and hence should always be adequate.

<sup>1</sup> Gaster, Leon. The economic value of good lighting. *Organiser*, v. 25, no. 2, August, 1919. p. 181.

Judged by these standards natural lighting in the establishments visited was reported satisfactory in 105 plants, partly satisfactory in 28, and decidedly unsatisfactory in 19. The 19 unsatisfactory plants were scattered throughout the various industries. In only 7 of the 99 textile mills inspected, however, was the natural lighting unsatisfactory for all the women; in 14 it was unsatisfactory for some of the women. The lighting was considered unsatisfactory where women faced a reflection from the sun shining on polished surfaces, or from uncurtained windows with a western or southern exposure. Such a glare was prevented in the majority of the mills by the use of curtains or of opaque glass. In several plants where some of the glass was painted green, there was a very pleasant light.

Artificial lighting apparently had not received so much attention as had the natural, since the adequate natural lighting in most plants necessitated only the occasional use of artificial arrangements. However, artificial lighting needs equal care in view of the fact that in winter months a considerable part of the work is done by such illumination. In 37 plants artificial facilities were reported unsatisfactory throughout, and in 43 others poor in some rooms, making a total of 80 plants in which not enough attention had been given to the problem. The most obvious defects were electric lights that were unshaded or placed too high, too low, or at too great intervals. A number of women engaged in occupations requiring close application of the eyes, such as weaving, drawing-in, inspecting, knitting, and looping in textile manufacturing, or operating sewing machines in garment factories and in alteration rooms of department stores, were compelled to use low-hanging, unshaded lights that caused a bad glare. Inadequate natural lighting necessitated the constant use of artificial lights in some of those places where they were described as badly arranged. Even where the work was not taxing on the eyes a steady glare from high-power electric bulbs seemed likely to prove injurious to the sight. Some managers apparently believed that if enough light was supplied the problem was solved, not knowing that a glare is as detrimental to eyesight as is insufficient light. Other managers, realizing that unsatisfactory 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. Indirect ceiling lighting or individual lights with frosted or blue bulbs and with proper shades were among the best types of illumination seen.

A few States have already progressed to the point of having definite codes specifying the amount and distribution of lighting. Popular education along these lines, with technical guidance, should have an important place in future developments.

### Ventilation.

The matter of ventilation in industrial plants is of vital importance, since upon it depends so largely the health and efficiency of the workers. Frequently, ventilation of factories and mills is a complicated process not only because of the congregation of large groups of employees but also because of the heat, humidity, fumes, dust, and lint prevailing in certain industries. Where such features are not present ventilation is a much simpler problem and can be effected by adequate windows and skylights in conjunction with electric fans, but when the disagreeable concomitants do exist localized exhausts often are necessary to relieve the situation. In other plants the necessity for keeping the atmosphere in a certain condition for the sake of the product causes discomfort to the workers unless careful attention is given to the ventilating system.

In an English analysis of the factors affecting the health of industrial workers the aims to be attained by ventilation have been well stated as follows:

(a) To maintain an atmosphere sufficiently moving to be bracing, sufficiently warm to avoid undue loss of body heat, sufficiently cool and dry to permit of the working of the heat-regulating mechanism of the body, sufficiently free from microbic content to avoid the spread of infection; and

(b) To prevent injurious particles generated in industrial processes from gaining access to the air.<sup>2</sup>

The climatic conditions in South Carolina magnified the problem of ventilation in certain industries—for example, in mills and laundries—on account of the necessity for regulating the excessive heat and humidity. The types of humidifier used in mills for maintaining the degree of moisture in the atmosphere desirable for the cotton made a great difference in the comfort of the operatives. Illustrative of an unsatisfactory kind of humidifier, found in several mills, was an antiquated arrangement, which consisted of overhead pipes emitting jets of steam from many nozzles and creating an extremely oppressive atmosphere. Equally objectionable was the condition in the weaving department of another mill where the humidifiers projected into the room a very fine spray of cold water, which in striking the warm air caused a fog so dense as to obscure the far end of the room. In several places the manufacture of very fine yard goods was given as the reason for an excessively damp atmosphere. Some of the slashing rooms visited were unduly oppressive because of the lack of hoods and exhausts for catching and dissipating the steam generated in the process.

Those mills which were described as unusually well ventilated had not only a well-regulated system of humidification but also artificial devices for drawing off the hot, damp air. The arrangement

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<sup>2</sup> Collis, Edgar L., and Greenwood, Major. *Health of the industrial worker*. London, 1921. p. 301.

noted in several establishments whereby in summer cold air was introduced into the workroom through artificial contrivances produced an exceptionally satisfactory condition. In one, for example, an hourly record was kept of the outside atmosphere and a continuous record of that inside the mill. The temperature in the workrooms was maintained at from 72° to 76° and the humidity at 83°.

Excessive heat and humidity prevailed in several of the laundries visited, where no effort had been made to relieve the situation by the installation of hoods over mangles and of exhaust fans in outer walls. In one laundry, devoid of exhaust fans though equipped with electric fans, the workrooms were exceedingly hot even on a November day. The employees complained of taking cold after getting into a dripping perspiration and being exposed to the strong draft of the fans. Only 6 of the 14 laundries were supplied with artificial ventilating devices.

The heat and fumes in one department of a tobacco factory were so objectionable that it was almost impossible for the agent to make an inspection. Each woman employed therein wore a handkerchief over her nose and mouth for protection.

Another objectionable feature encountered in the survey was the great amount of lint floating about the workrooms of those mills which had not taken sufficient care to regulate it, a condition well illustrated by the following reports:

The lint was exceedingly bad. A blowpipe was used to clean machines. The women also used it on themselves before going out to lunch. The hair of one woman who had no head covering was white with lint. Much coughing was necessary among the employees. One woman reported that she had had to give up her job in this plant because she couldn't stand the choking sensation caused by the lint.

Lint was thick wherever it could lodge, especially bad on machines, electric-light cords and shades. Lint also was flying in the air and lying in rolls on the floor. Compressed air was used for blowing lint off the machines.

Such conditions as these seem inexcusable in view of the fact that in the majority of mills the use of vacuum cleaners kept the lint so well under control that it did not appear to be an irritant.

The fact that certain employers fail to grasp the importance of ventilation has led several States to undertake to regulate the number of feet of air space required for each worker in any building and the types of industry that must install special ventilating appliances in order to have healthful working conditions. In some States these rules have been passed as laws by the legislature, but the most carefully worked out and most scientific rulings are usually made by commissions or bureaus to which the legislature delegates this power. The rules of the New York State Industrial Commission and the New Jersey Bureau of Hygiene and Sanitation are good examples of the

means taken by a State to guarantee to its workers adequate ventilation. Industries having special problems, as, for instance, laundries, plants having dusty processes such as shoemaking or woodworking, and plants using poisons such as lead in printing or pottery manufacturing and mercury in felt making, have all been carefully and individually studied. These rules, which have the force of laws, effectively protect the workers from the more pronounced and special hazards in each industry.

### Seating.

The posture of women at work on industrial jobs is a subject for scientific analysis. Every worker has a limited amount of vitality which must be drawn upon for the various activities of life. A disproportionate consumption of human energies in industrial operations means an inadequate amount for personal pursuits outside the factory, mill, or shop. Moreover, every worker starts the day with a certain amount of energy; the more expended unnecessarily in overcoming strained or uncomfortable positions at work, the less is left for useful production. Obviously, the greater the strain from posture the more quickly does undue fatigue set in which tends to restrict output and undermine health. Such are the dictates of common sense, which unfortunately is not always employed by industrial management in regard to seating arrangements for women. There has been some experimentation in the study of physical adjustment of workers to certain jobs but there is need in this respect for much more detailed study. In the meantime attention must be called to certain generalities.

Constant standing or constant sitting is a strain on women workers. In comparatively few occupations is either of these necessary, since facilities have been devised whereby workers may sit or stand at operations in which formerly only one posture was considered possible. An occasional change of posture is the most desirable arrangement. Where the job necessitates standing, comfortable seats with backs should be provided for use when opportunity offers. Foremen who believe that seats undermine plant discipline by encouraging habits of idleness and slackness need to realize the value of a few moments of relaxation in restoring the energy of the workers.

For sedentary occupations each woman should have a seat carefully adjusted to the machine or work bench. The type of chair recommended by authorities on the subject is one with a supporting back, a slightly saddle-shaped seat rounded in front, and a foot rest if necessary.

South Carolina must be cited as a State in which but little scientific consideration has been given to this matter either in industrial

circles or through legislation. Nevertheless, a step in the right direction is shown by the law passed in 1912 which reads as follows:

It shall be the duty of all employers of females in any mercantile establishment, or any place where goods or wares or merchandise are offered for sale, to provide and maintain chairs or stools, or other suitable seats, for the use of such female employees, to the number of one seat for every three females employed, and to permit the use of such seats by such employees, at reasonable times, to such an extent as may be requisite for the preservation of their health. And such employees shall be permitted to use same, as above set forth, in front of the counter, table, desk, or any fixture when the female employee for the use of whom said seat shall be kept and maintained is principally engaged in front of said counter, table, desk, or fixture; and behind such counter, table, desk, or fixture when the female employee for the use of whom said seat shall be kept and maintained is principally engaged behind said counter, table, desk, or fixture. Any person who violates or omits to comply with any of the foregoing provisions of this section, or who suffers or permits any woman to stand, in violation of its provisions, shall be guilty of a misdemeanor, and, on conviction, shall be punished by a fine of not less than twenty dollars nor more than one hundred dollars for each offense.<sup>3</sup>

The inadequacy of the law is patent since it makes no provision for women employed in factories, mills, and laundries. The urgent need for better regulation can be seen from an analysis of the seating facilities recorded during the recent survey. In at least 90 per cent of the establishments visited, the great majority of the women stood at their work. Even though standing was necessary for the performance of the work for many of the women in stores, mills, and factories, they had periods of inactivity when sitting was possible if seats were available. In 82 establishments there were not enough seats supplied for the women workers, 33 of these having no seats whatever for women with standing jobs. Such neglect or mismanagement caused the women in some plants to sit on window sills, trucks, cans, or tables when opportunity for relaxation was offered. In other plants the stools and benches supplied were not much more comfortable.

The seating in stores was only fair, chairs being furnished for some or all of the saleswomen in a little over one-third of the establishments. In the others, stools of various types were supplied. An insufficient number of seats was reported for 5 stores.

In textile mills the seating accommodations for women who stood at work were varied but far from satisfactory. To those acquainted with the occupations in mills it is obvious that women may sit when their work runs well, when their supply of materials is not continuous, or when machines are being repaired. Despite this fact, in almost one-third of the mills manufacturing yarn and cotton goods, no seats of any sort were furnished for women with standing jobs. This neglect was especially culpable in view of the attempts made in other

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<sup>3</sup> Code of Laws of South Carolina, 1912, sec. 429.

mills to relieve the strain of standing. To be sure, in only 8 of the 99 mills were seats with backs available for some or all of the women who stood and walked about in the performance of their duties. The most usual type of seat encountered was the waste box at the end of the frame or loom, a makeshift affording little opportunity for real comfort or relaxation. Only a slight improvement upon this were the hinged seats attached to the end of the machine. A rather usual contrivance in weave rooms was a strap or swing seat suspended between two looms and capable of being transferred from place to place. The sliding seat provided for the use of weavers in several mills showed much more consideration for the comfort of the workers. In the main, however, weavers more frequently than any of the other operatives were subjected to the strain of constant standing on account of the lack of seats. The inadequate seating facilities in many mills, coupled with the heat and humidity of the atmosphere and the long industrial day of 10 hours, constitute a serious situation, conducive to an extravagant waste of woman's energies.

Another industry in which standing is considered necessary for most of the operatives is laundries. Little effort had been made in South Carolina to enable women in laundries to sit during the performance of their jobs or during occasional rest intervals. In 9 of the 14 laundries visited no seats of any kind had been supplied, and in the others were a few scattered chairs, stools, benches, or boxes, only 3 laundries having an adequate number. Recent invention has shown that specially devised seats for this industry would do away with much unnecessary standing.

Not much more care and consideration had been exercised in regard to the provision of suitable seats for women whose work necessitated constant sitting. Stools, benches, or boxes giving no support for the back and causing cramped posture were seen for a sufficient number of women to indicate the need for more extensive education on this subject.

In conclusion it should be emphasized that it is possible and desirable for the sake of health and efficiency 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 carefully constructed seats to relieve the strain of constant sitting.

#### HAZARD AND STRAIN.

In addition to the hazard and strain already discussed as attendant upon incorrect lighting, ventilation, and seating, attention must be called to certain other industrial menaces to health and safety, in order that improvements may be effected and care taken to lessen the possibility of accident and injury.

In a discussion of this subject it is important to recognize that certain objectionable factors are inevitable concomitants of some industries. Conspicuous examples of such encountered in South Carolina were the constant and close application of the eyes in sewing, inspecting, drawing-in, and looping, the heat and humidity in laundries and textile mills, the strain of reaching in the operation of spooling, and the lowered temperature in chocolate-dipping rooms. Nevertheless, certain adjustments can be made and appliances installed to lessen the harmful effects of such conditions. Every possible precaution should be taken to minimize industrial risk and discomfort. As already pointed out, good lighting, adequate ventilation, and correct seating aid greatly in preventing fatigue and injury. Other provisions essential for safety are the contrivances for fencing and guarding machinery, such as guards for belts, wheels, shafting, mangles, and punch presses.

### **Occupational strains.**

Although a number of South Carolina plants covered by the survey had taken steps to safeguard the health and to insure the safety of their employees, others were extremely lax in this respect. The reports for a considerable number of establishments revealed a possible strain for women from uncomfortable posture, continuous pressure, repeated reaching, excessive speeding, or the lifting of heavy weights. That these conditions were not necessarily inherent in the occupations is shown by the correction or avoidance thereof in other plants having the same occupations. When such evils are not remedied they mean an unnecessary waste of the energies of women employees. When they are coupled with a 10-hour working day, they may cause a fatigue for the operatives so poisonous to the system as to constitute a hazard. Such fatigue also is conducive to accidents, since workers when overtired are apt to be less careful.

### **Occupational and workroom hazards.**

Plant casualties are another serious factor in industrial employment. Inspection of establishments proved that not enough heed had been given to the prevention of accidents. In 67 of the plants were found workroom or occupational hazards that could have been eliminated. An extremely common defect was that of uninclosed belts, of both the overhead and the side variety. The latter were especially dangerous when they were located close to the floor or placed obliquely over narrow aisles, because of the possibility of women's hair or clothing being caught. Other types of unguarded machinery observed in a few establishments were laundry extractors devoid of covers, power sewing machines without skirt guards, and punch and printing presses lacking sufficient means for accident prevention. Open or only partially inclosed elevator shafts and wet

or slippery floors constituted menaces wherever they were allowed to exist.

That a "safety first" program had been adopted in some plants was shown by the excellent means taken to prevent accidents. The failure of other establishments to install similar devices is largely attributable to the lack of a workmen's compensation law in the State. Such a law is one of the effective means of eliminating or minimizing many of the hazardous elements in industrial employment. This type of legislation is of comparatively recent origin, since in 1911 Wisconsin enacted the first effective law on the subject, although prior to that year several States had passed workmen's compensation laws which later were declared unconstitutional. Since 1911, however, 42 States and 3 Territories have placed such laws upon their statute books. South Carolina is one of the 6 States which have not yet progressed to the point of having such a law, despite the fact that manufacturing enterprises are of great importance in the State.

State compensation legislation not only means protection of men and women engaged in hazardous types of employment but tends to reduce the hazards of industrial occupation by emphasizing the safeguards necessary for the prevention of accidents. Where insurance rates are lowered for plants requiring care in regard to protection of workers against fire; to methods of handling hot, explosive, or corrosive material and of carrying off fumes; to arrangement of stock and machinery; to provision of standard guards for machines, shafting, hand elevators; to the condition of floors, stairs, and hand-rails; to ventilation, cleanliness, and lifting; and to the administration of first aid; then risk in many industrial establishments is reduced to a minimum.

Another means of guarding against accidents usually attended with excellent results is a plant safety committee, which through educational campaigns attempts to interest the workers in their own safety.

#### **Fire hazard.**

One type of danger which can be carefully guarded against is fire hazard. Every expedient for fire prevention should be used in industrial plants and every arrangement made to facilitate escape from buildings in case of a conflagration. For such a highly technical subject a thorough inspection is necessary to pass on the adequacy of equipment for safeguarding against fire, but the investigation by the Women's Bureau made no attempt at a detailed and exhaustive study of this sort. Only the most obvious defects were recorded. Even by this method 97 establishments were reported as inadequate in some particular in the matter of fire protection. The most usual failure was the provision of exits, with doors opening inward instead

of outward. All of the doors in 64 establishments and some of the doors in 28 others opened inward. Other possible causes of disaster in case of fire were blocked exits and dangerous stairways—that is, those that were dark, narrow, winding, defective as to treads, and devoid of a handrail or supplied with a broken one.

Considerable attention had been given to the installation of fire-extinguishing apparatus. Two-thirds of the plants were equipped with automatic sprinklers. Other types of extinguishers and fire buckets also were provided in many plants. In textile mills fire walls and doors were as a rule found between the picker room and the rest of the mill.

#### SANITATION.

Besides the causes of injury and illness already presented, there exist other equally potent and even more insidious factors detrimental to the welfare and capability of the workers. Of tremendous importance both in guarding against ill-health and in advancing physical fitness is the question of plant sanitation. The failure of many industrial firms to realize the necessity for complying with sanitary regulations in the installation of drinking, washing, and toilet facilities makes it apparent that standards for such essential equipment should be stressed. State sanitary rules in detail, enforced through careful inspection and supervision, may be the most effective means of producing good results. A number of States already have enacted such regulations.

#### Drinking.

The provision of sanitary drinking facilities in industrial establishments is one of the important principles of industrial hygiene. Everybody needs to drink water, but the performance of physical labor which provokes free perspiration necessitates especially the drinking of large quantities of water to replenish the tissues thus deprived of their normal amount. Accordingly, adequate drinking facilities are essential in every plant. The requirements for such a standard are cool, pure water easily accessible to all parts of an establishment, together with individual cups or sanitary bubble fountains.

The survey in South Carolina revealed that in 105 of the plants visited an effort had been made to look after the comfort of the workers in this respect, water from bubble fountains or with individual cups being supplied. In 25 plants, however, the common drinking cup was found. In 22 others no cups of any sort were furnished, the women in such cases being expected to bring their own. The evils of the common drinking cup have been so extensively advertised that their presence in industrial establishments is an indication of indifference on the part of firms to exposure of employees to infection.

In only one or two cases were reported such primitive practices as a pail of water and a common dipper.

