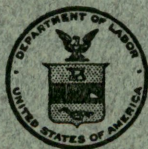


U. S. DEPARTMENT OF LABOR
JAMES J. DAVIS, SECRETARY
WOMEN'S BUREAU
MARY ANDERSON, Director

BULLETIN OF THE WOMEN'S BUREAU, No. 35

WOMEN IN MISSOURI INDUSTRIES

A Study of Hours and Wages



WASHINGTON
GOVERNMENT PRINTING OFFICE
1924

[PUBLIC—NO. 259—66TH CONGRESS.]

[H. R. 13229.]

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

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

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

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

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

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

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

Approved, June 5, 1920.

U. S. DEPARTMENT OF LABOR
JAMES J. DAVIS, SECRETARY
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A Study of Hours and Wages

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WASHINGTON
GOVERNMENT PRINTING OFFICE
1921

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LETTER OF TRANSMITTAL.

UNITED STATES DEPARTMENT OF LABOR,

WOMEN'S BUREAU,

Washington, November 19, 1923.

SIR: I am submitting a report on an investigation of hours and wages of women in industry in the State of Missouri. The request for such a survey was made by a commission appointed by the Missouri Legislature to draft a minimum wage law and make a report to the next legislature. The survey was made during the months of May and June, 1922, and covered 22 cities and towns in the State. Caroline Manning was in charge. The report was written by Ruth I. Voris and Elizabeth A. Hyde had charge of the preparation of the statistics. A preliminary report was submitted to the commission and to the manufacturers who cooperated with the Women's Bureau in this survey.

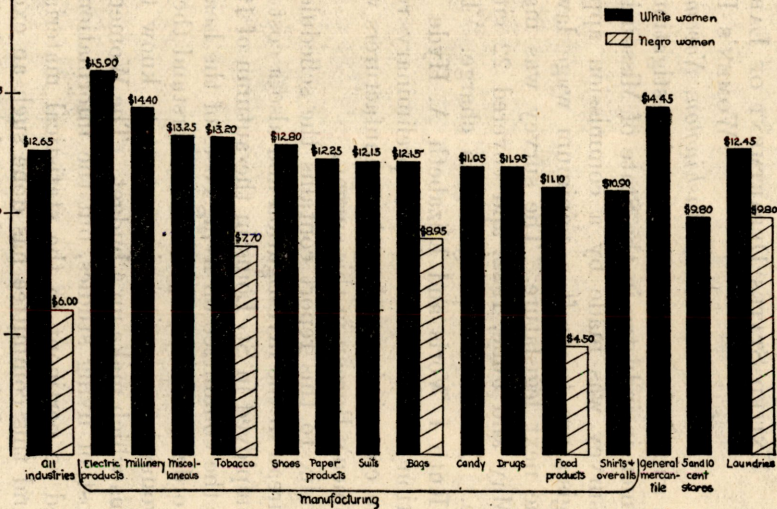
The appendix to this report contains the schedules used by the Women's Bureau in the investigation and also a cost of living study for women employed in St. Louis in the autumn of 1922, which was compiled by the committee on living costs of the League of Women Voters. In order that we may better understand the significance of figures on women's wages it is important to know the cost of the different items which make up a budget. The Women's Bureau does not make cost of living studies, but the information given in this study seemed so pertinent to the statistical material presented in our report and this committee has done such an excellent piece of work that we are glad to present the result of their investigation so that it can be used in connection with our figures.

MARY ANDERSON, *Director.*

Hon. JAMES J. DAVIS,
Secretary of Labor.

Dollars

MEDIAN WEEK'S EARNINGS BY INDUSTRY



WOMEN IN MISSOURI INDUSTRIES.

PART I.

INTRODUCTION.

At the 1921 session of the Missouri Legislature a resolution was passed authorizing the appointment of nine people "to be known as the minimum wage commission * * * for the purpose of drafting a minimum wage law suited to the needs of the industrial condition of the State of Missouri, and the said commission be required to make report to the legislature at the next regular session." The members of the commission were Representatives Fenton Stockard, Frank Smith, and E. R. James; Senators Peter Anderson, Frank Harris, and David M. Proctor; Mrs. Nelle Burger, president of the Missouri Women's Christian Temperance Union, Mrs. Harry Violette, and Miss Marie Ames, secretary of the Women's Legislative Committee of Missouri.

To study the industrial condition of the women of Missouri cooperation was asked of the Women's Bureau of the United States Department of Labor, and in response to this request the Women's Bureau made a survey of hours and wages for women in industry throughout the State, during the months of May and June, 1922. The investigation for this report was made in 22 cities and towns, including all but two of the cities in the State which showed a population of 10,000 or more in the 1920 census. The cities included were Brookfield, California, Carterville, Carthage, Columbia, De Soto, Eldon, Hannibal, Jefferson City, Joplin, Kansas City, Meta, Mexico, Moberly, Russellville, St. Joseph, St. Louis, Sedalia, Springfield, Versailles, Washington, and Webb City.

The figures quoted in this report were secured, in all establishments but one, by agents of the Women's Bureau who copied from the pay rolls such information as was necessary and obtained other desired information from the management. Pay-roll figures were obtained both for a week in April or May, 1922, and for a week in January, 1921, while year's earnings were for the calendar year of 1921. The few establishments in which the pay-roll information was not copied by the Women's Bureau agents supplied this information themselves on the schedules of the Women's Bureau. Personal information was supplied by the workers on cards distributed in the plants. A few of the workers were visited in their homes, and information was obtained regarding home responsibilities and dependents.

The work of the agents was much facilitated by the cooperation of the State minimum wage commission, the State industrial inspection department, and the State bureau of labor statistics. Among private organizations that assisted with their knowledge and advice on local conditions were the Women's Christian Temperance Union, the League of Women Voters, the Catholic Women's Association, the Consumer's League, the Young Women's Christian Association, the Women's Legislative Committee, the Salvation Army Boarding Homes, the Missouri School of Applied Sociology, the Kansas City Welfare Board, and a few trade-union organizations. But, above all, it was the courtesy and generous cooperation of employers and employees which made the survey possible.

Missouri as an industrial State.¹

Missouri was reported in the 1920 census as having a population of 3,404,055, giving her the rank of ninth in population among the States. The leading city, St. Louis, stood fourth among the cities of the country in population. In 1920 there were 13 cities in the State with a population of 10,000 or more.

When the States of the country are rated according to the value of their manufactured products as reported in the 1919 census of manufacturers, Missouri stands eleventh on the list, the value of her products amounting annually to \$1,594,208,338. The value added by manufacture was \$537,751,174, Missouri ranking twelfth among the States in this respect.²

Missouri occupies a particularly important position in the manufacture of certain products, notably boots and shoes, in which the State is outranked only by Massachusetts and New York. The condition of that industry in these States is shown in the following summary:³

	Capital.	Value of products.	Value added by manufacture.
Massachusetts.....	\$202, 663, 000	\$442, 466, 000	\$173, 115, 000
New York.....	105, 105, 000	190, 476, 000	82, 312, 000
Missouri.....	53, 837, 000	109, 194, 000	32, 268, 000

¹ Except when otherwise indicated the statistics quoted in this section are taken from the figures presented by the U. S. Bureau of the Census in the census of manufactures for 1919.

² In determining the relative importance of a manufacturing State, or of an industry within a State, any one of three figures may be used—the amount of capital invested, the total value of the product, and the value added to the product by the process of manufacture. Each of these is indicative of the importance of an industry, and each has special significance in certain subjects of discussion. In the present study, comparison on the basis of the value added by manufacture is of most interest, since it is the actual manufacturing process and the workers engaged in it with which the investigation is chiefly concerned. Accordingly, when the position of Missouri in the manufacture of any product is quoted in the following discussion, it has been determined on that basis.

³ Missouri. Bureau of Labor Statistics. 40th and 41st annual reports, 1918-1920, Jefferson City 1921. p. 558.

The value added by manufacture in the shoe industry was 6 per cent of the total for all the manufacturing of the State, the largest percentage contributed by any one industry. Although the State does not take first place in the manufacture of boots and shoes, St. Louis is said to have the largest shoe house in the world.⁴ According to the Missouri Red Book there were 62 large boot and shoe factories operating in St. Louis alone in 1918, with a daily output of 125,000 pairs of shoes. Recently the shoe houses have been establishing branches in the various smaller towns where competition for labor is less keen.

In the manufacture of bags other than paper, Missouri stood second in 1919, with New York leading.

Missouri led the country in the manufacture of tobacco products other than cigars and cigarettes. According to the 1919 census of manufactures, the value added by manufacture amounted to \$19,421,000, while for New Jersey and Kentucky, standing second and third, the figures were \$11,929,000 and \$9,240,000, respectively. When the industries within the State were rated on the same basis the manufacture of tobacco took fourth place. This industry was concentrated in St. Louis, and the Missouri Red Book for 1918 and 1920 stated that that city stood first among the cities of the world in the manufacture of tobacco products.⁵

Another important woman-employing industry is the manufacture of men's clothing, in which Missouri ranks seventh among the other States of the country, although the value added by manufacture was only \$13,663,000 as compared with \$265,438,000 and \$106,369,000 in New York and Illinois, respectively, the two leading clothing centers of the country.

In all these industries the women workers played an important part. In the manufacture of men's shirts and overalls 91.5 per cent of the employees were women, the largest percentage found in any industry. In the men's clothing industry exclusive of shirts and overalls, the women made up 80.2 per cent of the personnel. In the other leading industries mentioned, the women also occupied an important place, making up 67.1 per cent of the force in the bag factories, 49.5 per cent in the tobacco plants, and 42.3 per cent in the shoe manufacturing industry.

Below, the important woman-employing industries of the State are listed according to the number of women whom they employed in 1919:

Clothing (all branches).....	12, 280
Boots and shoes.....	7, 854
Food products.....	4, 014
Printing and publishing.....	2, 929
Canning and preserving.....	2, 619
Confectionery.....	2, 194
Electric products.....	2, 091
Tobacco.....	1, 986

⁴ Missouri. Bureau of Labor Statistics. 40th and 41st annual reports, 1918-1920, Jefferson City, 1921. pp. 546 and 558.

⁵ Missouri. Bureau of Labor Statistics. 40th and 41st annual reports, 1918-1920. Jefferson City, 1921. p. 546.

Of 1,352,024 women (including all females 10 years of age and over) in Missouri in 1920, 244,615 or 18.1 per cent were gainfully employed. In comparison with other States of the country Missouri stood eleventh in the absolute number of women employed, but in 27 of the States a larger proportion of the women were so reported. In some of these the percentage was but slightly greater than that in Missouri, in others it rose much higher, as in South Carolina where slightly over one-third of the women were gainfully employed and in the District of Columbia with almost one-half of the women in that classification.

Scope.

In 1919 there were approximately 46,000 women 16 years of age or over employed as wage earners in the various manufacturing industries of the State. In order to show the scope of the Women's Bureau survey it is important to compare the industrial distribution of the women investigated with the more inclusive figures shown by the census for the entire State. In the following tabulation the manufacturing industries included in the survey are listed with the numbers of women reported in the Census of Manufactures and the number of women actually included in the survey made by the bureau.

Industry.	Total in the industry (U. S. Census).	In the survey—	
		Number.	Per cent of total.
Bags.....	1, 256	696	55. 4
Candy.....	2, 194	742	33. 8
Men's clothing.....	9, 434	2, 902	30. 8
Drugs.....	931	502	53. 9
Electric products.....	2, 091	456	21. 8
Food products.....	4, 014	1, 469	36. 6
Millinery.....	1, 655	726	43. 9
Paper products.....	2, 573	938	36. 5
Shoes.....	7, 854	2, 330	29. 7
Tobacco.....	1, 986	1, 404	70. 7
Miscellaneous.....	2, 480	424	17. 1

Over one-fourth of all the women shown by the census to be engaged in all lines of manufacturing were included in the survey, and the industries studied included ones of marked importance in the State as well as industries in which the women constituted a large proportion of the working force. As a matter of fact, something over a third of the women employed in the manufacturing industries surveyed were actually included in the report. A comparison of the number of women surveyed in the mercantile trade, in the

laundries, and in the telephone exchanges with the numbers in these industries reported in the United States census indicates that for these types of employment information also was secured for a satisfactorily representative proportion of women.⁶

In certain sections of this study the figures for St. Louis and Kansas City have been compiled and discussed separately from those for the rest of the State. In a city of almost 800,000 inhabitants the industrial situation may be quite different from that of a city of 300,000 and markedly unlike that in smaller towns. The habits of life of the workers vary, and these frequently have their effect upon the conduct of the industries themselves. Consequently the data on hours as well as wages are taken up for each of the two largest cities and for the others as a unit.

In the 174 establishments for which information was secured there were employed at the time of the investigation 16,403 white women and 1,536 negro women, totaling 17,939. The detailed figures, distributed both geographically and industrially, are given in the following table:

TABLE 1.—Number of establishments visited and number of women employed therein, by industry and locality.

Industry.	State.		St. Louis.		Kansas City.		Other places.	
	Estab-lish-ments.	Women.	Estab-lish-ments.	Women.	Estab-lish-ments.	Women.	Estab-lish-ments.	Women.
All industries.....	174	17,939	62	10,056	25	2,917	87	4,966
Manufacturing:								
Bags.....	5	696	3	433	2	263	.....	.....
Candy.....	8	742	2	187	3	320	3	235
Clothing, men's—								
Shirts and overalls.....	21	2,487	2	509	4	494	15	1,484
Suits.....	5	415	4	326	.....	.....	1	89
Drugs.....	3	502	5	502	.....	.....	.....	.....
Electric products.....	3	456	3	456	.....	.....	.....	.....
Food products.....	13	1,469	8	1,384	.....	.....	5	85
Millinery.....	7	726	5	551	2	175	.....	.....
Paper products.....	8	938	4	168	3	460	.....	310
Shoes.....	17	2,330	6	1,069	.....	.....	11	1,261
Tobacco.....	3	1,404	3	1,404	.....	.....	.....	.....
Miscellaneous.....	8	424	3	157	2	189	3	78
General mercantile.....	20	2,728	3	1,983	1	220	16	525
5-and-10-cent stores.....	11	442	2	235	1	119	8	88
Laundries.....	26	1,141	7	467	6	399	13	275
Telephones.....	14	1,039	2	225	1	278	11	536

Industry.	Total in the industry (U. S. Census). ^a	In the survey—	
		Number.	Per cent of total.
Stores.....	18,566	3,170	17.1
Saleswomen.....	12,351	.....	.....
Clerks.....	6,215	.....	.....
Laundries.....	3,586	1,141	31.8
Telephones.....	6,239	1,039	16.7

^a U. S. Bureau of the Census. 14th Census. Population. Vol. 4, Table 15.

The largest percentages of the women employed in the industries surveyed in the State were engaged in the general mercantile industry, and in the manufacture of shirts and overalls and of shoes. These three groups together comprised nearly one-half of all the workers included in the survey.

The majority of the shirt and overall establishments were found in the smaller cities, although 40.3 per cent of the women engaged in the industry were in St. Louis and Kansas City. Shoe factories were located both in St. Louis and in the smaller places, over one-half of the workers being employed in the factories of the smaller cities. All of the tobacco workers were found in St. Louis.

The industries employing the most white women are listed below in the order of the percentage these women formed of all the white women in the survey.

General mercantile.....	16.6
Shirts and overalls.....	15.2
Shoes.....	14.2
Tobacco.....	6.9
Telephones.....	6.3
Paper products.....	5.7
Laundries.....	4.8

There were practically one-tenth (9.4 per cent) as many negro women in the plants visited as there were white and 85.2 per cent of these were located at St. Louis. Negro women were not found to any extent in any industries but the manufacture of food products, tobacco, and bags, and in laundries. Outside of St. Louis, the majority of the negro workers were employed in laundries, but altogether only 26 negro women were found in the plants visited in the smaller cities.

As the scheduled hours of the negro women were the same as those of the white workers, all the workers will be treated together in the discussion of hours. The difference in their earnings, however, was so great as to make separate treatment of that subject imperative.

SUMMARY OF OUTSTANDING FACTS.

Extent of survey.

Number of cities and towns visited.....	22
Number of establishments visited.....	174
Number of women employed in these establishments.....	17,939

Workers.

	Per cent.
1. Proportion of negroes.....	8.6
2. Distribution of women in industry groups—	
Manufacturing.....	70.2
Mercantile.....	17.7
Laundries.....	6.4
Telephones.....	5.8

Workers—Continued.

3. The largest group of women in one manufacturing industry was found in shirt and overall manufacturing—19.8 per cent of all the workers in factories.
4. Conjugal condition of—
 - 9,699 white women—
 - 63. 6 per cent single.
 - 20. 2 per cent married.
 - 16. 2 per cent widowed, separated, or divorced.
 - 746 negro women—
 - 27. 1 per cent single.
 - 45. 2 per cent married.
 - 27. 7 per cent widowed, separated, or divorced.
5. Age of—
 - 9,582 white women—
 - 55. 7 per cent were under 25 years.
 - 13. 1 per cent were 25 and under 30 years.
 - 31. 2 per cent were 30 years or over.
 - 773 negro women—
 - 31. 7 per cent were under 25 years.
 - 20. 3 per cent were 25 and under 30 years.
 - 48. 0 per cent were 30 years or over.
6. Living condition of—
 - 9,924 white women—
 - 12. 6 per cent were living independently.
 - 84. 1 per cent were living at home.
 - 3. 3 per cent were living with relatives.
 - 759 negro women—
 - 20. 0 per cent were living independently.
 - 76. 5 per cent were living at home.
 - 3. 4 per cent were living with relatives.
7. Nativity was reported for 11,596 women, only 6.0 per cent of whom were foreign born.

Hours.

Hour data for 156 plants showed:

1. Weekly hours—
 - A schedule of 54 hours for 9.7 per cent of the women.
 - A schedule of 48 hours or less for 32.3 per cent of the women.
 - Hours less than scheduled worked by 53.3 per cent of the women.
 - Hours more than scheduled worked by 4.4 per cent of the women.
2. Daily hours—
 - A schedule of 9 hours for 52.0 per cent of the women.
 - A schedule of 8 hours or less for 22.5 per cent of the women.
 - A schedule of less than 6 hours on Saturday for 68.7 per cent of all the women, and for 89.9 per cent of the women in the manufacturing group.
 - A schedule of normal length or more on Saturday for all women in mercantile establishments.
 - Lunch periods varying from 30 minutes to one hour in length; 57.4 per cent of the women had 30-minute lunch periods and 24.3 per cent had one hour.

Wages.Wage data for 160 plants ⁷—*Week's earnings*—

	January, 1921.	April, 1922.
Median week's earnings for all industries—		
White women	\$12. 90	\$12. 65
Negro women	9. 35	6. 00
Industry with the highest median earnings—		
White women—		
Tobacco	15. 55	-----
Electric products	-----	15. 90
Negro women—		
Tobacco	13. 30	-----
Laundries	-----	9. 80
Industries with the lowest median earnings—		
White women, 5-and-10-cent stores	11. 20	9. 80
Negro women, food products	5. 45	4. 60
Median week's earnings of full-time workers—		
White women	14. 35	13. 70
Negro women	12. 50	8. 80
Median week's earnings, by locality—		
St. Louis—		
White women	13. 60	13. 50
Negro women	8. 90	5. 50
Kansas City—		
White women	14. 05	13. 35
Negro women	10. 05	9. 90
Other places—		
White women	10. 45	10. 40
Negro women	8. 70	9. 50

Year's earnings (for calendar year 1921).

Median year's earnings—		
White women		\$743
Negro women		521
Industry with highest median earnings for white women ⁸ —		
Tobacco manufacturing		921
Industry with lowest median earnings for white women ⁸ —		
5-and-10-cent stores		622

Wage data for telephone operators in 14 exchanges showed median week's earnings to be \$15.05.

CONCLUSION.**Hours.**

In the matter of hour legislation Missouri may be classed among the moderately progressive States, having set up a 9-hour daily standard and a 54-hour week. As is usual in most of the States which provide for a 9 or 10 hour legal working day many employers have instituted a shorter day in their plants. Over a fifth of the women included in this study were working in establishments where the scheduled daily hours were 8 or less. On the other hand, over

⁷ Telephone exchanges not included.

⁸ Reports on year's earnings were obtained for too few negro women to make possible any comparison among industries.

one-half of the women were employed in establishments whose daily hours came up to the maximum permitted by law. The prevalence of the shorter working day on Saturday brought a much larger proportion of the women within the legal maximum for weekly hours. Less than one-tenth of them were required to put in a week as long as 54 hours, while almost a third had a regular week of 48 hours or under. In respect both of daily and of weekly hours the smaller towns in the State were less progressive, longer hours prevailing there than in the two larger cities.

Wages.

The facts concerning wages which were disclosed by the study were more thought provoking than those on hours. One-half of the 15,364 white women in the State for whom information was reported earned less than \$12.65 a week. Even when consideration is limited to those who had worked a full week, one-half of these women earned less than \$13.70.

There was a marked difference between the earnings of the women in the two largest cities and in the other places of the State, both for the industries as a whole and within the same industry. The median week's earnings for St. Louis and Kansas City were \$13.50 and \$13.35, respectively, as compared with \$10.40 for the other places of the State. The most conspicuous contrast between the earnings in different localities within any one industry was found in the shirt and overall and shoe factories. One-half of the shirt and overall workers in Kansas City were getting as much as \$17.75, while the median for the same class of workers in the smaller cities was less than half that amount. The median earnings of the shoe workers in St. Louis were over one-fourth higher than those in the plants of the smaller towns, and in this industry as well as in the manufacture of shirts and overalls the factories in the different places were in many cases owned by the same firms.

The relation between earnings and hours actually worked as well as that between rates of pay and the length of the scheduled week is of considerable interest. In the first instance there was a tendency for wages to increase with hours worked, the rate of increase being less after 48 hours was reached. In regard to rates and scheduled hours, however, quite a different situation was found, for not only did rates of pay not increase with longer hours, but the tendency was for the higher rate of pay to accompany the shorter day.

The figures on the length of time which the women had been in the trade did not bear out the common idea that women stay in industry but a short time. Only about one-fifth of these workers had been in the trade less than one year, while almost as large a proportion had been in the trade 5 and under 10 years. But the

reward for remaining in the trade seemed slight, for although there was a tendency for wages to increase with the length of time in the trade the amount of increase was not great. The extent of the increase varied considerably in the different industries, the least change with added time in the trade being found in the tobacco industry, where the women who had been in the trade 15 years or more received wages only 5 per cent above those of women who had been engaged in the work 1 and less than 2 years. Skill in the trade was very quickly acquired and the woman who had been in the trade one year was able to keep well up with the old-timer. Although the increase in earnings with time in the trade was most marked in the shirt and overall factories, the workers in that industry began with exceptionally low earnings.

The earnings of the negro women were low, one-half of these workers earning under \$6 in a week. When earnings and localities are compared, their situation is the reverse of that of the white women, for the earnings were lowest in St. Louis.

The last census reported 244,615 women gainfully employed in Missouri. The women of the State, therefore, are an important factor in its industrial life. The figures in this survey indicate that while in certain respects State standards for these women are comparatively satisfactory and the individual standards of industry even higher, in other respects there is room for considerable improvement if modern progressive standards of earnings and hours are to be generally established.

PART II.

WAGES.

Industrial situation at the time of the survey.

Since figures on wages have comparatively little meaning unless considered in relation to the general industrial situation, before considering the material on wages which was gathered during the course of this study, some inquiry must be made into data which will characterize the period of the survey. Although no figures are available showing the condition of Missouri industries in the periods for which wages were obtained, information does exist for the country as a whole, and may be used as a general index to the conditions within the State itself.

Information on week's earnings was obtained, for the most part, for a week in April, 1922, and one in January, 1921. In making the study, every effort was made to avoid taking figures which would be in any way abnormal and unrepresentative of the length of week or of the wages of the workers. Consequently, if these two months seemed to give a false impression of the activity of any plant at the time, information was taken in a week in the month immediately following or preceding those designated. In most instances, however, the information was taken for April, 1922, and January, 1921. What then was the economic situation during these periods?

One type of information which may be taken to indicate the industrial condition at any time is the union wage rate, since unions are most successful in their bargainings during times of prosperity. The United States Bureau of Labor Statistics reports the index figures of union rates computed with 1913 as a basis. For the trades which were selected as representative throughout the country, the peak of the index figures, whether the hourly rate or the rate for a full week be taken as a basis of comparison, was found in 1921. The index figures for 1922 had dropped below those for 1920.

*Index figures of union wage rates from 1917 to 1922.*¹

[1913=100.]

Year.	Rate per hour.	Rate per full week.
1917.....	114	112
1918.....	133	130
1919.....	155	148
1920.....	199	189
1921.....	205	193
1922.....	193	183

¹ Monthly Labor Review, vol. 15, No. 5, November, 1922, p. 107.

A more detailed statement of union rate index figures was given in an earlier number of the Monthly Labor Review, showing the index by industry and by city. Although in some industries the union rates in St. Louis and in Kansas City remained the same throughout the three years of 1920, 1921, and 1922, the peak year was most often 1921, or when there were several peak years 1921 was included.²

A more reliable indication of industrial conditions is found in reports on the number of workers on the pay roll and the amount of the pay roll, and such information has been compiled by the Bureau of Labor Statistics for representative establishments in 14 industries. It must be remembered that these figures represent the situation of the United States as a whole, and do not show the kind or extent of fluctuation in Missouri.

*Comparison of the employment in identical establishments in December, 1920, and December, 1921.*¹

Industry.	Per cent of increase or decrease in number on pay roll.	Per cent of increase or decrease in amount of pay roll.
Iron and steel.....	-29.3	-59.4
Auto manufacturing.....	-6.9	-12.7
Car building and repairing.....	-19.7	-34.5
Cotton manufacturing.....	+12.5	+5.9
Cotton finishing.....	+35.5	+24.0
Hosiery and underwear.....	+83.4	+80.0
Woolen.....	+119.9	+113.8
Silk.....	+14.8	+11.6
Men's ready-made clothes.....	+85.3	+101.7
Leather manufacturing.....	+17.7	-0.9
Boots and shoes.....	+33.5	+39.1
Paper making.....	-18.1	-27.9
Cigar manufacturing.....	-2.7	-14.7
Coal mining.....	-14.4	-43.3

¹ Employment in selected industries in December, 1921. Monthly Labor Review, vol. 14, No. 2, February, 1922, pp. 102-105.

Of the industries reported, 8 showed an increase in the number on the pay roll and 7 an increase in the amount of it, while 6 reported a decrease in number and 7 a decrease in amount. The percentages of increase were all higher than those of decrease, but woollens, the industry with the highest per cent of increase, showed such a change largely because the industry had been practically suspended at the first date.

² Changes in union scale of wages and hours of labor, 1913-1922. Monthly Labor Review, vol. 15, No. 3, September, 1922, pp. 69-95.

On the whole these figures indicate that the decline in earnings was not yet well under way in January, 1921, the time for which early pay-roll figures for Missouri were taken. The comparison of figures of April, 1921, with those of April, 1922, the month in which the late pay-roll figures for the survey were taken indicates that the severity of the depression was becoming rather more marked just before the study was made than it had yet been.

*Comparison of the employment in identical establishments in April, 1921, and April, 1922.*¹

Industry.	Per cent of increase or decrease in number on pay roll.	Per cent of increase or decrease in amount of pay roll.
Iron and steel.....	+11.2	-7.3
Auto manufacturing.....	+1.0	+2.1
Car building and repairing.....	+13.7	-5.0
Cotton manufacturing.....	-25.7	-34.0
Cotton finishing.....	-11.9	-20.4
Hosiery and underwear.....	+34.9	+33.6
Silk.....	-9.4	-29.2
Men's ready-made clothing.....	+0.3	-31.3
Leather manufacturing.....	+27.9	+17.5
Boots and shoes.....	+14.9	+2.7
Paper making.....	-2.3	-10.2
Cigar manufacturing.....	-10.2	-22.2

¹ Employment in selected industries in April, 1922. Monthly Labor Review, vol. 14, No. 6, June, 1922, pp. 122-124.

This condition of depression becomes especially evident when the March and April, 1922, figures as presented by the Bureau of Labor Statistics are compared. In 8 industries a decrease in the number of people on the pay roll was shown and in 6 an increase. The percentages of decrease were greater than those of increase. The amount of the pay roll had decreased in 12 of the industries and increased in 2. Although the men's clothing industry had an increase in the number on the pay roll between April, 1921, and April, 1922, there was a decrease in the amount of it. In the boot and shoe industry there was an increase in both number and amount, although the per cent of increase of the number exceeded considerably that of the amount.

The late pay-roll date of the survey fell after the peak of high wages and during the period of industrial adjustment.

Week's earnings.

Actual week's earnings for the women employees were taken for two different weeks, one in April, 1922, and one in January, 1921, in each case care being taken by consultation with employers in regard to production conditions, to secure a week in which the plant

had not had an unusual amount of either undertime or overtime. In all consideration of material dealing with earnings either week's or year's, the figures for white women have been compiled separately from those for negro women on account of the difference in the wage standards of the workers and differences in the occupations and industries in which the two groups of workers have been found. Both discussion and tables, therefore, have been handled independently throughout.

The following table gives in condensed form information regarding earnings of white women in the various industries and localities, but the more detailed information is available in Table I in the appendix:

TABLE 2.—Median earnings of white women, by industry and locality, 1922.

Industry.	State.		St. Louis.		Kansas City.		Other places.	
	Num-ber re-ported.	Median earn-ings.	Num-ber re-ported.	Median earn-ings.	Num-ber re-ported.	Median earn-ings.	Num-ber re-ported.	Median earn-ings.
All industries.....	15,364	\$12.65	8,522	\$13.50	2,438	\$13.35	4,404	\$10.40
Manufacturing:								
Bags.....	628	12.15	379	12.65	249	11.45	.....	.....
Candy.....	739	11.95	187	10.80	319	12.65	233	11.45
Clothing, men's—								
Shirts and overalls.....	2,486	10.90	508	13.10	494	17.75	1,484	8.85
Suits.....	415	12.15	326	13.15	.....	.....	.....	.....
Drugs.....	502	11.95	502	11.95	.....	.....	.....	.....
Electric products.....	456	15.90	456	15.90	.....	.....	.....	.....
Food products.....	654	11.10	570	11.60	.....	.....	84	7.90
Millinery.....	724	14.40	550	14.25	174	15.15	.....	.....
Paper products.....	937	12.25	168	12.85	459	11.45	.....	.....
Shoes.....	2,330	12.80	1,069	15.15	.....	.....	1,261	11.05
Tobacco.....	1,129	13.20	1,129	13.20	.....	.....	.....	.....
Miscellaneous.....	424	13.25	157	13.65	1,528	13.50	2,477	11.80
General mercantile.....	2,717	14.45	1,982	14.60	.....	.....	515	12.35
5-and-10-cent stores.....	440	9.80	233	10.20	.....	.....	88	8.35
Laundries.....	783	12.45	306	13.60	215	13.65	262	10.20

¹ Includes one department store and one 5-and-10-cent store, tabulated here to avoid identification.

² Includes the manufacture of paper products and men's suits, tabulated here to avoid identification.

The median earnings for the 15,364 white women reported, including both time and piece workers in all industries,³ were \$12.65 for the late pay-roll period. In other words, one-half of all the white women for whom information was reported earned under \$12.65 a week. The median earnings in the various industries ranged from \$9.80 for the 5-and-10-cent store employees to \$15.90 for the women working on electric products. Both of these industries comprised fairly small groups, for only 440 women were employed in the former and 456 in the latter.

The largest numbers of women were employed in the manufacture of shirts and overalls, in shoe factories, and in general mercantile establishments. The median wage for the 2,486 shirt and overall workers was \$10.90, for the 2,330 shoe workers \$12.80, and for the 2,717 women employed in general stores \$14.45.

The earnings for the women in the smaller cities throughout the State were responsible for reducing considerably the median for the State as a whole. One-half of the 4,404 women in the State working

³ Telephone operators not included, but treated separately in another section of this report.

outside St. Louis and Kansas City earned less than \$10.40 a week. The women employed in St. Louis showed median earnings of \$13.50, while the figure for the 2,438 women workers scheduled in Kansas City was \$13.35.

This discrepancy between the earnings of those who worked in the large cities and those who worked in the smaller places was particularly marked among the shirt and overall workers. While one-half of the 494 shirt and overall workers in Kansas City earned as much as \$17.75, the median earnings of the 1,484 women engaged in similar work throughout the State were only \$8.85, a situation largely due to the strength of the organization of the clothing workers in Kansas City. Shoe workers in St. Louis had median earnings of \$15.15, while those for the women in shoe factories in the rest of the State were \$11.05. Other industries which were represented both in the two principal cities and in the smaller places showed a similar tendency, but in not all cases was the difference so great.

It has already been pointed out that the period during which this survey was made was one of industrial depression. It is important, therefore, to go back of the current week for which earning records were taken in order to find whether this depression had affected wages to such an extent that they were not indicative of normal standards. Accordingly, figures were secured for January, 1921, more than a year earlier.

The median earnings of the women employed in the various industries throughout the State for this early pay-roll period were \$12.90, only 2 per cent higher than those for the later period. Table 3 shows the median earnings in the various localities and industries for the first part of 1921. The more detailed information may be found in Appendix Table III.

TABLE 3.—Median earnings of white women, by industry and locality, 1921.

Industry.	State.		St. Louis.		Kansas City.		Other places.	
	Num-ber re-ported.	Median earn-ings.	Num-ber re-ported.	Median earn-ings.	Num-ber re-ported.	Median earn-ings.	Num-ber re-ported.	Median earn-ings.
All industries.....	11,360	\$12.90	6,529	\$13.60	1,875	\$14.05	2,956	\$10.45
Manufacturing:								
Bags.....	414	12.70			176	12.90		
Candy.....	509	13.30	83	12.95	244	13.50	182	13.00
Clothing, men's—								
Shirts and overalls.....	1,722	11.35	517	13.10	327	16.45	878	9.15
Suits.....	227	13.50	154	15.90				
Drugs.....	263	12.65	263	12.65				
Electric products.....	167	13.35	167	13.35				
Food products.....	457	12.35	410	12.40			47	11.85
Millinery.....	948	13.10	654	13.10	294	13.10		
Paper products.....	561	13.60	158	13.40	271	15.10		
Shoes.....	1,749	12.60	1,048	13.85				
Tobacco.....	1,316	15.55	1,316	15.55			701	10.80
Miscellaneous.....	233	13.45	¹ 1,213	13.50	² 369	13.75	³ 210	10.75
General mercantile.....	1,552	13.75					531	12.40
5-and-10-cent stores.....	442	11.20	232	11.60			95	8.65
Laundries.....	820	12.60	314	14.95	194	14.00	312	9.70

¹ Includes a department store and a bag factory tabulated here to avoid identification.

² Includes a department store and a 5-and-10-cent store tabulated here to avoid identification.

³ Includes the manufacture of men's suits and paper products, tabulated here to avoid identification.

Lower wages for the later period were not the rule in every industry, even though that was the condition in the industries taken as a whole. The median wage for the workers engaged in the manufacture of electric products was \$13.35 for the early period, or 16 per cent less than the median earnings for that industry in the later period. A similar situation—although not to so great an extent—was found in the millinery industry and in general mercantile establishments. In making such a comparison as this, it must be remembered that two decidedly seasonal industries were included in the survey. April is normally a busy month for millinery establishments while January is dull. In the nut-shelling plants, included among the establishments manufacturing food products, on the other hand, April is a dull month and January more active.

The greatest difference in median earnings for the two periods was found in Kansas City, where the median for the early pay-roll period was \$14.05 as compared with \$13.35 for the late. St. Louis showed a decrease of only 10 cents in median earnings and the median in the other cities of the State had dropped only 5 cents during the time between the two pay-roll periods.

Comparing the figures for the two periods it seems that although by the spring of 1922 the decline in industrial activity was well under way throughout the country, this decline seemingly had not affected the earnings of the women employed in Missouri industries. The figures for the current (April, 1922) pay-roll period are not indicative, therefore, of any unusual or depressed conditions, but may be considered to be fairly indicative of normal wage standards for women throughout Missouri.

