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

BULLETIN OF THE WOMEN'S BUREAU, No. 44

# WOMEN IN OHIO INDUSTRIES

## A Study of Hours and Wages

WASHINGTON
GOVERNMENT PRINTING OFFICE
1925

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[PUBLIC—No. 259—66TH CONGRESS]

[H. R. 13229]

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

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

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

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

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

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

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

Approved, June 5, 1920.

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## LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
*Washington, September 29, 1924.*

SIR: I am herewith transmitting a report of an investigation of wages and hours of women in industry in the State of Ohio. This survey was made at the request of the chairman of the industrial commission of the State and the survey itself was conducted in cooperation with the commission. We appreciate especially the help given by the manufacturers, through whose cooperation the investigation was very much facilitated.

MARY ANDERSON, *Director.*

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



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# WOMEN IN OHIO INDUSTRIES

## PART I

### INTRODUCTION

Ohio is one of the foremost States in the country in regard to the number of women in gainful employment, only four States—New York, Pennsylvania, Illinois, and Massachusetts—surpassing it in this respect. The total number of woman and girl breadwinners in Ohio[1] according to the 1920 report of the United States Bureau of the Census was 409,970, or about one out of every twenty in the country. A fourth of this number in Ohio earned their living in mills and factories; a fourth rendered domestic or personal service in homes, hotels, restaurants, or laundries; another fourth were office employees and telegraph or telephone operators; and the remaining fourth were for the most part employed in the selling trades and professions.[2]

An analysis of the number of women employed in the industrial field—that is, in manufacturing and mechanical industries, trade, and transportation—reveals Ohio as fifth among the States in this respect also. In all there were 158,917 women in these types of work in Ohio, and they constituted 5.7 per cent of such women employees in the United States.[3]

The economic status and prospects of these women and especially their wages and working hours should be of concern not only to the State but also to the Nation. In the eighteenth and nineteenth centuries, when many employers worked side by side with employees in stores or at a manufacturing trade in shops as well as in homes, public sentiment, considering the relationship between employer and employee as personal, was not concerned about working conditions. With the growth of the factory system and the department store, however, and with the passing of personal acquaintanceship between the employer and employee, the public became aroused to a sense of

[1] U. S. Bureau of the Census. 14th Census, vol. 4, Population, 1920: Occupations, pp. 54–93.
[2] Ibid., pp. 93–109.
[3] Ibid., p. 54.



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responsibility for the industrial worker. That such a spirit is active in Ohio is shown by its record for the last decade or so. For more than 10 years women in Ohio industries have been employed under a legal restriction of working hours put into effect in the interest of women both as individuals and as the mothers actually or potentially of the race. Through more than 10 years there have been progressive forces pointing to the need for minimum wage legislation for women, and Ohio employers of women labor have listened to and taken part in the argument for and against State adjustment of wage levels to standards of living. What have been the results?

Ohio citizens interested in the welfare of wage-earning women desired to review the State's stewardship. Only current and accurate information about conditions would enable them to assess the value of existing laws and aid them to locate weak places in the industrial structure. Accordingly, the Women's Bureau of the United States Department of Labor was requested to make a survey of conditions surrounding the employment of women in Ohio industries. It was obvious that data concerning the experience of a State ranking fifth in the Union in the employment of women and having many and varied woman-employing industries would be of paramount significance not only to Ohio but also to other large industrial States, as well as an important part of the cumulative record of conditions under which women are at work. It was, therefore, with a deep conviction of the value of the project that the Women's Bureau accepted the invitation of the Department of Industrial Relations of the State of Ohio to make a survey of the hours and earnings of women employed in the industries of the State.

The field work of this investigation was conducted between September 16 and December 15, 1922. The work of the agents of the Women's Bureau was much facilitated by the cooperation of various forces in the State which gave the benefit of their experience and knowledge of local conditions. Also especial credit is due to the managements of the establishments visited, for their courtesy and helpfulness in supplying the desired information.

## SCOPE AND METHOD OF INVESTIGATION

According to the United States Census[4] of manufactures there were 105,065 women and girls 10 years of age and over employed in manufacturing establishments in Ohio in 1919, and according to the

[4] U. S. Bureau of the Census, 14th Census, vol. 9, Manufactures, 1919, p. 1143.

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population census,[5] there were 4,021 female operators in power laundries and 35,874 women engaged as saleswomen or in other capacities in retail stores in the State in 1920.

Not all of Ohio's wage-earning women could be included in the survey of the Women's Bureau because of limited time and funds. The aim of the bureau, therefore, was to include a representative number of women workers and a representative number of large, small, and medium-sized establishments in such important woman-employing industries as factories, mills, stores, and laundries in cities and towns of varying population. A distribution of this sort necessarily results in a larger body of facts from industries organized in large units than from industries carried on in numerous small establishments. As a consequence, although information on earnings and hours was secured for 59 out of every 100 women engaged in manufacturing shirts and overalls, data were procured in the women's cloak and suit industry for 21 in every 100 women employees. Some establishments in certain industries were closed temporarily at the time of the visit because of strikes or business depression, thus lowering the representation for specific groups. But for manufacturing industries as a whole information was secured for one-fourth the number of female employees reported by the United States census of 1919. The proportion engaged in the selling trades can not be ascertained accurately because census figures for the saleswomen in retail stores include all women reported as "clerks in stores," some of whom were office and not selling clerks. In spite of this fact the 4,504 saleswomen for whom data were secured in this survey represent at least an eighth of the total number of clerks and saleswomen reported by the 1920 census. Data for about 28 per cent of the total number of woman and girl employees in power laundries were obtained also by the Women's Bureau agents.

The establishments visited were located in 44 cities and towns of Ohio. Places having a population of 25,000 or more included in this study were: Akron, Canton, Cincinnati, Cleveland, Columbus, Dayton, Hamilton, Lima, Mansfield, Marion, Newark, Portsmouth, Springfield, Toledo, Warren, Youngstown, and Zanesville. The cities and towns having less than 25,000 population whose establishments were visited during the survey were: Ashland, Bellaire, Brookville, Coshocton, Crooksville, Dresden, East Liverpool, Eaton, Fremont, Ironton, Jackson, Lancaster, Lewisburg, Manchester, Massillon, Miamisburg, Middletown, Newcomerstown, New Philadelphia,

[5] U. S. Bureau of the Census, 14th Census, vol. 4, Population, 1920: Occupations, pp. 102–109.

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Piqua, Ravenna, Sandusky, Sidney, Uhrichsville, Wellston, West Carrollton, and Zenia.

All establishments were visited by agents of the Women's Bureau. From the employer or his authorized representative was obtained information about business conditions during the year, the scheduled hours of operations, method of wage payments, and number of employees. From the pay rolls of such firms were copied all data contained thereon concerning the days and hours worked, and earnings for every woman and girl employed during the week ended September 16, 1922, or nearest representative week. Rates and method of pay, whether by the time or piece system, were recorded whenever possible. In order to determine how typical of the year's earnings one week's figures were, year's records of the earnings of women and girls who had worked during at least 44 out of the 52 weeks ended September 16, 1922, were secured. Wherever the number employed for 44 to 52 weeks in one establishment during the year exceeded one-fifth of the number on the week's pay roll, copying for the year was limited to 20 per cent of such employees. Facts also were obtained from the women themselves concerning age, marital and domicile status, country of birth, experience in the trade, and education. Full reports on all matters under discussion were not available for all women chiefly because of incomplete payroll records and questionnaires. Consequently, the number reported for the several subjects varies.

The number of establishments in each industry included in the investigation and the number of women and girls employed in each for the entire State, as well as for communities with a population of 25,000 or more and for those of less than 25,000 are given in the following table:

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

| Industry | State | | | | Places of 25,000 or more population | | | | Places of under 25,000 population | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number of establishments | Number of women | | | Number of establishments | Number of women | | | Number of establishments | Number of women | | |
| | | Total | Adults, 18 years of age and over | Minors, 16 and under 18 years of age | | Total | Adults, 18 years of age and over | Minors, 16 and under 18 years of age | | Total | Adults, 18 years of age and over | Minors, 16 and under 18 years of age |
| All industries | 302 | 32,088 | 30,735 | 1,353 | 225 | 27,633 | 26,513 | 1,120 | 77 | 4,455 | 4,222 | 233 |
| Manufacturing: | | | | | | | | | | | | |
| Advertising and other novelties | 7 | 397 | 385 | 12 | 5 | 382 | 370 | 12 | 2 | 15 | 15 | |
| Auto tops and other canvas products | 3 | 487 | 487 | | 3 | 487 | 487 | | | | | |
| Candy | 12 | 866 | 804 | 62 | 8 | 676 | 623 | 53 | 4 | 190 | 181 | 9 |
| Clothing— | | | | | | | | | | | | |
| Shirts and overalls | 11 | 1,046 | 924 | 122 | 8 | 893 | 794 | 99 | 3 | 153 | 130 | 23 |
| Suits and coats, men's | 14 | 1,872 | 1,744 | 128 | 14 | 1,872 | 1,744 | 128 | | | | |
| Suits and coats, women's | 5 | 387 | 383 | 4 | 5 | 387 | 383 | 4 | | | | |
| Other | 8 | 786 | 771 | 15 | 6 | 638 | 625 | 13 | 2 | 148 | 146 | 2 |
| Electric products | 8 | 1,905 | 1,868 | 37 | 7 | 1,812 | 1,783 | 29 | 1 | 93 | 85 | 8 |
| Food products | 12 | 1,116 | 1,092 | 24 | 12 | 1,116 | 1,092 | 24 | | | | |
| Glass and glass products | 9 | 669 | 643 | 26 | 3 | 445 | 432 | 13 | 6 | 224 | 211 | 13 |
| Gloves | 8 | 771 | 638 | 133 | 4 | 441 | 338 | 103 | 4 | 330 | 300 | 30 |
| Metal products | 24 | 2,942 | 2,830 | 112 | 18 | 2,603 | 2,503 | 100 | 6 | 339 | 327 | 12 |
| Paper and paper products | 28 | 1,611 | 1,565 | 46 | 20 | 1,262 | 1,225 | 37 | 8 | 349 | 340 | 9 |
| Pottery | 12 | 1,287 | 1,255 | 32 | 6 | 667 | 646 | 21 | 6 | 620 | 609 | 11 |
| Rubber and rubber products | 6 | 2,153 | 2,112 | 41 | 4 | 1,936 | 1,913 | 23 | 2 | 217 | 199 | 18 |
| Shoes | 17 | 1,660 | 1,595 | 65 | 13 | 1,423 | 1,370 | 53 | 4 | 237 | 225 | 12 |
| Textiles— | | | | | | | | | | | | |
| Cordage | 4 | 145 | 141 | 4 | 1 | 36 | 34 | 2 | 3 | 109 | 107 | 2 |
| Hosiery and knit goods | 6 | 900 | 876 | 24 | 5 | 720 | 696 | 24 | 1 | 180 | 180 | |
| Woolen goods | 5 | 1,135 | 1,099 | 36 | 3 | 949 | 915 | 34 | 2 | 186 | 184 | 2 |
| Other | 3 | 519 | 497 | 22 | 3 | 519 | 497 | 22 | | | | |
| Tobacco and cigars | 22 | 3,790 | 3,583 | 207 | 10 | 2,941 | 2,809 | 132 | 12 | 849 | 774 | 75 |
| General mercantile | 37 | 4,041 | 3,907 | 134 | 31 | 3,910 | 3,776 | 134 | 6 | 131 | 131 | |
| 5-and-10-cent stores | 15 | 463 | 420 | 43 | 13 | 436 | 397 | 39 | 2 | 27 | 23 | 4 |
| Laundries | 26 | 1,140 | 1,116 | 24 | 23 | 1,082 | 1,061 | 21 | 3 | 58 | 55 | 3 |

[1] The 141 adults and 51 minors in places of 25,000 or more population and the 26 adults and 6 minors in places of under 25,000 population who were reported as learners have been included in this table but not in any other tables of this report.

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The table shows that in 302 establishments were employed 30,735 women 18 years of age and over and 1,353 girls aged from 16 to 18 years, making a total of 32,088. The great bulk of the workers and of the establishments were in the larger towns and cities, only one-fourth of the plants and approximately 14 per cent of the employees being located in places with a population of less than 25,000.

Among the adult women employed were 167 learners; these, together with 57 minor learners, have been excluded from the statistical tables on earnings and hours because the employment of such workers was not comparable with that of regular workers. The maximum number of adult women, those 18 years of age or over, whose earnings were tabulated was 30,568. Reports on earnings also have been compiled for 1,296 minors or girls under 18 years of age. Data concerning conditions surrounding girls under 18 years are given separately, since the legal hours of work for girls between 16 and 18 years are limited in Ohio to 8 per day and 48 per week, whereas women 18 years of age and over are permitted to work 9 hours daily and 50 hours weekly in manufacturing establishments and in laundries and stores. This fact and the undisputed guardianship which the State exercises over minors render necessary a separate analysis of each class of workers.

## THE WORKERS

Because for women workers the industrial aspects are so closely linked with the social, because women are the producers of future citizens as well as of economic goods, and because public opinion needs to be enlightened in regard to the personnel of the female contingent in the world of industry, an effort was made to secure from as many women as possible information on age, nativity, experience in the trade, and conjugal and living conditions. Questionnaires were distributed in the plants and filled in by the women themselves. Only a little over one-half the women, however, supplied the data requested, the number varying a little for each item.

### Nativity.

Of the 16,788 adult women reporting on nativity, 80 per cent were native-born whites, 4.6 per cent were native-born negroes, and 15.4 per cent were foreign born. (Table I in the appendix.)

Negro women were employed in only 12 of the 24 industries. In all there were only 771 negroes, the manufacture of tobacco and cigars accounting for almost two-fifths of them. The negro women constituted 14.5 per cent of all the women in this industry. In the manufacture of food products and glass, although the numbers of negro women were not so great as in tobacco manufacturing, the

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proportions that negroes formed of the total woman force, 17.8 per cent and 16.6 per cent, respectively, were greater than in the tobacco establishments. In laundries and in the manufacture of paper and paper products also negro women were an appreciable factor constituting 10.8 per cent and 9 per cent, respectively, of the women employees.

Although in general the proportion of foreign-born women in Ohio industries was not striking, in certain industries they formed an influential quota. The largest groups numerically were found in the metal plants (442 women) and in the rubber factories (362 women), but foreign-born women constituted only a little over one-fourth of the women in the former industry and less than one-fourth in the latter. The manufacture of women's suits and coats showed the largest proportion of women of foreign birth or over one-half of the total number in the industry. Moreover, in the manufacture of other textiles, hosiery and knit goods, woolen goods, and other clothing, over one-third of the women in each case were foreign born.

**Age.**

Reports on age were secured from 17,915 women and are shown in Table II in the appendix. Of this number only 7.2 per cent were minors, from 16 to 18 years old. The idea that the great bulk of industrial women workers are young girls goes down in face of facts in practically all communities where an age analysis of wage earners is made, and Ohio is no exception to the rule. Over one-half of the women were 25 years of age and over, 20.6 per cent from 30 to 40 years old, and 16.9 per cent 40 years and over.

The largest proportions of women 30 years of age and over were found in women's suit and coat manufacturing, cordage manufacturing, laundries, and the manufacture of auto tops and other canvas products, 59.9 per cent, 59.4 per cent, 57.8 per cent, and 53.9 per cent, respectively, of the women employees falling in this age classification. Industries conspicuous for the employment of young women were 5-and-10-cent stores, the manufacture of gloves, candy, and shirts and overalls with 54.9 per cent, 44 per cent, 41.7 per cent, and 39.1 per cent, respectively, of the women employees, who were under 20 years of age.

**Extent of schooling.**

Table XVI in the appendix shows that of the 13,981 adult women who gave a report on the grade completed at school somewhat over three-fourths (76.1 per cent) had not continued at school beyond the grammar grades and 11.5 per cent had gone only as far as the fifth grade. A very small proportion, 4.7 per cent, had completed high school, and an even smaller proportion, 1.4 per cent, had had

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some business or college training or other higher education. Among the 763 minors reporting, 21 per cent had not gone beyond the fifth grade, 42.9 per cent had completed just the grammar school, 1.4 per cent had gone through high school, and 0.9 per cent had taken some business training. The figures in the table show that the bulk of the women included in the survey and found in industrial employment in Ohio were, generally speaking, products of a sixth, seventh, or eighth grade schooling.

**Conjugal condition.**

Another theory disproved by an examination of facts is that women marry and abandon their industrial jobs. According to Table III in the appendix, of the 16,222 adult women in Ohio industries who gave information about marital status, 28.4 per cent were married and 17.2 per cent were widowed, separated, or divorced, making a total of 45.6 per cent who were or had been married. In this conjugal group were reported more than one-half of the women in each of the following industries: Laundries, the manufacture of auto tops, women's suits and coats, food products, pottery, rubber products, cordage, other textiles, and tobacco and cigars. On the other hand, single women predominated strikingly in 5-and-10-cent stores and in the manufacture of electric products, shirts and overalls, and men's suits and coats, since in each of these industries single women formed over two-thirds of the women workers.

**Living condition.**

Of the 16,249 adult women reporting on whether they were domiciled under the family roof or not, 11.3 per cent were found living independently or adrift, while the remainder, 88.7 per cent, were living at home or with relatives. (Table IV in the appendix.) Recent investigations of the share of wage-earning women in family support have stressed particularly the heavy financial and domestic responsibilities of wage-earning women and girls who live at home. Such information is extremely significant, since it emphasizes the need for women workers to secure a just and adequate wage. In fact, a study of the problems of women workers proves that a woman should be paid a living wage, irrespective of whether she lives with her family or in a boarding house.

**Time in the trade.**

Information on industrial experience was secured from 14,604 adult women. (Table XIV in the appendix.) These were, on the whole, rather evenly distributed in the various experience classifications. One-fifth of the women had worked in the trade for less than a year. As proof of the fact that many women enter a trade and stick to it are the 16 per cent of the women with a record of 10

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years and over in the same trade. Also, 35.1 per cent had had 5 years or more of experience. More detailed figures than those given in the report disclose the experience records of 772 minors. As would be expected the great majority of these, approximately 70 per cent, had had less than 12 months' experience in the industry.

A discussion of this subject in connection with the various industries is given in Part IV of this report.

## SUMMARY OF FACTS

### I. Scope.

This survey of women in Ohio industries gives data on hours and wages for a representative week in September, 1922. According to Table 1, the study includes 30,735 women, 18 years of age and over, and 1,353 girls, 16 and under 18 years of age, employed in 302 establishments—stores, mills, factories, and laundries—located in 44 cities and towns throughout the State.

The following industries included in the survey furnishing data on 1,000 or more women and girls, 16 years of age and over, are listed in descending scale according to number of women workers:

| | |
|---|---|
| Retail stores | 4,504 |
| Clothing | 4,091 |
| Tobacco and cigars | 3,790 |
| Metal products | 2,942 |
| Textiles | 2,699 |
| Rubber and rubber products | 2,153 |
| Electric products | 1,905 |
| Shoes | 1,660 |
| Paper and paper products | 1,611 |
| Pottery | 1,287 |
| Laundries | 1,140 |
| Food products | 1,116 |

### II. Workers.

1. Of the 16,788 adult women whose nativity was ascertained, 80 per cent were native-born whites, 4.6 per cent native-born negroes, and 15.4 per cent foreign born.

2. Of the 17,915 women, adults and minors, reporting on age, 7.2 per cent were minors from 16 to 18 years old, 40.7 per cent were 18 and under 25 years, 14.6 per cent were 25 and under 30 years, 20.6 per cent were 30 and under 40 years, and 16.9 per cent were 40 years and over.

3. Of the 16,222 adult women reporting on conjugal condition, 54.4 per cent were single, 28.4 per cent were married, and 17.2 per cent were widowed, separated or divorced.



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4. Of the 16,249 adult women reporting on living conditions, 88.7 per cent were living at home or with relatives and 11.3 per cent were living independently.

5. Of the 14,604 adult women reporting on time in the trade, 20.5 per cent had had less than 1 year of experience; 44.5 per cent, 1 and under 5 years of experience; 19 per cent, 5 and under 10 years of experience; and 16 per cent, 10 years and over. Of the 772 minors reporting on time in the trade, 69.9 per cent had had less than 1 year's experience.

**III. Hours.**

The following statements summarize the hour data for 30,464 adult women in 300[6] establishments:

1. The daily schedule was—
   - 8 hours or under in 104 establishments, employing 29.9 per cent of the women.
   - Over 8 and under 9 hours in 47 establishments, employing 14.8 per cent of the women.
   - 9 hours in 174 establishments, employing 54.4 per cent of the women.
   - Over 9 and under 10 hours in 4 establishments, employing 0.8 per cent of the women.
2. The weekly schedule was—
   - 44 hours or under in 36 establishments, employing 10.5 per cent of the women.
   - Over 44 and under 48 hours in 46 establishments, employing 12.3 per per cent of the women.
   - 48 hours in 26 establishments, employing 11.9 per cent of the women.
   - Over 48 and under 50 hours in 77 establishments, employing 22.2 per cent of the women.
   - 50 hours in 147 establishments, employing 42.7 per cent of the women.
   - Over 50 and under 52 hours in 2 establishments, employing 0.5 per cent of the women.
3. The Saturday schedule was—
   - None, the plant being closed, in 13 establishments, employing 2.1 per cent of the women.
   - 5 hours or under in 239 establishments, employing 77.9 per cent of the women.
   - Over 5 and under 8 hours in 10 establishments, employing 5.3 per cent of the women.
   - 8 to 10 hours inclusive in 60 establishments, employing 14.7 per cent of the women.
4. The lunch period was—
   - Under 30 minutes in 6 establishments, employing 1.2 per cent of the women.
   - 30 minutes in 88 establishments, employing 32.3 per cent of the women.
   - Over 30 minutes and under 1 hour in 36 establishments, employing 16 per cent of the women.
   - One hour in 166 establishments, employing 49.6 per cent of the women.
   - Over one hour in 10 establishments, employing 0.9 per cent of the women.

[6] Two establishments were excluded because scheduled hours were not reported. Sum of establishments in each case exceeds this total because several establishments appear in more than one hour group.

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## IV. Wages.

**Week's earnings of women, 18 years of age and over (adults).**

*1. Earnings of all women.*

The median earnings of 30,568 women, irrespective of time worked, were $13.80. Of this number 7.1 per cent earned less than $6, 19.7 per cent earned less than $10, 43.4 per cent earned less than $13, 65.6 per cent earned less than $16, and 84 per cent earned less than $20.

The highest median earnings were found in the manufacture of men's suits and coats, $19.60, for the 1,688 women included in this industry. The manufacture of women's suits and coats with a median of $19.35 for 383 women, the manufacture of rubber products with a median of $17.25 for 2,098 women, and the manufacture of electric products with a median of $16.60 for 1,868 women ranked next.

The lowest median week's earnings were found in cordage manufacturing, $10.35 for 140 women. Five-and-ten-cent stores with a median of $10.55 for 420 women and candy manufacturing with a median of $10.65 for 804 women were almost as low in the scale of earnings.

The general mercantile establishments in which were employed the largest group of women in any one industry, 3,905, showed a median of $14.05.

*2. Earnings of timeworkers and pieceworkers.*

The median week's earnings of 14,921 timeworkers were $12.80, and the median week's earnings of 14,153 pieceworkers were $15.55.

*3. Earnings and locality.*

The median week's earnings of 26,372 women, irrespective of time worked, in places of 25,000 or more population were $14.25; the median week's earnings of 4,196 women in places of under 25,000 were $11.60.

*4. Earnings and time worked.*

The general level of earnings was lowered in this representative week by time lost either on account of personal reasons of the workers or business conditions in the plants. More than nine-tenths of the women whose time records were secured receiving under $6 worked less than 30 hours or not more than 3½ days in this week. More than one-half of the women earning $6 but under $10 rendered less than 44 hours or less than 5 days of service. Much less irregularity of employment occurred in other earnings groups.

A little over one-half of the women reporting on time worked (51.6 per cent) were full-time workers—that is, they worked the firm's scheduled time, showing neither lost time nor overtime. The

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median week's earnings of these 14,291 full-time workers were $15.20. Of this group, 6 per cent earned less than $10, 30.2 per cent earned less than $13, 58 per cent earned less than $16, and 79.8 per cent earned less than $20.

5. *Earnings and rates.*

A comparison between earnings and rates was possible for 6,052 time workers. The median week's earnings and the median weekly rate for the group were exactly the same, $13.85.

A comparison of rates and scheduled weekly hours shows a tendency for higher wage rates to accompany shorter hours, those firms with a high standard in one respect having a high standard also in the other. The highest median rate in the table correlating rates and scheduled hours was the $17.65 median for a 44-hour week.

6. *Earnings and experience.*

The median week's earnings of the women who had had less than a year of experience were $12.40, the median of those with 1 but under 5 years was $15, and the median for those with 5 years or more was $16.60.

**Years' earnings (adults).**

Records of a year's earnings were secured for 4,336 women, who showed a median of $726. Of this group, 8.8 per cent earned less than $500 a year, 55 per cent earned from $500 to $800, and 36.2 per cent earned $800 or more. The highest median was found in the manufacture of women's suits and coats, $974 for 77 women. The manufacture of men's suits and coats ranked almost as high with a median of $972 for 241 women. The lowest median was $556 for 94 women employed in candy manufacturing, and the next lowest, $560 for 143 women in glove manufacturing. The 663 women in general mercantile establishments revealed a median of $801.

**Earnings of girls, 16 and under 18 years of age (minors).**

The median week's earnings of 1,296 girls were $10.20. The median of 640 timeworkers was $9.75, and the median of 594 piece-workers, $11.15. The median for the 1,069 girls in places of 25,000 or more population was $10.55, and the median for the 227 girls in places of under 25,000 population was $7.75.

## CONCLUSION

The figures given in the foregoing summary outline the conditions affecting a large number of wage-earning women in Ohio and may be taken as generally representative of the hour and wage conditions surrounding the employment of women in the State.

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The State although not in the foremost ranks stands well toward the front in the matter of progressive hour legislation, with a 9-hour day and a 50-hour week as the legal maximum of working hours for women in industry. The figures of the survey show that a number of establishments were more progressive than the State law, since they had adopted the 8-hour day and the 48-hour week, and in some instances had even shortened their weekly schedules to 44 hours. Conditions in Ohio compare rather favorably with the industrial hour situation found elsewhere. Of 13 States in which the Women's Bureau has made an investigation of women in industry, Ohio stands third in respect to the proportion of women who were scheduled for a working day of 8 hours or less, and fourth in regard to the proportion scheduled for a week of 48 hours or less. In the matter of daily hours Ohio with 29.9 per cent of the women scheduled for 8 hours or less daily falls not far behind the other two States surveyed which surpass it in this respect, Iowa with 36.8 per cent and Maryland with 33.5 per cent of the women included falling in this hour classification. Ohio's record for weekly hours, however, is considerably below that of the other three States surveyed which outrank it, Maryland showing 56.9 per cent, New Jersey 55.2 per cent, and Rhode Island 53.5 per cent of its women employees included scheduled for 48 hours or less as against 34.7 per cent in Ohio.

Ohio has not so satisfactory a record for wages as for hours. In the matter of median earnings, for example, it is interesting to contrast Ohio with New Jersey, where a similar study of women in industry was made by the Women's Bureau for exactly the same period, September, 1922. The median for 34,655 women 16 years of age and over in New Jersey was $14.95, or over a dollar more than the $13.65 median for 31,864 women in the same age group in Ohio.

Ohio is not one of the 12 States that have minimum wage laws. Although many of the women included received wages that compared favorably with, and in a number of instances even exceeded, the highest legalized minimum wage rates in the country, a sufficient proportion of women received inadequate wages to justify efforts making for improvement and progress on the part of all citizens in the State interested in the welfare and advancement of wage-earning women. One-fifth of the women whose earnings were ascertained earned less than $10 during the week, and even among the full-time workers 5.9 per cent earned less than $10 and 30.1 per cent less than $13 during the week. Of the women for whom the year's record was secured, 8.8 per cent received less than $500. Obviously, the women who earned less than $10 a week and less than $500 a year were not receiving a living wage.

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# PART II

## HOURS

It is now a recognized fact that a necessity exists for a consideration of women in industry in the matter of daily and weekly hours of work. This is imperative because of the fact that women frequently have two jobs to perform, one as wage earners and the other as home makers, and because of the need for conserving women's energies in the interest of the race. A consistent effort has been made to enact laws insuring women against the disastrous effects of too long working hours, and these efforts have borne fruit. Only four States in the Union now have no legal regulation of the hours for which women may be employed—Alabama, Florida, Iowa, and West Virginia—and Indiana has only one limitation, a law prohibiting night work for women in one occupation—manufacturing.

Ohio, although not in the foremost ranks, stands well toward the front in the matter of progressive hour legislation. The standard of working hours recommended by the Women's Bureau for the employment of women in industry is an 8-hour day. The Ohio statutes contain the law [1] that females over 18 years of age shall not be employed more than 6 days in any one week, for more than 50 hours in any one week, nor more than 9 hours in any one day, except Saturday, when the hours of labor in mercantile establishments may be 10 hours. The State law also stipulates that the hours of work for girls between 16 and 18 years of age shall not exceed 8 per day and 48 per week. Ohio prohibits night work for women in only one occupation—that of ticket seller. In respect to daily hours Ohio, with a 9-hour limit, falls behind Arizona, California, Colorado, Kansas, Montana, Nevada, New Mexico, Utah, Washington, the District of Columbia, and the Territory of Porto Rico, which restrict the daily hours of work to 8, and North Dakota and Wyoming, which have made 8½ hours the legal maximum. In regard to weekly hours Ohio's 50-hour limit exceeds the legal standard adopted by California, Massachusetts, North Dakota, Oregon, Rhode Island, Utah, and the District of Columbia in each of which a 48-hour week is the maximum for women permitted by law.

### SCHEDULED HOURS

The data given in this section on scheduled hours represent the normal or regular working hours which prevailed in the establishments visited. They are based on information obtained from managers about daily and weekly hour schedules in force in the establishments; that is, the number of hours stipulated by a firm that women in its employ should work regularly each day and each week.

[1] General Code of Ohio, Page's compact edition, 1921, vol. 1, sec. 1008, pp. 494, 495.



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

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

## Daily hours.

The scheduled daily working hours of the women in the establishments visited are shown in Table 2. These hours represent the schedule for five days in the week, that is Monday to Friday, inclusive, as the Saturday hours were usually shorter than those of the balance of the week.