A number of States have enacted legislation prohibiting the use of common cups, but South Carolina is not one of these. Many employers in the State, however, had proved themselves more progressive than required by law, and 88 establishments had installed bubble fountains. Textile mills had forged ahead strikingly in the effort to furnish better drinking facilities, 79 of the 99 visited having bubble fountains. Unfortunately only 15 of these had sanitary fixtures, those in which the supply of water does not fall on the orifice. The exposure of the danger lurking in what was believed to be an ideal drinking arrangement was made in an article entitled "Possible dangers of the bubble fountain" in the *Journal of the American Medical Association* several years ago. Here it was shown that an epidemic of streptococcus tonsillitis in the University of Wisconsin was traced directly to the bubble fountains in the buildings. This circumstance led to an extensive bacteriological investigation of the hygiene of the bubble fountain in general, with the discovery that it may be a powerful factor in transmitting disease, since germs left in the jet of water fall back on the fountain and remain a menace for several hours. This difficulty is obviated, however, if the tube is inclined at an angle of  $15^{\circ}$  or more from the vertical and is equipped with an adequate collar to prevent contact of the lips with the orifice. The need for education on this subject is urgent, and to quote from the article referred to, "Danger disguised in the cloak of safety is a menace of the most potent sort, particularly when it receives the approbation of health authorities in the way that the bubble fountain has shared it."<sup>4</sup>

The sanitary bubble fountain is not the only satisfactory type of drinking facilities. In mercantile establishments the use of individual cups was more prevalent than the bubbler and equally satisfactory.

In a southern climate the provision of some means of cooling the water is almost necessary to satisfy the thirst. The system of ice coils about the water tank is much more hygienic than the custom of putting ice into the water. Although some of the South Carolina firms expected their employees to use water directly from the faucet, in two-fifths of the plants visited there was some provision for cooling the water.

#### **Washing facilities.**

A reasonable and necessary recommendation in the name of health and comfort is sanitary and adequate washing facilities for women in industrial plants. Such an equipment aids in the protection of the health of the employee and of the consumer. Frequent washing of

<sup>4</sup> "Possible danger of the bubble fountain," *Journal American Medical Association*, v. 67, No. 20, Nov. 11, 1916, p. 145.

hands is needed in some occupations, but all women workers should have facilities for washing before eating lunch and before leaving the plant. The arrangements need not be elaborate, but should include a sufficient number of conveniently located wash bowls or sinks, hot water, soap, and individual towels. Wherever operatives handle sticky or greasy substances hot water and soap are essential for removing the dirt and expediting the work, but they should be available for all industrial workers. A separate towel for each employee is easily provided now that paper towels have been found to answer the purpose. The use of common towels—a generally recognized means of spreading disease, especially of the skin—should be prohibited.

That the South Carolina establishments had a particularly poor record in regard to washing facilities can be seen from the following statement:

TABLE 7.—*Inadequacy of washing facilities, by industry.*

Industry.	Number of establishments reporting.	Number of establishments with inadequate washing facilities for women employees.				
		No washing facilities.	No towels.	Common towels.	No soap.	No hot water.
All industries.....	152	10	116	23	99	135
Manufacturing:						
Cigars.....	4		2	1	3	3
Printing and publishing.....	3		2	1		3
Textiles—						
Cotton goods.....	76	4	72	2	63	73
Knit goods.....	10	2	10		8	10
Yarn.....	13	4	13		13	13
Miscellaneous.....	7		4	1	4	5
General mercantile.....	16		3	10	4	14
5-and-10-cent stores.....	9		1	7		9
Laundries.....	14		9	1	4	5

The table shows how little attention had been given to this sort of equipment. Of the 152 plants, 135 had failed to supply hot water, 116 had provided no towels and 23 others had provided common towels, 99 had furnished no soap, and 10 had no facilities of any sort for washing. The combination of hot water, soap, and individual towels—an equipment simple enough to be within the reach of every firm—was reported for only three of those visited in the State, these being one textile mill and two laundries. Women in several plants used cotton waste or toilet paper, or, as one manager explained, “anything handy,” in place of towels. In several laundries it was stated that employees desiring towels could use those that were being laundered in the plant. Extensive improvement in lavatory arrangements should be advertised by all forces in South Carolina interested in industrial betterment, since with the limited means for thorough washing afforded in most of the

plants the women working therein would not be able to measure up to the standards of ordinary cleanliness.

#### TOILETS.

For the proper regulation of toilet conditions in industrial establishments every State should have a detailed law with specifications about the provision of an adequate number of toilets, separate for men and women, as well as about the location, ventilation, privacy, lighting, cleanliness, and designation. Such a law is necessary for the maintenance of a high standard in this respect. The only legislation in South Carolina bearing on the subject reads:

Every factory, mercantile, or other establishment or office where two or more males and two or more females are employed together shall be provided with a sufficient number of separate water-closets, earth closets, or privies for the use of each sex, and plainly so designated; and no person shall be allowed to use a closet or privy which is provided for persons of other sex. Such water-closets, earth closets, or privies, shall be kept clean and free from disagreeable odors.<sup>5</sup>

This law is not definite nor extensive enough. In the first place the number of toilets necessary where considerable numbers of women are employed is left to the discretion of the owner or manager of a plant, an obviously poor arrangement, since such elastic terminology permits of any interpretation. The standard upheld by the Women's Bureau recommends one toilet for every 15 women employed in a plant. In the second place the law makes no stipulations about the method of ventilation of toilet rooms, a very serious omission because of the tendency towards carelessness about this matter.

Although some of the establishments visited in South Carolina failed to comply with prescribed standards of sanitation and privacy, conditions generally were fair. The following table gives the chief defects encountered:

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<sup>5</sup> Code of laws of South Carolina, 1912, Sec. 869.

TABLE 8.—*Inadequacy of toilet facilities, by industry.*

Industry.	Number of establishments reporting.	Number of establishments with toilet facilities inadequate for some or all women employees.																						
		Number of seats inadequate.		Room not conveniently located.		Room not separate from men's.	Room not designated.		Room not ceiled.		Room not properly ventilated.		Room not clean.		Room cleaned by women employed for other work.	Room not cleaned regularly.	Room not screened.		Seat not inclosed.		Automatic seat flush.			
		For some.	For all.	For some.	For all.	For all.	For some.	For all.	For some.	For all.	For some.	For all.	For some.	For all.	For all.	For all.	For some.	For all.	For some.	For all.	For some.	For all.		
All industries....	152	2	43	9	7	4	7	37	6	23	19	22	21	35	20	22	11	28	9	57	8	30	38	
Manufacturing:																								
Cigars.....	4		3	1				2		2			1	1	1		1		1					
Printing and publishing.....	3						1			1		1		2		1	1		1					
Textiles—																								
Cotton goods....	76	2	13	3	1		5	6	4	8	16	4	16	10			7	7	6	30	8	17	35	
Knit goods....	10		7		1		1			4			2	1		4	3	4	1		5		3	1
Yarn.....	13		2		3		1			2			1		3	1	3	1	3		11		9	2
Miscellaneous.....	7		2	1			1			6			1	2	1	4	3	5	1	3	2	2		2
General mercantile.....	16		9	3			1	3	1	3	1	6	2	3	1	3	1	3		3		3		
5-and-10-cent stores.....	9		2					3																
Laundries.....	14		5	1	2	1		11	1	6			8		8	12	5		11		6		1	

The toilets inspected varied greatly in kind, from exterior earth closets to those with the most modern and sanitary equipment. In contrast to the latter was the antiquated type still surviving in 38 textile mills. This consists of an automatic flush, which operates, in the different plants where it is found, at intervals of from 5 to 60 minutes. Nor was the automatic seat flush, a style of plumbing in use in 37 mills and 1 laundry, so satisfactory as the hand flush.

In very few establishments was the toilet room inconveniently located, although in 45, because of an inadequate number of facilities, there was the possibility of great inconvenience to employees. With the standard of one toilet for every 15 women used as a test of adequacy, 45 establishments had an insufficient number. In comparatively few plants, however, were there more than 25 women to an installation. The largest number reported for one accommodation was 46 women in a mill, but as there were other toilets on the floor below, the situation was not so bad. In 4 plants men and women used the same toilets and in a few stores employees shared facilities with the public.

Even where women had their own facilities, privacy was not always guaranteed; in 44 plants some or all of the toilet rooms were not designated, in 39 some or all of such rooms were not screened from the workrooms, halls, or yards, and in 66 some or all of the toilet seats were not inclosed. Too frequently the partitions separating toilet rooms from workrooms did not extend to the ceiling. The question of ventilation was a serious one in such instances. Also, in those cases where there was no outside ventilation for toilet rooms, artificial arrangements were not always satisfactory.

In 35 establishments the toilets were not clean at the time of the inspection, as an illustration of which is the following excerpt from a report:

Toilets were bad. Floors wet and insanitary. Plumbing not clean, all old, and odor bad.

The lack of cleanliness in some plants was due to the practice of having women employed for other work clean the toilets when opportunity offered. This objectionable arrangement was reported for 20 plants. In the great majority of establishments the custom of having regular systematic sweeping and scrubbing done by special cleaners produced excellent results.

#### SERVICE FACILITIES.

The progressive employer has learned the advisability of setting apart special and pleasant places in which his women employees can eat lunch, rest, hang their street garments, and be treated for a minor injury or a slight indisposition. A considerable number of South Carolina establishments had failed to provide such arrange-

ments for the comfort of the women, and other establishments had supplied service facilities that were unsatisfactory. Some employers insist that women do not appreciate nor take care of service and sanitary facilities. That this is not generally true is proved by the cooperation of employees with the management in other plants for the maintenance of satisfactory facilities. Education of employees along these lines sometimes may be necessary to achieve the best results.

### **Lunch rooms.**

A lunch room or a place of some sort set apart for this purpose is desirable in every industrial plant to enable employees to have a satisfactory lunch away from their jobs and the dust, dirt, and confusion often arising therefrom. The ideal arrangement gives opportunity for obtaining hot, nourishing food in leisure and comfort, and tends, therefore, to restore flagging energies.

In only 16 of the 152 plants visited in South Carolina was any sort of lunch room found; 12 of the 16 were stores. In the majority of the textile mills lunch rooms were deemed unnecessary, as the operatives for the most part lived near enough to their place of work to go home for lunch. This practice was probably the most satisfactory for the majority of the workers. In those plants, however, where the lunch period was limited to a half hour, women were forced to hasten home and eat a hurried lunch in order to get back to work on time. A lunch period spent thus is apt to cause nervous strain, indigestion, and lowered vitality. Either a longer interval should be allowed or a pleasant place provided in the mill outside the workroom. In any event such a place is advisable, since there are apt to be women who for one reason or another prefer to remain in the plant during the lunch period. If operatives who are on the piece system eat in the workroom, they are likely, if circumstances permit, to eat lunch as quickly as possible so as to devote the rest of the time to work. Thus they fail to gain any real benefit from the break in the day. Exceptionally bad was the condition in those plants devoid of seats where women forced to eat in the workroom sat on trucks or tables with no opportunity to relax.

Although hot food and drinks were available in very few plants, provision for employees to cook or heat food had been made in several. In only one establishment, a large textile mill, had a cafeteria been installed. This had an excellent equipment and enabled employees to secure a hot meal for 25 cents.

The question of the most satisfactory lunch facilities is one to be decided by the manager and workers in the individual establishments, but arrangements which permit the workers to secure a nourishing

lunch with no reminder of the job are justified by the renewed energy and increased efficiency on return to work.

### **Cloakrooms.**

It seems reasonable to expect adequate facilities for the care of wraps in every establishment employing women. Such accommodations afford a place not only where the women can deposit street garments and personal belongings, with a guaranty of their safety, but where they can change their clothes and shoes if they desire. No hard and fast lines can be drawn as to the most ideal arrangement, the size and nature of the establishment entering into the matter. Full-length steel lockers, clean and well ventilated, have been found satisfactory in many instances, but arrangements other than lockers may be just as good. A type of cloak room recommended by authorities is one equipped with iron racks, coat hangers, and shelves or boxes for hats and small belongings. The system of having a matron supervise the service facilities and look after the cleaning of the rooms and the comfort of the girls is conducive to the best results. Also, cloak rooms should be placed with convenient access to washing facilities.

The investigation of this subject in South Carolina revealed need for much improvement. Cloak rooms evidently were considered an unnecessary adjunct, since only 36 establishments had taken the trouble to supply a definite place. In some of these cases one room served as a combination lunch, cloak, and rest room, an arrangement that might be adequate for a small plant, although in several of the establishments visited such facilities failed to measure up to standard requirements.

It was customary in the textile mills inspected for the women to hang their wraps on wall hooks in workrooms, along stairways, or in halls. Equally haphazard accommodations were observed in other industries. In several plants, for example, wraps were thrown over pipes or rods or hung on nails driven into the walls. An inspection of workrooms and of industrial processes affords conclusive evidence of their detrimental effect upon clothing hung unprotected about the walls. Another unsatisfactory arrangement was the small, poorly ventilated closets set apart in several plants as the only space for keeping street attire. Very unpleasant and unhygienic consequences are likely to ensue from the crowding of garments into such places.

### **Rest rooms.**

Experts who have analyzed the relation of fatigue to efficiency have piled up indisputable evidence of the value of rest intervals and of rest rooms. Every firm employing women should provide a room equipped with facilities for use in case of accident, illness, or excessive fatigue. In establishments where women stand continuously at their

occupations, and especially in textile mills and laundries where the heat and humidity increase fatigue, rest rooms are even more essential. The equipment should include comfortable chairs and couches. Such an arrangement is an asset both to employer and to employee; when facilities for resting are available a woman frequently is able to go on with her duties after a brief interval of rest, instead of losing the remainder of the day by going home.

That South Carolina employers needed much more extensive education along these lines was brought out by the survey. A very small minority of firms may have indorsed the opinion vouchsafed by one manager, that women were "paid to work all the time and not to rest"; but in most cases it was probably thoughtlessness. In many places there was not an available chair in the whole plant. On the other hand, a few firms were farsighted enough to realize the necessity of a rest room and 18 plants had furnished such accommodations. Not all of these, however, fulfilled the function for which they were designed; 12 of the 18 rest rooms were found in stores, in which too often the employees shared such rooms with the customers and ran the risk of being crowded out. The policy of expecting a woman to go home when indisposed prevailed in the majority of plants—a method which, as already pointed out, means an unnecessary loss of time. In a number of small plants, noticeably in 5-and-10-cent stores where it was not feasible to have a room given over exclusively to this purpose, there was a combination cloak and lunch room, with some facilities for resting, which served the purpose admirably.

### **Health equipment.**

Even though a plant may be supplied with a lunch room, rest facilities, and a cloak room, it is incompletely equipped unless there is provision for aid in case of illness or accident. The size of the plant and the nature of the industry must be taken into consideration in recommending the type of health equipment needed. However, every plant, no matter how small, should have a first-aid kit and a responsible person readily available during working hours, in charge of its administration. In establishments with numbers large enough to justify the expense involved, a hospital room and the services of a nurse and doctor are advisable. Such promotion of the health and welfare of the workers will prove a paying investment from both a humanitarian and an economic viewpoint.

Two-thirds of the plants included in the South Carolina survey had some sort of first-aid equipment, although in only 18 of these was there a definite person in charge. Only a few of the plants had more extensive facilities; 8 had a special hospital room, 15 a nurse in constant attendance, and 7 a doctor with office hours daily or sev-

eral times a week in the plant. Occasionally a welfare worker was employed who acted in the capacity of nurse when necessary. A considerable number of the plants stated that a doctor was on call and could be reached in a few minutes. The policy with some firms was to rush an injured person by means of an automobile to the nearest doctor or druggist.

In some instances the textile mills which employed a nurse in the plant expected her to serve as a visiting nurse in the village. Other mills had an additional nurse for this purpose. In a few of the mill communities hospitals giving medical and dental treatment free or at a nominal fee were provided for the care of mill operatives and their families.

#### **Other welfare activities.**

In addition to the medical care furnished, in some of the mill villages other welfare activities were customary. Where the communities were isolated and at a distance from schools and recreational facilities, the mill management had endeavored to supply these deficiencies, in some instances entirely supporting the schools and in others supplementing the State funds available for the maintenance of such schools. High-school work was reported in the case of one mill and kindergartens in several. In one village a day nursery was found very helpful to working mothers; in one village a few schools conducted evening classes for adults, sometimes affording opportunity for vocational training. Community houses were fairly general, as were welfare workers to promote and supervise clubs, classes, lectures, and recreational activities.

#### **EMPLOYMENT MANAGEMENT.**

One other factor influential in maintaining a contented labor force and a high rate of efficiency is a well-planned method of handling the personnel in a plant. It is now generally conceded that a carefully worked out policy of employment management is one of the best ways of securing labor, of maintaining a low labor turnover, and of establishing satisfactory relations between employers and employees. It is not to be expected that a small plant employing but few workers should have a person devoting full time to this, but it is advisable for the sake of efficiency and justice that matters of employment and personnel supervision be in the hands of some intelligent person with the proper qualifications for the work. When several officials in a single plant, or the foremen of the various departments, look after the employing, transferring, and discharging of employees, there is a greater possibility of injustice to individual workers and of unnecessary waste of labor than when these matters are centralized under one head.

Employment management is an extensive subject about which only a limited amount of information could be obtained in this investigation. The records obtained show that although a definite employment manager was found in only 5 establishments, in 77 others personnel matters were centralized. In the remaining plants the foremen of the several departments in an establishment or the foremen and the manager had authority to employ and discharge the workers. In such cases more satisfaction would result if all the foremen acted only after consultation with the manager. By such a system an employee who was not needed or had not proved satisfactory in one department might be transferred to another. Furthermore, misunderstandings between operatives and the foreman frequently could be adjusted if referred to an arbiter.

EMPLOYMENT MANAGEMENT

The other factor indicated in maintaining a centralized labor force and a high rate of efficiency is a well-planned method of handling the personnel in a plant. It is now generally conceded that a carefully worked out policy of employment management is one of the best ways of securing labor of maintaining a low labor turnover, and of establishing satisfactory relations between employers and employees. It is not to be overlooked that a well-planned method of handling the personnel is a means of securing the best in the plant, but it is a necessary part of the policy and further that method of employment and personnel supervision bears the heads of some important items with the proper distribution of the work. When several officials in a plant place in the hands of the various departments look after the employing, transferring and discharging of employees, there is a greater possibility of mistakes in individual matters and of unnecessary waste of labor than when these matters are centralized under one head.

## PART V.

### THE WORKERS.

The human element in industry is undoubtedly its most important factor. The tendency of some manufacturers to overlook this truism is probably due to the fact that the labor supply, except in an occasional abnormal period, usually meets and at times exceeds the demand. Incapacitated labor can for the most part be easily replaced. Industrial engineering, however, a development of recent years, has proved the staggering cost to industry of an excessive labor turnover. From the point of view of production, therefore, the workers' energies should not be subjected to undue wear and tear. Too frequently the management is prone to over-emphasize the care and improvement of machinery as compared to the protection of the workers who operate such machinery. Employers suffer in consequence the penalty of slackened output arising from the dissatisfaction and disaffection of employees whose interests have not been sufficiently considered.

Apart from the pure mechanics of the question, the requirements and safeguarding of the workers are of much greater significance than the structure and care of machines, since the well-being of the workers is imperative not only for successful industries but for the organization that is at the base of all industry, namely, a thriving society.

Analysis of industrial forces proves that women constitute a large and important part of the wage-earning population throughout the country and in each industrial State. When so much of what was formerly women's work was taken out of the home and developed into factory industries, women were called upon still to conduct many of the operations and thus were drawn into the army of those gainfully employed. Also, because of the present economic organization of the country, vast numbers of women are compelled to earn a livelihood. The realization, therefore, that women are indispensable to the industrial world and that the industrial world is indispensable to them in their economic struggle has led to a study of women in industry. A fact admitted by progressive and farsighted citizens in South Carolina, as elsewhere, is that essential as it is to protect the interests of men who are industrial workers, it is of even more immediate concern to safeguard women since they so often enact the additional rôle of mother and homemaker. Moreover, the greater necessity for control of standards affecting women workers is due to the fact that

women have been in a weaker position economically than have men; they have not been able to control conditions for themselves. The failure to grasp the importance of this subject, or to build up the proper safeguards, means that the vitality of the nation will be sapped. Just as the colossal industrial system was evolved by a gradual growth, so the evils accompanying it, if not checked, will cause a gradual deterioration of the race. Consequently, the protection of women workers is of vital concern.