The following summary of wage figures indicates the relative standing of the various industries employing women in the State:

	<i>Earnings of less than \$9 a week.</i>	Per cent of women.
All industries.....		20. 2
Clothing manufacturing.....		35. 9
Food-products manufacturing.....		29. 8
5-and-10-cent stores.....		29. 5
Candy manufacturing.....		22. 7
Shoe manufacturing.....		21. 3
Miscellaneous manufacturing.....		18. 2
Tobacco manufacturing.....		17. 4
Laundries.....		16. 7
Drug manufacturing.....		16. 7
Millinery establishments.....		15. 9
Paper-products manufacturing.....		15. 5
Bag manufacturing.....		10. 7
General mercantile establishments.....		8. 4
Electric-products manufacturing.....		6. 1

<i>Earnings of less than \$12 a week.</i>		Per cent of women.
All industries	-----	43.4
5-and-10-cent stores	-----	80.2
Food-products manufacturing	-----	58.1
Clothing manufacturing	-----	54.9
Drug manufacturing	-----	50.6
Candy manufacturing	-----	50.3
Bag manufacturing	-----	47.8
Paper-products manufacturing	-----	47.0
Laundries	-----	44.6
Shoe manufacturing	-----	43.6
Tobacco manufacturing	-----	40.6
Miscellaneous manufacturing	-----	37.5
Millinery establishments	-----	30.8
General mercantile establishments	-----	25.4
Electric-products manufacturing	-----	19.0

<i>Earnings of less than \$15 a week.</i>		Per cent of women.
All industries	-----	67.1
5-and-10-cent-stores	-----	94.3
Food-products manufacturing	-----	82.1
Candy manufacturing	-----	79.7
Drug manufacturing	-----	77.5
Bag manufacturing	-----	76.9
Paper-products manufacturing	-----	74.6
Laundries	-----	71.5
Clothing manufacturing	-----	71.4
Miscellaneous manufacturing	-----	67.7
Shoe manufacturing	-----	64.0
Tobacco manufacturing	-----	63.8
General mercantile establishments	-----	54.9
Millinery establishments	-----	52.9
Electric-products manufacturing	-----	40.1

<i>Earnings of less than \$18 a week.</i>		Per cent of women.
All industries	-----	83.7
5-and-10-cent stores	-----	98.6
Food-products manufacturing	-----	94.3
Candy manufacturing	-----	93.6
Drug manufacturing	-----	91.8
Bag manufacturing	-----	91.2
Paper-products manufacturing	-----	89.3
Miscellaneous manufacturing	-----	88.0
Laundries	-----	87.9
Tobacco manufacturing	-----	87.1
Clothing manufacturing	-----	84.1
Shoe manufacturing	-----	78.3
General mercantile establishments	-----	76.2
Millinery establishments	-----	75.6
Electric-products manufacturing	-----	69.7

Earnings and time worked.

In the previous figures on earnings all the white workers have been considered, as they were found in the various industries, without regard to the amount of time they had worked, and it might be contended that it was unfair to quote figures affected by those who worked much less than a normal week. Consequently, attention must be devoted to the relation between the time actually worked during the week and wages earned.

From the standpoint of the woman wage earner, who must live on what she earns during a week, these figures on actual week's earnings are supremely significant. But the full story of earnings is not told until a correlation is made between the amount of the earnings and the number of hours of work required to amass that amount. Obviously it is of great importance both to the industry and to the individual worker to know whether a stated amount has been earned as the result of 30 or 50 hours of work, and whether the actual hours of work constituted more or less than an accepted standard for a full working week. Information on this subject was not available for all the women for whom figures were secured showing earnings without relation to hours. This is due to the fact that the hours of many pieceworkers in manufacturing establishments are not recorded, and also that records in stores and laundries often show the number of days worked but not the number of hours in each day. It is the difficulty of getting satisfactory material from the records rather than any artificial selection which reduces the number of women included, in the correlations of earnings and hours worked. The validity of the figures is in no way impaired, and those taken may be considered as representative of the whole group.

Table 4 gives a summary of the relation between time worked and earnings of those for whom information was furnished on the basis of hours worked for the week. The more detailed information may be found in Table V in the appendix.

TABLE 4.—*Median earnings of white women, by hours worked, 1922.*

Number of hours worked.	Number of women reported.	Median week's earnings.
Under 44.....	2,557	\$9.80
44 and under 48.....	1,450	14.05
48 and under 54.....	3,103	13.80
54 and over.....	468	14.35

The summary shows a definite relationship between time worked and earnings, but, while the earnings of the women working under 44 hours were considerably smaller than the earnings of those who worked between 44 and 48 hours, the differences between the other groups are not so great.

When the more detailed grouping of hours is used (Table 5), the increase in earnings with additional hours of work is less regular and certain, but it is true that, when the general tendency is worked out, higher earnings are seen to accompany longer hours although the rate of increase is low.⁴ When the women who worked obviously less than a normal week are disregarded and only those who worked 44 hours or more are considered, the tendency for an increase in earnings with a longer week still remains, but it is less marked. This shows that it is the element of lost time which most immediately affects earnings, while increased scheduled hours do not seem to bring, to a very great extent, increases in earnings. In fact the detailed figures show that those who were working under the more progressive hour standards were slightly better paid than those who worked the 54 hours a week permitted by law.

The figures taken from the early pay-roll period show only a rough progression upward with longer hours. The women working 54 hours a week or more actually earned less than those with shorter hours. Except for these women with the longest hours the earnings of each hour group were higher than those of the corresponding group on the late pay roll. Here again the general tendency was for wages to increase with hours when all were considered, but when only those women who worked at least 44 hours were considered earnings actually decreased as the length of the week increased.

For part of the women employed information on time worked could be obtained only in terms of the number of days on which they worked. It was impossible to convert this material into hours since there was no record to show whether the women were there a full day. Consequently, the information for these women must be presented separately.

The second part of Table 5 gives the median earnings by the number of days on which the women worked, the more detailed information being available in Table V of the appendix.

⁴The method known as "least squares" has been used to determine the exact location of the line which represents the general trend in the graphs on the following page. An explanation of the method and its theory may be found in Merriman, Mansfield. Text-book on the method of least squares. Ed. 8. New York, 1911. 230 p.

RELATION BETWEEN HOURS WORKED AND EARNINGS OF WHITE WOMEN

EARLY PAY ROLL

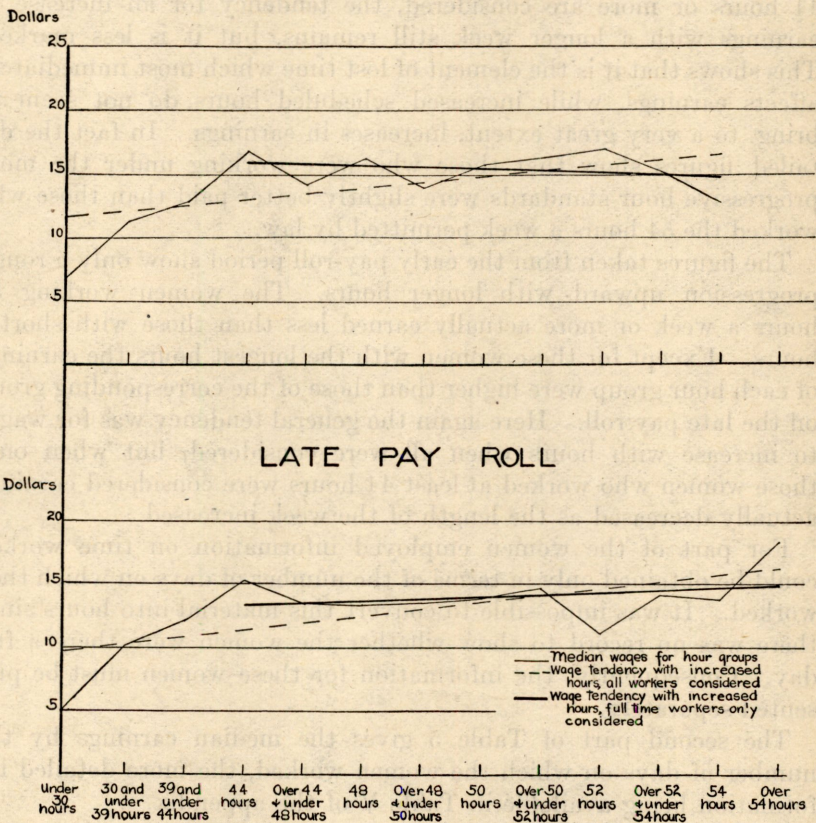


TABLE 5.—Median earnings of white women, by time worked, 1921 and 1922.

A. WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS.

Hours worked, or days on which work was done.	Early pay-roll period (1921).		Late pay-roll period (1922).	
	Number reported.	Median week's earnings.	Number reported.	Median week's earnings.
Total.....	5,159	\$13.35	7,578	\$12.65
Under 30 hours.....	811	6.85	749	5.00
30 and under 39 hours.....	678	11.20	780	10.10
39 and under 44 hours.....	485	12.85	1,028	12.05
44 hours.....	173	16.85	383	15.25
Over 44 and under 48 hours.....	841	14.15	1,067	13.50
48 hours.....	514	16.30	623	13.45
Over 48 and under 50 hours.....	123	13.95	462	13.50
50 hours.....	1,017	15.60	1,212	13.80
Over 50 and under 52 hours.....	177	16.35	669	14.60
52 hours.....	18	17.00	38	11.10
Over 52 and under 54 hours.....	140	15.20	99	14.05
54 hours.....	169	12.75	426	13.85
Over 54 hours.....	13	(¹)	42	18.35

B. WOMEN WHOSE TIME WORKED WAS REPORTED IN DAYS.

Total.....	4,353	\$12.80	5,975	\$13.00
1 day.....	71	1.95	54	1.55
1½ days.....	35	3.05	25	2.20
2 days.....	76	4.85	58	4.45
2½ days.....	37	5.65	25	5.05
3 days.....	102	6.60	94	6.70
3½ days.....	44	6.00	62	7.85
4 days.....	126	8.65	236	9.45
4½ days.....	101	9.25	180	11.10
5 days.....	441	11.35	747	10.30
5½ days.....	1,196	14.60	1,337	13.70
6 days.....	2,124	13.65	3,157	14.30

¹ Not computed, owing to small number involved.

The progress of earnings with time worked was more consistent and regular when the days on which the women worked was used as a basis for the time record. The same tendency was found in the early pay-roll period that was found to exist for the later, and no great difference was shown between the sets of data. The median earnings for all women working on 5 days or more were \$13.50 in January, 1921, and \$13.60 in April, 1922.

When the tables in the appendix are studied it is obvious that not all of the low earnings can be attributed to those who worked less than a full week. Among those working more than 44 hours and less than 48 there were five women who earned less than \$6. On the other hand, there were two women in this hour classification who earned over \$40. The wages of the 50-hour group also ranged from less than \$6 to over \$40, while in the 54-hour group the earnings varied from less than \$6 to between \$30 and \$35. Not all high earnings were connected with long hours, nor all low earnings with a short week.

An important reason for considering wages and hours together is to furnish a check on the general figures. In this manner the danger of lumping all material so that causes are completely ignored is

avoided. Comparing the general figures with figures showing earnings for full-time workers will show to how great an extent the general figures have been affected by the inclusion of those who worked less than full time. Because almost every establishment visited had its own standard of scheduled hours, in other words its own standard of what constituted "full-time" work, it is not possible to present a correlation detailed enough to show the earnings of the women who worked "full time" according to the standards. There is, however, a generally accepted standard for the length of the working week which can be accepted as a rough measure of "full-time" work. This standard is a 48-hour week, and with this as a measure the following table has been prepared, in which the median wages are given for those women who may be considered as having worked a full week or more and are compared with the median wages of the workers which were obtained without regard to time worked. In each case the median for the full-time workers was larger than that for the whole group, but the differences were not very great, ranging in the various localities from \$1.65 to \$.40, and even when the full-time workers alone were considered, the median wage for all the white women reporting throughout the State was only \$13.90 a week.

This figure indicating the earnings for a full-time week is not, however, really representative of the situation of the average worker week in and week out. In every worker's career there is some time lost both because of personal reasons and because of conditions in the industry. Therefore an estimate of average weekly earnings of any one worker throughout the year must include some allowance for lost time, and the figure arrived at with such an allowance would probably be not far from the figure representing the median week's earnings irrespective of time worked of a large group of women for any one week.

TABLE 6.—Median earnings of full-time workers and of all workers, by locality, 1922.

Locality.	Time worked reported by hours.		Time worked reported by days.	
	All women.	Women who worked 48 hours or more.	All women.	Women who worked on 5 days or more.
State.....	\$12.65	\$13.90	\$13.00	\$13.60
St. Louis.....	13.10	14.75	14.00	14.40
Kansas City.....	12.85	13.25	13.40	13.85
Other places.....	11.30	12.75	10.65	11.45

Scheduled hours and weekly rates of pay.

The foregoing discussion has dealt with the wage situation as reflected through actual conditions of hours worked and earnings received. Both of these conditions, however, are more or less variable

factors, depending upon the immediate situation in the different establishments, as well as upon the individual adjustments made by each worker. There is another correlation which can be secured which will to a certain degree offset these variations and give a more constant basis for discovering the relation between hours worked and earnings. This correlation is between rates of pay and scheduled weekly hours of work. Each of these figures will show a standard within the industry, for normal hours and normal output, when lost time need not be allowed for. Unfortunately, rates of pay could not be secured for any except timeworkers, as such rates for pieceworkers are dependent upon output and are often complicated by the addition of a bonus for output above certain amounts.

Although we find a positive correlation between week's earnings and actual hours worked, the same relationship does not exist between the scheduled hours and rates of pay. Table 7 gives the median rate for women scheduled to work the specified number of hours in each industry.

TABLE 7—Median rates and scheduled weekly hours, by industry.

Industry.	Number of women reported.	Median weekly rates of white women whose scheduled weekly hours were—								
		44	Over 44 and under 48	48	Over 48 and under 50	50	Over 50 and under 52	52	Over 52 and under 54	54
All industries.....	5,043	\$15.70	\$15.30	\$12.20	\$12.75	\$11.85	\$11.85	\$13.00	\$14.40	\$12.55
Manufacturing:										
Bags.....	119	(¹)	.....	.....	.....	11.95	.....	.....	.....	.....
Candy.....	212	.....	.....	.....	7.30	10.50	14.55	.....	13.70	(¹)
Clothing, men's—										
Shirts and overalls.....	176	16.70	16.05	(¹)	9.15	11.85	(¹)	.....	.....	.....
Suits.....	263	15.10	.....	.....	12.85	.....	.....	.....	.....	.....
Drugs.....	157	.....	14.55	(¹)	.....	.....	11.95	.....	.....	.....
Food products.....	272	.....	(¹)	(¹)	10.70	12.60	15.75	.....	.....	12.60
Millinery.....	550	.....	15.35	.....	.....	15.50	.....	.....	.....	.....
Paper products.....	89	.....	.....	.....	12.50	.....	.....	.....	15.85	.....
Shoes.....	265	.....	.....	(¹)	11.15	10.05	.....	.....	.....	14.00
Tobacco.....	8	.....	.....	.....	.....	(¹)	(¹)	.....	.....	.....
Miscellaneous.....	147	.....	15.75	.....	.....	14.50	15.40	(¹)	.....	.....
General mercantile.....	1,971	.....	15.15	11.10	12.90	.....	12.80	.....	.....	12.70
5-and-10-cent stores.....	410	.....	.....	.....	.....	.....	10.35	.....	(¹)	7.75
Laundries.....	404	.....	(¹)	(¹)	15.40	(¹)	.....	12.05	13.40	12.50

¹ Not computed, owing to small number involved.

The general tendency, shown by the figures in this table was for lower rates of pay to accompany long hours. In other words a plant with high standards in respect to hours was apt to show the same policy in dealing with wages. When all industries were considered together the highest median rate was found for those women employed for a 44-hour week, while those with a 44-to-48-hour week had the next highest rate of pay, and the 52-to-54-hour group stood third.

When the individual industries are considered the ups and downs of the median rates of pay are even more irregular. The women en-

gaged in the manufacture of suits were to be found only in two hour groups, but the median rate for the 44-hour group was \$15.10, while for those in the 48-to-50-hour group it was only \$12.85. In the shirt and overall plants the highest median rate of pay was found among those women with a week of 44 hours or between 44 and 48 hours. In some industries the pay bore no consistent relation to the length of the scheduled week, while in others it did show an inclination to increase with the number of hours, but in the majority of cases increases were inconsistent and spasmodic.

Rates and earnings.

Rates and earnings are by no means always the same. The amount of earnings is particularly difficult to compute in advance for piece workers whose output may vary for many different reasons and whose earnings vary correspondingly. Even for time workers the amount earned often differs from the rate. It may fall below the rate as a result of time lost or on account of penalties. On the other hand, bonuses are sometimes paid when production exceeds a certain amount, and workers in stores ordinarily get some commission in addition to their regular wages. It is important, therefore, in studying wage possibilities for women to discuss rates as well as the actual earnings received.

Figures on earnings and rates were obtained for 5,076 white women in the State of Missouri, the difference between this number and the number of women for whom wage information was given being largely due to the fact that figures on weekly rates can be obtained for time workers only and even for them such information is not always available. The median earnings exactly equaled the median weekly rate when all of these women for whom rates were reported were considered together. These figures, however, do not represent the situation for the individual industries, for in the general mercantile establishments the earnings of the workers exceeded the rates by 12.4 per cent, while in all of the other industries surveyed the reverse obtained. The greatest discrepancy between rates and earnings was found in the men's suit factories, where the earnings were 13.5 per cent lower than the weekly rate (Appendix Table X). The manufacture of paper products came next, for there the median earnings fell short of the median rates by 11.3 per cent, while the earnings of the shoe workers were 10.1 per cent less than the rates. The least difference between rates and earnings was found in the manufacture of bags, where earnings were only 2.1 per cent below the rate and in the 5-and-10 cent stores which had median earnings only 2.0 per cent below the median rate. The difference in the relation between earnings and rates for the two groups of mercantile workers is due to the fact that any deduction for time lost on the part of the women in the general mercantile establishments is more

than compensated for by the sale's bonus, while the 5-and-10-cent store clerk lacks this opportunity for making up for time lost. It is to be expected that the discrepancy between earnings and rates would be less for the 10-cent store employee than in the manufacturing industries, since slack work can not cut down her pay through partial closing of the plant. Thus is eliminated a frequent cause of lowered earnings.

Table 8 shows for three wage groups the actual difference between rates and earnings for more than 5,000 women.

TABLE 8.—*Weekly rates and actual week's earnings of white women, 1922.*

Amount.	Number of women for whom amount specified was—		Per cent of women for whom amount specified was—	
	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.
Total.....	5,076	5,076	100.0	100.0
Under \$10.....	681	1,119	13.4	22.0
\$10 and under \$15.....	2,695	2,193	53.1	43.2
\$15 and over.....	1,700	1,764	33.5	34.8

While only 13.4 per cent of the women employed in the various industries of the State had a scheduled weekly rate of less than \$10, over one-fifth of the workers actually received less than that amount. On the other hand, more women had a weekly rate between \$10 and \$15 than had actual earnings lying within those limits, and the number with weekly earnings of \$15 and over was slightly greater than the number with such rates. In the early pay-roll period the discrepancy between the percentage actually earning under \$10 and the percentage with such wage rates was greater than in the late. It is also worth noting that for this period, while 37.6 per cent of the women had a scheduled weekly rate of over \$15, only 30.3 per cent actually received that much in a week. The tendency was for the earnings to lag behind the rates more in the early period than in the late. Along with this condition, it is also evident that even the rates had been but little higher in the more prosperous period.

TABLE 9.—*Weekly rates and actual week's earnings of white women, 1921.*

Amount.	Number of women for whom amount specified was—		Per cent of women for whom amount specified was—	
	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.
Total.....	3,895	3,895	100.0	100.0
Under \$10.....	519	984	13.3	25.3
\$10 and under \$15.....	1,911	1,729	49.1	44.4
\$15 and over.....	1,465	1,182	37.6	30.3

In St. Louis the median earnings for the women in all industries taken together exceeded the median rate by 3.1 per cent, while there, as in the State taken as a whole, the median earnings fell short of the median rate in each industry except general mercantile. When the women in the department stores were left out of the calculation, the median earnings for all the other workers were 5.2 per cent short of the median rate. In St. Louis, as for the whole State, the greatest discrepancy between rates and earnings was found in the manufacture of suits. The median earnings of the general mercantile employees were 15.2 per cent greater than the median rate.

In Kansas City the median earnings for all industries considered together were somewhat (6.5 per cent) less than the median rate. Not only was a similar difference found for the workers in the smaller cities, but in those localities the median rate was higher than the median earnings even for the workers in the general mercantile establishments.

Timeworkers and pieceworkers.

The wages of the women studied were based on two systems of payment: (1) on a straight-time basis, with an hourly, daily, or weekly rate, and (2) a piecework basis, with payment according to the amount produced. The wage payments of a limited number of workers were based on a combination of the two systems. The numbers of timeworkers and pieceworkers in the various industries are shown in Table 10.

TABLE 10.—*White women on timework and on piecework, by industry, 1922.*

Industry.	Number of women reported. ¹	Women reported as doing—			
		Timework.		Piecework.	
		Number.	Per cent.	Number.	Per cent.
All industries.....	15,364	8,639	56.2	5,808	37.8
Manufacturing:					
Bags.....	628	311	49.5	291	46.3
Candy.....	739	377	51.0	240	32.8
Clothing, men's—					
Shirts and overalls.....	2,486	253	10.2	2,038	82.0
Suits.....	415	278	67.0	136	32.8
Drugs.....	502	248	49.4	28	5.6
Electric products.....	456	261	57.2	147	32.2
Food products.....	654	338	51.7	293	44.8
Millinery.....	724	553	76.4	164	22.7
Paper products.....	937	599	63.9	236	25.2
Shoes.....	2,330	976	41.9	1,333	57.1
Tobacco.....	1,129	456	40.4	622	55.1
Miscellaneous.....	424	166	39.2	248	58.5
General mercantile.....	2,717	2,717	100.0	.....	.....
5-and-10-cent stores.....	440	440	100.0	.....	.....
Laundries.....	783	666	85.1	32	4.1

¹ The number of women doing timework and the number doing piecework does not equal the total number reported, since the latter figure includes as well those working on a combined time and piece basis and those not reporting.

Of the 15,364 women included in the survey 56.2 per cent were employed on a timework basis and 37.8 per cent were pieceworkers.

Only 5.1 per cent of the women had a wage based on a combination of these two forms of payment.

Naturally no pieceworkers were found in either mercantile group. Excluding those industries, the smallest proportion of pieceworkers was in the laundries. Both piece and time systems of payments were found in all of the manufacturing industries. The smallest percentage of pieceworkers was found in the manufacture of drugs, although the number of timeworkers was not correspondingly greater on account of the fact that many of the workers in this industry were on a modified time basis, receiving something over their regular wages whenever production rose above a certain amount. The manufacture of shirts and overalls stood first in line according to the proportion of its women on a piecework basis, forming an interesting contrast to the other branch of the men's clothing industry, since less than a third of the women employed on men's suits were pieceworkers.

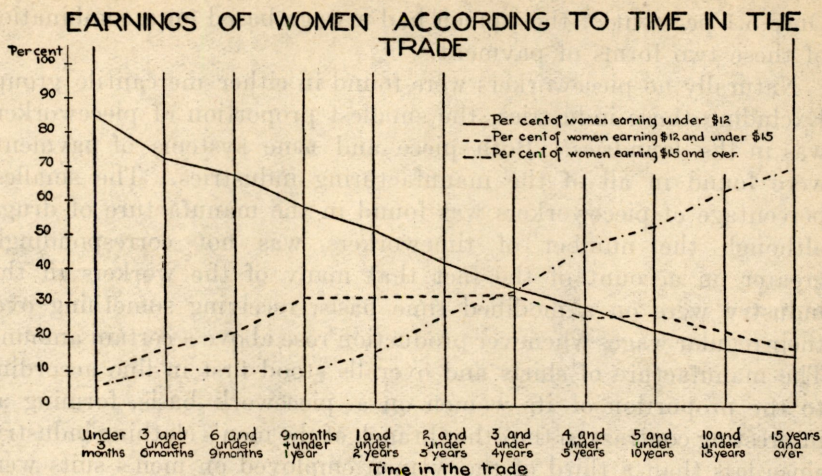
Earnings and time in the trade.

The value of experience is recognized in practically every field of activity. Even in simple routine occupations some time is required for training new workers. The most discouraging questions with which the young worker is confronted are the unfailing, "What have you done before? What experience have you had?" When business is slack it is often found that there is work for those who know the job, but no chance for learners. The value to the firm of the worker's experience is recognized by those managers who are studying scientifically the problem of labor turnover with the aim of reducing it.

To what extent then does the employer recognize in the form of wages the experience of the worker and to what extent do the women remain in the trade long enough to profit by such recognition? Table 11 shows the relation between earnings and time in the trade for the women reporting on this subject in the Missouri survey.

TABLE 11.—*Week's earnings and time in the trade of white women who supplied personal information, 1922.*

Time in the trade.	Women reporting.		Median week's earnings.	Per cent of women in each specified group who earned—		
	Number.	Per cent.		Under \$12.	\$12 and under \$15.	\$15 and over.
Total.....	8,349	100.0	\$13.00	39.6	25.4	35.0
Under 3 months.....	487	5.8	9.80	85.8	9.0	5.1
3 and under 6 months.....	449	5.4	10.40	72.6	16.9	10.5
6 and under 9 months.....	514	6.2	10.55	67.7	21.8	10.5
9 months and under 1 year.....	249	3.0	11.05	58.6	31.3	10.0
1 and under 2 years.....	1,168	14.0	11.85	51.6	31.9	16.4
2 and under 3 years.....	1,133	13.6	12.65	41.7	31.9	26.5
3 and under 4 years.....	842	10.1	13.40	33.6	32.3	34.1
4 and under 5 years.....	653	7.8	14.65	27.7	25.6	46.7
5 and under 10 years.....	1,478	17.7	15.25	21.9	25.7	52.4
10 and under 15 years.....	694	8.3	16.25	16.0	21.2	62.8
15 years and over.....	682	8.2	17.30	14.2	16.4	69.4



Of the 8,349 women for whom information on time in the trade was obtained one-fifth (20.3 per cent) had been in the trade less than a year. For each succeeding group up to 5 years the number of women is less, but in the aggregate almost two-thirds (65.8 per cent) of the women had been in the trade less than 5 years. A considerable number (17.7 per cent) had been in the trade from 5 to 10 years, but only 8.2 per cent had had as much as 15 years' experience.

Even a hasty glance at the table shows that there is a positive relation between the length of time spent in the industry and the weekly earnings. The percentage of women earning under \$12 decreased steadily as the length of time in the trade increased, and at a rather even rate. While 85.8 per cent of the women who had been in the industry less than three months earned under \$12 a week, only 14.2 per cent of those who had been at the work 15 years or more had such earnings.

The largest proportion of women earning from \$12 to \$15 a week had been in the industry from 9 months to four years. After that the number in this wage group fell off, somewhat slowly. The percentage of women in this \$12 to \$15 group varied less radically with the time in the trade than it did in the other two.

Among those who had been in the industry less than a year, comparatively few women were to be found earning \$15 or more a week and the percentage with such earnings increased but slightly with 3, 6, 9, and 12 months of experience. After experience of more than a year in the trade the percentage of women earning over \$15 increased steadily as the length of time in the trade increased. While only 5.1 per cent of the women who had been in the industry less than three months earned as much as \$15, 69.4 per cent of those who had been in the work for 15 years or longer were found in this highest wage group.

Table 12 gives the median wage for the women according to industry and to the length of time in the industry.

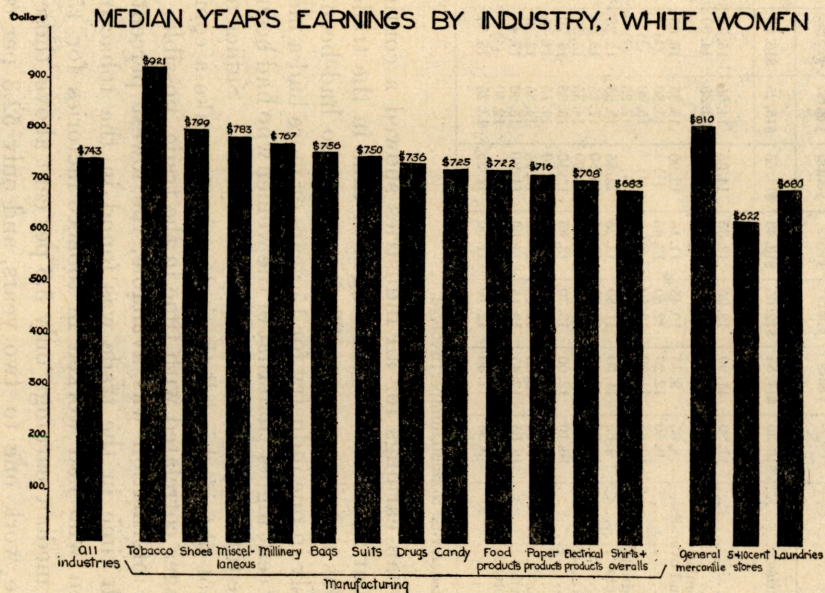
TABLE 12.—*Median earnings and time in the trade of white women who supplied personal information, by industry, 1922.*

Industry.	Median week's earnings of women who had been in the trade—								Median for industry.
	Under 1 year.	1 and under 2 years.	2 and under 3 years.	3 and under 4 years.	4 and under 5 years.	5 and under 10 years.	10 and under 15 years.	15 years and over.	
All industries.....	\$10.30	\$11.85	\$12.65	\$13.40	\$14.65	\$15.25	\$16.25	\$17.30	\$13.00
Manufacturing:									
Bags.....	11.20	11.90	12.95	13.35	14.35	14.65	15.75	17.50	12.50
Candy.....	10.90	12.40	11.50		13.50	13.35	14.00	15.00	12.35
Clothing, men's—									
Shirts and overalls...	8.05	9.35	10.45	11.15	12.90	15.35	16.65	16.65	11.20
Suits.....	9.50	12.20	12.50	13.65	(¹)	13.80	(¹)	(¹)	12.25
Drugs.....	10.65	11.90	13.10	(¹)	(¹)	15.00	(¹)	(¹)	12.30
Electric products.....	13.75	16.20	15.80	16.00	(¹)	17.25	(¹)	(¹)	16.05
Food products.....	9.65	11.50	11.80	13.25	13.85	15.65	15.25	14.50	12.35
Millinery.....	12.00	10.00	13.20	13.15	15.80	17.15	18.60	18.75	15.20
Paper.....	10.65	12.45	13.15	13.60	14.90	14.35	15.50	(¹)	12.60
Shoes.....	10.10	12.00	13.30	13.65	15.10	15.65	16.70	18.50	13.35
Tobacco.....	11.30	14.20	13.45	14.35	15.10	14.75	14.45	15.00	13.70
Miscellaneous.....	9.60	12.80	12.50	14.50	13.75	14.85	13.50	17.15	13.45
General mercantile.....	12.05	12.45	13.15	14.00	14.80	15.90	17.45	19.00	14.70
5-and-10-cent stores.....	9.55	10.30	10.90	12.25	(¹)	12.50	(¹)	(¹)	10.20
Laundries.....	9.35	11.50	12.10	11.50	11.25	13.25	15.50	15.50	12.30

¹Not computed, owing to small number involved.

The median earnings for all industries showed a continuous and fairly regular increase with the length of time in the trade, but this increase was not very great. The women who had been employed continuously in one industry for 15 years or more had a median wage only 46 per cent higher than that of the women who had been employed in the trade for one year, but less than two years. Sufficient information was not obtained in all the industries to make a comparison of median wages correlated with time in the trade possible. Of those for which information was available, the lowest percentage of increase with time in the trade was found in the tobacco industry. The women who had worked in tobacco factories for 15 years or more had median earnings only 5.6 per cent above those who had been in the work one to two years, and only 52.3 per cent higher than those employed less than three months. Analysis of the wages shows that skill in the work was quickly acquired, for the only notable differences in median earnings were found among the groups employed less than two years.

Acquired skill apparently counted for most in the millinery trade and in the manufacture of shirts and overalls. The median earnings of the women employed in the shirt and overall factories for 15 years or more was 78.1 per cent higher than the earnings of those who had worked in this industry one to two years. For the millinery workers the percentage of increase was 87.5 per cent as between the two groups of more and less experienced employees.



Year's earnings.

While figures on earnings and on living expenses are ordinarily given for a week's period of time, yet it is the all-year-round income that is of real importance to the worker. The wage figures thus far presented are for a given week irrespective of the other weeks in the year. Because of fluctuations in the activity of the industries and because of vicissitudes in the industrial careers of the women, the earnings of individual workers are apt to suffer considerable variation from week to week. The question of yearly income is the significant one in judging the adequacy of the wage received, since it is the year's earnings which in the final analysis must regulate the standard of living. Accordingly, it is important to know not only what wages women in Missouri earned during one specific week but how much they obtained during the year. In order to give a picture of the entire year's budget possible for the average woman employed in the industries of Missouri, reports on year's earnings were obtained from pay-roll records for the calendar year of 1921, and 1,972 white women were included in the study. The women were usually selected with the aid of the management so as to include only those who were steady experienced workers, who had worked for the firm for at least a year and who had been absent not more than 8 weeks.

The median year's earnings for these 1,972 women, distributed in the various industries throughout the State were \$748. (Table XIV in the appendix). The highest median was \$929 found in the tobacco industry, while the lowest was that of the 5-and-10-cent-store workers, where half of the women earned less than \$622 a year. The largest number of women for whom information on year's income was secured was engaged in the manufacture of shirts and overalls and in shoe factories, where the median earnings were \$700 and \$805 respectively.

Table 13 shows the standing of the different industries in three income groups.

TABLE 13.—*Industries listed according to per cent of women having year's earnings as specified, 1921.*

Under \$600 for the year.		\$600 and under \$900 for the year.		\$900 and over for the year.	
Industry.	Per cent of women.	Industry.	Per cent of women.	Industry.	Per cent of women.
All industries.....	22.0	.....	53.5	.....	24.5
5-and-10-cent stores.....	43.9	Miscellaneous manu-		Tobacco.....	53.1
Shirts and overalls.....	38.9	facturing.....	85.3	Suits.....	34.7
Laundries.....	32.5	Candy.....	77.0	Shoes.....	34.4
Suits.....	30.6	Paper products.....	72.8	General mercantile.....	33.5
Millinery.....	20.7	Electric products.....	70.4	Millinery.....	28.1
Food products.....	20.6	Drugs.....	68.8	Shirts and overalls.....	25.9
General mercantile.....	19.6	Bags.....	68.1	Electric products.....	22.8
Bags.....	15.1	Food products.....	66.7	Drugs.....	17.2
Drugs.....	14.1	Laundries.....	53.1	Bags.....	16.2
Shoes.....	14.0	Shoes.....	51.6	Miscellaneous manu-	
Candy.....	13.5	Millinery.....	51.2	facturing.....	14.7
Paper products.....	13.2	General mercantile.....	46.5	Laundries.....	14.4
Tobacco.....	12.5	5-and-10-cent stores.....	45.5	Paper products.....	14.0
Electric products.....	7.4	Shirts and overalls.....	35.1	Food products.....	12.7
Miscellaneous manufactur-		Suits.....	34.7	5-and-10-cent stores.....	10.6
ing.....	0.0	Tobacco.....	34.4	Candy.....	9.5

Twenty-two per cent of the women received less than \$600 a year, which when distributed throughout the 52 weeks in the year would average only \$11.54 a week. Somewhat more than one-half of the women were in the group with annual earnings between \$600 and \$900, or ranging from \$11.54 to \$17.30 a week. Only 24.5 per cent received as much as \$900 a year.

It is obvious from the figures reported here that earnings were higher for the women for whom this year's information was secured than for the majority of the women reported. While the median week's wage for all the women investigated was \$12.65, the result obtained by dividing the median year's income by 52 was \$14.39. Since many of those for whom year's records were secured did not work the full 52 weeks, their week's wages were doubtless often higher than that. In fact, when the median income of those working every week in the year was divided by 52, the amount obtained was \$15.04.

The largest percentage of women earning under \$600 a year was found in the 5-and-10-cent stores, where 43.9 per cent of the employees were found in this lowest earnings group. Only 10.6 per cent of the women in these stores earned \$900 and over. The clothing industry was next in the proportion of its women represented in the low earnings group, with 38.9 per cent of the shirt and overall workers, and almost a third of those working on suits earning under \$600. The clothing employees were distributed fairly evenly among the three wage groups, with the largest proportion of the suit workers, in the \$600 to \$900 group. Although a little less than a third of the laundry workers received under \$600, only 14.4 per cent earned

\$900 and over, the rest falling in the group earning between \$600 and \$900.

None of the workers in miscellaneous manufacturing, all of whom were engaged in the needle trades, received less than \$600. The bulk of these workers was found receiving between \$600 and \$900, for only 14.7 per cent of them were in the highest wage group. The tobacco industry had a small proportion of its workers earning under \$600, and also stood at the head of the list of industries when the proportion of women earning \$900 and over was considered; 53.1 per cent of these women had earned \$900 or more during the year.

The industry standing next in rank was the manufacture of suits, where 34.7 per cent of the workers received \$900 or over, exactly the proportion in the \$600 to \$900 group.

Although only 9.5 per cent of the candy workers received \$900 or over, there was also a small percentage of them in the lowest paid group, the majority of them receiving between \$600 and \$900.

With year's earnings as with week's earnings there was a marked difference between the two largest cities and the rest of the State. The median year's earnings for all industries in St. Louis were \$801, as compared with \$760 for the State as a whole. Only 14.9 per cent of the women in St. Louis received under \$600, and 68.8 per cent received less than \$900, as compared with 76.1 per cent who came under the higher figure in the State as a whole.

The median year's earnings for Kansas City were \$772, which is \$29 lower than that of St. Louis. Only one-tenth of the workers had an annual income less than \$600, although 73 per cent came under \$900.

In the other cities of the State, the median income was only \$631. Almost one half of the women earned less than \$600 during the year and 89.5 per cent received under \$900.

Time lost during the year.