TABLE 2.—*Scheduled daily hours, by industry—Adults*

| Industry | Number reported | | Number of establishments and number of women whose scheduled daily hours were— | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | Under 8 | | 8 | | Over 8 and under 9 | | 9 | | Over 9 and under 10 | |
| | Establishments | Women | Establishments | Women | Establishments | Women | Establishments | Women | Establishments | Women | Establishments | Women |
| All industries | [1] 300 | [2] 30,464 | 10 | 888 | 94 | 8,233 | 47 | 4,520 | 174 | 16,582 | 4 | 241 |
| Per cent distribution | ------ | 100.0 | ---- | 2.9 | ---- | 27.0 | ---- | 14.8 | ---- | 54.4 | ---- | 0.8 |
| Manufacturing: | | | | | | | | | | | | |
| Advertising and other novelties | 7 | 385 | ---- | ------ | 1 | 4 | 3 | 173 | 4 | 208 | ---- | ---- |
| Auto top and other canvas products | 3 | 487 | ---- | ------ | ---- | ------ | 1 | 396 | 2 | 91 | ---- | ---- |
| Candy | 12 | 804 | ---- | ------ | ---- | ------ | 4 | 280 | 8 | 524 | ---- | ---- |
| Clothing— | | | | | | | | | | | | |
| Shirts and overalls | 11 | 924 | ---- | ------ | ---- | ------ | 4 | 639 | 7 | 285 | ---- | ---- |
| Suits and coats, men's | 14 | 1,688 | ---- | ------ | 13 | 1,534 | 2 | 154 | ---- | ------ | ---- | ---- |
| Suits and coats, women's | 5 | 383 | ---- | ------ | 4 | 314 | 1 | 69 | ---- | ------ | ---- | ---- |
| Other | 8 | 771 | ---- | ------ | 2 | 311 | 1 | 112 | 5 | 348 | ---- | ---- |
| Electric products | 8 | 1,868 | ---- | ------ | 1 | 199 | 2 | 172 | 6 | 1,497 | ---- | ---- |
| Food products | 12 | 1,092 | ---- | ------ | 2 | 167 | 3 | 197 | 7 | 728 | ---- | ---- |
| Glass and glass products | 9 | 643 | ---- | ------ | 4 | 221 | 2 | 78 | 6 | 344 | ---- | ---- |
| Gloves | 8 | 616 | ---- | ------ | 1 | 80 | ---- | ------ | 7 | 536 | ---- | ---- |
| Metal products | 24 | 2,814 | 1 | 41 | 4 | 554 | 4 | 228 | 18 | 1,991 | ---- | ---- |
| Paper and paper products | 28 | 1,552 | 1 | 12 | 3 | 132 | 3 | 137 | 23 | 1,176 | 1 | 95 |
| Pottery | 12 | 1,245 | 1 | 33 | 4 | 252 | 2 | 152 | 10 | 808 | ---- | ---- |
| Rubber and rubber products | 6 | 2,098 | 1 | 3 | 3 | 644 | 3 | 1,032 | 4 | 419 | ---- | ---- |
| Shoes | 17 | 1,595 | 1 | 46 | 2 | 82 | 1 | 113 | 14 | 1,241 | 2 | 113 |
| Textiles— | | | | | | | | | | | | |
| Cordage | 4 | 140 | ---- | ------ | ---- | ------ | ---- | ------ | 3 | 107 | 1 | 33 |
| Hosiery and knit goods | 6 | 876 | ---- | ------ | ---- | ------ | 1 | 2 | 6 | 874 | ---- | ---- |
| Woolen goods | 5 | 1,099 | ---- | ------ | ---- | ------ | 1 | 148 | 4 | 951 | ---- | ---- |
| Other | 3 | 497 | ---- | ------ | ---- | ------ | ---- | ------ | 3 | 497 | ---- | ---- |
| Tobacco and cigars | 22 | 3,502 | 1 | 211 | 2 | 88 | 2 | 67 | 20 | 3,136 | ---- | ---- |
| General mercantile | 37 | 3,905 | 4 | 542 | 31 | 3,195 | 2 | 168 | ---- | ------ | ---- | ---- |
| 5-and-10 cent stores | 15 | 420 | ---- | ------ | 14 | 345 | 1 | 75 | ---- | ------ | ---- | ---- |
| Laundries | 24 | 1,060 | ---- | ------ | 3 | 111 | 4 | 128 | 17 | 821 | ---- | ---- |

[1] Details aggregate more than total because several establishments appear in more than one hour group. Total excludes 2 laundries for which scheduled hours were not reported.
[2] Excluding 104 women in 5 establishments for whom scheduled hours were not reported.

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Of the 30,464 in the 300 establishments reported in the State, 8,233 in 94 establishments worked 8 hours, and 888 women in 10 establishments worked less than 8 hours, making a total of 9,121 women in 104 establishments, or 29.9 per cent of the women and 34.7 per cent of the establishments with a daily schedule of 8 hours or less. The following summary gives the proportions of women—arranged in descending scale—and the proportions of establishments in the various industries that worked on a daily schedule of 8 hours or less:

| Industry | Number reported | | Per cent having a daily schedule of 8 hours or less | |
|---|---|---|---|---|
| | Establishments | Women | Establishments | Women |
| General mercantile | 37 | 3,905 | 94.6 | 95.7 |
| Suits and coats, men's | 14 | 1,688 | 92.9 | 90.9 |
| 5-and-10-cent stores | 15 | 420 | 93.3 | 82.1 |
| Suits and coats, women's | 5 | 383 | 80.0 | 82.0 |
| Other clothing | 8 | 771 | 25.0 | 40.3 |
| Glass and glass products | 9 | 643 | 44.4 | 34.4 |
| Rubber and rubber products | 6 | 2,098 | 66.7 | 30.8 |
| Pottery | 12 | 1,245 | 41.7 | 22.9 |
| Metal products | 24 | 2,814 | 20.8 | 21.1 |
| Food products | 12 | 1,092 | 16.7 | 15.3 |
| Gloves | 8 | 616 | 12.5 | 13.0 |
| Electric products | 8 | 1,868 | 12.5 | 10.7 |
| Laundries | 24 | 1,060 | 12.5 | 10.5 |
| Paper and paper products | 28 | 1,552 | 14.3 | 9.3 |
| Tobacco and cigars | 22 | 3,502 | 13.6 | 8.5 |
| Shoes | 17 | 1,595 | 17.6 | 8.0 |
| Advertising and other novelties | 7 | 385 | 14.3 | 1.0 |

General mercantile establishments, the manufacture of men's suits and coats, 5-and-10-cent stores, and the manufacture of women's suits and coats had by far the best record in the matter of a daily schedule, with 95.7 per cent, 90.9 per cent, 82.1 per cent, and 82 per cent, respectively, of the women employees, scheduled for 8 hours or less. The various branches of the textile industry and the manufacture of auto tops and other canvas products, candy, and shirts and overalls revealed no women employed for so short a day.

Only three industries showed any women working more than 9 hours a day, the manufacture of cordage, shoes, and paper and paper products, with 23.6 per cent, 7.1 per cent, and 6.1 per cent, respectively, of the women employees so scheduled. "Other textile" and hosiery and knit goods manufacturing showed larger proportions of women with a 9-hour day than did any other industries, 100 per cent and 99.8 per cent, respectively. In this hour classification were 89.5 per cent of the women in tobacco and cigar manufacturing, 86.5 per cent in woolen goods manufacturing, 80.1 per cent in electric

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products manufacturing, 87 per cent in glove manufacturing, and more than three-fourths in the manufacture of cordage, shoes, and paper and paper products each, and in laundries. The other industries showing a preponderance of the women in this hour group were the manufacture of metal products, food products, candy, pottery, advertising and other novelties, and glass products.

**Weekly hours.**

The scale of weekly hours in the industries is, just as that of the daily schedule, of the utmost importance to the worker, and only by a comparison of the two can one gain an adequate idea of working conditions in the various lines of business. As previously stated, Ohio, while not yet up to the legal standard of a 48-hour week is nevertheless commendable in the fact that so many firms had voluntarily reduced their schedules to less than 50 hours allowed by law.

The following table shows the industries, the number of establishments, and the number of women with the specified hours per week:

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TABLE 3. *Scheduled weekly hours, by industry—Adults*

| Industry | Number reported | | Number of establishments and number of women whose scheduled weekly hours were— | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | Under 44 | | 44 | | Over 44 and under 48 | | 48 | | Over 48 and under 50 | | 50 | | Over 50 and under 52 | |
| | Establishments | Women | Establishments | Women | Establishments | Women | Establishments | Women | Establishments | Women | Establishments | Women | Establishments | Women | Establishments | Women |
| All industries | [1] 300 | [2] 30,464 | 12 | 580 | 24 | 2,616 | 46 | 3,752 | 26 | 3,624 | 77 | 6,751 | 147 | 12,997 | 2 | 144 |
| Per cent distribution | | 100.0 | | 1.9 | | 8.6 | | 12.3 | | 11.9 | | 22.2 | | 42.7 | | 0.5 |
| Manufacturing: | | | | | | | | | | | | | | | | |
| Advertising and other novelties | 7 | 385 | 1 | 11 | | | | | 3 | 170 | 1 | 38 | 2 | 166 | | |
| Auto tops and other canvas products | 3 | 487 | | | | | | | 1 | 396 | 1 | 21 | 1 | 70 | | |
| Candy | 12 | 804 | | | | | 2 | 147 | 1 | 68 | 3 | 123 | 6 | 466 | | |
| Clothing— | | | | | | | | | | | | | | | | |
| Shirts and overalls | 11 | 924 | | | | | 2 | 565 | 1 | 61 | 6 | 219 | 2 | 79 | | |
| Suits and coats, men's | 14 | 1,688 | 1 | 68 | 14 | 1,617 | 1 | 3 | | | | | | | | |
| Suits and coats, women's | 5 | 383 | | | 3 | 295 | 1 | 19 | 1 | 69 | | | | | | |
| Other | 8 | 771 | 1 | 59 | 1 | 252 | 3 | 210 | 1 | 112 | | | 2 | 138 | | |
| Electric products | 8 | 1,868 | | | | | 2 | 208 | 1 | 163 | 1 | 247 | 5 | 1,250 | | |
| Food products | 12 | 1,092 | | | 1 | 120 | 4 | 244 | | | | | 7 | 728 | | |
| Glass and glass products | 9 | 643 | | | | | 3 | 35 | 4 | 258 | 3 | 105 | 4 | 245 | | |
| Gloves | 8 | 616 | | | | | 1 | 80 | | | 2 | 81 | 5 | 455 | | |
| Metal products | 24 | 2,814 | 2 | 80 | 1 | 293 | 2 | 208 | 3 | 203 | 10 | 1,301 | 9 | 729 | | |
| Paper and paper products | 28 | 1,552 | 1 | 12 | 1 | 2 | 4 | 126 | 1 | 106 | 4 | 123 | 19 | 1,088 | 1 | 95 |
| Pottery | 12 | 1,245 | 1 | 33 | | | 3 | 204 | 1 | 48 | 1 | 95 | 11 | 865 | | |
| Rubber and rubber products | 6 | 2,098 | 1 | 3 | | | 3 | 808 | 1 | 868 | 1 | 197 | 3 | 222 | | |
| Shoes | 17 | 1,595 | 1 | 46 | | | 2 | 82 | 1 | 113 | 4 | 377 | 13 | 977 | | |
| Textiles— | | | | | | | | | | | | | | | | |
| Cordage | 4 | 140 | | | | | | | | | | | 4 | 140 | | |
| Hosiery and knit goods | 6 | 876 | | | | | 1 | 15 | | | 3 | 433 | 3 | 428 | | |
| Woolen goods | 5 | 1,099 | | | | | | | 1 | 148 | 1 | 21 | 3 | 930 | | |
| Other | 3 | 497 | | | | | | | | | | | 3 | 497 | | |
| Tobacco and cigars | 22 | 3,502 | 1 | 211 | 1 | 9 | 4 | 148 | | | 8 | 791 | 11 | 2,343 | | |
| General merchantile | 37 | 3,905 | | | | | 3 | 505 | 5 | 841 | 18 | 2,220 | 11 | 339 | | |
| 5-and-10-cent stores | 15 | 420 | | | | | | | | | 8 | 320 | 7 | 100 | | |
| Laundries | 24 | 1,060 | 2 | 57 | 2 | 28 | 5 | 145 | | | 2 | 39 | 16 | 742 | 1 | 49 |

[1] Details aggregate more than total because several establishments appear in more than one hour group. Total excludes 2 laundries for which scheduled hours were not reported.
[2] Excluding 104 women in 5 establishments for whom scheduled hours were not reported.

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It will be seen from this table that the weekly record of Ohio industries was somewhat more encouraging than the daily record. Of 30,464 women reported, 10,572, or 34.7 per cent, worked 48 hours or less per week. Moreover, 36 per cent of the establishments reported such a schedule. These percentages are higher than the percentages of women and of establishments working 8 hours or less every day, the Saturday half-holiday in some instances making the difference.

The following summary gives the proportions of women—arranged in descending scale—and the proportions of establishments in the various industries, showing a schedule of 48 hours or less a week:

| Industry | Number reported | | Per cent having a weekly schedule of 48 hours or less | |
|---|---|---|---|---|
| | Establishments | Women | Establishments | Women |
| Suits and coats, men's | 14 | 1, 688 | 114. 3 | 100. 0 |
| Suits and coats, women's | 5 | 383 | 100. 0 | 100. 0 |
| Other clothing | 8 | 771 | 75. 0 | 82. 1 |
| Auto tops and other canvas products | 3 | 487 | 33. 3 | 81. 3 |
| Rubber and rubber products | 6 | 2, 098 | 83. 3 | 80. 0 |
| Shirts and overalls | 11 | 924 | 27. 3 | 67. 7 |
| Advertising and other novelties | 7 | 385 | 57. 1 | 47. 0 |
| Glass and glass products | 9 | 643 | 77. 8 | 45. 6 |
| General mercantile | 37 | 3, 905 | 21. 6 | 34. 5 |
| Food products | 12 | 1, 092 | 41. 7 | 33. 3 |
| Metal products | 24 | 2, 814 | 33. 3 | 27. 9 |
| Candy | 12 | 804 | 25. 0 | 26. 7 |
| Pottery | 12 | 1, 245 | 41. 7 | 22. 9 |
| Laundries | 24 | 1, 060 | 37. 5 | 21. 7 |
| Electric products | 8 | 1, 868 | 37. 5 | 19. 9 |
| Paper and paper products | 28 | 1, 552 | 25. 0 | 15. 9 |
| Shoes | 17 | 1, 595 | 23. 5 | 15. 1 |
| Woolen goods | 5 | 1, 099 | 20. 0 | 13. 5 |
| Gloves | 8 | 616 | 12. 5 | 13. 0 |
| Tobacco and cigars | 22 | 3, 502 | 27. 3 | 10. 5 |
| Hosiery and knit goods | 6 | 876 | 16. 7 | 1. 7 |

Highest in the scale of weekly hours are the 19 establishments manufacturing women's and men's suits and coats and employing 2,071 women, all of whom had a weekly schedule of 48 hours or less. "Other clothing" firms in the survey showed a percentage of 82.1 so scheduled, and the manufacture of shirts and overalls reported more than two-thirds of the women employees in this class.

The general mercantile business, which revealed the highest rating for women employees in the 8-hour class, drops to ninth place in the scale of weekly hours, as only 34.5 per cent of the women had a scheduled week of 48 hours or less. The auto tops and other canvas products establishments, on the other hand, come up to fourth place, as out of 487 women in 3 establishments, 396 or 81.3 per cent had a week of 48 hours or less. The rubber industry employing 2,098

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women also stands high, as 80 per cent of these workers were scheduled for 48 hours or less per week. None of the fifteen 5-and-10-cent stores, although they were almost uniformly in the 8-hour class, were able to reach the 48-hour weekly standard on account of a Saturday schedule longer than that on other days. However, only seven of these establishments with an aggregate of 100 women employees had a weekly schedule as high as 50 hours. The firms manufacturing shirts and overalls had a percentage of 67.7 of the women employees in the 48-hour class. It is noteworthy, also, that firms in the advertising and other novelties business, which stands among the lowest in the scale in the matter of daily hours, show a great advance when the weekly schedule is taken into consideration, as 47 per cent of the women employed worked only 48 hours or less. The laundries and the manufacture of candy, electric products, and food products also make a better showing in regard to the weekly than in regard to the daily schedule. Glove and shoe manufacturing and the pottery and the paper products industries, however, show no improvement over their record for a daily schedule, as only a comparatively small percentage of the women employees in each were in the 48-hour class. The only manufacturing industries showing no women with so short a schedule as 48 hours a week were cordage and "other textile" mills. In general the textile industry stands lowest in the scale, as only a small percentage (6.2 per cent) of the women employed in the four groups of the industry had a 48-hour week or less.

**Saturday hours.**

The Saturday half holiday is now regarded somewhat as an institution in industrial circles, and even to some extent among retail stores. According to Table V. in the appendix of the 30,464 women in the 300 establishments visited, 2.1 per cent had no Saturday work, 1.2 per cent had a Saturday of under 4 hours, and a much larger percentage (76.7) had Saturday hours of over 4 but less than 5. As representative of the establishments which did not follow the policy of a Saturday half holiday were the 17.1 per cent of the women who worked 7 hours or more on Saturday. Only 1.7 per cent, however, had a Saturday of over 9 hours.

The firms manufacturing "other clothing" showed the highest percentage of women workers who had no Saturday schedule, since 34.9 per cent of the women employed therein were in this class. Also 13 per cent of the women workers in the manufacture of men's coats and suits had a free Saturday. Laundries and the manufacture of paper products, knit goods, tobacco and cigars, and advertising and other novelties also showed in each case a small percentage of women who were not required to work on Saturday. On the other

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hand, the 5-and-10-cent stores and general mercantile establishments revealed longer hours on Saturday than on other days, 23.8 per cent in the 5-and-10-cent stores and 10.7 per cent in the general mercantile establishments working over 9 hours. In no other lines, however, were the Saturday hours of this length. Pottery firms showed a percentage of 33.3 of their workers who had a Saturday of 7 hours or over, and glass establishments, 30.5 per cent, while the paper, metal, and rubber products, advertising and other novelties, candy, and laundry industries showed small percentages of women who were scheduled for 7 hours or over on Saturday. In addition to 13 establishments with no Saturday work were 239 or about four-fifths of the total number in the survey, which had shortened their Saturday hours to 5 or less. This record in Ohio shows that employers generally throughout the State had come to recognize the wisdom and efficiency of the Saturday half holiday.

**Lunch periods.**

Table VI in the appendix gives an accurate record of the length of the lunch periods in the industries reported. Nearly one-half of the women employees in the various establishments had a lunch period of one hour, a small percentage (0.9) had more than an hour, and an equal proportion had over 45 minutes but under an hour. Only 1.2 per cent were allowed less than 30 minutes for lunch, and even this small proportion was undoubtedly due to emergency conditions, since the State law provides for a minimum of 30 minutes as a lunch period. Ohio's record in this respect as compared with other States is creditable.

**Night workers' hours.**

One class of workers not included in the tables on scheduled hours were the women employed on night shifts in the establishments covered by the survey. Altogether there were just 208 night workers among the women reported upon, and they were employed in only two of the industrial groups, 77 in glass factories, and 131 in rubber establishments. The great majority of the women on night shifts, or 194 of the 208, were found in plants located in places of under 25,000 population. These figures indicate that the women performing night work were too few in number to constitute an industrial problem in Ohio. Nevertheless even this small group makes it necessary to emphasize the opinion of authorities interested in the welfare of wage-earning women. Such authorities are generally agreed that night work is detrimental to the health of women engaging therein and should be prohibited by law. There is usually great danger that married women compelled to become wage earners will attempt to look after their families by day and

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to work in a mill or factory by night, snatching a little sleep in between. Obviously, women should not be allowed to carry a double burden of this sort, as it is a severe tax on human endurance

## HOURS ACTUALLY WORKED

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

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

Table XI in the appendix shows that such information was available for three-fifths of the women whose scheduled hours were recorded. Of this number only 44.6 per cent had worked the firm's scheduled hours (Table 6); that is, they had not lost any time nor worked overtime.

### Lost time.

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

Despite the fact that in the survey the effort was made to secure data for a week with a normal working schedule considerable lost time was reported for the women workers. Table VII in the appendix shows that of the 18,329 women with hour records almost one-half (47.2 per cent) had lost some time, over one-third (35.2 per cent) had lost 10 hours or more, and one-fifth 20 hours or more. Of all the industries reported upon, the manufacture of auto tops and

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other canvas products showed the largest proportion of women losing some time, 89.9 per cent. A third, however, lost less than 5 hours, and 31.3 per cent lost from 5 to 10 hours. In cordage, food, and candy manufacturing were found the largest proportions of women who had lost 10 hours or more during the week, 79.1 per cent, 62.3 per cent, and 56.8 per cent, respectively, of the women with time records, and also the largest proportions who had lost 20 hours or more, 50.7 per cent, 47.7 per cent, and 40.1 per cent, respectively.

Women's suit and coat manufacturing revealed only a little over one-fifth of the women employees (21.3 per cent) with lost time, the smallest proportion in any industry. The manufacture of men's suits and coats came second with only 28.4 per cent of the women workers showing time lost. Also for these two industries the percentages of women who lost 10 hours or over and 20 hours or over were smaller than in any of the other industries.

**Overtime.**

The amount of overtime among the Ohio establishments visited was so negligible as hardly to justify a detailed analysis. According to Table VIII in the appendix, among 18,329 women whose actual hours of labor were reported, only 8.9 per cent had worked longer than the hours listed in the weekly schedule. Of this number, 29.5 per cent revealed less than one hour overtime and 74 per cent had worked less than 5 hours beyond the weekly schedule. Three women employed by tobacco firms had worked 25 hours or more overtime during the week of the survey, three employed by candy establishments had exceeded the schedule by 20 hours or more, and one in the paper-products industry, two in candy factories, and one in tobacco and cigar manufacturing had been employed overtime to the extent of 15 hours or more. These were isolated cases and probably due to emergency conditions. Only a little over one-fourth of the women for whom overtime was reported had worked beyond the normal schedule as much as 5 hours.

## CONCLUSION

From the facts shown in the analysis, it is evident that Ohio ranks well among her sister States in the matter of progressive hour regulations, although not yet measuring up to the legal standard of the most advanced States.

Consideration for breadwinning mothers in the matter of hours is, perhaps, fully as vital as adequate hour regulations for minors at work, as it is upon the former that both the present and future welfare of the children depends. It is humanly impossible for women, after long hours of labor in a factory or mill, to give to their children even the ordinary material care that is necessary for their comfort

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and well-being, not to mention the needed supervision over their moral and spiritual welfare.

As previously stated, 29.9 per cent of the 30,464 women reported in the survey worked 8 hours or less daily, and 34.7 per cent worked 48 hours or less weekly.

The firms manufacturing men's and women's suits and coats had the highest rating in Ohio, when both daily and weekly hours were taken into consideration, each industry showing all women with a scheduled week of 48 hours or less, and 90.9 per cent and 82.1 per cent, respectively, of the women employees, with a day of 8 hours or less. "Other clothing" with 82 per cent of the women having such a daily and weekly schedule was not far behind. The manufacture of shirts and overalls, however, had lower standards, since none of the establishments had adopted the 8-hour day and only a little over two-thirds of the women workers were scheduled for 48 hours or less a week.

General mercantile establishments had a large percentage of their women employees in the 8-hour day class, practically four-fifths, and only about 4 per cent who had a daily schedule exceeding 8 hours; but in these establishments the average weekly schedule was longer than that of two-thirds of the other industries listed in the survey, as only 34.5 per cent of the women employees worked a scheduled week of 48 hours or less. The 5-and-10-cent stores had the majority of their employees, 82.1 per cent, in the 8-hour day class, but were not so progressive in the matter of weekly hours, as the women in these stores had a schedule of over 48, and up to 50 hours.

Textile manufacturing showed the lowest standard among the industries of the State, in both daily and weekly hours, since among the various establishments listed, none were found with a daily schedule of 8 hours or less, and only 6.2 per cent of the women employees in the four groups of the industry were within the 48-hour weekly limit.

Although conditions in Ohio industries, as revealed by the survey, were still far from ideal it is but just to say that the record showed considerable progress. It is not to be presumed that an 8-hour law is unnecessary or undesirable in Ohio, but the proof that so many employers had voluntarily shortened the length of the working day and week in the face of the fact that the Ohio law permitted a working day of 9 hours and a week of 50 hours justifies the conclusion that at least a number of the employers recognized the efficiency and humanity of shorter hours of work for women.

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# PART III

## WAGES

For Ohio as for the States where similar studies have been made by the Women's Bureau it has seemed advisable to analyze the question of the earnings of women in industry from two main angles: What women wage earners received for a current week and what they received for the year immediately preceding the investigation. The aim was to select a current week that would be as representative as possible of the remaining 51 weeks of the year. It is not hard to find such a representative week in retailing establishments, where public demand necessitates the presence of a paid selling force whether business be brisk or dull; but in manufacturing establishments constant adjustment between output and orders is reflected in temporarily shortened or lengthened hours of employment for some or all employees, or in decreases or increases in the number of employees. It was necessary, therefore, for the Federal agents to rely upon each individual factory manager's statements concerning the week that best reflected employment conditions prevailing in individual plants in 1922. Wherever conditions permitted, however, the week ended September 16, 1922, was chosen, in order that as much uniformity in period as was practicable could be obtained.

### WEEK'S EARNINGS OF ADULT WOMEN

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



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TABLE 4.—*Week's earnings, by in*

STATE

| Week's earnings | Number of women earning each specified amount in— | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | All industries | The manufacture of— | | | | | | | | | |
| | | Advertising and other novelties | Auto tops and other canvas products | Candy | Clothing | | | | Electric products | Food products | Glass and glass products |
| | | | | | Shirts and overalls | Suits and coats, men's | Suits and coats, women's | Other | | | |
| Total | 30,568 | 385 | 487 | 804 | 924 | 1,688 | 383 | 771 | 1,868 | 1,092 | 643 |
| Median earnings | $13.80 | $12.15 | $14.70 | $10.65 | $15.05 | $19.60 | $19.35 | $14.55 | $16.60 | $11.60 | $12.10 |
| Under $1 | 113 | 1 | ------- | 6 | 3 | ------- | ------- | ------- | 12 | 3 | 1 |
| $1 and under $2 | 301 | 2 | 2 | 31 | 3 | 2 | 1 | 5 | 9 | 44 | 1 |
| $2 and under $3 | 378 | 3 | 11 | 28 | 2 | 5 | 2 | 1 | 5 | 15 | 11 |
| $3 and under $4 | 378 | 1 | 8 | 15 | 4 | 6 | 1 | 6 | 6 | 39 | 9 |
| $4 and under $5 | 481 | 5 | 4 | 24 | 7 | 4 | 1 | 14 | 11 | 32 | 12 |
| $5 and under $6 | 534 | 5 | 8 | 27 | 11 | 6 | ------- | 9 | 16 | 43 | 7 |
| $6 and under $7 | 650 | 4 | 5 | 34 | 20 | 14 | 1 | 15 | 12 | 35 | 12 |
| $7 and under $8 | 730 | 15 | 6 | 53 | 15 | 8 | 3 | 21 | 32 | 36 | 14 |
| $8 and under $9 | 998 | 15 | 9 | 49 | 28 | 22 | 8 | 24 | 22 | 43 | 31 |
| $9 and under $10 | 1,456 | 28 | 18 | 62 | 32 | 26 | 8 | 38 | 30 | 86 | 42 |
| $10 and under $11 | 2,126 | 59 | 34 | 110 | 52 | 38 | 7 | 34 | 51 | 75 | 95 |
| $11 and under $12 | 2,136 | 48 | 37 | 82 | 57 | 43 | 8 | 50 | 70 | 160 | 76 |
| $12 and under $13 | 2,997 | 38 | 50 | 104 | 77 | 71 | 22 | 62 | 106 | 110 | 119 |
| $13 and under $14 | 2,460 | 30 | 23 | 46 | 78 | 70 | 11 | 65 | 172 | 89 | 60 |
| $14 and under $15 | 2,024 | 18 | 41 | 26 | 68 | 76 | 10 | 76 | 142 | 60 | 76 |
| $15 and under $16 | 2 284 | 29 | 40 | 19 | 70 | 87 | 25 | 60 | 141 | 83 | 26 |
| $16 and under $17 | 1,700 | 30 | 56 | 23 | 54 | 117 | 20 | 48 | 160 | 36 | 17 |
| $17 and under $18 | 1,365 | 32 | 41 | 19 | 59 | 90 | 18 | 46 | 165 | 39 | 10 |
| $18 and under $19 | 1,473 | 7 | 15 | 13 | 67 | 100 | 36 | 48 | 148 | 20 | 11 |
| $19 and under $20 | 1,090 | 8 | 17 | 12 | 55 | 99 | 29 | 27 | 95 | 14 | 5 |
| $20 and under $21 | 1,061 | 5 | 8 | 7 | 49 | 117 | 34 | 20 | 97 | 6 | 3 |
| $21 and under $22 | 780 | 1 | 16 | 4 | 30 | 91 | 13 | 17 | 82 | 6 | 1 |
| $22 and under $23 | 664 | ------- | 16 | ------- | 24 | 110 | 16 | 10 | 72 | 5 | 3 |
| $23 and under $24 | 487 | ------- | 6 | 2 | 19 | 67 | 19 | 4 | 57 | 7 | 1 |
| $24 and under $25 | 443 | ------- | 6 | 3 | 13 | 78 | 17 | 7 | 52 | 2 | ------- |
| $25 and under $30 | 1,071 | 1 | 7 | 5 | 23 | 218 | 61 | 44 | 88 | 4 | ------- |
| $30 and under $35 | 278 | ------- | 3 | ------- | 3 | 84 | 9 | 15 | 11 | ------- | ------- |
| $35 and under $40 | 74 | ------- | ------- | ------- | 1 | 27 | 3 | 4 | 4 | ------- | ------- |
| $40 and over | 36 | ------- | ------- | ------- | ------- | 12 | ------- | 1 | ------- | ------- | ------- |

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*dustry and locality—Adults*

STATE—Continued

| Number of women earning each specified amount in—Continued | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| The manufacture of—Continued | | | | | | | | | | | General mercantile | 5-and-10-cent stores | Laundries |
| | | | | | | Textiles | | | | | | | |
| Gloves | Metal products | Paper and paper products | Pottery | Rubber and rubber products | Shoes | Cordage | Hosiery and knit goods | Woolen goods | Other | Tobacco and cigars | | | |
| 616 | 2,814 | 1,559 | 1,255 | 2,098 | 1,595 | 140 | 876 | 1,099 | 497 | 3,533 | 3,905 | 420 | 1,116 |
| $11.25 | $12.40 | $12.60 | $13.05 | $17.25 | $15.55 | $10.35 | $12.70 | $15.15 | $11.75 | $13.35 | $14.05 | $10.55 | $12.25 |
| 4 | 29 | 4 | 3 | 8 | ------- | 2 | 1 | 1 | 15 | 17 | ------- | 1 | 2 |
| 7 | 28 | 24 | 10 | 21 | 8 | 4 | 4 | 5 | 18 | 46 | 13 | 4 | 9 |
| 6 | 37 | 10 | 23 | 28 | 10 | 5 | 9 | 9 | 14 | 72 | 55 | 4 | 13 |
| 12 | 46 | 27 | 35 | 19 | 8 | 4 | 5 | 3 | 11 | 79 | 18 | 7 | 9 |
| 18 | 45 | 40 | 32 | 29 | 17 | 9 | 12 | 14 | 12 | 81 | 35 | 6 | 17 |
| 28 | 56 | 33 | 28 | 30 | 22 | 5 | 18 | 10 | 16 | 106 | 29 | 7 | 14 |
| 27 | 51 | 43 | 34 | 38 | 30 | 5 | 27 | 10 | 14 | 129 | 47 | 20 | 23 |
| 34 | 59 | 42 | 34 | 35 | 47 | 5 | 31 | 22 | 7 | 137 | 37 | 7 | 30 |
| 50 | 67 | 51 | 36 | 26 | 53 | 9 | 56 | 14 | 23 | 189 | 86 | 37 | 50 |
| 44 | 132 | 93 | 52 | 39 | 98 | 10 | 40 | 29 | 17 | 205 | 129 | 69 | 129 |
| 63 | 198 | 124 | 76 | 63 | 97 | 33 | 76 | 42 | 51 | 264 | 290 | 91 | 103 |
| 63 | 256 | 136 | 145 | 88 | 92 | 9 | 91 | 52 | 67 | 148 | 197 | 44 | 117 |
| 44 | 298 | 261 | 113 | 150 | 83 | 14 | 97 | 83 | 75 | 214 | 575 | 65 | 166 |
| 42 | 257 | 191 | 126 | 117 | 84 | 10 | 65 | 94 | 49 | 213 | 427 | 15 | 126 |
| 39 | 197 | 139 | 72 | 116 | 92 | 4 | 81 | 147 | 42 | 165 | 250 | 15 | 72 |
| 30 | 274 | 78 | 115 | 92 | 104 | 2 | 63 | 114 | 23 | 199 | 514 | 12 | 84 |
| 26 | 153 | 108 | 124 | 120 | 82 | 3 | 41 | 64 | 11 | 149 | 213 | 8 | 37 |
| 23 | 131 | 49 | 55 | 123 | 73 | 1 | 29 | 52 | 9 | 124 | 135 | 2 | 40 |
| 16 | 120 | 37 | 47 | 156 | 81 | 2 | 34 | 67 | 7 | 168 | 245 | 5 | 23 |
| 9 | 79 | 18 | 32 | 198 | 66 | 3 | 19 | 40 | 6 | 158 | 85 | ------- | 16 |
| 17 | 93 | 18 | 16 | 165 | 75 | 1 | 16 | 35 | ------- | 132 | 138 | ------- | 9 |
| 8 | 56 | 6 | 12 | 131 | 48 | ------- | 20 | 56 | 3 | 123 | 52 | ------- | 4 |
| 2 | 52 | 14 | 11 | 78 | 49 | ------- | 9 | 22 | 3 | 93 | 64 | ------- | 11 |
| 3 | 39 | 3 | 8 | 71 | 49 | ------- | 6 | 22 | 1 | 68 | 32 | ------- | 3 |
| ------- | 20 | 2 | 2 | 66 | 48 | ------- | 5 | 23 | 1 | 67 | 30 | ------- | 1 |
| 1 | 34 | 8 | 10 | 87 | 123 | ------- | 20 | 53 | 2 | 139 | 137 | 1 | 5 |
| ------- | 7 | ------- | 4 | 4 | 42 | ------- | 1 | 13 | ------- | 41 | 40 | ------- | 1 |
| ------- | ------- | ------- | ------- | ------- | 12 | ------- | ------- | 3 | ------- | 7 | 13 | ------- | ------- |
| ------- | ------- | ------- | ------- | ------- | 2 | ------- | ------- | ------- | ------- | ------- | 19 | ------- | 2 |