In a consideration of the subject of women in industry inquiry along other lines than earnings, hours, and working conditions is interesting and helpful. For example, what proportion of women workers in any industry or locality are foreign born? In what respect does age enter into the problems of women wage earners? Are women steady in their gainful occupations and does their experience in a trade prove of value to them? What bearing have the conjugal and living conditions of the women on their work, and what influence do their jobs in turn exercise on home responsibilities?

The following figures on the nativity, age, experience, and conjugal and living conditions of the white women reporting are interesting up to a certain point as an index of the industrial situation. Perhaps their chief value lies in their undermining of certain popular but false theories which have been nurtured by tradition to the detriment of the economic status of women. The time has come when fact, not fancy, must regulate the position of wage-earning women. In the last few years there has been definite scientific effort to weed out prejudice and to present truths about women workers. This survey of South Carolina was in line with such a movement. During the investigation certain personal information was furnished by between 3,000 and 4,000 women, a group sufficiently large to be representative of women in industry in the State, and to show clearly the general background of wage and home responsibilities which characterize the industrial women of South Carolina.

#### **Nativity.**

The number of women in South Carolina reporting on nativity who were born outside the United States was so small as to be negligible. According to Table XV in the appendix, of 3,588 women reporting on nativity, only 12 scattered throughout the industries were born in foreign countries, a number too small to affect in any degree the policy or practices of industry. Consequently, the laboring forces in South Carolina stores, mills, and factories as well as the standards under which they worked and lived, must be labeled "American." The theory that foreign labor is responsible for unsatisfactory industrial conditions could not be held in regard to South Carolina.

### Age.

Another theory also to be discarded is that women are transients in the industrial world; that girls go into factories, mills, and stores to fill in a gap between leaving school and getting married. A somewhat more detailed version of this idea is that, though young girls are driven by economic necessity to leave school and to go to work at an early age, they will be relieved in a few years from the need of earning a living by acquiring a husband to support them. An analysis of the facts serves to prove the fallacy in this argument. There were not only women of all ages among the wage earners in South Carolina but also a considerable number of women with husbands. It is of interest to know the proportion of women in the different age groups who were engaged in the various kinds of occupations, and to discover what jobs attracted young workers and which furnished the best opportunities for older women. There was a rather general distribution of the women in the several age classifications from 16 to over 50 years. (Table XVI in the appendix.) A little less than one-third were from 16 to 20 years of age, a little over one-third from 20 to 30 years, 18.3 per cent from 30 to 40 years, 9.5 per cent from 40 to 50 years, and 3.7 per cent 50 years and over. Eliminating from the discussion printing and publishing establishments, and laundries, in which there were too few women reporting to make a discussion of percentages of any significance, we find that 5-and-10-cent stores showed the largest proportion of workers under 20, over one-half of the women who reported on age, being in that group. General mercantile had the smallest proportion of young workers, only one-fourth of the women reporting in the industry. On the other hand, general mercantile establishments had the largest proportion—a little over one-fifth of the women reporting in the industry—in the group 40 years and over. Knitting mills, which showed a little less than one-fifth in this age classification, came next. Although the other branches of the textile industry revealed somewhat lower percentages of older women than did the manufacture of knit goods, it was apparent that there was considerable opportunity in these mills for older women. The textile industry is, in general, one in which women of almost every age can find employment, because of the great variety of occupations, requiring more or less skill and more or less strength. It is an industry which attracts whole families, regardless of age and sex.

### Education and training.

One erroneous theory leads to another. The idea that women are transients in industry is largely responsible for their lack of vocational training. Such a lack frequently is a great drawback to their

industrial advancement. In only a few communities throughout the country, and South Carolina is not one of them, have women been admitted to or encouraged to attend the public vocational schools.

As was shown in the wage section of this report many women in South Carolina have remained in one trade for a number of years. Of the women who reported on their experience, over one-half had worked 5 or more years in the trade, a little over one-third 10 or more years, and slightly over one-tenth 20 years or more. It was also brought out in the wage section that even though these women remained in one industry for years they did not make striking financial progress.

Another serious handicap to the advancement of women workers is that many of them enter industry at an early age after a very limited general education. Although no comprehensive investigation was made of the educational history of the women included in the survey, a small group of 100 women when visited in their homes gave such information. As these women were chosen at random they may be considered as more or less representative. About two-thirds of those reporting had left school for economic reasons, the most usual statements being, "I had to go to work," "my father died," and "I had to help at home." About one-half of these women had left school at 14 years of age or under, some when they were from 9 to 12 years old. Over one-half of those reporting on the grade completed, had not gone beyond the fifth; over three-fourths had not gone further than the seventh grade; six had never been to school. Two girls who had not attended school before becoming wage earners had later entered night school and reached the third and fourth grades, respectively. A third girl, a worker in a garment factory who was ambitious to better her condition and to do a type of work more conducive to her development, touched the crux of the matter when she said, "I don't want to spend my life working in a factory, but I am too tired after 10 hours of it to do much studying." There is little likelihood that girls will supplement their education by attendance at night school after they enter upon industrial jobs, for even if they had the ambition, the majority would lack the energy at the end of a 10-hour working day to profit greatly by night classes.

If the conditions cited may be taken as fairly representative, the general educational level in the State would seem in danger of being held down by the economic needs which are forcing young people into industry. It would appear that the majority of women in industry in South Carolina, as elsewhere, were engaged in work which they had not chosen nor prepared for, but had been forced into by economic necessity; that they had been without opportunities for

educational and trade advancement; and that with their limited training, efficient adjustment in the economic world would be difficult.

### Conjugal condition.

The old theory that women do not need trade training because they marry and abandon the industrial world also is being disproved. The prejudice against the employment of married women still lingers in some quarters, where there is refusal to face the fact that it is frequently an economic necessity for married women to engage in work outside the home, but did not seem to exist in South Carolina where there was a strikingly large proportion of married women found among the wage earners.

Table XVII in the appendix shows that of 3,495 women reporting, only 49.7 were single, whereas 35.5 per cent were married and 14.8 per cent were widowed, separated, or divorced. Accordingly, in all, slightly more than one-half of the women reporting on this subject either were or had been married, a very striking testimony to the fact that marriage does not necessarily mean a withdrawal of women from industry. In fact, marriage with increased financial responsibilities means for some women an entrance into the industrial field.

The industry most noteworthy for the proportion of women who were or had been married was the textile, since in this combined conjugal class were 59 per cent, 53.5 per cent, and 46.3 per cent of the women who reported on this subject in the manufacture of yarn, cotton goods, and knit goods, respectively. As has been pointed out in a preceding section, all the various members of a family frequently work in a mill. The girls in a mill community usually go to work in some capacity as soon as they are old enough; in recent years 14 has been the legal minimum. They marry men who also are mill operatives and continue to work after marriage as before, except that in many cases they must shoulder heavier home responsibilities. The smallest proportion of married women was found in 5-and-10-cent stores, where more than three-fourths of the women and girls who reported on the subject were single. This is not surprising in view of the fact that this industry revealed the largest proportion of young workers. In cigar manufacturing and general mercantile also the single women overbalanced the married ones, in each case approximately two-thirds of the women being single.

The question arises, Why were so many married women, who in most cases had heavy home duties, the care of the house and the family, found by the side of men in the mill and factory? Visits made by investigators to the homes of these working women disclosed that in virtually all cases the women's financial contributions were needed to keep the family on the subsistence level. As explained by one woman who had continued to work after marriage except

for a short period at the birth of her child, "It takes all my husband makes to feed us, and what I make clothes us." Another woman, who was the mother of five children and who was working in a hosiery mill, touched the heart of the problem when she remarked, "My husband doesn't want me to work in the mill, but with five children you find trouble making both ends meet." Other married women whose husbands were ill or out of work were the whole or partial mainstay of the family.

A number of widows were interviewed who were compelled to be the breadwinners of the family, as well as the homemakers. This situation is well illustrated by a widow who had been working as a mill operative for 10 years in order to support her three boys. "I guess I have raised my family as well as any man could," she said, "I have been both father and mother to them, and that is more than a man could do." Case after case could be cited of women, widowed, divorced, or deserted, who had the full responsibility of earning a livelihood for their children.

The antiquated theory that women work for pin money is exploded not only so far as married women are concerned but also for single women. Many instances were found of daughters or sisters who were bearing heavy financial and domestic burdens because the mother was a widow or the father's wages were too low to maintain the family. Girls had left school at an early age to become wage earners in order to support old or ill parents or to help maintain younger sisters and brothers. Two sisters, each of whom was working in a laundry for \$10 a week, \$7 of which was turned over to the family purse, volunteered the information that it was very hard for them to get along on \$3 a week for "clothes and extras." As one said, "You have to save and save and sometimes get into debt buying things on the installment plan."

Another fallacy that has been more or less current is that women go into stores, factories, and mills because they prefer the kind of labor that they perform there to housework. Although many women frankly admit that they like working outside better than in the home, the great majority of wage-earning women must do both; they have their household duties to attend to in addition to their industrial job. More than one woman stated that it was necessary for her to get up at 4.30 or 5 o'clock every morning in order to perform the necessary tasks, and that the cooking, sewing, cleaning, scrubbing, and caring for children had to be attended to each day after her industrial job. Several women were found at work over a wash tub on their Saturday half-holiday, as this was the only time possible for doing the family laundry.

The great bulk of the women lived at home, and even though some of them did not have the full responsibility of caring for the home

they usually assisted with the household tasks at night and on Saturday and Sunday.

### **Living condition.**

Of the 3,601 women reporting their living condition in South Carolina, 94 per cent were living at home or with relatives, and only 6 per cent were living independently. (Table XVIII in the appendix.) In the several industries a larger proportion of women in the general mercantile establishments than in any other group were living independently. the number being 16.7 per cent of those reporting.

The theory that women who live with their families do not need such high wages as do those living independently is not only fallacious but extremely vicious, since some employers offer it as an excuse for low pay. Instead of the family income serving to supplement the girl's wage, frequently it is only the addition of the girl's earnings, meager though they are, that makes the family income adequate to the family's needs. Definite proof has been furnished that women who live at home have heavy financial responsibilities. They frequently must support not only themselves but dependents as well. Consequently, they may have even greater need for high wages than have certain other women who are boarding but who make no contribution to the maintenance of others. A woman should be paid according to services rendered and not according to whether she lives with her family or in a boarding house. In general so slender is the wage earner's pay envelope and so many are the demands made upon it—whether she is married or single, whether she is aiding in the support of others or maintaining only herself—that very clever management is necessary to enable her to meet the vicissitudes inherent in an industrial job, to keep her feet on the level of present subsistence, to wipe out past debts, and to save something for possible misfortune and for old age.



## PART VI.

### THE EMPLOYMENT OF NEGRO WOMEN.

Negro women are employed in industry in South Carolina to a very limited extent. They comprised only 7.2 per cent of the total number of women included in the survey. This is a much smaller proportion than the 17.5 per cent reported by the Women's Bureau in its survey of Georgia industries<sup>1</sup> and the 12.6 per cent found in the Kentucky industries,<sup>2</sup> although it is somewhat larger than the 5.6 per cent reported in the survey of Maryland industries.<sup>3</sup> The 843 negro women included were found chiefly in three industries—35.8 per cent in cigar manufacturing, 28.8 per cent in cotton-goods manufacturing, and 27 per cent in laundries. The importance of female negro labor, in these industries, however, differed exceedingly. In cotton-goods manufacturing the negro women who were employed as sweepers and cleaners constituted only 0.9 per cent of the total number of employees and only 2.6 per cent of the total number of women. In laundries, on the other hand, the negro women predominated, since they formed 61.8 per cent of all employees and 89.4 per cent of all the women. Cigar manufacturing occupied a middle ground between these extremes, the negro women comprising 42.4 per cent of the total working force and 48.2 per cent of all the women. No negro women were engaged in printing and publishing. In all the other industries with the exception of knit-goods manufacturing, which showed 8.1 per cent of the women to be negroes, the number and proportion of such workers was so small as to indicate that they were employed only in the capacity of cleaners or matrons in charge of service rooms. No negro girls under 16 were reported.

#### The workers.

The number of negro women who gave personal information was so small that but little significance can be attached to the figures presented on these facts. However, the distribution in the several age groups was strikingly similar to that of the white women, since one-third were under 20 years of age, a little over one-third were between 20 and 30, 14.6 per cent were between 30 and 40, and 13.8 per cent were 40 years and over. In regard to conjugal condition the proportion of negro women who were single (46.5 per cent) was only

<sup>1</sup> U. S. Department of Labor, Women's Bureau. Women in Georgia Industries. Bul. 22, 1922, p. 15.

<sup>2</sup> U. S. Department of Labor, Women's Bureau. Women in Kentucky Industries. Bul. 29, 1923, p. 5.

<sup>3</sup> U. S. Department of Labor, Women's Bureau. Women in Maryland Industries. Bul. 24, 1922, p. 10.

slightly below the 49.7 per cent of the white women in this classification. The proportion of negro women who were married (31.5 per cent) was less than the corresponding percentage of white women (35.5 per cent) and the proportion of negro women who were widowed or separated from their husbands (22 per cent) was considerably higher than the proportion of white women reporting such conjugal conditions (14.8 per cent). The data on living conditions show that 90.1 per cent of the negro women, as compared with 94 per cent of the white women, were living at home or with relatives. In the matter of industrial experience there was a rather striking disparity between the negroes and whites, only one-fourth of the former, as contrasted with over one-half of the latter, had been 5 years or more in the trade, and one-tenth of the negroes, as against a little over one-third of the whites, had a record of as much as 10 years of experience.

### Hours.

Since negro women who were employed in the same establishments with white women had the same scheduled hours, there seemed no reason for separate tabulation in this respect. Accordingly, in the section on hours all employees were included, irrespective of race.

In regard to the hours actually worked by the women, there is more significance in comparing the record of the whites and negroes, because the personal element enters in. Hour records were secured for two-fifths of the negro women and for almost one-half of the white. Of 371 negro women with hour records, almost three-fourths worked 48 hours or over during the week; of 4,196 white women, a little over one-half worked such hours. The great difference in the numbers of the two types of women makes a comparison difficult. However, there was a much larger proportion of timeworkers among the negroes than among the whites, over two-thirds of the former as compared with slightly over one-fifth of the latter belonging in this class.

### Wages.

That the wages of negro women in industry in a Southern State fall considerably below the wages of white women is a generally recognized fact. In the first place the former have not the same industrial opportunities as the latter. In most industries, moreover, the occupations of the negro women are different from those of the white. The work of the negro women is usually of a lower grade and based on a lower wage scale. However, even in industries where negro and white women are engaged in the same processes, the wage rates of the negroes drop below those of the white women.

South Carolina proved no exception in these respects, as is shown by the following table on week's earnings of negro women:

TABLE 9.—Week's earnings of negro women, by industry—Late pay-roll period.

Week's earnings.	Number of women earning each specified amount in—							
	All industries.	The manufacture of—				Miscellaneous.	General mercantile.	Laundries.
		Cigars.	Textiles.					
			Cotton goods.	Knit goods.	Yarn.			
Total.....	611	193	164	30	1	1	13	209
Median earnings.....	\$5.80	\$4.85	\$6.25	\$4.90	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	\$5.70
Under \$1.....	9	2	5	.....	.....	.....	.....	2
\$1 and under \$2.....	62	58	1	.....	.....	.....	.....	3
\$2 and under \$3.....	28	13	5	4	.....	.....	.....	6
\$3 and under \$4.....	20	7	6	3	.....	.....	.....	4
\$4 and under \$5.....	96	20	15	9	1	.....	.....	51
\$5 and under \$6.....	113	19	36	3	.....	.....	.....	55
\$6 and under \$7.....	128	22	56	9	.....	.....	1	40
\$7 and under \$8.....	79	15	28	.....	.....	1	.....	35
\$8 and under \$9.....	21	6	3	1	.....	.....	.....	8
\$9 and under \$10.....	30	22	5	.....	.....	.....	2	1
\$10 and under \$11.....	14	6	1	1	.....	.....	5	1
\$11 and under \$12.....	1	.....	.....	.....	.....	.....	.....	.....
\$12 and under \$13.....	1	2	.....	.....	.....	.....	.....	1
\$13 and under \$14.....	3	1	2	.....	.....	.....	.....	.....
\$14 and under \$15.....	1	.....	.....	.....	.....	.....	.....	1
\$18 and under \$19.....	1	.....	.....	.....	.....	.....	.....	1

<sup>1</sup>Not computed, owing to small number involved.

The median earnings of the 611 negro women for whom wage data were gathered were \$5.80, which is 38.9 per cent below the \$9.50 median for the 8,595 white women. The largest group of negroes, slightly over one-third of the entire number, were employed in laundries. These show a median of \$5.70, as compared with the median of \$10.85 reported for the 26 white women employed in this industry but engaged in a different type of work from that of the negro women.

That the median earnings of negro women were not unduly lowered by a large amount of lost time can be seen from an examination of the figures in the following summary compiled from Tables 9 in the text and V and VII in the appendix.

Industry.	Median earnings of all negro women.	Median earnings of full-time workers.	Median earnings of time-workers.	Median rate of time-workers.
All industries <sup>1</sup> .....	\$5.80	\$6.45	\$6.00	\$6.45
Cigar manufacturing.....	4.85	8.40	5.30	6.05
Cotton-goods manufacturing.....	6.25	6.60	6.25	6.65
Laundries.....	5.70	5.80	5.75	6.10

<sup>1</sup>Includes only those industries employing a sufficient number of negro women to make the findings significant.

For all industries, the median rate for the timeworkers, \$6.45 is the same as the median earnings of the full-time workers, those who worked 48 hours or over or on 5 days or more. This median, which in one case represents possible earnings and in the other the earnings of steady workers, is only 11.1 per cent higher than the median earnings of all women.

There is very little divergence in the several medians for laundries. Nor is there any significant difference between those for the cotton manufacturing groups. In each case the median rate is slightly higher than the other three figures, and the median earnings of all women slightly the lowest. In cigar manufacturing there is a striking discrepancy among the various medians. In the first place the median earnings of all women are considerably below the median earnings of full-time workers. The median for this latter group exceeds by almost \$2 the median rate of timeworkers, which in turn surpasses the median earnings of timeworkers. The explanation of these figures would seem to be that in this industry two-thirds of the negro women were pieceworkers, and that whereas most of them did not have the opportunity or did not make best use of their opportunity to do a steady week's work, there were pieceworkers who not only worked a full week but earned much higher sums than did the timeworkers.

Unlike the white women, the negro women with long years of experience did not show the highest median earnings. (Table VIII in the appendix.) For the several experience classifications containing a sufficient number of women to make computation possible, there is but little difference in the medians. The highest median, \$7.40, was for the women with between 2 and 3 years of experience. The next highest was \$6 for those with from 4 to 5 and for those with from 5 to 10 years of experience. It would seem that experience counted very little towards wage increases, probably because the labor of the negroes was almost entirely unskilled.