The material on time lost during the year was taken from the payroll reports for the women for whom year's earnings were given. It must be remembered that, in selecting these women, all those were excluded who had worked less than 44 weeks. Furthermore, the full extent of time lost is not shown, since the records report only that the woman was working in the plant during any specific week, and not how much of the week she actually worked. Consequently, the figures contained in Tables XVI and XVII in the appendix on time lost are in no way representative or reliable as an indication of the full extent to which time was lost by all the women in the survey.

Even with a picked group of workers such as this, however, the problem of lost time can not be entirely ignored, although 45.9 per cent of

these women lost no full weeks. The best time record was shown by the women employed in the manufacture of bags, where 69.7 per cent of them worked a full year, and in food products, where 68.6 per cent of the women were reported as working 52 weeks.

The investigators who were in the field report, however, that the bag factories were working less than a normal weekly schedule most of the year. The nut picking plants also had considerable undertime within the week.

The most time was lost by the workers engaged in the manufacture of electric products. Almost four-fifths of these women had lost some time, while one-third of this number (25.9 per cent of the total) had lost over four weeks. Almost two-thirds of the general mercantile employees had worked less than a full year, but less than one-tenth of all these women had lost over four weeks.

Of the women in the shirt and overall factories, 72.6 per cent had worked less than 52 weeks, and over one-fifth of these had lost more than four weeks.

While time lost had not been tabulated by cause, that due to the closing down of a plant or of a department has been segregated. It must be recalled that no figures would appear in this connection if the plant had been closed more than 8 weeks.

In view of the fact that stores and laundries, which derive their income from furnishing continuous service to the public, can not make adjustment during a period of business depression by closing a whole or a part of the establishment, only the manufacturing industries need be included when time lost on this account is considered. Of the 1,500 workers in manufacturing plants for whom such information was available, practically one-fifth (20.1 per cent) lost some time due to the shutting down of part or all of the plant; 6.2 per cent of the women lost one week, 8.7 per cent lost two weeks, 3.6 per cent three weeks, and 1.6 per cent lost more than three weeks. The only manufacturing industries which showed no record of a plant being closed for even a short period of time were the manufacture of bags, millinery, and paper products. The indications are, therefore, that even for a picked group of steady experienced workers, allowance must be made for a certain amount of unemployment due to causes outside the workers' control. Such allowance must, naturally, be considerably increased when a less carefully selected group is included.

Telephone operators.

The telephone industry, from the nature of the service which it renders, is in a position very different from that of most woman-employing industries. The nervous strain resulting from the work performed and the need for continuous service gives rise to special problems in connection with length of hours, rest periods, and

evening, night, and Sunday shifts. Not only scheduled hours, but wage rates, are affected by this condition. In addition, some of the workers are paid by the week and others semimonthly. Such irregularities as these make it inadvisable to combine the wage figures for the telephone operators with those for the other women in industry.

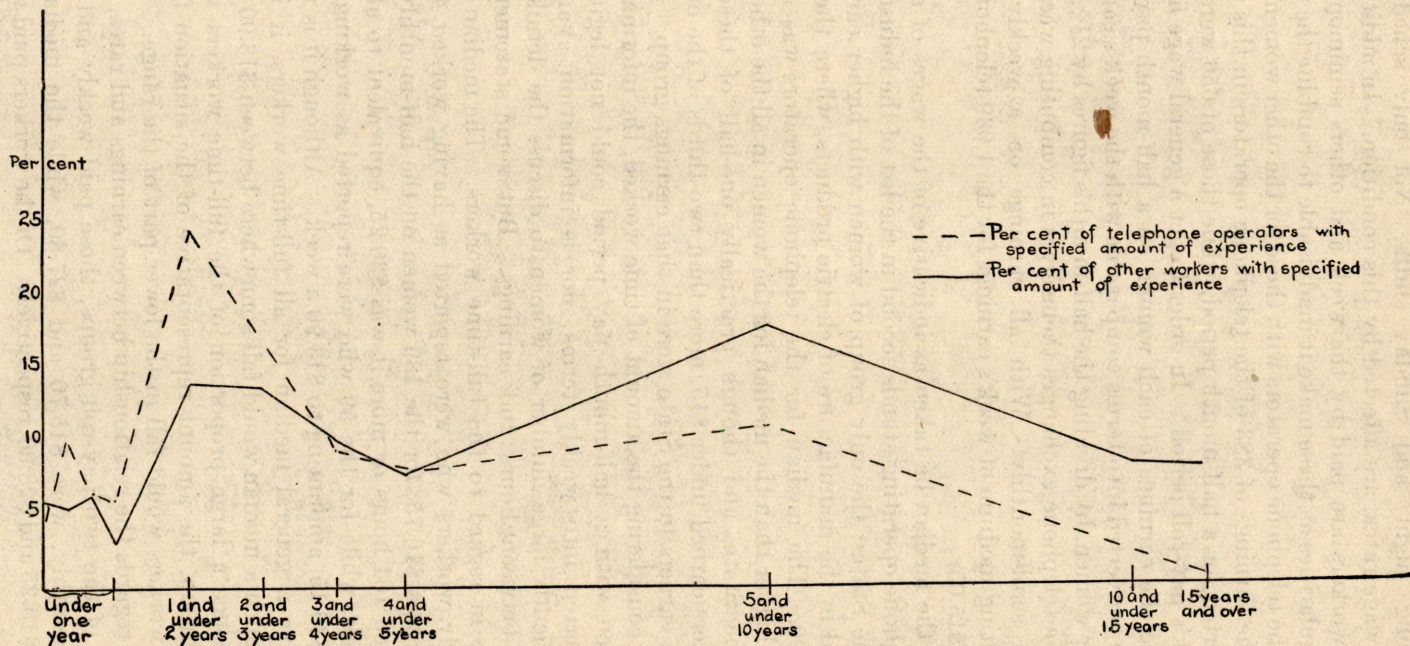
The earnings of 383 of the telephone operators in this survey were reported for a half-month period, while those of 656 were based on a week's pay-roll period. In order to get a general wage figure for the State the earnings of each woman on a half-month pay-roll period were converted into terms comparable with the week's earnings of the other women, by dividing the half-month's figures by $2\frac{1}{2}$, the method of the telephone exchanges themselves in computing week's earnings from semi-monthly. With all earnings on a weekly basis, the resulting medium of week's earnings for the 1,039 telephone operators was \$15.05.

If the median be taken as indicative of the wages of an industry, telephone operating stands second in the list of the industries studied in the States, the only group of women with higher earnings being found in the manufacture of electric products, where the figure was \$15.90. The median for the telephone operators was almost one-fifth higher than the median for the women in all the other industries of the State, and though practically one-half of these telephone workers earned under \$15, more than two-thirds of the other women wage earners in the State were in that earnings group.

In considering the amount of time worked, the information for the women with a half-month pay period could not legitimately be converted into weekly terms; nor is information available for a sufficiently large number of women to discuss the detailed relationship between hours and earnings. But some statements may be made in regard to the full-time workers. The median for the 550 weekly workers who were reported as having worked 48 hours or more was \$16.75; for the 189 women on the half-monthly basis who worked 104 hours or more it was \$30.25, equivalent to about \$13.96 a week; while for the 59 who were reported as working 15 days it was \$30.15, amounting to \$13.90 a week. Although it is not possible to give a general median for all full-time workers, it is apparent that such a median would fall somewhere between \$13.90 and \$16.75, and since a large proportion of the full-time workers were in the first group, the amount representative of the situation for the full-time workers would fall in the lower part of the range.

As regards the relationship between earnings and rates, the median rates of the two pay-roll groups, those paid weekly and those paid semimonthly, were \$15.70 and \$27.80, while the median earnings were \$16.25 and \$28.90, respectively. Of the workers paid weekly, 58.1

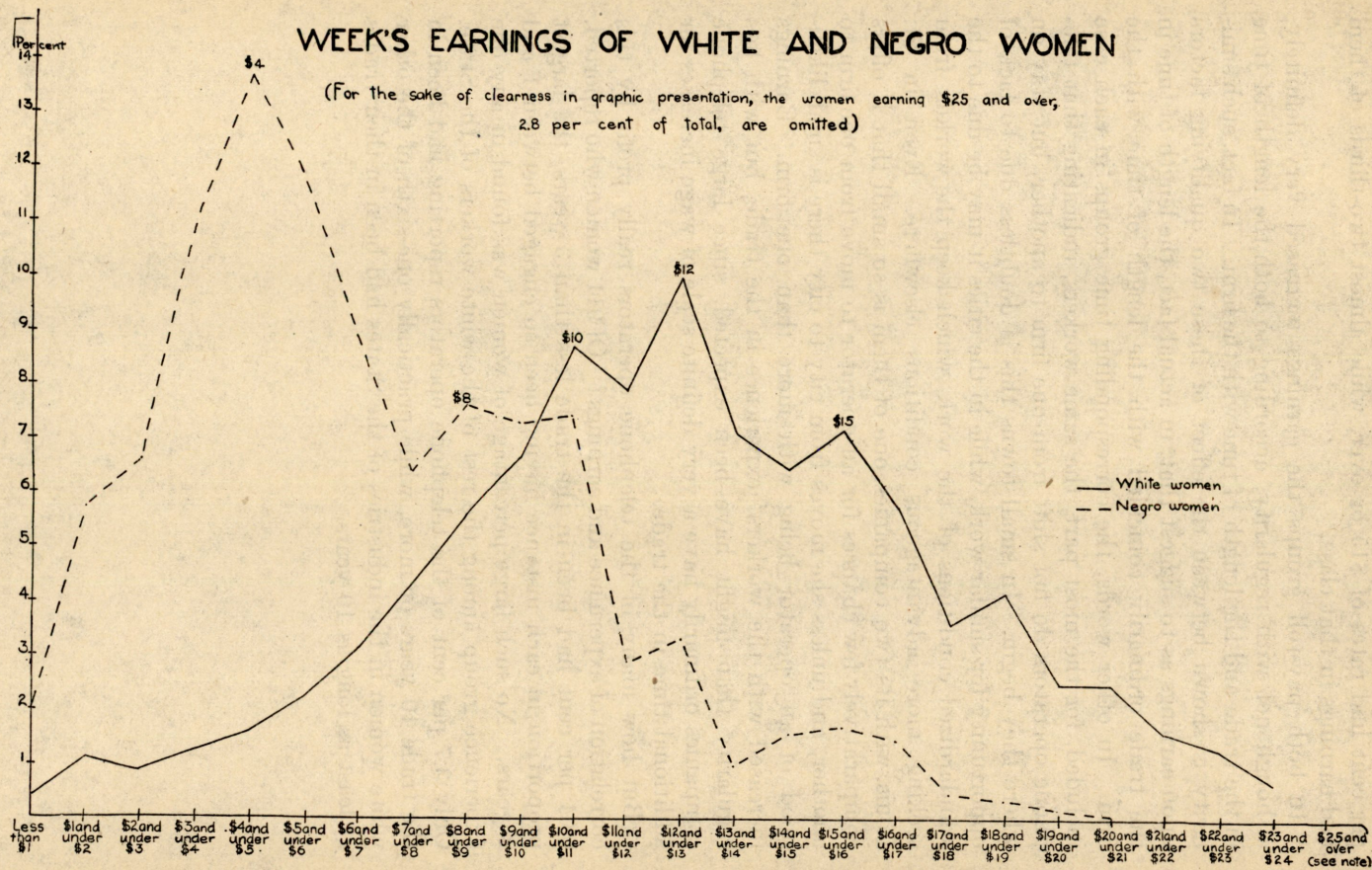
COMPARISON OF LENGTH OF EXPERIENCE IN THE TRADE FOR TELEPHONE OPERATORS AND FOR OTHER WORKERS



per cent had rates of \$15 or over, while almost two-thirds of them had earnings in that class.

In both pay-roll groups the earnings increased very definitely, although not with regularity, according to both the length of time in the trade and the length of time with the firm. In fact, such similarity is shown between the effect of these two qualifying factors upon earnings as to suggest that, in actual fact, the length of time in the trade ordinarily coincided with the length of time with the firm. In other words, the corresponding time groups in each case included, for the most part, the same workers, indicating that telephone operators do not shift from one firm to another, but stay on where they begin. In small towns this is doubtless due to lack of opportunity for similar work, while in the cities it may be due to the standardized conditions of the work, which keep the worker from seeking more advantageous conditions elsewhere. Even in St. Louis, with its two companies, one of them is so small that it offers comparatively few chances for an operator to move from one firm to another, and unless she moves from city to city there is small likelihood of an operator being with more than one firm. Earnings increased with the workers' experience in the trade, but with less regularity than might have been expected, since large telephone companies ordinarily have a very definite scale of wage increases for additional time in the trade.

But how many of the telephone operators really profit by this correlation of experience and earnings? Of 911 women who reported, 68.1 per cent had been in the trade less than 3 years, the largest proportion in each instance having been so engaged between 1 and 2 years. No such large percentage of women was found in any one experience group among the rest of the white workers of the State. Only 3.7 per cent of the telephone operators reporting had been in the trade 10 years or more, while practically one-sixth of the other white women in the industries of the States had been in their trades at least as long as 10 years.



PART III.

THE NEGRO WORKER.

Only 1,536 negro women were found in the establishments visited, and over 98 per cent of these were employed in only four industries—the manufacture of food products, tobacco, and bags, and laundry work. But even in these industries not all the women employed were negroes. Over one-half of the women employed in the manufacture of food products were negroes, but the negroes made up less than a third of the laundry workers and about one-fifth of the tobacco workers, while the overwhelming majority of the women in the bag factories were white. For the most part the negro workers were employed either in different plants or in different occupations from the white women. Practically all of the negro food workers were in the nut-picking plants, which employed very few white women. In the bag factories also the negro women were employed at unskilled jobs.

The largest proportion of the negro women was found in St. Louis, and it was only in that city that they were employed to any extent outside the laundries.

Week's earnings.

Table 14 gives the median earnings for those industries in which the most negro women were employed:

TABLE 14.—*Median earnings of negro women, by industry, 1922.*

Industry.	Women reported.		Median earnings.	Median earnings of white women in corresponding industries.
	Number.	Per cent.		
All industries	1,536	100.0	\$6.00	\$12.65
Bag manufacturing.....	68	4.4	8.95	12.15
Food-products manufacturing.....	815	53.1	4.60	11.10
Tobacco manufacturing.....	275	17.9	7.70	13.20
Laundries.....	358	23.3	9.80	12.45

¹ Details aggregate less than total, because the latter includes 20 women scattered in various industries not shown here.

The median week's earnings for the 1,536 negro women throughout the State were \$6, or less than half the median of the white women in the State. The lowest earnings were found in the manufacture

of food products, where the median was \$4.60. There were 814 negro women in this industry in St. Louis, and they were all employed in nut-shelling plants, in which very few white women were working.

In the tobacco industry the median for the 275 negro women employed was \$7.70, or 41.7 per cent lower than that of the white women in the same industry.

There were 68 negro women employed in the manufacturing of bags, and here again their wages were low in comparison with the white workers of the same plants, even though they were high as compared with the women in the nut plants. The median for the negro women in the bag industry was \$8.95, while that of the white women in this industry was \$12.15.

The highest wages for negro women were found in the laundries, where the median was \$9.80, more than twice that of the nut pickers. Here also, however, their earnings fell considerably below those of the white women engaged in that work.

In the industries where only two or three isolated negro women were found there seemed to be little difference between their wages and those of the white women in the same establishments. It was when they were employed in large numbers and were practically the only women on a specific operation that their wages were conspicuously lower than those of white women.

When the wages of the negro women were considered by locality, the situation was found to be quite the reverse of that for the white women. When all industries were considered together as a unit, the median earnings of the St. Louis negroes were \$5.50, or 50 cents lower than the median for the entire State. This was probably accounted for by the fact that all the large group of low paid women in the nut-shelling plants was included in the St. Louis figures. In Kansas City the median earnings for the negro women were \$9.90, while the median for the few negro women employed in the smaller cities were \$9.50. It must be remembered that the negro laundry workers as a group, whether they were in the large cities or elsewhere, had the highest wages of any industry, and that a large proportion of the negro women employed outside St. Louis were engaged in laundry work. Consequently, a comparison of wages of the various localities amounts to a comparison of wages in different industries.

Earnings and time worked.

Table 15 gives a summary of the material on earnings and time worked for negro women:

TABLE 15.—*Median earnings of negro women, by time worked, 1922.*

A. Women whose time worked was reported in hours.			B. Women whose time worked was reported in days.		
Hours worked.	Number reported.	Median week's earnings.	Days on which work was done.	Number reported.	Median week's earnings.
Total.....	445	\$9.20	Total.....	857	\$5.55
Under 30 hours.....	89	3.30	1 day.....	27	1.30
30 and under 39 hours.....	34	7.55	1½ days.....	16	2.00
39 and under 44 hours.....	56	10.35	2 days.....	26	2.10
44 hours.....	2	(1)	2½ days.....	29	3.20
Over 44 and under 48 hours.....	68	9.00	3 days.....	54	3.55
48 hours.....	6	(1)	3½ days.....	70	4.20
Over 48 and under 50 hours.....	23	11.50	4 days.....	95	4.65
50 hours.....	101	8.95	4½ days.....	124	5.05
Over 50 and under 52 hours.....	39	14.90	5 days.....	142	6.60
52 hours.....	10	(1)	5½ days.....	197	7.60
Over 52 and under 54 hours.....	9	(1)	6 days.....	77	10.40
54 hours.....	4	(1)	.....	.....	.....
Over 54 hours.....	4	(1)	.....	.....	.....

¹ Not computed, owing to small number involved.

The wages increased with time worked rather more rapidly and more consistently for the negro women than they did for the white. The highest median wage was \$14.90 which was found in the 50-to-52-hour group, while the wages of the 10 women who had worked 52 hours ranged from \$12 to \$18. Figures were too incomplete to furnish any basis of comparison after the 52-hour group was passed. The median earnings for all negro women working 48 hours or more were \$11.05, but the median for all the negro women for whom time worked was reported in hours was \$9.20, also considerably higher than that of all the negro workers. Apparently the lower paid workers were found among those for whom time worked was reported according to the days on which they worked, since the median earnings for all of those women were \$5.55, while for those who had worked on five days or more they were \$7.70.

The median earnings for those for whom time worked was reported by days increased more regularly with time worked, ranging from \$1.30 for those who worked on one day to \$10.40 for those who worked on six.

Weekly rate and scheduled hours.

Information on weekly rates and scheduled hours was obtained for 194 women. The majority of these had a 54-hour week and the median rate was \$10.35. The only other group of any size was made up of those whose weekly hours fell between 48 and 50, and for these the median rate was \$10.25. The difference between these two medians was very slight and there were not enough women in the

other hour groups to make any comparison possible, but from what information is available it seems to be clear that the standard of payment for negroes, as for white women, did not depend to any great extent upon the length of the working week.

Rates and earnings.

In the case of the negro women the median rate very definitely exceeded the week's earnings. Such information was obtained for only 244 women, and for these the median rate was \$10.30 while the median earnings were only \$9.80. Table 16 shows the number and per cent of those having earnings and rates within definite amounts.

TABLE 16.—*Weekly rates and actual week's earnings of negro women, 1922.*

Amount.	Number of women for whom amount specified was—		Per cent of women for whom amount specified was—	
	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.
Total	244	244	100.0	100.0
Under \$10.....	101	134	41.4	54.9
\$10 and under \$15.....	132	103	54.1	42.2
\$15 and over.....	11	7	4.5	2.9

In the case of 41.4 per cent of the negro women the rates were less than \$10, and for 54.9 per cent of them the actual earnings fell short of that amount. Those with rates of \$10 or more considerably exceeded in number those who actually earned such an amount. The figures applied to a rather limited number of women, and the majority of them (90.2 per cent) were employed in the laundries, so that this picture may not be a fair representation of the situation of all negro women in industry in the State. It indicates, however, that for many of the women included actual earnings fell considerably below what they might have expected, either because of undertime work, absence, slack work, or some other reason connected with production.

Time lost and overtime.

Of the 444 negro women for whom was reported the extent to which they worked more or less than the scheduled weekly hours, 279, or 62.8 per cent, had lost some time. The percentage for white workers was 53.3. Of the negroes, 26.9 per cent had lost less than 5 hours, 28.7 per cent had lost between 5 and 10 hours, and 35.5 per cent had lost 15 hours or more. Information was not available for a sufficiently large number of women to make a comparison among industries valid.

Almost one-fifth of the negro women had put in some overtime, but 62.4 per cent of those who had worked more than their scheduled number of hours had put in less than 5 hours in addition to

their regular week, while 35.3 per cent had worked from 5 to 10 hours overtime. Only 2.4 per cent of them had worked as much as 10 hours in addition to their regular week.

Earnings and time in the trade.

The effect of experience on earnings is shown in Table 17.

TABLE 17.—*Median earnings and time in the trade of negro women who supplied personal information, 1922.*

Time in the trade.	Number of women reporting.	Median week's earnings.
Under 3 months.....	85	\$4.25
3 and under 6 months.....	68	4.55
6 and under 9 months.....	50	5.30
9 months and under 1 year.....	15	4.90
1 and under 2 years.....	67	5.65
2 and under 3 years.....	90	7.70
3 and under 4 years.....	63	6.55
4 and under 5 years.....	67	8.90
5 and under 10 years.....	141	6.75
10 and under 15 years.....	34	7.50
15 years and over.....	33	8.50

Although the progress of earnings with time in the trade was rather less regular for the negroes than for the white women, yet with them also the general tendency was for a higher wage to accompany a correspondingly longer period in the industry. The highest median wage was found for the women who had worked from 4 to 5 years. There was a marked slump in the groups between 5 and 15 years, while those who had been working 15 years or more again showed a higher wage, although they failed to reach the peak found in the 4-to-5-year group.

Early pay-roll period.

Information on wages during January, 1921, was obtained for 825 negro women. The medium earnings for these women was \$9.35, over 50 per cent higher than the median for the later period. Although the difference within any one industry is not so great as this and the extent of the discrepancy is partly due to a difference in distribution, still the early pay-roll figures were actually higher for each industry except the laundries. The median for the workers in the bag factories was \$10.90, or 21.8 per cent higher than it was in the later period. Although the median for the women employed in the food products plants was extremely low, \$5.45, yet it was 18.5 per cent higher than that found in the same industry during the later period. The greatest difference in earnings was evident in the tobacco industry, where the median for 275 women in the late pay-roll period was only \$7.70, while that for 319 women in the early period was \$13.30, or 72.7 per cent higher than the earnings for 1922. For the laundry workers, however, the earnings in the earlier and generally more prosperous period were slightly lower than at the later date.

Year's earnings.

Information on year's earnings was obtained for but a small number of negro women—only 61. It must be remembered that the same limitations apply to them as to the white women, limitations arising from the method of selection itself. But so far as this small group of women is concerned, there was less difference between the white and negro workers when year's income was considered than when week's earnings were the basis of comparison. While the week's earnings for white women were over 100 per cent higher than those of the negro, the year's earnings of the white women were less than 50 per cent above those of the negro, which latter were \$521. This is probably due to the fact that the method of taking the figures on year's earnings had a more selective effect when applied to the negro women than when applied to the white. The negro women for whom year's earnings were obtained formed a group more nearly comparable to the corresponding section of the white women than to the other workers of their own race. On the whole, the negro women included in the survey were less steady and less skilled than were the white. Consequently the contrast between the earnings of the picked group of each race was less marked than that shown in the figures on earnings obtained from all of the workers. One reason for the better wages of the negro women included in annual earnings is that, in order to get the earnings for any regular workers, it was necessary to include many women who had proved their ability and been advanced to the position of maids or matrons. The median earnings for the 28 negro women who had worked the full 52-week year (\$533) were but slightly higher than the median of all the women included.

Conclusion.

The wages of the negro women working in Missouri industry were conspicuously low. One-half of these women earned less than \$6 a week, while almost three-fourths of them (72.8 per cent) earned less than \$9. The week's earnings of 90.4 per cent of the 1,536 negro women in the industries fell below \$12. These are figures for the entire State, and they were mainly influenced by the wages of the women in St. Louis, although that city paid its white women higher wages than did other localities in the State. One-half of the St. Louis negro women workers earned under \$5.50, and 80.5 per cent had week's earnings of less than \$9. As compared with these, Kansas City stood rather high, but when the figures are regarded absolutely rather than relatively we find that 25.9 per cent of the negro women recorded in Kansas City earned less than \$9 while 82.6 per cent received less than \$12, leaving a large proportion of the women in the \$9-to-\$12 group.

PART IV.

HOURS.

In a consideration of hours of work attention should be given to three phases of the problem: The standard established by the law of the State, the scheduled hours of the plants studied, and the number of hours actually worked by employees of these plants during a definite period of time.

So far as the number of hours which women in industry are permitted to labor is concerned Missouri is to be numbered among the more progressive of the States, though its place is not at the top. It is one of a group of 14 States providing for a 9-hour day, and the Missouri statute also limits the hours per week to 54. Seven States have stricter regulation of weekly hours, five of them—California, Massachusetts, North Dakota, Oregon, and Utah—having a 48-hour week, while Ohio and Wisconsin allow 50 hours. Nine States—Arizona, California, Colorado, Kansas, Montana, Nevada, New Mexico, Utah, and Washington—provide for an 8-hour day, while North Dakota and Wyoming allow 8½ hours a day.

Scheduled weekly hours.

The table of scheduled weekly hours which follows applies to usual scheduled hours, not to special conditions at the time of the survey, and shows that the industries of the States as a whole had a considerably higher standard in regard to hours than that fixed by law. Although they did not have a generally accepted 48-hour week, 32.3 per cent of the women employed throughout the State had a week of 48 hours or less and only 9.7 per cent of them had a scheduled week of 54 hours.

In the scheduled hours of its women employees the suit-making industry stood considerably in advance of all others in the State, 68 per cent of the workers having a 44-hour week. The rest of the women in the industry were employed in plants having practically a 50-hour week, so that the industry as a whole had a standard considerably higher than that established by law.

In the millinery establishments 85.5 per cent of the workers had a week of between 44 and 48 hours.

Of the women in the drug manufacturing plants, 75.1 per cent had a week of 48 hours or under, although the scheduled hours in different establishments ranged from 44 to 52. None had a scheduled week as long as 54 hours.

Although the largest number (42.1 per cent) of those employed in the manufacture of bags had a 50-hour week, one large establishment, employing 35.5 per cent of all the workers scheduled in bag manufacturing, raised the standard for the industry with a 44-hour week.

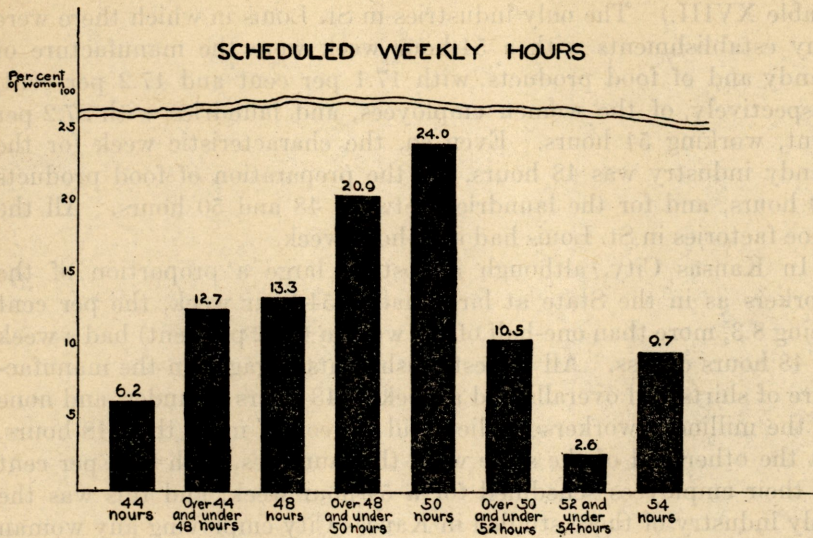
TABLE 18.—Scheduled weekly hours, by industry.

Industry.	Number reported.		Number of establishments and number of women whose scheduled weekly hours were—															
			44.		Over 44 and under 48.		48.		Over 48 and under 50.		50.		Over 50 and under 52.		52 and under 54.			
	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.	Estab-lish-ments.	Wom-en.	Estab-lish-ments.	Wom-en.	Estab-lish-ments.	Wom-en.	Estab-lish-ments.	Wom-en.
Total.....	¹ 156	16,724	8	1,037	20	2,128	18	2,230	18	3,494	30	4,009	22	1,757	7	440	35	1,629
Per cent distribution of women.....		100.0		6.2		12.7		13.3		20.9		24.0		10.5		2.6		9.7
Manufacturing:																		
Bags.....	5	696	1	247							3	293	1	156				
Candy.....	8	742					1	155	2	119	2	81	1	116	1	239	1	32
Clothing, men's—																		
Shirts and overalls.....	21	2,487	3	475	4	578	1	44	5	894	7	306	2	190				
Suits.....	5	415	3	282					1	44	1	89						
Drugs.....	5	502			2	163	1	214			1	68	1	57				
Electric products.....	3	456	1	33	1	177							1	246				
Food products.....	13	1,469					1	11	1	45	3	830	2	58			4	307
Millinery ²	7	726			6	621					1	105						
Paper products.....	8	938					3	437	2	89			2	356	1	56		
Shoes.....	17	2,330					7	1,129	1	89	6	699					3	413
Tobacco.....	3	1,404			1	39					2	1,341	1	24				
Miscellaneous.....	8	424			2	87					4	197	1	89	1	51		
General mercantile.....	20	2,728			1	220	2	90	4	2,021			2	47			11	350
5-and-10-cent stores.....	11	442											7	405	2	8	3	29
Laundries.....	³ 22	965			1	25	2	150	2	193			1	13	3	86	13	498

¹ Details aggregate more than total because two establishments appear in more than one hour group.

² Includes one establishment making infants' headwear.

³ Excludes four establishments, with 176 women, working irregular hours.



The shoe factories presented a fairly good record, with 48.5 per cent of the workers employed for a 48-hour week; 17.7 per cent of the women had a 54-hour week.

The number of hours a week most common in the general mercantile establishments was between 48 and 50, although 12.8 per cent of the workers had a 54-hour week. A week of 50 to 52 hours was most usual for the girls employed in the 5-and-10-cent stores. None of these had less than a 50-hour week, and a few had as high as 54 hours.

The lowest standard was found in the laundries, where 51.6 per cent of the women employed had a scheduled week of 54 hours.

TABLE 19—*Scheduled weekly hours, by locality*

Scheduled weekly hours.	Per cent of women having scheduled weekly hours as specified in—			
	State.	St. Louis.	Kansas City.	Other places.
44.....	6.2	5.8	11.0	4.5
Over 44 and under 48.....	12.7	14.5	24.5	2.2
48.....	13.3	16.4	16.7	4.6
Over 48 and under 50.....	20.9	25.7	2.1	20.9
50.....	24.0	26.8	11.5	24.8
Over 50 and under 52.....	10.5	6.3	16.3	16.4
52 and under 54.....	2.6	.6	9.6	3.3
54.....	9.7	3.9	8.3	23.4

St. Louis was somewhat in advance of the rest of the State in the matter of scheduled weekly hours, for only 3.9 per cent of the women had a 54-hour week and 36.6 per cent had 48 hours or less, while for the State as a whole 9.7 per cent of the women had a 54-hour week and 32.3 per cent had a week of 48 hours or under. (See Appendix

Table XVIII.) The only industries in St. Louis in which there were any establishments with a 54-hour week were the manufacture of candy and of food products, with 17.1 per cent and 17.2 per cent, respectively, of the women employees, and laundries with 27.2 per cent, working 54 hours. Even so, the characteristic week for the candy industry was 48 hours, for the preparation of food products 50 hours, and for the laundries between 48 and 50 hours. All the shoe factories in St. Louis had a 48-hour week.

In Kansas City, although almost as large a proportion of the workers as in the State at large had a 54-hour week, the per cent being 8.3, more than one-half of the women (52.2 per cent) had a week of 48 hours or less. All the establishments engaged in the manufacture of shirts and overalls had a week of 48 hours or under, and none of the millinery workers studied had a week of more than 48 hours. At the other end of the scale were the laundries, with 78.3 per cent of their employees scheduled for a 54-hour week, and this was the only industry of those studied in Kansas City employing any woman as long as 54 hours a week. The candy factories came next, with 74.7 per cent of the workers having scheduled weekly hours falling between 52 and 54.

In the State outside the two largest cities, only 11.3 per cent of the women for whom information was obtained had a week of 48 hours or under, while 23.4 per cent were required to work the full number of hours permitted by law.

Actual time worked.

The previous analysis has dealt entirely with scheduled hours, but the actual number of hours worked may show marked deviation in either direction from the number scheduled. The plant may not have enough work to keep operating the full number of hours or the workers may lose time for personal reasons. On the other hand, the workers may be required to put in extra time on account of a rush order or a busy season. Tables XIX and XX in the appendix show the hours lost by the workers during a characteristic week in April or May, 1922, classified first according to industry and second according to scheduled hours. Tables XXI and XXII treat the subject of overtime in a similar way. Overtime in this connection does not mean that the women were employed in excess of the legal hours of the State, but of the scheduled hours of the individual plants.

Table 20 shows what percentage of the women lost time and what percentage worked longer than the firm's regular hours, as well as the extent to which the hours worked varied from those scheduled. Overtime amounted to very little during the period for which the figures were obtained.

TABLE 20.—Time lost and overtime, by industry.

Industry.	Number of women reported.	Time lost.				Overtime.			
		Per cent for whom lost time was reported.	Per cent of those working less than scheduled hours who lost—			Per cent for whom overtime was reported.	Per cent of those working more than scheduled hours who worked overtime—		
			Less than 5 hours.	5 and under 10 hours.	10 hours and over.		Less than 5 hours.	5 and under 10 hours.	10 hours and over.
All industries.....	7,570	53.3	35.2	27.8	37.0	4.4	64.9	26.7	8.4
Manufacturing:									
Bags.....	626	48.1	25.5	43.9	30.6	2.4	40.0	60.0	.....
Candy.....	360	78.1	37.7	16.7	45.6	.6	100.0	.....	.....
Clothing, men's—									
Shirts and overalls...	722	67.5	42.1	16.4	41.5	.....	.....	.....	.....
Suits.....	324	60.5	44.4	16.8	38.8	11.4	56.8	43.2	.....
Drugs.....	386	33.1	37.5	23.4	39.1	.8	100.0	.....	.....
Electric products.....	456	72.5	64.7	17.8	17.5	10.3	91.5	8.5	.....
Food products.....	272	58.5	28.3	37.1	34.6	.....	.....	.....	.....
Millinery.....	145	31.0	33.3	31.1	35.6	.....	.....	.....	.....
Paper products.....	884	43.3	31.3	32.1	36.6	.1	100.0	.....	.....
Shoes.....	1,753	47.1	32.2	23.5	44.3	7.3	36.7	41.4	21.9
Tobacco.....	1,076	56.7	19.4	44.4	36.2	4.3	91.3	8.7	.....
Miscellaneous.....	273	33.3	30.7	37.4	31.9	5.1	100.0	.....	.....
Laundries.....	293	66.2	44.9	24.2	30.9	13.6	92.5	7.5	.....

Of all the workers for whom such information was available, 53.3 per cent lost some time, and 37 per cent of these lost more than 10 hours during the week. The greatest amount of time was lost by the candy workers, 78.1 per cent of them losing some time, and almost half of those (45.6 per cent) losing 10 hours or over. Although the next largest proportion (72.6 per cent) of workers losing time was found among those employed in the manufacture of electric products, almost two-thirds of the women lost less than five hours each. For 67.5 per cent of the women engaged in making shirts and overalls some undertime was reported, 41.5 per cent of those who lost time being out 10 hours or more.

In considering these figures by industries, it must be remembered that the periods of slack work and of prosperity fall at different times of the year for different industries. The busiest season for the candy industry is the three or four months immediately preceding Christmas, and the figures given in the report were obtained in April. According to the statements of managers of the plants making electric products, that business is fairly steady throughout the year, although one reported a slack time during May, June, and July. The shirt and overall manufacturers claimed a rather steady business throughout the year, somewhat stronger during the summer months.

The smallest percentage of workers losing time was found in millinery (31 per cent) and in the manufacture of drugs (33.1 per cent). The figures were taken for a week falling within one of the busier seasons for the millinery houses, but the schedules indicate that the manufacture of drugs is steady throughout the year.

Only 4.4 per cent of the workers for whom actual time worked was reported had exceeded the scheduled hours, and of that number 64.9 per cent worked less than five hours overtime. The only industry in which more than 10 hours overtime was reported was boot and shoe manufacturing, but this can not be taken to indicate much overtime for the workers in general, since only 7.3 per cent of them reported any overtime whatever. The largest proportion of workers who had put in some overtime was in the laundries, but most of these had worked less than five hours in addition to their scheduled week.

The number of hours undertime or overtime seemed to bear no determinable relation to the length of the scheduled week.

Scheduled daily hours.

Daily hours are of perhaps greater importance than scheduled weekly hours. If there existed only a weekly limitation, excessively long hours might be worked on one day and be offset by shorter hours on other days. However, the strain on the worker of an excessively long day can not be entirely relieved by working shorter hours the following day, and the Missouri law does not leave this to the discretion of the individual employer, but limits the day's work for

women to 9 hours. In this respect, as in the matter of weekly hours, many of the employers are in advance of the standards demanded by law.