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TABLE 4.—*Week's earnings, by industry*

PLACES OF 25,000 OR

| Week's earnings | Number of women earning each specified amount in— | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | All industries | The manufacture of— | | | | | | | | | |
| | | Advertising and other novelties | Auto tops and other canvas products | Candy | Clothing | | | | Electric products | Food products | Glass and glass products |
| | | | | | Shirts and overalls | Suits and coats, men's | Suits and coats, women's | Other | | | |
| Total | 26,372 | 370 | 487 | 623 | 794 | 1,688 | 383 | 625 | 1,783 | 1,092 | 432 |
| Median earnings | $14.25 | $12.30 | $14.70 | $10.75 | $15.55 | $19.60 | $19.35 | $15.30 | $16.75 | $11.60 | $11.95 |
| Under $1 | 97 | 1 | ------- | 6 | 2 | ------- | ------- | ------- | 12 | 3 | 1 |
| $1 and under $2 | 254 | 1 | 2 | 30 | 1 | 2 | 1 | 4 | 9 | 44 | 1 |
| $2 and under $3 | 306 | 3 | 11 | 24 | 2 | 5 | 2 | 1 | 5 | 15 | 6 |
| $3 and under $4 | 280 | 1 | 8 | 13 | 3 | 6 | 1 | 5 | 6 | 39 | 4 |
| $4 and under $5 | 354 | 3 | 4 | 18 | 7 | 4 | 1 | 8 | 10 | 32 | 9 |
| $5 and under $6 | 401 | 4 | 8 | 21 | 4 | 6 | ------- | 6 | 12 | 43 | 3 |
| $6 and under $7 | 462 | 4 | 5 | 27 | 10 | 14 | 1 | 5 | 11 | 35 | 9 |
| $7 and under $8 | 497 | 14 | 6 | 33 | 8 | 8 | 3 | 9 | 29 | 36 | 6 |
| $8 and under $9 | 733 | 14 | 9 | 31 | 20 | 22 | 8 | 11 | 21 | 43 | 24 |
| $9 and under $10 | 1,167 | 26 | 18 | 44 | 27 | 26 | 8 | 23 | 27 | 86 | 37 |
| $10 and under $11 | 1,709 | 56 | 34 | 88 | 44 | 38 | 7 | 22 | 49 | 75 | 61 |
| $11 and under $12 | 1,791 | 46 | 37 | 55 | 42 | 43 | 8 | 41 | 63 | 160 | 58 |
| $12 and under $13 | 2,561 | 37 | 50 | 81 | 61 | 71 | 22 | 48 | 93 | 110 | 94 |
| $13 and under $14 | 2,125 | 29 | 23 | 35 | 70 | 70 | 11 | 50 | 163 | 89 | 25 |
| $14 and under $15 | 1,697 | 18 | 41 | 21 | 60 | 76 | 10 | 64 | 132 | 60 | 47 |
| $15 and under $16 | 2,001 | 29 | 40 | 16 | 63 | 87 | 25 | 56 | 130 | 83 | 20 |
| $16 and under $17 | 1,547 | 30 | 56 | 20 | 50 | 117 | 20 | 42 | 156 | 36 | 11 |
| $17 and under $18 | 1,269 | 32 | 41 | 15 | 56 | 90 | 18 | 41 | 157 | 39 | 7 |
| $18 and under $19 | 1,378 | 7 | 15 | 12 | 60 | 100 | 36 | 46 | 146 | 20 | 5 |
| $19 and under $20 | 1,022 | 8 | 17 | 12 | 48 | 99 | 29 | 25 | 94 | 14 | 1 |
| $20 and under $21 | 1,006 | 5 | 8 | 7 | 48 | 117 | 34 | 18 | 93 | 6 | 1 |
| $21 and under $22 | 747 | 1 | 16 | 4 | 28 | 91 | 13 | 16 | 81 | 6 | ------- |
| $22 and under $23 | 635 | ------- | 16 | ------- | 22 | 110 | 16 | 10 | 72 | 5 | 1 |
| $23 and under $24 | 473 | ------- | 6 | 2 | 18 | 67 | 19 | 4 | 57 | 7 | 1 |
| $24 and under $25 | 432 | ------- | 6 | 3 | 13 | 78 | 17 | 6 | 52 | 2 | ------- |
| $25 and under $30 | 1,046 | 1 | 7 | 5 | 23 | 218 | 61 | 44 | 88 | 4 | ------- |
| $30 and under $35 | 272 | ------- | 3 | ------- | 3 | 84 | 9 | 15 | 11 | ------- | ------- |
| $35 and under $40 | 74 | ------- | ------- | ------- | 1 | 27 | 3 | 4 | 4 | ------- | ------- |
| $40 and over | 36 | ------- | ------- | ------- | ------- | 12 | ------- | 1 | ------- | ------- | ------- |

Includes "Cordage" establishment transferred to this group to avoid identification.

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*and locality—Adults*—Continued

MORE POPULATION

| Number of women earning each specified amount in— | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| The manufacture of— | | | | | | | | | | | | |
| | | | | | | Textiles | | | | | | |
| Gloves | Metal products | Paper and paper products | Pottery | Rubber and rubber products | Shoes | Hosiery and knit goods | Woolen goods | Other [1] | Tobacco and cigars | General mercantile | 5-and-10-cent stores | Laundries |
| 321<br>$11.70 | 2,487<br>$13.60 | 1,225<br>$12.35 | 646<br>$14.00 | 1,910<br>$17.95 | 1,370<br>$16.10 | 696<br>$13.40 | 915<br>$15.60 | 530<br>$11.75 | 2,763<br>$15.10 | 3,774<br>$14.10 | 397<br>$10.60 | 1,061<br>$12.25 |
| 1 | 24 | 3 | ------- | 7 | ------- | 1 | 1 | 17 | 15 | ------- | 1 | 2 |
| 3 | 23 | 22 | 1 | 16 | 8 | 4 | 2 | 20 | 34 | 13 | 4 | 9 |
| ------- | 31 | 10 | 9 | 25 | 10 | 6 | 8 | 16 | 46 | 55 | 4 | 12 |
| 7 | 36 | 23 | 7 | 14 | 8 | 5 | 3 | 13 | 46 | 18 | 5 | 9 |
| 5 | 37 | 36 | 14 | 23 | 11 | 8 | 14 | 12 | 42 | 35 | 6 | 15 |
| 7 | 49 | 33 | 15 | 26 | 21 | 13 | 9 | 17 | 55 | 29 | 7 | 13 |
| 17 | 41 | 35 | 15 | 32 | 23 | 16 | 7 | 14 | 57 | 44 | 18 | 22 |
| 17 | 49 | 32 | 12 | 29 | 33 | 15 | 14 | 7 | 67 | 35 | 7 | 28 |
| 22 | 59 | 49 | 12 | 18 | 36 | 33 | 14 | 24 | 101 | 84 | 31 | 47 |
| 19 | 89 | 82 | 16 | 34 | 83 | 25 | 26 | 18 | 136 | 127 | 63 | 127 |
| 35 | 165 | 101 | 24 | 49 | 67 | 53 | 38 | 64 | 177 | 279 | 86 | 97 |
| 38 | 224 | 111 | 68 | 76 | 85 | 66 | 44 | 71 | 107 | 191 | 43 | 114 |
| 19 | 275 | 224 | 50 | 128 | 58 | 80 | 75 | 78 | 148 | 544 | 64 | 151 |
| 23 | 237 | 141 | 81 | 96 | 66 | 57 | 78 | 49 | 190 | 410 | 15 | 117 |
| 21 | 184 | 91 | 45 | 101 | 81 | 73 | 65 | 43 | 139 | 241 | 15 | 69 |
| 19 | 207 | 60 | 66 | 73 | 86 | 56 | 100 | 23 | 180 | 492 | 12 | 78 |
| 15 | 143 | 73 | 95 | 107 | 75 | 37 | 56 | 11 | 141 | 211 | 8 | 37 |
| 18 | 130 | 39 | 36 | 108 | 66 | 27 | 51 | 9 | 114 | 133 | 2 | 40 |
| 13 | 118 | 24 | 32 | 153 | 69 | 31 | 61 | 8 | 157 | 237 | 5 | 23 |
| 3 | 75 | 9 | 23 | 194 | 63 | 18 | 32 | 6 | 154 | 82 | ------- | 16 |
| 11 | 91 | 12 | 7 | 165 | 64 | 15 | 34 | ------- | 125 | 136 | ------- | 9 |
| 4 | 54 | 4 | 5 | 130 | 44 | 17 | 53 | 3 | 122 | 52 | ------- | 3 |
| 2 | 49 | 4 | 5 | 78 | 47 | 9 | 22 | 3 | 91 | 62 | ------- | 11 |
| 2 | 37 | 2 | 5 | 71 | 47 | 6 | 18 | 1 | 68 | 32 | ------- | 3 |
| ------- | 20 | 1 | ------- | 66 | 43 | 5 | 23 | 1 | 65 | 30 | ------- | 1 |
| ------- | 33 | 4 | 3 | 87 | 120 | 19 | 51 | 2 | 138 | 132 | 1 | 5 |
| ------- | 7 | ------- | ------- | 4 | 42 | 1 | 13 | ------- | 41 | 38 | ------- | 1 |
| ------- | ------- | ------- | ------- | ------- | 12 | ------- | 3 | ------- | 7 | 13 | ------- | ------- |
| ------- | ------- | ------- | ------- | ------- | 2 | ------- | ------- | ------- | ------- | 19 | ------- | 2 |

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TABLE 4.—*Week's earnings, by industry*

PLACES OF UNDER

| Week's earnings | Number of women earning each specified amount in— | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | All industries | The manufacture of— | | | | | | |
| | | Advertising and other novelties | Candy | Clothing | | Glass and glass products | Gloves | Metal products |
| | | | | Shirts and overalls | Other | | | |
| Total | 4,196 | 15 | 181 | 130 | 146 | 211 | 295 | 327 |
| Median earnings | $11.60 | $9.75 | $10.40 | $12.05 | $11.00 | $12.55 | $10.55 | $11.60 |
| Under $1 | 16 | | | 1 | | | 3 | 5 |
| $1 and under $2 | 47 | 1 | 1 | 2 | 1 | | 4 | 5 |
| $2 and under $3 | 72 | | 4 | | | 5 | 6 | 6 |
| $3 and under $4 | 98 | | 2 | 1 | 1 | 5 | 5 | 10 |
| $4 and under $5 | 127 | 2 | 6 | | 6 | 3 | 13 | 8 |
| $5 and under $6 | 133 | 1 | 6 | 7 | 3 | 4 | 21 | 7 |
| $6 and under $7 | 188 | | 7 | 10 | 10 | 3 | 10 | 10 |
| $7 and under $8 | 233 | 1 | 20 | 7 | 12 | 8 | 17 | 10 |
| $8 and under $9 | 265 | 1 | 18 | 8 | 13 | 7 | 28 | 8 |
| $9 and under $10 | 289 | 2 | 18 | 5 | 15 | 5 | 25 | 43 |
| $10 and under $11 | 417 | 3 | 22 | 8 | 12 | 34 | 28 | 33 |
| $11 and under $12 | 345 | 2 | 27 | 15 | 9 | 18 | 25 | 32 |
| $12 and under $13 | 436 | 1 | 23 | 16 | 14 | 25 | 25 | 23 |
| $13 and under $14 | 335 | 1 | 11 | 8 | 15 | 35 | 19 | 20 |
| $14 and under $15 | 327 | | 5 | 8 | 12 | 29 | 18 | 13 |
| $15 and under $16 | 283 | | 3 | 7 | 4 | 6 | 11 | 67 |
| $16 and under $17 | 153 | | 3 | 4 | 6 | 6 | 11 | 10 |
| $17 and under $18 | 96 | | 4 | 3 | 5 | 3 | 5 | 1 |
| $18 and under $19 | 95 | | 1 | 7 | 2 | 6 | 3 | 2 |
| $19 and under $20 | 68 | | | 7 | 2 | 4 | 6 | 4 |
| $20 and under $21 | 55 | | | 1 | 2 | 2 | 6 | 2 |
| $21 and under $22 | 33 | | | 2 | 1 | 1 | 4 | 2 |
| $22 and under $23 | 29 | | | 2 | | 2 | | 3 |
| $23 and under $24 | 14 | | | 1 | | | 1 | 2 |
| $24 and under $25 | 11 | | | | 1 | | | |
| $25 and under $30 | 25 | | | | | | 1 | 1 |
| $30 and under $35 | 6 | | | | | | | |

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***and locality—Adults*—Continued**

**25,000 POPULATION**

| Number of women earning each specified amount in—Continued | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| The manufacture of—Continued | | | | | | | | | | | |
| Paper and paper products | Pottery | Rubber and rubber products | Shoes | Textiles— Cordage | Textiles— Woolen goods | Textiles— Other[1] | Tobacco and cigars | Other products | General mercantile | 5-and 10-cent stores | Laundries |
| 334 $13.80 | 609 $11.85 | 188 $12.85 | 225 $12.60 | 107 $10.35 | 184 $14.45 | 180 $10.55 | 770 $8.90 | 85 $13.85 | 131 $13.50 | 23 $9.25 | 55 $12.45 |
| 1 | 3 | 1 | | | | | 2 | | | | |
| 2 | 9 | 5 | | 2 | 3 | | 12 | | | | |
| | 14 | 3 | | 3 | 1 | 3 | 26 | | | | 1 |
| 4 | 28 | 5 | | 2 | | | 33 | | | 2 | |
| 4 | 18 | 6 | 6 | 9 | | 4 | 39 | 1 | | | 2 |
| | 13 | 4 | 1 | 4 | 1 | 5 | 51 | 4 | | | 1 |
| 8 | 19 | 6 | 7 | 5 | 3 | 11 | 72 | 1 | 3 | 2 | 1 |
| 10 | 22 | 6 | 14 | 5 | 8 | 16 | 70 | 3 | 2 | | 2 |
| 2 | 24 | 8 | 17 | 8 | | 23 | 88 | 1 | 2 | 6 | 3 |
| 11 | 36 | 5 | 15 | 9 | 3 | 15 | 69 | 3 | 2 | 6 | 2 |
| 23 | 52 | 14 | 30 | 20 | 4 | 23 | 87 | 2 | 11 | 5 | 6 |
| 25 | 77 | 12 | 7 | 5 | 8 | 25 | 41 | 7 | 6 | 1 | 3 |
| 37 | 63 | 22 | 25 | 11 | 8 | 17 | 66 | 13 | 31 | 1 | 15 |
| 50 | 45 | 21 | 18 | 10 | 16 | 8 | 23 | 9 | 17 | | 9 |
| 48 | 27 | 15 | 11 | 3 | 82 | 8 | 26 | 10 | 9 | | 3 |
| 18 | 49 | 19 | 18 | 2 | 14 | 7 | 19 | 11 | 22 | | 6 |
| 35 | 29 | 13 | 7 | 3 | 8 | 4 | 8 | 4 | 2 | | |
| 10 | 19 | 15 | 7 | 1 | 1 | 2 | 10 | 8 | 2 | | |
| 13 | 15 | 3 | 12 | 1 | 6 | 3 | 11 | 2 | 8 | | |
| 9 | 9 | 4 | 3 | 3 | 8 | 1 | 4 | 1 | 3 | | |
| 6 | 9 | | 11 | 1 | 1 | 1 | 7 | 4 | 2 | | |
| 2 | 7 | 1 | 4 | | 3 | 3 | 1 | 1 | | | 1 |
| 10 | 6 | | 2 | | | | 2 | | 2 | | |
| 1 | 3 | | 2 | | 4 | | | | | | |
| 1 | 2 | | 5 | | | | 2 | | | | |
| 4 | 7 | | 3 | | 2 | 1 | 1 | | 5 | | |
| | 4 | | | | | | | | 2 | | |

[1] Includes "Hosiery and knit goods," transferred to this group to avoid identification.

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According to the table the earnings of 30,568 adult women ranged from less than $1 to over $40 for the week's work. An analysis of the figures in the table makes evident the fact that, although a representative week was chosen for study, such a week was not necessarily one of full employment for all women. Obviously, those in the lowest classifications in the table did not work a full week, but they have been included in order to give a picture of the actual earnings of all the women of the survey in the representative week selected. Experience teaches that the standard of living must be maintained on actual earnings, not on rates; that is, it must be based on probable rather than on possible earnings. A week could never be found for which all women in all establishments in all industries of a State had worked full time. Industry has not yet been so organized that it can use all of its workers steadily, and workers as human beings are so constructed that they can not work constantly with machine-like regularity. Consequently, lost time—whether due to plant or to personal reasons—is an inevitable factor in the lowering of wages of a certain proportion of women in a given week, and hence the women who have lost time should not be eliminated in any attempt to secure a general index of the wage figures of a large group of women. Earnings in conjunction with hours worked will be discussed at a later point.

Irrespective of any qualifications, therefore, the median week's earnings of 30,568 women were $13.80, or to put this less technically, one-half of this representative group of Ohio women earned more than $13.80, and one-half earned less than this sum. Twelve dollars or twelve dollars and some cents was the amount earned by the largest single group of adult women in Ohio's factories, stores, and laundries. They constituted, however, but 10 per cent of the entire number. From $12 the numbers showing each smaller amount of earnings decrease, and from $13 the numbers reported as earning each amount decrease as the sum grows larger.

The groupings into which women's earnings in Ohio industries fall naturally, as the result of wage rates paid and of hours worked during the representative week studied are: The extremes, under $6, and $20 and over; the massed centers, $10 to $13, and $13 to $16; and the lower and upper intermediates, $6 to $10, and $16 to $20, respectively. Twenty-four in every hundred adult women employed during the representative week earned from $10 to $13, 22 in every hundred earned $13 to $16. Almost 19 per hundred received between $16 and $20 during this week, and 16 per hundred received $20 and more. There were 7 per hundred who were paid less than $6 and more than 12 per hundred who earned between $6 and $10.

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**Timework and piecework.**

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

According to Table IX in the appendix, of the 30,327 adults for whom a report on time- and piecework was given, 49.2 per cent were timeworkers and 46.7 per cent were pieceworkers, and 4.1 per cent did both time- and piecework. Glove manufacturing showed the largest proportion of pieceworkers, 93.8 per cent of its women employees. The shirt and overall industry with nine-tenths of its adult women employed on piecework was a close second. The manufacture of tobacco and cigars, of auto tops and other canvas products, of rubber and rubber products, with 88 per cent, 85 per cent, and 73.6 per cent, respectively, of the women employees, reported as pieceworkers showed that this system largely overbalanced the time system in these industries. Moreover, one-half of the women in the manufacture of men's suits and coats, other clothing, electric products, pottery, shoes, hosiery and knit goods, and woolen goods each were pieceworkers. All the women in 5-and-10-cent stores and 99.8 per cent in the general mercantile were timeworkers. Laundries revealed 92.4 per cent of their women employees on time work. Table X in the appendix shows that the median week's earnings of the adult pieceworkers, $15.55, exceeded rather strikingly the $12.80 median of the timeworkers. Although there was a close resemblance between the proportions of timeworkers and pieceworkers who earned less than $10 in the week scheduled (21.2 per cent and 18.3 per cent, respectively), a much larger proportion of pieceworkers (23.5 per cent) received $20 or more than of timeworkers (8.8 per cent).

**Earnings and time worked.**

To what extent was the general level of earnings lowered in this week by irregularity of attendance whether due to business conditions or personal causes? It is especially significant to correlate earnings and the time actually worked in order to ascertain the wage possibilities in the several industries. Unfortunately, it was

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not possible to secure the hour data for all women for whom wage figures were taken because of the custom frequently encountered of not recording on pay rolls the hours of pieceworkers. Table XI in the appendix reveals that hour records were obtained for three-fifths of the adult women (60.6 per cent). Another method of analyzing earnings in conjunction with time worked, a little less exact but still accurate enough for general purposes, is by correlation of the amount of pay received with the number of days on which work was done. For another fairly large group of women (29.9 per cent) such information was available. There remains altogether, therefore, less than one-tenth of the women for whom no relation between earnings and time worked can be traced.

Wages do not necessarily vary in direct proportion to the number of hours worked. In any one establishment earnings fluctuate in such a way for timeworkers but not always for pieceworkers. For the latter, wide variations in earnings are usual even among those in any one plant who work the same number of hours. Table XI in the appendix gives a correlation of earnings and time worked for 27,688 women and discloses the fact that about ten in every hundred worked less than 30 hours or not more than 3½ days in the week. About a sixth worked between 30 and 44 hours or on 4 or 4½ days. Nineteen per hundred rendered 5 days or between 44 and 48 hours of service. All others, or about 54 in every hundred, worked 48 hours or more or on 5½ or 6 days during the representative week.

A comparison of the number of hours of service rendered with the compensation received makes it apparent that while a few adult women working the larger part of the week earned less than $6, more than nine-tenths of those obtaining less than this sum rendered under 30 hours or not more than 3½ days of service. Except in a few instances, the under $6 earnings group may be considered to be made up of workers who had lost some time.

Less than a fourth of those securing between $6 and $10 labored less than 30 hours or not more than 3½ days, although three-eighths were employed between 30 hours and 44 hours or between 4 and 5 days. It is apparent, therefore, that while more than half in this compensation group were short-week workers a goodly proportion were occupied the greater part of the week.

Only 3 per cent of the women earning $10 and under $13 and 1 per cent of those earning $13 and under $16 had been employed less than 30 hours or not more than 3½ days. Fairly large proportions, 20 per cent and 12.6 per cent, respectively, worked between 30 and 44 hours or on 4 or 5 days. Even in the $16 to $20 earnings

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group and in the $20 and over group some women worked only on 4 or 5 days or 30 to 44 hours. Obviously, the proportion would have been larger in each earnings group from $13 upward had there been no unemployment during this week. Table 5 gives a correlation of median earnings and time worked.

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TABLE 5.—*Median earnings and*

A. WOMEN WHOSE TIME WORKED

| Industry | Number of women reported | | Number of women who worked during the week— | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | | Under 30 hours | | 30 and under 39 hours | | 39 and under 44 hours | |
| | Number | Median | Number | Median | Number | Median | Number | Median |
| All industries | 18,535 | $13.80 | 1,875 | $5.00 | 1,608 | $10.60 | 2,231 | $13.10 |
| Manufacturing: | | | | | | | | |
| Advertising and other novelties | 385 | 12.15 | 24 | 5.00 | 28 | 8.00 | 49 | 10.55 |
| Auto tops and other canvas products | 487 | 14.70 | 57 | 5.45 | 126 | 13.15 | 134 | 16.20 |
| Candy | 539 | 10.80 | 78 | 3.55 | 33 | 8.15 | 42 | 9.50 |
| Clothing— | | | | | | | | |
| Shirts and overalls | 539 | 14.20 | 28 | 6.50 | 58 | 14.30 | 97 | 14.40 |
| Suits and coats, men's | 1,443 | 19.15 | 54 | 6.70 | 92 | 15.25 | 293 | 18.90 |
| Suits and coats, women's | 277 | 20.60 | 8 | (1) | 17 | 15.90 | 34 | 20.60 |
| Other | 468 | 15.05 | 31 | 6.50 | 45 | 11.50 | 61 | 16.40 |
| Electric products | 1,687 | 16.80 | 90 | 5.45 | 84 | 12.70 | 212 | 15.25 |
| Food products | 684 | 11.70 | 128 | 3.70 | 39 | 8.25 | 52 | 10.20 |
| Glass and glass products | 599 | 12.05 | 58 | 4.75 | 70 | 9.45 | 101 | 10.85 |
| Gloves | 500 | 11.35 | 56 | 4.80 | 69 | 8.95 | 75 | 10.60 |
| Metal products | 2,656 | 13.40 | 311 | 4.50 | 184 | 9.65 | 281 | 12.50 |
| Paper and paper products | 1,243 | 12.80 | 130 | 4.60 | 58 | 9.90 | 120 | 10.30 |
| Pottery | 591 | 13.55 | 83 | 5.35 | 58 | 10.40 | 49 | 11.45 |
| Rubber and rubber products | 1,659 | 16.65 | 201 | 5.50 | 144 | 12.35 | 219 | 16.20 |
| Shoes | 1,255 | 15.00 | 115 | 6.45 | 93 | 10.80 | 93 | 11.85 |
| Textiles— | | | | | | | | |
| Cordage | 140 | 10.35 | 34 | 4.25 | 17 | 9.35 | 8 | (1) |
| Hosiery and knit goods | 690 | 13.15 | 50 | 5.35 | 57 | 8.55 | 67 | 11.75 |
| Woolen goods | 544 | 14.05 | 50 | 5.45 | 26 | 9.65 | 41 | 12.05 |
| Other | 388 | 11.40 | 85 | 3.78 | 25 | 8.40 | 23 | 9.90 |
| Tobacco and cigars | 719 | 12.90 | 119 | 6.80 | 178 | 10.85 | 55 | 11.70 |
| General mercantile | 141 | 15.65 | 2 | (1) | 4 | (1) | 9 | (1) |
| 5-and-10-cent store | 26 | 9.90 | 1 | (1) | 2 | (1) | 1 | (1) |
| Laundries | 875 | 12.00 | 82 | 4.75 | 101 | 9.45 | 115 | 11.15 |

[1] Not computed, owing to small number involved.

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*time worked, by industry—Adults*

WAS REPORTED IN HOURS

| Number of women who worked during the week—Continued | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 44 hours | | Over 44 and under 48 hours | | 48 hours | | Over 48 and under 50 hours | | 50 hours | | Over 50 hours | | 48 hours and over | |
| Number | Median | Number | Median | Number | Median | Number | Median | Number | Median | Number | Median | Number | Median |
| 1,412 | $18,65 | 2,876 | $14.25 | 862 | $14.65 | 2,537 | $15.25 | 4,394 | $14.60 | 740 | $14.05 | 8,533 | $14.70 |
| 5 | (1) | 51 | 11.30 | 107 | 12.40 | 40 | 17.15 | 79 | 13.65 | 2 | (1) | 228 | 13.70 |
| ------- | ------- | 110 | 17.35 | ------- | ------- | 29 | 13.50 | 31 | 15.80 | ------- | ------- | 60 | 15.00 |
| 3 | (1) | 53 | 11.40 | 2 | (1) | 91 | 11.50 | 149 | 10.95 | 88 | 12.50 | 330 | 11.65 |
| 1 | (1) | 126 | 14.00 | 32 | 16.25 | 152 | 13.25 | 20 | 17.60 | 25 | 18.15 | 229 | 14.90 |
| 663 | 19.60 | 98 | 19.00 | 2 | (1) | 217 | 22.45 | 14 | (1) | 10 | (1) | 243 | 21.70 |
| 218 | 21.10 | ------- | ------- | ------- | ------- | ------- | ------- | ------- | ------- | ------- | ------- | ------- | ------- |
| 127 | 15.50 | 98 | 14.70 | 19 | 18.30 | 51 | 15.95 | 34 | 15.90 | 2 | (1) | 106 | 16.20 |
| 17 | 19.25 | 323 | 16.70 | 2 | (1) | 273 | 19.10 | 655 | 17.65 | 31 | 19.25 | 961 | 18.20 |
| 41 | 11.15 | 89 | 11.60 | 3 | (1) | 20 | 13.50 | 300 | 13.70 | 12 | (1) | 335 | 13.65 |
| 8 | (1) | 71 | 12.00 | 123 | 12.90 | 70 | 12.90 | 92 | 13.30 | 6 | (1) | 291 | 13.05 |
| 2 | (1) | 80 | 11.60 | 3 | (1) | 61 | 13.05 | 150 | 14.00 | 4 | (1) | 218 | 13.75 |
| 256 | 19.00 | 484 | 13.05 | 165 | 14.25 | 451 | 14.70 | 264 | 15.25 | 260 | 13.60 | 1,140 | 14.50 |
| 12 | (1) | 126 | 12.25 | 80 | 13.30 | 133 | 12.90 | 558 | 14.00 | 26 | 14.65 | 797 | 13.65 |
| 3 | (1) | 85 | 15.15 | 11 | (1) | 14 | (1) | 280 | 15.45 | 8 | (1) | 313 | 15.35 |
| 8 | (1) | 542 | 19.05 | 178 | 20.05 | 286 | 16.65 | 51 | 16.90 | 30 | 18.50 | 545 | 17.95 |
| 9 | (1) | 169 | 16.80 | 65 | 18.75 | 257 | 16.80 | 434 | 15.80 | 20 | 19.50 | 776 | 16.35 |
| ------- | ------- | 7 | (1) | ------- | ------- | 1 | (1) | 70 | 12.00 | 3 | (1) | 74 | 12.10 |
| 4 | (1) | 79 | 11.70 | 8 | (1) | 126 | 14.50 | 233 | 14.00 | 66 | 16.20 | 433 | 14.60 |
| 1 | (1) | 44 | 13.10 | 40 | 14.35 | 19 | 14.50 | 283 | 14.70 | 40 | 13.45 | 382 | 14.65 |
| 1 | (1) | 95 | 11.90 | 5 | (1) | 16 | 11.50 | 138 | 13.00 | ------- | ------- | 159 | 12.80 |
| 7 | (1) | 44 | 13.90 | 13 | (1) | 35 | 10.95 | 250 | 16.30 | 18 | 19.65 | 316 | 15.60 |
| 2 | (1) | ------- | ------- | ------- | ------- | 91 | 16.85 | 33 | 14.65 | ------- | ------- | 124 | 15.90 |
| 1 | (1) | ------- | ------- | ------- | ------- | 11 | (1) | 10 | (1) | ------- | ------- | 21 | 10.05 |
| 23 | 13.70 | 102 | 11.95 | 4 | (1) | 93 | 13.10 | 266 | 13.15 | 89 | 11.80 | 452 | 13.05 |

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TABLE 5.—*Median earnings and time*

B. WOMEN WHOSE TIME WORKED

| Industry | Number of women reported | | Number of women who worked during the week on— | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | 1 day | | 1½ days | | 2 days | | 2½ days | |
| | Number | Median | Number | Median | Number | Median | Number | Median | Number | Median |
| All industries | 9,153 | $13.70 | 205 | $2.30 | 46 | $3.50 | 204 | $4.65 | 97 | $5.85 |
| Manufacturing: | | | | | | | | | | |
| Candy | 121 | 11.45 | 10 | (1) | 2 | (1) | 5 | (1) | 2 | (1) |
| Clothing— | | | | | | | | | | |
| Shirts and overalls | 24 | 10.60 | | | | | 1 | (1) | | |
| Suits and coats, men's | 52 | 20.85 | | | | | | | | |
| Suits and coats, women's | 88 | 14.00 | 2 | (1) | | | 1 | (1) | | |
| Other | 59 | 11.50 | 2 | (1) | 1 | (1) | 3 | (1) | 3 | (1) |
| Electric products | 8 | (1) | | | | | | | | |
| Food products | 204 | 11.85 | 5 | (1) | 1 | (1) | 8 | (1) | 3 | (1) |
| Glass and glass products | 43 | 13.75 | | | | | | | 1 | (1) |
| Metal products | 155 | 13.35 | 3 | (1) | 3 | (1) | 4 | (1) | 3 | (1) |
| Paper and paper products | 131 | 10.55 | | | | | | | 3 | (1) |
| Pottery | 389 | 12.45 | 12 | (1) | 12 | (1) | 14 | (1) | 13 | (1) |
| Rubber and rubber products | 434 | 19.25 | 13 | (1) | 2 | (1) | 10 | (1) | 4 | (1) |
| Shoes | 258 | 17.10 | 7 | (1) | 3 | (1) | 3 | (1) | 10 | (1) |
| Textiles— | | | | | | | | | | |
| Hosiery and knit goods | 15 | 13.65 | | | | | | | 1 | (1) |
| Woolen goods | 81 | 22.70 | | | | | | | 4 | (1) |
| Other | 96 | 15.15 | | | 5 | (1) | | | | |
| Tobacco and cigars | 2,609 | 13.80 | 76 | 2.10 | 7 | (1) | 73 | 3.90 | 43 | 5.70 |
| General mercantile | 3,760 | 13.95 | 68 | 2.45 | 7 | (1) | 71 | 5.00 | 4 | (1) |
| 5-and-10-cent store | 394 | 10.60 | 6 | (1) | 2 | (1) | 8 | (1) | | |
| Laundries | 232 | 13.25 | 1 | (1) | 1 | (1) | 3 | (1) | 3 | (1) |

[1] Not computed, owing to small number involved.