The figures in Table 9, page 83, and Table X in the appendix show that there also had been some reduction in the earnings of the negro women in 1921 as compared with 1920, but not so great a reduction as for white workers. There were, in fact, considerably fewer negro women employed in the establishments visited in 1921 than there were in 1920. For some reason, perhaps because of the reduction in wages of the white women, about two-fifths of the negro workers had been dropped. This move was confined to two industries. In the manufacture of cotton goods the force of negro women had been cut 50 per cent, and in cigar manufacturing more than 50 per cent. Accordingly, the fact that the median earnings of the 611 negro women in 1921 falls 14.7 per cent below the median of 1,031 women in 1920 does not give a satisfactory picture of the cut in wages because of the

large difference in the number of women. It seems much more significant, however, that the median rate of 540 negro timeworkers in 1920 was \$8.40, and the median rate of 425 negro timeworkers in 1921 was \$6.45, the latter falling 23.2 per cent below the former. The cut in the rates of the white timeworkers for this period was 28.9 per cent. A comparison of the median earnings of the full-time white and negro workers for the two periods shows a much greater cut in the earnings of the white women than in the earnings of the negroes, since the former were cut more than one-third and the latter about one-fourth.

The year's earnings of only 41 negro women were recorded. The median for this group of steady workers is \$320, or in round numbers 47 per cent less than the median year's earnings of the white women. The emphasis already laid upon the inadequacy of the wages of white women serves to throw into even stronger relief the meager earnings of the negro women and their extremely limited industrial opportunities in South Carolina.



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APPENDIX

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ROMANIA

## APPENDIX.

TABLE I.—*Scheduled Saturday hours, by industry.*

Industry.	Number reported.		Number of establishments and number of women whose scheduled Saturday hours were—																			
			None.		4 and under 5.		5 and under 6.		6 and under 7.		7 and under 8.		8 and under 9.		9 and under 10.		10 and under 11.		11 and under 12.		12.	
	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.	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.
All industries.....	148	10,484	1	47	13	680	97	8,919	4	84	4	68	3	75	4	113	9	221	8	129	5	148
Per cent distribution.....	100.0	100.0	0.7	0.4	8.8	6.5	65.5	85.1	2.7	0.8	2.7	0.6	2.0	0.7	2.7	1.1	6.1	2.1	5.4	1.2	3.4	1.4
<b>Manufacturing:</b>																						
Cigars.....	3	600	.....	.....	1	27	2	573	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Printing and publish- ing.....	3	33	.....	.....	.....	.....	3	33	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Textiles—																						
Cotton goods.....	74	7,894	1	47	7	441	66	7,406	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Knit goods.....	10	462	.....	.....	2	30	8	432	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Yarn.....	13	404	.....	.....	1	16	12	388	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Miscellaneous.....	7	252	.....	.....	2	166	3	38	2	48	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
General mercantile.....	16	399	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4	113	8	216	4	70	.....	.....
5-and-10-cent stores.....	9	207	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4	59	5	148
Laundries.....	13	233	.....	.....	.....	.....	3	49	2	36	4	68	3	75	.....	.....	1	5	.....	.....	.....	.....

TABLE II.—Length of lunch period, by industry.

Industry.	Number reported.		Number of establishments and number of women whose lunch period was—							
			30 minutes.		40 or 45 minutes.		1 hour.		More than 1 hour.	
	Estab-lish-ments.	Wom-en.	Estab-lish-ments.	Wom-en.	Estab-lish-ments.	Wom-en.	Estab-lish-ments.	Wom-en.	Estab-lish-ments.	Wom-en.
All industries.....	<sup>1</sup> 148	10,484	18	665	9	427	118	9,268	3	124
Per cent distribution.....	<sup>2</sup> 100.0	100.0	12.2	6.3	6.1	4.1	79.7	88.4	2.0	1.2
Manufacturing:										
Cigars.....	3	600			1	158	2	442		
Printing and publishing..	3	33	1	16			2	17		
Textiles—										
Cotton goods.....	74	7,894	4	185	3	93	67	7,616		
Knit goods.....	10	462	1	17	2	87	7	358		
Yarn.....	13	404	1	86	3	89	9	229		
Miscellaneous.....	7	252	4	211			3	41		
General mercantile.....	16	399	1	43			12	232	3	124
5-and-10-cent stores.....	9	207					9	207		
Laundries.....	13	233	6	107			7	126		

<sup>1</sup> Three establishments excluded because hours irregular or not reported.<sup>2</sup> Details aggregate more than total because one firm appears in more than one hour group.

TABLE III.—Hours worked less than scheduled, by scheduled weekly hours—white women.

Scheduled weekly hours.	Num-ber of women for whom hours worked were re-ported.	Number and per cent of women who worked less than sched-uled hours.		Number of women who worked less than scheduled hours to the extent of—						
		Num-ber.	Per cent.	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.
Total.....	4,196	2,571	61.3	133	520	671	363	261	171	452
Per cent distribution of those who lost time.....				5.2	20.2	26.1	14.1	10.2	6.7	17.6
Over 44 and under 48.....	35	12	34.3	4	5	1	1	1		
48.....	15	7	46.7	2	3	1			1	
Over 48 and under 54.....	230	35	15.2	15	10	1	3	2	1	3
54.....	147	36	24.5	14	3	8	2	5		4
55.....	3,553	2,400	67.5	95	483	644	345	246	160	427
Over 55 and under 60.....	68	16	23.5	1	8	1	2	1	1	2
60 and over.....	148	65	43.9	2	8	15	10	6	8	16

TABLE IV.—Number of timeworkers and of pieceworkers, and their median week's earnings, by industry—Late pay-roll period.

WHITE WOMEN.

Industry.	Number of women reported. <sup>1</sup>	Number and per cent of women who were—				Median earnings of—	
		Time workers.		Piece workers.		Time workers.	Piece workers.
		Number.	Per cent.	Number.	Per cent.		
All industries.....	8,549	1,957	22.9	5,969	69.8	\$9.50	\$9.60
Manufacturing:							
Cigars.....	360	21	5.8	329	91.4	\$4.95	\$9.25
Printing and publishing....	31	31	100.0			13.15	
Textiles—							
Cotton goods.....	6,793	1,210	17.8	5,008	73.7	8.80	9.70
Knit goods.....	355	56	15.8	296	83.4	7.40	7.65
Yarn.....	309	96	31.1	180	58.3	9.00	8.80
Miscellaneous.....	210	52	24.8	156	74.3	8.65	9.40
General mercantile.....	310	310	100.0			15.50	
5-and-10-cent stores.....	155	155	100.0			8.90	
Laundries.....	26	26	100.0			10.85	

NEGRO WOMEN.

All industries.....	611	433	70.9	175	28.6	\$5.95	\$4.90
Manufacturing:							
Cigars.....	193	61	31.6	129	66.8	\$5.30	\$4.10
Textiles—							
Cotton goods.....	164	148	90.2	16	9.8	6.25	6.35
Knit goods.....	30			30	100.0		4.90
Yarn.....	1	1	100.0			(2)	
Miscellaneous.....	1	1	100.0			(2)	
General mercantile.....	13	13	100.0			(2)	
Laundries.....	209	209	100.0			5.70	

<sup>1</sup> Includes women doing both time and piece work.

<sup>2</sup> Not computed, owing to small number involved.

TABLE V.—*Week's earnings, by time worked—Late pay-roll period.*

NOTE.—Only industries with 100 or more women reported are given separately. All are included in the section "All industries."

## WHITE WOMEN—A. Women whose time worked was reported in hours.

## ALL INDUSTRIES.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked—																			
		Under 30 hours.	30 and under 33 hours.	33 and under 36 hours.	36 and under 39 hours.	39 and under 42 hours.	42 and under 44 hours.	44 hours.	Over 44 and under 48 hours.	48 hours.	Over 48 and under 50 hours.	50 hours.	Over 50 and under 54 hours.	54 hours.	Over 54 and under 55 hours.	55 hours.	Over 55 and under 60 hours.	60 hours.	Over 60 hours.	48 hours and over.	
Total.....	4,196	491	166	234	76	337	59	36	677	28	59	343	252	11	113	1,135	78	95	6	2,120	
Under \$1.....	26	25				1															2
\$1 and under \$2.....	82	77	1	1					1			2									1
\$2 and under \$3.....	107	98	2	1		2			3												3
\$3 and under \$4.....	123	102	5	8		2			1			2				1					27
\$4 and under \$5.....	152	74	20	11	6	13	1	1	11			3	1		1	7		3			15
\$5 and under \$6.....	191	57	28	33	6	17	1	4	18	1	1	14	1	2	8						27
\$6 and under \$7.....	299	33	30	40	17	50	7	5	46	1	1	27	2	2	8	29	1				71
\$7 and under \$8.....	375	14	32	37	17	51	18	5	71	5	5	31	3	3	19	51	4	12			130
\$8 and under \$9.....	431	4	23	39	8	39	10	1	107	1	11	42	19	1	13	65	31	17			200
\$9 and under \$10.....	422	1	14	31	12	49	4	4	114	1	8	40	13		9	102	10	10			193
\$10 and under \$11.....	344	2	7	11	4	53	5	2	67	3	6	32	30	2	14	84	13	8		1	193
\$11 and under \$12.....	333			7	2	13	2	6	72	3	1	34	19	1	12	151	5	5			231
\$12 and under \$13.....	313	2	4	7	1	15	5	1	43	4	9	30	38	1	8	119	4	22			235
\$13 and under \$14.....	202	1		2		12	1	3	29	2	7	24	17	1	6	90		7			154
\$14 and under \$15.....	195	1		2		7	1	2	37		5	11	18	2	6	98	4	1			145
\$15 and under \$16.....	183				1	2	2		18	1		16	24		4	104	2	7	2		160
\$16 and under \$17.....	105			1		4		2	13	2		12	7		4	58		1	1		85
\$17 and under \$18.....	88			1		3	1		11		5	8	8		1	46	2	1	1		72
\$18 and under \$19.....	68			1		2	1		6	3		3	13	1	4	31	2		1		58
\$19 and under \$20.....	41			1					6				2		1	28		1			34
\$20 and under \$21.....	43					1						2	2		1	27					42
\$21 and under \$22.....	16									1		1	2			12					16
\$22 and under \$23.....	18												4			14					18
\$23 and under \$24.....	10										1				9						10
\$24 and under \$25.....	2											2									2
\$25 and under \$30.....	21					1			2		5	12			1						18
\$30 and under \$35.....	2											2									2
\$35 and under \$40.....	3											3									3
\$40 and over.....	1								1												

TABLE V.—*Week's earnings, by time worked—Late pay-roll period—Continued.*

WHITE WOMEN—A. Women whose time worked was reported in hours—Continued.

COTTON GOODS MANUFACTURING.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked—																		
		Under 30 hours.	30 and under 33 hours.	33 and under 36 hours.	36 and under 39 hours.	39 and under 42 hours.	42 and under 44 hours.	44 hours.	Over 44 and under 48 hours.	48 hours.	Over 48 and under 50 hours.	50 hours.	Over 50 and under 54 hours.	54 hours.	Over 54 and under 55 hours.	55 hours.	Over 55 and under 60 hours.	60 hours.	Over 60 hours.	48 hours and over.
Total.....	3,374	435	155	211	61	301	52	27	613	16	52	286	74	5	2	1,007	14	57	6	1,519
Under \$1.....	21	20				1														
\$1 and under \$2.....	71	66	1	1					1			2								2
\$2 and under \$3.....	98	89	2	1		2			3			1								1
\$3 and under \$4.....	101	89	2	6		2			1			1								1
\$4 and under \$5.....	121	64	18	8	1	9	1	1	10			3				6				9
\$5 and under \$6.....	158	54	28	29	4	14		2	6	1	1	12				6				21
\$6 and under \$7.....	232	30	29	36	15	39	5	1	36		1	19	1			20				41
\$7 and under \$8.....	311	12	31	36	16	45	16	5	65	2	4	28	2			40	2			85
\$8 and under \$9.....	335	4	21	38	8	37	9	1	94	1	11	36	9	1		54	1	10		123
\$9 and under \$10.....	345	1	12	26	12	47	4	3	107	1	7	33	4			83	2	3		133
\$10 and under \$11.....	266	2	7	11	1	51	5	1	64	2	5	32	7	1		72		4	1	124
\$11 and under \$12.....	271			7	2	11	2	6	71	2	1	26	5			130	4	4		172
\$12 and under \$13.....	242	2	4	5	1	14	5	1	42	4	9	26	8	1		106		14		168
\$13 and under \$14.....	165	1		2		11		2	27		4	21	11			81		5		122
\$14 and under \$15.....	160	1		2		7	1	2	33		5	11	3	2	1	88	3	1		114
\$15 and under \$16.....	145				1	2	2		17			14	2			99		6	2	123
\$16 and under \$17.....	95					3		2	13	2		10	6			57		1	1	77
\$17 and under \$18.....	77			1		2	1		11		4	6	3		1	45	1	1	1	62
\$18 and under \$19.....	45			1		2	1		5			2	1			31	1		1	36
\$19 and under \$20.....	38			1			1		6			2	1			27		1		31
\$20 and under \$21.....	30					1						1	1			27				29
\$21 and under \$22.....	15												2			12				15
\$22 and under \$23.....	15												1			14				15
\$23 and under \$24.....	8														8					8
\$24 and under \$25.....	1												1							1
\$25 and under \$30.....	7					1			1				4			1				5
\$30 and under \$35.....	1												1							1

WOMEN IN SOUTH CAROLINA INDUSTRIES.

TABLE V.—*Week's earnings, by time worked—Late pay-roll period—Continued.*

WHITE WOMEN—A. Women whose time worked was reported in hours—Continued.

## YARN MANUFACTURING.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked—																	
		Under 30 hours.	30 and under 33 hours.	33 and under 36 hours.	36 and under 39 hours.	39 and under 42 hours.	42 and under 44 hours.	44 hours.	Over 44 and under 48 hours.	48 hours.	Over 48 and under 50 hours.	50 hours.	Over 50 and under 54 hours.	54 hours.	Over 54 and under 55 hours.	55 hours.	Over 55 and under 60 hours.	60 hours.	48 hours and over.
Total.....	265	36	7	11	7	22	4	2	15	1	.....	23	10	2	.....	97	2	26	161
Under \$1.....	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$1 and under \$2.....	8	8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$2 and under \$3.....	4	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$3 and under \$4.....	12	10	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	1
\$4 and under \$5.....	13	7	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	3	4
\$5 and under \$6.....	10	2	.....	3	2	1	.....	.....	1	.....	.....	.....	.....	.....	.....	1	.....	.....	1
\$6 and under \$7.....	21	3	1	2	1	5	.....	.....	2	.....	.....	.....	.....	.....	.....	1	.....	.....	4
\$7 and under \$8.....	27	1	.....	.....	1	6	2	.....	4	.....	.....	.....	.....	.....	.....	9	.....	3	12
\$8 and under \$9.....	29	.....	2	.....	.....	2	1	.....	2	.....	.....	.....	.....	.....	.....	9	1	7	22
\$9 and under \$10.....	33	.....	1	5	.....	2	.....	.....	5	.....	.....	.....	.....	.....	.....	10	.....	6	20
\$10 and under \$11.....	13	.....	.....	.....	3	1	.....	.....	.....	.....	.....	.....	.....	1	.....	5	.....	3	9
\$11 and under \$12.....	36	.....	.....	.....	.....	2	.....	.....	1	.....	.....	6	6	.....	.....	20	.....	1	33
\$12 and under \$13.....	17	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	2	1	.....	.....	12	.....	1	16
\$13 and under \$14.....	15	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	2	.....	.....	.....	9	.....	2	15
\$14 and under \$15.....	10	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	10	.....	.....	10
\$15 and under \$16.....	7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	5	.....	.....	7
\$16 and under \$17.....	4	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	2	.....	.....	.....	1	.....	.....	3
\$17 and under \$18.....	3	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1	.....	.....	.....	1	.....	.....	2
\$18 and under \$19.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$19 and under \$20.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	1
\$20 and under \$21.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$21 and under \$22.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$22 and under \$23.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$23 and under \$24.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	1

TABLE V.—*Week's earnings, by time worked—Late pay-roll period—Continued.*

WHITE WOMEN—A. Women whose time worked was reported in hours—Continued.

MISCELLANEOUS MANUFACTURING.

Week's earnings.	Number of women reported.	Number of women earning each specific amount who worked—														48 hours and over.	
		Under 30 hours.	30 and under 33 hours.	33 and under 36 hours.	36 and under 39 hours.	39 and under 42 hours.	42 and under 44 hours.	44 hours.	Over 44 and under 48 hours.	48 and 49 hours.	50 hours.	Over 50 and under 54 hours.	54 hours.	Over 54 and under 55 hours.	55 hours.		Over 55 and under 60 hours.
Total.....	179	7	2	5	1	4	6	6		10	26	2	89		12	9	148
Under \$1.....	2	2															
\$1 and under \$2.....	1	1															
\$2 and under \$3.....	1	1															
\$3 and under \$4.....	4	1	1	1	1												
\$4 and under \$5.....	4	1						1					1				2
\$5 and under \$6.....	8	1		1		1	2			1			2				3
\$6 and under \$7.....	20			1		3	2	2		3	1		8				12
\$7 and under \$8.....	12			1						1			10				11
\$8 and under \$9.....	28			1					2	2	7		11		5		25
\$9 and under \$10.....	9		1							2			5		1		8
\$10 and under \$11.....	18						1			2			10		4	1	17
\$11 and under \$12.....	13											1	11				13
\$12 and under \$13.....	21									5			7		2	7	21
\$13 and under \$14.....	10						1	1		1			6				8
\$14 and under \$15.....	7									2			5				7
\$15 and under \$16.....	6									1			4				6
\$16 and under \$17.....	4									1			3			1	4
\$17 and under \$18.....	1									1							1
\$18 and under \$19.....	5										1		4				5
\$19 and under \$20.....	1												1				1
\$20 and under \$21.....	2										1		1				2
\$21 and under \$22.....																	
\$22 and under \$23.....																	
\$23 and under \$24.....																	
\$24 and under \$25.....	1										1						1
\$25 and under \$30.....	1										1						1

WOMEN IN SOUTH CAROLINA INDUSTRIES.

TABLE V.—*Week's earnings, by time worked—Late pay-roll period—Continued.*

WHITE WOMEN—A. Women whose time worked was reported in hours—Concluded.  
GENERAL MERCANTILE.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked—										
		Under 30 hours.	30 and under 33 hours.	33 and under 36 hours.	36 to 44 hours.	Over 44 and under 48 hours.	48 hours.	Over 48 and under 50 hours.	50 hours.	Over 50 and under 54 hours.	54 and 55 hours.	Over 55 and under 60 hours.
Total.....	148	1	2	1	1	4	12	123	5	144		
\$2 and under \$3...	1	1										
\$3 and under \$4...												
\$4 and under \$5...												
\$5 and under \$6...												
\$6 and under \$7...												
\$7 and under \$8...												
\$8 and under \$9...												
\$9 and under \$10...	2				1							1
\$10 and under \$11...	19					1		17		1		19
\$11 and under \$12...	3							3				3
\$12 and under \$13...	25			1				22				24
\$13 and under \$14...	7						2	5				7
\$14 and under \$15...	13							13				13
\$15 and under \$16...	23							21		2		23
\$16 and under \$17...	1			1								
\$17 and under \$18...	7						1	4		1		7
\$18 and under \$19...	14						1	12		1		14
\$19 and under \$20...	1							1				1
\$20 and under \$21...	11							10				11
\$21 and under \$22...	1							1				1
\$22 and under \$23...	3							3				3
\$23 and under \$24...	1							1				1
\$24 and under \$25...												
\$25 and under \$30...	12							5	7			12
\$30 and under \$35...	1								1			1
\$35 and under \$40...	3								3			3

TABLE V.—*Week's earnings, by time worked—Late pay-roll period—Continued.*

WHITE WOMEN—B. Women whose time worked was reported in days.