Table 21 gives the scheduled daily hours by industry for the State as a whole.

TABLE 21.—*Scheduled daily hours, by industry.*

Industry.	Number reported.		Number of establishments and number of women whose scheduled daily hours were—									
	Estab-lish-ments.	Wom-en.	Under 8.		8		Over 8 and under 9.		9		Over 9 and under 10.	
			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.
Total.....	1159	16,897	1	220	20	3,583	42	4,287	96	8,784	1	23
Per cent distribution of women.....	100.0		1.3		21.2		25.4		52.0		0.1	
Manufacturing:												
Bags.....	5	696			1	247			4	449		
Candy.....	8	742					1	155	6	564	1	23
Clothing, men's- Shirts and overalls.....	21	2,487			3	475	7	794	11	1,218		
Suits.....	5	415			1	190	2	97	2	128		
Drugs.....	5	502					3	377	2	125		
Electric products.....	3	456			1	33	1	177	1	246		
Food products.....	13	1,469			1	11	2	218	10	1,240		
Millinery.....	8	726			4	359	2	262	1	105		
Paper products.....	7	938					4	473	4	465		
Shoes.....	17	2,330			1	60	6	1,069	10	1,201		
Tobacco.....	3	1,404					1	39	3	1,365		
Miscellaneous.....	8	424			1	5	2	115	5	304		
General mercantile.....	20	2,728	1	220	6	2,111	2	47	11	350		
5-and-10-cent stores.....	11	442					8	413	3	29		
Laundries.....	5	1,138			1	92	1	51	23	995		

¹ Details aggregate more than total because one establishment appears in more than one hour group.

² One establishment scheduled 9 hours 5 minutes daily, but under 54 hours a week.

³ Includes one establishment making infants' headwear.

⁴ Includes one establishment in which girls actually work a 9-hour day and get two 15-minute rest periods, making 9½ overall hours (exclusive of a half-hour lunch period).

⁵ Excludes one establishment, with 3 women, working irregular hours.

The figures show that 52 per cent of the women were employed for a 9-hour day, the legal limit in the State. Almost one-half of the women, therefore, were employed by firms with a higher standard, so far as hours were concerned, than that established by the State law. More than one-fifth of the women (21.2 per cent) had the benefit of the 8-hour day.

Only 6.6 per cent of the women in the 5-and-10-cent stores were employed as long as 9 hours, the common standard being 8½ hours.

Among the women in the other mercantile establishments the fact that the 12.8 per cent who had a 9-hour day were distributed among 55 per cent of the establishments indicates that the 9-hour day was common only for the smaller stores; over three-fourths (77.4 per cent) had an 8-hour day, and 8.1 per cent had a day of 7½ hours.

In the branch of the clothing industry devoted to the making of men's suits, less than one-third (30.8 per cent) of the employees were required to work for as long a day as permitted by law, while 45.8 per cent had an 8-hour day. The record of the shirt and overall plants

was not so good, for in these only 19.1 per cent of the women enjoyed an 8-hour day.

None of the establishments studied in the following industries had an 8-hour day: The manufacture of candy, paper products, drugs, and tobacco, and the 5-and-10-cent stores. It will be recalled, however, that the most common day for this last group was 8½ hours. In two other industries only an insignificant number of women had an 8-hour day, in the shoe industry only 2.6 per cent of the employees were working under that standard, and in the manufacture of food products only 0.7 per cent of them had an 8-hour day.

Table 22 furnishes some indication of the standards of the various sections of the State.

TABLE 22.—*Scheduled daily hours, by locality.*

Locality.	Number of women reported.	Number of women whose daily hours were—							
		Under 8.		8.		Over 8 and under 9.		9.	
		Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
State.....	16,897	220	1.3	3,583	21.2	4,287	25.4	8,784	52.0
St. Louis.....	9,831	.....	.....	2,729	27.8	3,175	32.3	3,927	39.9
Kansas City.....	2,639	220	8.3	451	17.1	698	26.4	1,247	47.3
Other places.....	4,427	.....	.....	403	9.1	414	9.4	3,610	81.5

St. Louis was somewhat more progressive than the rest of the State, for less than 40 per cent of the women were employed as long as 9 hours a day and 27.8 per cent had a scheduled working day of 8 hours. These figures do not represent the situation in all the industries, however, for Table XXIII in the appendix shows that no workers engaged in manufacturing candy, shirts and overalls, drugs, food products, paper products, or tobacco, nor in 5-and-10-cent stores enjoyed an 8-hour day.

In Kansas City a smaller percentage (47.3 per cent) of the women had a 9-hour day than in the State as a whole, but there was also a smaller percentage (17.1 per cent) with an 8-hour day, and 26.4 per cent of the women had a scheduled day of between 8 and 9 hours. The only industries in Kansas City (Table XXIII in the appendix) reporting establishments having an 8-hour day were the manufacture of shirts and overalls and of millinery. All the workers in the two millinery establishments studied had an 8-hour day.

The rest of the State was considerably more backward in its standard of hours than were the two cities just mentioned: 81.5 per cent of the women for whom reports were made were employed for the 9-hour day permitted by law and less than one-tenth (9.1 per cent) had an 8-hour day.

Saturday hours.

The prevalence of the Saturday half-holiday custom makes it necessary to consider Saturday scheduled hours independently of those for the rest of the week.

TABLE 23.—Scheduled Saturday hours, by industry.

Industry.	Number reported.		Number of establishments and number of women whose scheduled Saturday hours were—													
			4 and under 5		5 and under 6		6 and under 7		7 and under 8		8 and under 9		9 and under 10		11 and under 12	
	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.	Estab-lish-ments.	Wom-en.	Estab-lish-ments.	Wom-en.	Estab-lish-ments.	Wom-en.
Total.....	153	16,615	39	5,482	51	5,931	1	51	5	545	13	2,565	44	2,039	1	2
Manufacturing:																
Bags.....	5	696	1	247	4	449										
Candy.....	8	742	4	297	2	174										
Clothing, men's—																
Shirts and overalls.....	21	2,487	13	1,991	8	401					1	95				
Suits.....	3	323	1	190	2	133										
Drugs.....	5	502	2	324	3	178										
Electric products.....	3	456	2	210	1	246										
Food products.....	13	1,469	2	258	6	893					1	11	4	307		
Millinery ³	7	726	2	175	5	551										
Paper products.....	8	938	4	490	3	392					1	56				
Shoes.....	17	2,330	7	1,158	6	699					1	60	3	413		
Tobacco.....	3	1,404			3	1,404										
Miscellaneous.....	4	391			6	340					1	51				
General mercantile.....	20	2,728								1	220	5	2,073	13	433	1
5-and-10-cent stores.....	11	442									2	127	9	315		2
Laundries.....	5	981	1	142	2	71	1	51	3	86	1	92	14	539		

¹ Details aggregate more than total because one establishment appears in more than one hour group.

² Excludes two establishments, with 92 women, not working on Saturday.

³ Includes one establishment making infants' headwear.

⁴ Excludes one establishment, with 33 women, working irregular hours.

⁵ Excludes one establishment, with 25 women, not working on Saturday, and three establishments, with 135 women, working irregular hours.

Of all the women reported 68.7 per cent were employed for a Saturday of less than six hours. These workers were found almost entirely in the manufacturing group, and included 89.9 per cent of such employees, but a few laundry workers also had the half holiday. Although one of the laundries did not run at all on Saturdays, 54.9 per cent of the women employed in this industry whose Saturday hours were reported had a 9-hour day. The stores, including both 5-and-10-cent stores and general mercantile establishments, had a Saturday at least as long as the other working days. In fact, 15.9 per cent of the general mercantile workers and 71.3 per cent of the girls in the 5-and-10-cent stores had a Saturday of more than nine hours.

In St. Louis the half holiday on Saturday was customary in the manufacturing plants, for 95.4 per cent of the women engaged in those industries worked less than six hours on Saturday. Two clothing manufacturing plants in the city did not run at all on Saturday, as a regular scheduled policy. Although all the workers in the general mercantile establishments had a full day on Saturday, none of those included in the study worked longer than usual on Saturday. All the 5-and-10-cent store employees had a Saturday of 9 hours or more.

The Saturday half holiday was also prevalent in Kansas City factories, 87.4 per cent of the factory employees having a schedule of less than six hours on Saturday. Although the mercantile employees worked as long on Saturdays as on other days, the only women employed over 9 hours on Saturday were found in the laundries, where 78.3 per cent of them worked longer than the regular working day.

The rest of the State did not lag far behind the leading cities in the matter of the Saturday half holiday for almost two-thirds of these workers were employed for less than 6 hours on Saturday. However, 37.5 per cent of the shoe workers and 94.1 per cent of the women engaged in the manufacture of food products in the smaller towns of the State had a Saturday of 8 hours or more. A long Saturday was common for the stores, 82.9 per cent of the employees in the general mercantile establishments and 90.9 per cent of the 5-and-10-cent store employees having a day of 9 hours or over.

Lunch periods.

The length of time allowed for rest and lunch in the middle of the day is of serious importance for the workers from the point of view both of health and output. In Missouri establishments the lunch period was from 30 minutes to 1 hour, but the percentage of workers having the different periods of time varied considerably within the State.

TABLE 24.—Length of lunch period, by industry.

Industry.	Number reported.		Number of establishments and number of women whose lunch period was—					
			30 minutes.		Over 30 and under 50 minutes.		1 hour.	
	Estab-lish-ments.	Women.	Estab-lish-ments.	Women.	Estab-lish-ments.	Women.	Estab-lish-ments.	Women.
Total.....	157	16,765	72	9,615	21	3,077	64	4,073
Manufacturing:								
Bags.....	5	696	3	293	2	403		
Candy.....	8	742	6	348	2	394		
Clothing, men's—								
Shirts and overalls.....	21	2,487	9	1,643	3	224	9	620
Suits.....	5	415	4	326			1	89
Drugs.....	5	502	3	178	2	324		
Electric products.....	3	456	2	279	1	177		
Food products.....	13	1,469	7	938	1	238	5	293
Millinery ¹	7	726	1	105	3	229	3	392
Paper products.....	8	938	5	234	2	394	1	310
Shoes.....	17	2,330	5	775	3	542	9	1,013
Tobacco.....	3	1,404	3	1,404				
Miscellaneous.....	8	424	6	397			2	27
General mercantile.....	20	2,728	3	1,983			17	745
5-and-10-cent stores.....	11	442					11	442
Laundries.....	23	1,006	15	712	2	152	6	142

¹ Includes one establishment making infant's headwear.

² Excludes three establishments, with 135 women, having irregular hours.

In St. Louis 72 per cent of the women had a 30-minute lunch period, while 19.5 per cent had between 30 and 50 minutes, and only 8.5 per cent had a full hour. All the 5-and-10-cent store employees and 71.1 per cent of the millinery workers had 1 hour at noon, but these were the only groups in which it was common.

Of the Kansas City workers 49.3 per cent had a 30-minute lunch period, 37.1 per cent had between 30 and 50 minutes, and 13.5 per cent had a full hour, the last-named comprising only those working in stores.

The situation in the rest of the State was in marked contrast to that of the two cities, and especially to that of St. Louis; 65.4 per cent of the women employed in the other towns had an hour for lunch, 5.3 per cent had between 30 and 50 minutes, and 29.3 per cent had a half-hour. All the candy workers had a 30-minute lunch period as had 44.1 per cent of the women in laundries. Other manufactures in which some of the women had a short lunch period were clothing, food products, and shoes. The generally accepted standard in the smaller places allowed 1 hour for lunch. An explanation of this difference in length of lunch period for the two cities and the rest of the State may be found in the habits of the women themselves. It is quite probable that in the smaller cities a larger proportion of the women lived near enough to their work to go home for lunch when an hour was allowed. In a large city that is seldom possible, and most of the workers lunch in the building or in the immediate vicinity of the work place.

PART V.

THE WORKERS.

Any study of hours and wages assumes more significance when considered in conjunction with some knowledge of the workers. What type of women is employed in Missouri? Are they foreign or American born, young girls or mature women, married or single, living at home or shifting for themselves? While actual wages and hours may be the things of especial interest to the individual worker, nativity, age, and other factors may have such a qualifying effect as to give them considerable importance. Furthermore, such information makes it possible to picture more clearly the group of women to whom the wage figures apply.

To secure such information simple questionnaires were distributed among the workers in each of the plants visited. While the total number of women included in the survey was 17,939, personal information could not readily be obtained for all of them, nor did all the women who turned in personal information blanks reply to each of the questions. Consequently, the number for whom personal information is available varies with the inquiry. In all cases, however, such information is available for over one-half of the women included in the study, a large enough proportion to be taken as representative of the women employed in the State.

Nativity.

Table 25 shows the nativity of the women for whom schedules were obtained.

TABLE 25.—*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.....	11,596	9,370	1,536	690
Percent distribution.....	100.0	80.8	13.2	6.0
Manufacturing:				
Bags.....	467	333	68	66
Candy.....	475	461	3	11
Clothing, men's—				
Shirts and overalls.....	1,422	1,343	1	78
Suits.....	242	165	.....	77
Drugs.....	271	265	.....	6
Electric products.....	160	155	.....	5
Food products.....	1,182	341	815	26
Millinery.....	364	340	2	22
Paper products.....	542	524	1	17
Shoes.....	1,601	1,571	.....	30
Tobacco.....	1,111	620	275	216
Miscellaneous.....	264	225	.....	39
General mercantile.....	1,623	1,545	11	67
5-and-10-cent stores.....	262	250	2	10
Laundries.....	697	326	358	13
Telephones.....	913	906	.....	7

A total of 11,596 women reported the country of their birth, and of this number, 9,370 or 80.8 per cent were native-born white women, while 13.2 per cent were negroes. Only 6.0 per cent were foreign born. Missouri is but little acquainted with the problems which confront many industrial centers arising from large numbers of foreign workers massed together. Most of the negro workers were found in St. Louis and they were not employed to any great extent outside food-products manufacturing (where they worked principally as nut pickers), tobacco manufacturing, and laundries.

The largest proportion (nearly one-third) of foreign-born women in any industry was found in the manufacture of suits. This is rather to be expected in the needle trades, and it is surprising that only 5.5 per cent of the women in the shirt and overall factories were foreign-born.

The next largest proportion of foreign born was in the tobacco industry, where they comprised practically one-fifth of the workers. Only 55.8 per cent in this industry were native white.

Although the percentage of native white workers was low in the laundries (46.8 per cent) and in food products (28.8 per cent), the balance was largely made up of negro workers.

The following is a list of the industries in which over 90 per cent of the women employed were native white:

	Per cent.
Telephones.....	99. 2
Shoes.....	98. 1
Drugs.....	97. 8
Candy.....	97. 1
Electric products.....	96. 9
Paper products.....	96. 7
5-and-10-cent stores.....	95. 4
General mercantile.....	95. 2
Shirts and overalls.....	94. 4
Millinery.....	93. 4

In general, then, the women who were working in Missouri were American-born women with American standards of living. There seems to be very little relation between the proportion of foreign-born women in the industry and the wages paid by that industry. The two industries with the lowest median earnings, the 5-and-10-cent stores and the shirt and overall factories, each had over 90 per cent of native white workers.

Age.

The age of the worker is another qualifying factor which may affect earnings, and a classification of workers by age is of interest. A very large proportion of young and inexperienced girls, or of women past their prime and period of greatest efficiency, might conceivably have brought down the median wage. Under such circumstances somewhat lower wages might be expected. If, on the other hand the

majority of the workers are mature, experienced women at what should be the height of their earning capacity, a low wage becomes a more serious problem especially because such women ordinarily have to meet responsibilities for the support of others, and must also provide for the future.

The somewhat common belief that most working women are young girls in industry for a few years only is in no way supported by the facts in regard to the ages of Missouri women workers as shown in Table 26.

Of the 9,582 white women reporting, only 31.8 per cent were under 20 years of age. Almost one-half (44.3 per cent) were at least 25 years of age, while 31.2 per cent were 30 years old or more.

The largest proportion of the mature women was employed in laundries, general mercantile establishments, tobacco factories, and the manufacture of men's suits. Only 30.4 per cent of the white women employed in the laundries were under 25 years of age. The largest number (28.9 per cent) of the laundry workers was found in the 30-to-40-year group, while the 40-to-50-year group ranked second in number. Of the women in the general mercantile establishments who reported their age, only 39.4 per cent were under 25, while as many as 40.1 per cent were between 30 and 50 years old. In the tobacco industry, the largest proportion of the white women were 30 to 40 years of age; only 43.5 per cent of the tobacco workers were under 25. The largest number of women in the suit-making industry was in the age group of 30 to 40, but as many as 53.5 per cent of them were under 25.

The 5-and-10 cent stores and the telephone exchanges employed the largest numbers of young girls. Of the 5-and-10-cent store workers, 80.4 per cent and of the telephone operators, 83.3 per cent were under 25 years of age. Over one-half of the store employees (58.8 per cent), and a somewhat smaller proportion (46.2 per cent) of the telephone girls were under 20. Over a third of these 5-and-10-cent store workers were between 16 and 18 years old. It is interesting to note that this same group of women had the lowest median wage of any of those studied, while the median in the other industrial group made up largely of young women was \$15.05.

The majority of the electric products workers were also younger women, with almost three-fourths of their number less than 25 years old, while 39.1 per cent of them were under 20. In spite of the fact that such a large number of young workers was reported among the employees engaged in the manufacture of electric products, the highest median wage was found in this industry.

Of the women in the bag factories, 71.8 per cent were under 25 and almost one-half (45.9 per cent) were less than 20 years old. The proportions of young and mature workers engaged in the manufacture of paper products were practically the same as in the bag factories.

TABLE 26.—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.....	9,582	773	1,233	36	1,814	59	2,292	150	1,252	157	1,653	217	920	113	332	34	86	7
Per cent distribution.....	100.0	100.0	12.9	4.7	18.9	7.6	23.9	19.4	13.1	20.3	17.3	28.1	9.6	14.6	3.5	4.4	0.9	0.9
Manufacturing:																		
Bags.....	401	20	75	2	109	1	104	4	39	4	52	8	14	1	6		2	
Candy.....	474	1	58		103		97		70		74		52		19		1	
Clothing, men's—																		
Shirts and overalls.....	1,323		141		184		269		174		254		193		81		27	
Suits.....	243		35		46		49		32		52		22		7			
Drugs.....	271		49		67		66		31		27		25		6			
Electric products.....	156		16		45		54		18		16		5		1		1	
Food products.....	368	462	72	21	76	32	57	83	52	102	60	125	31	71	15	22	5	6
Millinery.....	539		43		51		59		38		42		20		5		1	
Paper products.....	259		90		126		166		67		70		18		2			
Shoes.....	1,578		212		290		404		218		280		118		49		7	
Tobacco.....	836	153	97	3	115	10	152	33	101	25	181	45	123	26	47	10	20	1
Miscellaneous.....	247		33		33		71		24		48		18		15		5	
General mercantile.....	1,360	2	69	1	170	1	297		221		336		209		49		9	
5-and-10-cent stores.....	260		90		63		56		25		14		7		2		3	
Laundries.....	332	135	26	9	31	15	44	30	41	26	96	38	61	15	28	2	5	
Telephones.....	935		127		305		347		101		51		4					

WOMEN IN MISSOURI INDUSTRIES.

The negro women were older on the whole than were the white workers, for only 31.7 per cent of them were under 25 years of age, while 48 per cent were over 30. Of the negro women employed in the laundries, 40 per cent were under 25 years, but the largest number was found in the 30-to-40-year group. In the tobacco industry, only 30.1 per cent of the negro workers were under 25 years of age, and the largest group was composed of those between 30 and 40.

Conjugal condition.

Table 27 gives the conjugal condition of the women workers, according to industry.

TABLE 27.—*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.....	9,699	746	6,167	202	1,963	337	1,569	207
Per cent distribution.....	100.0	100.0	63.6	27.1	20.2	45.2	16.2	27.7
Manufacturing:								
Bags.....	392	18	284	12	59	4	49	2
Candy.....	470	1	271		106	1	93	
Clothing, men's—								
Shirts and overalls.....	1,341		733		348		260	
Suits.....	237		137		71		29	
Drugs.....	267		196		35		36	
Electric products.....	158		132		8		18	
Food products.....	363	445	240	98	59	227	64	120
Millinery.....	345	1	260		41	1	44	
Paper products.....	523		358		99		66	
Shoes.....	1,484		985		281		218	
Tobacco.....	833	152	355	51	312	54	166	47
Miscellaneous.....	254		152		60		42	
General mercantile.....	1,541	2	973	2	252		316	
5-and-10-cent stores.....	256		190		47		19	
Laundries.....	332	127	113	39	119	50	100	38
Telephones.....	903		788		66		49	

Of the 9,699 white women reporting conjugal condition, 63.6 per cent were single, 20.2 per cent were married, and 16.2 per cent were widowed, separated, or divorced. These percentages tend to disprove the theory that practically all women work only until marriage, for over one-third of these women (36.4 per cent) were or had been married. Even a larger proportion of the negro women were or had been married. Only 27.1 per cent of the 746 negro workers returning personal information blanks were single, while 45.2 per cent were married, and 27.7 per cent were widowed, separated, or divorced.

The three industries employing the largest proportions of married women were tobacco manufacturing (37.5 per cent), laundries (35.8 per cent), and the manufacture of men's suits (30 per cent). The largest proportion of workers who were widowed, separated, or divorced (30.2 per cent) was found in the laundries, while general mercantile establishments and tobacco factories stood next in rank.

The widowed, separated, and divorced women were placed in one class because their responsibilities and economic problems are practically the same. In each case the majority of them must assume the burden of supporting the family, which ordinarily is borne by the husband.

For the married woman also the responsibilities may be greater, rather than less, than for the woman who has not married. She may be at work on account of her husband's illness, and have to furnish the entire family income, or the husband may have only irregular work, or for other reasons be earning less than enough for the support of the family.

In some instances in the present survey the wife was working to enable the family to get ahead, or to live a little better. One woman said that she had been turning in the most of what she earned as payments on a house, which was almost paid for at the time of the agent's visit.

Another woman, whose husband was working steadily but for a very small income, had begun to work for wages when her youngest child was 7 years old. Since that time she had clothed the family, paid the insurance, and met other expenses, while her husband had the responsibility of actual food and shelter.

Another worker, whose husband had a small express business, reported that she had gone to work "to get a house"; she and her daughter had succeeded in paying off the mortgage on the house in four years. All the members of another family visited were contributing their surplus earnings to the buying of a home.

Living condition.

Of the 9,924 white women supplying information on living conditions, only 12.6 per cent were living independently, while 84.1 per cent were living at home, and the remainder with relatives.

TABLE 28.—*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.		Independently.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
All industries.....	9,924	759	8,346	581	326	26	1,252	152
Per cent distribution.....	100.0	100.0	84.1	76.5	3.3	3.4	12.6	20.0
Manufacturing:								
Bags.....	400	19	352	11	23	1	25	7
Candy.....	472	1	405				67	1
Clothing, men's—								
Shirts and overalls.....	1,411		1,185		34		192	
Suits.....	235		209				26	
Drugs.....	271		240		11		20	
Electric products.....	161		140				21	
Food products.....	363	450	335	353	5	24	23	73
Millinery.....	365	1	298	1			67	
Paper products.....	530		468				62	
Shoes.....	1,512		1,295		49		168	
Tobacco.....	838	150	767	110		1	71	39
Miscellaneous.....	260		238		3		19	
General mercantile.....	1,593	2	1,210	2	98		285	
5-and-10-cent stores.....	260		237		1		22	
Laundries.....	323	136	265	104	2		56	32
Telephones.....	930		702		100		128	

An unusually high proportion (over 90 per cent) of the women employed in the manufacture of food products and tobacco, and in 5-and-10-cent stores lived at home. It may be of interest to note that food products manufacturing and 5-and-10-cent stores ranked among the industries with the lowest median earnings. Whether this situation is due to the policy often found in poorly paid industries of giving preference for employment to those who live at home can not be determined in this instance. It may be possible that the large proportion of comparatively young women (under 25 years) employed in 5-and-10-cent stores and the manufacture of food products accounts to some extent for the larger proportion of women living at home.

In the industries listed below the percentage of women living independently was greater than the corresponding figure for all the industries.

	Per cent.
Millinery.....	18.4
General mercantile.....	17.9
Laundries.....	17.3
Candy.....	14.2
Shirts and overalls.....	13.6
Electric products.....	13.0

It has already been pointed out that "living at home" does not necessarily mean lessened responsibility for the married worker. For the single girl, also, living with her family may involve even more responsibility than living independently. Very few of the women who were reported as living at home had lighter burdens because of that fact. Their responsibilities were quite as likely to be increased, since others in the family were apt to be at least partially dependent upon their earnings. Although material on the extent of home responsibility obtained in the survey was insufficient for statistical compilation, yet enough information was gained through home visits and interviews with the workers to indicate the type of situation which might and often did exist. Many of the younger workers who lived at home were members of large families and turned over all their earnings to their parents to supplement the family income. Others paid a definite amount, usually, but not in all cases, somewhat less than the current rate for board and room, even though they were living at home. Others had more severe and definite home responsibility.

One family visited consisted of a man and wife and three small children and the wife's aged parents. The younger woman was a filler in a drug factory, earning \$10 to \$16 a week. Her mother kept the house, her father was unable to work, and she was the only steady wage earner in the family, for her husband worked only irregularly, bringing in perhaps \$10 to \$18 a week. The only

dependable source of income for this family of seven was the wage of this one woman.

One girl, a packer in a food-products plant, had to bear half the burden of support of a family of five in which the father was an invalid and not able to work. One sister had been hurt in an accident and had been unable to assist for some time.

Another woman, also working in food products, was the sole support of herself and an aged mother, who was quite helpless as a result of two paralytic strokes. This worker had to shoulder all the responsibility for the housework as well.

An ironer in a laundry, who was only 18, was sending to her mother and a younger brother all that she earned above the \$5.50 which she paid for board and room "in a home" and a dollar "for spending." The mother, who was going blind, was living with a married brother, but would have to leave there soon, and the girl was looking forward to assuming the entire responsibility for her mother and young brother. Since she was earning only \$15.20 a week, slightly less than what she needed to care adequately for her own needs, it was not surprising that she was wondering how she could make ends meet in the future.

In another family a woman and her two oldest daughters, whose combined earnings averaged a little over \$30 a week, were supporting themselves and a younger girl.

One case was reported of three sisters who were "living at home" maintaining themselves and their mother. They shared the household expenses evenly.

Many other similar instances might be related, but these are sufficient to indicate that home responsibility is a very real thing for many women workers.

In making up budgets for women in industry, it is ordinarily considered that the worker has no others dependent upon her and that her budget should cover only her personal needs. It is not contended here that allowance should be made in the single woman's budget for the support of total dependents but the fact must not be lost sight of that the single woman plays an important part in the economic life of the family. This side of the problem has been set forth in anticipation of the attitude so commonly taken that, since many of the women live at home, their income will go much further than indicated by budget comparisons. It is probably truer that the discrepancy is more likely to occur in the opposite direction.

dependable source of income for this family of seven was the wages of this one woman.

One girl, a partner in a food-products plant, had to bear half the burden of support of a family of five in which the father was an invalid and not able to work. One sister had been hurt in an accident and had been unable to assist in any way.

Another woman, also working in food products, was the sole support of herself and an invalid mother who was quite helpless as a result of two paralytic strokes. This mother had no doubt all the responsibility for the household as well.

A woman in a laundry, who was only 18, was coming to her mother and a younger brother. All that she earned above the \$2.50 which she paid for board and room "in a home" and a dollar for apartment. The mother, who was going blind, was living with a married brother, but would have to leave them soon, and the girl was looking forward to assuming the entire responsibility for her mother and young brother. Since she was earning only \$12.50 a week, slightly less than what she needed to care adequately for her own needs, it was not surprising that she was wondering how she could make ends meet in the future.

In another family, a woman and her two oldest children, whose combined earnings averaged a little over \$30 a week, were supporting themselves and a younger girl.

One case was reported of three sisters who were living at home, maintaining themselves and their mother. They shared the household expenses evenly.

Many other similar instances might be related, but these are sufficient to indicate that home responsibility is a very real thing for many women workers.

In making up budgets for women in industry it is ordinarily considered that the worker has no affairs dependent upon her and that her budget should cover only her personal needs. It is not so, however, but that allowances should be made for the single woman's budget for the support of total dependents but which must not be lost sight of that the single woman plays an important part in the economic life of the family. This side of the problem has been so far in participation of the situation so commonly taken that since many of the women live at home their income will be much further than indicated by budget comparisons. It is probably true that the discrepancy is more likely to occur in the opposite direction.

APPENDIXES

Appendix A.—GENERAL TABLES

Appendix B.—SCHEDULE FORMS

**Appendix C.—COST OF LIVING FOR WOMEN
EMPLOYED IN ST. LOUIS,
AUTUMN, 1922**

APPENDIX A.

GENERAL TABLES.

TABLE I.—*Week's earnings, by industry and locality, 1922—White women.*
STATE.

Week's earnings.	Number of women earning each specified amount in—															
	All industries.	The manufacture of—											General mercantile.	5-and-10-cent stores.	Laundries.	
		Bags.	Candy.	Clothing, men's.		Drugs.	Electric products.	Food products.	Mil-linery.	Paper products.	Shoes.	To-bacco.				Miscellaneous.
				Shirts and overalls.	Suits.											
Total.....	15,364	628	739	2,486	415	502	456	654	724	937	2,330	1,129	424	2,717	440	783
Median earnings.....	\$12.65	\$12.15	\$11.95	\$10.90	\$12.15	\$11.95	\$15.90	\$11.10	\$14.40	\$12.25	\$12.80	\$13.20	\$13.25	\$14.45	\$9.80	\$12.45
Under \$1.....	59	6	7	27	2	2	1	1	3	4	5	11	2	4	9	2
\$1 and under \$2.....	163	3	7	48	7	12	1	6	8	5	19	29	8	8	6	1
\$2 and under \$3.....	135	3	7	42	10	4	3	6	8	11	14	13	3	6	2	3
\$3 and under \$4.....	187	14	14	58	8	17	1	17	1	13	25	10	3	8	3	8
\$4 and under \$5.....	243	3	8	90	9	4	14	10	15	34	19	7	14	8	8	8
\$5 and under \$6.....	337	7	15	119	20	13	2	25	20	6	53	21	11	15	3	7
\$6 and under \$7.....	473	6	30	151	16	7	3	42	16	19	67	21	11	38	27	19
\$7 and under \$8.....	653	10	57	198	20	11	8	36	25	26	113	30	13	31	42	33
\$8 and under \$9.....	853	18	30	187	30	27	9	48	32	46	167	43	27	103	36	50
\$9 and under \$10.....	1,007	44	53	165	18	39	14	68	31	69	167	59	31	80	110	59
\$10 and under \$11.....	1,341	76	82	180	30	84	10	59	51	114	204	55	29	207	73	87
\$11 and under \$12.....	1,221	113	69	128	31	47	35	58	26	112	146	147	22	175	40	72
\$12 and under \$13.....	1,533	81	86	153	39	61	26	78	69	109	187	87	39	392	31	95
\$13 and under \$14.....	1,094	45	78	118	33	39	28	43	57	81	158	102	55	174	17	66
\$14 and under \$15.....	1,003	57	53	112	23	35	42	36	34	69	133	73	34	238	14	50
\$15 and under \$16.....	1,111	34	42	103	21	34	51	42	91	61	132	97	43	281	10	69
\$16 and under \$17.....	885	32	40	133	24	20	47	25	57	40	113	112	25	174	6	37
\$17 and under \$18.....	558	24	21	71	16	18	37	13	16	37	87	54	18	121	3	22
\$18 and under \$19.....	647	26	14	87	15	22	47	15	59	25	79	44	17	159	3	35
\$19 and under \$20.....	389	8	10	53	12	3	41	7	11	21	81	35	11	86	1	9
\$20 and under \$21.....	386	9	8	47	10	9	26	6	35	19	65	34	7	87	1	23
\$21 and under \$22.....	248	4	5	54	3	2	13	6	14	11	70	11	7	40	.....	8
\$22 and under \$23.....	195	5	3	46	7	2	4	2	8	5	32	12	4	58	.....	7
\$23 and under \$24.....	104	1	2	22	3	1	3	.....	3	3	31	4	1	29	.....	1
\$24 and under \$25.....	103	1	1	22	3	1	1	1	7	10	29	2	2	21	.....	2
\$25 and under \$30.....	266	1	3	46	3	1	.....	26	5	73	4	1	94	1	.....	8
\$30 and under \$35.....	92	.....	.....	22	2	.....	1	.....	6	.....	27	.....	32	.....	.....	2
\$35 and under \$40.....	42	.....	1	3	.....	.....	2	.....	.....	1	13	.....	1	21	.....	.....
\$40 and over.....	36	.....	.....	1	.....	.....	.....	.....	8	.....	6	.....	21	.....	.....	.....

ST. LOUIS.

Number of women earning each specified amount in—

Week's earnings.	All industries.	The manufacture of—											General mercantile.	5-and-10-cent stores.	Laundries.	
		Bags.	Candy.	Clothing, men's.		Drugs.	Electric products.	Food products.	Millinery.	Paper products.	Shoes.	Tobacco.				Miscellaneous.
				Shirts and overalls.	Suits.											
Total.....	8,522	379	187	508	326	502	456	570	550	168	1,069	1,129	157	1,982	233	306
Median earnings.....	\$13.50	\$12.65	\$10.80	\$13.10	\$13.15	\$11.95	\$15.90	\$11.60	\$14.25	\$12.85	\$15.15	\$13.20	\$13.65	\$14.60	\$10.20	\$13.60
Under \$1.....	21			1	2	2	1	1				3	11			
\$1 and under \$2.....	84	3	5	9	2	12	1	5	3			7	29	2	1	5
\$2 and under \$3.....	60	1		10	6	4	3	6				6	13	2	1	1
\$3 and under \$4.....	71	2		11	8	4	1	13	1	2		9	10	3	3	2
\$4 and under \$5.....	81	2	1	10	5	4		10	8	1		5	19	2	7	5
\$5 and under \$6.....	120	3	4	8	7	13	2	19	18			14	21		9	2
\$6 and under \$7.....	167	5	3	22	12	11	8	27	15	3		17	21	2	23	14
\$7 and under \$8.....	213	5	13	32	15	27	9	42	27	5		24	30	4	14	8
\$8 and under \$9.....	354	8	17	19	12	39	14	46	28	7		47	43	5	65	11
\$9 and under \$10.....	439	24	21	45	25	84	10	59	37	11		42	59	10	37	61
\$10 and under \$11.....	660	26	37	24	25	84	10	59	37	11		42	59	9	37	23
\$11 and under \$12.....	717	76	13	24	25	47	35	56	22	15		70	55	9	126	19
\$12 and under \$13.....	932	52	27	31	32	61	26	72	51	17		56	147	8	135	24
\$13 and under \$14.....	679	38	2	37	31	39	28	43	37	41		87	87	18	307	13
\$14 and under \$15.....	656	27	2	40	22	35	42	32	34	18		75	102	21	144	14
\$15 and under \$16.....	696	24	2	38	21	34	51	41	53	12		69	73	18	197	9
\$16 and under \$17.....	585	24	8	37	23	20	47	25	38	8		72	97	15	188	8
\$17 and under \$18.....	364	19	4	30	23	18	37	13	16	4		59	112	9	143	5
\$18 and under \$19.....	420	21		26	15	22	47	15	39	4		49	54	9	96	3
\$19 and under \$20.....	268	7	3	12	11	3	41	7	11	1		47	44	5	67	2
\$20 and under \$21.....	251	6	3	11	10	9	26	6	27	3		61	35	5	67	1
\$21 and under \$22.....	151	2		15	3	2	13	6	14	3		43	34	2	64	
\$22 and under \$23.....	113	2	1	9	7	2	4	2	8	2		50	11	4	25	
\$23 and under \$24.....	70	1	2	3	3	1	3	3	3	2		19	12	1	44	
\$24 and under \$25.....	59			3	3	1	1	1	7	2		25	4	1	21	
\$25 and under \$30.....	178	1	1	5	3	1	1		24	1		22	2		16	
\$30 and under \$35.....	34			1	2			1	5			59	4		74	
\$35 and under \$40.....	55							2				23			21	
\$40 and over.....	24								4			13			15	

WOMEN IN MISSOURI INDUSTRIES.

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TABLE I.—*Week's earnings, by industry and locality, 1922—White women—Con.*
KANSAS CITY.