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*worked, by industry—Adults*—Continued

WAS REPORTED IN DAYS

| Number of women who worked during the week on—Continued | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3 days | | 3½ days | | 4 days | | 4½ days | | 5 days | | 5½ days | | 6 days | | 5 days and over | |
| Number | Median | Number | Median | Number | Median | Number | Median | Number | Median | Number | Median | Number | Median | Number | Median |
| 271 | $6.70 | 149 | $9.30 | 292 | $9.40 | 433 | $12.15 | 1,013 | $12.55 | 2,851 | $16.30 | 3,592 | $14.70 | 7,456 | $14.90 |
| 6 | (1) | 3 | (1) | 6 | (1) | 12 | (1) | 9 | (1) | 62 | 13.00 | 4 | (1) | 75 | 12.85 |
| ------ | ------ | 3 | (1) | 1 | (1) | 3 | (1) | ------ | ------ | 16 | 6.65 | ------ | ------ | 16 | 6.65 |
| ------ | ------ | ------ | ------ | 2 | (1) | 1 | (1) | 2 | (1) | 47 | 21.50 | ------ | ------ | 49 | 21.15 |
| ------ | ------ | ------ | ------ | 3 | (1) | 1 | (1) | 3 | (1) | 78 | 15.50 | ------ | ------ | 81 | 15.15 |
| ------ | ------ | 3 | (1) | 1 | (1) | 2 | (1) | 44 | 12.55 | ------ | ------ | ------ | ------ | 44 | 12.55 |
| ------ | ------ | ------ | ------ | ------ | ------ | 2 | (1) | ------ | ------ | 6 | (1) | ------ | ------ | 6 | (1) |
| 10 | (1) | 2 | (1) | 7 | (1) | 6 | (1) | 8 | (1) | 143 | 13.25 | 11 | (1) | 162 | 12.85 |
| 1 | (1) | 1 | (1) | 1 | (1) | 4 | (1) | 2 | (1) | 33 | 14.25 | ------ | ------ | 35 | 14.40 |
| 3 | (1) | 3 | (1) | 5 | (1) | 14 | (1) | 68 | 13.80 | 49 | 15.65 | ------ | ------ | 117 | 14.80 |
| 3 | (1) | 4 | (1) | 10 | (1) | 16 | 8.90 | 30 | 11.00 | 65 | 11.05 | ------ | ------ | 95 | 11.05 |
| 13 | (1) | 16 | 8.15 | 15 | 9.70 | 39 | 11.35 | 78 | 12.35 | 155 | 15.10 | 22 | 13.85 | 255 | 13.80 |
| 14 | (1) | ------ | ------ | 12 | (1) | 11 | (1) | 42 | 14.75 | 149 | 20.50 | 177 | 20.00 | 368 | 20.00 |
| 19 | 10.75 | 18 | 10.35 | 13 | (1) | 26 | 15.35 | 73 | 21.85 | 86 | 21.65 | ------ | ------ | 159 | 21.70 |
| ------ | ------ | ------ | ------ | ------ | ------ | ------ | ------ | 14 | (1) | ------ | ------ | ------ | ------ | 14 | (1) |
| 2 | (1) | 1 | (1) | ------ | ------ | 4 | (1) | 6 | (1) | 64 | 24.50 | ------ | ------ | 70 | 24.00 |
| ------ | ------ | ------ | ------ | ------ | ------ | 1 | (1) | 10 | (1) | 78 | 16.10 | 2 | (1) | 90 | 15.50 |
| 129 | 5.60 | 79 | 10.40 | 113 | 8.95 | 254 | 13.15 | 283 | 12.60 | 1,549 | 17.75 | 3 | (1) | 1,835 | 16.50 |
| 57 | 7.10 | 11 | (1) | 84 | 9.45 | 19 | 11.15 | 269 | 11.80 | 131 | 12.85 | 3,039 | 15.00 | 3,439 | 14.55 |
| 12 | (1) | 2 | (1) | 7 | (1) | 4 | (1) | 31 | 8.60 | 19 | 9.90 | 303 | 11.05 | 353 | 10.80 |
| 2 | (1) | 3 | (1) | 12 | (1) | 14 | (1) | 41 | 12.75 | 121 | 14.70 | 31 | 13.85 | 193 | 14.30 |

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According to the figures in the first part of the table dealing with hours, the earnings of the women bear no consistent relation to the hours worked. It is true that the lowest median ($5) was for the women who had worked less than 30 hours. The highest median ($18.65), however, was for the group who had worked a 44-hour week; those who had worked 50 hours and over 50 hours revealing the much lower medians of $14.60 and $14.05, respectively. A somewhat similar story is disclosed by an analysis of the various industries. It is apparent that although in some cases those who had worked the greatest number of weekly hours showed the highest medians, in other industries the women in the 44 and 48 hour groups revealed higher median earnings than in the longer-hour classifications.

In the section of the table dealing with the women whose time worked was reported in days, there is a consistent advance in the medians with the increase in days worked, up to the 5½-day group, which reveals a median of $16.30. The women who had worked on 6 days, however, show a considerably lower median, $14.70.

**Earnings of women working full time.**

This leads to a consideration of the earnings of women who worked full time or the scheduled hours in their places of employment, as shown in Table 6. The term "scheduled weekly hours" refers to the regular or normal number of hours per week which all employees were expected to work. Scheduled hours may vary, however, in different departments of the same plant. For approximately 43 per cent of the adult women employed in Ohio industries the scheduled hours were 50 per week, which is the limit allowed by law. A full week meant 48 but not 50 hours of employment for 34 per cent of the women. Twenty-one per cent would have been occupied for 44 but not 48 hours and but 2 per cent for less than 44 hours if they had worked a scheduled week.

It is evident, therefore, that some women may have lost time in this representative week and yet may have been employed longer hours than others who worked the scheduled week. Of all women whose time records were available, 15,989, or 57.7 per cent, worked 48 hours or more, or on 5 days or more, and 14,291 women, or 51.6 per cent, worked full time or the scheduled week in their places of employment, which ranged from less than 44 to 50 hours. The medians for the two groups differ a little, the former showing median week's earnings of $14.80 as compared with the median of $15.20 for the latter or the actual full-time workers.

The lowest individual earnings paid to any full-time or scheduled week worker were between $2 and $3, but less than a half of 1 per cent received under $6. As might be expected, until the $12 earn-

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ings point is reached the proportion of scheduled week workers receiving each sum is less than the proportion of all women regardless of hours worked, receiving corresponding amounts. At $12 the proportion of full-week workers becomes greater, almost 11.7 per cent earning this sum or less than $13, as compared with 9.8 per cent of all adult women employees on the pay rolls. From $12 on the per cent earning each specified amount is larger, of course, than when workers who lost time are included with full-week workers in earnings computations. Except in the under $6 group, the earnings of the women working the firm's scheduled time follow the general curve of earnings of all adult women workers.

The difference in earnings of full-time workers and all workers is shown more clearly in the combinations of earnings groups; 19.7 per cent of all adult women, regardless of hours worked, earned less than $10 as compared with about 6 per cent of full-time workers. Almost the same proportion in each group received $10 to $13, but 27.8 per cent of the full-week workers got $13 to $16, as compared with 22 per cent of all adult women workers. The difference in the $16 to $20 earnings classification was small, 21.8 per cent of the former and 18.4 per cent of the latter falling into this division. In the $20 and over earnings class were 20.2 per cent of the full-time workers, as compared with 16.3 per cent of all adult women irrespective of time worked.



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TABLE 6.—*Week's earnings of women who worked the firm's scheduled time,*[1]

A.—WOMEN WHOSE TIME WORKED

| Week's earnings | Number of women earning each specified amount who worked the firm's scheduled hours in— | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | All industries | The manufacture of— | | | | | | | | | |
| | | Advertising and other novelties | Auto tops and other canvas products | Candy | Clothing | | | | Electric products | Food products | Glass and glass products |
| | | | | | Shirts and overalls | Suits and coats, men's | Suits and coats, women's | Other | | | |
| Total | 8,193 | 220 | 49 | 236 | 281 | 695 | 218 | 188 | 829 | 395 | 210 |
| Median earnings | $15.20 | $13.60 | $15.50 | $11.40 | $14.75 | $19.45 | $21.10 | $15.55 | $17.95 | $12.95 | $12.90 |
| $4 and under $5 | 2 | ------ | ------ | ------ | 1 | ------ | ------ | ------ | ------ | ------ | ------ |
| $5 and under $6 | 4 | ------ | ------ | ------ | 1 | ------ | ------ | ------ | ------ | ------ | ------ |
| $6 and under $7 | 15 | ------ | ------ | ------ | 10 | ------ | ------ | ------ | ------ | ------ | ------ |
| $7 and under $8 | 25 | ------ | ------ | 9 | 5 | ------ | ------ | ------ | ------ | ------ | ------ |
| $8 and under $9 | 67 | 2 | ------ | 11 | 13 | 4 | ------ | ------ | 2 | ------ | 1 |
| $9 and under $10 | 207 | ------ | ------ | 19 | 7 | 3 | ------ | 4 | 2 | 30 | 13 |
| $10 and under $11 | 485 | 33 | ------ | 60 | 11 | 16 | ------ | 2 | 6 | 20 | 26 |
| $11 and under $12 | 566 | 32 | 5 | 49 | 20 | 11 | ------ | 5 | 12 | 86 | 15 |
| $12 and under $13 | 939 | 29 | 8 | 36 | 32 | 41 | 6 | 22 | 35 | 66 | 55 |
| $13 and under $14 | 842 | 24 | ------ | 20 | 26 | 21 | 1 | 17 | 104 | 49 | 30 |
| $14 and under $15 | 770 | 11 | 8 | 10 | 20 | 38 | 5 | 29 | 72 | 31 | 33 |
| $15 and under $16 | 825 | 20 | 7 | 8 | 27 | 44 | 10 | 27 | 46 | 46 | 17 |
| $16 and under $17 | 586 | 23 | 9 | 6 | 13 | 50 | 11 | 12 | 63 | 19 | 8 |
| $17 and under $18 | 504 | 27 | 6 | 6 | 19 | 47 | 12 | 14 | 78 | 15 | 4 |
| $18 and under $19 | 514 | 6 | 1 | 2 | 22 | 56 | 24 | 22 | 68 | 12 | 7 |
| $19 and under $20 | 301 | 6 | ------ | ------ | 13 | 36 | 17 | 8 | 38 | 5 | ------ |
| $20 and under $21 | 366 | 5 | ------ | ------ | 10 | 58 | 22 | 7 | 49 | 2 | 1 |
| $21 and under $22 | 227 | 1 | 3 | ------ | 4 | 34 | 10 | 2 | 47 | 4 | ------ |
| $22 and under $23 | 201 | ------ | 1 | ------ | 8 | 49 | 8 | 2 | 45 | 3 | ------ |
| $23 and under $24 | 170 | ------ | 1 | ------ | 8 | 28 | 17 | ------ | 39 | 5 | ------ |
| $24 and under $25 | 163 | ------ | ------ | ------ | 5 | 36 | 13 | 1 | 45 | ------ | ------ |
| $25 and under $30 | 320 | 1 | ------ | ------ | 6 | 81 | 50 | 10 | 70 | 2 | ------ |
| $30 and under $35 | 68 | ------ | ------ | ------ | ------ | 27 | 9 | 3 | 5 | ------ | ------ |
| $35 and under $40 | 19 | ------ | ------ | ------ | ------ | 11 | 3 | 1 | 3 | ------ | ------ |
| $40 and over | 7 | ------ | ------ | ------ | ------ | 4 | ------ | ------ | ------ | ------ | ------ |

[1] Excludes 1,860 women who worked in excess of firm's scheduled weekly hours.

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*by industry—Adults*

WAS REPORTED IN HOURS

Number of women earning each specified amount who worked the firm's scheduled hours in—Contd.

| The manufacture of—Continued | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Textiles | | | | | | | |
| Gloves | Metal products | Paper and paper products | Pottery | Rubber and rubber products | Shoes | Cordage | Hosiery and knit goods | Woolen goods | Other | Tobacco and cigars | General mercantile | 5-and-10-cent-stores | Laundries |
| 155<br>$13.90 | 975<br>$15.80 | 685<br>$13.75 | 280<br>$15.45 | 409<br>$17.40 | 688<br>$16.45 | 70<br>$12.00 | 294<br>$14.25 | 308<br>$14.70 | 138<br>$13.00 | 404<br>$14.05 | 124<br>$15.90 | 21<br>$10.05 | 321<br>$13.15 |
| 1 | | | | | | | | | | | | | |
| 2 | | | | | | | | | | 1 | | | |
| 2 | | | | | 2 | | 1 | | | | | | |
| 2 | 1 | | | | 7 | | 1 | | | | | | |
| 8 | 1 | | | | 13 | | 1 | | | 9 | | | 2 |
| 6 | 24 | 15 | | | 33 | 1 | | | | 22 | 1 | 10 | 17 |
| 16 | 58 | 41 | 1 | 4 | 40 | 26 | 16 | 4 | 5 | 72 | 3 | 7 | 18 |
| 14 | 67 | 42 | 30 | 7 | 38 | 8 | 32 | 14 | 29 | 14 | 4 | 3 | 29 |
| 14 | 82 | 145 | 24 | 45 | 48 | 11 | 52 | 29 | 35 | 25 | 14 | | 85 |
| 14 | 48 | 133 | 49 | 45 | 39 | 8 | 34 | 30 | 26 | 57 | 5 | | 62 |
| 14 | 71 | 83 | 22 | 29 | 40 | 4 | 40 | 112 | 29 | 31 | 8 | | 30 |
| 11 | 172 | 44 | 32 | 25 | 66 | 2 | 29 | 77 | 13 | 28 | 30 | 1 | 43 |
| 12 | 73 | 87 | 53 | 37 | 39 | 3 | 17 | 3 | | 39 | 3 | | 6 |
| 9 | 74 | 39 | 15 | 33 | 33 | 1 | 16 | 10 | | 32 | 5 | | 9 |
| 10 | 68 | 28 | 15 | 28 | 53 | 2 | 13 | 2 | | 34 | 30 | | 11 |
| 5 | 41 | 10 | 20 | 36 | 22 | 3 | 8 | 5 | 1 | 24 | 3 | | |
| 7 | 60 | 12 | 3 | 40 | 47 | 1 | 10 | 12 | | 12 | 6 | | 2 |
| 3 | 35 | 2 | 5 | 35 | 28 | | 4 | 4 | | 4 | | | 2 |
| 2 | 38 | 1 | 4 | 11 | 19 | | 2 | 3 | | | 3 | | 2 |
| 3 | 29 | 1 | 5 | 13 | 19 | | 2 | | | | | | |
| | 15 | 1 | | 12 | 32 | | 2 | | | | 1 | | |
| | 13 | 1 | 2 | 7 | 52 | | 13 | 3 | | | 8 | | 1 |
| | 5 | | | 2 | 16 | | 1 | | | | | | |
| | | | | | 1 | | | | | | | | |
| | | | | | 1 | | | | | | | | 2 |

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TABLE 6.—*Week's earnings of women who worked the*

B. WOMEN WHOSE TIME WORKED

| Week's earnings | Number of women earning each specified amount who worked the firm's scheduled days in— | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | All industries | The manufacture of— | | | | | | | |
| | | Candy | Clothing | | | | Electric products | Food products | Glass and glass products |
| | | | Shirts and overalls | Suits and coats men's | Suits and coats women's | Other | | | |
| Total | 6,098 | 63 | 16 | 47 | 78 | 44 | 6 | 143 | 33 |
| Median earnings | $15.25 | $13.05 | $11.65 | $21.50 | $15.50 | $12.55 | (1) | $13.25 | $14.25 |
| $2 and under $3 | 1 | | | | | | | | |
| $3 and under $4 | 4 | | | | | | | | |
| $4 and under $5 | 12 | | | | | | | | |
| $5 and under $6 | 19 | | | | | | | | |
| $6 and under $7 | 38 | | 1 | | | | | 3 | |
| $7 and under $8 | 44 | | | | | | | 1 | |
| $8 and under $9 | 146 | 2 | | | 6 | 3 | | 2 | |
| $9 and under $10 | 253 | 2 | 4 | | 3 | 5 | | 7 | |
| $10 and under $11 | 432 | 4 | 1 | 2 | 3 | 4 | | 14 | 3 |
| $11 and under $12 | 322 | 6 | 3 | 2 | 5 | 5 | | 28 | 4 |
| $12 and under $13 | 738 | 17 | 1 | 1 | 12 | 9 | | 13 | 2 |
| $13 and under $14 | 529 | 7 | 1 | 1 | 5 | 5 | | 15 | 6 |
| $14 and under $15 | 360 | 4 | 3 | | 3 | 6 | | 9 | 6 |
| $15 and under $16 | 648 | 3 | 1 | 2 | 4 | 2 | | 15 | 3 |
| $16 and under $17 | 357 | 4 | | 1 | 6 | 2 | 1 | 7 | 3 |
| $17 and under $18 | 249 | 2 | 1 | 2 | 5 | 1 | 1 | 12 | 3 |
| $18 and under $19 | 362 | 3 | | | 7 | 1 | 1 | 4 | |
| $19 and under $20 | 238 | 3 | | 4 | 7 | 1 | 1 | 3 | 2 |
| $20 and under $21 | 283 | 3 | | 7 | 4 | | | 2 | |
| $21 and under $22 | 199 | 1 | | 3 | | | | 1 | |
| $22 and under $23 | 183 | | | 4 | 1 | | | 2 | 1 |
| $23 and under $24 | 118 | | | 1 | 1 | | | 2 | |
| $24 and under $25 | 111 | 2 | | | 2 | | | 2 | |
| $25 and under $30 | 320 | | | 12 | 4 | | 1 | 1 | |
| $30 and under $35 | 93 | | | 5 | | | 1 | | |
| $35 and under $40 | 21 | | | | | | | | |
| $40 and over | 18 | | | | | | | | |

[1] Not computed, owing to small number involved.

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*firm's scheduled time, by industry—Adults*—Continued

WAS REPORTED IN DAYS

| Number of women earning each specified amount who worked the firm's scheduled days in—Contd. | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| The manufacture of—Continued. | | | | | | | | | | | |
| | | | | | Textiles | | | | | | |
| Metal products | Paper and paper products | Pottery | Rubber and rubber products | Shoes | Hosiery and knit goods | Woolen goods | Other | Tobacco and cigars | General mercantile | 5-and-10-cent stores | Laundries |
| 49 | 65 | 116 | 159 | 86 | 14 | 61 | 82 | 1,569 | 3,039 | 303 | 125 |
| $15.65 | $11.05 | $15.70 | $20.35 | $21.65 | (1) | $24.15 | $16.25 | $17.70 | $15.00 | $11.05 | $14.95 |
| | | | | | | | | 1 | | | |
| | | | | | | | | 4 | | | |
| | | | | | | | | 11 | 1 | | 1 |
| | | | | | | | | 19 | | | |
| | | | | | | | 1 | 31 | 2 | | |
| | | | | | | | | 40 | 3 | | |
| | 1 | 1 | | 1 | | 1 | 4 | 70 | 31 | 24 | |
| | 8 | | | | | | 3 | 69 | 93 | 49 | 10 |
| 3 | 23 | 2 | | 2 | 2 | | 2 | 84 | 201 | 77 | 5 |
| 9 | 17 | 11 | 5 | 1 | 2 | 1 | 3 | 58 | 120 | 32 | 10 |
| 3 | 3 | 7 | 1 | 5 | | 1 | 5 | 94 | 479 | 64 | 21 |
| 2 | 3 | 10 | 2 | 4 | 4 | 4 | 4 | 64 | 369 | 15 | 8 |
| 3 | 1 | 11 | 1 | 3 | 2 | | 8 | 59 | 217 | 15 | 9 |
| 7 | 5 | 23 | 5 | 2 | | 6 | 8 | 86 | 454 | 11 | 11 |
| 3 | 2 | 28 | 17 | 7 | | 2 | 11 | 56 | 187 | 8 | 12 |
| 2 | | 7 | 7 | 5 | 1 | 1 | 8 | 55 | 122 | 1 | 13 |
| 4 | | 9 | 9 | 3 | 3 | 1 | 7 | 92 | 204 | 6 | 8 |
| 4 | | 3 | 19 | 3 | | 1 | 5 | 105 | 71 | | 6 |
| 3 | 1 | 1 | 37 | 3 | | 3 | | 94 | 124 | | 1 |
| 2 | 1 | 1 | 19 | 6 | | 3 | 3 | 106 | 51 | | 2 |
| 2 | | 1 | 18 | 4 | | 4 | 3 | 77 | 60 | | 6 |
| | | | 9 | 8 | | 2 | 1 | 63 | 29 | | 2 |
| | | | 7 | 5 | | 4 | 1 | 61 | 27 | | |
| 2 | | 1 | 3 | 19 | | 25 | 2 | 123 | 125 | 1 | 1 |
| | | | | 4 | | | 3 | 41 | 39 | | |
| | | | | | | 2 | | 6 | 13 | | |
| | | | | | | | | | 17 | | |

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**Earnings in places of varying population.**

Approximately three-fourths of the establishments from which data were obtained were located in cities of 25,000 or more population (Table 4). These factories, stores, and laundries employed a proportionately larger number of women than did the plants in places of less than 25,000 population, for 86.3 per cent of the women on all pay rolls were working in the larger cities.

Earnings data here presented involve 26,372 women 18 years of age and over employed in cities of 25,000 population or more and 4,196 adult women employed in the smaller places.[1] Generally speaking, earnings were markedly lower in the less populous places. The median earnings paid to adult women in the one week were $11.60 in towns of less than 25,000 population and $14.25 in larger cities. Approximately 35 per cent in small places as compared with 17.5 per cent in larger places earned less than $10 during the week, and only 13.9 per cent in the former as against 37.7 per cent in the latter received as much as $16 during a normal week.

The differences in earnings were due to some extent to more irregularity of employment in the less populous places than in the larger cities. Almost 46 per cent of the number reporting hours or days worked during the week selected, in the establishments located in towns of less than 25,000 population worked the scheduled hours, whereas 53.4 per cent of those included in places of 25,000 or over had full-time employment; 12.7 per cent in the smaller places as compared with 10 per cent in the larger worked less than 30 hours or not more than 3½ days in the week.

But even among full-time workers the earnings of adult women employed in places of under 25,000 population were less than the earnings received in places of 25,000 and more inhabitants. Figures more detailed than those given in this report show the median of the former to be $15.50 a week as contrasted with the $14.05 median of the latter. Also, Table 7 discloses that in the smaller centers 15.5 per cent as compared with 4.7 per cent in the larger places received less than $10, and 17 per cent in the former as against 45 per cent in the latter obtained $16 and more. The compensation of full-time workers in cities of less than 25,000 was more sharply concentrated in the $10 to $16 earnings group, since more than two-thirds earned sums between these amounts, as compared with a half of the full-time workers employed in cities of 25,000 or over.

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[1] See page 3 for list of places included in survey.

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TABLE 7.—*Week's earnings of all women and earnings of women who worked the firm's scheduled time, by locality—Adults*

| Week's earnings | Women earning each specified amount in places of— | | | | Women who worked the firm's scheduled time, earning each specified amount in places of— | | | |
|---|---|---|---|---|---|---|---|---|
| | 25,000 or more population | | Less than 25,000 population | | 25,000 or more population | | Less than 25,000 population | |
| | Number | Per cent | Number | Per cent | Number | Per cent | Number | Per cent |
| Total | 26,372 | 100.0 | 4,196 | 100.0 | 12,753 | 100.0 | 1,538 | 100.0 |
| Under $6 | 1,692 | 6.4 | 493 | 11.7 | 24 | .2 | 18 | 1.2 |
| $6 and under $10 | 2,859 | 10.8 | 975 | 23.2 | 574 | 4.5 | 221 | 14.4 |
| $10 and under $13 | 6,061 | 23.0 | 1,198 | 28.6 | 2,996 | 23.5 | 486 | 31.6 |
| $13 and under $16 | 5,823 | 22.1 | 945 | 22.5 | 3,427 | 26.9 | 547 | 35.6 |
| $16 and under $20 | 5,216 | 19.8 | 412 | 9.8 | 2,918 | 22.9 | 193 | 12.5 |
| $20 and over | 4,721 | 17.9 | 173 | 4.1 | 2,814 | 22.1 | 73 | 4.7 |

## Earnings and rates.

A rather definite means for analyzing the difference between actual and possible earnings, or nominal and real wages, is by comparison of the week's earnings of the timeworkers with their weekly rates. The rate or the amount of wages which the employer contracts to pay for a definite period of work by the employee may be quoted for the hour, day, week, or month, the time unit varying in different establishments. For the sake of uniformity all rates obtained in the Ohio survey have been expressed in weekly terms. It is impossible to include pieceworkers in this discussion because of the lack of homogeneity in piecework rates. Table XII in the appendix shows the median rate of 6,052 timeworkers to be $13.85. It is also interesting to note that the median earnings of this same group of women fall at the $13.85 point. In a general computation of this sort the decline in earnings below rates on account of lost time and slackened production is offset by the bonus or commission on sales in general mercantile establishments and by overtime in a few manufacturing establishments.

A comparison of the median rates with the median earnings of timeworkers in those industries where such a comparison is possible shows that in all except general mercantile establishments, and the manufacture of food products and woolen goods, earnings dropped somewhat below rates.

## Rates and scheduled hours.

One argument against shortening hours for women wage earners has been that such a reduction will cut wages. Experience has proved that this is not necessarily true. Moreover, the data on women's earnings secured from Ohio furnish additional evidence. In all, information concerning weekly rates of pay and scheduled hours was secured for 6,024 adult women, all of whom were timeworkers.

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(Table XIII in the appendix.) One-third of the women whose rates of pay were under $10 a week were expected to work 50 hours, while another third had to work over 48 but not quite 50 hours to earn this sum. On the other hand, a little over three-fifths of the women with a rate of $20 or more a week had a weekly schedule of 48 hours or under, and about two-fifths in this rate classification worked only 44 hours a week. It is obvious, therefore, that a long scheduled working week does not necessarily mean a high rate of pay. A comparison of median rates as related to scheduled hours presented in the following list serves to emphasize this fact:

| Scheduled weekly hours | Number of women | Median rate |
|---|---|---|
| 44 | 824 | $17. 65 |
| Over 44 and under 48 | 537 | 12. 55 |
| 48 | 1, 009 | 14. 75 |
| Over 48 and under 50 | 2, 523 | 13. 65 |
| 50 | 1, 075 | 12. 60 |
| Over 50 | 54 | 12. 90 |

It is interesting to see that the shortest weekly schedule in the foregoing statement or one of 44 hours shows the highest median ($17.65), and that the next to the lowest median ($12.60) represents the next to the longest hour classification, which is the 50-hour week or the legal maximum for women in Ohio.

But what is the relation of hours to earnings when both piece- and timeworkers are included? Table XI in the appendix includes both types of workers, and gives earnings and not rates, although, of course, for timeworkers who were employed the full week, rates and earnings coincided. Also earnings of pieceworkers give some idea of the ranking of their rates. The proportion of women working 44 but under 48 hours that earned $20 or more was double the proportion working 50 hours and earning these amounts. Of the 740 women who worked over 50 hours, only 13.5 per cent obtained $20 and over, while about two-thirds did not earn so much as $16 for such service. There is little difference in the proportions in the several hour groups earning less than $10 per week.

In this connection it is interesting to note that the two industries in which the 44-hour week prevailed (8 hours for 5 days and 4 hours on Saturdays) were the two paying highest compensation to adult women—the men's suit and coat and the women's suit and coat industries—and that the three industries which were at the lower end of the earnings scale—candy, cordage, and 5-and-10-cent stores—exacted over 48 hours of service from the majority of their employees.

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Obviously, basic rates of pay, whether for time or piece-rate workers, were not determined by the length of the working week in Ohio establishments. Generally speaking the earnings for piece-workers, as well as for timeworkers, were higher in industries operating on shorter hour schedules. Firms progressive enough to introduce an hour schedule conforming to the most advanced standards and efficient enough to maintain production under such a schedule were also more likely to have installed a higher wage scale than were plants permitting the longest possible hours.

**Earnings and experience.**

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

A general idea of the steadiness of women as industrial workers can be gained from Table XIV in the appendix, from which it is apparent that of 14,604 adult women reporting their experience, one-fifth had worked in the trade for less than a year. It must be remembered, too, that this group includes all the beginners in these industries. Approximately 45 per cent of the women reported from 1 to 5 years of experience, 35 per cent 5 years or more, and 16 per cent 10 years or more.

The figures on the industrial experience of women indicate that many women who take up a trade stick to it; but what does this mean to them in dollars and cents? Practical experience has a direct bearing upon earnings, even when the 24 industries with varying wage scales and varying apprenticeship needs are combined. Although some women with little training earned fairly high wages, and other women with 15 years or more training received low ones, the general level of earnings for all women increased as experience was gained. About 25 per cent of the women employed from 6 to 9 months received $16 or more compensation. Of those with an additional 3 months of experience, 29 per cent received these amounts. After a year's experience had been gained 33 per cent earned as much as or more than $16. With each succeeding year of experience a larger proportion earned this amount, until approximately 59 per cent of those with 15 years of experience received $16 or more compensation.

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Some idea of the value of experience may be gained from the following summary of Table XIV. The median week's earnings are given here for women in each group of years in the trade, also the per cent of increase for each median over the median for beginners or those with less than 6 months of experience.

| Time in the trade | Number of women | Median week's earnings | Per cent of increase over median for under 6-months-period |
|---|---|---|---|
| Under 6 months | 1,836 | $11.95 | ---------- |
| 6 months and under 1 year | 1,151 | 13.15 | 10.0 |
| 1 and under 2 years | 1,583 | 13.75 | 15.1 |
| 2 and under 3 years | 1,813 | 15.05 | 25.9 |
| 3 and under 4 years | 1,744 | 15.20 | 27.2 |
| 4 and under 5 years | 1,352 | 15.75 | 31.8 |
| 5 and under 10 years | 2,782 | 16.05 | 34.3 |
| 10 and under 15 years | 1,182 | 17.10 | 43.1 |
| 15 years and over | 1,161 | 17.60 | 47.3 |

The medians reveal a steady increase for added experience, but even so, the median week's earnings for the women who had had 15 years or more of experience are not quite 50 per cent greater than the median of the beginners in all the industries.

Table 8, which correlates median week's earnings and time in the trade for the various industries, is significant for the light it throws on wage advancements with increased experience in each industry.