ALL INDUSTRIES.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked on—											
		1 day.	1½ days.	2 days.	2½ days.	3 days.	3½ days.	4 days.	4½ days.	5 days.	5½ days.	6 days.	5 days and over.
Total.....	3,583	103	29	234	61	195	167	391	555	345	1,353	150	1,848
Under \$1.....	35	27	1	3	.....	2	.....	2	.....	.....	.....	.....	.....
\$1 and under \$2.....	163	40	4	95	3	8	.....	4	3	3	.....	.....	6
\$2 and under \$3.....	134	27	7	47	10	14	2	5	6	7	9	.....	16
\$3 and under \$4.....	138	7	15	35	12	18	10	14	9	12	6	.....	18
\$4 and under \$5.....	164	1	2	27	13	21	18	32	22	11	17	.....	28
\$5 and under \$6.....	208	.....	.....	12	12	36	20	36	29	21	42	.....	63
\$6 and under \$7.....	240	.....	.....	7	7	36	26	39	32	26	67	.....	93
\$7 and under \$8.....	310	1	.....	1	1	23	39	70	66	32	71	.....	109
\$8 and under \$9.....	310	.....	.....	1	2	16	21	51	74	30	99	16	145
\$9 and under \$10.....	359	.....	.....	.....	1	10	11	42	106	45	133	11	189
\$10 and under \$11.....	334	.....	.....	3	.....	4	10	41	77	34	146	19	199
\$11 and under \$12.....	288	.....	.....	1	.....	1	4	28	58	33	155	8	196
\$12 and under \$13.....	210	.....	.....	1	.....	1	3	18	22	20	136	9	165
\$13 and under \$14.....	178	.....	.....	.....	.....	.....	1	6	31	19	117	4	140
\$14 and under \$15.....	122	.....	.....	.....	.....	2	1	2	7	26	82	2	110
\$15 and under \$16.....	131	.....	.....	1	.....	1	1	1	9	12	84	22	118
\$16 and under \$17.....	75	.....	.....	.....	.....	1	.....	.....	3	6	62	3	71
\$17 and under \$18.....	64	.....	.....	.....	.....	.....	.....	.....	1	2	49	12	63
\$18 and under \$19.....	50	.....	.....	.....	.....	.....	.....	.....	.....	1	32	17	50
\$19 and under \$20.....	17	.....	.....	.....	.....	.....	.....	.....	.....	2	15	.....	17
\$20 and under \$21.....	19	.....	.....	.....	.....	1	.....	.....	.....	.....	12	5	18
\$21 and under \$22.....	8	.....	.....	.....	.....	.....	.....	.....	.....	.....	5	1	8
\$22 and under \$23.....	9	.....	.....	.....	.....	.....	.....	.....	.....	.....	4	5	9
\$23 and under \$24.....	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	1	4
\$24 and under \$25.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1
\$25 and under \$30.....	9	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	7	9
\$30 and under \$35.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1
\$35 and under \$40.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
\$40 and over.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1

TABLE V.—*Week's earnings, by time worked—Late pay-roll period—Continued.*

## WHITE WOMEN—B. Women whose time worked was reported in days—Continued.

## CIGAR MANUFACTURING.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked on—								
		1 day.	2 days.	3 days.	3½ days.	4 days.	4½ days.	5 days.	5½ days.	5 days and over.
Total.....	315	2	100	5	1	6	6	14	181	195
\$1 and under \$2.....	81	2	79							
\$2 and under \$3.....	14		12	1				1		1
\$3 and under \$4.....	3					1		2		2
\$4 and under \$5.....	7		2		1	1		1	2	3
\$5 and under \$6.....	9						2		7	7
\$6 and under \$7.....	6			1		2	1	1	1	2
\$7 and under \$8.....	18					1	1	3	13	16
\$8 and under \$9.....	17		1				1	2	13	15
\$9 and under \$10.....	16							2	14	16
\$10 and under \$11.....	16		3				1		12	12
\$11 and under \$12.....	19		1			1			17	17
\$12 and under \$13.....	11		1	1				1	8	9
\$13 and under \$14.....	11								11	11
\$14 and under \$15.....	15			2					13	13
\$15 and under \$16.....	12		1						11	11
\$16 and under \$17.....	12								12	12
\$17 and under \$18.....	18							1	17	18
\$18 and under \$19.....	11								11	11
\$19 and under \$20.....	4								4	4
\$20 and under \$21.....	7								7	7
\$21 and under \$22.....	2								2	2
\$22 and under \$23.....	4								4	4
\$23 and under \$24.....	1								1	1
\$24 and under \$25.....										
\$25 and under \$30.....										
\$30 and under \$35.....	1								1	1

## COTTON GOODS MANUFACTURING.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked on—										
		1 day.	1½ days.	2 days.	2½ days.	3 days.	3½ days.	4 days.	4½ days.	5 days.	5½ days.	5 days and over.
Total.....	2,890	93	26	132	58	179	161	377	525	301	1,038	1,339
Under \$1.....	29	23		3		1		2				
\$1 and under \$2.....	72	36	4	16	3	5		3	3	1	1	2
\$2 and under \$3.....	106	26	5	34	8	12	2	4	6	4	5	9
\$3 and under \$4.....	125	6	15	34	11	17	9	13	6	10	4	14
\$4 and under \$5.....	143	1	2	25	13	21	14	29	20	8	10	18
\$5 and under \$6.....	184			12	12	35	20	36	22	19	28	47
\$6 and under \$7.....	208			7	7	33	25	37	28	24	47	71
\$7 and under \$8.....	267	1		1	1	23	39	68	62	26	46	72
\$8 and under \$9.....	261				2	16	21	51	70	26	75	101
\$9 and under \$10.....	319				1	10	11	42	105	41	109	150
\$10 and under \$11.....	279					3	10	39	76	31	120	151
\$11 and under \$12.....	248					1	4	27	56	32	128	160
\$12 and under \$13.....	180						3	17	21	18	121	139
\$13 and under \$14.....	155						1	6	30	19	99	118
\$14 and under \$15.....	102						1	2	7	26	66	92
\$15 and under \$16.....	86						1	1	9	10	65	75
\$16 and under \$17.....	52				1				3	5	43	48
\$17 and under \$18.....	31								1		30	30
\$18 and under \$19.....	19										19	19
\$19 and under \$20.....	12									1	11	12
\$20 and under \$21.....	5					1					4	4
\$21 and under \$22.....	3										3	3
\$22 and under \$23.....												
\$23 and under \$24.....	1										1	1
\$24 and under \$25.....	1										1	1
\$25 and under \$30.....	2										2	2

TABLE V.—*Week's earnings, by time worked—Late pay-roll period—Continued.*

WHITE WOMEN—B. Women whose time worked was reported in days—Continued.

KNIT GOODS MANUFACTURING.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked on—									
		1 day.	1½ days.	2 days.	3 days.	3½ days.	4 days.	4½ days.	5 days.	5½ days.	5 days and over.
Total.....	127	5	1	1	6	1	4	5	19	85	104
Under \$1.....	5	3	1		1						
\$1 and under \$2.....	9	1			3		1			2	4
\$2 and under \$3.....	9			1	1		1		2	4	6
\$3 and under \$4.....	4	1			1				2	2	2
\$4 and under \$5.....	8					1	1		2	4	6
\$5 and under \$6.....	8							1	2	5	7
\$6 and under \$7.....	8							1	2	5	8
\$7 and under \$8.....	12									8	8
\$8 and under \$9.....	6						1	1	10	10	10
\$9 and under \$10.....	9								2	4	6
\$10 and under \$11.....	6							1	8	8	8
\$11 and under \$12.....	5							1	5	6	6
\$12 and under \$13.....	6							1	3	4	4
\$13 and under \$14.....	6								6	6	6
\$14 and under \$15.....								1	5	5	5
\$15 and under \$16.....	8								2	6	8
\$16 and under \$17.....	8								1	7	8
\$17 and under \$18.....	2								2	2	3
\$18 and under \$19.....	3								1	2	2
\$19 and under \$20.....	1								1	1	1
\$20 and under \$21.....	1								1	1	1
\$21 and under \$22.....	2								2	1	2
\$22 and under \$23.....										1	1
\$23 and under \$24.....	1									1	1

GENERAL MERCANTILE.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked on—								
		Less than 3 days.	3 days.	3½ days.	4 days.	4½ days.	5 days.	5½ days.	6 days.	5 days and over.
Total.....	101		2		2	1	4		92	96
\$6 and under \$7.....	1		1							
\$7 and under \$8.....	1							1	1	1
\$8 and under \$9.....										
\$9 and under \$10.....	2							2	2	2
\$10 and under \$11.....	13		1		1		1	10	11	11
\$11 and under \$12.....	4					1		3	3	3
\$12 and under \$13.....	7				1		1	5	6	6
\$13 and under \$14.....	4						1	4	4	4
\$14 and under \$15.....	2							2	2	2
\$15 and under \$16.....	18							18	18	18
\$16 and under \$17.....	2							2	2	2
\$17 and under \$18.....	12							11	12	12
\$18 and under \$19.....	14						1	14	14	14
\$19 and under \$20.....										
\$20 and under \$21.....	6						1	5	6	6
\$21 and under \$22.....	1							1	1	1
\$22 and under \$23.....	5							5	5	5
\$23 and under \$24.....	1							1	1	1
\$24 and under \$25.....										
\$25 and under \$30.....	6							6	6	6
\$30 and under \$35.....										
\$35 and under \$40.....	1							1	1	1
\$40 and over.....	1							1	1	1

TABLE V.—*Week's earnings, by time worked—Late pay-roll period—Continued.*  
**NEGRO WOMEN—A. Women whose time worked was reported in hours—Continued.**  
**ALL INDUSTRIES.**

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked—																		
		Under 30 hours.	30 and under 33 hours.	33 and under 36 hours.	36 and under 39 hours.	39 and under 42 hours.	42 and under 44 hours.	44 hours.	Over 44 and under 48 hours.	48 hours.	Over 48 and under 50 hours.	50 hours.	Over 50 and under 54 hours.	54 hours.	Over 54 and under 55 hours.	55 hours.	Over 55 and under 60 hours.	60 hours.	Over 60 hours.	48 hours and over.
Total.....	371	34	6	10	7	12	4	.....	70	2	6	13	51	2	7	129	1	16	1	228
Under \$1.....	7	7																		
\$1 and under \$2.....	12	12																		2
\$2 and under \$3.....	15	8	3	1		1						1								3
\$3 and under \$4.....	15	2	1	3	2	1	1		2			1								43
\$4 and under \$5.....	71	3	2	3	1	2			17			2	20							46
\$5 and under \$6.....	79	2		1	4	7	1		18	1	3	2	5	1	6					68
\$6 and under \$7.....	88			2			1		17	1		4	10							37
\$7 and under \$8.....	51					1			13		3	2	3	1		26	1		1	10
\$8 and under \$9.....	12						1		1				4			4		2		7
\$9 and under \$10.....	7											2				3				6
\$10 and under \$11.....	8									2			4			2				1
\$11 and under \$12.....	1															1				2
\$12 and under \$13.....	2												2							2
\$13 and under \$14.....	2														1				1	
\$14 and under \$15.....																				
\$15 and under \$16.....																				
\$16 and under \$17.....																				
\$17 and under \$18.....																			1	
\$18 and under \$19.....	1																			1

TABLE V.—*Week's earnings, by time worked—Late pay-roll period—Continued.*

NEGRO WOMEN—A. Women whose time worked was reported in hours—Continued.

COTTON GOODS MANUFACTURING.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked—																	
		Under 30 hours.	30 and under 33 hours.	33 and under 36 hours.	36 and under 39 hours.	39 and under 42 hours.	42 and under 44 hours.	44 hours.	Over 44 and under 48 hours.	58 hours.	Over 48 and under 50 hours.	50 hours.	Over 50 and under 54 hours.	54 hours.	Over 54 and under 55 hours.	55 hours.	Over 55 and under 60 hours.	60 hours.	Over 60 hours.
Total.....	164	18	2	4	8	1	23	2	2	8	3	1	91	1	108				
Under \$1.....	5	5																	
\$1 and under \$2.....	1	1																	
\$2 and under \$3.....	5	5																	
\$3 and under \$4.....	6	2	1	3															
\$4 and under \$5.....	15	3	1	1	2														
\$5 and under \$6.....	36	2			5														
\$6 and under \$7.....	56																		
\$7 and under \$8.....	28																		
\$8 and under \$9.....	3																		
\$9 and under \$10.....	5																		
\$10 and under \$11.....	1																		
\$11 and under \$12.....	1																		
\$12 and under \$13.....	1																		
\$13 and under \$14.....	2																		
\$14 and under \$15.....																			
\$15 and over.....																			

WOMEN IN SOUTH CAROLINA INDUSTRIES.

TABLE V.—*Week's earnings, by time worked—Late pay-roll period—Continued.*  
**NEGRO WOMEN—A. Women whose time worked was reported in hours—Concluded.**  
 LAUNDRIES.

Week's earnings.	Number of women reported.	Number of negro women reported as having worked during the week—																	
		Under 30 hours.	30 and under 33 hours.	33 and under 36 hours.	36 and under 39 hours.	39 and under 42 hours.	42 and under 44 hours.	44 hours.	Over 44 and under 48 hours.	48 hours.	Over 48 and under 50 hours.	50 hours.	Over 50 and under 54 hours.	54 hours.	Over 54 and under 55 hours.	55 hours.	Over 55 and under 60 hours.	60 hours.	Over 60 hours.
Total .....	106	6	2	2	2	2	11	4	5	35	1	7	13	1	15	81			
Under \$1 .....	2	2																	
\$1 and under \$2 .....	2	2																	
\$2 and under \$3 .....	2	2																	
\$3 and under \$4 .....	4					1	2		1										1
\$4 and under \$5 .....	33		2				4		2	19		6							27
\$5 and under \$6 .....	32			2	2		1		1	4		1	9				12		27
\$6 and under \$7 .....	11						4			7									7
\$7 and under \$8 .....	15								3	2	3	1		4	1		1		15
\$8 and under \$9 .....	4					1				2	2					1	1		3
\$9 and under \$10 .....																			
\$10 and under \$11 .....																			
\$11 and under \$12 .....																			
\$12 and under \$13 .....																			
\$13 and under \$14 .....																			
\$14 and under \$15 .....																			
\$15 and under \$16 .....																			
\$16 and under \$17 .....																			
\$17 and under \$18 .....																			
\$18 and under \$19 .....	1																1		1
\$19 and over .....																			

TABLE V.—*Week's earnings, by time worked—Late pay-roll period—Continued.*

NEGRO WOMEN—B. Women whose time worked was reported in days.

ALL INDUSTRIES.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked on—												
		1 day.	1½ days.	2 days.	2½ days.	3 days.	3½ days.	4 days.	4½ days.	5 days.	5½ days.	6 days.	5 days and over.	
Total.....	211	1	1	57		10		8	5	13		54	62	129
Under \$1.....	2	1		1										
\$1 and under \$2.....	50		1	49										
\$2 and under \$3.....	13			7		4		2						
\$3 and under \$4.....	5					4		1						
\$4 and under \$5.....	24					1		4						
\$5 and under \$6.....	28								5	3	5	11		19
\$6 and under \$7.....	29									7	7	9		23
\$7 and under \$8.....	23						1	1		2	11	16		29
\$8 and under \$9.....	8									1	3	17		21
\$9 and under \$10.....	22										4	4		8
\$10 and under \$11.....	2										21	1		22
\$11 and under \$12.....	3										1	2		3
\$12 and under \$13.....	2												1	2
\$13 and under \$14.....	1										1			1
\$14 and under \$15.....	1											1		1

CIGARS.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked on—							
		1 day.	2 days.	3 days.	4 days.	4½ days.	5 days.	5½ days.	5 days and over.
Total.....	126	1	57	8	2	5	4	49	53
Under \$1.....	2	1	1						
\$1 and under \$2.....	49		49						
\$2 and under \$3.....	9		7	2					
\$3 and under \$4.....	5			4	1				
\$4 and under \$5.....	6			1					
\$5 and under \$6.....	11					5			5
\$6 and under \$7.....	10						2	4	6
\$7 and under \$8.....	6				1	1		10	10
\$8 and under \$9.....	4						1	3	4
\$9 and under \$10.....	21							4	4
\$10 and under \$11.....	1							21	21
\$11 and under \$12.....	1							1	1
\$12 and under \$13.....	1								
\$13 and under \$14.....	1							1	1
\$14 and over.....	1							1	1

TABLE VI.—*Week's earnings, by time worked—Early pay-roll period.*

NOTE.—Only industries shown for late pay-roll period are given separately. All are included in the section "All industries."

## WHITE WOMEN—A. Women whose time worked was reported in hours.

## ALL INDUSTRIES.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked—																		
		Under 30 hours.	30 and under 33 hours.	33 and under 36 hours.	36 and under 39 hours.	39 and under 42 hours.	42 and under 44 hours.	44 hours.	Over 44 and under 48 hours.	48 hours.	Over 48 and under 50 hours.	50 hours.	Over 50 and under 54 hours.	54 hours.	Over 54 and under 55 hours.	55 hours.	Over 55 and under 60 hours.	60 hours.	Over 60 hours.	48 hours and over.
Total.....	4,126	697	210	195	92	325	91	30	506	54	59	509	124	22	61	1,021	43	81	6	1,980
Under \$1.....	21	21																		
\$1 and under \$2.....	82	82																		
\$2 and under \$3.....	82	81					1													
\$3 and under \$4.....	110	102	3	2	1							1								1
\$4 and under \$5.....	96	72	6	3	3	7	1													8
\$5 and under \$6.....	103	73	10	5	1	4						6				1				8
\$6 and under \$7.....	132	77	18	4	5	12	5	1				4	1			3				8
\$7 and under \$8.....	148	57	11	9	7	16	2		10	2		15	13		1	4	1			36
\$8 and under \$9.....	191	57	29	10	7	32	6	1	12	6	2	6	7		12	12	1	1		37
\$9 and under \$10.....	172	23	39	13	10	10	2	6	22	2	3	11	4		20	5				47
\$10 and under \$11.....	183	30	21	26	10	20	6	2	18	4	1	25	5		6	5	3	1		50
\$11 and under \$12.....	240	11	29	30	10	31	5	4	50	3	1	12	3		5	40	4	2		70
\$12 and under \$13.....	237	8	13	20	9	31	10	2	37	4	13	27	5	1	7	39	6	5		107
\$13 and under \$14.....	239	2	8	18	10	32	10	1	44	10	15	28	1	1	9	44		6		121
\$14 and under \$15.....	248		8	16	10	28	10	3	52	1	4	32	11	5	5	57	3	3		121
\$15 and under \$16.....	251	1	8	14	4	19	9		41	5	4	33	6	2	3	84		17	1	155
\$16 and under \$17.....	204		3	8	3	28	9	3	49	2	3	39	3		3	39		11	1	101
\$17 and under \$18.....	211		3	3	1	22	10		36	3	2	39	11		3	73	2	3		136
\$18 and under \$19.....	188		1	4		10	1		33	5		48	12		3	59	3	8	1	139
\$19 and under \$20.....	170			3	1	6			26	3	2	32	4	4	4	79	2	4		134
\$20 and under \$21.....	166			5		6	1	3	16	1	2	32	7	2		84	4	3		135
\$21 and under \$22.....	105			1		3			11			20	3	1	2	55	2	6		89
\$22 and under \$23.....	131			1		4	2		12		3	23	6	2	2	70	1	3		110
\$23 and under \$24.....	81							1	6		2	23	1	1	2	42	2	1		74
\$24 and under \$25.....	74					1			10	1		13	7			40	1	1		63
\$25 and under \$30.....	192					2			10	1	1	33	11	2	1	123	3	2	3	180
\$30 and under \$35.....	52					1		1	1		1	4	2		1	37		4		49
\$35 and under \$40.....	12								1	1		2		1		7				11
\$40 and over.....	5								1	1					4					4

TABLE VI.—*Week's earnings, by time worked—Early pay-roll period—Continued.*

WHITE WOMEN—A. Women whose time worked was reported in hours—Continued.