Week's earnings.	Number of women earning each specified amount in—							
	All industries.	The manufacture of—					Miscellaneous industries. ¹	Laundries.
		Bags.	Candy.	Clothing, men's shirts and overalls.	Millinery.	Paper products.		
Total.....	2,438	249	319	494	174	459	528	215
Median earnings.....	\$13.35	\$11.45	\$12.65	\$17.75	\$15.15	\$11.45	\$13.50	\$13.65
Under \$1.....	3					3		
\$1 and under \$2.....	11	3	1			4	2	1
\$2 and under \$3.....	22	2	5		2	10	1	2
\$3 and under \$4.....	34	12	9	1		10	1	1
\$4 and under \$5.....	34	1	5	2	2	13	8	3
\$5 and under \$6.....	24	4	6		2	5	6	1
\$6 and under \$7.....	40	1	9	3	1	13	10	3
\$7 and under \$8.....	71	5	10	11	10	12	19	4
\$8 and under \$9.....	88	10	8	16	4	28	22	
\$9 and under \$10.....	150	20	19	10	5	35	54	7
\$10 and under \$11.....	219	50	21	9	14	68	42	15
\$11 and under \$12.....	229	37	39	25	4	62	34	28
\$12 and under \$13.....	221	29	42	25	18	32	43	32
\$13 and under \$14.....	196	18	41	16	20	40	45	16
\$14 and under \$15.....	158	19	30	32		26	39	12
\$15 and under \$16.....	201	10	23	26	38	31	54	19
\$16 and under \$17.....	151	8	19	49	19	18	31	7
\$17 and under \$18.....	91	5	12	30		16	18	10
\$18 and under \$19.....	130	5	9	43	20	8	27	18
\$19 and under \$20.....	69	1	3	28		10	21	6
\$20 and under \$21.....	70	3	2	27	8	6	8	16
\$21 and under \$22.....	53	2	5	31		2	9	4
\$22 and under \$23.....	48	3	1	30		2	7	5
\$23 and under \$24.....	18			15			3	
\$24 and under \$25.....	22	1		11		3	6	1
\$25 and under \$30.....	47			32	2	1	8	4
\$30 and under \$35.....	23			19	1		3	
\$35 and under \$40.....	4			2		1	1	
\$40 and over.....	11			1	4		6	

¹ Includes a department store and a 5-and-10-cent store, tabulated here to avoid identification.

TABLE I.—Week's earnings, by industry and locality, 1922—White women—Concl.

OTHER PLACES.

Week's earnings.	Number of women earning each specified amount in—								
	All industries.	The manufacture of—					General mercantile.	5-and-10-cent stores.	Laundries.
		Candy.	Clothing, men's-shirts and overalls.	Food products.	Shoes.	Miscellaneous. ²			
Total.....	4,404	233	1,484	84	1,261	477	515	88	262
Median earnings.....	\$10.40	\$11.45	\$8.85	\$7.90	\$11.05	\$11.80	\$12.35	\$8.35	\$10.20
Under \$1.....	35	26	2	1	4	2	2	2	
\$1 and under \$2.....	68	1	39	1	12	6	7	2	
\$2 and under \$3.....	53	2	32		8	6	4	1	
\$3 and under \$4.....	82	5	46	4	16	1	4	1	
\$4 and under \$5.....	128	2	78	4	29	6	5	1	
\$5 and under \$6.....	193	5	111	6	39	21	4	3	
\$6 and under \$7.....	266	18	126	19	50	17	13	9	
\$7 and under \$8.....	369	34	155	9	89	22	16	20	
\$8 and under \$9.....	411	5	152	6	120	33	37	19	
\$9 and under \$10.....	418	13	136	22	125	47	37	9	
\$10 and under \$11.....	462	24	126		134	44	74	7	
\$11 and under \$12.....	275	17	79	2	90	43	31	3	
\$12 and under \$13.....	380	17	87	6	109	51	62	11	
\$13 and under \$14.....	219	17	65		83	30	17	1	
\$14 and under \$15.....	189	21	42	4	64	30	19		
\$15 and under \$16.....	214	17	37	1	60	23	64		
\$16 and under \$17.....	149	13	47		54	17	15		
\$17 and under \$18.....	103	5	21		38	23	12		
\$18 and under \$19.....	97	5	18		32	15	21	1	
\$19 and under \$20.....	52	4	13		20	11	4		
\$20 and under \$21.....	65	3	9		22	13	18		
\$21 and under \$22.....	44		8		20	7	8		
\$22 and under \$23.....	34	1	7		13	1	10		
\$23 and under \$24.....	16		4		6	1	5		
\$24 and under \$25.....	22	1	8		7	5	1		
\$25 and under \$30.....	41	2	9		14	3	13		
\$30 and under \$35.....	14		2		4		8		
\$35 and under \$40.....	4	1	1				2		
\$40 and over.....	1				1				

² Includes paper products and men's suits, tabulated here to avoid identification

TABLE II.—Week's earnings, by industry and locality, 1922—Negro women.

Week's earnings.	Number of women earning each specified amount in—																		
	All industries.				The manufacture of—							Laundries.				Other industries. ¹			
					Bags.			Food products.			To- bacco, State (St. Louis).								
	State.	St. Louis.	Kan- sas City.	Other places.	State.	St. Louis.	Kan- sas City.	State.	St. Louis.	Other places.		State.	St. Louis.	Kan- sas City.	Other places.	State.	St. Louis.	Kan- sas City.	Other places.
Total	1,536	1,309	201	26	68	54	14	815	814	1	275	358	161	184	13	20	5	3	12
Median earnings.....	\$6.00	\$5.50	\$9.90	\$9.50	\$8.95	\$8.75	(²)	\$4.60	\$4.60	(²)	\$7.70	\$9.80	\$9.55	\$9.85	(²)	\$9.00	(²)	(²)	(²)
Under \$1	24	24						15	15		8	1	1						
\$1 and under \$2	87	78	9		2	2		53	53		18	14	5	9					
\$2 and under \$3	101	101			1	1		87	87		12	1	1						
\$3 and under \$4	169	165	2	2				147	147		16	3	1	2		3	1		2
\$4 and under \$5	206	201	3	2	3	3		172	172		24	5	2	3		2			1
\$5 and under \$6	181	176	4	1				147	147		26	7	3	4		1			
\$6 and under \$7	135	125	6	4	1	1		98	97	1	22	11	5	6		3			3
\$7 and under \$8	99	87	10	2	5	5		52	52		17	24	13	10	1	1			1
\$8 and under \$9	116	98	18		23	20	3	24	24		15	54	39	15					
\$9 and under \$10	112	54	54	4	8	5	3	13	13		16	75	20	51	4				
\$10 and under \$11	113	61	44	8	7	4	3	6	6		13	86	38	41	7	1			1
\$11 and under \$12	45	28	16	1	9	8	1	1	1		11	21	7	14		3		1	1
\$12 and under \$13	50	36	14		3	3					16	29	15	14		2		2	
\$13 and under \$14	15	10	4	1	1		1				8	5	2	2	1	1			1
\$14 and under \$15	24	20	4		2	2					12	10	6	4					
\$15 and under \$16	26	20	5	1	3		3				19	2	1	1		2			1
\$16 and under \$17	16	12	4								11	5	1	4					
\$17 and under \$18	7	6	1								6	1							
\$18 and under \$19	6	4	2								2	3	1	2		1	1		
\$19 and under \$20	3	2	1								2	1		1					
\$20 and over	1	1									1								

¹ Comprises stores and the manufacture of candy, shirts and overalls, millinery, and paper products, all combined employing only 20 negro women.² Not computed, owing to small number involved.

TABLE III.—Week's earnings, by industry and locality, 1921—White women.

STATE.

Week's earnings.	Number of women earning each specified amount in—															
	All industries.	The manufacture of—											General mercantile.	5-and-10-cent stores.	Launderies.	
		Bags.	Candy.	Clothing, men's.		Drugs.	Electric products.	Food products.	Mil-linery.	Paper products.	Shoes.	To-bacco.				Miscel-laneous.
			Shirts and overalls.	Suits.												
Total.....	11,360	414	509	1,722	227	263	167	457	948	561	1,749	1,316	233	1,552	422	820
Median earnings.....	\$12.90	\$12.70	\$13.30	\$11.35	\$13.50	\$12.65	\$13.35	\$12.35	\$13.10	\$13.60	\$12.60	\$15.55	\$13.45	\$13.75	\$11.20	\$12.60
Under \$1.....	43			16			1	1		1	2	18		2		2
\$1 and under \$2.....	100	6	9	16	4	2	1	3	6	1	15	12	4	12	3	6
\$2 and under \$3.....	151	3	3	43	6	2	4	1	12	4	23	28	3	8	4	7
\$3 and under \$4.....	157	8	6	40	5	2	7	2	20	5	32	12	1	5	6	8
\$4 and under \$5.....	169	5	6	39	6	4	2	2	9	9	25	36	1	12	4	9
\$5 and under \$6.....	241	8	9	80	5	3	5	9	22	6	37	16	5	15	6	15
\$6 and under \$7.....	369	19	23	104	7	3	6	9	49	13	57	15	3	22	13	28
\$7 and under \$8.....	502	8	15	116	9	1	9	20	33	13	67	64	10	76	29	32
\$8 and under \$9.....	591	23	15	125	12	6	6	19	42	16	113	55	9	67	27	28
\$9 and under \$10.....	640	27	20	124	12	16	5	26	60	20	125	41	9	68	31	55
\$10 and under \$11.....	928	41	39	125	14	25	9	64	64	50	172	41	9	88	31	56
\$11 and under \$12.....	787	43	13	94	12	27	9	41	55	55	123	36	17	134	65	73
\$12 and under \$13.....	1,104	23	71	87	17	70	14	90	95	55	143	40	16	200	52	96
\$13 and under \$14.....	841	44	80	78	9	37	15	42	62	53	140	68	23	81	24	57
\$14 and under \$15.....	685	35	40	77	15	25	18	31	38	54	108	85	34	104	19	53
\$15 and under \$16.....	964	37	61	109	16	12	11	29	130	45	152	15	16	141	15	81
\$16 and under \$17.....	579	12	19	95	9	12	7	14	53	31	99	97	10	80	5	36
\$17 and under \$18.....	440	16	20	63	5	6	4	11	23	30	67	54	12	81	1	37
\$18 and under \$19.....	487	15	23	46	8	5	7	20	63	32	70	61	15	79	7	36
\$19 and under \$20.....	284	8	2	50	7	2	3	5	20	15	62	56	7	35	1	11
\$20 and under \$21.....	286	12	8	36	9	3	4	11	28	16	27	51	6	55	2	18
\$21 and under \$22.....	170	7	1	21	3	1	4	2	9	9	31	48	3	20		11
\$22 and under \$23.....	149	6	5	22	7	1	2	3	9	8	12	32	2	27		13
\$23 and under \$24.....	160	1	1	20	2	1	5	1	6	12	18	63	2	24		4
\$24 and under \$25.....	87	5	1	22	4			1	4	1	12	19	1	10		6
\$25 and under \$30.....	297	2	5	52	18	1	8		22	6	36	85	2	51	1	8
\$30 and under \$35.....	100		3	16	6		1		7	1	18	20	3	23	1	1
\$35 and under \$40.....	24		1	3							3	1	1	14		1
\$40 and over.....	25			3					7		3			11		

WOMEN IN MISSOURI INDUSTRIES.

TABLE III.—*Week's earnings, by industry and locality, 1921—White women—Continued.*
ST. LOUIS.

Week's earnings.	Number of women earning each specified amount in—													
	All industries.	The manufacture of—										5-and-10-cent stores.	Laundries.	
		Candy.	Clothing, men's.		Drugs.	Electric products.	Food products.	Millinery.	Paper products.	Shoes.	Tobacco.			Miscellaneous.
	Shirts and overalls.	Suits.												
Total.....	6,529	83	517	154	263	167	410	654	158	1,048	1,316	1,213	232	314
Median earnings.....	\$13.60	\$12.95	\$13.10	\$15.90	\$12.65	\$13.35	\$12.40	\$13.10	\$13.40	\$13.85	\$15.55	\$13.50	\$11.60	\$14.95
Under \$1.....	23		3			1	1				18			
\$1 and under \$2.....	45		3	1	2	1	3	5		8	12	5	2	3
\$2 and under \$3.....	81		8	1	2	4	1	9		18	28	4	3	3
\$3 and under \$4.....	75		6	1		7	1	12	1	19	12	9	4	3
\$4 and under \$5.....	90	1	8	1	4	2	2	8	2	10	36	12	2	2
\$5 and under \$6.....	109		6		3	5	7	14	1	23	16	25	4	5
\$6 and under \$7.....	156	2	19	3	1	9	19	41		24	15	65	6	3
\$7 and under \$8.....	235		22	4	1	6	14	21	1	20	64	57	5	2
\$8 and under \$9.....	252	1	29	4	16	5	22	28	6	37	55	57	15	7
\$9 and under \$10.....	275	1	17	7	16	9	42	45	14	53	41	43	48	22
\$10 and under \$11.....	500	12	40	5	25	9	56	42	14	68	40	64	39	13
\$11 and under \$12.....	410		47	7	27	14	38	47	10	84	68	148	42	37
\$12 and under \$13.....	703	26	70	9	37	15	77	51	30	82	85	93	19	26
\$13 and under \$14.....	499		36	7	37	15	41	37	15	79	51	82	15	29
\$14 and under \$15.....	436		40	15	25	18	26	37	15	77	51	82	15	29
\$15 and under \$16.....	576	4	44	12	12	11	23	66	13	77	152	91	13	51
\$16 and under \$17.....	383		26	9	12	7	14	41	5	76	97	63	3	27
\$17 and under \$18.....	283	3	3	3	5	4	4	20	4	50	54	61	1	30
\$18 and under \$19.....	328	4	35	3	6	7	20	45	12	55	61	63	3	22
\$19 and under \$20.....	205	3	24	8	5	4	11	11	5	51	56	34	1	5
\$20 and under \$21.....	182		19	7	2	3	5	18	4	51	51	39		9
\$21 and under \$22.....	111	3	9	3	3	4	11	19	5	20	48	17		4
\$22 and under \$23.....	92		4	3	1	4	6	8	2	20	32	14		3
\$23 and under \$24.....	92	2	5	7	2	2	3	4	4	11	32	14		3
\$24 and under \$25.....	118		5	2	1	5	1	5	2	15	63	18		1
\$24 and under \$26.....	56		4	4			1	4	1	11	19	9	1	2
\$25 and under \$30.....	210	3	8	18				17	3	27	85	37	1	2
\$30 and under \$35.....	68	2	2	6	1	8				14	20	18		
\$35 and under \$40.....	15	1	1			1				3	1	9		
\$40 and over.....	13							3		3		6	1	

TABLE III.—*Week's earnings, by industry and locality, 1921—White women—*
Continued.

KANSAS CITY.

Week's earnings.	Number of women earning each specified amount in—							
	All industries.	The manufacture of—					Miscellaneous industries. ¹	Laundries.
		Bags.	Candy.	Clothing, men's shirts and overalls.	Millinery.	Paper.		
Total	1, 875	176	244	327	294	271	369	194
Median earnings.....	\$14. 05	\$12. 90	\$13. 50	\$16. 45	\$13. 10	\$15. 10	\$13. 75	\$14. 00
Under \$1.....	1					1		
\$1 and under \$2.....	13	4	6		1		1	1
\$2 and under \$3.....	13	2	2		3	2	3	1
\$3 and under \$4.....	20		4	1	8	3	3	1
\$4 and under \$5.....	13	1	2	2	1	6		1
\$5 and under \$6.....	21		4	6	8	2		1
\$6 and under \$7.....	40	5	8	10	8	3	3	3
\$7 and under \$8.....	52		10	17	12	8	3	2
\$8 and under \$9.....	46	3	7	13	14	2	4	3
\$9 and under \$10.....	69	11	7	15	15	5	11	5
\$10 and under \$11.....	114	26	11	11	22	13	18	13
\$11 and under \$12.....	178	27	10	13	8	14	78	28
\$12 and under \$13.....	162	10	24	11	44	14	35	24
\$13 and under \$14.....	187	13	55	16	25	30	34	14
\$14 and under \$15.....	155	21	23	19	1	30	41	20
\$15 and under \$16.....	190	13	27	17	64	28	30	11
\$16 and under \$17.....	102	2	7	28	12	23	24	6
\$17 and under \$18.....	81	7	17	11	3	24	15	4
\$18 and under \$19.....	100	7	13	13	18	17	20	12
\$19 and under \$20.....	47	4		15	2	11	9	6
\$20 and under \$21.....	56	5	5	11	9	11	6	9
\$21 and under \$22.....	38	6		13	3	6	4	6
\$22 and under \$23.....	39	5	2	11	1	4	8	8
\$23 and under \$24.....	31			12	1	10	5	3
\$24 and under \$25.....	24	3		14			3	4
\$25 and under \$30.....	49	1		30	5	3	4	6
\$30 and under \$35.....	20			14	2	1	2	1
\$35 and under \$40.....	2			1				1
\$40 and over.....	12			3	4		5	

¹ Includes a department store and a 5-and-10-cent store, tabulated here to avoid identification.

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TABLE III.—*Week's earnings, by industry and locality, 1921—White women—*Concluded.

OTHER PLACES.

Week's earnings.	Number of women earning each specified amount in—								
	All industries.	The manufacture of—					General mercantile.	5-and-10-cent stores.	Laundries.
		Candy.	Clothing, men's—shirts and overalls.	Food products.	Shoes.	Miscellaneous. ²			
Total.....	2,956	182	878	47	701	210	531	95	312
Median earnings.....	\$10.45	\$13.00	\$9.15	\$11.85	\$10.80	\$10.75	\$12.40	\$8.65	\$9.70
Under \$1.....	19	.....	13	.....	2	.....	2	.....	2
\$1 and under \$2.....	42	3	13	.....	7	4	12	1	2
\$2 and under \$3.....	57	1	35	.....	5	7	5	1	3
\$3 and under \$4.....	62	2	33	1	13	5	3	1	4
\$4 and under \$5.....	66	3	29	.....	15	6	5	2	6
\$5 and under \$6.....	111	5	68	2	14	8	3	2	9
\$6 and under \$7.....	173	13	75	.....	33	14	10	6	22
\$7 and under \$8.....	215	5	77	1	47	9	28	21	27
\$8 and under \$9.....	293	7	83	5	76	14	37	21	50
\$9 and under \$10.....	296	12	92	4	75	14	45	10	44
\$10 and under \$11.....	314	16	74	8	79	32	60	7	38
\$11 and under \$12.....	199	3	34	3	55	36	33	16	19
\$12 and under \$13.....	239	21	29	13	59	20	59	3	35
\$13 and under \$14.....	155	19	26	1	58	11	23	.....	17
\$14 and under \$15.....	94	13	18	5	29	9	16	.....	4
\$15 and under \$16.....	198	25	48	4	32	8	60	2	19
\$16 and under \$17.....	94	9	41	.....	23	3	15	.....	3
\$17 and under \$18.....	76	9	17	.....	17	4	26	.....	3
\$18 and under \$19.....	59	7	9	.....	15	4	21	1	2
\$19 and under \$20.....	32	2	16	.....	11	.....	3	.....	.....
\$20 and under \$21.....	48	.....	16	.....	7	1	23	1	.....
\$21 and under \$22.....	21	1	4	.....	11	1	3	.....	1
\$22 and under \$23.....	18	1	6	.....	1	.....	8	.....	2
\$23 and under \$24.....	11	1	3	.....	3	.....	4	.....	.....
\$24 and under \$25.....	7	1	4	.....	1	.....	1	.....	.....
\$25 and under \$30.....	38	2	14	.....	9	.....	13	.....	.....
\$30 and under \$35.....	12	1	.....	.....	4	.....	7	.....	.....
\$35 and under \$40.....	7	.....	1	.....	.....	.....	6	.....	.....
\$40 and over.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

² Includes paper products and men's suits, tabulated here to avoid identification.

TABLE IV.—*Week's earnings, by industry and locality, 1921—Negro women.*

Week's earnings.	Number of women earning each specified amount in—																		
	All industries.				The manufacture of—							Laundries.				Other industries. ¹			
					Bags.			Food products.			To- bacco, State (St. Louis).								
	State.	St. Louis.	Kan- sas City.	Other places.	State.	St. Louis.	Kan- sas City.	State.	St. Louis.	Other places.		State.	St. Louis.	Kan- sas City.	Other places.	State.	St. Louis.	Kan- sas City.	Other places.
Total.....	825	633	164	28	33	24	9	146	145	1	319	310	142	154	14	17	3	1	13
Median earnings.....	\$9.35	\$8.90	\$10.05	\$8.70	\$10.90	\$10.35	(²)	\$5.45	\$5.45	(²)	\$13.30	\$9.65	\$9.40	\$9.95	(²)	\$10.15	(²)	(²)	(²)
Under \$1.....	29	28	1					1	1		26	2	1	1					
\$1 and under \$2.....	28	26	2					12	12		8	8	6	2					
\$2 and under \$3.....	25	21	3	1				10	10		10	4	1	3		1			1
\$3 and under \$4.....	41	36	5		1	1		18	18		11	10	5	5		1	1		
\$4 and under \$5.....	41	36	5		1	1		23	23		12	5		5					
\$5 and under \$6.....	42	38	4		7	6	1	19	19		9	7	4	3					
\$6 and under \$7.....	54	45	7	2				27	26	1	14	13	5	7	1				
\$7 and under \$8.....	46	33	7	6				16	16		7	22	10	7	5	1			1
\$8 and under \$9.....	80	58	15	7				15	15		12	49	31	15	3	4			4
\$9 and under \$10.....	71	38	31	2	2	2		2	2		14	52	20	31	1	1			1
\$10 and under \$11.....	78	36	39	3	6	6		1	1		4	64	25	38	1	3		1	2
\$11 and under \$12.....	39	28	9	2	6	4	2	1	1	1	7	24	15	7	2	1	1		
\$12 and under \$13.....	43	31	7	5	4	2	2	1	1		20	14	8	5	1	4			4
\$13 and under \$14.....	26	22	4		2		2				18	6	4	2					
\$14 and under \$15.....	16	15	1								13	3	2	1					
\$15 and under \$16.....	79	74	5								70	9	4	5					
\$16 and under \$17.....	33	30	3								30	3		3					
\$17 and under \$18.....	27	27									26	1	1						
\$18 and under \$19.....	11	9	2		2	2					6	2				1	1		
\$19 and under \$20.....	7	1	6								1	6		6					
\$20 and under \$21.....																			
\$21 and under \$22.....	4	1	3								1	3		3					
\$22 and under \$23.....	1		1									1		1					
\$23 and under \$24.....	2		2		2		2												
\$24 and under \$25.....																			
\$25 and over.....	2		2									2		2					

¹ Comprises stores and the manufacture of candy, shirts and overalls, and millinery, all combined employing only 17 negro women.

² Not computed, owing to small number involved.

TABLE V.—*Week's earnings and time worked, 1922—White women.*

A WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked—																	
		Under 30 hours.	30 and under 39 hours.	39 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 52 hours.	52 hours.	Over 52 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.....	7,578	749	780	1,028	383	1,067	623	462	1,212	669	38	99	426	4	1	35	2	.....	3,571
Under \$1.....	29	29	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$1 and under \$2.....	88	88	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$2 and under \$3.....	68	67	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$3 and under \$4.....	100	97	2	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$4 and under \$5.....	103	93	7	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$5 and under \$6.....	128	94	16	7	1	4	1	.....	1	1	.....	.....	1	.....	.....	.....	.....	.....	.....
\$6 and under \$7.....	187	69	70	9	3	18	4	.....	5	4	1	2	.....	.....	.....	.....	.....	.....	.....
\$7 and under \$8.....	299	66	103	36	8	48	.....	12	11	2	.....	.....	1	.....	.....	.....	.....	.....	.....
\$8 and under \$9.....	402	38	104	95	20	41	4	.....	7	59	4	.....	5	.....	.....	.....	.....	.....	.....
\$9 and under \$10.....	509	36	79	111	20	84	22	24	74	18	11	4	4	.....	.....	1	.....	.....	.....
\$10 and under \$11.....	693	28	66	141	18	99	85	55	87	66	2	8	8	.....	.....	.....	.....	.....	.....
\$11 and under \$12.....	705	16	74	106	27	100	73	41	152	74	9	11	.....	.....	.....	.....	.....	.....	.....
\$12 and under \$13.....	715	9	60	99	30	102	94	60	137	71	4	4	48	.....	1	.....	.....	.....	.....
\$13 and under \$14.....	590	6	41	103	26	70	61	46	103	64	3	16	50	1	.....	.....	.....	.....	.....
\$14 and under \$15.....	494	3	36	62	28	84	58	31	91	56	5	7	26	.....	.....	7	.....	.....	.....
\$15 and under \$16.....	505	4	25	51	40	66	46	38	116	73	1	8	37	.....	.....	.....	.....	.....	.....
\$16 and under \$17.....	483	.....	25	54	54	84	40	34	102	46	2	.....	29	1	.....	.....	.....	.....	.....
\$17 and under \$18.....	318	2	16	35	18	64	21	30	54	40	.....	11	22	.....	.....	.....	.....	.....	.....
\$18 and under \$19.....	326	1	9	27	27	67	34	21	63	43	.....	9	22	.....	.....	.....	.....	.....	.....
\$19 and under \$20.....	210	2	9	18	11	38	27	9	45	30	.....	.....	16	1	.....	.....	.....	.....	.....
\$20 and under \$21.....	197	1	9	22	12	27	23	41	37	.....	.....	1	14	1	.....	.....	.....	.....	.....
\$21 and under \$22.....	129	.....	10	12	8	22	5	13	18	17	.....	2	17	.....	.....	.....	.....	.....	.....
\$22 and under \$23.....	92	.....	7	16	7	14	5	8	18	7	.....	2	6	.....	.....	.....	.....	.....	.....
\$23 and under \$24.....	52	.....	3	7	5	8	8	3	7	3	.....	1	6	.....	.....	.....	.....	.....	.....
\$24 and under \$25.....	57	.....	2	5	7	12	4	4	6	10	.....	1	5	.....	.....	.....	.....	.....	.....
\$25 and under \$30.....	76	.....	4	9	10	8	7	8	19	8	.....	.....	5	.....	.....	.....	.....	.....	.....
\$30 and under \$35.....	15	.....	1	1	3	3	.....	1	3	.....	.....	.....	2	.....	.....	.....	.....	.....	.....
\$35 and under \$40.....	4	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$40 and over.....	4	.....	1	.....	.....	2	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

Median earnings: All women, \$12.65; women who worked 48 hours or more, \$13.90.

B. WOMEN WHOSE TIME WORKED WAS REPORTED IN DAYS.

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.....	5,975	54	25	58	25	94	62	236	180	747	1,337	3,157	5,241
Under \$1.....	15	11	4										
\$1 and under \$2.....	39	29	7	2	1								
\$2 and under \$3.....	33	11	9	8	2	2							
\$3 and under \$4.....	43	1		15	4	7	5	3	3	3			5
\$4 and under \$5.....	71	2	3	9	5	14	5	11	2	8	2		20
\$5 and under \$6.....	99		2	13	9	10	9	16	10	13	16	1	30
\$6 and under \$7.....	167			3	1	20	5	34	11	33	45	15	93
\$7 and under \$8.....	239			4	1	14	7	16	15	69	71	42	182
\$8 and under \$9.....	290			1		8	3	29	9	68	69	103	240
\$9 and under \$10.....	359					6	7	19	18	57	85	167	309
\$10 and under \$11.....	513			1		2		31	21	100	97	261	458
\$11 and under \$12.....	417					4	3	19	11	74	82	224	380
\$12 and under \$13.....	699				1	3	3	12	9	90	117	464	671
\$13 and under \$14.....	419					1	2	9	9	83	101	214	398
\$14 and under \$15.....	426			1	1	2	2	8	4	38	83	287	408
\$15 and under \$16.....	525			1			2	8	11	32	134	337	503
\$16 and under \$17.....	342					1		6	5	23	103	204	330
\$17 and under \$18.....	204							1	5	13	45	140	198
\$18 and under \$19.....	275						1	3	1	7	84	179	270
\$19 and under \$20.....	139						2	3	5	10	32	87	129
\$20 and under \$21.....	160							3	6	6	46	99	151
\$21 and under \$22.....	82						1	2	6	5	23	45	73
\$22 and under \$23.....	81								2	4	12	63	79
\$23 and under \$24.....	40						1	1	2	1	7	28	36
\$24 and under \$25.....	34								3	3	7	21	31
\$25 and under \$30.....	150						2	2	10	5	37	94	136
\$30 and under \$35.....	55						1		2	2	15	35	52
\$35 and under \$40.....	30										6	24	30
\$40 and over.....	29										6	23	29

Median earnings: All women, \$13; women who worked on 5 days or more, \$13.60.

WOMEN IN MISSOURI INDUSTRIES.

TABLE VI.—*Week's earnings and time worked, 1922—Negro women.*

A. WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked—																
		Under 30 hours.	30 and under 39 hours.	39 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 52 hours.	52 hours.	Over 52 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.....	445	89	34	56	2	68	6	23	101	39	10	9	4	1	2	1	1	196
Under \$1.....	9	9																
\$1 and under \$2.....	22	22																
\$2 and under \$3.....	11	11																
\$3 and under \$4.....	11	8	1						2									2
\$4 and under \$5.....	20	11	1	6			1		1									2
\$5 and under \$6.....	22	13	2	3					4									7
\$6 and under \$7.....	24	5	8	4					7									4
\$7 and under \$8.....	27	6	9		1				11									11
\$8 and under \$9.....	69	1		4		33	2		27	2								31
\$9 and under \$10.....	42	2	5	8		6	1	2	16									21
\$10 and under \$11.....	46	1	4	9		13		9	7	3								19
\$11 and under \$12.....	26		3	1		6		1	9	3		2		1				16
\$12 and under \$13.....	32		1	12		1	1	2	6	4	4	1						18
\$13 and under \$14.....	14			4	1	1		2	2	2	1	1						8
\$14 and under \$15.....	17			2	1	3		3	1	4		3						11
\$15 and under \$16.....	23			1		2	1	3	3	9	3	1						20
\$16 and under \$17.....	15			2		1		1	1	7	1		1		1			12
\$17 and under \$18.....	6									3	1	1						6
\$18 and under \$19.....	5					1			2				1		1			4
\$19 and under \$20.....	3								2				1					3
\$20 and under \$21.....	1																1	1

Median earnings: All women, \$9.20; women who worked 48 hours or more, \$11.05.

TABLE VI.—*Week's earnings and time worked, 1922—Negro women—Concluded.*

B. WOMEN WHOSE TIME WORKED WAS REPORTED IN DAYS.

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.....	857	27	16	26	29	54	70	95	124	142	197	77	416
Under \$1.....	8	8											
\$1 and under \$2....	38	18	8	12									
\$2 and under \$3....	59		8	12									
\$3 and under \$4....	100	1		2	13	17	28	24	9	5		1	6
\$4 and under \$5....	143				2	12	21	28	51	21	8		29
\$5 and under \$6....	141				2	4	15	18	28	27	46	1	74
\$6 and under \$7....	100					2	3	13	22	30	28	2	60
\$7 and under \$8....	67					1		3	9	26	27	1	54
\$8 and under \$9....	44							2		14	21	7	42
\$9 and under \$10....	51								1	6	27	17	50
\$10 and under \$11....	63							1	4	11	24	23	58
\$11 and under \$12....	16										11	5	16
\$12 and under \$13....	17									2	4	11	17
\$13 and under \$14....													
\$14 and under \$15....	5											5	5
\$15 and under \$16....	3										1	2	3
\$16 and under \$17....	1											1	1
\$17 and under \$18....													
\$18 and under \$19....	1											1	1
\$19 and under \$20....													
\$20 and under \$21....													

Median earnings: All women, \$5.55; women who worked on 5 days or more, \$7.70.

TABLE VII.—*Week's earnings and time worked, 1921—White women.*
A. WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS.

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 52 hours.	52 hours.	Over 52 and under 54 hours.	54 hours.	Over 54 and under 55 hours.	55 hours.	Over 55 hours.	48 hours and over.
Total.....	5,159	811	238	179	261	357	128	173	841	514	123	1,017	177	18	140	169	4	4	5	2,171
Under \$1.....	22	22																		
\$1 and under \$2.....	41	41																		
\$2 and under \$3.....	59	59																		
\$3 and under \$4.....	62	62																		
\$4 and under \$5.....	78	74	1	1	1	1														
\$5 and under \$6.....	82	65	4	4	5	1	1	1	1		1									1
\$6 and under \$7.....	155	99	14	9	5	5	3	2	5	3	3	7	1							13
\$7 and under \$8.....	213	109	22	8	22	10	3		17					1	1	11				22
\$8 and under \$9.....	270	100	22	17	21	16	5	6	29	1	9	26	4		1	12			1	54
\$9 and under \$10.....	273	54	25	12	32	30	15	3	40	3	5	35	1		4	14				62
\$10 and under \$11.....	401	45	35	19	45	28	21	2	71	34	18	43	7		15	16	2			135
\$11 and under \$12.....	330	23	27	19	23	30	8	6	71	23	8	54	17	1	12	7			1	123
\$12 and under \$13.....	452	18	17	23	21	71	6	7	88	75	8	65	12		8	31				201
\$13 and under \$14.....	423	11	21	16	18	52	12	8	84	35	10	118	3	1	18	12	1	2	1	201
\$14 and under \$15.....	314	10	14	17	17	33	9	7	91	25	4	56	10	3	9	9				116
\$15 and under \$16.....	428	5	14	18	14	17	9	19	73	49	6	154	27	3	9	11				259
\$16 and under \$17.....	306	6	6	4	11	15	9	32	47	42	5	82	20		14	12	1			176
\$17 and under \$18.....	184	4	3	4	9	5	7	4	47	19	5	66	4		4	4			2	101
\$18 and under \$19.....	214	2	4	2	5	10	6	14	51	32	13	44	15	1	3	12				120
\$19 and under \$20.....	162	2	4	1	2	10	3	8	29	21	6	53	9	1	11	2				103
\$20 and under \$21.....	140		2	1	3	6	2	13	23	26	4	32	18	2	7	7				90
\$21 and under \$22.....	105				2	2		2	17	20	4	38	2	1	15	3				81
\$22 and under \$23.....	78		1		1	3	3	9	14	12	1	28			3	2				46
\$23 and under \$24.....	100			1	1	1	1	3	15	13	4	31	25	2	3	3				79
\$24 and under \$25.....	49			1	1	2		5	12	3	5	13	1		3	1				33
\$25 and under \$30.....	173		1	1	3	6	2	21	17	57	3	50	1	2	5	2				122
\$30 and under \$35.....	41				3	3	3	2	3	1	1	11			1	3				30
\$35 and under \$40.....	3									1		2								3
\$40 and over.....	1								1											

Median earnings: All women, \$13.35; women who worked 48 hours or more, \$15.60.

TABLE VII.—*Week's earnings and time worked, 1921—White women—Concluded.*

B. WOMEN WHOSE TIME WORKED WAS REPORTED IN DAYS.

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.....	4,353	71	35	76	37	102	44	126	101	441	1,196	2,124	3,761
Under \$1.....	11	8	1	1		1							
\$1 and under \$2.....	41	29	8	2	2								
\$2 and under \$3.....	47	20	8	10	4	4	1						
\$3 and under \$4.....	51	6	9	14	4	10	6	1			1		1
\$4 and under \$5.....	47	3	2	13	4	11	5	2	4		2		3
\$5 and under \$6.....	82	4	2	13	7	12	10	6	8	14	4	2	20
\$6 and under \$7.....	141	1	4	3	3	21	4	24	13	15	42	11	68
\$7 and under \$8.....	186			5	1	17	3	15	8	26	28	83	137
\$8 and under \$9.....	208		1	4		5	5	25	12	36	43	77	156
\$9 and under \$10.....	245			4	1	6	4	11	17	47	66	89	202
\$10 and under \$11.....	380			5		3		24	9	62	80	197	339
\$11 and under \$12.....	349				2	1	4	5	8	60	61	207	328
\$12 and under \$13.....	493				2	3		2	10	60	122	294	476
\$13 and under \$14.....	300				1	2	1	3	4	37	98	154	289
\$14 and under \$15.....	275				2			2	3	21	84	163	268
\$15 and under \$16.....	419				4	2		2	3	19	183	206	408
\$16 and under \$17.....	210							2		17	92	99	208
\$17 and under \$18.....	194			1		2		1		10	56	124	190
\$18 and under \$19.....	215					1			1	8	91	114	213
\$19 and under \$20.....	77							1		1	34	41	76
\$20 and under \$21.....	111							1		5	35	70	110
\$21 and under \$22.....	36						1				12	23	35
\$22 and under \$23.....	48										16	32	48
\$23 and under \$24.....	34										10	24	34
\$24 and under \$25.....	19									1	7	11	19
\$25 and under \$30.....	70					1				1	17	51	69
\$30 and under \$35.....	29										5	24	29
\$35 and under \$40.....	17										1	16	17
\$40 and over.....	18										6	12	18

Median earning: All women, \$12.80; women who worked on 5 days or more, \$13.50.