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TABLE 8.—*Median earnings and time in the trade, by industry—Adults*

| Industry | Number of women reporting | | Women who have been in the trade— | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | Under 6 months | | 6 months and under 1 year | | 1 and under 2 years | | 2 and under 3 years | | 3 and under 4 years | | 4 and under 5 years | | 5 and under 10 years | | 10 and under 15 years | | 15 years and over | |
| | Number | Median earnings | Number | Median earnings | Number | Median earnings | Number | Median earnings | Number | Median earnings | Number | Median earnings | Number | Median earnings | Number | Median earnings | Number | Median earnings | Number | Median earnings |
| All industries | 14,604 | $14.85 | 1,836 | $11.95 | 1,151 | $13.15 | 1,583 | $13.75 | 1,813 | $15.05 | 1,744 | $15.20 | 1,352 | $15.75 | 2,782 | $16.05 | 1,182 | $17.10 | 1,161 | $17.60 |
| Manufacturing: | | | | | | | | | | | | | | | | | | | | |
| Advertising and other novelties | 155 | 13.15 | 13 | (1) | 28 | 12.00 | 14 | (1) | 26 | 17.00 | 19 | 13.90 | 11 | (1) | 29 | 13.85 | 8 | (1) | 7 | (1) |
| Auto tops and other canvas products | 56 | 14.15 | 3 | (1) | 3 | (1) | 8 | (1) | 2 | (1) | 9 | (1) | 5 | (1) | 17 | 14.25 | 6 | (1) | 3 | (1) |
| Candy | 167 | 11.40 | 40 | 9.75 | 10 | (1) | 17 | 11.15 | 21 | 12.10 | 19 | 11.25 | 13 | (1) | 31 | 12.15 | 14 | (1) | 2 | (1) |
| Clothing— | | | | | | | | | | | | | | | | | | | | |
| Shirts and overalls | 335 | 15.95 | 44 | 10.50 | 20 | 12.00 | 45 | 14.90 | 53 | 17.05 | 20 | 16.00 | 16 | 16.50 | 74 | 18.50 | 31 | 18.30 | 32 | 16.35 |
| Suits and coats, men's | 1,135 | 20.35 | 51 | 12.80 | 36 | 15.00 | 138 | 18.45 | 115 | 18.60 | 171 | 19.75 | 75 | 19.65 | 211 | 21.35 | 132 | 22.05 | 206 | 22.65 |
| Suits and coats, women's | 220 | 21.00 | ------ | ------ | 2 | (1) | 8 | (1) | 8 | (1) | 17 | 19.50 | 21 | 19.10 | 64 | 21.75 | 42 | 22.20 | 58 | 23.80 |
| Other | 292 | 15.35 | 27 | 12.40 | 17 | 14.50 | 45 | 14.50 | 34 | 16.00 | 27 | 15.25 | 30 | 17.50 | 64 | 16.00 | 28 | 16.35 | 20 | 16.00 |
| Electric products | 1,038 | 16.95 | 229 | 14.15 | 178 | 16.80 | 102 | 17.40 | 125 | 16.75 | 140 | 17.55 | 108 | 17.80 | 128 | 18.05 | 19 | 17.25 | 9 | (1) |
| Food products | 499 | 11.75 | 120 | 10.10 | 30 | 11.00 | 66 | 11.80 | 57 | 13.40 | 62 | 12.55 | 49 | 12.95 | 71 | 13.05 | 26 | 12.20 | 18 | 13.00 |
| Glass and glass products | 373 | 12.30 | 71 | 10.85 | 54 | 12.50 | 44 | 12.10 | 55 | 13.05 | 46 | 12.40 | 37 | 13.20 | 51 | 12.70 | 10 | (1) | 5 | (1) |
| Gloves | 272 | 11.75 | 23 | 7.40 | 9 | (1) | 28 | 11.00 | 33 | 11.90 | 27 | 13.40 | 37 | 12.15 | 88 | 12.40 | 18 | 13.00 | 9 | (1) |
| Metal products | 1,333 | 14.80 | 287 | 12.55 | 190 | 13.70 | 159 | 14.25 | 129 | 15.40 | 157 | 15.70 | 121 | 16.95 | 188 | 16.10 | 66 | 17.65 | 36 | 17.75 |
| Paper and paper products | 843 | 13.10 | 93 | 10.95 | 90 | 12.35 | 91 | 13.05 | 90 | 13.45 | 109 | 13.30 | 63 | 13.15 | 164 | 14.45 | 74 | 14.60 | 69 | 14.90 |
| Pottery | 715 | 13.95 | 109 | 12.55 | 32 | 13.25 | 67 | 13.85 | 83 | 13.70 | 55 | 13.55 | 49 | 14.15 | 130 | 14.50 | 84 | 16.05 | 106 | 15.65 |
| Rubber and rubber products | 1,483 | 18.55 | 229 | 12.60 | 117 | 15.70 | 148 | 18.10 | 233 | 19.60 | 231 | 19.50 | 229 | 19.20 | 235 | 19.60 | 49 | 22.50 | 12 | (1) |
| Shoes | 555 | 16.15 | 39 | 10.40 | 23 | 10.85 | 58 | 12.65 | 53 | 12.65 | 47 | 16.70 | 42 | 15.50 | 134 | 17.60 | 68 | 17.75 | 91 | 20.05 |
| Textiles— | | | | | | | | | | | | | | | | | | | | |
| Cordage | 28 | 11.50 | 4 | (1) | 1 | (1) | 3 | (1) | 2 | (1) | 1 | (1) | 1 | (1) | 5 | (1) | 3 | (1) | 8 | (1) |
| Hosiery and knit goods | 446 | 13.05 | 35 | 11.90 | 38 | 12.15 | 67 | 13.70 | 60 | 13.50 | 57 | 12.40 | 26 | 13.50 | 105 | 13.70 | 31 | 15.50 | 27 | 12.75 |
| Woolen goods | 236 | 15.80 | 31 | 12.70 | 13 | (1) | 16 | 15.00 | 33 | 14.30 | 26 | 17.20 | 22 | 16.65 | 53 | 18.25 | 19 | 17.75 | 23 | 16.50 |
| Other | 67 | 12.55 | 17 | 10.40 | 5 | (1) | 10 | (1) | ------ | ------ | 11 | (1) | 2 | (1) | 12 | (1) | 4 | (1) | 6 | (1) |
| Tobacco and cigars | 1,777 | 14.70 | 153 | 10.55 | 79 | 11.90 | 185 | 12.70 | 248 | 16.05 | 229 | 14.70 | 153 | 15.15 | 384 | 15.50 | 189 | 16.95 | 157 | 16.80 |
| General mercantile | 1,842 | 14.10 | 121 | 12.30 | 97 | 12.05 | 183 | 12.75 | 264 | 13.20 | 208 | 13.55 | 187 | 14.20 | 399 | 15.60 | 198 | 17.00 | 185 | 16.85 |
| 5-and-10-cent stores | 179 | 10.45 | 46 | 9.55 | 28 | 10.50 | 33 | 10.30 | 24 | 10.70 | 14 | (1) | 8 | (1) | 26 | 12.00 | ------ | ------ | ------ | ------ |
| Laundries | 558 | 12.65 | 51 | 10.50 | 51 | 10.80 | 48 | 12.65 | 65 | 12.25 | 42 | 12.15 | 47 | 12.85 | 119 | 12.95 | 63 | 13.60 | 72 | 14.00 |

[1] Not computed, owing to small number involved.

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**Earnings and age.**

The correlation of age and earnings serves to reveal something of the difficulties confronting women in industry. According to Table XV in the appendix earnings of women 25 to 30 years of age were higher than were earnings in other age groups. More than three-fourths of the women who were 18 and 19 years or who were 50 years of age and over received less than $16 compensation per week; almost three-fifths of those between the ages of 20 and 25 years or between 40 and 50 years did not earn $16; whereas about one-half of those between 25 and 30 or 30 and 40 years received $16 or more per week. The following summary of medians serves to emphasize the relation between age and earnings:

| Age | Number of women | Median earnings |
|---|---|---|
| 18 and under 20 years | 2,750 | $12.75 |
| 20 and under 25 years | 4,536 | 15.00 |
| 25 and under 30 years | 2,624 | 16.00 |
| 30 and under 40 years | 3,690 | 15.75 |
| 40 and under 50 years | 1,987 | 15.00 |
| 50 and under 60 years | 788 | 13.05 |
| 60 years and over | 244 | 12.15 |

According to these figures the wage curve rises to the highest point for the women between 25 and 30 years and then falls steadily, until the women 60 years old or over show a median 31.7 per cent lower than the peak and even 5 per cent below the median for the girls of from 18 to 20 years of age.

Recent years have piled up evidence of the necessity for many women to support themselves for life and frequently dependents besides. Consequently, with an industrial wage which even at the peak scarcely reaches above the bare subsistence level and which declines with advancing middle age, the impossibility of providing for old age is apparent. Since definite proof has been given of women's tendency to acquire a trade and to stick to it, and of their economic responsibilities, it is necessary to emphasize women's need of industrial training, opportunities, and advancement so that the days of middle age, when responsibilities are apt to be heaviest, may not bring also a declining earning power.

**Earnings and education.**

By far the largest proportion of adult women furnishing personal data had finished the eighth grade of the grammar school, as can be seen from the accompanying summary of Table XVI in the appendix. As many as 24 per cent had not gone beyond the sixth grade. Approximately 23 per cent, however, had spent some time

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in the high school or in grades higher than the eighth grade of the grammar school. The proportion earning $16 or over increased with one exception with each grade completed from the first to the sixth grade. Beyond that point there was no gain in compensation with additional time spent in schools. Although the numbers in each group are few, a larger percentage of women who had never been to school earned $16 and over than the percentage of women who had had a college education. Not so large a proportion with high-school diplomas earned $16 and more as among girls who had not gone beyond the fifth grade in school. Undoubtedly, many able students who finish high school or college turn away from factory, laundry, and store occupations and enter other fields of endeavor. But the fact that girls who finish grammar school can not earn any more in factories, stores, and laundries than can girls who complete the sixth grade is worthy of careful consideration.

| Extent of schooling | Women reporting specified grade as highest attended | | Women receiving $16 and more earnings per week | |
|---|---|---|---|---|
| | Number | Per cent | Number | Per cent of those attaining each grade |
| Total reporting | 13, 981 | 100. 0 | 5, 530 | 39. 6 |
| None | 172 | 1. 2 | 64 | 37. 2 |
| Grade: | | | | |
| First | 45 | . 3 | 11 | 24. 4 |
| Second | 67 | . 5 | 22 | 32. 8 |
| Third | 170 | 1. 2 | 50 | 29. 4 |
| Fourth | 473 | 3. 4 | 163 | 34. 5 |
| Fifth | 849 | 6. 1 | 326 | 38. 4 |
| Sixth | 1, 618 | 11. 6 | 701 | 43. 3 |
| Seventh | 2, 013 | 14. 4 | 823 | 40. 9 |
| Eighth | 5, 399 | 38. 6 | 2, 240 | 41. 5 |
| Ninth or first year high school | 1, 178 | 8. 4 | 446 | 37. 9 |
| Tenth or second year high school | 831 | 5. 9 | 311 | 37. 4 |
| Eleventh or third year high school | 314 | 2. 2 | 106 | 33. 8 |
| Twelfth or fourth year high school | 657 | 4. 7 | 206 | 31. 4 |
| Business school | 78 | . 6 | 21 | 26. 9 |
| College or higher classes | 117 | . 8 | 40 | 34. 2 |

## YEAR'S EARNINGS OF ADULT WOMEN

The wage figures presented up to this point have been for a given week irrespective of the other weeks in the year. A week's earnings are worthy of consideration only so far as they reflect the average earnings of 52 weeks. It was not possible with the time and funds allotted for an investigation of women's earnings in Ohio to ascertain the year's earnings of all women appearing on any one week's pay roll, for labor turnover is frequent, and tracing women who

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change places of employment is a difficult task. In the study of year's earnings, therefore, an effort was made to secure wage data of a representative number of women, and only those who had worked 44 weeks or longer during the year in any one establishment were selected, the assumption being that such women were not employed elsewhere during the year and that the amount earned in the one establishment represented their entire year's earnings.

Such records were secured for 4,336 women 18 years of age and over, or approximately 14 per cent of the women for whom records of week's earnings were available. Twenty per cent of each pay roll was the proportion from whom the year's records were desired. The difference between the number of records desired and the number obtained is due to temporary shutdowns in several factories and much irregular employment in others.

According to Table XVII in the appendix the median year's earnings of these 4,336 women were $726 or an average of $13.96 per week, whereas the median earnings of 30,568 women during the representative week were $13.80. The following summary of Table XVII in the appendix shows that 36 in every hundred for whom a year's records were available received $800 or more during the year, averaging $15.38 or more per week, whereas 35 in every hundred of the workers whose week's earnings were recorded received $16 or more during one week. Fifty-five per hundred of the former obtained from $500 to $800 during the year, averaging $9.62 to $15.38 per week, and 46 per hundred of the latter received between $10 and $16 during the week. While 9 per cent earned less than $500 in a year, with a weekly average of $9.62, as many as 20 per cent of those on the one week's pay roll earned less than $10 during that week. Although the actual year's earnings quoted do not correspond exactly with the week's earnings multiplied by 52, it is obvious that, save for the under $10 earnings group, the week chosen in 1922 was representative of earnings of regular employees during that year.

| Year's earnings | Women receiving specified amounts | |
|---|---|---|
| | Number | Per cent |
| Total | 4, 336 | 100. 0 |
| $200 and under $300 | 17 | 0. 4 |
| $300 and under $400 | 94 | 2. 2 |
| $400 and under $500 | 272 | 6. 3 |
| $500 and under $600 | 716 | 16. 5 |
| $600 and under $700 | 855 | 19. 7 |
| $700 and under $800 | 812 | 18. 7 |
| $800 and under $900 | 649 | 15. 0 |
| $900 and under $1,000 | 392 | 9. 0 |
| $1,000 and over | 529 | 12. 2 |

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A comparison of the proportions of full-time workers on the pay rolls for the one week studied who received specified amounts with the proportions receiving such amounts when weekly earnings were the average made during 44 to 52 weeks of employment reveals that earnings for a full-time week were higher than the average weekly earnings based on a year's records. To equal the full scheduled week's earnings throughout the year piece- and timeworkers would have to work, not 44 or more weeks, but at least 50 weeks of the year. But few women in Ohio industries, however, were employed for many as 50 weeks in 1922. Therefore, a full week's earnings were not indicative of the amount which Ohio women had to spend weekly during the year. The story of women's earnings in Ohio industries as given by a normal or representative week's earnings of all women employees on the pay roll presents a truer picture of the possible income during the year for women working 44 to 52 weeks of the year than do the earnings of the full-time workers.

Records for so small a number of adult women employed in the less populous centers who worked as long as 44 weeks during the year were secured that the data on a year's earnings in such places are limited in value. However, it is obvious from Table XVIII in the appendix that during the year the earnings of adult women in cities of less than 25,000 were more uncertain than in the larger places, and that the average for a week based on a year's earnings per individual would be lower in such towns than would the earnings during the representative week chosen for study.

## EARNINGS OF GIRLS 16 AND UNDER 18 YEARS OF AGE (MINORS)

There were 1,353 girls between 16 and 18 years of age employed in the establishments visited during this survey. This number was 4 per cent of the total number of women and girls on the pay rolls. The proportion which young girls working in the several industries constituted of the total number of women varied from none whatever in factories manufacturing automobile tops and other canvas goods to 17 per cent in establishments making gloves.

The median earnings of girls between 16 and 18 years were $10.20. (Table XIX in the appendix.) The actual earnings ranged from less than $1 to over $30. More than one-half, however, earned from $8 to $13 during the week studied. The largest number receiving any single amount, or 14 per cent, earned between $10 and $11 per week. Approximately 12 per cent earned less than $6 during the week. Three-fifths of those reporting such earnings and also the length of time worked had been employed less than 30 hours or not more than 3½ days; only 18.6 per cent who had earned less than $6 worked as long as 5 days or 44 hours or more during the week. (Table XX in the appendix.)

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Earnings were lowest in candy factories where 7 per cent of the women employees were 16 and 17 years of age, one-half of the girls earning less than $7.85. In glove factories and in 5-and-10-cent stores one-half of the young girls employed received less than $8.80 per week. The men's suit and coat industry offered more remunerative employment to young girls than did any other field covered by this study, $13.25 being the median week's earnings.

The young girls were paid on a time-rate and on a piece-rate basis in almost equal numbers. (Taxle X in the appendix.) The earnings of girls employed on a piece-rate basis were higher than the earnings of girls working on a time basis. This is undoubtedly due to the fact that while one-eighth of all pieceworkers made more than $16 no girl was paid a time rate exceeding $16, and but two received $16. Also the median week's earnings of the timeworkers were $9.75 as compared with a median of $11.15 for the pieceworkers. In glove factories and tobacco factories, where the piece-rate system prevailed, a larger portion of young girls than of adult women were on piecework. In candy factories where time rates were the rule a larger proportion of young girls were paid on time rates than of older women. It is obvious, therefore, that employers do not distinguish between the inexperienced worker of 16 and 17 years and the inexperienced but older worker when determining the basis upon which beginners are to be paid.

The great bulk of the girls under 18 years of age were employed in the larger cities (82.8 per cent). More detailed figures than those furnished in this report give the wage data for 1,069 girls in the cities of 25,000 population and over and for 227 girls in the less populous centers. The median week's earnings of the former group were $10.55 as compared with $7.75 for the latter. The earnings of about one-half these young people in the smaller places were between $6 and $10, whereas the earnings of more than one-half the girls in the larger places ranged from $8 to $13.

About three-fourths of the girls included had completed the eighth grade or had attended high school for several years. (Table XVI in the appendix.) Apparently previous attendance at high school did not serve as a factor in increasing the contents of the pay envelope. Among these young girls, as among the older women, the sixth-grade pupils received the highest compensation.

Also the detailed figures show that less than a third of the girls had been employed at their tasks for as long as a year. Although the record of earnings and experience by months does not show increased earnings for every month employed, the trend is steadily upward. Beginners' median earnings were $8.50. The median of those with 6 months' experience was $10.45, whereas the median of those with 12 months' experience was $12 for the week.

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# PART IV

## EARNINGS IN SPECIFIED INDUSTRIES

In order to ascertain the importance of the various industries in Ohio, from the standpoint of the employment of women, it is necessary to consult census figures. According to the 1920 population census[1] there were employed in the State's mercantile establishments 35,874 saleswomen and clerks. An analysis of the 1919 census of manufactures[2] shows the clothing industry with 15,396 women employed in its various subdivisions to be the greatest woman employer of all the manufacturing industries in Ohio. Tobacco and cigar factories and firms manufacturing electric products with the female contingents totaling 9,559 and 8,232, respectively, also stand out conspicuously as employers of a large number of women.

A comparison of the numbers of women employed in the industries included in the survey shows mercantile establishments also heading the list, followed by the manufacture of clothing, tobacco and cigars, metal products, and electric products, ranking according to numerical importance in the order enumerated.

In this section all discussions are concerned exclusively with adult women unless minors are especially mentioned, except in the age data, which include both adults and minors.

### THE MERCANTILE INDUSTRY

**The workers.**

The United States Bureau of the Census reports 24,058 saleswomen and 11,816 "clerks in stores" in Ohio in 1919. How many of the so-called "clerks in stores" were performing clerical service in offices of retailing establishments and how many were working in the selling departments is uncertain, due to the indefiniteness of the term "clerk." But even if all "clerks in stores" were office workers, there were still more women employed as saleswomen in Ohio than were employed in any single manufacturing industry.

Consequently, earnings records were secured for a larger number of women in selling departments of retail stores than for any one

[1] U. S. Bureau of the Census, 14th Census, vol. 4, Population, 1920: Occupations, pp. 102–103.

[2] All census figures concerning manufacturing industries quoted in this chapter (Part IV) are taken from the following source: U. S. Bureau of the Census, 14th Census. vol. 9, Manufactures, 1919, Table 46, pp. 1186–1211.



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manufacturing group. The figures included 3,905 women 18 years of age and over and 134 women 16 to 18 years of age employed in general mercantile establishments, and 420 women 18 years of age and over and 43 minors employed in the so-called 5-and-10-cent stores—a total of 4,502. (Table 4.)

Throughout this report the information on earnings in the 5-and-10-cent stores has been tabulated separately, since these establishments vary materially from department and specialty stores in the character of service rendered, the store organization, the type of workers, and the wages paid.

An analysis of the records of the women from whom personal information as to nativity, living and conjugal condition, and age was secured reveals the following facts: In stores included in this report, the employees were predominately American-born white women. Approximately seven-eighths of the women employed in department and specialty stores and more than nine-tenths of those in 5-and-10-cent stores who reported on the subject lived at home or with relatives. Forty-three in every hundred of the former group, and 26 in every hundred in the latter group were married, widowed, or divorced women. The differences in marital status of women found in the two groups of stores are due to the fact that the 5-and-10-cent stores employed younger girls than did other mercantile firms. Of those reporting on age, 54.9 per cent in the 5-and-10-cent stores were under 20 years of age, and 81 per cent were under 25 years of age, whereas only 17.5 per cent of those in department and specialty stores reporting on their age were under 20 years, and 40.8 per cent were under 25 years of age. (Appendix Tables I–IV, inclusive.)

**Week's earnings.**

The median earnings of the 3,905 women in general mercantile establishments were $14.05 (Table 4). A study of the accompanying table, together with Table 4, showing the variation in numbers, of women earning specified amounts during the week selected in 1922, indicates clearly that more than one-half of those working in general mercantile establishments earned between $10 and $16 during this week, and that from $12 to $13, and from $15 to $16 were the outstanding amounts received.

A small percentage, 3.8 per cent, earned less than $6 during this week. A review of rates of pay shows that only one woman was rated at a wage of less than $6. The other women earning under $6 had worked, for the most part, less than 30 hours or not more than 3½ days during the week.[3]

[3] All information concerning earnings and time worked for individual industries which is presented in this section has been secured from figures more detailed than those published in this report.

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Almost 8 in every hundred employed during the week selected in general mercantile establishments earned between $6 and $10. Lost time was accountable for such earnings in almost one-half of the instances. The rates of pay of about 4 in every hundred were between these amounts.

Week's earnings of 27 in every hundred saleswomen fell between $10 and $13. A small proportion (5 per cent) of this group worked less than 44 hours or 5 days. Table 9 shows that the proportion reporting wage rates between these sums (32.7 per cent), however, was higher than the proportion reporting earnings (27.2 per cent). A similar condition prevailed in the $13 to $16 group. Although 30 per cent actually earned this amount in the week scheduled, the rate of pay of 38 per cent fell within these amounts. It is obvious, therefore, that many women whose actual earnings fell in the under $10 group were rated in the $10 to $16 wage groups.

A study of the proportions earning $16 and over indicates clearly that while there was a small amount of lost time without pay among these women, the sums paid in bonuses to saleswomen in addition to salary made the proportion of women actually earning $16 or over greater than the proportion whose wage rates were $16 or more per week. Table 9 shows that 17.4 per cent actually earned $16 to $20, and 13.4 per cent earned $20 or more, whereas the rates of 15.6 per cent were found in the former dollar group and the rates of 9.4 per cent in the latter.

A better idea of the extent to which lost time affected earnings can be obtained by a comparison of the median of all the women in general mercantile establishments ($14.05) with the median of the 3,163 women who worked their firm's scheduled time ($15.05, according to Table 6), there being a difference of $1 between the two medians.

As would be expected, the level of wages in 5-and-10-cent stores was lower than in the general mercantile establishments. Table 4 reveals that the median earnings of the 420 employees in the 5-and-10-cent stores were $10.55, and that concentration of earnings occurred between $8 and $13 in these establishments, whereas $10 to $16 was the important range in department and specialty stores. Not far from three-fourths of the women employees in the 5-and-10-cent stores earned between $8 and $13.

Although 7 per cent of the women on pay rolls of the week in September earned under $6, a study of wage rates reveals that the lowest rate paid for full-time service in the 5-and-10-cent stores scheduled was in the $7 to $8 classification. (Table XII in the appendix.) Of all employees, 31.7 per cent earned from $6 to $10 and 47.6 per cent earned $10 to $13. Almost all the women who earned the last-quoted sum worked over 48 hours or on 5 days or more during the week, whereas 12 per cent of the women earning $6 to $10 worked less than

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44 hours or less than 5 days. Ten in every hundred employees during the one week in September earned $13 to $16, and approximately 4 per cent earned $16 or over. All women earning $13 or more worked over 48 hours or on 6 days.

The median earnings of the 324 women who worked their firm's scheduled time were $10.95 (Table 6), which is only $0.40 higher than the median for all women irrespective of time worked.

## Earnings in places of varying population.

In both general mercantile establishments and 5-and-10-cent stores earnings were higher in the larger cities, a fact illustrated by the median week's earnings (Table 4). For cities of 25,000 or more population the median earnings for general mercantile and 5-and-10-cent stores were $14.10 and $10.60, respectively, while in the localities of less than 25,000 the median for the former industry was $13.50 and for the latter $9.25.

TABLE 9.—*Week's earnings, weekly rate of all*[1] *women, and earnings of women who worked the firm's scheduled time in retail stores—Adults*

| Week's earnings | Women earning each specified amount— | | Women receiving each specified rate of pay | | Women who worked the firm's scheduled time, earning each specified amount— | |
|---|---|---|---|---|---|---|
| | Number | Per cent | Number | Per cent | Number | Per cent |
| **GENERAL MERCANTILE** | | | | | | |
| Total | 3,905 | 100.0 | 3,523 | 100.0 | 3,163 | 100.0 |
| Under $6 | 150 | 3.9 | 1 | ---------- | 1 | ---------- |
| $6 and under $10 | 299 | 7.6 | 152 | 4.3 | 130 | 4.1 |
| $10 and under $13 | 1,062 | 27.2 | 1,151 | 32.7 | 821 | 26.0 |
| $13 and under $16 | 1,191 | 30.5 | 1,340 | 38.0 | 1,083 | 34.2 |
| $16 and under $20 | 678 | 17.4 | 547 | 15.6 | 625 | 19.8 |
| $20 and over | 525 | 13.4 | 332 | 9.4 | 503 | 15.9 |
| **5-AND-10-CENT STORES** | | | | | | |
| Total | 420 | 100.0 | 350 | 100.0 | 324 | 100.0 |
| Under $6 | 29 | 6.9 | ---------- | ---------- | ---------- | ---------- |
| $6 and under $10 | 133 | 31.7 | 100 | 28.6 | 83 | 25.6 |
| $10 and under $13 | 200 | 47.6 | 190 | 54.3 | 183 | 56.5 |
| $13 and under $16 | 42 | 10.0 | 44 | 12.6 | 42 | 13.0 |
| $16 and under $20 | 15 | 3.6 | 15 | 4.3 | 15 | 4.6 |
| $20 and over | 1 | 0.2 | 1 | 0.3 | 1 | 0.3 |

[1] Weekly rate was not reported for 382 women in general mercantile establishments and 70 women in 5-and-10-cent stores.

## Earnings and experience.

The data for saleswomen concerning experience[4] disclose that while more than 42 per cent of those employed in the general mercantile establishments had had five years or more experience in the selling trades, only 14.5 per cent of those in the 5-and-10-cent stores

[4] All information concerning earnings and experience for individual industries which is presented in this section has been secured from figures more detailed than those published in this report.

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had been in such work as long as this. Almost 60 per cent of the latter employees had had one year or more experience, while 88 per cent of the general store employees reported this amount of time in the trade.

A study of earnings and experience of general mercantile employees makes it apparent that with the prevailing wage rates, practically no women earned $16 until they had been employed one year. Between $13 and $16 was received, however, by as large a proportion, if not so large a number, with less than three months' experience, as the proportion with 9 to 12 months' experience. In the 5-and-10-cent stores there was more marked advance in wages after six months of service had been rendered, and again after one year of experience than in general mercantile establishments. Longer employment than this increased the earnings of but relatively few women in 5-and-10-cent stores. Another way of estimating to what extent increased experience affected earnings is by a comparison of medians for the several experience classifications. In general mercantile establishments the medians for the workers who had worked less than one year, from one to five years, and five years or over in the trade were $12.20, $13.25, and $15.95, respectively. The medians for these groups in the 5-and-10-cent store were $10.10, $10.70, and $12, respectively. From these figures it is evident that increased experience in the department and specialty stores counted for more in dollars and cents than in 5-and-10-cent stores.

**Year's earnings.**

Some idea of the extent to which the regularity of employment shown in the week for which earnings were secured was reflected in the earnings for the year in general mercantile establishments can be obtained from Table XVII in the appendix. Year's earnings of 663 women, each one working in but one establishment for 44 or more weeks during the year, were copied from pay rolls. The median year's earnings of this group were $801. Fifty per cent earned $800 or more during the year, 36 per cent earned from $600 to $800, 10.9 per cent earned $500 to $600, and 2.7 per cent earned less than $500. While these when reduced to weekly averages correspond only roughly to the week's earnings groupings used, it is obvious that the women who were regular employees for 44 weeks and more during the year were the better paid women. It is also patent that these earnings represented approximately full-time earnings for the 52 weeks in the year.

An analysis of the records of 81 women who were employed 44 or more weeks in any one 5-and-10-cent store discloses the median year's earnings to be $613. Only 8.6 per cent earned $800 to $1,000; 18.5 per cent earned $700 to $800; 27 per cent, $600 to $700; 32 per cent, $500 to $600; and 13.6 per cent, $400 to $500. In these retailing establishments, as in department and specialty stores, the

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year's earnings of those working regularly during the year show that the average weekly earnings of full-year employees were higher than the earnings of all women employed in the week selected.

## THE CLOTHING INDUSTRY

### The workers.

Of the several branches of the clothing industry, the manufacture of men's suits and coats is the most important numerically, since, according to census figures, there were employed therein about 8,000 women and girls, as compared with approximately 5,600 in the manufacture of women's clothing and less than 2,000 in the manufacture of shirts and overalls.

In this survey data concerning 4,091 women and girls were obtained from pay-roll records of clothing establishments. (Table I.) The differences in wage rates and conditions of employment, however, necessitate in an earnings discussion a separate accounting of the four branches into which the clothing establishments included in the survey have been divided.

These four branches show striking differences in regard to personnel, according to the records of the women supplying information about themselves. The manufacture of women's suits and coats, with foreign-born women constituting 53.4 per cent of all in the industry reporting on nativity, showed a much larger proportion of the foreign element than did the manufacture of shirts and overalls, men's suits and coats, and other clothing, which revealed 5.1 per cent, 22.1 per cent, and 35.8 per cent, respectively, of the women workers, whose records were given as born in other countries. (Table I in the appendix.)

In the women's suit and coat industry was found the largest proportion of women who were or had been married, 53.8 per cent of those reporting on conjugal condition. "Other clothing" came next in this respect with 45.6 per cent, followed by the manufacture of men's suits and coats with 30.2 per cent, and the manufacture of shirts and overalls with 26.9 per cent so classified. (Table III in the appendix.)

In the matter of age, shirt and overall manufacturing had by far the youngest workers. Almost three-fourths of all the women reporting were under 30 years of age and approximately two-fifths were under 20. In the women's suit and coat industry were a larger proportion of women over 30 years of age than in either of the other two branches; only 3.2 per cent were under 20, and 36.9 per cent were between 20 and 30 years old. The manufacture of men's suits and coats and of "other clothing" disclosed 21.8 per cent and 18.3 per cent, respectively, under 20 years, and 39.4 per cent and 40 per cent, respectively, in the 20 to 30 years group. (Table II in the appendix.)

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**Week's earnings.**

In the men's suit and coat industry, the median week's earnings for all women (1,688) were $19.60. (Table 4.) More than 47 in every hundred earned $20 or more during the week, and more than 71 in every hundred $16 or more, regardless of the number of hours worked. (Table 10.) For those working full time, who constituted about one-half of the number reporting time worked, the median earnings, as shown in Table 6, were $19.75. Moreover, 75 in every hundred earned $16 or more. In the women's suit and coat industry the median week's earnings ($19.35 for 383 women) regardless of time worked, were strikingly similar to the corresponding median in the manufacture of men's suits and coats. Also in the women's clothing group, 45 in every hundred of all women whose earnings were ascertained received $20 or more and 72 in every hundred at least $16. The median for the full-time workers was $19.85, and 79 in every hundred of these earned $16 or over. (Table 6.) In neither branch did any women working a full week receive earnings of less than $8, and only one per hundred of the full-time workers in the men's suit and coat industry, and only three per hundred of such employees in women's suit and coat manufacturing earned $8 and less than $10. Between 9 and 10 of every hundred women in both branches earned $10 to $13, whether full-time workers or all women on the pay rolls are considered.