COTTON GOODS MANUFACTURING.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked—																		
		Under 30 hours.	30 and under 33 hours.	33 and under 36 hours.	36 and under 39 hours.	39 and under 42 hours.	42 and under 44 hours.	44 hours.	Over 44 and under 48 hours.	48 hours.	Over 48 and under 50 hours.	50 hours.	Over 50 and under 54 hours.	54 hours.	Over 54 and under 55 hours.	55 hours.	Over 55 and under 60 hours.	60 hours.	Over 60 hours.	48 hours and over.
Total.....	3,542	625	190	178	65	305	82	25	455	17	45	470	58	21	3	941	17	40	5	1,617
Under \$1.....	15	15																		
\$1 and under \$2.....	70	70																		
\$2 and under \$3.....	72	71					1													
\$3 and under \$4.....	99	91	3	2					1											
\$4 and under \$5.....	84	84	5	3	1	6	1		3			1								1
\$5 and under \$6.....	81	62	6	4	1	2						5				1				6
\$6 and under \$7.....	111	72	17	3	1	11	1		2			3			1	2				4
\$7 and under \$8.....	109	53	10	8	4	11	1		8			12								14
\$8 and under \$9.....	149	56	27	7	4	29	5		6			2			12	1				15
\$9 and under \$10.....	142	22	36	13	6	7	2	6	21			3			18					29
\$10 and under \$11.....	145	27	15	25	7	19	6	1	15		1	24	1		15					30
\$11 and under \$12.....	208	11	27	24	9	31	5	4	48		1	10	1		37					49
\$12 and under \$13.....	194	8	13	19	7	30	9	2	35	2	10	23		1	33					71
\$13 and under \$14.....	186	2	8	16	6	32	9	1	33	1	12	24		1	40					79
\$14 and under \$15.....	218		8	16	9	27	10	2	51	1	4	28		5	47	1				95
\$15 and under \$16.....	214	1	8	14	4	19	9		30	2	3	32	2	2	76			12		129
\$16 and under \$17.....	185		3	7	3	28	8	2	48	1		37	1		38				8	86
\$17 and under \$18.....	188		3	3	1	20	10		31	1	2	38	11		65	2				120
\$18 and under \$19.....	165		1	4		10	1		32	4		46	8		55	2			1	117
\$19 and under \$20.....	155			3	1	6			23	3		31	4	3	75	1			3	122
\$20 and under \$21.....	147			5		6	1	3	16	1	1	32	3	2	75	1			1	116
\$21 and under \$22.....	95					3	1		11			18	2	1	53	2				79
\$22 and under \$23.....	124			1		4	2		12			23	5	2	67	1			3	103
\$23 and under \$24.....	74							1	6			23		1	39	2				67
\$24 and under \$25.....	72					1			10	1		11	7		40	1			1	61
\$25 and under \$30.....	176					2			10			1	32	3	118	3			3	164
\$30 and under \$35.....	49					1		1	1			1	4	2	35				4	46
\$35 and under \$40.....	10								1			2			6					9
\$40 and over.....	5								1						4					4

TABLE VI.—Week's earnings, by time worked—Early pay-roll period—Continued.

WHITE WOMEN—A. Women whose time worked was reported in hours—Continued.

YARN MANUFACTURING.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked—																		
		Under 30 hours.	30 and under 33 hours.	33 and under 36 hours.	36 and under 39 hours.	39 and under 42 hours.	42 and under 44 hours.	44 hours.	Over 44 and under 48 hours.	48 hours.	Over 48 and under 50 hours.	50 hours.	Over 50 and under 54 hours.	54 hours.	Over 54 and under 55 hours.	55 hours.	Over 55 and under 60 hours.	60 hours.	Over 60 hours.	48 hours and over.
Total.....	264	46	19	13	16	12	1	2	18	2	9	10	6	1	4	65	6	33	1	137
Under \$1.....	1	1																		
\$1 and under \$2.....	6	6																		
\$2 and under \$3.....	6	6																		
\$3 and under \$4.....	5	5																		
\$4 and under \$5.....	7	6	1																	
\$5 and under \$6.....	11	8	3																	
\$6 and under \$7.....	7	5	1												1					1
\$7 and under \$8.....	10	4	1		1	2						1			1					2
\$8 and under \$9.....	10	1	2	3		3						1								1
\$9 and under \$10.....	11	1	3		4	2						1								2
\$10 and under \$11.....	17	3		1	3	1			1						1			1		2
\$11 and under \$12.....	14		2		6	1			1						2			2		4
\$12 and under \$13.....	15				2	2					3	3			4			1		11
\$13 and under \$14.....	24			2	4		1			2	1	2			4			4		15
\$14 and under \$15.....	12				1	1				1					4	1		3		9
\$15 and under \$16.....	25									9		1			7			5	1	16
\$16 and under \$17.....	8									1		2			1			2		6
\$17 and under \$18.....	13					2					1				7			2		11
\$18 and under \$19.....	15									3		1			4			4	1	14
\$19 and under \$20.....	10											2			1			1		7
\$20 and under \$21.....	15											1			9			3		15
\$21 and under \$22.....	7											1			2				3	7
\$22 and under \$23.....	3														3					3
\$23 and under \$24.....	4														3			1		4
\$24 and under \$25.....																				
\$25 and under \$30.....	5														5					5
\$30 and under \$35.....	2														2					2
\$35 and under \$40.....	1														1					1

TABLE VI.—*Week's earnings, by time worked—Early pay-roll period—Continued.*

WHITE WOMEN—A. Women whose time worked was reported in hours—Continued.

MISCELLANEOUS MANUFACTURING.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked—																
		Under 30 hours.	30 and under 33 hours.	33 and under 36 hours.	36 and under 39 hours.	39 and under 42 hours.	42 and under 44 hours.	44 hours.	Over 44 and under 48 hours.	48 hours.	Over 48 and under 50 hours.	50 hours.	Over 50 and under 54 hours.	54 hours.	Over 54 and under 55 hours.	55 hours.	Over 55 and under 60 hours.	60 hours.
Total .....	122	8	2	3	1	2	7	1	2	6	28	54	1	1	6	99		
Under \$1.....	1	1																1
\$1 and under \$2.....	1	1																1
\$2 and under \$3.....	2	2																
\$3 and under \$4.....	1	1																
\$4 and under \$5.....	2	1		1														
\$5 and under \$6.....	4	2			1							1						1
\$6 and under \$7.....	3		1				1					1						1
\$7 and under \$8.....	15		1	1								11		1				12
\$8 and under \$9.....	14			1			1	1		2	2	5		2				11
\$9 and under \$10.....	5											3		2				5
\$10 and under \$11.....	10							1	1			2		6				9
\$11 and under \$12.....	11							1			2	2		5	1			10
\$12 and under \$13.....	11										2	1		5		1	4	11
\$13 and under \$14.....	10										2	1		6			1	10
\$14 and under \$15.....	5							1						4				4
\$15 and under \$16.....	4							1						3				3
\$16 and under \$17.....	5											1		3			1	5
\$17 and under \$18.....	3													2				2
\$18 and under \$19.....	3													3				3
\$19 and under \$20.....	4													4				4
\$20 and under \$21.....																		
\$21 and under \$22.....	2													2				2
\$22 and under \$23.....	2													2				2
\$23 and under \$24.....	2													2				2
\$24 and under \$25.....																		
\$25 and under \$30.....	1													1				1
\$30 and under \$35.....	1													1				1

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WOMEN IN SOUTH CAROLINA INDUSTRIES.

TABLE VI.—*Week's earnings, by time worked—Early pay-roll period—Continued.*

## WHITE WOMEN—A. Women whose time worked was reported in hours—Concluded.

## GENERAL MERCANTILE.

Week's earnings.	Number of women re-ported.	Number of women earning each specified amount who worked—							
		33 and under 36 hours.	36 and under 42 hours.	42 and under 44 hours.	44 to 48 hours.	Over 48 and under 50 hours.	50 hours.	Over 50 hours.	48 hours and over.
Total.....	37	1		1		2	7	26	35
Under \$10.....									
\$10 and under \$11.....	1							1	1
\$11 and under \$12.....									
\$12 and under \$13.....	5			1				4	4
\$13 and under \$14.....									
\$14 and under \$15.....	2							2	2
\$15 and under \$16.....	2							2	2
\$16 and under \$17.....	3	1				1		1	2
\$17 and under \$18.....	1						1		1
\$18 and under \$19.....	3						1	2	3
\$19 and under \$20.....	1						1		1
\$20 and under \$21.....	4							4	4
\$21 and under \$22.....	1						1		1
\$22 and under \$23.....	2					1		1	2
\$23 and under \$24.....	1							1	1
\$24 and under \$25.....	2						2		2
\$25 and under \$30.....	9						1	8	9

## WHITE WOMEN—B. Women whose time worked was reported in days.

## ALL INDUSTRIES.

Week's earnings.	Number of women re-ported.	Number of women earning each specified amount who worked on—											
		1 day.	1½ days.	2 days.	2½ days.	3 days.	3½ days.	4 days.	4½ days.	5 days.	5½ days.	6 days.	5 days and over.
Total.....	3,153	124	33	115	56	154	162	246	456	336	1,220	251	1,807
Under \$1.....	13	11	2										
\$1 and under \$2.....	52	43	2	6		1							
\$2 and under \$3.....	54	34	2	10	2	2	2	1	1				
\$3 and under \$4.....	74	21	8	24	3	6	2	4	1	3	2		
\$4 and under \$5.....	65	11	3	16	4	7	5	7	3	6	3		9
\$5 and under \$6.....	86	1	9	15	5	17	7	8	9	5	10		15
\$6 and under \$7.....	99	2	2	11	11	21	6	16	7	16	7		23
\$7 and under \$8.....	120	1	4	13	7	18	10	17	8	18	19	5	42
\$8 and under \$9.....	127				11	9	9	14	14	17	16	24	53
\$9 and under \$10.....	174		1	4	7	18	23	14	32	16	32	27	75
\$10 and under \$11.....	173				3	17	15	16	26	16	36	40	92
\$11 and under \$12.....	152				2	11	14	24	33	9	40	19	68
\$12 and under \$13.....	169				2	4	20	24	33	14	41	31	86
\$13 and under \$14.....	166					9	6	16	42	22	67	4	93
\$14 and under \$15.....	181			1		6	10	19	48	23	65	9	97
\$15 and under \$16.....	199					3	6	16	30	22	90	32	144
\$16 and under \$17.....	178					4	10	9	45	29	69	12	110
\$17 and under \$18.....	165					1	6	14	32	15	84	13	112
\$18 and under \$19.....	157				1		2	5	30	18	91	10	119
\$19 and under \$20.....	141						1	8	22	16	88	6	110
\$20 and under \$21.....	115							7	11	11	75	11	97
\$21 and under \$22.....	105							1	1	7	8	87	96
\$22 and under \$23.....	101							1	3	10	14	67	87
\$23 and under \$24.....	71								1	5	8	53	65
\$24 and under \$25.....	59							1	2	1	7	48	55
\$25 and under \$30.....	129									3	21	100	126
\$30 and under \$35.....	23										2	21	23
\$35 and under \$40.....	5										1	3	5

TABLE VI.—Week's earnings, by time worked—Early pay-roll period—Continued.

WHITE WOMEN—B. Women whose time worked was reported in days—Continued.

CIGAR MANUFACTURING.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked on—							
		1 day.	2 days.	3 days.	4 days.	4½ days.	5 days.	5½ days.	5 days and over.
Total.....	172	3	7	10	13	1	23	115	138
Under \$1.....	1	1							
\$1 and under \$2.....	1		1						
\$2 and under \$3.....	5	2	2	1					
\$3 and under \$4.....	2	1	1		1				
\$4 and under \$5.....	3		1	2					
\$5 and under \$6.....	8		1	3				1	2
\$6 and under \$7.....	7				2			3	2
\$7 and under \$8.....	11		1	2	2			4	2
\$8 and under \$9.....	5				1			1	3
\$9 and under \$10.....	9								9
\$10 and under \$11.....	7			1	1			2	3
\$11 and under \$12.....	4							2	2
\$12 and under \$13.....	8								7
\$13 and under \$14.....	14			1	2				8
\$14 and under \$15.....	12				1			3	11
\$15 and under \$16.....	11							2	9
\$16 and under \$17.....	10					1		1	10
\$17 and under \$18.....	12								10
\$18 and under \$19.....	7							2	12
\$19 and under \$20.....	5							1	7
\$20 and under \$21.....	7								5
\$21 and under \$22.....	9								7
\$22 and under \$23.....	3								9
\$23 and under \$24.....	4								3
\$24 and under \$25.....	2							1	2
\$25 and under \$30.....	4								2
\$30 and under \$35.....	1								4
								1	1

COTTON GOODS MANUFACTURING.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked on—										
		1 day.	1½ days.	2 days.	2½ days.	3 days.	3½ days.	4 days.	4½ days.	5 days.	5½ days.	5 days and over.
Total.....	2,508	112	29	94	51	135	155	214	439	278	1,001	1,279
Under \$1.....	12	10	2									
\$1 and under \$2.....	42	37	2	3								
\$2 and under \$3.....	44	29	1	8								
\$3 and under \$4.....	63	21	5	17	3	6	2	3	1	3	2	5
\$4 and under \$5.....	53	11	3	13	4	4	5	4	2	6	1	7
\$5 and under \$6.....	67	1	9	11	4	4	7	5	8	3	6	9
\$6 and under \$7.....	77	2	2	11	7	19	6	11	7	8	4	12
\$7 and under \$8.....	91	1	4	12	7	14	10	14	8	9	12	21
\$8 and under \$9.....	97			11	9	9	12	13	17	10	16	26
\$9 and under \$10.....	118		1	4	7	18	18	14	30	10	16	26
\$10 and under \$11.....	113			3	3	16	15	14	22	10	30	40
\$11 and under \$12.....	108				2	11	14	16	30	7	28	35
\$12 and under \$13.....	119				2	4	20	23	32	11	27	38
\$13 and under \$14.....	131					7	6	14	41	19	44	63
\$14 and under \$15.....	148			1		6	10	18	48	18	47	65
\$15 and under \$16.....	143					3	6	15	28	20	71	91
\$16 and under \$17.....	153					4	10	9	45	29	56	85
\$17 and under \$18.....	134						6	14	32	13	69	82
\$18 and under \$19.....	134											96
\$19 and under \$20.....	124				1		2	5	30	16	80	96
\$20 and under \$21.....	93						1	8	22	16	77	93
\$21 and under \$22.....	92							7	11	10	65	75
\$22 and under \$23.....	89						1	1	6	8	76	84
\$23 and under \$24.....	62							2	10	14	62	76
\$24 and under \$25.....	62							1	5	7	49	56
\$25 and under \$30.....	57						1		1	7	46	53
\$30 and under \$35.....	120								3	21	96	117
\$35 and under \$40.....	22									2	20	22
	2									1	1	2

TABLE VI.—*Week's earnings, by time worked—Early pay-roll period—Continued.*

WHITE WOMEN—B. Women whose time worked was reported in days—Continued.  
KNIT-GOODS MANUFACTURING.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked on—								
		1 day.	2 days.	3 days.	4 days.	4½ days.	5 days.	5½ days.	5 days and over.	
Total.....	99	2	5	5	3	11	8	65	73	
\$1 and under \$2.....	5	2	2	1						
\$2 and under \$3.....	1					1				
\$3 and under \$4.....	2		2							
\$4 and under \$5.....	5			1	1	1		2	2	
\$5 and under \$6.....	4					1		3	3	
\$6 and under \$7.....	3			1			1	1	2	
\$7 and under \$8.....	7			1	1			2	3	
\$8 and under \$9.....	2							2	2	
\$9 and under \$10.....	7						3	3	6	
\$10 and under \$11.....	5		1			2		2	2	
\$11 and under \$12.....	5					1		4	4	
\$12 and under \$13.....	5					1	1	3	4	
\$13 and under \$14.....	12					1		11	11	
\$14 and under \$15.....	7							7	7	
\$15 and under \$16.....	6					1		5	5	
\$16 and under \$17.....	1							1	1	
\$17 and under \$18.....	4			1				3	3	
\$18 and under \$19.....	5						1	4	5	
\$19 and under \$20.....	6							6	6	
\$20 and under \$21.....	2							2	2	
\$21 and under \$22.....	3					1		2	2	
\$22 and under \$23.....	1				1					
\$23 and under \$24.....	1							1	1	

GENERAL MERCANTILE.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked on—								
		1 day.	2 days.	3 days.	4 days.	4½ days.	5 days.	5½ days.	6 days.	5 days and over.
Total.....	171	1	2	1	3	1	11	5	147	163
\$2 and under \$3.....	1	1								
\$3 and under \$4.....										
\$4 and under \$5.....	2		2							
\$5 and under \$6.....										
\$6 and under \$7.....	2				2					
\$7 and under \$8.....	4			1			1		2	3
\$8 and under \$9.....	1						1		1	1
\$9 and under \$10.....	5					1			4	4
\$10 and under \$11.....	21						2		19	21
\$11 and under \$12.....	10							3	7	10
\$12 and under \$13.....	20						2		18	20
\$13 and under \$14.....	4							1	3	4
\$14 and under \$15.....	12						3		9	12
\$15 and under \$16.....	28				1		1	1	25	27
\$16 and under \$17.....	9								9	9
\$17 and under \$18.....	10								10	10
\$18 and under \$19.....	8								8	8
\$19 and under \$20.....	6								6	6
\$20 and under \$21.....	11						1		10	11
\$21 and under \$22.....	1								1	1
\$22 and under \$23.....	5								5	5
\$23 and under \$24.....	4								4	4
\$24 and under \$25.....										
\$25 and under \$30.....	4								4	4
\$30 and under \$35.....										
\$35 and under \$40.....	3								3	3

TABLE VI.—*Week's earnings, by time worked—Early pay-roll period—Continued.*

NEGRO WOMEN—A. Women whose time worked was reported in hours—Continued.