TABLE VIII.—*Week's earnings and time worked, 1921—Negro women.*

A. WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS

Week's earnings.	Number of women reported.	Number of women earning each specified 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 hours.	Over 48 and under 50 hours.	50 hours.	Over 50 and under 52 hours.	52 hours.	Over 52 and under 54 hours.	54 hours.		Over 54 and under 55 hours.	55 hours.	Over 55 hours.
Total.....	401	65	6	3	22	12	6	48	30	7	56	82	36	1	14	10	1		2	209
Under \$1.....	7	7																		
\$1 and under \$2.....	3	3																		
\$2 and under \$3.....	3	3																		
\$3 and under \$4.....	7	7																		
\$4 and under \$5.....	8	8																		
\$5 and under \$6.....	15	13	2																	
\$6 and under \$7.....	14	11	1		1	1														
\$7 and under \$8.....	14	3	1		6	2														
\$8 and under \$9.....	37	7			3			21	2			3								3
\$9 and under \$10.....	26	3		1	3			4	2			4	2							12
\$10 and under \$11.....	24		2					8				6				2				14
\$11 and under \$12.....	26			2	2			10	4			3								7
\$12 and under \$13.....	27				6			3	6			8								12
\$13 and under \$14.....	25							3	2			3								14
\$14 and under \$15.....	14					2		2	4		3	2								8
\$15 and under \$16.....	72				1	1	1	2	2			6	47	9	1	2				65
\$16 and under \$17.....	30								2	2		13	7	6						28
\$17 and under \$18.....	26					1						9	6	7						25
\$18 and under \$19.....	10											6	1	1			1		1	10
\$19 and under \$20.....	7									2				1						5
\$21 and under \$22.....	4																		1	4
\$22 and under \$23.....	1																			1
\$25 and under \$30.....	1																			1

Median earnings: All women, \$12.60; women who worked 48 hours or more, \$15.55

TABLE VIII.—*Week's earnings and time worked, 1921—Negro women—Concluded.*

B. WOMEN WHOSE TIME WORKED WAS REPORTED IN DAYS.

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.....	244	17	4	18	2	7	7	14	5	43	36	91	170
Under \$1.....	21	11	.....	7	1	1	.....	.....	.....	1	.....	.....	1
\$1 and under \$2.....	12	6	.....	4	.....	.....	.....	.....	1	1	.....	.....	1
\$2 and under \$3.....	12	.....	3	2	.....	.....	1	1	1	.....	4	.....	4
\$3 and under \$4.....	16	.....	1	5	1	.....	.....	.....	1	2	4	1	7
\$4 and under \$5.....	10	.....	.....	.....	.....	4	2	.....	.....	3	1	.....	4
\$5 and under \$6.....	7	.....	.....	.....	.....	1	2	.....	.....	.....	4	.....	4
\$6 and under \$7.....	13	.....	.....	.....	.....	1	.....	8	.....	1	2	1	4
\$7 and under \$8.....	16	.....	.....	.....	.....	.....	1	2	.....	11	1	1	13
\$8 and under \$9.....	27	.....	.....	.....	.....	.....	.....	3	.....	15	4	5	24
\$9 and under \$10.....	36	.....	.....	.....	.....	.....	.....	.....	2	3	1	30	34
\$10 and under \$11.....	32	.....	.....	.....	.....	.....	.....	.....	.....	5	2	25	32
\$11 and under \$12.....	11	.....	.....	.....	.....	.....	.....	.....	.....	.....	5	6	11
\$12 and under \$13.....	16	.....	.....	.....	.....	.....	.....	.....	.....	1	4	11	16
\$13 and under \$14.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1
\$14 and under \$15.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1	2
\$15 and under \$16.....	7	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	6	7
\$16 and under \$17.....	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	3
\$17 and under \$18.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1
\$18 and under \$19.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1

Median earnings: All women, \$3.55; women who worked on 5 days or more, \$9.70.

TABLE IX.—Weekly rates and scheduled weekly hours, 1922.

WHITE WOMEN.

Weekly rate.	Number of women reported.	Number of women receiving each specified rate whose scheduled hours were—									
		Under 44	44	Over 44 and under 48	48	Over 48 and under 50	50	Over 50 and under 52	52	Over 52 and under 54	54
Total.....	5,043	3	265	941	118	1,531	506	688	82	116	793
Median rate.....	\$12.90	(1)	\$15.70	\$15.30	\$12.20	\$12.75	\$11.85	\$11.85	\$13.00	\$14.40	\$12.55
\$4 and under \$5.....	1					1					1
\$5 and under \$6.....	11		1	8			1				20
\$6 and under \$7.....	45			13	1	11					43
\$7 and under \$8.....	112		2	14	12	13	14	8		6	48
\$8 and under \$9.....	140		7	27	2	8	19	27		2	60
\$9 and under \$10.....	370		8	38	7	25	89	143			101
\$10 and under \$11.....	497		15	37	25	146	52	108	9	4	46
\$11 and under \$12.....	548		17	18	8	263	91	69	15	21	142
\$12 and under \$13.....	895		20	133	20	400	83	75	17	5	56
\$13 and under \$14.....	396	3	18	52	3	128	51	58	11	16	31
\$14 and under \$15.....	341		22	76	5	136	23	31	7	10	98
\$15 and under \$16.....	590		32	173	10	150	23	74	12	18	24
\$16 and under \$17.....	260		43	80	1	49	20	33	5	5	7
\$17 and under \$18.....	104		11	21	6	24	8	10	2	8	14
\$18 and under \$19.....	302		28	106	4	78	10	27	4	8	37
\$19 and under \$20.....	50		2	21	1	8	3	5		3	23
\$20 and under \$21.....	138		12	47	5	31	6	7		7	5
\$21 and under \$22.....	38		5	16		5	2	3		2	15
\$22 and under \$23.....	46		3	8	1	16	2			1	3
\$23 and under \$24.....	18		2	5	2	4		2			3
\$24 and under \$25.....	19		2	11		2		1			3
\$25 and under \$30.....	72		12	16	4	16	5	7			12
\$30 and under \$35.....	27		3	7		13	2				2
\$35 and under \$40.....	8			2	1	2	1				2
\$40 and over.....	15			12		2	1				

NEGRO WOMEN.

Weekly rate.	Number of women reported.	Number of women receiving each specified rate whose scheduled hours were—						
		Over 44 and under 48	48	Over 48 and under 50	50	Over 50 and under 52	52	54
Total.....	194	2	9	26	9	4	1	143
Median rate.....	\$10.30	(1)	(1)	\$10.25	(1)	(1)	(1)	\$10.35
\$4 and under \$5.....	1		1					1
\$5 and under \$6.....	2		1			1		1
\$6 and under \$7.....	2		2		2			
\$7 and under \$8.....	4				3			
\$8 and under \$9.....	3				10			55
\$9 and under \$10.....	69		3		1			40
\$10 and under \$11.....	54			11	1	1	1	14
\$11 and under \$12.....	18	1		1	2			17
\$12 and under \$13.....	21		1	1		2		7
\$13 and under \$14.....	7							3
\$14 and under \$15.....	3							2
\$15 and under \$16.....	4	1	1					2
\$16 and under \$17.....	3			1				1
\$17 and under \$18.....	1							
\$18 and under \$19.....	2			2				

¹ Not computed, owing to small number involved.

TABLE X.—Weekly rates and actual week's earnings, by industry and locality, 1922—White women.

STATE.

Amount.	Number of women for whom amount specified was weekly rate and number for whom it was actual week's earnings in—															
	All industries.		The manufacture of—													
			Bags.		Candy.		Clothing, men's.				Drugs.		Food products.		Millinery.	
	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Shirts and overalls		Suits.		Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.
Weekly rate.							Week's earnings.	Weekly rate.	Week's earnings.							
Total.....	5,076	5,076	119	119	212	212	182	182	263	263	157	157	272	272	550	550
Median.....	\$12.90	\$12.90	\$12.00	\$11.75	\$12.95	\$12.40	\$15.45	\$14.00	\$14.80	\$12.80	\$13.45	\$12.80	\$12.60	\$11.45	\$15.35	\$14.10
Under \$4.....		97		1		5		6		13				10		7
\$4 and under \$5.....	1	42					1	2		4						8
\$5 and under \$6.....	11	67		2		3	1	5	1	6				7		16
\$6 and under \$7.....	45	128			6	14	5	7		5			2	1	10	13
\$7 and under \$8.....	112	168		2	7	12	13	10	3	9			2	1	10	14
\$8 and under \$9.....	140	240		3	1	7	5	9	7	14					26	25
\$9 and under \$10.....	372	377		7	24	15	13	10	9	10	2	11	9		33	23
\$10 and under \$11.....	503	437		7	15	17	12	9	23	24	14	18	58	27	31	40
\$11 and under \$12.....	551	429	60	50	24	23	7	6	17	22	17	18	26	28	16	19
\$12 and under \$13.....	900	625	28	24	30	25	19	19	34	30	36	30	68	45	57	58
\$13 and under \$14.....	400	380	7	5	22	17	7	8	17	27	22	16	31	16	29	45
\$14 and under \$15.....	341	322	5	5	17	17	3	8	25	16	11	13	28	17	21	17
\$15 and under \$16.....	593	476	5	2	22	18	11	10	33	20	16	11	16	16	115	87
\$16 and under \$17.....	262	295	6	3	17	15	47	38	19	20	6	4	9	7	46	43
\$17 and under \$18.....	105	155	2	2	3	3	2	2	16	11	8	7	4	6	8	9
\$18 and under \$19.....	305	268	1	1	9	6	15	14	25	12	14	13	11	5	60	50
\$19 and under \$20.....	51	102			3	3	3	2	2	4			2	1	13	6
\$20 and under \$21.....	142	129			4	6	5	3	12	6	8	5	1	2	30	27
\$21 and under \$22.....	38	60	2	2			1	1	5	1			2	3	8	8
\$22 and under \$23.....	46	62	1	1	2	1	1	2	3	3	1	1	3	2	4	3
\$23 and under \$24.....	18	30	1	1	1	1	1	1	1				1	1	2	2
\$24 and under \$25.....	19	27			2	1			2	2	1	1	1		2	2
\$25 and under \$30.....	72	94	1	1	3	3	6	5	7	2	1	1			15	13
\$30 and under \$35.....	27	34					3	3	2						3	3
\$35 and under \$40.....	7	13					1	1								
\$40 and over.....	15	19													7	7

WOMEN IN MISSOURI INDUSTRIES.

TABLE X.—Weekly rates and actual week's earnings, by industry and locality, 1922—White women—Continued.

STATE—Continued.

Amount.	Number of women for whom amount specified was weekly rate and number for whom it was actual week's earnings in—													
	The manufacture of—								General mercantile.		5-and-10-cent stores.		Laundries.	
	Paper products.		Shoes.		Tobacco.		Miscellaneous.		Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.
	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.						
Total.....	89	89	264	264	(1) 8	(1) 8	147	147	1,971	1,971	410	410	432	432
Median.....	\$14.20	\$12.60	\$10.90	\$9.80			\$15.30	\$14.40	\$12.95	\$14.55	\$10.15	\$9.95	\$12.60	\$12.05
Under \$4.....		4		7				2						8
\$4 and under \$5.....		2		5				3						6
\$5 and under \$6.....		1		13										3
\$6 and under \$7.....		2		13					11	23	6	23	3	16
\$7 and under \$8.....		3		26				2	25	22	24	28	20	20
\$8 and under \$9.....		5		20		2	2	1	29	50	29	32	21	31
\$9 and under \$10.....	4	5		57		46	6	5	59	65	133	107	34	41
\$10 and under \$11.....	6	6		56		33		1	2	152	140	84	73	50
\$11 and under \$12.....	7	6		28		15		2	270	150	41	40	39	46
\$12 and under \$13.....	14	17		35		21	4	3	6	457	259	34	30	78
\$13 and under \$14.....	11	10		13		11		42	33	153	146	16	17	30
\$14 and under \$15.....	12	5		3		6		5	11	181	172	13	14	17
\$15 and under \$16.....	9	7		18		14	1	43	29	241	216	12	10	51
\$16 and under \$17.....	4	4		8		6		13	12	66	127	8	6	13
\$17 and under \$18.....	5	5		1		1		7	6	35	89	3	3	12
\$18 and under \$19.....	6	2		6		6	1	14	9	111	119	3	3	29
\$19 and under \$20.....	2	2		2		1		2	5	17	76	2	1	3
\$20 and under \$21.....	7	1		3		1		4	2	50	58	1	1	17
\$21 and under \$22.....	1	1		3		3		1	1	13	38			2
\$22 and under \$23.....	1	1		3		2				22	41			5
\$23 and under \$24.....								1	1	9	23			1
\$24 and under \$25.....		2		1						9	16			1
\$25 and under \$30.....				1		1		1	1	33	63	1	1	3
\$30 and under \$35.....				1		1				16	23			2
\$35 and under \$40.....								1	1	5	11			
\$40 and over.....				1		1				7	11			

¹ Not computed, owing to small number involved.

ST. LOUIS.

Amount.	Number of women for whom amount specified was weekly rate and number for whom it was actual week's earnings in—													
	All industries.		The manufacture of—											
			Bags.		Candy.		Clothing, men's.				Drugs.		Food Products.	
	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Shirts and overalls.		Suits.		Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.
Weekly rate.							Week's earnings.	Weekly rate.	Week's earnings.					
Total.....	2,957	2,957	115	115	16	16	48	48	263	263	157	157	251	251
Median.....	\$12.90	\$13.30	\$11.95	\$11.70	\$17.00	\$16.00	\$14.00	\$13.00	\$14.80	\$12.80	\$13.45	\$12.80	\$12.65	\$11.50
Under \$4.....		47		1				1		13				10
\$4 and under \$5.....		19						1		4				7
\$5 and under \$6.....	10	32		2				1	1	6				8
\$6 and under \$7.....	15	52						1		5		2	1	7
\$7 and under \$8.....	7	54		2				3	3	9		2		9
\$8 and under \$9.....	42	112		3		2	1	2	7	14		4		25
\$9 and under \$10.....	142	178		7			3	1	9	10	2	11	4	27
\$10 and under \$11.....	269	232		7	2	4	5	3	23	24	14	18	56	27
\$11 and under \$12.....	421	291	60	50			4	4	17	22	17	18	25	26
\$12 and under \$13.....	623	391	28	24	4	1	7	7	34	30	36	30	59	39
\$13 and under \$14.....	260	250	7	5			4	3	17	27	22	16	31	16
\$14 and under \$15.....	237	229	4	4			2	3	25	16	11	13	25	14
\$15 and under \$16.....	312	256	5	2	1	1	5	3	33	20	16	11	16	16
\$16 and under \$17.....	132	174	6	3	1	1	3	4	19	20	6	4	9	7
\$17 and under \$18.....	67	110			1	1	2	2	16	11	8	7	4	6
\$18 and under \$19.....	179	162			1		5	4	25	12	14	13	11	5
\$19 and under \$20.....	31	73			1		2	1	2	4			2	1
\$20 and under \$21.....	75	77				2	3	2	12	6	8	5	1	2
\$21 and under \$22.....	23	40	2	2					5	1			2	3
\$22 and under \$23.....	27	39	1	1	2	1			3	3	1	1	3	2
\$23 and under \$24.....	12	21	1	1	1	1			1				1	
\$24 and under \$25.....	10	20			1				2	2	1	1	1	1
\$25 and under \$30.....	40	62	1	1	1	1	1	1	7	2	1	1		
\$30 and under \$35.....	15	19					1	1	2	2				
\$35 and under \$40.....	3	9												
\$40 and over.....	5	8												

WOMEN IN MISSOURI INDUSTRIES.

TABLE X.—Weekly rates and actual week's earnings, by industry and locality, 1922—White women—Continued.

ST. LOUIS—Concluded.

Amount.	Number of women for whom amount specified was weekly rate and number for whom it was actual week's earnings in—													
	The manufacture of—								General mercantile.		5-and-10-cent stores.		Laundries.	
	Millinery.		Paper products.		Tobacco.		Miscellaneous.		Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.
	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.						
Total.....	377	377	42	42	8	8	57	57	1,253	1,253	233	233	137	137
Median.....	\$15.10	\$13.90	\$12.70	\$12.60	(¹)	(¹)	\$15.30	\$14.50	\$12.85	\$14.80	\$10.45	\$10.20	\$13.30	\$12.55
Under \$4.....		5		1		1		2		3		8		2
\$4 and under \$5.....		6								1		5		2
\$5 and under \$6.....		8								1			1	1
\$6 and under \$7.....	13	12								8		14		2
\$7 and under \$8.....	4	12								5		8		4
\$8 and under \$9.....	24	20		3	2	2	1	1		16	7	11		9
\$9 and under \$10.....	18	16	3	3					6	23	84	61	13	19
\$10 and under \$11.....	19	26	7	4				2	69	62	55	47	19	8
\$11 and under \$12.....	16	15	2	3				2	246	110	25	24	9	17
\$12 and under \$13.....	40	40	13	12	4	3	5	8	354	176	17	13	22	8
\$13 and under \$14.....	21	25	4	4				13	117	117	13	14	11	13
\$14 and under \$15.....	21	17	5	4			5	7	124	131	8	9	7	11
\$15 and under \$16.....	55	49	2	2	1	1	14	9	132	123	10	8	22	11
\$16 and under \$17.....	26	24	1	1			5	4	43	96	7	5	6	5
\$17 and under \$18.....	8	9					5	3	16	64	3	3	4	4
\$18 and under \$19.....	35	30	2	1	1	1	3	3	69	81	2	2	11	10
\$19 and under \$20.....	13	6	1				2	2	6	57	2	1		
\$20 and under \$21.....	22	20	2						22	35			5	5
\$21 and under \$22.....	8	8		1			1	1	4	23			1	1
\$22 and under \$23.....	4	3		1					13	27				
\$23 and under \$24.....	2	2					1	1	4	15			1	1
\$24 and under \$25.....	2	2		2					2	11			1	1
\$25 and under \$30.....	13	11					1	1	14	43			1	1
\$30 and under \$35.....	2	2							8	12			2	2
\$35 and under \$40.....							1	1	2	8				
\$40 and over.....	3	3							2	5				

¹ Not computed, owing to small number involved.

KANSAS CITY.

82034-24-7

Amount.	Number of women for whom amount specified was weekly rate and number for whom it was actual week's earnings in—															
	All industries.		The manufacture of—										Miscellaneous industries. ¹		Laundries.	
			Bags.		Candy.		Clothing, men's— shirts and overalls.		Millinery.		Paper products.					
Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	
Total.....	926	926	4	4	109	109	29	29	173	173	46	46	387	387	178	178
Median.....	\$14.70	\$13.75	(?)	(?)	\$12.65	\$11.75	\$16.95	\$16.95	\$15.55	\$15.10	\$15.55	\$12.80	\$14.55	\$14.35	\$13.35	\$12.95
Under \$4.....		12				3				2		3		2		2
\$4 and under \$5.....		11								2		2		4		3
\$5 and under \$6.....		8				2				2		1		2		1
\$6 and under \$7.....		15				7				1		2		2		3
\$7 and under \$8.....		27				7				10		10		3		4
\$8 and under \$9.....	10	16				5			1	1		4		3		
\$9 and under \$10.....	4	16				7				4		2		4		
\$10 and under \$11.....	75	68			20	12				5	5	1	47	44	3	6
\$11 and under \$12.....	49	65			8	8				12	14	2	21	26	8	15
\$12 and under \$13.....	61	74			16	14						4	13	25	28	28
\$12 and under \$13.....	124	99			16	12	1	1	17	18		5	45	34	44	29
\$13 and under \$14.....	86	90			17	12			8	20		6	36	37	18	15
\$14 and under \$15.....	77	52	1	1	7	8		2			7	7	53	31	9	9
\$15 and under \$16.....	159	118			12	9			60	38		5	61	49	19	17
\$16 and under \$17.....	67	66			6	4	14	11	20	19		3	19	25	5	4
\$17 and under \$18.....	20	30	2	2	2	2					5	5	5	16	6	5
\$18 and under \$19.....	95	70	1	1	4	3	7	7	25	20		1	38	23	16	15
\$19 and under \$20.....	11	21											7	18	3	
\$20 and under \$21.....	37	27			1	1			8	7		1	11	6	12	12
\$21 and under \$22.....	9	9											6	7	1	1
\$22 and under \$23.....	8	9					1	1					2	4	4	4
\$23 and under \$24.....	2	4					1	1					1	3		
\$24 and under \$25.....	7	4											7	4		
\$25 and under \$30.....	9	14							2	2						
\$30 and under \$35.....	6	6							1	1			3	3	2	2
\$35 and under \$40.....	1	1											1	1		
\$40 and over.....	9	10							4	4			5	6		

¹ Includes a department store and a 5-and-10-cent store, tabulated here to avoid identification.

² Not computed, owing to small number involved.

WOMEN IN MISSOURI INDUSTRIES.

TABLE X.—Weekly rates and actual week's earnings, by industry and locality, 1922—White women—Concluded.

OTHER PLACES.

Amount.	Number of women for whom amount specified was weekly rate and number for whom it was actual week's earnings in—																	
	All industries.		The manufacture of —										General mercantile.		5-and-10-cent stores.		Laundries.	
			Candy.		Clothing, men's—shirts and overalls.		Food products.		Shoes.		Miscellaneous. ¹							
Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	
Total.....	1,193	1,193	87	87	105	105	21	21	264	264	13	13	498	498	88	88	117	117
Median.....	\$11.50	\$10.85	\$13.50	\$12.95	\$12.75	\$12.40	\$12.15	\$11.25	\$10.10	\$9.80	(²)	(²)	\$12.55	\$12.45	\$8.70	\$8.35	\$9.85	\$9.35
Under \$4.....	38	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$4 and under \$5.....	1	12	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$5 and under \$6.....	1	27	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$6 and under \$7.....	30	61	6	7	5	6	.....	2	.....	13	.....	.....	11	13	6	9	2	11
\$7 and under \$8.....	95	87	7	5	13	7	1	1	5	26	.....	.....	25	16	24	20	20	12
\$8 and under \$9.....	94	112	1	.....	4	6	.....	1	20	31	.....	.....	28	33	20	19	21	22
\$9 and under \$10.....	155	131	4	3	10	9	5	6	57	46	6	6	43	36	12	9	18	16
\$10 and under \$11.....	185	140	5	5	7	6	2	.....	56	33	1	.....	81	71	10	7	23	18
\$11 and under \$12.....	69	64	8	9	3	2	1	2	28	15	.....	1	24	31	3	3	2	1
\$12 and under \$13.....	153	135	10	12	11	11	9	6	35	21	.....	.....	65	60	11	11	12	14
\$13 and under \$14.....	54	40	5	5	3	5	.....	.....	13	11	2	1	29	16	1	1	1	1
\$14 and under \$15.....	27	41	10	9	1	3	3	3	3	6	.....	.....	9	19	.....	.....	1	1
\$15 and under \$16.....	122	102	9	8	6	7	.....	.....	18	14	2	2	77	64	.....	.....	10	7
\$16 and under \$17.....	63	55	10	10	30	23	.....	.....	8	6	.....	.....	13	15	.....	.....	2	1
\$17 and under \$18.....	18	15	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	16	12	.....	.....	2	2
\$18 and under \$19.....	31	36	4	3	3	3	.....	.....	6	6	.....	.....	15	21	1	1	2	.....
\$19 and under \$20.....	9	8	2	2	1	1	.....	.....	2	1	.....	.....	4	4	.....	.....	.....	.....
\$20 and under \$21.....	30	25	3	3	2	1	.....	.....	3	1	2	2	20	18	.....	.....	.....	.....
\$21 and under \$22.....	6	11	.....	.....	.....	.....	.....	.....	3	3	.....	.....	3	8	.....	.....	.....	.....
\$22 and under \$23.....	11	14	.....	.....	.....	1	.....	.....	3	2	.....	.....	7	10	.....	.....	1	1
\$23 and under \$24.....	4	5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4	5	.....	.....	.....	.....
\$24 and under \$25.....	2	3	1	1	.....	1	.....	.....	1	.....	.....	.....	.....	1	.....	.....	.....	.....
\$25 and under \$30.....	23	18	2	2	3	2	.....	.....	1	1	.....	.....	17	13	.....	.....	.....	.....
\$30 and under \$35.....	6	9	.....	.....	.....	.....	.....	.....	1	1	.....	.....	5	8	.....	.....	.....	.....
\$35 and under \$40.....	3	3	.....	.....	1	1	.....	.....	.....	.....	.....	.....	2	2	.....	.....	.....	.....
\$40 and over.....	1	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	.....

¹ Includes paper products and men's suits, tabulated here to avoid identification.

² Not computed, owing to small number involved.

TABLE XI.—Weekly rates and actual week's earnings, by industry and locality, 1922—Negro women.

Amount.	Number of women for whom amount specified was weekly rate and number for whom it was actual week's earnings in—																							
	All industries.								Laundries.								Other industries. ¹							
	Weekly rate.				Week's earnings.				Weekly rate.				Week's earnings.				Weekly rate.				Week's earnings.			
	State.	St. Louis.	Kansas City.	Other places.	State.	St. Louis.	Kansas City.	Other places.	State.	St. Louis.	Kansas City.	Other places.	State.	St. Louis.	Kansas City.	Other places.	State.	St. Louis.	Kansas City.	Other places.	State.	St. Louis.	Kansas City.	Other places.
Total.....	244	68	163	13	244	68	163	13	220	56	161	3	220	56	161	3	24	12	2	10	24	12	2	10
Median.....	\$10.30	\$10.55	\$10.15	(²)	\$9.80	\$10.10	\$9.70	(²)	\$10.30	\$10.60	\$10.10	(²)	\$9.80	\$10.10	\$9.70	(²)	\$9.50	(²)	(²)	(²)	\$9.00	(²)	(²)	(²)
Under \$4.....					15	3	10	2					13	3	10						2			2
\$4 and under \$5..	1	1			7	2	3	2	1	1			5	2	3						2			2
\$5 and under \$6..	2			2	5	1	3	1					4	1	3		2			2	1			1
\$6 and under \$7..	2			2	10	2	6	2					8	2	6		2			2				2
\$7 and under \$8..	4	2		2	16	6	10						14	4	10		4	2		2	2			2
\$8 and under \$9..	3	3			27	12	15						24	9	15		3	3			3	3		
\$9 and under \$10.	89	13	75	1	54	6	48		87	12	75		53	5	48		2	1		1	1	1		
\$10 and under \$11.	76	27	46	3	61	18	40	3	74	26	46	2	59	17	40	2	2	1		1	2	1		1
\$11 and under \$12.	24	3	20	1	17	2	14	1	20	1	19		13		13		4	2	1	1	4	2	1	1
\$12 and under \$13.	22	6	16		20	11	9		20	4	16		18	9	9		2	2		2	2			
\$13 and under \$14.	7	6		1	2	1		1	7	6		1	2	1		1								
\$14 and under \$15.	3	1	2		3	1	2		3	1	2		3	1	2									
\$15 and under \$16.	4	1	2	1	4	1	2	1	2	1	1		2	1	1		2		1	1	2		1	1
\$16 and under \$17.	3	1	2		1		1		3	1	2		1		1									
\$17 and under \$18.	1	1							1	1														
\$18 and under \$19.	3	3			2	2			2	2			1	1			1	1			1	1		

¹ Comprises stores and the manufacture of bags, candy, shirts and overalls, food products, millinery, and tobacco, all combined reporting rates and earnings for only 24 negro women.

² Not computed, owing to small number involved.

TABLE XII.—Weekly rates and actual week's earnings, by industry, 1921.
WHITE WOMEN.

Amount.	Number of women for whom amount specified was weekly rate and number for whom it was actual week's earnings in—															
	All industries.		The manufacture of—													
			Bags.		Candy.		Clothing, men's.				Drugs.		Food products.		Millinery.	
	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Shirts and overalls.		Suits.		Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.
						Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	
Total.....	3, 895	3, 895	13	13	238	238	201	201	86	86	148	148	303	303	778	778
Median.....	\$13. 15	\$12. 45	(1)	(1)	\$13. 75	\$13. 30	\$12. 80	\$13. 25	\$18. 80	\$16. 35	\$15. 45	\$12. 90	\$12. 55	\$12. 20	\$15. 05	\$12. 85
Under \$1.....		5							1							
\$1 and under \$2.....		34				6								2		4
\$2 and under \$3.....		38				1			2		1			1		9
\$3 and under \$4.....		53				4			1		1			2		19
\$4 and under \$5.....		47				5			3			4				8
\$5 and under \$6.....	1	71				3			1			1			5	22
\$6 and under \$7.....	78	131			1	10	8	10			2		2		57	46
\$7 and under \$8.....	105	154			3	10	7	9				1		9	10	27
\$8 and under \$9.....	142	197				7	12	11			3	1		4	11	32
\$9 and under \$10.....	193	254				11	12	18	18		4		5	8	19	42
\$10 and under \$11.....	447	381				12	19	24	18	2			11	44	50	61
\$11 and under \$12.....	340	354				5	1	11	11	1		11	15	39	32	14
\$12 and under \$13.....	594	483				40	26	15	13	2	7	14	41	96	77	114
\$13 and under \$14.....	272	286				64	47	7	10	3	5	19	23	38	26	27
\$14 and under \$15.....	258	225				22	23	2	3	2	8	14	15	25	20	21
\$15 and under \$16.....	524	354	2	2	34	23	19	20	7	6	6	32	7	13	13	189
\$16 and under \$17.....	214	191				16	13	39	33	7	6	24	11	8	5	48
\$17 and under \$18.....	113	109	3	3	2	3	5	4	2	1	1	9	4	4	5	10
\$18 and under \$19.....	239	175				9	8	9	8	20	7	11	3	14	12	83
\$19 and under \$20.....	42	48				2	4	4	2	2	4	1	1	1	1	7
\$20 and under \$21.....	117	95	2	2	5	5	5	5	4	6	4	9	2	2	2	29
\$21 and under \$22.....	21	26	1	1			1	1	2	3		1	1	1	3	6
\$22 and under \$23.....	45	41	2	2	4	3	2	2	2	3		1	2	2	4	5
\$23 and under \$24.....	19	20	1	1	1	1	1	1	1	1			1	1	3	5
\$24 and under \$25.....	19	15	1	1	1	1	1	1	1				1	1	3	2
\$25 and under \$30.....	68	65	1	1	2	2	7	7	14	14	2	1			11	13
\$30 and under \$35.....	17	20				2	2	3	2	1					4	4
\$35 and under \$40.....	14	10				1	1	1	3							
\$40 and over.....	13	13													6	6

Amount.	Number of women for whom amount specified was weekly rate and number for whom it was actual week's earnings in—													
	The manufacture of—								General mercantile.		5-and-10-cent stores.		Laundries.	
	Paper products.		Shoes.		Tobacco.		Miscellaneous.							
	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.
Total.....	91	91	256	256	11	11	63	63	841	841	422	422	444	444
Median.....	\$15.40	\$14.45	\$12.20	\$10.30	(¹)	(¹)	\$14.95	\$16.35	\$13.40	\$12.85	\$11.45	\$11.20	\$12.80	\$12.30
Under \$1.....				1						2				1
\$1 and under \$2.....				6						10		3		3
\$2 and under \$3.....		1		7						6		4		6
\$3 and under \$4.....		1		11						5		6		3
\$4 and under \$5.....		2		3		1				11		4		5
\$5 and under \$6.....				11						14		6		1
\$6 and under \$7.....				6					4	17	4	13		2
\$7 and under \$8.....		3		15	1	1			39	36	25	29	20	14
\$8 and under \$9.....			4	28	2	2	1	1	42	46	20	27	24	25
\$9 and under \$10.....		2	20	29					55	53	7	31	32	36
\$10 and under \$11.....	1	3	67	35	1	1	4	5	86	76	101	65	44	40
\$11 and under \$12.....	6	7	26	23			3	5	69	69	115	104	40	42
\$12 and under \$13.....	1	5	53	20	2	2	4	5	118	90	62	52	72	60
\$13 and under \$14.....	17	16	14	13	1		9	6	18	42	28	24	27	36
\$14 and under \$15.....	15	12	5	9			11	4	83	52	23	19	35	30
\$15 and under \$16.....	14	9	26	15	2	2	5	3	109	81	15	15	57	43
\$16 and under \$17.....	6	4	7	4			7	7	26	39	6	5	20	19
\$17 and under \$18.....	12	11	2	5				6	48	42	1	1	15	13
\$18 and under \$19.....	8	5	7	3	2	2	8	8	34	34	7	7	27	23
\$19 and under \$20.....	1	3	6	3				2	12	12	1	1	3	3
\$20 and under \$21.....	10	7	1	1			3	4	31	28	2	2	12	12
\$21 and under \$22.....			8	3			1	1	1	7			3	3
\$22 and under \$23.....			5	1			1	2	14	15			5	5
\$23 and under \$24.....							1	1	10	9			1	1
\$24 and under \$25.....			2	1					2	4	1	1	1	1
\$25 and under \$30.....			2	3			1	1	23	20	2	1	3	2
\$30 and under \$35.....			1				1	1	3	8	1	1		
\$35 and under \$40.....							1	1	8	7				
\$40 and over.....									6	6	1	1		

¹ Not computed, owing to small number involved.

TABLE XII.—Weekly rates and actual week's earnings, by industry, 1921—Concluded.

NEGRO WOMEN

Amount.	Number of women for whom amount specified was weekly rate and number for whom it was actual week's earnings in—																	
	All industries.		The manufacture of—												General mercantile.		Laundries.	
			Bags.		Candy.		Clothing, men's—shirts and overalls.		Food products.		Millinery.		Tobacco.					
Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	
Total.....	199	199	1	1	2	2	1	1	1	1	2	2	1	1	11	11	150	180
Median earnings.....	\$10.25	\$9.70	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	\$10.25	\$9.65
Under \$1.....		1																1
\$1 and under \$2.....		2																2
\$2 and under \$3.....		4																4
\$3 and under \$4.....		8																8
\$4 and under \$5.....		5																5
\$5 and under \$6.....		5																5
\$6 and under \$7.....	1	10																10
\$7 and under \$8.....	2	11																11
\$8 and under \$9.....	3	27																27
\$9 and under \$10.....	75	38																38
\$10 and under \$11.....	73	51																51
\$11 and under \$12.....	13	11																11
\$12 and under \$13.....	18	14	1	1	2	2												14
\$13 and under \$14.....	3	3																3
\$14 and under \$15.....	1	1																1
\$15 and under \$16.....	4	3																3
\$16 and under \$17.....	3	3																3
\$17 and under \$18.....																		
\$18 and over.....	3	2					1	1										2

¹ Not computed, owing to small number involved.

TABLE XIII.—*Week's earnings and time in the trade of women employees who supplied personal information, 1922.*

WHITE WOMEN.

Week's earnings.	Number of women reporting.	Number of women earning each specified amount who had been in the trade—										
		Under 3 months.	3 and under 6 months.	6 and under 9 months.	9 months and under 1 year.	1 and under 2 years.	2 and under 3 years.	3 and under 4 years.	4 and under 5 years.	5 and under 10 years.	10 and under 15 years.	15 years and over.
Total.....	8,349	487	449	514	249	1,168	1,133	842	653	1,478	694	682
Median earnings...	\$13.00	\$9.80	\$10.40	\$10.55	\$11.05	\$11.85	\$12.65	\$13.40	\$14.65	\$15.25	\$16.25	\$17.30
Under \$1.....	12	3	4	1	2	1	2	2	2	2	5	1
\$1 and under \$2...	40	12	6	1	2	5	3	1	2	2	4	1
\$2 and under \$3...	36	6	1	2	2	11	5	2	2	4	3	1
\$3 and under \$4...	53	15	3	3	5	8	7	5	2	3	1	1
\$4 and under \$5...	98	19	16	8	1	13	9	6	2	17	5	2
\$5 and under \$6...	145	25	16	19	3	31	13	14	3	12	6	5
\$6 and under \$7...	224	27	28	29	11	38	27	26	7	20	6	5
\$7 and under \$8...	326	35	31	42	21	60	41	29	14	40	10	11
\$8 and under \$9...	432	41	37	65	20	87	81	28	14	33	5	11
\$9 and under \$10...	530	78	61	58	17	97	82	46	29	35	13	14
\$10 and under \$11...	710	93	64	55	40	127	93	69	42	79	29	26
\$11 and under \$12...	792	64	62	66	23	125	109	59	60	79	29	35
\$12 and under \$13...	864	25	41	59	48	172	146	107	52	129	50	25
\$13 and under \$14...	644	11	13	30	18	113	115	83	55	121	48	37
\$14 and under \$15...	614	8	22	23	12	88	100	82	60	130	49	40
\$15 and under \$16...	651	9	16	18	8	62	91	82	80	154	75	56
\$16 and under \$17...	536	4	15	9	10	38	71	77	60	137	53	62
\$17 and under \$18...	335	1	2	8	3	24	36	33	35	98	47	48
\$18 and under \$19...	370	3	4	4	.....	30	31	34	38	110	64	52
\$19 and under \$20...	242	1	2	6	.....	11	24	16	27	77	35	43
\$20 and under \$21...	200	1	3	3	.....	8	14	13	24	48	37	49
\$21 and under \$22...	146	.....	.....	2	3	7	12	11	12	33	33	32
\$22 and under \$23...	117	1	2	.....	.....	5	9	6	7	32	26	29
\$23 and under \$24...	58	1	.....	.....	.....	2	2	4	4	16	11	17
\$24 and under \$25...	54	2	2	2	.....	3	4	3	6	16	7	9
\$25 and under \$30...	139	1	.....	1	1	3	5	6	6	32	35	50
\$30 and under \$35...	42	.....	.....	1	.....	.....	.....	1	3	13	10	14
\$35 and under \$40...	18	.....	.....	.....	.....	.....	.....	.....	6	6	8	8
\$40 and over.....	11	.....	.....	.....	.....	.....	1	.....	3	3	3	4

NEGRO WOMEN.