It is apparent, therefore, that employment for women in the men's and women's suit and coat industries was more remunerative during the week scheduled than employment in any other Ohio industry included in the study. Attention also should be called to the fact that the working week was usually shorter in these factories than the schedule in force in other industries. The 8-hour day and 4-hour Saturday prevailing in the tailoring industry of Ohio meant a 44-hour week for most of the women employed in the industry.

Earnings and hours in the shirt and overall, and "other clothing" manufacturing were not on a par with those in the tailored branches of this industry. Table 4 shows the median earnings of the shirt factory workers to be $15.05, and Table 10 that only 43 per cent of these workers earned as much as $16 in the week for which all earnings were secured, while the same proportion earned between $10 and $16 for the week. Over one-half of the women whose time records were secured worked the firm's regular schedule during the week selected. The median earnings of this group were $14.50. The lowest earnings of these scheduled week workers were $4; 13.5 per cent received from $6 to $10; 22.9 per cent earned $10 to $13; 26.3 per cent, $13 to $16; and 36.7 per cent, $16 and over. Scheduled daily hours in these plants varied from over 8 to 9 with a Saturday of 5 hours or less, and weekly hours ranged from more than 44 hours to 50 hours.

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Earnings in the "other clothing" industry follow approximately the same general curve as do earnings in the men's shirt and overalls branch, but at a slightly lower level. The median earnings according to Table 4 were $14.55. As will be seen in Table 10, about 37.7 per cent earned $16 or more per week; 26.1 per cent earned $13 to $16; 18.9 per cent, between $10 and $13; and 17.3 per cent, less than $10 per week when the number of hours worked is not considered. The median earnings of the women working full time were $15. Eight dollars was the lowest wage paid a full-time worker. Only 5.2 per cent of the women working the firm's scheduled hours earned under $10; 20.3 per cent, $10 to $13; 37.1 per cent, $13 to $16; and 37.5 per cent, $16 or over for the week.

TABLE 10.—*Week's earnings of all women and earnings of women who worked the firm's scheduled time in clothing factories—Adults*

| Week's earnings | Women earning each specified amount | | Women who worked the firm's scheduled time, earning each specified amount | |
|---|---|---|---|---|
| | Number | Per cent | Number | Per cent |
| **SHIRTS AND OVERALLS** | | | | |
| Total | 924 | 100.0 | 297 | 100.0 |
| Under $6 | 30 | 3.2 | 2 | 0.7 |
| $6 and under $10 | 95 | 10.3 | 40 | 13.5 |
| $10 and under $13 | 186 | 20.1 | 68 | 22.9 |
| $13 and under $16 | 216 | 23.4 | 78 | 26.3 |
| $16 and under $20 | 235 | 25.4 | 68 | 22.9 |
| $20 and over | 162 | 17.5 | 41 | 13.8 |
| **SUITS AND COATS, MEN'S** | | | | |
| Total | 1,688 | 100.0 | 742 | 100.0 |
| Under $6 | 23 | 1.4 | | |
| $6 and under $10 | 70 | 4.1 | 7 | 1.0 |
| $10 and under $13 | 152 | 9.0 | 73 | 9.8 |
| $13 and under $16 | 233 | 13.8 | 106 | 14.3 |
| $16 and under $20 | 406 | 24.1 | 196 | 26.4 |
| $20 and over | 804 | 47.6 | 360 | 48.5 |
| **SUITS AND COATS, WOMEN'S** | | | | |
| Total | 383 | 100.0 | 296 | 100.0 |
| Under $6 | 5 | 1.3 | | |
| $6 and under $10 | 20 | 5.2 | 9 | 3.0 |
| $10 and under $13 | 37 | 9.7 | 26 | 8.8 |
| $13 and under $16 | 46 | 12.0 | 28 | 9.5 |
| $16 and under $20 | 103 | 26.9 | 89 | 30.1 |
| $20 and over | 172 | 44.9 | 144 | 48.6 |
| **OTHER** | | | | |
| Total | 771 | 100.0 | 232 | 100.0 |
| Under $6 | 35 | 4.5 | | |
| $6 and under $10 | 98 | 12.7 | 12 | 5.2 |
| $10 and under $13 | 146 | 18.9 | 47 | 20.3 |
| $13 and under $16 | 201 | 26.1 | 86 | 37.1 |
| $16 and under $20 | 169 | 21.9 | 61 | 26.3 |
| $20 and over | 122 | 15.8 | 26 | 11.2 |

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**Earnings in places of varying population.**

When week's earnings in the clothing industry are considered from the standpoint of locality, it is apparent that there was much greater opportunity for women in the larger cities than in the smaller communities. (Table 4.) In the towns of less than 25,000 population, there were no factories engaged in the manufacture of men's and women's suits and coats. The manufacture of shirts and overalls shows a median of $15.55 for cities of 25,000 population and over, as contrasted with $12.05 for the smaller towns, and the manufacture of "other clothing" shows an even greater discrepancy between the medians of the larger and smaller places, $15.30 for the former and $11 for the latter.

**Earnings and experience.**

A general idea of the relation between earnings and experience in the four branches of the clothing industry can be gained from the following summary:

| Industry | Number of women reporting | Time in the trade | | | | | |
|---|---|---|---|---|---|---|---|
| | | Under 1 year | | 1 and under 5 years | | 5 years and over | |
| | | Number of women | Median week's earnings | Number of women | Median week's earnings | Number of women | Median week's earnings |
| Shirts and overalls | 335 | 64 | $11.40 | 134 | $15.90 | 137 | $17.95 |
| Suits and coats, men's | 1,135 | 87 | 13.95 | 499 | 19.00 | 549 | 22.05 |
| Suits and coats, women's | 220 | 2 | (1) | 54 | 18.75 | 164 | 22.50 |
| Other clothing | 292 | 44 | 13.15 | 136 | 15.55 | 112 | 16.10 |

[1] Not computed owing to small number involved.

In each industry, as would be expected, there was a steady increase in earnings with the increase in experience. The manufacture of men's suits and coats shows a 58.1 per cent advance in the median of the women with five years or more of experience over the median of those who had been in the trade for less than one year. As a close parallel to this, so far as the figures enable us to determine, stands the manufacture of women's suits and coats. The miscellaneous clothing group shows a smaller proportionate advance than do the other branches of the industry.

**Year's earnings.**

Both the men's and women's suit and coat industry showed a fairly high level of years' earnings with medians of $972 and $974, respectively. (Table XVII in the appendix.) In other words, 46 and 44 in every hundred women working 44 or more weeks in any one establishment in the men's and women's suit and coat industries, respec-

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tively, earned $1,000 or more during the year. The proportion earning $800 or more was 77 per hundred in the men's clothing and 83 per hundred in the women's.

The records of the year's earnings of 121 women in the shirt and overall factories reveal a median of $808. The difference between the proportion of full-time workers on the weekly pay-roll earning $16 and over (36.7 per cent) and the proportion of year's workers averaging approximately such an amount per week (43 per cent) would indicate that there were more inexperienced workers included in the group for whom records on week's earnings were obtained than in the group for whom figures on year's earnings were available. This is borne out by the fact that of the women on the weekly pay roll who reported their experience, 19 per cent had been employed for less than one year in the industry.

The median year's earnings of the women whose records were secured in the manufacture of "other clothing" were $740. The proportion of this group whose earnings averaged $16 or more per week was about the same as the proportion of full-time week workers in this earnings classification. But the average weekly earnings derived from the year's record showed almost 50 per cent of the women reported earning about $13 to $16 as compared with 26.1 per cent of the full-time week workers. Moreover, only 1.6 per cent of the former received less than $10 a week as against 17.2 per cent of the latter. This is a clear indication that the women employed for 44 weeks or more in the year were the better paid employees.

## THE TOBACCO AND CIGAR INDUSTRY

### The workers.

A manufacturing industry in Ohio of great importance, numerically, as far as women are concerned, and one that would naturally be included in a study of women's wages, is the tobacco and tobacco products industry. In such production, according to the census, 9,559 women and girls earned their living in December, 1919. Factories employing 39.6 per cent of this number were visited by the agents of the Women's Bureau in 1922, and records were secured for 3,583 women 18 years of age and over and 207 girls between 16 and 18 years of age. (Table 1.)

The women at work in Ohio tobacco and cigar factories were, for the most part, American-born white women. Of those stating their age, 27.1 per cent were under 20 years old and 37.1 per cent were from 20 to 30. More than one-half of the adults who reported on marital status were or had been married. (Appendix Tables I–III, inclusive.) Almost seven-eighths of the 1,777 women whose experience records were secured had been employed in the industry one year or more, 41 per cent having had five years or more of experience.

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**Week's earnings.**

The prevailing method of wage payment in the tobacco industry of Ohio was on a piece-rate basis. Seven-eighths of all adult women and a larger proportion of minors employed therein were piece-workers. (Table IX in the appendix.) Undoubtedly, this system of payment was in part responsible for the wide variation in week's earnings shown in Table 4. Although this table reveals the median week's earnings in the tobacco and cigar industry to be $13.35, no single figure or range of figures can be quoted as the usual earnings received. From 3 to 7 per cent of the adult women employed earned amounts falling in each dollar grouping from $5 to $22 per week. Table 11 shows that 18.7 per cent of the women in tobacco and cigar factories earned from $6 to $10 during the week, regardless of the amount of time worked; an equal proportion earned, $20 and over; 17.7 per cent earned, $10 to $13; 17 per cent, $16 to $20; and 16.3 per cent, $13 to $16. However, 11.3 per cent fell below the $6 level in earnings. In other words, 30 in every hundred adult women employed earned less than $10 per week, or an amount unquestionably below the level of a satisfactory standard of living; 36 in every hundred earned $16 and more, or an amount approximating a reasonable level; and 34 in every hundred earned amounts falling between these two rather widely separated divisions.

These earnings were made in a week chosen as representative of the year 1922 by tobacco factory superintendents. But the question naturally arises as to the amount of lost time that occurred during this week. The scheduled working day for all but a few women in tobacco products factories was a 9-hour day for five days of the week and a 4-hour to 5-hour day on Saturday. (Table 2 and Table V in the appendix.) Had women stripped tobacco, made cigars, or packed and labeled these products the full number of hours that the factories were open during the week chosen, two-thirds would have worked 50 hours per week or the limit allowed by the State law, 22.6 per cent between 48 and 50 hours; 4 per cent, 44 but under 48 hours, and only 6 per cent, less than 44 hours. How many actually worked these hours during the week for which earnings were secured? Because the method of payment was on a piece-rate basis, time records were not complete for all of the 3,533 adult women on the pay roll. Information concerning time and earnings was available for only 3,328. Of this number, approximately 16 per cent worked less than 30 hours or not more than 3½ days during the week under consideration; 18 per cent worked 30 to 44 hours or 4 to 5 days during the week; 66.2 per cent worked 44 hours or longer or 5 days or over but not in all cases the firm's scheduled hours; and 59 per cent worked the actual scheduled hours of the factory in which employed.

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When earnings of these women are related to hours employed, it is clear that three-fourths of the women earning less than $6 during the week worked less than 30 hours, or not more than 3½ days, but that almost 11.7 per cent of the women earning less than $6 were at work 44 hours or more during the week. In the group earning $6 to $10, more than one-half were women working 44 hours or 5 days or more. In the $10 to $13 group 60.5 per cent, and in the $13 to $16 earning group, 69.6 per cent of the women worked the greater part of the week. For the women who worked the scheduled time of the factory wherein employed, the median week's earnings were $16.40. (Table 6.) Of these full-time workers, 14 per cent earned less than $10 per week, 17.6 per cent earned $10 to $13, 16.5 per cent earned $13 to $16, 22.1 per cent earned $16 to $20, and approximately 29.8 per cent earned $20 or over.

It is obvious, therefore, that, while the proportion of the women employees in tobacco and cigar factories found in the under $10 group is materially lowered, and the proportion in the $16 and over earnings group is noticeably increased when all workers who lost time are omitted, almost one-half of the women who worked full time in these factories did not earn so much as $16, even though most of this number worked all the hours the State law would allow.

It is not because this industry was a young girl's industry that such a large proportion did not earn so much as $16. In fact, a glance at the table on earnings of minors indicates that there was no material difference in the earnings among minors and among adults, nor, as has been seen, were the women largely inexperienced workers.

TABLE 11.—*Week's earnings of all women and earnings of women who worked the firm's scheduled time in tobacco and cigar factories—Adults*

| Week's earnings | Women earning each specified amount | | Women who worked the firm's scheduled time, earning each specified amount | |
|---|---|---|---|---|
| | Number | Per cent | Number | Per cent |
| Total | 3,533 | 100.0 | 1,973 | 100.0 |
| Under $6 | 401 | 11.3 | 36 | 1.8 |
| $6 and under $10 | 660 | 18.7 | 241 | 12.2 |
| $10 and under $13 | 626 | 17.7 | 347 | 17.6 |
| $13 and under $16 | 577 | 16.3 | 325 | 16.5 |
| $16 and under $20 | 599 | 17.0 | 437 | 22.1 |
| $20 and over | 670 | 19.0 | 587 | 29.8 |

## Earnings in places of varying population.

How do earnings in the tobacco and cigar industry compare in cities of varying size? Of the women whose weekly earnings were

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secured, 2,763 were employed in factories in cities of 25,000 or more population, and 770 in factories in cities of less than 25,000. The actual week's earnings of these two groups of women differed markedly, the former showing a median of $15.10, and the latter a median of $8.90. (Table 4.) Sixty per cent in the smaller towns earned under $10, 85.2 per cent earned under $13, and 94 per cent earned under $16. In the larger cities, 21.7 per cent earned under $10, 37.3 per cent under $13, and 55.7 per cent under $16. A study of 1,973 women's earnings for full-time weekly service reveals the same general difference in wage levels in cities of varying size. In the smaller cities 41.9 per cent of the full-time workers earned under $10 as compared with 8.7 per cent in the large cities, 84.1 per cent earned under $13 as compared with 21.5 per cent in larger cities, and 95.3 per cent earned under $16 in cities of less than 25,000 population as compared with 39 per cent in the cities of 25,000 or over population.

**Earnings and experience.**

A study of earnings and experience reveals that the first 3 months represented the initial apprenticeship period, and that distinct gains in earnings were made in the next 3 months. While improvements occurred between 6 months and 2 years of employment, such changes were not sharply marked in the intervening months of experience. Taking 2 years, therefore, as the point at which women might be considered to be experienced tobacco and cigar workers, we find more than three-fourths of the Ohio women scheduled in this industry were experienced, whereas 97.1 per cent had passed the first 3 months' apprenticeship period. A clearer idea of the situation can be obtained by a comparison of medians. The women who had worked in the trade for less than a year show a median of $10.74 as against $14.95 for those with from 1 to 5 years of experience, and as against $16.05 for those with 5 years or more, the third group revealing a 20 per cent increase over the first.

**Year's earnings.**

The question naturally arises as to how many women worked the scheduled weekly hours for 52 weeks in the year so that their yearly income may be said to be 52 times the full-time weekly earnings quoted. As has been pointed out, the bureau's agents were instructed to copy the year's records of 20 per cent of the number on each pay roll, choosing only women, however, who had worked 44 or more weeks during the year. Had the agents been able to follow instructions, the year's records for 707 women would have been available. The year's records of only 335, or less than 10 per cent of the adult women were obtainable, however, because not so many as 10 per cent

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on the pay rolls had worked 44 weeks in one plant. The extent to which these women worked in other plants was beyond the scope of this survey.

The median earnings of the small number whose year's records were secured were $590. Less than 14 per cent earned an amount equal to $16 per week multiplied by 52, that is, $800 or more for the year; or 86.3 per cent earned an average per week of less than $16 as compared with 64.1 per cent who earned less than this amount during the one week in which the records of all employees were obtained. It would seem, therefore, that the week chosen offers more favorable conditions with regard to earnings in this industry than does an average for the year. (Table XVII in the appendix.)

## THE ELECTRIC PRODUCTS INDUSTRY

### The workers.

According to the census, this industry ranks third in numerical importance among manufacturing industries in Ohio in the employment of woman labor. More than 8,000 were employed in December, 1919. Almost a fourth of this number, or 1,868 women 18 years of age and over and 37 girls 16 to 18 years of age, were included in the study of the Women's Bureau. (Table 1.) Like women employed in the other industries of Ohio, the large majority in electrical manufacturing establishments who reported on the subject were native-born white women. A larger number in this industry than in most of the other industries, however, or about three-fourths, were single women. This is due to the fact that almost two-thirds of those reporting on age were under 25 years of age; only 3 per cent, however, were under 18 years. (Appendix Tables I-III, inclusive.)

### Week's earnings.

Although more women were employed on a piece-rate basis in the electrical industry in Ohio than on time rates, according to the records secured, one-third of those scheduled were on a time basis and an additional 11.6 per cent worked under such a system for part of the week. (Table IX in the appendix.) The earnings, therefore, are representative of both pieceworkers and timeworkers.

According to Table 4, the median week's earnings of the 1,868 women engaged in the manufacture of electric products were $16.60. Concentration of week's earnings in this industry were within the span of $13 to $19. It was, therefore, an industry that afforded higher earnings in the week chosen for study than the industries thus far considered, with the exception of the manufacture of men's and women's suits and coats. Only 20 per cent of the adult women earned less than $13 regardless of hours worked, while 24.4 per cent earned from $13 to $16; 30.4 per cent, from $16 to $20; and 24.8

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per cent, $20 or more. (Table 12.) With the exception of four women, all those earning less than $10 had not been at work a full week. About three-fourths of those receiving $10 to $13 had worked fewer than the scheduled hours.

Approximately one-half of all adult women employed during the representative week had rendered a full week's service. (Table 6.) Such a week consisted of 9 hours for 5 days a week and from 4 to 5 hours on Saturday for the majority of employees. The median earnings for the full-time workers were $17.95. About two-thirds of the women working the required schedule earned $16 or more during the week, more than a fourth earned $13 to $16, as can be seen in the following table:

TABLE 12.—*Week's earnings of all women and earnings of women who worked the firm's scheduled time in factories manufacturing electric products—Adults*

| Week's earnings | Women earning each specified amount | | Women who worked the firm's scheduled time, earning each specified amounts | |
|---|---|---|---|---|
| | Number | Per cent | Number | Per cent |
| Total | 1,868 | 100.0 | 835 | 100.0 |
| Under $6 | 59 | 3.2 | | |
| $6 and under $10 | 96 | 5.1 | 4 | 0.5 |
| $10 and under $13 | 227 | 12.2 | 53 | 6.3 |
| $13 and under $16 | 455 | 24.4 | 222 | 26.6 |
| $16 and under $20 | 568 | 30.4 | 251 | 30.1 |
| $20 and over | 463 | 24.8 | 305 | 36.5 |

Since the 1,783 women who worked in cities of 25,000 and over constituted 95 per cent of all the women included in this industry, a comparison of earnings in large and small industrial centers is scarcely feasible. (Table 4.)

**Earnings and experience.**

In view of the earnings level in the manufacture of electric products, it is particularly interesting to study the records of the women in the industry who reported on experience. Of this number, 39 per cent had had less than a year's experience, revealing a median of $15.15, 46 per cent had had from 1 to 5 years of employment in the trade and revealed a median of $17.35, and 15 per cent had worked in this industry for 5 years or more, their median falling at the $18 mark. An analysis of earnings and time in the trade discloses the fact that only 9 months of experience was required in the electrical shops before nearly three-fourths of the women were able to reach the $16 earnings level, and that even after 6 but under 9 months of employment, over one-half of the women earned this amount or more.

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**Year's earnings.**

The record of year's earnings was secured for only 273 electrical workers, the median for this group being $798. (Table XVII in the appendix.) Thus, almost one-half of these women received $800 and more during the year, and 11.7 per cent $1,000 or larger sums. Almost a third earned $700 to $800, and less than an eighth earned $600 to $700, while 7 in every hundred received less than $600.

## THE RUBBER AND RUBBER-PRODUCTS INDUSTRY

**The workers.**

According to the 1920 census figures, 6,705 women and girls were engaged in the rubber industry, almost one-third of whom were included in this survey. (Table 1.) Of the women reporting on nativity, fewer than a fourth were foreign born. Forty-one in every hundred who gave information about their conjugal state were married, and 16 in every hundred were widowed, separated, or divorced. Of those who stated their age, 35.2 per cent were between the ages of 20 and 25 years, 23.6 per cent were 25 to 30 years, and 23.6 per cent were 30 to 40 years of age. (Appendix Tables I–III, inclusive.)

**Week's earnings.**

The median week's earnings of the 2,098 women included in the rubber industry were $17.25, and the median of the 568 full-time workers was $18.55. (Tables 4 and 6.)

The rubber industry has the distinction of being one of the two Ohio industries included in this survey in which no adult women working a full week earned less than $10, the other being the manufacture of auto tops and other canvas products, in which, however, there were only 49 full-time workers. In the week scheduled, 13 in every hundred of the women in rubber manufacturing actually did not earn $10, but these women were employed but a fraction of a week. Although but 27.1 per cent of the adult women with time records worked the scheduled week, which varied in the several plants included in the study, 69.9 per cent worked 44 hours or more, or 5 days or over during the week, and only 11.7 per cent worked less than 30 hours or not more than 3½ days. (Table 6 and Table XI in the appendix.) It is chiefly this latter group of short week employees who earned less than $10 for their work during the period selected.

Table 13 discloses that 14 in every hundred of all women on the pay rolls received $10 to $13, although but 11 in every hundred full-time workers earned these amounts. Fifteen to sixteen per hundred of the entire pay roll earned $13 to $16 for the week,

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whereas the earnings of about 19 per hundred full-time workers fell within this dollar grouping. Of the total number of women, almost an equal proportion, about 29 per hundred, actually earned between $16 and $20, and $20 or more during the week, while 32.7 per cent of those who worked the firm's scheduled time earned the first amount, and 37.5 per cent earned $20 or over.

TABLE 13.—*Week's earnings of all women and earnings of women who worked the firm's scheduled time in rubber factories—Adults*

| Week's earnings | Women earning each specified amount | | Women who worked the firm's scheduled time, earning each specified amount | |
|---|---|---|---|---|
| | Number | Per cent | Number | Per cent |
| Total | 2,098 | 100.0 | 568 | 100.0 |
| Under $6 | 135 | 6.4 | | |
| $6 and under $10 | 138 | 6.6 | | |
| $10 and under $13 | 301 | 14.3 | 62 | 10.9 |
| $13 and under $16 | 325 | 15.5 | 107 | 18.8 |
| $16 and under $20 | 597 | 28.5 | 186 | 32.7 |
| $20 and over | 602 | 28.7 | 213 | 37.5 |

**Earnings in places of varying population.**

In the rubber industry, as in other industries thus far considered, weekly earnings were lower in the smaller cities. There was a very striking difference between the median week's earnings in the smaller and larger cities, $12.85 being the median for the former, and $17.95 for the latter. (Table 4.) More than 25 per cent earned between $10 and $13 in cities of less than 25,000 population as compared with 13.2 per cent in cities of 25,000 population and over, 29.3 per cent as compared with 14.1 per cent earned from $13 to $16, whereas 18.6 per cent in the less populous as against 60.9 per cent in the more populous places earned $16 or over during the week.

**Earnings and experience.**

Approximately 77 per cent of the number furnishing personal information had worked in the rubber industry 1 year or more. The comparison of experience and earnings indicates that 3 months' training marks the first important increase in earnings, that 9 months' training marks the second, and that in the period of 2 to 3 years of experience the proportion earning $16 or larger amounts increases materially. It is interesting to see that the median for the women who had been in the trade for less than 1 year was $13.70, that for those who reported 1 but less than 5 years of experience it was $19.20, and for those with 5 or more years of experience $19.95.



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**Year's earnings.**

The records of year's earnings were secured for only about a tenth of all adult women on rubber factory pay rolls, although a year's information was desired for a fifth the number. Apparently 1921–22 was not a year of continuous employment for many women in the rubber industry. According to Table XVII in the appendix the median of the women who worked 44 weeks or more was $810, over one-half (52.1 per cent) earned $800 or more for the year's work, over a fourth (26.1 per cent) earned $700 to $800, and approximately one-fifth (20.9 per cent) earned from $500 to $700 during the year.

## THE SHOE INDUSTRY

**The workers.**

Almost as many women were employed in shoe as in rubber goods manufacturing in Ohio. Unfortunately, labor disturbances in the fall of 1922 rendered it difficult to secure information from shoe factories that might be considered representative of a normal week in a normal year. The week's records were secured for 1,660 women and girls employed in factories that were operating at the time of the survey. (Table 1.) All but 3.7 per cent of the women furnishing information about their country of birth were American born. Of those reporting on conjugal condition, 59.6 per cent were single women, 18.9 per cent married women, and 21.4 per cent widowed, separated, or divorced. The women shoemakers were not concentrated in any age group; 8.1 per cent were minors 16 to 18 years old, more than a third were between 20 and 30, and more than a third were 30 to 50 years of age. (Appendix Tables I–III, inclusive.)

**Week's earnings.**

Although almost three-fourths of the women whose time records were available had worked 44 hours or 5 days and over, and more than a half had worked the establishment's scheduled time (Table XI in the appendix), and although 88.8 per cent had had a year or more of experience in shoe factories (Table XIV in the appendix) —facts that would make records secured appear to be representative of normal wage figures—it is difficult to ascertain to what extent earnings in factories operating during this period of upheaval were influenced by the closing of other establishments.

The 1,595 women, 18 years of age and over, whose records were obtained show a median of $15.55. (Table 4.) They do not reveal marked concentration in any one earnings group. Twenty-eight per cent earned $20 or more per week; 18.9 per cent, $16 to $20; 17.6 per cent, $13 to $16; 17.1 per cent, $10 to $13; and 18.4 per cent earned less than $10, regardless of time worked. (Table 14.)

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A few more than one-half the women in shoe factories were employed at piece rates. (Table IX in the appendix.) For the women who worked the firm's scheduled time (in shoe factories visited the regular weekly hours were usually over 48 but not more than 50) the median week's earnings were $16.95. (Table 6.) Of these women 7.2 per cent earned between $6 and $10; 17.3 per cent earned $10 to $13; 19.9 per cent, $13 to $16; 21.3 per cent, $16 to $20; and 34.2 per cent, $20 or over, as shown in the following table:

TABLE 14.—*Week's earnings of all women and earnings of women who worked the firm's scheduled time in shoe factories—Adults*

| Week's earnings | Women earning each specified amount | | Women who worked the firm's scheduled time, earning each specified amount | |
|---|---|---|---|---|
| | Number | Per cent | Number | Per cent |
| Total | 1,595 | 100.0 | 774 | 100.0 |
| Under $6 | 65 | 4.1 | | |
| $6 and under $10 | 228 | 14.3 | 56 | 7.2 |
| $10 and under $13 | 272 | 17.1 | 134 | 17.3 |
| $13 and under $16 | 280 | 17.6 | 154 | 19.9 |
| $16 and under $20 | 302 | 18.9 | 165 | 21.3 |
| $20 and over | 448 | 28.1 | 265 | 34.2 |

**Earnings in places of varying population.**

By far the largest bulk of the women in shoe plants—that is, 85.8 per cent—were employed in the larger cities. (Table 4.) The earnings of shoe factory employees in the smaller cities were lower than in cities of 25,000 and over. The median for the former was $12.60, while the median for the latter was $16.10. Moreover, in cities of less than 25,000 population, three-fourths earned under $16, whereas one-half of the adult women employed in the larger places earned $16 or more during the representative week.

**Earnings and experience.**

Of the women reporting on experience, 11.2 per cent had had less than 1 year's experience, 36 per cent had had from 1 to 5 years, and 52.8 per cent, 5 years and over. The median week's earnings for these three groups were $10.55, $14.65, and $18.35, respectively.

**Year's earnings.**

According to Table XVII in the appendix, the median year's earnings of the 168 women for whom the year's record was secured were $875. Of this group, 63.1 per cent earned $800 or more, 26.2 earned $600 to $800, and but 3.6 per cent earned less than $500. This is a better accounting than was made by all employees in the so-called normal week.

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## THE PAPER AND PAPER-PRODUCTS INDUSTRY

### The workers.

Within this group are included factories preparing materials for paper manufacture, paper-producing plants, and establishments making paper into numerous specialized articles such as bags, boxes, pails, and novelties. The census shows that over 5,000 women were employed in this group of factories in Ohio, 32 per cent of whom, or 1,611 women and girls, were included in this survey. (Table 1.)

The women employed in paper factories were largely young women; 21.1 per cent of the adults and minors reporting on age were 16 and under 20 years of age, and 26 per cent were between the ages of 20 and 25 years. As many as 22 in every hundred reporting on experience had not had a year's experience in the industry, although 36 in every hundred had had 5 years of experience or more. Nine per cent of the women furnishing information about nativity were colored women and 14 per cent were foreign-born women. A report on conjugal condition was obtained from 928 women, of whom 57.4 per cent were single, 23.4 per cent were married, and 19.2 per cent were widowed, separated, or divorced. (Appendix Tables I–III, inclusive.)

### Week's earnings.

The median earnings of the 1,559 adult women in this industry whose earnings were copied from the pay rolls were $12.60. (Table 4.) Table 15 shows that the largest number, or about one-third, of these earned $10 to $13 during the week for which the data were secured. Almost a fourth earned less than $10, and a few more than a fourth earned from $13 to $16. Fourteen in every hundred earned $16 to $20, and three in every hundred received $20 or over, regardless of the number of hours worked.

Fifty-five per cent of the women whose time records were secured worked the scheduled week of the establishment in which employed, a week most frequently of 50 hours' duration. The median of this group was $13.60. (Table 6.) The lowest sum paid any full-time worker was $8, and all women on the pay roll who earned less than this amount had not worked a full week. Only 3.2 per cent of the full-time workers earned between $8 and $10, 36.1 per cent earned $10 to $13, and 35.9 per cent $13 to $16. The earnings of 24.8 per cent totaled $16 or more for a full week's service. It is interesting in this connection to note that no person procured as much as $16 who had not worked at least 44 hours or 5 days during the week, and very few who had not worked this length of time earned as much as $13. This situation is probably due in part to the fact that almost two-thirds of the adult workers were time workers, so that earnings were in direct relation to time worked.

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TABLE 15.—*Week's earnings of all women and earnings of women who worked the firm's scheduled time in factories manufacturing paper and paper products—Adults*

| Week's earnings | Women earning each specified amount | | Women who worked the firm's scheduled time, earning each specified amount | |
|---|---|---|---|---|
| | Number | Per cent | Number | Per cent |
| Total | 1,559 | 100.0 | 750 | 100.0 |
| Under $6 | 138 | 8.9 | | |
| $6 and under $10 | 229 | 14.7 | 24 | 3.2 |
| $10 and under $13 | 521 | 33.4 | 271 | 36.1 |
| $13 and under $16 | 408 | 26.2 | 269 | 35.9 |
| $16 and under $20 | 212 | 13.6 | 166 | 22.1 |
| $20 and over | 51 | 3.3 | 20 | 2.7 |

**Earnings in places of varying population.**

Unlike the situation in industries hitherto discussed, earnings of women were greater in paper factories in small towns than in cities of 25,000 or over. The median for the women in towns of less than 25,000 was $13.80, as compared with the median of $12.35 for the larger cities. It is true, however, that only a little over one-fifth of the women worked in the smaller places. Table 4 reveals that 26.5 per cent employed in the larger cities earned less than $10, as compared with 12.6 per cent in the towns of less than 25,000 population; and that 35.6 per cent, as compared with 25.4 per cent, earned $10 to $13; 23.8 per cent, as opposed to 34.7 per cent, received $13 to $16; and 14 per cent, as against 27.2 per cent, procured $16 or more in the large and small cities, respectively.