ALL INDUSTRIES.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked—																		
		Under 30 hours.	30 and under 33 hours.	33 and under 36 hours.	36 and under 39 hours.	39 and under 42 hours.	42 and under 44 hours.	44 hours.	Over 44 and under 48 hours.	48 hours.	Over 48 and under 50 hours.	50 hours.	Over 50 and under 54 hours.	54 hours.	Over 54 and under 55 hours.	55 hours.	Over 55 and under 60 hours.	60 hours.	Over 60 hours.	48 hours and over.
Total.....	457	41	12	25	3	22	2	7	98	1	7	38	23	2	14	143	7	11	1	247
Under \$1.....	4	4																		
\$1 and under \$2.....	8	8																		
\$2 and under \$3.....	11	10	1																	
\$3 and under \$4.....	10	7		2				1												
\$4 and under \$5.....	40	8	3	9		2		1				1	2		13					16
\$5 and under \$6.....	45	2	4	5		6		16		3		2			1					9
\$6 and under \$7.....	62	1	4	6		4		25		2		4	1		6		1			22
\$7 and under \$8.....	67	1		3	2	4	1	25	1	2		8	3		11		3	5		31
\$8 and under \$9.....	59					5		11				5	3		35		1			43
\$9 and under \$10.....	35				1			9		2		7	4		7					21
\$10 and under \$11.....	36							3				6	2		25		1			33
\$11 and under \$12.....	43					1		2				3	1		35				1	40
\$12 and under \$13.....	8											2			5			1		8
\$13 and under \$14.....	21						1	2					3	1	14					18
\$14 and under \$15.....	4							1							2					3
\$15 and under \$16.....	1														1					1
\$16 and under \$17.....	1																			1
\$17 and under \$18.....													1							
\$18 and under \$19.....	1														1					1
\$19 and under \$20.....																				
\$20 and under \$21.....																				
\$21 and under \$22.....																				
\$22 and under \$23.....																				
\$23 and under \$24.....																				
\$24 and under \$25.....																				
\$25 and under \$30.....																				
\$30 and under \$35.....	1								1											

WOMEN IN SOUTH CAROLINA INDUSTRIES.

TABLE VI.—*Week's earnings, by time worked—Early pay-roll period—Continued.*

## NEGRO WOMEN—A. Women whose time worked was reported in hours—Continued.

## COTTON-GOODS MANUFACTURING.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked—																	
		Under 30 hours.	30 and under 33 hours.	33 and under 36 hours.	36 and under 39 hours.	39 and under 42 hours.	42 and under 44 hours.	44 hours.	Over 44 and under 48 hours.	48 hours.	Over 48 and under 50 hours.	50 hours.	Over 50 and under 54 hours.	54 hours.	Over 54 and under 55 hours.	55 hours.	Over 55 and under 60 hours.	60 hours.	Over 60 hours.
Total.....	317	236	10	20	3	16	2	4	50	1	4	26	11	1	128	2	2	1	176
Under \$1.....	4	4																	
\$1 and under \$2.....	7	7																	
\$2 and under \$3.....	6	6																	
\$3 and under \$4.....	7	7																	
\$4 and under \$5.....	18	8	2	6				2											
\$5 and under \$6.....	18	2	4	6		5		1							1				1
\$6 and under \$7.....	34	1	4	6		4			15						3		1		5
\$7 and under \$8.....	33	1		3		2			7	1	2				6				15
\$8 and under \$9.....	52					3			11			4			34				38
\$9 and under \$10.....	28				1			3	6		2	6	4		5	1			18
\$10 and under \$11.....	36								3			6	2		25				33
\$11 and under \$12.....	39					1			2			1	1		33				36
\$12 and under \$13.....	6										2				3		1		6
\$13 and under \$14.....	21						1		2				3	1	14				18
\$14 and under \$15.....	4								1						2	1			3
\$15 and under \$16.....	1														1				1
\$16 and under \$17.....	1												1		1				1
\$17 and under \$18.....																			
\$18 and under \$19.....	1														1				1

TABLE VI.—*Week's earnings, by time worked—Early pay-roll period—Continued.*

NEGRO WOMEN—A. Women whose time worked was reported in hours.—Continued.

LAUNDRIES.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked—																	
		Under 30 hours.	30 and under 33 hours.	33 and under 36 hours.	36 and under 39 hours.	39 and under 42 hours.	42 to 44 hours.	Over 44 and under 48 hours.	48 hours.	Over 48 and under 50 hours.	50 hours.	Over 50 and under 54 hours.	54 hours.	Over 54 and under 55 hours.	55 hours.	Over 55 and under 60 hours.	60 hours.	Over 60 hours.	48 hours and over.
Total.....	75	3	1	5	4	5	3	10	12	1	14	3	5	9	.....	.....	.....	57	
\$1 and under \$2.....	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$2 and under \$3.....	3	2	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$3 and under \$4.....	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$4 and under \$5.....	21	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$5 and under \$6.....	13	.....	.....	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$6 and under \$7.....	16	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$7 and under \$8.....	11	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$8 and under \$9.....	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$9 and under \$10.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$10 and under \$11.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$11 and under \$12.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

WOMEN IN SOUTH CAROLINA INDUSTRIES.

TABLE VI.—*Week's earnings, by time worked—Early pay-roll period—Continued.*

## NEGRO WOMEN—B. Women whose time worked was reported in days.

## ALL INDUSTRIES.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked on—											
		1 day.	1½ days.	2 days.	2½ days.	3 days.	3½ days.	4 days.	4½ days.	5 days.	5½ days.	6 days.	5 days and over.
Total.....	222	6	1	5	1	9	2	53	5	67	13	60	140
Under \$1.....	5	5											
\$1 and under \$2.....	6	1	1	4									
\$2 and under \$3.....	8			1		5	1	1					
\$3 and under \$4.....	25				1	3		10	4	7			7
\$4 and under \$5.....	25					1		8	1	13	1	1	15
\$5 and under \$6.....	57						1	5		29	4	18	51
\$6 and under \$7.....	31							10		7	1	13	21
\$7 and under \$8.....	19							8		3	3	5	11
\$8 and under \$9.....	16							3		4	1	8	13
\$9 and under \$10.....	15							5		4	2	4	10
\$10 and under \$11.....	9							3			1	5	6
\$11 and under \$12.....													
\$12 and under \$13.....	3											3	3
\$13 and under \$14.....													
\$14 and under \$15.....													
\$15 and under \$16.....	2											2	2
\$16 and under \$17.....													
\$17 and under \$18.....	1											1	1

## CIGAR MANUFACTURING.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked on—							5 days and over.
		1 day.	2 days.	3 days.	4 days.	5 days.	5½ days.		
Total.....	129	5	4	8	51	53	8	61	
Under \$1.....	4	4							
\$1 and under \$2.....	4	1	3						
\$2 and under \$3.....	7		1	5	1				
\$3 and under \$4.....	18			2	9	7		7	
\$4 and under \$5.....	17			1	7	9		9	
\$5 and under \$6.....	27				5	21	1	22	
\$6 and under \$7.....	16				10	5	1	6	
\$7 and under \$8.....	14				8	3	3	6	
\$8 and under \$9.....	7				3	4		4	
\$9 and under \$10.....	11				5	4	2	6	
\$10 and under \$11.....	4				3		1	1	

TABLE VII.—Weekly rates and actual week's earnings, by industry—Late and early pay-roll periods.

LATE PAY-ROLL PERIOD—WHITE WOMEN.

Amount.	Number of women for whom amount specified was weekly rate and number for whom it was actual earnings in—																			
	All industries.		Manufacturing.												General mercantile.		5-and-10-cent stores.		Laundries.	
			Cigars.		Printing and publishing.		Textiles.						Miscellaneous.							
	Weekly rate.	Actual earnings.					Weekly rate.	Actual earnings.	Cotton goods.		Knit goods.				Yarn.		Weekly rate.	Actual earnings.	Weekly rate.	Actual earnings.
Total.....	1,928	1,928	21	21	30	30	1,189	1,189	56	56	96	96	47	47	310	310	154	154	25	25
Median.....	\$11.05	\$9.50	\$5.60	\$4.95	\$14.00	\$13.25	\$10.95	\$8.80	\$8.65	\$7.40	\$9.85	\$9.00	\$8.15	\$8.25	\$15.35	\$15.50	\$9.00	\$8.90	\$12.25	\$10.75
Under \$4.....	2	127		2			2	100		6		10		7		1		1		
\$4 and under \$5.....	10	67		9		1	7	44		1	3	5		3		1		3		1
\$5 and under \$6.....	35	84	18	7			13	62		3		4	2	3				3	2	2
\$6 and under \$7.....	50	153					26	110		17	15	5	9	9				8	1	1
\$7 and under \$8.....	105	177	1	2			49	137		6	8	2	8	21		1	23	20	2	1
\$8 and under \$9.....	242	250					152	177		8	4	21	12	3	6		53	46	2	2
\$9 and under \$10.....	309	214				2	236	156		9	8	20	15	6	1	5	4	31	27	1
\$10 and under \$11.....	202	166				3	3	117	83	11	6		1	1	5	42	39	21	21	5
\$11 and under \$12.....	188	130				1	1	142	88	1	1	26	22		8	8	10	10		6
\$12 and under \$13.....	228	155	2	1		1	2	146	89	1	1	8	1	11	11	50	42	7	7	
\$13 and under \$14.....	140	72				3	2	121	49			2	1	1	1	12	16			1
\$14 and under \$15.....	119	68				5	4	90	37			8	7	1	1	14	18	1	1	
\$15 and under \$16.....	121	93				2	2	44	35	1	1			1		67	50	3	3	2
\$16 and under \$17.....	40	22				1		25	11	2	2		1		10	6	1	1	1	1
\$17 and under \$18.....	25	29						5	4						18	24	1	1	1	
\$18 and under \$19.....	50	46				4	4	5	2			1		35	35	1	1	4	4	
\$19 and under \$20.....	7	5						7	3						2	2				
\$20 and under \$21.....	24	23						1	1					21	20				2	2
\$21 and under \$22.....		3													3					
\$22 and under \$23.....	4	9													4	9				
\$23 and under \$24.....	4	6						1	1						3	5				
\$24 and under \$25.....																				
\$25 and under \$30.....	17	22				1	1								15	20		1	1	
\$30 and under \$35.....	1	1													1	1				
\$35 and under \$40.....	3	4													3	4				
\$40 and over.....	2	2				1	1								1	1				

WOMEN IN SOUTH CAROLINA INDUSTRIES.

TABLE VII.—*Weekly rates and actual week's earnings, by industry—Late and early pay-roll periods.—Continued.*

## LATE PAY-ROLL PERIOD—NEGRO WOMEN.

Amount.	Number of women for whom amount specified was weekly rate and number for whom it was actual earnings in—											
	All industries.		Manufacturing.						General mercantile.		Laundries.	
			Cigars.		Textiles.							
	Cotton goods.				Yarn.							
			Weekly rate.	Actual earnings.			Weekly rate.	Actual earnings.	Weekly rate.	Actual earnings.	Weekly rate.	Actual earnings.
Total.....	425	425	61	61	147	147	1	1	13	13	203	203
Median.....	\$6.45	\$6.00	\$6.05	\$5.30	\$6.65	\$6.25	(1)	(1)	(1)	(1)	\$6.10	\$5.75
Under \$4.....	42	15	15	15	15	15	1	1				12
\$4 and under \$5.....	79	77	25	13	7	14	1	1			46	49
\$5 and under \$6.....	74	95	5	8	17	32					52	55
\$6 and under \$7.....	135	105	14	12	75	53				1	46	39
\$7 and under \$8.....	86	65	12	9	30	21					44	35
\$8 and under \$9.....	19	16	1	2	4	3			4	3	10	8
\$9 and under \$10.....	10	8	2	2	5	5			2	2	1	1
\$10 and under \$11.....	13	9	2	2	5	1			5	5	1	1
\$11 and under \$12.....	3	1			3	1						
\$12 and under \$13.....	3	3							2	2	1	1
\$13 and under \$14.....	1	2			1	2						
\$14 and under \$15.....	1	1									1	1
\$15 and under \$16.....												
\$16 and under \$17.....												
\$17 and under \$18.....												
\$18 and under \$19.....	1	1									1	1

<sup>1</sup> Not computed, owing to small number involved.

TABLE VII.—Weekly rates and actual week's earnings, by industry—Late and early pay-roll periods—Continued.

EARLY PAY-ROLL PERIOD—WHITE WOMEN.

Amount.	Number of women for whom amount specified was weekly rate and number for whom it was actual earnings in—																			
	All industries.		Manufacturing.												General mercantile.		5-and-10-cent stores.		Laundries.	
			Cigars.		Printing and publishing.		Textiles.						Miscellaneous.							
	Weekly rate.	Actual earnings.	Weekly rate.	Actual earnings.	Weekly rate.	Actual earnings.	Cotton goods.		Knit goods.		Yarn.		Weekly rate.	Actual earnings.	Weekly rate.	Actual earnings.	Weekly rate.	Actual earnings.		
Total.....	1,869	1,869	17	17	24	24	1,181	1,181	52	52	108	108	43	43	262	262	166	166	16	16
Median.....	\$15.55	\$12.45	\$8.60	\$7.50	\$13.15	\$13.15	\$16.35	\$12.65	\$14.00	\$12.50	\$15.80	\$11.30	\$16.15	\$9.50	\$15.35	\$15.50	\$10.20	\$9.70	\$15.50	\$15.50
Under \$4.....		143		2				112		10		7		5				7		
\$4 and under \$5.....		37		1				27		1		2		1		2		2		1
\$5 and under \$6.....		44		1				29		7		3		3		4		4		
\$6 and under \$7.....	9	71		3			3	41		1	3	6		4		2		1		
\$7 and under \$8.....	12	70		3		1	1	40		1		6		4		2		12	2	1
\$8 and under \$9.....	73	113		4			1	68		8		7		1	3	4	7	15		
\$9 and under \$10.....	79	112	14	4	1	1	23	68	8	7		7	2	4		1	24	20	1	1
\$10 and under \$11.....	78	128	1	1	2	1	20	54	4	3	1	7	3	7	5	6	43	33		
\$11 and under \$12.....	132	140			3	3	3	61	2			10	2	2	29	25	37	24	2	3
\$12 and under \$13.....	142	173			3	3	87	89	2	2	11	7	2	11	9	13	18	15		
\$13 and under \$14.....	127	118			2	2	58	109	8	2	4	6	8	4	43	32	19	18		
\$14 and under \$15.....	141	116	2	2			89	76	2	10	11	11			13	10	2	2	2	1
\$15 and under \$16.....	254	157					115	83	7	10	6	6			10	14	1	1		
\$16 and under \$17.....	162	87				1	106	65	2	1	10	2	24	1	16	13	2	2	2	2
\$17 and under \$18.....	93	73			1	1	59	48	3	2	10	3	1		16	16	3	3		
\$18 and under \$19.....	107	72			2	1	79	44		3	5	2			19	18			4	4
\$19 and under \$20.....	109	45					86	36		22	2	2			1	7				
\$20 and under \$21.....	109	58					88	34		2	4				18	19		1		
\$21 and under \$22.....	51	20					50	16		1	2				2	2				
\$22 and under \$23.....	61	31					54	22		1	1				5	7			1	1
\$23 and under \$24.....	42	15					36	8							6	7				
\$24 and under \$25.....	21	12					21	10							2	2				
\$25 and under \$30.....	63	29			1	1	46	12							15	15	1	1		
\$30 and under \$35.....		1					1													
\$35 and under \$40.....	4	4			1	1	1								2	3				

WOMEN IN SOUTH CAROLINA INDUSTRIES.

TABLE VII.—Weekly rates and actual week's earnings, by industry—Late and early pay-roll periods—Continued.

EARLY PAY-ROLL PERIOD—NEGRO WOMEN.

Amount.	Number of women for whom amount specified was weekly rate and number for whom it was actual earnings in—													
	All industries.		Manufacturing.								General mercantile.		Laundries.	
			Cigars.		Textiles.									
	Weekly rate.	Actual earnings.			Weekly rate.	Actual earnings.	Cotton goods.		Knit goods.		Yarn.		Weekly rate.	Actual earnings.
Total.....			540	540			61	61	288	288	1	1		
Median.....	\$8.40	\$7.25	\$7.00	\$6.35	\$10.20	\$8.70	(1)	(1)	(1)	(1)	(1)	(1)	\$6.50	\$6.05
Under \$4.....		44		6		19				1				19
\$4 and under \$5.....	23	39				12								26
\$5 and under \$6.....	48	74	19	21	1	13								40
\$6 and under \$7.....	90	95	11	10	4	32			1		1	1	78	52
\$7 and under \$8.....	73	72	24	19	18	73							31	21
\$8 and under \$9.....	89	63			74	50					5	5	10	8
\$9 and under \$10.....	51	36	7	5	38	26					1	1	5	4
\$10 and under \$11.....	47	37			42	32					4	4	1	1
\$11 and under \$12.....	66	39			64	37					2	2	2	2
\$12 and under \$13.....	13	10			9	6	1	1					1	1
\$13 and under \$14.....	24	21			24	21								
\$14 and under \$15.....	3	4			3	4					1	1	1	1
\$15 and under \$16.....	9	3			7	1								
\$16 and under \$17.....		1			1	1								
\$17 and under \$18.....	2	1			2	1								
\$18 and under \$19.....	2	1			2	1								

TABLE VIII.—*Week's earnings by time in the trade, women employees who supplied personal information—Late pay-roll period.*

WHITE WOMEN.

Week's earnings.	Number of women reporting.	Number of women earning each specified amount 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.
Total.....	3,475	181	101	266	423	308	262	742	472	332	388
Median earnings.....	\$10.15	\$7.45	\$8.40	\$8.90	\$9.50	\$9.95	\$9.95	\$10.30	\$11.55	\$11.85	\$11.65
Under \$1.....	15	2	2	4	1	2	2	1	2	1	1
\$1 and under \$2.....	32	5	2	4	4	2	3	2	4	3	3
\$2 and under \$3.....	56	7	1	6	7	2	2	11	8	3	9
\$3 and under \$4.....	67	11	2	2	4	9	2	11	7	2	6
\$4 and under \$5.....	115	15	7	7	14	7	15	17	10	10	13
\$5 and under \$6.....	137	19	6	23	16	6	10	24	13	10	10
\$6 and under \$7.....	218	20	11	22	37	20	12	41	15	19	21
\$7 and under \$8.....	299	27	17	26	45	30	20	58	33	15	28
\$8 and under \$9.....	357	23	11	46	55	37	32	70	35	24	24
\$9 and under \$10.....	389	16	16	40	53	42	28	95	42	29	28
\$10 and under \$11.....	313	10	10	31	45	24	33	71	39	25	25
\$11 and under \$12.....	312	10	2	15	36	23	28	79	52	28	39
\$12 and under \$13.....	251	4	5	15	28	22	19	46	38	38	36
\$13 and under \$14.....	211	4	3	6	18	27	16	51	30	23	33
\$14 and under \$15.....	153	1	2	5	17	10	7	41	25	23	22
\$15 and under \$16.....	176	4	5	9	12	16	11	31	33	21	34
\$16 and under \$17.....	106	2	1	3	11	9	1	28	20	16	16
\$17 and under \$18.....	85	1	1	2	2	9	4	23	21	13	10
\$18 and under \$19.....	62	1	1	1	9	4	4	13	19	5	7
\$19 and under \$20.....	34	1	1	1	1	2	8	7	7	7	7
\$20 and under \$21.....	28	1	1	1	1	1	1	10	4	4	5
\$21 and under \$22.....	16	1	1	1	1	1	1	6	2	2	4
\$22 and under \$23.....	15	1	1	1	2	3	1	2	1	3	3
\$23 and under \$24.....	11	1	1	1	1	1	3	2	4	1	1
\$24 and under \$25.....	3	1	1	1	1	1	1	1	1	1	1
\$25 and under \$30.....	11	1	1	1	1	1	1	1	1	1	1
\$30 and under \$35.....	2	1	1	1	1	1	1	1	1	1	1
\$35 and under \$40.....	1	1	1	1	1	1	1	1	1	1	1
\$40 and over.....	1	1	1	1	1	1	1	1	1	1	1

NEGRO WOMEN.