Total.....	713	85	68	50	15	67	90	63	67	141	34	33
Median earnings...	\$6.05	\$4.25	\$4.55	\$5.30	\$4.90	\$5.65	\$7.70	\$6.55	\$8.90	\$6.75	\$7.50	\$8.50
Under \$1.....	7	2	.....	1	.....	.....	1	1	1	.....	.....	1
\$1 and under \$2...	25	12	2	.....	.....	3	1	1	.....	2	1	3
\$2 and under \$3...	40	11	5	4	.....	6	5	2	.....	4	2	1
\$3 and under \$4...	82	13	19	9	3	8	7	5	5	9	4	.....
\$4 and under \$5...	105	20	15	8	5	12	10	10	2	15	4	4
\$5 and under \$6...	94	14	13	10	2	7	7	8	5	24	1	3
\$6 and under \$7...	82	7	8	10	1	5	9	8	8	22	2	2
\$7 and under \$8...	55	3	2	3	1	6	7	10	7	9	6	1
\$8 and under \$9...	46	1	3	3	1	5	9	2	6	12	1	3
\$9 and under \$10...	52	.....	.....	1	1	5	10	6	2	20	2	5
\$10 and under \$11...	43	.....	.....	.....	.....	5	13	2	7	10	4	2
\$11 and under \$12...	16	1	.....	.....	.....	2	3	.....	5	4	.....	1
\$12 and under \$13...	18	.....	1	.....	.....	1	3	3	2	2	5	1
\$13 and under \$14...	6	1	.....	.....	.....	.....	.....	.....	.....	3	.....	2
\$14 and under \$15...	16	.....	.....	.....	1	1	1	3	5	.....	2	3
\$15 and under \$16...	12	.....	.....	1	.....	1	1	2	5	2	.....	.....
\$16 and under \$17...	8	.....	.....	.....	.....	.....	2	.....	4	2	.....	.....
\$17 and under \$18...	1	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....
\$18 and under \$19...	3	.....	.....	.....	.....	.....	.....	.....	1	1	.....	1
\$19 and under \$20...	2	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....

TABLE XIV.—Year's earnings of women for whom 52-week pay-roll records were secured,¹ by industry.

WHITE WOMEN.

Year's earnings.	Number of women earning each specified amount in—															
	All industries.	The manufacture of—											General mercantile.	5-and-10-cent stores.	Laundries	
		Bags.	Candy.	Clothing, men's.		Drugs.	Electric products.	Food products.	Mil-linery.	Paper products.	Shoes.	Tobacco.				Miscellaneous.
			Shirts and overalls.	Suits.												
Total.....	1,972	119	126	316	49	64	27	102	121	136	343	64	34	245	66	160
Median earnings.....	\$748	\$756	\$727	\$700	\$806	\$736	\$758	\$728	\$769	\$720	\$805	\$929	\$783	\$815	\$622	\$682
\$200 and under \$250.....	1			1												
\$250 and under \$300.....	9		1	5	1									1		1
\$300 and under \$350.....	11			5							1			2	1	2
\$350 and under \$400.....	39			19	3				6		2				4	5
\$400 and under \$450.....	45			19	5			1	3	1	1			6	2	7
\$450 and under \$500.....	74	2	4	21	2	2		3	2	2	12	4		8		12
\$500 and under \$550.....	103	5	2	27	3	3	2	5	4	4	15	3		18	7	5
\$550 and under \$600.....	151	11	10	26	1	4		12	10	11	17	1		13	15	20
\$600 and under \$650.....	181	5	24	19	4	4	4	14	10	16	30	3	5	18	9	16
\$650 and under \$700.....	181	17	15	16	2	11	4	11	9	26	29	3	6	12	4	19
\$700 and under \$750.....	201	18	13	19	1	11	3	9	12	20	35	8	4	23	6	19
\$750 and under \$800.....	171	13	13	21	2	9	3	13	12	19	27	3	3	15	5	13
\$800 and under \$850.....	169	12	15	18	4	6	3	13	13	10	27	6	6	21	4	11
\$850 and under \$900.....	152	16	17	18	4	3	2	8	6	8	29	2	5	25	2	7
\$900 and under \$1,000.....	192	13	8	31	6	6	2	10	18	11	32	7	3	26	5	14
\$1,000 and under \$1,100.....	139	3	3	25	6	5	4	2	4	4	45	14	1	18	2	3
\$1,100 and under \$1,200.....	61	4		10	3				3	3	15	5		17		1
\$1,200 and under \$1,400.....	68		1	15	2			1	5	1	19	8		11		5
\$1,400 and under \$1,600.....	14			1					2		4		1	6		
\$1,600 and number \$1,800.....	6										3			3		
\$1,800 and under \$2,000.....	2													2		
\$2,000 and over.....	2								2							

¹ Includes only women who worked at least 44 weeks during the year.

TABLE XIV.—Year's earnings of women for whom 52-week pay-roll records were secured,¹ by industry—Concluded.

NEGRO WOMEN.

Year's earnings.	Number of women earning each specified amount in—					
	All industries.	The manufacture of—			General mercantile.	Laundries.
		Bags.	Candy.	Tobacco.		
Total.....	57	6	1	7	1	42
Median earnings.....	\$529	(²)	(²)	(²)	(²)	\$525
\$200 and under \$250.....	1			1		
\$250 and under \$300.....	3			3		
\$300 and under \$350.....						
\$350 and under \$400.....						
\$400 and under \$450.....	8			1		7
\$450 and under \$500.....	9			1		8
\$500 and under \$550.....	13			1		12
\$550 and under \$600.....	10	1	1		1	7
\$600 and under \$650.....	6	3				3
\$650 and under \$700.....	2	1				1
\$700 and under \$750.....	1					1
\$750 and under \$800.....	1					1
\$800 and under \$850.....	2					2
\$850 and under \$900.....						
\$900 and under \$1,000.....	1	1				

¹ Includes only women who worked at least 44 weeks during the year.

² Not computed, owing to small number involved.

TABLE XV.—Year's earnings of women for whom 52-week pay-roll records were secured,¹ by weeks worked.

WHITE WOMEN.

Year's earnings.	Number of women reported.	Number of women earning each specified amount who worked—				
		44 and under 46 weeks.	46 and under 48 weeks.	48 and under 50 weeks.	50 and under 52 weeks.	52 weeks.
Total.....	1,743	52	98	251	543	799
Per cent distribution.....	100.0	3.0	5.6	14.4	31.2	45.8
Median earnings.....	\$764	\$733	\$720	\$738	\$762	\$782
\$250 and under \$300.....	2	.....	1	.....	.....	1
\$300 and under \$350.....	5	1	1	.....	2	1
\$350 and under \$400.....	17	1	1	3	7	5
\$400 and under \$450.....	21	.....	2	5	8	6
\$450 and under \$500.....	50	4	1	13	16	16
\$500 and under \$550.....	74	3	10	9	23	29
\$550 and under \$600.....	126	6	4	18	51	47
\$600 and under \$650.....	165	5	12	31	46	71
\$650 and under \$700.....	171	2	11	25	52	81
\$700 and under \$750.....	196	6	15	28	57	90
\$750 and under \$800.....	161	3	10	27	39	82
\$800 and under \$850.....	162	5	7	21	42	87
\$850 and under \$900.....	142	5	8	16	48	65
\$900 and under \$1,000.....	184	6	6	25	59	88
\$1,000 and under \$1,100.....	125	2	5	11	39	68
\$1,100 and under \$1,200.....	55	1	1	6	21	26
\$1,200 and under \$1,400.....	63	1	3	10	24	25
\$1,400 and under \$1,600.....	14	.....	.....	2	5	7
\$1,600 and under \$1,800.....	6	.....	.....	.....	4	2
\$1,800 and under \$2,000.....	2	.....	.....	.....	.....	2
\$2,000 and over.....	2	1	.....	1	.....	.....

NEGRO WOMEN.

Total.....	57	1	10	4	14	28
Per cent distribution.....	100.0	1.8	17.5	7.0	24.6	49.1
Median earnings.....	\$529	(²)	(²)	(²)	(²)	\$533
\$200 and under \$250.....	1	1	.....	.....	.....	.....
\$250 and under \$300.....	3	.....	2	1	.....	.....
\$300 and under \$350.....	.....	.....	.....	.....	.....	.....
\$350 and under \$400.....	.....	.....	.....	.....	.....	.....
\$400 and under \$450.....	8	.....	5	.....	.....	3
\$450 and under \$500.....	9	.....	.....	3	1	5
\$500 and under \$550.....	13	.....	2	.....	2	9
\$550 and under \$600.....	10	.....	.....	.....	5	5
\$600 and under \$650.....	6	.....	.....	.....	4	2
\$650 and under \$700.....	2	.....	.....	.....	.....	2
\$700 and under \$750.....	1	.....	.....	.....	.....	1
\$750 and under \$800.....	1	.....	.....	.....	.....	1
\$800 and under \$850.....	2	.....	1	.....	1	.....
\$850 and under \$900.....	.....	.....	.....	.....	.....	.....
\$900 and under \$1,000.....	1	.....	.....	.....	1	.....

¹ Includes only women who worked at least 44 weeks during the year.² Not computed, owing to small number involved.

TABLE XVI.—Weeks lost during the year by women for whom 52-week pay-roll records were secured,¹ by industry.

WHITE WOMEN.

Weeks lost.	Number of women losing each specified number of weeks in—															
	All industries.	The manufacture of—											General mercantile.	5-and-10-cent stores.	Laundries.	
		Bags.	Candy.	Clothing, men's.		Drugs.	Electric products.	Food products.	Millinery.	Paper products.	Shoes.	Tobacco.				Miscellaneous.
			Shirts and overalls.	Suits.												
Total.....	1,743	119	126	135	33	64	27	102	121	136	342	64	34	214	66	160
None.....	800	83	40	37	.....	29	6	70	38	69	184	25	7	79	37	96
1 week.....	310	17	26	14	7	16	3	14	22	28	32	20	14	56	15	28
2 weeks.....	232	11	19	21	6	7	4	7	25	14	45	9	5	36	6	17
3 weeks.....	161	5	16	19	7	9	4	4	13	17	41	2	3	12	2	7
4 weeks.....	90	1	7	15	2	.....	3	3	12	5	15	3	2	15	3	4
5 weeks.....	57	1	8	9	4	1	4	2	3	2	8	3	2	6	1	3
6 weeks.....	41	1	4	8	2	1	1	1	5	.....	8	1	.....	5	1	2
7 weeks.....	25	.....	3	6	2	.....	.....	.....	1	1	5	1	.....	2	1	3
8 weeks.....	27	.....	3	6	3	1	2	1	2	.....	4	.....	1	3	.....	1

¹ Includes only women who worked at least 44 weeks during the year.

TABLE XVI.—Weeks lost during the year by women for whom 52-week pay-roll records were secured,¹ by industry—Concluded.

NEGRO WOMEN.

Weeks lost.	Number of women losing each specified number of weeks in—					
	All industries.	The manufacture of—			General mercantile.	Laundries.
		Bags.	Candy.	Tobacco.		
Total.....	57	6	1	7	1	42
None.....	28	3	1			24
1 week.....	11	2			1	8
2 weeks.....	3	1				2
3 weeks.....	1					1
4 weeks.....	3			2		1
5 weeks.....	8			3		5
6 weeks.....	2			1		1
7 weeks.....						
8 weeks.....	1			1		

¹ Includes only women who worked at least 44 weeks during the year

TABLE XVII.—Weeks lost during the year through closing of establishment or department, women for whom 52-week pay-roll records were secured,¹ by industry.

WHITE WOMEN.

Number of weeks establishment or department was closed.	Number of women losing each specified number of weeks in—												
	All industries. ²	The manufacture of—											
		Bags.	Candy.	Clothing, men's.		Drugs.	Electric products.	Food products.	Millinery.	Paper products.	Shoes.	Tobacco.	Miscellaneous.
			Shirts and overalls.	Suits.									
None.....	1,199	119	99	195	16	37	25	101	121	136	268	57	25
1 week.....	93		9	40	12	21		1				1	9
2 weeks.....	130		4	54	14	6					48	4	
3 weeks.....	54		12	14							27	1	
4 weeks.....	8			7								1	
5 weeks.....	5		1		4								
6 weeks.....	5		1		3		1						
7 weeks.....	3			3									
8 weeks.....	3			2			1						
Number reported.....	1,500	119	126	315	49	64	27	102	121	136	343	64	34
Number losing a week or more through closing..	301		27	120	33	27	2	1			75	7	9

NEGRO WOMEN.

Number of weeks establishment or department was closed.	Number of women losing each specified number of weeks in—			
	All industries. ²	The manufacture of—		
		Bags.	Candy.	Tobacco.
None.....	7	6	1	
1 week.....				
2 weeks.....				
3 weeks.....	4			4
4 weeks.....	3			3
Number reported.....	14	6	1	7
Number losing a week or more through closing.....	7			7

¹ Includes only women who worked at least 44 weeks during the year.

² Excludes stores and laundries.

TABLE XVIII.—Scheduled weekly hours, by industry and locality.¹
ST. LOUIS.

Industry.	Number of establishments and number of women whose scheduled weekly hours were—																	
	Number reported.		44.		Over 44 and under 48.		48.		Over 48 and under 50.		50.		Over 50 and under 52.		52 and under 54.		54.	
	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.	Estab-lish-ments.	Women.
Total.....	2 59	9,790	5	562	12	1,418	11	1,606	9	2,517	12	2,625	7	620	1	56	4	386
Manufacturing:																		
Bags.....	3	433	1	247							2	186						
Candy.....	2	187					1	155									1	32
Clothing, men's—																		
Shirts and overalls.	2	509			1	273			1	216	1	20						
Suits.....	4	326	3	282					1	44								
Drugs.....	5	502			2	163	1	214			1	68	1	57				
Electric products.....	3	456	1	33	1	177					1	246						
Food products.....	8	1,384			1	213			1	45	3	830	2	58			1	238
Millinery ^s	5	551			4	446					1	105						
Paper products.....	4	168					2	76	1	36					1	56		
Shoes.....	6	1,069					6	1,069										
Tobacco.....	3	1,404			1	39					2	1,341	1	24				
Miscellaneous.....	3	157			1	82					2	75						
General mercantile.....	3	1,983							3	1,983								
5-and-10-cent stores.....	2	235											2	235				
Laundries.....	4 6	426			1	25	1	92	2	193							2	116

KANSAS CITY.

Total.....	22	2,507	2	276	5	613	2	419	1	53	4	288	4	410	1	239	3	209
Manufacturing:																		
Bags.....	2	263									1	107	1	156				
Candy.....	3	320									2	81			1	239		
Clothing, men's—																		
Shirts and overalls.	4	494	2	276	2	218												
Millinery.....	2	175			2	175												
Paper products.....	3	460					1	361	1	53			1	46				
Miscellaneous industries ^s	4	528			1	220					1	100	2	208				
Laundries.....	6 4	267					1	58									3	209

OTHER PLACES.

Total.....	75	4,427	1	199	3	97	5	205	8	924	14	1,096	11	727	5	145	28	1,034
Manufacturing:																		
Candy.....	3	235							2	119			1	116				
Clothing, men's—																		
Shirts and overalls.....	15	1,484	1	199	1	87	1	44	4	678	6	286	2	190				
Food products.....	5	85			1	5	1	11									3	69
Shoes.....	11	1,261					1	60	1	89	6	699					3	413
Miscellaneous ⁷	5	477			1	5					2	111	1	310	1	51		
General mercantile.....	16	525					2	90	1	38			2	47			11	350
5-and-10-cent stores.....	8	88											4	51	1	8	3	29
Laundries.....	⁸ 12	272											1	13	3	86	8	173

¹ For State as a whole, see text table 18 p. 46.

² Details aggregate more than total because two establishments appear in more than one-hour group.

³ Includes one establishment making infants' head wear.

⁴ Excludes one establishment, with 41 women, working irregular hours.

⁵ Includes a department store and a 5-and-10-cent store, tabulated here to avoid identification.

⁶ Excludes two establishments, with 132 women, working irregular hours.

⁷ Includes paper products and men's suits, tabulated here to avoid identification.

⁸ Excludes one establishment, with 3 women, working irregular hours.

TABLE XIX.—Hours worked less than scheduled, by industry.

WHITE WOMEN.

Industry	Number of women reported.	Number of women who worked less than scheduled hours.	Number of women who worked less than scheduled hours to the extent of—											
			Under 1 hour.	1 and under 2 hours.	2 and under 3 hours.	3 and under 4 hours.	4 and under 5 hours.	5 and under 10 hours.	10 and under 15 hours.	15 and under 20 hours.	20 and under 25 hours.	25 and under 30 hours.	30 hours and over.	10 hours or more.
All industries ¹	7,570	4,033	380	207	132	107	591	1,123	495	277	213	148	360	1,493
Per cent distribution.....		100.0	9.4	5.1	3.3	2.7	14.7	27.8	12.3	6.9	5.3	3.7	8.9	37.0
Manufacturing:														
Bags.....	626	301	3	15	18	25	16	132	39	13	7	8	25	92
Candy.....	360	281	.....	.....	1	.....	105	47	68	20	11	4	25	128
Clothing, men's—														
Shirts and overalls.....	722	487	43	34	25	14	89	80	105	28	24	15	30	202
Suits.....	324	196	6	3	4	4	70	33	24	12	18	5	17	76
Drugs.....	386	128	1	3	1	1	42	30	13	8	10	2	17	50
Electric products.....	456	331	152	30	10	10	12	59	16	21	9	3	9	58
Food products.....	272	159	7	5	2	.....	31	59	7	31	1	10	6	55
Millinery.....	145	45	6	4	1	1	3	14	4	.....	3	1	8	16
Paper products.....	884	382	48	15	4	5	48	123	35	29	17	13	46	140
Shoes.....	1,753	826	71	54	17	18	106	194	106	60	66	55	79	366
Tobacco.....	1,076	611	33	16	15	15	40	271	40	37	33	30	81	221
Miscellaneous.....	273	91	7	8	1	1	11	34	9	5	7	2	6	29
Laundries.....	293	194	3	20	33	13	18	47	29	13	7	.....	11	60

Per cent of all white women who worked undertime, 53.3.

NEGRO WOMEN.

All industries ¹	444	279	5	53	8	3	6	80	25	14	23	18	44	124
Per cent distribution.....		100.0	1.8	19.0	2.9	1.1	2.2	28.7	9.0	5.0	8.2	6.5	15.8	44.4
Manufacturing:														
Bags.....	68	13	.....	1	1	.....	.....	2	.....	3	1	2	3	9
Candy.....	3	2	.....	.....	.....	.....	.....	.....	.....	.....	1	1	.....	2
Tobacco.....	238	140	4	3	2	2	4	42	11	5	19	14	34	83
Laundries.....	135	124	1	49	5	1	2	36	14	6	2	1	7	30

Per cent of all negro women who worked undertime, 62.8.

¹ Exclusive of stores, which generally do not report actual time worked.

TABLE XX.—Hours worked less than scheduled, by scheduled hours—All industries.¹

WHITE WOMEN.

Scheduled weekly hours.	Women reported.		Women who worked less than scheduled hours.		Number of women who worked less than scheduled hours to the extent of—											
					Under 1 hour.	1 and under 2 hours.	2 and under 3 hours.	3 and under 4 hours.	4 and under 5 hours.	5 and under 10 hours.	10 and under 15 hours.	15 and under 20 hours.	20 and under 25 hours.	25 and under 30 hours.	30 hours and over.	10 hours and over.
Total.....	7,570	100.0	4,033	100.0	380	207	132	107	591	1,123	495	277	213	148	360	1,493
39 and under 42.....	7	0.1	1	(²)						1						
44.....	912	12.0	569	14.1	10	19	9	29	153	100	135	30	40	17	27	249
Over 44 and under 48.....	432	5.7	174	4.3	34	24	9	5	27	39	10	10	4	3	9	36
48.....	1,468	19.4	739	18.3	93	48	9	14	132	143	125	54	25	9	87	300
Over 48 and under 50.....	478	6.3	308	7.6	25	21	21	13	86	49	32	15	15	4	27	93
50.....	2,511	33.2	1,322	32.8	48	31	26	22	71	552	131	99	97	81	164	572
Over 50 and under 52.....	862	11.4	391	9.7	150	26	23	8	34	76	15	19	18	8	14	74
Over 52 and under 54.....	129	1.7	104	2.6	1	2	1	6	9	42	11	9	5	8	10	43
54.....	771	10.2	425	10.5	19	36	34	10	79	121	36	41	9	18	22	126

Per cent of all white women who worked undertime, 53.3.

NEGRO WOMEN.

Total.....	444	100.0	279	100.0	5	53	8	3	6	80	25	14	23	18	44	124
44.....	35	7.9	5	1.8						1		3			1	4
Over 44 and under 48.....	1	.2	1	.4											1	1
48.....	99	22.3	88	31.5	1	49	1			17	5	6	2		7	20
Over 48 and under 50.....	2	.5	2	.7										1		2
50.....	257	57.9	143	51.3	4	3	2	2	4	43	11	5	19	15	35	85
Over 50 and under 52.....	14	3.2	4	1.4		1	1						1	1		2
54.....	36	8.1	36	12.9			4	1	2	19	9			1		10

Per cent of all negro women who worked undertime, 62.8.

¹ Exclusive of stores, which generally do not report actual time worked.

² Less than 0.05 per cent.

TABLE XXI.—Hours worked more than scheduled, by industry.

WHITE WOMEN.

Industry.	Number of women reported	Number of women who worked more than scheduled hours.	Number of women who worked more than scheduled hours to the extent of—							
			Under 1 hour.	1 and under 2 hours.	2 and under 3 hours.	3 and under 4 hours.	4 and under 5 hours.	5 and under 10 hours.	10 and under 15 hours.	15 and under 20 hours.
All industries ¹	7,570	333	31	78	50	29	28	89	28	.....
Per cent distribution.....	.....	100.0	9.3	23.4	15.0	8.7	8.4	26.7	8.4	.....
Manufacturing:										
Bags.....	626	15	.....	4	.....	.....	2	9	.....	.....
Candy.....	360	2	2	.....	.....	.....	.....	.....	.....	.....
Clothing, men's—										
Shirts and overalls.....	722	.....	.....	.....	.....	.....	.....	.....	.....	.....
Suits.....	324	37	1	3	4	10	3	16	.....	.....
Drugs.....	386	3	.....	.....	1	.....	2	.....	.....	.....
Electric products.....	456	47	4	13	11	10	5	4	.....	.....
Food products.....	272	.....	.....	.....	.....	.....	.....	.....	.....	.....
Millinery.....	145	.....	.....	.....	.....	.....	.....	.....	.....	.....
Paper products.....	884	1	.....	1	.....	.....	.....	.....	.....	.....
Shoes.....	1,753	128	2	23	10	2	10	53	28	.....
Tobacco.....	1,076	46	17	9	5	5	6	4	.....	.....
Miscellaneous.....	273	14	2	2	9	1	.....	.....	.....	.....
Laundries.....	293	40	3	23	10	1	.....	3	.....	.....

Per cent of all white women who worked overtime, 4.4.

NEGRO WOMEN.

All industries ¹	444	85	2	27	12	7	5	30	1	1
Per cent distribution.....	.....	100.0	2.4	31.8	14.1	8.2	5.9	35.3	1.2	1.2
Manufacturing:										
Bags.....	68	31	.....	.....	.....	.....	2	29	.....	.....
Candy.....	3	.....	.....	.....	.....	.....	.....	.....	.....	.....
Tobacco.....	238	47	2	26	6	7	3	1	1	1
Laundries.....	135	7	.....	1	6	.....	.....	.....	.....	.....

Per cent of all negro women who worked overtime, 19.1.

¹ Exclusive of stores, which generally do not report actual time worked.

TABLE XXII.—Hours worked more than scheduled, by scheduled hours—All industries.¹

WHITE WOMEN.

Scheduled weekly hours.	Women reported.		Women who worked more than scheduled hours.		Number of women who worked more than scheduled hours to the extent of—							
	Number.	Per cent.	Number.	Per cent.	Under 1 hour.	1 and under 2 hours	2 and under 3 hours	3 and under 4 hours	4 and under 5 hours	5 and under 10 hours	10 and under 15 hours	15 and under 20 hours
Total.....	7,570	100.0	333	100.0	31	78	50	29	28	89	28	.....
39 and under 42.....	7	0.1	2	0.9	3	.....	.....	.....	.....	.....	.....	.....
44.....	912	12.0	50	15.0	1	6	4	10	4	25	.....	.....
Over 44 and under 48.....	432	5.7	38	11.4	3	12	9	9	5	.....	.....	.....
48.....	1,468	19.4	143	42.9	2	24	20	3	10	56	28	.....
Over 48 and under 50.....	478	6.3	1	3	.....	.....	.....	.....	.....	.....	.....	.....
50.....	2,511	33.2	62	18.6	19	12	14	5	8	4	.....	.....
Over 50 and under 52.....	862	11.4	14	4.2	3	2	3	2	.....	.....	.....	.....
Over 52 and under 54.....	129	1.7	22	6.6	.....	22	.....	.....	.....	.....	.....	.....
54.....	771	10.2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

Per cent of all white women who worked overtime, 4.4.

NEGRO WOMEN.

Total.....	444	100.0	85	100.0	2	27	12	7	5	30	1	1
44.....	35	7.9	30	35.3	.....	.....	.....	.....	1	29	.....	.....
Over 44 and under 48.....	1	.2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
48.....	99	22.3	7	8.2	.....	1	6	.....	.....	.....	.....	.....
Over 48 and under 50.....	2	.5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
50.....	257	57.9	47	55.3	2	26	6	7	3	1	1	1
Over 50 and under 52.....	14	3.2	1	1.2	.....	.....	.....	.....	1	.....	.....	.....
54.....	36	8.1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

Per cent of all negro women who worked overtime, 19.1.

¹ Exclusive of stores, which generally do not report actual time worked.

TABLE XXIII.—Scheduled daily hours, by industry and locality.¹

ST. LOUIS.

Industry	Number reported		Number of establishments and number of women whose scheduled daily hours were—									
	Estab- lish- ments.	Women.	Under 8		8		Over 8 and under 9		9		Over 9 and under 10	
			Estab- lish- ments.	Women.	Estab- lish- ments.	Women.	Estab- lish- ments.	Women.	Estab- lish- ments.	Women.	Estab- lish- ments.	Women.
Total.....	² 60	9,831			9	2,729	26	3,175	26	3,927		
Manufacturing:												
Bags.....	3	433			1	247			2	186		
Candy.....	2	187					1	155	1	32		
Clothing, men's— Shirts and overalls.....	2	509					1	273	1	236		
Suits.....	4	326			1	190	2	97	1	39		
Drugs.....	5	502					3	377	2	125		
Electric products.....	3	456			1	33	1	177	1	246		
Food products.....	8	1,384					1	213	7	1,171		
Millinery.....	³ 5	551			2	184	2	262	1	105		
Paper products.....	4	168					3	112	1	56		
Shoes.....	6	1,069					6	1,069				
Tobacco.....	3	1,404					1	39	3	1,365		
Miscellaneous.....	3	157					2	115	1	42		
General mercantile.....	3	1,983			3	1,983						
5-and-10-cent stores.....	2	235					2	235				
Laundries.....	7	467			1	92	1	51	5	324		

KANSAS CITY.

Total.....	24	2,639	1	220	4	451	4	698	14	1,247	1	23
Manufacturing:												
Bags.....	2	263							2	263		
Candy.....	3	320							2	297	1	23
Clothing, men's— shirts and overalls.....	4	494			2	276	2	218				
Millinery.....	2	175			2	175						
Paper products.....	3	460					1	361	⁶ 2	99		
Miscellaneous industries ⁶	4	528	1	220			1	119	2	189		
Laundries.....	4	399							6	399		

OTHER PLACES.

Total.....	75	4,427	.....	.....	7	403	12	414	56	3,610	.....	.....
Manufacturing:												
Candy.....	3	235	.....	.....					3	235	.....	.....
Clothing, men's—shirts and overalls.....	15	1,484	.....	.....	1	199	4	303	10	982	.....	.....
Food products.....	5	85	.....	.....	1	11	1	5	3	69	.....	.....
Shoes.....	11	1,261	.....	.....	1	60			10	1,201	.....	.....
Miscellaneous ⁷	5	477	.....	.....	1	5			4	472	.....	.....
General mercantile.....	16	525	.....	.....	3	128	2	47	11	350	.....	.....
5-and-10-cent stores.....	8	88	.....	.....			5	59	3	29	.....	.....
Laundries.....	⁸ 12	272	.....	.....					12	272	.....	.....

¹ For State as a whole see text Table 21, p. 51.

² Details aggregate more than total because one establishment appears in more than one hour group.

³ Includes one establishment making infants' headwear.

⁴ Scheduled 9 hours 5 minutes daily, but under 54 hours a week.

⁵ Includes one establishment in which girls actually work a 9-hour day and get two 15-minute rest periods, making 9½ over-all hours (exclusive of a half-hour lunch period).

⁶ Includes a department store and a 5-and-10-cent store, tabulated here to avoid identification.

⁷ Includes paper products and men's suits, tabulated here to avoid identification.

⁸ Excludes one establishment, with 3 women, working irregular hours.

TABLE XXIV.—Scheduled Saturday hours, by industry and locality.¹
ST. LOUIS.

Industry.	Number reported.		Number of establishments and number of women whose scheduled Saturday hours were—													
			4 and under 5		5 and under 6		6 and under 7		7 and under 8		8 and under 9		9 and under 10		11 and under 12	
	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.	Estab-lish-ments.	Wom-en.	Estab-lish-ments.	Wom-en.	Estab-lish-ments.	Wom-en.
Total.....	² 56	9,681	20	3,160	24	3,677	1	51			5	2,131	7	662		
Manufacturing:																
Bags.....	3	433	1	247	2	186										
Candy.....	2	187	1	155									1	32		
Clothing, men's—																
Shirts and overalls.....	2	509	2	489	1	20										
Suits.....	³ 2	234	1	190	1	44										
Drugs.....	5	502	2	324	3	178										
Electric products.....	3	456	2	210	1	246										
Food products.....	8	1,384	2	258	5	888							1	238		
Millinery ⁴	5	551			5	551										
Paper products.....	4	168	2	76	1	36					1	56				
Shoes.....	6	1,069	6	1,069												
Tobacco.....	3	1,404			3	1,404										
Miscellaneous.....	⁵ 2	124			2	124										
General mercantile.....	3	1,983									3	1,983				
5-and-10-cent stores.....	2	235											2	235		
Laundries.....	⁶ 6	442	1	142			1	51			1	92	3	157		

KANSAS CITY.

Total.....	22	2,507	9	1,106	7	614			2	459	1	119	3	209		
Manufacturing:																
Bags.....	2	263			2	263										
Candy.....	3	320	1	23	1	58			1	239						
Clothing, men's—shirts and overalls.....	4	494	4	494												
Millinery.....	2	175	2	175												
Paper products.....	3	460	2	414	1	46										
Miscellaneous industries ⁷	4	528			2	189			1	220	1	119				
Laundries.....	⁸ 4	267			1	58							3	209		

OTHER PLACES.

Total.....	75	4,427	10	1,216	20	1,640	.....	.....	3	86	7	315	34	1,168	1	2
Manufacturing:																
Candy.....	3	235	2	119	1	116	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Clothing, men's—shirts and overalls.....	15	1,484	7	1,008	7	381	.....	.....	.....	1	95	.....	.....	.....	.....	.....
Food products.....	5	85	.....	.....	1	5	.....	.....	.....	1	11	3	69	.....	.....	.....
Shoes.....	11	1,261	1	89	6	699	.....	.....	.....	1	60	3	413	.....	.....	.....
Miscellaneous ⁹	5	477	.....	.....	4	426	.....	.....	.....	1	51	.....	.....	.....	.....	.....
General mercantile.....	16	525	.....	.....	.....	.....	.....	.....	.....	2	90	13	433	1	2	.....
5-and-10-cent stores.....	8	88	.....	.....	.....	.....	.....	.....	.....	1	8	7	80	.....	.....	.....
Laundries.....	¹⁰ 12	272	.....	.....	1	13	.....	.....	3	86	.....	8	173	.....	.....	.....

¹ For State as a whole see text table 23, p. 53.

² Details aggregate more than total because one establishment appears in more than one hour group.

³ Excludes two establishments, with 92 women, not working on Saturday.

⁴ Includes one establishment making infants' headwear.

⁵ Excludes one establishment, with 33 women, working irregular hours.

⁶ Excludes one establishment, with 25 women, not working on Saturday.

⁷ Includes a department store and a 5-and-10 cent store, tabulated here to avoid identification.

⁸ Excludes two establishments, with 132 women, working irregular hours.

⁹ Includes paper products and men's suits, tabulated here to avoid identification.

¹⁰ Excludes one establishment, with 3 women, working irregular hours.

TABLE XXV.—Length of lunch period, by industry and locality.¹

ST. LOUIS.

Industry.	Number reported.		Number of establishments and number of women whose lunch period was—					
			30 minutes.		Over 30 and under 50 minutes.		1 hour.	
	Estab-lish-ments.	Wom-en.	Estab-lish-ments.	Wom-en.	Estab-lish-ments.	Wom-en.	Estab-lish-ments.	Wom-en.
Total.....	60	9,831	42	7,079	12	1,912	6	840
Manufacturing:								
Bags.....	3	433	2	186	1	247		
Candy.....	2	187	1	32	1	155		
Clothing, men's—								
Shirts and overalls.....	2	509	2	509				
Suits.....	4	326	4	326				
Drugs.....	5	502	3	178	2	324		
Electric products.....	3	456	2	279	1	177		
Food products.....	8	1,384	6	933	1	238	1	213
Millinery ²	5	551	1	105	1	54	3	392
Paper products.....	4	168	3	135	1	33		
Shoes.....	6	1,069	3	527	3	542		
Tobacco.....	3	1,404	3	1,404				
Miscellaneous.....	3	157	3	157				
General mercantile.....	3	1,983	3	1,983				
5-and-10-cent stores.....	2	235					2	235
Laundries.....	7	467	6	325	1	142		

KANSAS CITY.

Total.....	22	2,507	15	1,237	5	931	2	339
Manufacturing:								
Bags.....	2	263	1	107	1	156		
Candy.....	3	320	2	81	1	239		
Clothing, men's—shirts and overalls.....	4	494	4	494				
Millinery.....	2	175			2	175		
Paper products.....	3	460	2	99	1	361		
Miscellaneous industries ³	4	528	2	189			2	339
Laundries.....	4	267	4	267				

OTHER PLACES.

Total.....	75	4,427	15	1,299	4	234	56	2,894
Manufacturing:								
Candy.....	3	235	3	235				
Clothing, men's—shirts and overalls.....	15	1,484	3	640	3	224	9	620
Food products.....	5	85	1	5			4	80
Shoes.....	11	1,261	2	248			9	1,013
Miscellaneous ⁵	5	477	1	51			4	426
General mercantile.....	16	525					16	525
5-and-10-cent stores.....	8	88					8	88
Laundries.....	* 12	272	5	120	1	10	6	142

¹ For State as a whole see text table 24, p. 55.² Includes one establishment making infants' headwear.³ Includes a department store and a 5-and-10-cent store, tabulated here to avoid identification.⁴ Excludes two establishments, with 132 women, having irregular hours.⁵ Includes paper products and men's suits, tabulated here to avoid identification.⁶ Excludes one establishment, with 3 women, having irregular hours.

TABLE XXVI.—*Earnings in the telephone industry, by length of pay-roll period.*

Week's earnings.	A. All wom-en. ¹	B. Women whose pay-roll period was one week.	C. Women whose pay-roll period was a half-month.			
			Half-month's earnings.	Num-ber of women.	Half-month's earnings.	Num-ber of women.
Total	1,039	656	Total	383		
Median earnings..	\$15.05	\$16.25	Median earnings	\$28.90		
Under \$2.....	4	.....	Under \$5.....	5	\$29 and under \$30.....	31
\$2 and under \$3.....	5	3	\$5 and under \$6.....	1	\$30 and under \$31.....	29
\$3 and under \$4.....	8	4	\$6 and under \$7.....	3	\$31 and under \$32.....	21
\$4 and under \$5.....	2	1	\$7 and under \$8.....	1	\$32 and under \$33.....	19
\$5 and under \$6.....	7	6	\$8 and under \$9.....	.....	\$33 and under \$34.....	21
\$6 and under \$7.....	13	9	\$9 and under \$10.....	.....	\$34 and under \$35.....	8
\$7 and under \$8.....	39	34	\$10 and under \$11.....	1	\$35 and under \$36.....	7
\$8 and under \$9.....	32	20	\$11 and under \$12.....	1	\$36 and under \$37.....	17
\$9 and under \$10.....	54	20	\$12 and under \$13.....	.....	\$37 and under \$38.....	9
\$10 and under \$11.....	69	21	\$13 and under \$14.....	2	\$38 and under \$39.....	5
\$11 and under \$12.....	65	32	\$14 and under \$15.....	2	\$39 and under \$40.....	3
\$12 and under \$13.....	60	29	\$15 and under \$16.....	1	\$40 and under \$41.....	2
\$13 and under \$14.....	80	23	\$16 and under \$17.....	5	\$41 and under \$42.....	.....
\$14 and under \$15.....	76	32	\$17 and under \$18.....	5	\$42 and under \$43.....	3
\$15 and under \$16.....	114	73	\$18 and under \$19.....	6	\$43 and under \$44.....	5
\$16 and under \$17.....	104	79	\$19 and under \$20.....	8	\$44 and under \$45.....	1
\$17 and under \$18.....	79	65	\$20 and under \$21.....	16	\$45 and under \$46.....	5
\$18 and under \$19.....	77	72	\$21 and under \$22.....	25	\$46 and under \$47.....	1
\$19 and under \$20.....	50	47	\$22 and under \$23.....	22	\$47 and under \$48.....	2
\$20 and under \$21.....	43	32	\$23 and under \$24.....	23	\$48 and under \$49.....	.....
\$21 and under \$22.....	15	13	\$24 and under \$25.....	12	\$49 and under \$50.....	.....
\$22 and under \$23.....	11	10	\$25 and under \$26.....	11	\$50 and over.....	1
\$23 and under \$24.....	6	5	\$26 and under \$27.....	9	.....	.....
\$24 and under \$25.....	10	10	\$27 and under \$28.....	19	.....	.....
\$25 and over.....	16	16	\$28 and under \$29.....	15	.....	.....