**Earnings and experience.**

A correlation of earnings and time in the trade revealed 21.7 per cent of the women who reported on the subject as having had less than 1 year of experience and showing a median of $12.05, 41.9 per cent with 1 year but less than 5 years of experience and a median of $13.20, and 36.4 per cent with a record of 5 years or more in the trade and a $14.55 median.

**Year's earnings.**

Table XVII in the appendix discloses that during 12 months of employment about 22 in every hundred adult women workers in paper-products factories whose year's records were secured and who worked 44 weeks or more received $800 or more; 23 per cent received $700 to $800; 49.4 per cent, $500 to $700; and about 6 per cent, less than $500. The median earnings of the workers whose earnings for the year were ascertained were $685.

## THE TEXTILE INDUSTRY

**The workers.**

The only textile manufacturing industry listed separately for Ohio by the United States Census of 1919 is the knit-goods branch,

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in which over 4,000 women and girls were employed. Data on earnings were secured for 900 of these women in the survey made by the Women's Bureau in 1922. Although not accounted for separately by the census, the woolen and worsted goods branch also employed a large number of women; 1,135 were on the pay rolls of establishments included in this study. (Table 1.) In addition, cordage factories employing 145 women, a broad-silk factory, a cotton-braid tape factory, and a bag-weaving factory were covered by the survey. The hosiery and knit goods, woolen and worsted-goods, and cordage branches will be considered separately here, however, because wage conditions differed in these industries.

An analysis of the personal information supplied by the women workers in the several branches of the textile industry who reported on age, nativity, and conjugal condition shows some differences and some resemblances in the personnel in the various types of mills. The manufacture of woolen goods showed that a little over two-fifths of the women, and the manufacture of hosiery and knit goods and "other textiles" each, a little less than two-fifths of the women reporting were 30 years of age or over. Cordage manufacturing, however, revealed almost three-fifths in this age classification. In all four branches of the industry at least one-fifth of the workers were under 20, and "other textile" manufacturing took the lead in this respect with over a third of the women from 16 to 20 years old. Cordage differed from the other three branches rather strikingly in the proportion who were or had been married, 78.6 per cent as contrasted with the 45.7 per cent, 48.6 per cent, and 51.3 per cent in the manufacture of hosiery and knit goods, woolen goods, and "other textiles," respectively. The significance of this statement, however, is undermined by the small number of women in cordage mills reporting on the subject. Of the four branches, "other textile" manufacturing took the lead in the proportion of foreign-born workers (47.6 per cent of those reporting), followed by the manufacture of knit goods with 38.3 per cent, and the manufacture of woolen goods with 36.2 per cent. In cordage manufacturing there were no foreign-born women reported. (Appendix Tables I–III, inclusive.)

**Week's earnings.**

Table 16 reveals that wages and earnings were on a higher level in the woolen mills than in the other textile factories of Ohio. The median week's earnings for all women, irrespective of time worked, in this branch were $15.15, and the median earnings for full-time workers $14.90. (Tables 4 and 6.) The reason why the second median drops slightly below the first is probably because in this industry the time worked was not reported on pay rolls for 43.1 per cent of the women for whom wage data were secured, and because in

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this group with no time records were probably some of the higher paid workers. Pieceworkers, who as a rule earn more than time-workers, constituted over one-half of the women included in the industry, and the time worked by women on the piece system is frequently not recorded on the pay roll. No adult woman time-worker employed for a full week received earnings of less than $10, and no pieceworker earnings of less than $8 in woolen mills. (Table 6.) Sixty-two per cent of the full-time workers earned $13 to $16, and 24 per cent earned $16 and over. Of those whose time was reported, 59 per cent worked the scheduled hours of from 48 to 50, although almost 80 per cent worked 44 hours or 5 days or over during the week.

When the entire pay roll regardless of hours worked is considered, it is seen that the week's earnings of 10.6 per cent fell below $10; 16.1 per cent of all adult employees earned $10 to $13; 32.3 per cent, $13 to $16; 20.3 per cent, $16 to $20; and 20.7 per cent, $20 or over. It is obvious from a comparison of proportions of all women, irrespective of time worked, earning each amount during this week and the proportions of full-time workers earning a corresponding amount that many higher paid workers, even though they had worked less than the 48 to 50 hour week, had earned $16 or more.

The knit-goods industry, standing second of the four textile groups in the number of women included, ranked third in the wage scale. The median earnings of all the women in this industry were $12.70. During the week scheduled 23.2 per cent of all women earned less than $10, although 1 per cent of the full-time workers earned less than this amount; 30.1 per cent earned $10 to $13; 23.9 per cent, $13 to $16; and 22.8 per cent, $16 or more for the week. Less than one-half of the adult women reporting hours of employment worked the scheduled hours of over 48 to 50 per week. The median week's earnings for those who did were $14.20. About 29.9 per cent earned $16 or more, and 35.4 per cent between $13 and $16. Although the small proportion working scheduled hours suggests that there might have been extensive unemployment in the week for which pay-roll information was secured, this was not really so, for nearly three-fourths worked 44 hours or 5 days or more and but 7.2 per cent worked less than 30 hours or 3½ days during the week.

Although few women were employed in cordage factories, the earnings data for this branch of textiles have been kept separate because such earnings were on a lower level than in any other industry included in this survey, the median week's earnings being $10.35. Only two women who did not work the scheduled 50 hours during the week earned as much as $13. The median for the full-time workers was $12. Almost two-thirds of these employees earned between $10

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and $13. Table 16 shows that of the 140 adult women on the pay roll in the normal week, approximately 41.4 per cent earned less than $10, and 20.7 per cent earned less than $6. Forty per cent earned between $10 and $13, 11.4 per cent between $13 and $16, and but 7.1 per cent $16 or more.

Four hundred and ninety-seven women 18 years of age and over furnished information on earnings in the "other textile" group. Their median week's earnings were $11.75; 29.6 per cent earned less than $10 during the week; 38.8 per cent, $10 to $13; 22.9 per cent, $13 to $16; and 8.6 per cent, $16 or over. Women who worked the scheduled week of 50 hours showed a median of $13.75. They earned $16 or over in 20 out of every hundred instances, $13 to $16 in 40 out of every hundred cases, and not quite 4 in every hundred earned less than $10.

TABLE 16.—*Week's earnings of all women and earnings of women who worked the firm's scheduled time in textile mills—Adults*

| Week's earnings | Women earning each specified amount | | Women who worked the firm's scheduled time, earning each specified amount | |
|---|---|---|---|---|
| | Number | Per cent | Number | Per cent |
| **CORDAGE** | | | | |
| Total | 140 | 100.0 | 70 | 100.0 |
| Under $6 | 29 | 20.7 | ---------- | ---------- |
| $6 and under $10 | 29 | 20.7 | 1 | 1.4 |
| $10 and under $13 | 56 | 40.0 | 45 | 64.3 |
| $13 and under $16 | 16 | 11.4 | 14 | 20.0 |
| $16 and under $20 | 9 | 6.4 | 9 | 12.9 |
| $20 and over | 1 | .7 | 1 | 1.4 |
| **HOSIERY AND KNIT GOODS** | | | | |
| Total | 876 | 100.0 | 308 | 100.0 |
| Under $6 | 49 | 5.6 | ---------- | ---------- |
| $6 and under $10 | 154 | 17.6 | 3 | 1.0 |
| $10 and under $13 | 264 | 30.1 | 104 | 33.8 |
| $13 and under $16 | 209 | 23.9 | 109 | 35.4 |
| $16 and under $20 | 123 | 14.0 | 58 | 18.8 |
| $20 and over | 77 | 8.8 | 34 | 11.0 |
| **WOOLEN GOODS** | | | | |
| Total | 1,099 | 100.0 | 369 | 100.0 |
| Under $6 | 42 | 3.8 | ---------- | ---------- |
| $6 and under $10 | 75 | 6.8 | 1 | 0.3 |
| $10 and under $13 | 177 | 16.1 | 49 | 13.3 |
| $13 and under $16 | 355 | 32.3 | 229 | 62.1 |
| $16 and under $20 | 223 | 20.3 | 25 | 6.8 |
| $20 and over | 227 | 20.7 | 65 | 17.6 |
| **OTHER TEXTILES** | | | | |
| Total | 497 | 100.0 | 220 | 100.0 |
| Under $6 | 86 | 17.3 | ---------- | ---------- |
| $6 and under $10 | 61 | 12.3 | 8 | 3.6 |
| $10 and under $13 | 193 | 38.8 | 79 | 35.9 |
| $13 and under $16 | 114 | 22.9 | 88 | 40.0 |
| $16 and under $20 | 33 | 6.6 | 32 | 14.5 |
| $20 and over | 10 | 2.0 | 13 | 5.9 |

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**Earnings in places of varying population.**

Two of the woolen and worsted factories were in cities of less than 25,000 population. The median week's earnings of the women included in the small towns were $14.45, as compared with $15.60 in the larger cities. (Table 4.) In the cities of less than 25,000 population earnings were concentrated in the $13 to $16 group, only 17.9 per cent earning more than $16. In the factories located in larger cities the women were fairly evenly distributed in the several earnings groups—under $13, $13 to $16, $16 to $20, and $20 or over, as will be seen in Table 4. No discussion of the other branches of the textile industry according to locality can be given, because in order to avoid identification it has been necessary to include cordage manufacturing in places of 25,000 or more population, and knit-goods manufacturing in places of less than 25,000 in the "other textile" group.

**Earnings and experience.**

Of the 236 women reporting on time employed in the manufacture of woolen goods, 18.6 per cent had had less than 1 year of experience, 41.1 per cent between 1 and 5 years, and 40.3 per cent 5 years or more. The medians for these three groups were $12.70, $15.55, and $17.95, respectively. In the manufacture of knit goods and hosiery 446 women reported on time in the trade. Of this number, 16.3 per cent reported less than 1 year of experience, the median for this group being $12.05; 47.1 per cent reported from 1 to 5 years of experience, showing a median of $13.40; and the remainder, or 36.5 per cent, who had worked in the same industry for 5 years or more, revealed a median of only $13.70. In this industry there was strikingly little advancement in earnings with increase in experience, if the medians of the several groups be taken as a means of comparison. Only 28 women in cordage manufacturing and 67 in the "other textile" group reported on their experience, numbers too few to justify any discussion.

**Year's earnings.**

In the textile industry cordage manufacturing was the only branch in which too few records of the year's earnings of women workers were secured to permit of the computation of a median. Of the other three branches woolen goods showed the highest median, $730, as compared with the median of $714 for hosiery and knit goods and $644 for the "other textile" group. (Table XVII in the appendix.) Of the 66 women in woolen-goods manufacturing, whose year's earnings were recorded, 40.9 per cent earned $800 or more, 13.6 per cent

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earned $700 to $800, and 27.3 per cent $600 to $700. In the knit-goods industry 28.4 per cent of the 116 women, whose year's earnings were ascertained, earned $800 or more, 25 per cent $700 to $800, and 21.6 per cent $600 to $700.

## THE POTTERY INDUSTRY

### The workers.

The census shows that in the manufacture of pottery—an industry in which Ohio takes the lead of all other States in the Union—there were employed 3,522 women and girls. More than a third of these women, or 1,255 adults and 32 girls, form the basis for this report on women's earnings in the industry. (Table 1.) Equal numbers of factories chosen for the study of earnings were located in large and small cities, so that an excellent basis of comparison of earnings in cities of varying size was available.

Many pottery makers were older women, nearly one-half of those reporting their ages being 30 years of age or more. Almost 45 in every hundred reporting length of experience in the industry had had 5 or more years of training. Of those women who gave information about the country of birth, all but 3.5 per cent were native-born white women. Approximately 44 in every hundred who reported on conjugal condition were single women, about 31 in every hundred were married, and 25 in every hundred were women who were widowed, separated or divorced. (Appendix Tables I–III, inclusive.)

### Week's earnings.

The week's earnings of 1,255 women in pottery factories were recorded, the median for this group being $13.05. (Table 4.) Of these adult women, 22.9 per cent earned less than $10 during the week; 26.6 per cent, $10 to $13; and 24.9 per cent, $13 to $16. (Table 17.) All of the women who received less than $6 worked but a fraction of the week, and more than one-half of those earning from $6 to $10 worked not more than 3½ days or less than 30 hours during the week. About seven-tenths of those falling in the $10 to $13 class had worked less than the scheduled week, which was 50 hours in most of the potteries. All but a few of the women in the $13 to $16 earnings group had been employed at least 44 hours or 5 days in the week.

For full-time workers, the median week's earnings were $15.55. (Table 6.) Of this group, 43.7 per cent received $16 or more as against 25.6 per cent of all women, irrespective of time worked.

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TABLE 17.—*Week's earnings of all women and earnings of women who worked the firm's scheduled time in pottery factories—Adults*

| Week's earnings | Women earning each specified amount | | Women who worked the firm's scheduled time, earning each specified amount | |
|---|---|---|---|---|
| | Number | Per cent | Number | Per cent |
| Total | 1,255 | 100.0 | 396 | 100.0 |
| Under $6 | 131 | 10.4 | | |
| $6 and under $10 | 156 | 12.4 | 1 | 0.3 |
| $10 and under $13 | 334 | 26.6 | 75 | 18.9 |
| $13 and under $16 | 313 | 24.9 | 147 | 37.1 |
| $16 and under $20 | 258 | 20.6 | 150 | 37.9 |
| $20 and over | 63 | 5.0 | 23 | 5.8 |

**Earnings in places of varying population.**

A comparison of the median week's earnings of the women employed in pottery establishments in places of 25,000 or more population ($14.00) with the corresponding median in the places of less than 25,000 ($11.85) indicates a much lower wage rate in the smaller localities. (Table 4.) Nearly twice as large a proportion in the less populous centers earned under $10 as in the larger cities. Moreover, only 18 per cent of the women earned $16 or over in places of less than 25,000 population, as compared with about a third (32.7 per cent) in cities of 25,000 or more inhabitants.

**Earnings and experience.**

In all, 715 women reported on the length of time they had worked in the trade, 19.7 per cent having had less than 1 year of experience, 35.5 per cent between 1 and 5 years, and 44.8 per cent 5 years and over. The medians, $12.70, $13.70, and $15.30 for the three groups, respectively, show a steady but not a striking increase with increase in experience.

**Year's earnings.**

Year's earnings were reported for 226 adult pottery workers, and the median for this group was $719. Almost a third earned $800 or more during the year. Twenty-two per hundred made $700 to $800, and almost a like proportion received $600 to $700. About 6 per cent earned less than $500. The average of the median year's earnings of those employed 44 weeks or more in potteries ($13.83) was higher than the median earnings of all women on the pay roll in the representative week, but not so high as the median earnings of full-time workers. (Table XVII in the appendix.)

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## THE GLASS AND GLASS-PRODUCTS INDUSTRY

### The workers.

Glass factories in Ohio employed fewer women than did the potteries. Of the 2,291 women reported by the census as workers in the glass industry, 669 women and girls were on the pay rolls from which data were copied in the course of this survey. (Table 1.) Women employed in glass factories were, in the main, young. More than one-half the women employees reporting age were less than 25 years old. Also, more than one-half of the women reporting marital status were single. According to the nativity records, 12 per cent of the women were foreign born. (Appendix Tables I–III, inclusive.)

### Week's earnings.

The median of $12.10 for the 643 women whose week's earnings were ascertained places this industry as one somewhat below the average in respect to financial opportunities for women in Ohio, but not among the most poorly paying industries. (Table 4.) The median for the full-time workers was $13.05.

Among all women workers in the industry, irrespective of time worked, 45 per cent earned from $10 to $13 during the week for which data were secured. (Table 18.) Another 25 per cent earned $13 to $16. Accordingly, 70 per cent of the women glass workers were concentrated in the $10 to $16 group. This concentration was even more marked among the women who worked a full week, for 82.3 per cent of these earned between $10 to $16 as is shown in Table 18. The lowest rate paid for a full week's service was $8, although 6.4 per cent of the total number of women on the pay rolls of glass factories actually earned less than $6 during the representative week. About 12 in every hundred full-time workers received $16 or more, whereas 8 in every hundred of the entire number employed earned this sum or more.

TABLE 18.—*Week's earnings of all women and earnings of women who worked the firm's scheduled time in glass factories—Adults*

| Week's earnings | Women earning each specified amount | | Women who worked the firm's scheduled time, earning each specified amount | |
|---|---|---|---|---|
| | Number | Per cent | Number | Per cent |
| Total | 643 | 100.0 | 243 | 100.0 |
| Under $6 | 41 | 6.4 | | |
| $6 and under $10 | 99 | 15.4 | 14 | 5.8 |
| $10 and under $13 | 290 | 45.1 | 105 | 43.2 |
| $13 and under $16 | 162 | 25.2 | 95 | 39.1 |
| $16 and under $20 | 43 | 6.7 | 27 | 11.1 |
| $20 and over | 8 | 1.2 | 2 | .8 |

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**Earnings in places of varying population.**

In this industry it is worth noting that while earnings in small and large cities did not vary materially they were slightly higher in cities of less than 25,000 population. (Table 4.) Here 11.4 per cent earned $16 or more, while only 6.3 per cent earned as much in cities of 25,000 and more population. Likewise 55.5 per cent earned less than $13 in the smaller towns as against 72.4 per cent in the larger cities. A comparison of median earnings also proves that wage rates were somewhat higher in the smaller places, the median for cities of 25,000 or more population being $11.95 and the median for the less populous places $12.55.

**Earnings and experience.**

Of the 373 women reporting on experience, 33.5 per cent had had less than 1 year of experience, 48.8 per cent from 1 to 5 years, and only 17.7 per cent 5 years or more. There is very little difference in the medians for the three groups, since they are $11.45, $12.60, and $12.65, respectively.

**Year's earnings.**

Records of year's earnings were available for 21.2 per cent of the adult women glass workers, the median for this group being $604. (Table XVII in the Appendix.) These women received $800 or more in 8 out of every hundred cases. About 33 in every hundred earned from $500 to $600, and 31 in every hundred $600 to $700 during the year. The concentration of earnings of glass workers within a short range for year's as well as for week's earnings was undoubtedly due to the leveling process of the time-payment system which prevailed.

## THE CANDY INDUSTRY

**The workers.**

According to the census, candy manufacture gave employment to 3,440 Ohio women and girls in December, 1919. A fourth of this number, 804 adults and 62 minors, were included in this study. (Table 1.)

Of those reporting on age, 41.7 per cent were under 20 years. It is not surprising, therefore, that more than one-half of those giving information about their conjugal condition were unmarried (53.7 per cent). According to the nativity records over four-fifths were native born. (Appendix Tables I–III, inclusive.)

**Week's earnings.**

The median week's earnings of the 804 adult women whose week's records were secured were $10.65, this being the third from the last in the scale of medians for the various industries. (Table 4.)

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More than a third of these 804 adult women in candy manufacturing earned from $10 to $13 during the normal week selected in 1922. (Table 19.) Almost 41 in every hundred earned less than $10 during this week. This proportion is larger than that occurring in any other industry included in this survey, with the sole exception of cordage manufactue. Furthermore, about 89 in every hundred candy workers earned less than $16 during the week. All earning under $7 had worked less than 44 hours or less than 5 days in this week. The median earnings of the women who worked the firm's scheduled time were $11.75. (Table 6.) Seven dollars was the lowest earnings of any full-time workers, and approximately 14 per cent of the adult women who worked the scheduled week earned $7 to $10. Rates and full-week earnings were not much higher than actual earnings in candy factories, and only in 5-and-10-cent stores was as large a proportion rated at under $10 for a full week's service. Among the candy workers, 57.5 per cent earned $10 to $13 for a full week's service. The concentration of rates in the $10 to $13 group among timeworkers is even greater than when both piece- and timeworkers' records are combined; 68.8 per cent of the timeworkers for whom time rates were quoted were paid rates within this range. (Table XII in the appendix.)

TABLE 19.—*Week's earnings of all women and earnings of women who worked the firm's scheduled time in candy factories—Adults*

| Week's earnings | Women earning each specified amount | | Women who worked the firm's scheduled time, earning each specified amount | |
|---|---|---|---|---|
| | Number | Per cent | Number | Per cent |
| Total | 804 | 100.0 | 299 | 100.0 |
| Under $6 | 131 | 16.3 | | |
| $6 and under $10 | 198 | 24.6 | 43 | 14.4 |
| $10 and under $13 | 296 | 36.8 | 172 | 57.5 |
| $13 and under $16 | 91 | 11.3 | 52 | 17.4 |
| $16 and under $20 | 67 | 8.3 | 26 | 8.7 |
| $20 and over | 21 | 2.6 | 6 | 2.0 |

## Earnings in places of varying population.

The median for the women in the candy establishments in the larger cities, $10.75, is only slightly larger than the median for the candy workers in the smaller cities, $10.40. (Table 4.) In the larger places, 21.7 per cent received week's earnings from $6 to $10, as compared with 34.8 per cent in the smaller places; 47.5 per cent in the larger localities earned $10 to $16, as contrasted with 50.3 per cent in the smaller; and 12.8 per cent in the larger earned $16 and over, as against 4.4 per cent in the smaller. Altogether, it

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appears that the candy workers in the cities of 25,000 population and over had only a slightly greater financial opportunity than had those in the places of under 25,000 population.

**Earnings and experience.**

There were only 167 women who reported on their experience in the trade. Their records show a median of $10.19 for the 29.9 per cent of the group who had had less than 1 year of experience, a median of $11.75 for the 41.9 per cent with from 1 to 5 years of experience, and a median of $12.15 for the 28.1 per cent with a record of 5 years or over in the trade.

**Year's earnings.**

A year's earnings records for women who had worked 44 weeks or more in one establishment were obtained for but 94 women. The median for this group, $556, is the lowest median shown by any of the industries included. Among the women represented by this median, 29.8 per cent earned less than $500 and 36.2 per cent earned $500 to $600 during the year. Table XVII in the appendix makes clear the fact that candy makers earned less during the year than women employed in any other industry included in this survey.

## THE FOOD-PRODUCTS INDUSTRY

**The workers.**

Under this heading are included factories that made biscuits and crackers, cakes, breakfast foods, pickles, catsup, sirups, and jams, and those that prepared spices and coffee for the market. The census lists 2,878 women as employed in such factories. For 1,092 adult women and 24 girls under 18 years—all employed in cities of 25,000 or more—were secured data on earnings for this study. (Table 1.) These women were older than those employed in candy manufacture, 52.1 per cent of all reporting on age being between the ages of 25 and 50 years. (Table II in the appendix.) A larger proportion of negroes were found working in the food factories scheduled than elsewhere, or about 17.8 per cent of those in the industry giving such personal information. (Table I in the appendix.) A large number of all women employees who made a statement about their marital status were or had been married, and only 39.3 per cent were single women. (Table III in the appendix.)

**Week's earnings.**

The median week's earnings in this industry were $11.60. (Table 4.) About a third of all women 18 years of age and over employed in food-producing factories earned between $11 and $14—obviously a slightly higher earnings level than in candy factories. More than a third actually earned less than $10, although only 8 per cent of the

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full-time workers earned less than $10. (Table 20.) About 13 per cent of all women and 19 per cent of those who worked the firm's scheduled time earned $16 or more during the week. It is worthy of note that 57.7 per cent of the adult women whose time records were secured worked the firm's scheduled week, the weekly hours ranging from 44 in one factory to 50 in seven others. The median for these full-time workers was $13. (Table 6.)

TABLE 20.—*Week s earnings of all women and earnings of women who worked the firm's scheduled time in food factories—Adults*

| Week's earnings | Women earning each specified amount | | Women who worked the firm's scheduled time, earning each specified amount | |
|---|---|---|---|---|
| | Number | Per cent | Number | Per cent |
| Total | 1,092 | 100.0 | 538 | 100.0 |
| Under $6 | 176 | 16.1 | | |
| $6 and under $10 | 200 | 18.3 | 43 | 8.0 |
| $10 and under $13 | 345 | 31.6 | 227 | 42.2 |
| $13 and under $16 | 232 | 21.2 | 165 | 30.7 |
| $16 and under $20 | 109 | 10.0 | 77 | 14.3 |
| $20 and over | 30 | 2.7 | 26 | 4.8 |

## Earnings and experience.

Of the 499 women reporting on time in the trade, 30.1 per cent had had less than a year's experience, 46.9 per cent had had 1 but less than 5 years in the industry, and 23 per cent had had 5 years or more. Although the median of the second group ($12.65) shows a fair advance over the $10.40 median of the first group, the median of the third group ($12.70) is almost identical with that of the second. It would seem from this that after several years of experience in the industry, additional service would not mean higher wages.

## Year's earnings.

A year's record of earnings was available for 177 women, the median for this group being $647. Of these women 17.5 per cent earned $800 and over, 16.9 per cent earned $700 to $800, and 11.9 per cent earned less than $500 even though employed during at least 44 weeks of the year. (Table XVII in the appendix.)

# THE GLOVE INDUSTRY

## The workers.

The census reveals almost 2,300 women and girls engaged in glove making in Ohio, and factories employing 771 of these were included in this survey. (Table 1.) Of the women reporting on age, 44 per cent were under 20 years of age and 34.3 per cent were between 20

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and 30 years. Over three-fifths of the women reporting on conjugal condition were single (63.7 per cent). Foreign-born workers constituted only 3.4 per cent of the total number reporting on nativity. (Appendix Tables I–III, inclusive.)

**Week's earnings.**

The median week's earnings of the 616 women in the glove industry were $11.25. (Table 4.) An eighth earned less than $6 and three-eighths earned less than $10 when time worked was not taken into consideration. (Table 21.) More than a fourth earned $10 to $13, while 18 per cent and 17 per cent, respectively, earned $13 to $16 and $16 or over.

Only about one-fourth of the women worked the scheduled weekly hours, which varied from over 44 to 50. The median for this group was $13.90. (Table 6.) Of such workers, 1.9 per cent earned less than $6, $4 being the lowest amount paid an adult full-time worker; 11.6 per cent earned $6 to $10, while almost 32.9 per cent earned $16 or over. It is obvious, therefore, that there was much irregularity of employment among glove workers in the week for which earnings were secured.

TABLE 21.—*Week's earnings of all women and earnings of women who worked the firm's scheduled time in glove factories—Adults*

| Week's earnings | Women earning each specified amount | | Women who worked the firm's scheduled time, earning each specified amount | |
|---|---|---|---|---|
| | Number | Per cent | Number | Per cent |
| Total | 616 | 100.0 | 155 | 100.0 |
| Under $6 | 75 | 12.2 | 3 | 1.9 |
| $6 and under $10 | 155 | 25.2 | 18 | 11.6 |
| $10 and under $13 | 170 | 27.6 | 44 | 28.4 |
| $13 and under $16 | 111 | 18.0 | 39 | 25.2 |
| $16 and under $20 | 74 | 12.0 | 36 | 23.2 |
| $20 and over | 31 | 5.0 | 15 | 9.7 |

**Earnings in places of varying population.**

In this industry also the women in places of less than 25,000 population earned less than those in the larger cities, since the former revealed a weekly median of $10.55 as compared with the median of $11.70 for the latter. (Table 4.)

**Earnings and experience.**

Of the 272 women reporting on experience, the 11.8 per cent with less than 1 year in the trade showed a median of $8.20, and the 46 per cent with from 1 to 5 years of experience and 42.3 per



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cent with 5 years or more of experience disclosed medians of $11.90 and $12.80, respectively.

**Year's earnings.**

Unemployment is reflected also in the year's earnings of women in the glove industry who worked 44 weeks or more, for among these women only 9 in ever hundred earned $800 or over, a weekly average of $15.38 or over, and 31 per cent earned less than $500 during the year. The year's earnings of women 18 years of age and over in Ohio glove factories were almost as low as in Ohio candy factories, the median year's earnings of the former being $560 as compared with $556 for the latter. (Table XVII in the appendix.)

## THE METAL-PRODUCTS INDUSTRY

**The workers.**

Under this heading are included all factories that employed women and girls in the manufacture of iron or steel, brass, bronze, copper, or tin products, whether such employees were engaged in the primary processes of metal molding, machining, or assembling the finished product. The differences in occupational demands in these numerous industries account for the wide variation in earnings of the 2,814 women shown in Table 4.

More than a fourth of the women employed in Ohio's metal factories who reported on nativity were foreign born. Of those supplying age data, 44.6 per cent were between 18 and 25 years; and of those giving information on their conjugal state, 56 per cent were single. (Appendix Tables I–III, inclusive.)

**Week's earnings.**

The median week's earnings of the 2,814 women for whom records were secured were $12.40. (Table 4.) Almost equal proportions earned $10 to $13, $13 to $16, and $16 or more as will be seen in Table 22 following. Except for women whose earnings may have been reduced through fines, those earning less than $7 were workers who lost time during the week, as $7 was the lowest figure paid to any adult woman who worked the firm's scheduled hours, whether such hours were under 44 per week or the legal limit of 50 hours. (Table 6.) All but a fourth of those earning $6 to $10 had worked less than 44 hours or less than 5 days in the week. Among full-time employees, 21.7 per cent earned $10 to $13; 29.6 per cent, $13 to $16; 26.3 per cent, $16 to $20; and 19.9 per cent, $20 or over. Only slightly more than a third of the adult women worked the scheduled hours, however, and the median for this group was $15.80.

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There was not much time lost by the majority of women, since 71 per cent worked 44 hours or 5 days or more during the week for which earnings data were secured.

TABLE 22.—*Week's earnings of all women and earnings of women who worked the firm's scheduled time in factories manufacturing metal products—Adults*

| Week's earnings | Women earning each specified amount | | Women who worked the firm's scheduled time, earning each specified amount | |
|---|---|---|---|---|
| | Number | Per cent | Number | Per cent |
| Total | 2,814 | 100.0 | 1,024 | 100.0 |
| Under $6 | 241 | 8.6 | | |
| $6 and under $10 | 309 | 11.0 | 26 | 2.5 |
| $10 and under $13 | 752 | 26.7 | 222 | 21.7 |
| $13 and under $16 | 728 | 25.9 | 303 | 29.6 |
| $16 and under $20 | 483 | 17.2 | 269 | 26.3 |
| $20 and over | 301 | 10.7 | 204 | 19.9 |

**Earnings in places of varying population.**

Earnings were lower in metal producing factories in the smaller cities. Here 34.3 per cent earned less than $10, and but 8.3 per cent earned $16 or more. (Table 4.) In cities of 25,000 population or over the proportion earning less than $10 was 17.6 per cent, while 30.4 per cent earned $16 or over for the week. The median earnings for the larger localities were $13.60 as compared with $11.60 for the smaller.

**Earnings and experience.**

The experience records for 1,333 women in this industry were secured, revealing in the under 1 year classification 35.8 per cent of the women, in the 1 and under 5 year group 42.5 per cent, and in the 5 years and over 21.8 per cent. There was a steady and fair advance in earnings for increased experience, according to the medians for the three groups, which were $12.90, $15.40, and $16.65, respectively.

**Year's earnings.**

Records of year's earnings were secured for 429 women 18 years of age and older. The median earnings for this group were $681, which makes a weekly average of $13.10. About a third of these women received $800 or more during the year; approximately a fourth earned between $600 and $700 during the year; 11 per cent received less than $500 for the 44 or more weeks rendered. (Table XVII in the appendix.)

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## THE ADVERTISING AND OTHER NOVELTIES INDUSTRY

### The workers.

Factories making toys and novelties of wood, paper, metal, cloth, and leather are included under this heading. Reports on earnings were secured for 385 women and 12 girls. (Table 1). Personal records on age, conjugal condition, and nativity show that of the women reporting in each case, 45.7 per cent ranged from 16 to 25 years old, 51.2 per cent were single, and 95.9 per cent were native born. (Appendix Tables I–III, inclusive.)

### Week's earnings.

Table 23 discloses that three equal groups, each approximately 20 per cent of the whole earned less than $10, $13 to $16, and $16 to $20 during the week, irrespective of time worked. In the group $10 to $13, however, fell the largest number of women, 37.7 per cent. The median earnings for the 385 women whose week's earnings were ascertained were $12.15. (Table 4.)