Week's earnings.	Number of women reporting.	Number of women earning each specified amount 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.
Total.....	121	13	6	20	17	11	22	20	9	2	1
Median earnings.....	\$5.95	(1)	(1)	\$5.80	\$7.40	(1)	\$6.00	\$6.00	(1)	(1)	(1)
\$1 and under \$2.....	1	1	1	1	1	1	1	1	1	1	1
\$2 and under \$3.....	2	1	1	1	1	1	1	1	1	1	1
\$3 and under \$4.....	5	1	1	1	1	1	1	1	1	1	1
\$4 and under \$5.....	26	5	3	5	4	1	5	2	1	1	1
\$5 and under \$6.....	28	2	2	5	4	5	7	3	1	1	1
\$6 and under \$7.....	25	4	2	6	2	3	5	3	1	1	1
\$7 and under \$8.....	16	1	1	1	4	2	2	2	2	2	2
\$8 and under \$9.....	7	1	1	1	1	1	2	3	1	1	1
\$9 and under \$10.....	5	1	1	1	3	1	1	1	1	1	1
\$10 and under \$11.....	4	1	1	1	1	1	1	2	1	1	1
\$11 and under \$12.....	1	1	1	1	1	1	1	1	1	1	1
\$12 and under \$13.....	1	1	1	1	1	1	1	1	1	1	1
\$13 and under \$14.....	1	1	1	1	1	1	1	1	1	1	1
\$14 and under \$15.....	1	1	1	1	1	1	1	1	1	1	1

<sup>1</sup> Not computed, owing to small number involved.

TABLE IX.—*Week's earnings by age, white women employees who supplied personal information—Late pay-roll period.*

Week's earnings.	Number of women reporting.	Number of women earning each specified amount whose age was—							
		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.
Total .....	3,604	604	568	802	497	658	343	99	33
Median earnings.....	\$10.15	\$8.65	\$9.50	\$10.50	\$11.35	\$11.80	\$10.40	\$9.45	\$8.25
Under \$1.....	15	4	4	1		2	4		
\$1 and under \$2.....	32	8	4	5	1	10	2	1	1
\$2 and under \$3.....	56	9	10	11	8	11	5	1	1
\$3 and under \$4.....	71	19	16	15	4	6	9		
\$4 and under \$5.....	120	22	23	22	14	20	13	5	1
\$5 and under \$6.....	139	44	25	20	13	14	18	2	3
\$6 and under \$7.....	227	65	35	39	25	24	25	7	7
\$7 and under \$8.....	316	72	66	71	37	36	22	10	2
\$8 and under \$9.....	372	94	63	82	35	46	33	17	2
\$9 and under \$10.....	406	75	77	96	54	56	33	12	3
\$10 and under \$11.....	325	56	64	81	37	56	20	7	3
\$11 and under \$12.....	318	37	48	79	58	60	27	7	2
\$12 and under \$13.....	266	33	39	64	35	71	21	2	1
\$13 and under \$14.....	219	17	32	53	36	56	18	7	
\$14 and under \$15.....	156	16	19	37	27	32	16	6	3
\$15 and under \$16.....	182	9	21	44	34	46	24	4	
\$16 and under \$17.....	110	12	9	27	23	28	10	1	
\$17 and under \$18.....	86	5	4	17	15	29	13	2	1
\$18 and under \$19.....	65	2	4	16	13	17	9	4	
\$19 and under \$20.....	35	1	1	7	8	12	5		1
\$20 and under \$21.....	29		1	6	8	9	4	1	
\$21 and under \$22.....	16		2	1	5	6	1	1	
\$22 and under \$23.....	15	2	1	2	3	3	3		1
\$23 and under \$24.....	11	1		2	3	2			
\$24 and under \$25.....	3					1	2		
\$25 and under \$30.....	11	1		4	1	4	1		
\$30 and under \$35.....	2					1	1		
\$35 and under \$40.....									
\$40 and over.....	1						1		

TABLE X.—*Week's earnings, by industry—Early pay-roll period.*

WHITE WOMEN.

Week's earnings.	Number of women earning each specified amount in—									
	All industries.	Manufacturing.						General mercantile.	5-and-10-cent stores.	Laundries.
		Cigars.	Print-ing and Pub-lishing.	Textiles.			Miscel-lane-ous.			
				Cotton goods.	Knit goods.	Yarn.				
Total.....	8,249	227	38	6,660	334	352	158	280	180	20
Median earnings.....	\$14.05	\$14.25	\$13.25	\$14.55	\$8.95	\$12.90	\$11.05	\$15.50	\$9.55	\$14.00
Under \$1.....	45	1	.....	30	10	3	1	.....	.....	.....
\$1 and under \$2.....	167	1	.....	125	28	9	2	.....	2	.....
\$2 and under \$3.....	160	5	.....	130	11	8	4	1	1	.....
\$3 and under \$4.....	217	2	.....	182	14	8	3	.....	8	.....
\$4 and under \$5.....	207	4	.....	156	32	8	2	2	2	1
\$5 and under \$6.....	224	9	.....	166	23	14	7	.....	4	.....
\$6 and under \$7.....	271	8	1	211	16	13	6	2	13	1
\$7 and under \$8.....	309	13	.....	226	19	14	17	4	16	.....
\$8 and under \$9.....	353	9	1	272	15	14	15	1	25	1
\$9 and under \$10.....	388	13	3	290	15	16	10	6	35	.....
\$10 and under \$11.....	401	9	4	283	10	24	11	30	25	5
\$11 and under \$12.....	434	8	3	339	11	24	21	13	15	.....
\$12 and under \$13.....	464	11	4	349	13	24	11	33	18	1
\$13 and under \$14.....	462	17	8	347	32	29	14	12	2	1
\$14 and under \$15.....	467	15	.....	390	25	16	6	14	1	.....
\$15 and under \$16.....	509	15	3	389	14	29	5	46	6	2
\$16 and under \$17.....	418	14	2	359	9	12	5	13	2	2
\$17 and under \$18.....	414	14	5	346	9	18	3	16	3	.....
\$18 and under \$19.....	393	9	1	328	11	16	3	20	.....	5
\$19 and under \$20.....	340	9	.....	301	7	11	4	8	.....	.....
\$20 and under \$21.....	315	9	.....	267	2	17	.....	19	1	.....
\$21 and under \$22.....	225	10	.....	198	3	8	2	4	.....	.....
\$22 and under \$23.....	249	3	.....	229	2	5	2	7	.....	.....
\$23 and under \$24.....	186	8	.....	163	2	4	2	7	.....	1
\$24 and under \$25.....	149	2	.....	143	1	.....	.....	3	.....	.....
\$25 and under \$30.....	367	6	1	337	.....	5	1	3	.....	.....
\$30 and under \$35.....	90	3	.....	84	.....	2	1	16	1	.....
\$35 and under \$40.....	18	.....	1	13	.....	1	.....	3	.....	.....
\$40 and over.....	7	.....	.....	7	.....	.....	.....	.....	.....	.....

TABLE X.—*Week's earnings, by industry—Early pay-roll period—Continued.*

## NEGRO WOMEN.

Week's earnings.	All industries.	Manufacturing.				5-and-10-cent stores.	Laundries.	
		Cigars.	Textiles.					Miscellaneous.
			Cotton goods.	Knit goods.	Yarn.			
Total .....	1,031	468	328	19	1	1	14	200
Median earnings .....	\$6.80	\$6.45	\$8.70	\$7.90	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	\$5.90
Under \$1 .....	9	4	4					1
\$1 and under \$2 .....	14	4	7					3
\$2 and under \$3 .....	20	8	6	2				4
\$3 and under \$4 .....	46	28	7					11
\$4 and under \$5 .....	98	49	18	1	1			29
\$5 and under \$6 .....	174	99	18					57
\$6 and under \$7 .....	189	96	34	2			1	56
\$7 and under \$8 .....	133	72	33	5		1		22
\$8 and under \$9 .....	111	42	53	3			5	8
\$9 and under \$10 .....	72	36	29	2			1	4
\$10 and under \$11 .....	58	15	38				4	1
\$11 and under \$12 .....	55	11	40	2				2
\$12 and under \$13 .....	17	4	8	2			2	1
\$13 and under \$14 .....	21		21					
\$14 and under \$15 .....	4		4					
\$15 and under \$16 .....	6		4				1	1
\$16 and under \$17 .....	1		1					
\$17 and under \$18 .....	1		1					
\$18 and under \$19 .....	1		1					
\$19 and under \$20 .....								
\$20 and under \$21 .....								
\$21 and under \$22 .....								
\$22 and under \$23 .....								
\$23 and under \$24 .....								
\$24 and under \$25 .....								
\$25 and under \$30 .....								
\$30 and under \$35 .....	1		1					

<sup>1</sup> Not computed, owing to small number involved.

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

Year's earning.	Number of women earning each specified amount in—									
	All industries.	Manufacturing.						General mercantile.	5-and-10-cent stores.	Laundries.
		Cigars.	Printing and publishing.	Textiles.			Miscellaneous.			
				Cotton goods	Knit goods.	Yarn.				
Total .....	833	20	2	680	25	29	17	37	21	2
Median earnings .....	\$605	\$650	(1)	\$610	\$442	\$496	\$563	\$856	\$506	(1)
Under \$200 .....	5	3	.....	2	.....	.....	.....	.....	.....	.....
\$200 and under \$250 .....	3	.....	.....	2	.....	.....	1	.....	.....	.....
\$250 and under \$300 .....	12	2	.....	10	.....	.....	.....	.....	.....	.....
\$300 and under \$350 .....	14	1	.....	9	2	1	1	.....	.....	.....
\$350 and under \$400 .....	53	1	.....	38	8	3	1	.....	2	.....
\$400 and under \$450 .....	61	.....	.....	47	3	5	2	.....	4	.....
\$450 and under \$500 .....	87	.....	.....	72	5	6	.....	.....	4	.....
\$500 and under \$550 .....	79	1	.....	67	.....	2	3	2	4	.....
\$550 and under \$600 .....	94	1	.....	79	3	5	2	.....	3	.....
\$600 and under \$650 .....	79	1	1	69	1	2	1	2	2	1
\$650 and under \$700 .....	80	2	.....	69	1	2	3	3	.....	.....
\$700 and under \$750 .....	67	3	.....	56	.....	.....	2	5	1	.....
\$750 and under \$800 .....	50	2	1	41	.....	1	.....	4	1	.....
\$800 and under \$850 .....	47	2	.....	41	1	1	.....	2	.....	.....
\$850 and under \$900 .....	30	.....	.....	25	1	.....	.....	4	.....	.....
\$900 and under \$1,000 .....	41	.....	.....	35	.....	.....	1	4	.....	1
\$1,000 and under \$1,100 .....	16	.....	.....	11	.....	.....	.....	5	.....	.....
\$1,100 and under \$1,200 .....	7	.....	.....	4	.....	1	.....	2	.....	.....
\$1,200 and under \$1,400 .....	6	1	.....	3	.....	.....	.....	2	.....	.....
\$1,400 and under \$1,600 .....	1	.....	.....	.....	.....	.....	.....	1	.....	.....
\$1,600 and under \$1,800 .....	1	.....	.....	.....	.....	.....	.....	1	.....	.....

<sup>1</sup>Not computed, owing to small number involved.

TABLE XII.—Year's earnings of white women for whom 52-week pay-roll records were secured, by weeks worked.

Year's earnings.	Number of women reported.	Number of women earning each specified amount 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.
Total.....	833	4	18	21	53	53	98	152	302	132
Median earnings.....	\$605	(1)	\$458	\$395	\$458	\$558	\$580	\$627	\$638	\$660
Under \$200.....	5	1	2	2	1					1
\$200 and under \$250.....	3	1	1	1	2					1
\$250 and under \$300.....	12	1	1	2	2	1		1		3
\$300 and under \$350.....	14	2		1	2		3		3	
\$350 and under \$400.....	53		2	5	12	5	6	11	12	6
\$400 and under \$450.....	61		2	3	8	3	11	13	15	11
\$450 and under \$500.....	87		6	2	9	8	12	14	25	10
\$500 and under \$550.....	79		1	3	3	8	9	11	34	10
\$550 and under \$600.....	94		1		5	10	10	20	38	22
\$600 and under \$650.....	79		1	1	3	4	7	11	30	15
\$650 and under \$700.....	80		1		2	3	8	16	35	6
\$700 and under \$750.....	67				3	6	9	24	19	8
\$750 and under \$800.....	50					1	8	11	22	7
\$800 and under \$850.....	47				2	2	5	4	27	9
\$850 and under \$900.....	30			1		1	5	3	11	13
\$900 and under \$1,000.....	41						2	8	18	6
\$1,000 and under \$1,100.....	16					1	1	2	3	2
\$1,100 and under \$1,200.....	7							2	3	2
\$1,200 and under \$1,400.....	6				1				3	1
\$1,400 and under \$1,600.....	1							1		
\$1,600 and under \$1,800.....	1									

(1) Not computed, owing to small number involved.

TABLE XIII.—Weeks lost during the year, white women for whom 52-week pay-roll records were secured, by industry.

Number of weeks lost.	Number of women losing each specified number of weeks in—									
	All industries.	Manufacturing.					General mercantile.	5-and-10-cent stores.	Laundries.	
		Cigars.	Printing and publishing.	Textiles.						Miscellaneous.
				Cotton goods.	Knit goods.	Yarn.				
Total.....	833	20	2	680	25	29	17	37	21	2
None.....	134		2	98	3	1	4	19	6	1
1.....	149	2		124	1	3	6	4	9	
2.....	151	5		129	3	4	1	5	3	1
3.....	95	1		87	2	1		3		
4.....	57			49	2	2	2	2		
5.....	52	2		44		2		1	3	
6.....	46			41	3			1		
7.....	30	1		22	1	2	2	1		
8.....	23			18	1	1		1		
9.....	15	1		11	2	4				
10.....	23	1		15	2	1	1			
11.....	8			5	2	1				
12.....	7	1		5	1					
13.....	6			5		1				
14.....	7	1		5		1				
15 or over.....	30	5		22		3				

TABLE XIV.—Weeks lost during the year through closing of establishment or department, white women for whom 52-week pay-roll records were secured, by industry.

Number of weeks establishment or department was closed.	Number of women losing each specified number of weeks in—					
	All manufacturing.	Manufacturing.				
		Cigars.	Textiles.			Miscellaneous.
			Cotton goods.	Knit goods.	Yarn.	
Total.....	358	20	296	17	19	6
1.....	199	12	178	4	4	1
2.....	60		57			3
3.....	36		35		1	
4.....	6				6	
5.....						
6.....	11			7	2	2
7.....	1		1			
8.....	3		3			
9.....	11	2	6	3		
10 or over.....	31	6	16	3	6	

TABLE XV.—Nativity of the women employees who supplied personal information, by industry.

Industry.	Number of women reporting.	Number of women who were—		
		Native born.		Foreign born.
		White.	Negro.	
All industries.....	4,199	3,576	611	12
Per cent distribution.....	100.0	85.2	14.6	0.3
<b>Manufacturing:</b>				
Cigars.....	360	166	193	1
Printing and publishing.....	9	9		
Textiles—				
Cotton goods.....	2,871	2,704	164	3
Knit goods.....	226	194	30	2
Yarn.....	140	138	1	1
Miscellaneous.....	119	117	1	1
General mercantile.....	155	142	13	
5-and-10-cent stores.....	104	100		4
Laundries.....	215	6	209	

TABLE XVI.—Age of the women employees who supplied personal information, by industry.

Industry.	Number of women reporting.		Number of women whose age was—															
			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.
All industries.....	3,604	130	604	7	568	37	802	29	497	20	658	19	343	12	99	5	33	1
Per cent distribution.....	100.0	100.0	16.8	5.4	15.8	28.5	22.3	22.3	13.8	15.4	18.3	14.6	9.5	9.2	2.7	3.8	0.9	0.8
Manufacturing:																		
Cigars.....	167	8	35		24		41	2	28	2	29	2	8	1	1	1	1	
Printing and publishing.....	9		1		3		1		1		3							
Textiles—																		
Cotton goods.....	2,719	13	459	1	419	2	601	2	383		509	4	261	1	66	3	21	
Knit goods.....	195	24	28	1	29	8	32	3	32	1	36	4	18	6	14	1	6	
Yarn.....	142	1	18		20		24		21		34		16	1	9			
Miscellaneous.....	117		14		24		34		13		17		9		2		4	
General mercantile.....	142	1	10		26		38	1	13		25		27		2		1	
5-and-10-cent stores.....	106		37		20		29		6		5		4		5			
Laundries.....	7	83	2	5	3	27	2	21		17		9		3				1

TABLE XVII.—*Conjugal condition of the women employees who supplied personal information, by industry.*

Industry.	Number of women reporting.		Number of women who were—					
			Single.		Married.		Widowed, separated, or divorced.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
All industries.....	3,495	127	1,738	59	1,241	40	516	28
Per cent distribution.....	100.0	100.0	49.7	46.5	35.5	31.5	14.8	22.0
<b>Manufacturing:</b>								
Cigars.....	164	8	109	1	36	3	19	4
Printing and publishing.....	9		7		1		1	
Textiles—								
Cotton goods.....	2,630	12	1,222	3	1,014	7	394	2
Knit goods.....	190	23	102	10	56	8	32	5
Yarn.....	139	1	57		57		25	1
Miscellaneous manufacturing.....	115		67		32		16	
General mercantile.....	141	1	91		29		21	1
5-and-10-cent stores.....	100		77		15		8	
Laundries.....	7	82	6	45	1	22		15

TABLE XVIII.—*Living condition of the women employees who supplied personal information, by industry.*

Industry.	Number of women reporting.		Number of women who were living—					
			At home.		With relatives.		A drift.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
All industries.....	3,601	131	3,294	108	91	10	216	13
Per cent distribution.....	100.0	100.0	91.5	82.4	2.5	7.6	6.0	9.9
<b>Manufacturing:</b>								
Cigars.....	165	7	149	6			16	1
Printing and publishing.....	9		7		2			
Textiles—								
Cotton goods.....	2,709	13	2,509	13	64		136	
Knit goods.....	196	24	184	18	3	4	9	2
Yarn.....	141	1	133	1			8	
Miscellaneous.....	119		98		10		11	
General mercantile.....	149	1	118	1	6		25	
5-and-10-cent stores.....	106		90		6		10	
Laundries.....	7	85	6	69		6	1	10

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- 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.
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- No. 10. Hours and Conditions of Work for Women in Industry in Virginia. 32 pp. 1920.
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- No. 17. Women's Wages in Kansas. 1920. 104 pp. 1921.
- No. 18. Health Problems of Women in Industry. 11 pp. 1921.
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- No. 33. Proceedings of the Women's Industrial Conference. 190 pp. 1923.
- No. 35. Women in Alabama Industries.
- First Annual Report of the Director. 1919. (Out of print.)
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