¹ Includes women paid twice monthly, in which cases the earnings have been divided by 2½.

TABLE XXVII.—*Earnings in the telephone industry, by time worked.*

A. WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS.

ONE-WEEK PAY-ROLL PERIOD.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked—												
		Under 30 hours.	30 and under 33 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 52 hours.	52 hours.	Over 55 and under and 60 hours.
Total.....	656	17	8	8	39	5	21	8	536	4	2	2	2	4
\$2 and under \$3.....	3	3												
\$3 and under \$4.....	4	4												
\$4 and under \$5.....	1		1											
\$5 and under \$6.....	6	3	1		1				1					
\$6 and under \$7.....	9	1					1		7					
\$7 and under \$8.....	34	1	2		1		2		25	1	1			1
\$8 and under \$9.....	20	4	1		2			2	11					
\$9 and under \$10.....	20	1		1	2				14		1	1		
\$10 and under \$11.....	21				1		1		18					1
\$11 and under \$12.....	32		2	1	2		1		25	1				
\$12 and under \$13.....	29		1		3		3	1	21					
\$13 and under \$14.....	23				5		3		13	1				1
\$14 and under \$15.....	32			1	8	2	1	2	17			1		
\$15 and under \$16.....	73				5	1	3	2	61					1
\$16 and under \$17.....	79				6	2	1	1	67		1	1		
\$17 and under \$18.....	65				1	1	1		63					
\$18 and under \$19.....	72			1	19		2		68					
\$19 and under \$20.....	47				1				46					
\$20 and under \$21.....	32			1	1		1		29					
\$21 and under \$22.....	13								13					
\$22 and under \$23.....	10			2			1		7					
\$23 and under \$24.....	5								4	1				
\$24 and under \$25.....	10								10					
\$25 and over.....	16								16					

Median earnings: All women, \$16.25; women who worked 48 hours and over, \$16.75.

HALF-MONTH PAY-ROLL PERIOD.

Half-month's earnings.	Number of women re-ported.	Number of women earning each specified amount who worked—															
		Under 48 hours.	48 and under 54 hours.	54 and under 60 hours.	60 and under 66 hours.	66 and under 72 hours.	72 and under 78 hours.	78 and under 84 hours.	84 and under 90 hours.	90 and under 96 hours.	96 and under 102 hours.	102 and under 104 hours.	104 hours.	Over 104 and under 108 hours.	108 and under 114 hours.	114 and under 120 hours.	120 hours and over.
Total.....	308	8	1	1	4	1	4	4	15	6	74	1	144	1	23	14	7
\$3 and under \$4.....	1	1															
\$4 and under \$5.....	1	1															
\$5 and under \$6.....	1	1															
\$6 and under \$7.....	2	2															
\$7 and under \$8.....	1	1															
\$10 and under \$11.....	1		1														
\$11 and under \$12.....	1	1															
\$13 and under \$14.....	2				2												
\$14 and under \$15.....	2	1			1												
\$16 and under \$17.....	5			1	1			1							2		
\$17 and under \$18.....	4												1			3	
\$18 and under \$19.....	6												2				2
\$19 and under \$20.....	8												3		1		
\$20 and under \$21.....	10								2				4				
\$21 and under \$22.....	20							1	1				7				
\$22 and under \$23.....	17							2	1				4				
\$23 and under \$24.....	15					1			1				4		1		
\$24 and under \$25.....	12							1	1				4		2		1
\$25 and under \$26.....	8								1				1		3		
\$26 and under \$27.....	8												4				
\$27 and under \$28.....	13								2	1			8		2		
\$28 and under \$29.....	15							1	1				6		1		
\$29 and under \$30.....	29								1				13		1	3	
\$30 and under \$31.....	24								1	3			9		1		
\$31 and under \$32.....	19												3				
\$32 and under \$33.....	11									1			1		1		
\$33 and under \$34.....	16												6		1	1	
\$34 and under \$35.....	7								1				5		1		
\$35 and under \$36.....	3												1		2		2
\$36 and under \$37.....	13												10		1		
\$37 and under \$38.....	8												5		2		
\$38 and under \$39.....	5								1				3		1		
\$39 and under \$40.....	3												2				1
\$40 and under \$41.....	2															1	1
\$42 and under \$43.....	1												1				
\$43 and under \$44.....	4												3				
\$44 and under \$45.....	1												1				
\$45 and under \$46.....	5									1			4				
\$46 and under \$47.....	1															1	
\$47 and under \$48.....	2												1			1	
\$50 and over.....	1														1		

Median earnings: All women, \$29.05; women who worked 104 hours and over, \$30.25.

¹ One operator working 138 hours.

TABLE XXVII.—*Earnings in the telephone industry, by time worked—Concluded.*

B. WOMEN WHOSE TIME WORKED WAS REPORTED IN DAYS.

HALF-MONTH PAY-ROLL PERIOD.

Half month's earnings.	Num-ber of women reported.	Number of women earning each specified amount who worked on—								
		2 days.	4 days.	5 days.	9 days.	11 days.	12 days.	13 days.	14 days.	15 days.
Total.....	75	2	1	1	3	1	2	1	5	59
\$2 and under \$3.....	2	2								
\$4 and under \$5.....	1		1							
\$6 and under \$7.....	1			1						
\$15 and under \$16.....	1						1			
\$17 and under \$18.....	1									1
\$20 and under \$21.....	6				1					5
\$21 and under \$22.....	5				1				1	3
\$22 and under \$23.....	5					1				4
\$23 and under \$24.....	8									8
\$25 and under \$26.....	3									3
\$26 and under \$27.....	1				1					
\$27 and under \$28.....	6						1			5
\$29 and under \$30.....	2							1	1	
\$30 and under \$31.....	5								1	4
\$31 and under \$32.....	2								1	1
\$32 and under \$33.....	8									8
\$33 and under \$34.....	5									5
\$34 and under \$35.....	1									1
\$35 and under \$36.....	4									4
\$36 and under \$37.....	4								1	3
\$37 and under \$38.....	1									1
\$42 and under \$43.....	2									2
\$43 and under \$44.....	1									1

Median earnings: All women, \$27.60; women who worked on 15 days, \$30.15.

TABLE XXVIII.—Rates and earnings in the telephone industry.

A. WOMEN WHOSE PAY-ROLL PERIOD WAS ONE WEEK.

Amount.	Number of women for whom the amount specified was—		Amount.	Number of women for whom the amount specified was—	
	Weekly rate.	Week's earnings.		Weekly rate.	Week's earnings.
Total.....	656	656	\$13 and under \$14.....	13	23
Median.....	\$15.70	\$16.25	\$14 and under \$15.....	91	32
\$1 and under \$2.....		2	\$15 and under \$16.....	74	73
\$2 and under \$3.....		1	\$16 and under \$17.....	94	79
\$3 and under \$4.....		5	\$17 and under \$18.....	97	65
\$5 and under \$6.....	1	6	\$18 and under \$19.....	38	72
\$6 and under \$7.....	11	9	\$19 and under \$20.....	19	47
\$7 and under \$8.....	25	34	\$20 and under \$21.....	19	32
\$8 and under \$9.....	20	20	\$21 and under \$22.....	6	13
\$9 and under \$10.....	27	20	\$22 and under \$23.....	4	5
\$10 and under \$11.....	29	21	\$23 and under \$24.....	19	10
\$11 and under \$12.....	33	32	\$24 and under \$25.....	4	16
\$12 and under \$13.....	25	29	\$25 and over.....	4	10

B. WOMEN WHOSE PAY-ROLL PERIOD WAS A HALF MONTH.

Amount.	Number of women for whom the amount specified was—		Amount.	Number of women for whom the amount specified was—	
	Half-monthly rate.	Half month's earnings.		Half-monthly rate.	Half month's earnings.
Total.....	383	383	\$29 and under \$30.....	16	31
Median earnings.....	\$27.80	\$28.90	\$30 and under \$31.....	32	29
Under \$5.....		5	\$31 and under \$32.....	6	21
\$5 and under \$10.....		5	\$32 and under \$33.....	21	19
\$10 and under \$15.....		6	\$33 and under \$34.....	13	21
\$15 and under \$16.....		1	\$34 and under \$35.....	25	8
\$16 and under \$17.....	2	5	\$35 and under \$36.....	4	7
\$17 and under \$18.....	3	5	\$36 and under \$37.....	9	17
\$18 and under \$19.....	8	6	\$37 and under \$38.....	2	9
\$19 and under \$20.....	3	8	\$38 and under \$39.....	1	5
\$20 and under \$21.....	14	16	\$39 and under \$40.....	4	3
\$21 and under \$22.....	23	25	\$40 and under \$41.....	2	2
\$22 and under \$23.....	30	22	\$42 and under \$43.....	5	3
\$23 and under \$24.....	25	23	\$43 and under \$44.....	10	5
\$24 and under \$25.....	22	12	\$44 and under \$45.....		1
\$25 and under \$26.....	2	11	\$45 and under \$46.....	1	5
\$26 and under \$27.....	29	9	\$46 and under \$47.....		1
\$27 and under \$28.....	38	19	\$47 and under \$48.....	1	2
\$28 and under \$29.....	30	15	\$50 and over.....	2	1

TABLE XXIX.—Earnings in the telephone industry, by time in the trade.
A. WOMEN WHOSE PAY-ROLL PERIOD WAS ONE WEEK.

Earnings for period.	Number of women reporting.	Number of women earning each specified amount who had been in the trade—										
		Under 3 mos.	3 and under 6 mos.	6 and under 9 mos.	9 mos. and under 1 year.	1 and under 2 years.	2 and under 3 years.	3 and under 4 years.	4 and under 5 years.	5 and under 10 years.	10 and under 15 years.	15 years and over.
Total.....	618	30	62	38	34	149	102	61	54	66	18	4
Median earnings.....	\$16.40	\$15.40	\$15.40	\$15.60	\$13.75	\$16.55	\$17.10	\$17.90	\$15.20	\$20.00	\$21.50	(1)
\$2 and under \$3.....	3		1	1							1	
\$3 and under \$4.....	3	1	1				1					
\$4 and under \$5.....	1		1									
\$5 and under \$6.....	6				1	2	1	1				
\$6 and under \$7.....	7			2	3	18	2	4	2	1		
\$7 and under \$8.....	32		1			2	9	4	2		1	
\$8 and under \$9.....	19	1	1			2	4	4	2		1	
\$9 and under \$10.....	15	1	1	1	1	2	3	1	3	3		
\$10 and under \$11.....	21	3	1	1	1			5	5	5	2	
\$11 and under \$12.....	30	2	5	2	2	5	2	3	8	2	1	
\$12 and under \$13.....	24	2	2	1	2	8	4		2	2	1	
\$13 and under \$14.....	20		1	1	4	6	3	1	2	2	2	
\$14 and under \$15.....	29	1	9	2		3	6	4	1	2	4	1
\$15 and under \$16.....	69	12	15	10	3	13	4	4	5	5	3	1
\$16 and under \$17.....	77	2	14	10	4	24	14	4	1	3	1	1
\$17 and under \$18.....	61	2	3	3	3	15	20	6	6	5	2	1
\$18 and under \$19.....	71	3	3	2	2	21	14	16	5	2	7	
\$19 and under \$20.....	46	1	2		1	18	11	8	2	2	3	
\$20 and under \$21.....	31				3	9	6	2	2	7	2	
\$21 and under \$22.....	13				3	1	1			8		1
\$22 and under \$23.....	10							2	3	4	1	
\$23 and under \$24.....	5								3	1	1	
\$24 and under \$25.....	9								1	6	3	
\$25 and over.....	16						1		1	7	4	3

B. WOMEN WHOSE PAY-ROLL PERIOD WAS A HALF MONTH.

Total.....	293	6	30	20	21	76	52	25	19	32	10	2
Median earnings.....	\$28.85	(1)	\$26.50	\$23.00	\$24.25	\$29.85	\$27.65	\$29.15	\$30.85	\$36.30	(1)	(1)
\$3 and under \$4.....	1	1										
\$4 and under \$5.....	1				1							
\$5 and under \$6.....	1						1					
\$6 and under \$7.....	1		1									
\$7 and under \$8.....	1			1								
\$10 and under \$11.....	1			1								
\$11 and under \$12.....	1					1						
\$13 and under \$14.....	2			1		1						
\$14 and under \$15.....	2				1					1		
\$16 and under \$17.....	4		1				2		1			
\$17 and under \$18.....	4	1	3									
\$18 and under \$19.....	6		4	2								
\$19 and under \$20.....	8	2	2	1	2	1						
\$20 and under \$21.....	10	1	2	1	2	2					2	
\$21 and under \$22.....	19		1	1	2	8	4	1		2		
\$22 and under \$23.....	17			2	1	5	5	2	1	1		
\$23 and under \$24.....	15			1	1	5	5	2		1		
\$24 and under \$25.....	12	1		1	2	1	3	2		1	1	
\$25 and under \$26.....	8		1			1	3		2	1		
\$26 and under \$27.....	8				2			3	1	1		
\$27 and under \$28.....	12		4	1		2	3	1				1
\$28 and under \$29.....	15		2	1	1	6	1	1	1	2		
\$29 and under \$30.....	25		8	2	1	6	4	3	1			
\$30 and under \$31.....	24		1		3	13	1	1	3	1		
\$31 and under \$32.....	17		2	1		6	6	1			1	
\$32 and under \$33.....	10			1	1	5	1	1		1	1	
\$33 and under \$34.....	16					6	1	3	2	2	2	
\$34 and under \$35.....	7					4	2		1			
\$35 and under \$36.....	3					1	1	1				
\$36 and under \$37.....	12					1	4	1		7		
\$37 and under \$38.....	6					1	1	1	2	1		
\$38 and under \$39.....	5						1			4		
\$39 and under \$40.....	3						1			1		
\$40 and under \$41.....	2								1	1		
\$42 and under \$43.....	1								1	1		
\$43 and under \$44.....	3						1	1	1			
\$44 and under \$45.....	1									1		
\$45 and under \$46.....	5						1	1		2	1	
\$46 and under \$47.....	1										1	
\$47 and under \$48.....	2										1	1
\$50 and over.....	1									1		

¹ Not computed, owing to small number involved.

TABLE XXX.—Earnings in the telephone industry, by time with the firm.

A. WOMEN WHOSE PAY-ROLL PERIOD WAS ONE WEEK.

Earnings for period.	Number of women reporting.	Number of women earning each specified amount who had been with the firm—										
		Under 3 mos.	3 and under 6 mos.	6 and under 9 mos.	9 mos. and under 1 year.	1 and under 2 years.	2 and under 3 years.	3 and under 4 years.	4 and under 5 years.	5 and under 10 years.	10 and under 15 years.	15 years and over.
Total.....	632	34	72	40	34	164	105	61	47	54	18	3
Median earnings.....	\$16.35	\$15.25	\$15.40	\$15.65	\$14.50	\$16.45	\$16.65	\$18.15	\$17.10	\$20.15	\$23.00	(1)
\$2 and under \$3.....	3		1	1			1					
\$3 and under \$4.....	3	1	1				1					
\$4 and under \$5.....	1		1									
\$5 and under \$6.....	6	1		1		2	1					
\$6 and under \$7.....	8			3	4	1	1					
\$7 and under \$8.....	32		2	1	3	23	1	1				
\$8 and under \$9.....	19	1	1		1	4	8	2	1		1	
\$9 and under \$10.....	15	1	1		2	5	2	1	1	2		
\$10 and under \$11.....	21	6	1	1	1	1	2	3	3	3		
\$11 and under \$12.....	31	2	10	2	2	3	2	3	7			
\$12 and under \$13.....	28		1	1	2	10	10	2	2	2		
\$13 and under \$14.....	22	1	2	1	4	8	3	1	1	1		
\$14 and under \$15.....	32	1	9	2	4	2	8	3	2	5		
\$15 and under \$16.....	69	12	15	9	4	13	5	2	4	4	1	
\$16 and under \$17.....	78	2	15	12	4	24	13	4	1	2	1	
\$17 and under \$18.....	62	2	7	3	3	15	16	5	6	3	2	
\$18 and under \$19.....	71	3	3	2	2	25	13	16	4	3		
\$19 and under \$20.....	46	1	2		1	18	11	9	3	1		
\$20 and under \$21.....	31				3	10	5	2	2	7	2	
\$21 and under \$22.....	13					1	2	3	2	4	1	
\$22 and under \$23.....	10							3	2	4	1	
\$23 and under \$24.....	5								3	1	1	
\$24 and under \$25.....	10								1	6	3	
\$25 and over.....	16						1		1	6	5	3

B. WOMEN WHOSE PAY-ROLL PERIOD WAS A HALF MONTH.

Total.....	303	10	35	21	25	80	53	23	16	32	7	1
Median earnings.....	\$28.95	(1)	\$27.15	\$24.50	\$24.75	\$29.75	\$27.15	\$29.50	\$32.00	\$36.65	(1)	(1)
\$3 and under \$4.....	1	1										
\$4 and under \$5.....	1				1							
\$5 and under \$6.....	1					1						
\$6 and under \$7.....	2		2									
\$7 and under \$8.....	1			1								
\$10 and under \$11.....	1			1								
\$11 and under \$12.....	1					1						
\$13 and under \$14.....	2			1		1						
\$14 and under \$15.....	2				1					1		
\$16 and under \$17.....	4		1			1	2					
\$17 and under \$18.....	4	1	3									
\$18 and under \$19.....	6		5	1								
\$19 and under \$20.....	8	3	1	1	1	1			1			
\$20 and under \$21.....	10	1	2	1	2	2				1	1	
\$21 and under \$22.....	20		2	1	4	8	4			1		
\$22 and under \$23.....	17	2		2	1	5	5	1	1			
\$23 and under \$24.....	15			1	1	5	5	2		1		
\$24 and under \$25.....	12	1		1	2	1	4	3				
\$25 and under \$26.....	8	1	1			1	3		1	1		
\$26 and under \$27.....	8				2		2	3	1			
\$27 and under \$28.....	13		4	1	1	2	3	1				1
\$28 and under \$29.....	15		2	2	1	6	1		1	2		
\$29 and under \$30.....	28		11	2	1	8	2	3	1			
\$30 and under \$31.....	24		1	2	5	11	1	1	2	1		
\$31 and under \$32.....	19			2	1	7	8	1				
\$32 and under \$33.....	10			1	1			1		1	1	
\$33 and under \$34.....	16					5	1	3	2	2	2	
\$34 and under \$35.....	7					5	1		1			
\$35 and under \$36.....	3					1	1	1				
\$36 and under \$37.....	13					1	4			8		
\$37 and under \$38.....	6					1	1	1	2	1		
\$38 and under \$39.....	5					1	1			4		
\$39 and under \$40.....	3						1		1	1		
\$40 and under \$41.....	2					1			1			
\$42 and under \$43.....	1								1			
\$43 and under \$44.....	4						1	1		2		
\$44 and under \$45.....	1									1		
\$45 and under \$46.....	5						1	1		2	1	
\$46 and under \$47.....	1										1	
\$47 and under \$48.....	2									1	1	
\$50 and over.....	1									1		

¹ Not computed, owing to small number involved.

APPENDIX B.
SCHEDULE FORMS.

SCHEDULE I.

This schedule was used for the study of number of employees, hours, and plant policies.

No. 178. U. S. DEPARTMENT OF LABOR.

WOMEN'S BUREAU.

Washington.

1. Name of factory ----- Address -----
 2. Product ----- Person interviewed -----
 3. Number employed: ----- Position -----

<i>Early pay date</i> -----			<i>Late pay date</i> -----		
White.	Negro.	Total.	White.	Negro.	Total.
Men -----	-----	-----	Men -----	-----	-----
Women -----	-----	-----	Women -----	-----	-----
Minors -----	-----	-----	Minors -----	-----	-----
Total -----	-----	-----	Total -----	-----	-----

4. Firm's scheduled hours:

Early Pay Roll.

Daily: Begin ----- End ----- Lunch period ----- Rest period ----- Total -----
 Saturday: Begin ----- End ----- Lunch period ----- Rest period ----- Total -----
 Regular weekly number of days ----- Total weekly hours -----

Late Pay Roll.

Daily: Begin ----- End ----- Lunch period ----- Rest period ----- Total -----
 Saturday: Begin ----- End ----- Lunch period ----- Rest period ----- Total -----
 Regular weekly number of days ----- Total weekly hours -----

5. Seasonal: -----

6. Wages:
 Length of pay period -----
 Deductions -----

Bonus -----

Commissions -----

Overtime pay -----

Basis of payment irregular -----

Vacation—with pay ----- without pay -----

7. Employment policy:
 Employment manager ----- Centralized method, superintendent, fore-
 Records ----- man, other
 Labor turnover -----

8. Subcontract shop -----
 Home work process ----- In plant ----- Same rates ----- Variations
 Date ----- Agent -----

SCHEDULE II.

All information which could be secured from the pay roll was copied into this card, one card being used for each woman employee. All information was added from Schedule III.

UNITED STATES DEPARTMENT OF LABOR.
WOMEN'S BUREAU.

Establishment.		Employee's No.		Department.					
Name						Male.	Female.	Age.	
Address						Conjugal condition.			
Occupation						S.	M.	W.	D. N. R.
Rate of pay.	Piece.	Hour.	Day.	Week.	½ month.	Month.	Additions.		
\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.		
Days worked.	Regular weekly hours.	Hours worked this period.	Overtime hours.	Undertime hours.	Earnings.		Deductions.		
					This period.	Computed for regular time.		\$.	\$.
Country of birth.			Began work.	Time at work.	In this trade.	This firm.			
At home.		Board.	Pay-roll period.						
			..... days ending						

SCHEDULE III.

This schedule was distributed in the factory to be filled out by each woman employee. This information was transferred to Schedule II.

UNITED STATES DEPARTMENT OF LABOR.
WOMEN'S BUREAU.

Establishment. _____ Employee's No. _____ Department. _____

Name _____ Male or female _____

Address: _____ Single, married, widowed, separated, or divorced _____

Country of birth _____ Age _____ Years _____

How old were you when you began to work for wages _____

How long have you been in this trade or business _____

How long have you been working for this firm _____

What is your regular work here _____

Do you live with relatives _____ Do you board _____

Remarks _____

SCHEDULE IV.

This schedule was used to record earnings for each week in the year.

No. 193.

U. S. DEPARTMENT OF LABOR.

WOMEN'S BUREAU.

Washington.

Firm ----- City -----

Date.	1	2	3	Date.	1	2	3
	Name. P. T. B.	Name. P. T. B.	Name. P. T. B.		Occupation.	Occupation.	Occupation.
	Earnings.	Earnings.	Earnings.		Earnings.	Earnings.	Earnings.
1				27			
2				28			
3				29			
4				30			
5				31			
6				32			
7				33			
8				34			
9				35			
10				36			
11				37			
12				38			
13				39			
14				40			
15				41			
16				42			
17				43			
18				44			
19				45			
20				46			
21				47			
22				48			
23				49			
24				50			
25				51			
26				52			

1	2	3
Total \$ -----	Total \$ -----	Total \$ -----
Weeks worked -----	Weeks worked -----	Weeks worked -----
Weeks not worked -----	Weeks not worked -----	Weeks not worked -----
Average weekly wage ----	Average weekly wage ----	Average weekly wage ----
Average for 52 weeks ----	Average for 52 weeks ----	Average for 52 weeks ----

SCHEDULE V.

This schedule was used for the information secured during home visits to the women employed in the establishments surveyed.

No. 93 U. S. DEPARTMENT OF LABOR.

WOMEN'S BUREAU.

Washington.

Home Visit Schedule.

Name of worker _____ Address _____
 Firm _____ Occupation _____
 Hours: Regular _____ Irregular _____
 Overtime _____
 Lost time _____
 Reasons _____
 Wages: Piece work _____ Time work _____
 Increases in past year _____
 Decreases _____
 Variations in past year _____
 Fines _____
 Bonuses _____
 Former job: Industry _____ Occupation _____
 Hours _____ Daily _____ Weekly _____
 How long held _____ Earnings when leaving _____
 Reason for leaving _____
 Personal facts: Age left school _____ Grade completed _____
 Reasons for leaving school _____
 Living at home _____
 Boarding _____ Amount paid _____
 Date _____ Agent _____

DISCUSSION OF THE INDIVIDUAL ITEMS.

I. Room and board.
 Personal visits were made to 25 rooms in the various districts of the city, the addresses of which were taken in the main from the "Rooms for Rent" column in the newspapers. Various room-finding

APPENDIX C.

COST OF LIVING FOR WOMAN EMPLOYED IN ST. LOUIS, AUTUMN, 1922.

[Compiled by the Committee on Living Costs of the League of Women Voters of St. Louis.]

	Per week.	Per week.
1. Room and board..... (single room)---	\$9.75	(\$½ double room) \$8.75
2. Clothing (\$156 per year)-----	3.00	3.00
3. Laundry-----	.50	.50
4. Carfare-----	.84	.84
5. Dentist and oculist (\$13 per year)-----	.25	.25
6. Contingent fund (sickness, insurance, savings, \$26 per year)-----	.50	.50
7. Organization dues (\$7.80 per year)-----	.15	.15
8. Church-----	.10	.10
9. Self-improvement-----	.17	.17
10. Vacation (\$20.80 per year)-----	.40	.40
11. Recreation-----	.40	.40
12. Incidentals (\$10.40 per year)-----	.20	.20
	16.26	15.26

This budget has been compiled from information obtained through independent investigation of prices current in St. Louis in October–November, 1922, and through comparison with other similar budgets from other places on such items as are practically uniform everywhere, for instance items 5 and 8. It was compiled for use in determining the need for minimum-wage legislation in Missouri.

It is based on the following standard:

- I. The working woman is absolutely independent, and neither receives help from her family or others, nor has dependents looking to her for support.
 - a. A woman employed should certainly earn enough to support herself, and should not be a drain on the family or community purse.
 - b. Many, but not all women working, have dependents, and it seemed better not to try to make allowance for them in a budget avowedly the minimum for decent and healthy existence.
- II. The woman should not be expected to, and certainly can not do hard work satisfactorily eight hours or more a day, six days a week, if she has in addition to do all her own laundry and sewing, take care of her own room, and cook her own meals.
- III. The minimum wage does not apply to the period of learning or apprenticeship, but represents a permanent wage for some workers; the standard of this budget is therefore one which is intended to take care of a working woman in decency and health, year in, year out. As such, it makes some small allowance for recreation and pleasure, for no worker can go on indefinitely without these necessities for health and efficiency.

DISCUSSION OF THE INDIVIDUAL ITEMS.

1. Room and board.

Personal visits were made to 85 rooms in the various districts of the city, the addresses of which were taken in the main from the "Rooms for Rent" column in the newspapers. Various room-finding

agencies, cafeteria managers, etc. were consulted in addition. The figure, \$8.75, allows \$2.50 per week for room rent (one-half double room), \$1.75 for lunch (25¢ a day), and \$4.50 for board (two meals).

- a. \$2.50 per week for room rent means that the girl must have a roommate, which is not altogether desirable, and further means considerable search before satisfactory accommodations are secured. Rooms are cheaper in the north and south ends of the city than in the west end, and in general they are cheaper and better in private homes than in boarding or rooming houses. It is noticeable that the least satisfactory rooms are by no means always the cheapest. A single room adds about \$1 per week to the figure for room and board with two in a room, but a room of her own seems not more than the worker is entitled to.

The survey of the Missouri School of Social Economy of 1920 allows \$2 per week for room rent. As the percentage increase in rents on the July, 1914, basis, has advanced from about 50 to 65 per cent¹ since that survey was made, this tallies closely with the present figure, \$2.50.

Light housekeeping rooms were not very carefully investigated because as stated above, the working woman can not be expected to do her work properly and cook her own meals in addition. Housekeeping rooms are as a rule exceptionally unattractive, dirty, and dilapidated. Moreover, it is probable that in the hands of inexperienced girls, light housekeeping is not cheaper than other more suitable modes of living. One actual budget submitted by a working woman doing light housekeeping gave \$9 per week as the cost of her room and board. It is certain that light housekeeping is undesirable from the point of view of proper surroundings, properly balanced food, and proper recreation.

Living costs for negro girls differ from those for white girls only in rooms available, and contrary to the general opinion, rents for decent rooms seem to be higher for negro girls than for white. The Provident Association worker for the negro district states that \$3 a week is the absolute minimum for decency, and that this is hard to find.

- b. \$4.50 a week for two meals allows 25 cents for breakfast and 40 cents for supper, which seemed to be the minimum permitting sufficient and properly balanced food. The Y. W. C. A. cafeteria allows 45 cents per meal to its employees. Where room and board are to be had together, \$7 per week (\$2.50 and \$4.50) seems to be the least for which it will usually be possible to find satisfactory conditions (electricity, use of bath, cleanliness, etc.), and is \$1 less than the amount charged at the place where the Provident Association habitually sends its cases until permanent arrangements can be made for them.
- c. 25 cents a day will just purchase a sufficient lunch at the Y. W. C. A. or negro Y. M. C. A. cafeteria; at some factory cafeterias, 20 cents a day may be sufficient allowance, but few girls have this advantage.

2. Clothing.

The following detailed yearly budget for clothes yields the figure \$3.00 per week quoted above. The prices given for the various articles of clothing are those which obtained in the moderate but reliable department stores in St. Louis in October, 1922. Articles so cheap as to be worthless, or even less economical in the long run than higher-priced articles, were not considered, but allowance was made for the extra wear to be obtained from the higher grades of material. Sale prices also were not considered, in general, as the girl can not take her employer's time to attend sales. The number of each article allowed in the budget (annual replacement) was settled after consideration of personal experience, of actual clothing budgets submitted by St. Louis working girls, and of numerous budgets decided upon elsewhere in minimum-wage investigations. The whole clothing budget is based on the assumption that the girl will not make any of her clothes, but will do considerable mending and cleaning. It will

¹ Figures from National Industrial Conference Board, Research Report No. 54.

be noticed that such things as one dressy dress, silk stockings, etc. are included. As explained above under II, this is not intended to be an existence minimum, but a decency minimum throughout.

	Per year.
1 suit every two years at \$25.....	\$12. 50
1 coat every two years at \$25.....	12. 50
1 wool dress every two years at \$25.....	12. 50
1 summer skirt.....	3. 00
1 dress waist.....	5. 00
2 waists (1 at \$1.50, 1 at \$2).....	3. 50
1 sweater every three years at \$10.....	3. 30
1 dress-up dress every two years at \$24.50.....	12. 25
1 wash dress.....	5. 00
Aprons.....	2. 40
Hats.....	9. 00
Shoes.....	20. 40
Shoe repairs (2 soles and heels at \$1.65).....	3. 30
Stockings (8 pair at 50 cents, 2 pair silk at \$2).....	8. 00
Gloves (1 pair at \$1.95, 2 pair at \$1).....	3. 95
Corsets.....	3. 00
Brassieres or camisoles.....	3. 00
Undershirts (5 at 35 cents).....	1. 75
Envelope chemise.....	2. 00
Bloomers.....	3. 00
Underskirt.....	2. 00
Nightgowns (2 winter, 2 summer).....	5. 00
Kimona every two years.....	1. 48
Handkerchiefs (1 dozen).....	1. 50
Purse.....	1. 69
Umbrella.....	1. 75
Rubbers.....	1. 50
Cleaning and pressing clothes.....	2. 50
Incidentals and accessories (neckwear, sewing materials, sanitary supplies, pins, hairpins, etc.).....	10. 00
	156. 77

rounded off to \$156, or \$3 per week.

3. Laundry.

The figure 50 cents a week, is very much less than the amount needed to pay for laundering all the necessary clothes, but a girl can keep within this amount by doing a great deal herself.

4. Car fare.

Eighty-four cents will cover two daily trips six days in the week.

5. Dentist and oculist.

This amount, 25 cents a week, is taken from the District of Columbia budget. The Massachusetts budget allows 50 cents in general, but include doctor's charges, which in the present budget, fall under 6.

6. Contingent fund.

The allowance of 50 cents a week will carry sickness insurance which would pay a girl \$12 a week, an amount sufficient to pay room and board, medicines, and perhaps doctor's bills. The District of Columbia allows in addition to this item, 35 cents for insurance and savings, which is not excessive nor unnecessary, but it is here combined with the contingent fund, in order to reduce the total budget. In effect, this means that only the girl who is not sick can save.

7. Organization dues.

The amount of \$7.80 would pay for membership in one organization as a rule, though some unions have higher dues.

8. Church.

The amount of 10 cents a week for church is the minimum customary contribution, and does not permit the girl who contributes at church to make any other contribution to charity.

9. Self-improvement.

The amount of 17 cents a week will purchase a daily newspaper.

10. Vacation.

The amount of 40 cents a week will provide \$20.80 for an annual vacation. Inasmuch as the girl will not be paid during her vacation, this will hardly give her more than a week's vacation away from St. Louis, or two weeks vacation at home.

11. Recreation.

The amount of 40 cents a week will permit one movie a week, and car fare to and from the theater.

12. Incidentals.

Twenty cents a week or \$10.40 a year would seem to be the minimum possible allowance for toilet articles, postage and stationery, shoe polish, etc.



7. Organization dues

The amount of \$1.50 would pay for membership in one organization as a rule, though some unions have higher dues.

8. Church

The amount of 10 cents a week for church is the most common. The contribution does not exceed the net 40% contribution of other contributions to charity.

9. Self-insurance

The amount of 17 cents a week will purchase a daily newspaper.

10. Vacation

The amount of 40 cents a week will provide \$20.00 for vacation wages. The amount the firm will pay for vacation pay is 40 cents a week for every week's vacation away from the office or two weeks vacation at home.

11. Retention

The amount of 10 cents a week will permit insurance work, and other to and from the market.

12. Incidentals

Twenty cents a week or \$10.40 a year would cover the most common incidentals for food, articles, postage and stationery, shoe repairs, etc.

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- 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.
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- No. 5. The Eight-Hour Day in Federal and State Legislation. 19 pp. 1919.
- No. 6. The Employment of Women in Hazardous Industries in the United States. 8 pp. 1919.
- No. 7. Night-Work Laws in the United States. 4 pp. 1919.
- No. 8. Women in the Government Service. 37 pp. 1920.
- No. 9. Home Work in Bridgeport, Connecticut. 35 pp. 1920.
- No. 10. Hours and Conditions of Work for Women in Industry in Virginia. 32 pp. 1920.
- No. 11. Women Street Car Conductors and Ticket Agents. 90 pp. 1920.
- No. 12. The New Position of Women in American Industry. 158 pp. 1920.
- No. 13. Industrial Opportunities and Training for Women and Girls. 48 pp. 1920.
- No. 14. A Physiological basis for the Shorter Working Day for Women. 20 pp. 1921.
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- No. 16. State Laws Affecting Working Women. 51 pp. 1921. (Supplement 1923.)
- No. 17. Women's Wages in Kansas. 104 pp. 1921.
- No. 18. Health Problems of Women in Industry. (Reprint of paper published in the Nation's Health, May, 1921.) 11 pp. 1921.
- No. 19. Iowa Women in Industry. 73 pp. 1922.
- No. 20. Negro Women in Industry. 65 pp. 1922.
- No. 21. Women in Rhode Island Industries. 73 pp. 1922.
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- No. 26. Women in Arkansas Industries. 1922.
- No. 27. The Occupational Progress of Women. 37 pp. 1922.
- No. 28. Women's Contributions in the Field of Invention. 51 pp. 1923.
- No. 29. Women in Kentucky Industries. 114 pp. 1923.
- No. 30. The Share of Wage-Earning Women in Family Support. 170 pp. 1923.
- No. 31. What Industry Means to Women Workers. 10 pp. 1923.
- No. 32. Women in South Carolina Industries. 128 pp. 1923.
- No. 33. Proceedings of the Women's Industrial Conference. 190 pp. 1923.
- No. 34. Women in Alabama Industries. 86 pp. 1924.
- No. 35. Women in Missouri Industries. 117 pp. 1924.
- No. 36. Radio Talks on Women in Industry. 34 pp. 1924.
- No. 37. Women in New Jersey Industries. 99 pp. 1924.
- No. 38. Married Women in Industry. 88 pp. 1924.
- No. 39. Domestic Workers and Their Employment Relations. (In press.)
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