Of all the women on the pay rolls in these factories, 57.1 per cent worked the scheduled week of 48 or 50 hours, revealing a median of $13.60. (Table 6.) The lowest earnings received for full-time service were $8, although only 0.9 per cent earned under $10. About 43 in every hundred of the full-time workers earned $10 to $13, 25 per hundred received $13 to $16, and 31 in every hundred obtained for their week's service $16 or over.

TABLE 23.—*Week's earnings of all women and earnings of women who worked the firm's scheduled time in factories manufacturing advertising and other novelties—Adults*

| Week's earnings | Women earning each specified amount | | Women who worked the firm's scheduled time, earning each specified amount | |
|---|---|---|---|---|
| | Number | Per cent | Number | Per cent |
| Total | 385 | 100.0 | 220 | 100.0 |
| Under $6 | 17 | 4.4 | | |
| $6 and under $10 | 62 | 16.1 | 2 | 0.9 |
| $10 and under $13 | 145 | 37.7 | 94 | 42.7 |
| $13 and under $16 | 77 | 20.0 | 55 | 25.0 |
| $16 and under $20 | 77 | 20.0 | 62 | 28.2 |
| $20 and over | 7 | 1.8 | 7 | 3.2 |

Since there were only 15 women employed in this industry in the places of under 25,000 population as compared with 370 in the larger cities, a comparison of earnings in places of varying occupation would not be significant. (Table 4.)

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**Earnings and experience.**

Only 155 women reported on the length of time they had worked in the trade, 26.5 per cent showing less than 1 year, 45.2 per cent from 1 to 5 years, and 28.4 per cent 5 years and over. The median for the second group, $13.70, not only surpasses by about $2 the $11.65 median for the first group as would be expected, but also exceeds by 20 cents the $13.50 median for the third group. This fact loses some significance, however, in view of the small numbers involved.

**Year's earnings.**

The median earnings of the 52 women for whom records of year's earnings were obtained were $619. A little less than one-fifth received $800 to $900, none earning more than this. At the other end of the scale were the 15.4 per cent who secured less than $500 for their year's work. (Table XVII in the appendix.)

## THE AUTO TOPS AND OTHER CANVAS-PRODUCTS INDUSTRY

**The workers.**

In this classification are included establishments producing auto tops, covers, seat covers, oversuits, duck and ticking products, tents and awnings, and employing in all 487 adult women. (Table 1.) The number of women giving personal information was too small to make the data of much significance. However, 27 per cent of all reporting on age were under 25 years, 42.4 per cent of those reporting on conjugal condition were single, and 94.1 per cent stating country of birth were native born. (Appendix Tables I–III, inclusive.)

**Week's earnings.**

The median week's earnings for the 487 women in this industry for whom wage data were obtained were $14.70. (Table 4.) From Table 24 it is seen that the women were rather well scattered in the various earnings groups, 14.6 per cent having received less than $10, and 12.7 per cent $20 or over. Between these two extremes were the 24.8 per cent, the 21.4 per cent, and the 26.5 per cent in the $10 and under $13, $13 and under $16, and the $16 and under $20 groups, respectively. Only about 10 per cent of all women reported worked the firm's scheduled hours and can be classed as full-time workers. Their median week's earnings were $15.50. (Table 6.) None of these full-time workers earned less than $10; and 10.2 per cent received $20 or more.

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TABLE 24.—*Week's earning of all women and earnings of women who worked the firm's scheduled time in factories manufacturing auto tops and other canvas products—Adults*

| Week's earnings | Women earning each specified amount | | Women who worked the firm's scheduled time, earning each specified amount | |
|---|---|---|---|---|
| | Number | Per cent | Number | Per cent |
| Total | 487 | 100.0 | 49 | 100.0 |
| Under $6 | 33 | 6.8 | | |
| $6 and under $10 | 38 | 7.8 | | |
| $10 and under $13 | 121 | 24.8 | 13 | 26.5 |
| $13 and under $16 | 104 | 21.4 | 15 | 30.6 |
| $16 and under $20 | 129 | 26.5 | 16 | 32.7 |
| $20 and over | 62 | 12.7 | 5 | 10.2 |

The firms engaged in this type of manufacture were all in cities of 25,000 or more population. Also, since only 56 women gave their experience records, an analysis in this respect would mean little because of the small number involved.

**Year's earnings.**

A record of year's earnings was obtained for 78 women, or 16.2 per cent of those included in the industry. The median year's earnings of this group were $773, or a weekly average of $14.87, which is sufficiently below the $15.50 median of the full-time workers to indicate that the women whose year's earnings were recorded lost some but not a great deal of time during the year. (Table XVII in the appendix.)

## THE LAUNDRY INDUSTRY

Women working in power laundries in Ohio were almost all paid on a time basis. Although the beginning and ending hours of work on Monday and Saturday for those engaged on different parts of laundry work varied within the plant, seven-tenths of the women employees were required to render 50 hours' service during the week.

**The workers.**

According to the United States Census,[5] 4,021 Ohio women and girls are listed as laundry operators; and 1,140, or 28.4 per cent of these, were covered by the survey of the Women's Bureau. (Table 1.) Personal information, however, was obtained from only between 600 and 700 women. Of those reporting, 29.4 per cent were under 25 years of age. Of all the industries, laundries showed next to the smallest proportion of women in this age group. On the other hand, nearly one-third of the women were 40 years of age or older,

[5] U. S. Bureau of the Census. 14th Census, vol. 4, Population, 1920: Occupations, pp. 108–109.

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laundries revealing a larger proportion in this classification than did any other industry except the manufacture of auto tops, which showed 34.9 per cent of the women workers as old as this. It is not surprising to discover that the majority of the women reporting on marital status, 58.5 per cent, were or had been married. An analysis of the workers according to nativity shows that 79.2 per cent were native-born whites, 10.8 per cent negroes, and 9.9 per cent foreign born. (Appendix Tables I–III, inclusive.)

**Week's earnings.**

Table 4 reveals the median week's earnings of 1,116 women to be $12.25. From Table 25 it is apparent that more than a third of these adult women laundry workers earned $10 to $13 during the week, regardless of time worked. More than a fourth of such workers did not earn so much as $10. As $8 was the lowest rate paid for a full week's service in laundries, and as but 6.5 per cent of full-time workers earned from $8 to $10, it is evident that most of the employees who earned less than $10 during the representative week were unemployed for some part of the week. The proportion of all employees, irrespective of time worked, who earned $16 or more was 13.6, whereas 19.3 per cent of full-time workers received similar amounts. Forty out of every hundred laundry workers were employed the scheduled number of hours during the selected week. This group showed a median of $13.35. (Table 6.)

TABLE 25.—*Week's earnings of all women and earnings of women who worked the firm's scheduled time in laundries—Adults*

| Week's earnings | Women earning each specified amount | | Women who worked the firm's scheduled time, earning each specified amount | |
|---|---|---|---|---|
| | Number | Per cent | Number | Per cent |
| Total | 1,116 | 100.0 | 446 | 100.0 |
| Under $6 | 64 | 5.7 | | |
| $6 and under $10 | 232 | 20.8 | 29 | 6.5 |
| $10 and under $13 | 386 | 34.6 | 168 | 37.7 |
| $13 and under $16 | 282 | 25.3 | 163 | 36.5 |
| $16 and under $20 | 116 | 10.4 | 65 | 14.6 |
| $20 and over | 36 | 3.2 | 21 | 4.7 |

**Earnings in places of varying population.**

Since of the 1,116 women laundry workers included in the study, 1,061 were employed in cities of 25,000 or more population, and only 55 in less populous places, a comparison of earnings by locality does not mean much. The fact that the median of the former group was $12.25 and the median of the latter, $12.45, would indicate that the women employed in laundries were paid as well in the smaller centers as in the larger. (Table 4.)

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**Earnings and experience.**

One-half of the laundry operators included in this survey reported on their experience in the industry. Of this number, 18.3 per cent had worked for less than 1 year in a laundry and showed a median of $10.70; 36.2 per cent had had 1 but not so much as 5 years' experience, the median for this group being $12.45; and 45.5 per cent had been 5 years or more in the trade and revealed a median of $13.45.

**Year's earnings.**

The records of 196 women who were employed 44 weeks or more disclose that 16.8 per cent earned $800 or more during the year, that 44.3 per cent earned $600 to $800, that 28.6 per cent earned $500 to $600, and that 10.2 per cent earned less than $500. Earnings of those who worked in one laundry throughout the year, when reduced to a weekly average, corresponded fairly well to the earnings of full-time workers during the week for which data concerning all employees were obtained. The reduction of the median year's earnings, $641, however, to a weekly average gives only $12.33, which when compared with the median for full-time workers, $13.35, indicates that the women with a year's record lost some time. (Table XVII in the appendix.)

## COMPARISON OF EARNINGS IN THE VARIOUS INDUSTRIES

It is difficult to rank individual industries according to the earnings of women workers. Some branches pay low beginning wages but offer possibilities of high earnings as women gain experience. Others pay relatively high wages to beginners but offer little chance for advancement. Between these extremes there are many gradations. It is possible to state in general terms, however, whether the earnings level in any industry is markedly above or below the earnings level of all industries combined.

Viewed from every angle, it is apparent that the men's and women's suit and coat industries offered better wage opportunities than did any other industry included in this survey. Almost 72 in every hundred adult women employed earned $16 and over per week and more than three-fifths of these women made upward of $20 per week. The lowest full-time earnings paid in either branch was $8 and under $9, and but 1 and 3 per hundred, respectively, of the full-time workers in men's and women's suit and coat factories received between $8 and $10 per week. Moreover, the median week's earnings of men's suit and coat manufacturing ($19.60) and the median for women's suit and coat manufacturing ($19.35) outstrip the medians of all the other industries in a striking fashion. These two industries, as would be expected, show the highest medians for

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full-time workers as well, the manufacture of women's suits and coats with a median of $19.85 slightly exceeding in this respect the manufacture of men's suits and coats, which reveals a median of $19.75 for the full-time workers. Again, when medians for year's earnings are used as a measure the $974 median for the manufacture of women's suits and coats heads the list, and the $972 for the manufacture of men's suits and coats is a close second. Next in the wage scale from the point of view of week's earnings are the rubber factories and the plants manufacturing electric products, showing medians of $17.25 and $16.60, respectively, for all women and medians of $18.55 and $17.95, respectively, for full-time workers. Using year's medians as a measure, however, we find that shoe manufacturing, with a median of $875, surpasses the rubber industry, whose median is $810. Also, the manufacture of shirts and overalls, with a median of $808, and general mercantile establishments, with a median of $801, take a higher ranking than do electric products manufacturing, for which the median year's earnings are $798. In regard to week's earnings the shoe industry, with a median of $15.55 for all workers and a median of $16.95 for full-time workers, occupies the fifth place from the top in the wage scale. Somewhat below this, but on almost the same level with each other, are the manufacture of shirts and overalls, showing a median of $14.50 for all women and $15.05 for full-time workers, and general mercantile, with a median of $14.05, for all women and $15.05 for full-time workers.

At the lower end of the earnings scale are cordage manufacturing, 5-and-10-cent stores, and candy manufacturing, in these groups the medians for all women being $10.35, $10.55, and $10.65, respectively. In a consideration of the median earnings of full-time workers the 5-and-10-cent stores drop to last place with a median of only $10.95, candy factories come next to last with a median of $11.75, while the $12 median for cordage manufacturing puts this industry just a little in advance of candy manufacturing. A comparison of the three on the basis of year's earnings is not possible since too few year's records were secured in the cordage mills to permit of a computation. The 5-and-10-cent stores, however, show a median of $613 and consequently rise above candy manufacturing for which the year's median is only $556, the lowest median for any industry included.

Not so low in the earnings scale as these three industries but falling below what may be called the general level from the three standpoints of median week's earnings of all women, median week's earnings of full-time workers and median year's earnings are the food, glass, glove, paper products, hosiery and knit goods, advertising and other novelties, "other textile," and laundry industries. Of the remaining industrial groups, not yet discussed in this comparison, the

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only one rising above the general level in all three respects is the manufacture of auto tops and other canvas products.

The tobacco and cigar industry—one of the largest employers of woman factory labor in Ohio—stands apart from all other industries because of the wide range of earnings reported. Data from combined pay rolls were almost evenly divided between women earning $6 to $10, $10 to $13, $13 to $16, $16 to $20, and $20 and over. This industry paid the lowest amount to any full-time worker included in the Ohio study—$2 for a full week's work; these were the earnings of just one woman, however. On the other hand, 30 per hundred of the full-week workers earned $20 and over, and 19 per hundred of all adult workers regardless of hours worked earned this amount. The median week's earnings of all women were $13.35, which is only a little below the general level, whereas the median of full-time workers ($16.40) rises above the general level. There is, however, quite a noticeable drop in the year's median ($590) below the $726 median year's earnings for all industries combined.

The other four industries not yet touched upon in this comparison—the manufacture of "other clothing," metal products, pottery, and woolen goods—occupy a rather middle ground.

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# APPENDIXES

Appendix A—TABLES

Appendix B—SCHEDULE FORMS



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# APPENDIX A

## TABLES

TABLE I.—*Nativity of the women employees who supplied personal information, by industry—Adults*

| Industry | Number of women reporting | Number and per cent of women who were— | | | | | |
|---|---|---|---|---|---|---|---|
| | | Native born | | | | Foreign born | |
| | | White | | Negro | | | |
| | | Number | Per cent | Number | Per cent | Number | Per cent |
| All industries | 16,788 | 13,426 | 80.0 | 771 | 4.6 | 2,591 | 15.4 |
| Manufacturing: | | | | | | | |
| Advertising and other novelties | 170 | 163 | 95.9 | | | 7 | 4.1 |
| Auto tops and other canvas products | 68 | 62 | 91.2 | 2 | 2.9 | 4 | 5.9 |
| Candy | 243 | 202 | 83.1 | 1 | .4 | 40 | 16.5 |
| Clothing— | | | | | | | |
| Shirts and overalls | 472 | 448 | 94.9 | | | 24 | 5.1 |
| Suits and coats, men's | 1,208 | 941 | 77.9 | | | 267 | 22.1 |
| Suits and coats, women's | 249 | 115 | 46.2 | 1 | .4 | 133 | 53.4 |
| Other | 332 | 213 | 64.2 | | | 119 | 35.8 |
| Electric products | 1,194 | 1,116 | 93.5 | | | 78 | 6.5 |
| Food products | 584 | 350 | 59.9 | 104 | 17.8 | 130 | 22.3 |
| Glass and glass products | 440 | 314 | 71.4 | 73 | 16.6 | 53 | 12.0 |
| Gloves | 323 | 312 | 96.6 | | | 11 | 3.4 |
| Metal products | 1,645 | 1,149 | 69.8 | 54 | 3.3 | 442 | 26.9 |
| Paper and paper products | 1,003 | 771 | 76.9 | 90 | 9.0 | 142 | 14.2 |
| Pottery | 805 | 777 | 96.5 | | | 28 | 3.5 |
| Rubber and rubber products | 1,585 | 1,218 | 76.8 | 5 | .3 | 362 | 22.8 |
| Shoes | 733 | 706 | 96.3 | | | 27 | 3.7 |
| Textiles— | | | | | | | |
| Cordage | 28 | 28 | 100.0 | | | | |
| Hosiery and knit goods | 496 | 306 | 61.7 | | | 190 | 38.3 |
| Woolen goods | 246 | 157 | 63.8 | | | 89 | 36.2 |
| Other | 84 | 44 | 52.4 | | | 40 | 47.6 |
| Tobacco and cigars | 2,068 | 1,561 | 75.5 | 299 | 14.5 | 208 | 10.1 |
| General mercantile | 1,948 | 1,758 | 90.2 | 67 | 3.4 | 123 | 6.3 |
| 5-and-10-cent stores | 199 | 188 | 94.5 | 3 | 1.5 | 8 | 4.0 |
| Laundries | 665 | 527 | 79.2 | 72 | 10.8 | 66 | 9.9 |



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TABLE II.—*Age of the women employees who supplied personal information, by industry—Adults and minors*

| Industry | Number of women reporting | Number and per cent of women whose age was— | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | 16 and under 18 years (minors) | | 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 | |
| | | Number | Per cent | Number | Per cent | Number | Per cent | Number | Per cent | Number | Per cent | Number | Per cent | Number | Per cent | Number | Per cent |
| All industries | 17,915 | 1,296 | 7.2 | 2,750 | 15.4 | 4,536 | 25.3 | 2,624 | 14.6 | 3,690 | 20.6 | 1,987 | 11.1 | 788 | 4.4 | 244 | 1.4 |
| Manufacturing: | | | | | | | | | | | | | | | | | |
| Advertising and other novelties | 173 | 12 | 6.9 | 21 | 12.1 | 46 | 26.6 | 21 | 12.1 | 34 | 19.7 | 29 | 16.8 | 7 | 4.0 | 3 | 1.7 |
| Auto tops and other canvas products | 63 | ------- | ------- | 5 | 7.9 | 12 | 19.0 | 12 | 19.0 | 12 | 19.0 | 15 | 23.8 | 5 | 7.9 | 2 | 3.2 |
| Candy | 312 | 62 | 19.9 | 68 | 21.8 | 65 | 20.8 | 30 | 9.6 | 39 | 12.5 | 29 | 9.3 | 14 | 4.5 | 5 | 1.6 |
| Clothing— | | | | | | | | | | | | | | | | | |
| Shirts and overalls | 596 | 122 | 20.5 | 111 | 18.6 | 130 | 21.8 | 70 | 11.7 | 89 | 14.9 | 50 | 8.4 | 15 | 2.5 | 9 | 1.5 |
| Suits and coats, men's | 1,250 | 93 | 7.4 | 180 | 14.4 | 326 | 26.1 | 166 | 13.3 | 250 | 20.0 | 149 | 11.9 | 58 | 4.6 | 28 | 2.2 |
| Suits and coats, women's | 252 | 4 | 1.6 | 4 | 1.6 | 32 | 12.7 | 61 | 24.2 | 91 | 36.1 | 44 | 17.5 | 12 | 4.8 | 4 | 1.6 |
| Other | 350 | 15 | 4.3 | 49 | 14.0 | 90 | 25.7 | 50 | 14.3 | 70 | 20.0 | 52 | 14.9 | 20 | 5.7 | 4 | 1.1 |
| Electric products | 1,248 | 37 | 3.0 | 284 | 22.8 | 486 | 38.9 | 175 | 14.0 | 180 | 14.4 | 70 | 5.6 | 13 | 1.0 | 3 | .2 |
| Food products | 574 | 24 | 4.2 | 92 | 16.0 | 108 | 18.8 | 83 | 14.5 | 136 | 23.7 | 80 | 13.9 | 39 | 6.8 | 12 | 2.1 |
| Glass and glass products | 443 | 26 | 5.9 | 77 | 17.4 | 124 | 28.0 | 38 | 8.6 | 74 | 16.7 | 59 | 13.3 | 31 | 7.0 | 14 | 3.2 |
| Gloves | 452 | 122 | 27.0 | 77 | 17.0 | 111 | 24.6 | 44 | 9.7 | 57 | 12.6 | 28 | 6.2 | 11 | 2.4 | 2 | .4 |
| Metal Products | 1,724 | 112 | 6.5 | 307 | 17.8 | 462 | 26.8 | 249 | 14.4 | 394 | 22.9 | 159 | 9.2 | 32 | 1.9 | 9 | .5 |
| Paper amd paper products | 1,002 | 46 | 4.6 | 165 | 16.5 | 261 | 26.0 | 143 | 14.3 | 178 | 17.8 | 111 | 11.1 | 66 | 6.6 | 32 | 3.2 |
| Pottery | 863 | 32 | 3.7 | 142 | 16.5 | 155 | 18.0 | 107 | 12.4 | 210 | 24.3 | 127 | 14.7 | 74 | 8.6 | 16 | 1.9 |
| Rubber and rubber products | 1,629 | 39 | 2.4 | 139 | 8.5 | 573 | 35.2 | 385 | 23.6 | 385 | 23.6 | 92 | 5.6 | 12 | 0.7 | 4 | .2 |
| Shoes | 799 | 65 | 8.1 | 90 | 11.3 | 170 | 21.3 | 133 | 16.6 | 198 | 24.8 | 101 | 12.6 | 35 | 4.4 | 7 | .9 |
| Textiles— | | | | | | | | | | | | | | | | | |
| Cordage | 32 | 4 | 12.5 | 3 | 9.4 | 4 | 12.5 | 2 | 6.3 | 11 | 34.4 | 5 | 15.6 | 3 | 9.4 | ------- | ------- |
| Hosiery and knit goods | 521 | 24 | 4.6 | 87 | 16.7 | 140 | 26.9 | 73 | 14.0 | 90 | 17.3 | 61 | 11.7 | 36 | 6.9 | 10 | 1.9 |
| Woolen goods | 283 | 36 | 12.7 | 42 | 14.8 | 58 | 20.5 | 28 | 9.9 | 54 | 19.1 | 43 | 15.2 | 18 | 6.4 | 4 | 1.4 |
| Other | 106 | 22 | 20.8 | 17 | 16.0 | 17 | 16.0 | 8 | 7.5 | 15 | 14.2 | 14 | 13.2 | 12 | 11.3 | 1 | .9 |
| Tobacco and cigars | 2,017 | 198 | 9.8 | 349 | 17.3 | 467 | 23.2 | 282 | 14.0 | 406 | 20.1 | 216 | 10.7 | 75 | 3.7 | 24 | 1.2 |
| General mercantile | 2,345 | 134 | 5.7 | 277 | 11.8 | 545 | 23.2 | 364 | 15.5 | 542 | 23.1 | 338 | 14.4 | 123 | 5.2 | 22 | .9 |
| 5-and-10-cent stores | 244 | 43 | 17.6 | 91 | 37.3 | 64 | 26.2 | 18 | 7.4 | 19 | 7.8 | 8 | 3.3 | 1 | .4 | ------- | ------- |
| Laundries | 637 | 24 | 3.8 | 73 | 11.5 | 90 | 14.1 | 82 | 12.9 | 156 | 24.5 | 107 | 16.8 | 76 | 11.9 | 29 | 4.6 |

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

| Industry | Number of women reporting | Number and per cent of women who were— | | | | | |
|---|---|---|---|---|---|---|---|
| | | Single | | Married | | Widowed, separated, or divorced | |
| | | Number | Per cent | Number | Per cent | Number | Per cent |
| All industries | 16,222 | 8,825 | 54.4 | 4,613 | 28.4 | 2,784 | 17.2 |
| Manufacturing: | | | | | | | |
| Advertising and other novelties | 166 | 85 | 51.2 | 42 | 25.3 | 39 | 23.5 |
| Auto tops and other canvas products | 66 | 28 | 42.4 | 27 | 40.9 | 11 | 16.7 |
| Candy | 216 | 116 | 53.7 | 74 | 34.3 | 26 | 12.0 |
| Clothing— | | | | | | | |
| Shirts and overalls | 449 | 328 | 73.1 | 61 | 13.6 | 60 | 13.4 |
| Suits and coats, men's | 1,174 | 819 | 69.8 | 183 | 15.6 | 172 | 14.7 |
| Suits and coats, women's | 249 | 115 | 46.2 | 103 | 41.4 | 31 | 12.4 |
| Other | 327 | 178 | 54.4 | 93 | 28.4 | 56 | 17.1 |
| Electric products | 1,192 | 875 | 73.4 | 177 | 14.8 | 140 | 11.7 |
| Food products | 545 | 214 | 39.3 | 220 | 40.4 | 111 | 20.4 |
| Glass and glass products | 408 | 206 | 50.5 | 108 | 26.5 | 94 | 23.0 |
| Gloves | 322 | 205 | 63.7 | 76 | 23.6 | 41 | 12.7 |
| Metal products | 1,599 | 895 | 56.0 | 507 | 31.7 | 197 | 12.3 |
| Paper and paper products | 928 | 533 | 57.4 | 217 | 23.4 | 178 | 19.2 |
| Pottery | 812 | 354 | 43.6 | 255 | 31.4 | 203 | 25.0 |
| Rubber and rubber products | 1,570 | 682 | 43.4 | 643 | 41.0 | 245 | 15.6 |
| Shoes | 602 | 359 | 59.6 | 114 | 18.9 | 129 | 21.4 |
| Textiles— | | | | | | | |
| Cordage | 28 | 6 | 21.4 | 12 | 42.9 | 10 | 35.7 |
| Hosiery and knit goods | 486 | 264 | 54.3 | 136 | 28.0 | 86 | 17.7 |
| Woolen goods | 243 | 125 | 51.4 | 78 | 32.1 | 40 | 16.5 |
| Other | 76 | 37 | 48.7 | 24 | 31.6 | 15 | 19.7 |
| Tobacco and cigars | 1,776 | 770 | 43.4 | 689 | 38.8 | 317 | 17.8 |
| General mercantile | 2,195 | 1,240 | 56.5 | 549 | 25.0 | 406 | 18.5 |
| 5-and-10-cent stores | 193 | 142 | 73.6 | 31 | 16.1 | 20 | 10.4 |
| Laundries | 600 | 249 | 41.5 | 194 | 32.3 | 157 | 26.2 |

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

| Industry | Number of women reporting | Number and per cent of women who were living— | | | | | |
|---|---|---|---|---|---|---|---|
| | | At home | | With relatives | | Independently | |
| | | Number | Per cent | Number | Per cent | Number | Per cent |
| All industries | 16,249 | 12,975 | 79.9 | 1,434 | 8.8 | 1,840 | 11.3 |
| Manufacturing: | | | | | | | |
| Advertising and other novelties | 164 | 136 | 82.9 | 9 | 5.5 | 19 | 11.6 |
| Auto tops and other canvas products | 68 | 57 | 83.8 | 4 | 5.9 | 7 | 10.3 |
| Candy | 250 | 220 | 88.0 | 14 | 5.6 | 16 | 6.4 |
| Clothing— | | | | | | | |
| Shirts and overalls | 479 | 383 | 80.0 | 41 | 8.6 | 55 | 11.5 |
| Suits and coats, men's | 1,188 | 980 | 82.5 | 112 | 9.4 | 96 | 8.1 |
| Suits and coats, women's | 250 | 230 | 92.0 | 11 | 4.4 | 9 | 3.6 |
| Other | 328 | 253 | 77.1 | 43 | 13.1 | 32 | 9.8 |
| Electric products | 1,206 | 893 | 74.0 | 115 | 9.5 | 198 | 16.4 |
| Food products | 552 | 468 | 84.8 | 28 | 5.1 | 56 | 10.1 |
| Glass and glass products | 412 | 309 | 75.0 | 50 | 12.1 | 53 | 12.9 |
| Gloves | 333 | 266 | 79.9 | 30 | 9.0 | 37 | 11.1 |
| Metal products | 1,505 | 1,170 | 77.7 | 155 | 10.3 | 180 | 12.0 |
| Paper and paper products | 932 | 772 | 82.8 | 92 | 9.9 | 68 | 7.3 |
| Pottery | 807 | 648 | 80.3 | 61 | 7.6 | 98 | 12.1 |
| Rubber and rubber products | 1,581 | 1,259 | 79.6 | 137 | 8.7 | 185 | 11.7 |
| Shoes | 664 | 542 | 81.6 | 60 | 9.0 | 62 | 9.3 |
| Textiles— | | | | | | | |
| Cordage | 27 | 23 | 85.2 | 2 | 7.4 | 2 | 7.4 |
| Hosiery and knit goods | 502 | 402 | 80.1 | 46 | 9.2 | 54 | 10.8 |
| Woolen goods | 237 | 208 | 87.8 | 13 | 5.5 | 16 | 6.8 |
| Other | 86 | 60 | 69.8 | 15 | 17.4 | 11 | 12.8 |
| Tobacco and cigars | 1,807 | 1,481 | 82.0 | 128 | 7.1 | 198 | 11.0 |
| General mercantile | 2,051 | 1,574 | 76.7 | 191 | 9.3 | 286 | 13.9 |
| 5-and-10-cent stores | 201 | 161 | 80.1 | 26 | 12.9 | 14 | 7.0 |
| Laundries | 619 | 480 | 77.5 | 51 | 8.2 | 88 | 14.2 |

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TABLE V.—*Scheduled Saturday hours, by industry—Adults*

| Industry | Number reported | | Number of establishments and number of women whose scheduled Saturday hours were— | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | None | | Under 4 | | 4 | | Over 4 and under 5 | |
| | Establishments | Women | Establishments | Women | Establishments | Women | Establishments | Women | Establishments | Women |
| All industries | [1] 300 | [2] 30,464 | 13 | 625 | 3 | 365 | 36 | 3,422 | 71 | 5,932 |
| Per cent distribution | | 100.0 | | 2.1 | | 1.2 | | 11.2 | | 19.5 |
| Manufacturing: | | | | | | | | | | |
| Advertising and other novelties | 7 | 385 | 1 | 11 | | | | | 3 | 204 |
| Auto tops and other canvas products | 3 | 487 | | | | | | | 1 | 21 |
| Candy | 12 | 804 | | | | | | | 6 | 338 |
| Clothing— | | | | | | | | | | |
| Shirts and overalls | 11 | 924 | | | 1 | 285 | | | 8 | 560 |
| Suits and coats, men's | 14 | 1,688 | 2 | 219 | | | 13 | 1,466 | 1 | 3 |
| Suits and coats, women's | 5 | 383 | | | | | 3 | 295 | 1 | 69 |
| Other | 8 | 771 | 4 | 269 | | | 1 | 252 | 1 | 112 |
| Electric products | 8 | 1,868 | | | | | | | 4 | 618 |
| Food products | 12 | 1,092 | | | 1 | 41 | 2 | 205 | 1 | 71 |
| Glass and glass products | 9 | 643 | | | | | 1 | 10 | 3 | 183 |
| Gloves | 8 | 616 | | | | | | | 3 | 161 |
| Metal products | 24 | 2,814 | | | 1 | 39 | 1 | 293 | 13 | 1,519 |
| Paper and paper products | 28 | 1,552 | 2 | 36 | | | 2 | 41 | 6 | 275 |
| Pottery | 12 | 1,245 | | | | | | | 1 | 95 |
| Rubber and rubber products | 6 | 2,098 | | | | | | | 2 | 204 |
| Shoes | 17 | 1,595 | | | | | 1 | 129 | 6 | 474 |
| Textiles— | | | | | | | | | | |
| Cordage | 4 | 140 | | | | | | | 1 | 33 |
| Hosiery and knit goods | 6 | 876 | 1 | 15 | | | | | 2 | 431 |
| Woolen goods | 5 | 1,099 | | | | | | | 2 | 169 |
| Other | 3 | 497 | | | | | | | | |
| Tobacco and cigars | 22 | 3,502 | 1 | 2 | | | 7 | 623 | 4 | 323 |
| General mercantile | 37 | 3,905 | | | | | | | | |
| 5-and-10-cent stores | 15 | 420 | | | | | | | | |
| Laundries | 24 | 1,060 | 2 | 73 | | | 5 | 108 | 2 | 69 |

[1] Details aggregate more than total because several establishments appear in more than one hour group. Total excludes 2 laundries for which scheduled hours were not reported.
[2] Excluding 104 women in 5 establishments for whom scheduled hours were not reported.



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TABLE V.—*Scheduled Saturday hours, by industry—Adults*—Continued

| Industry | Number of establishments and number of women whose scheduled Saturday hours were— | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 5 | | Over 5 and under 6 | | 6 | | 7 | | Over 7 and under 8 | |
| | Establishments | Women | Establishments | Women | Establishments | Women | Establishments | Women | Establishments | Women |
| All industries | 129 | 14,026 | 1 | 868 | 1 | 9 | 4 | 224 | 4 | 500 |
| Per cent distribution | | 46.0 | | 2.8 | | (3) | | 0.7 | | 1.6 |
| Manufacturing: | | | | | | | | | | |
| Advertising and other novelties | 2 | 166 | | | | | | | | |
| Auto tops and other canvas products | 2 | 466 | | | | | | | | |
| Candy | 5 | 401 | | | | | | | 1 | 65 |
| Clothing— | | | | | | | | | | |
| Shirts and overalls | 2 | 79 | | | | | | | | |
| Suits and coats, women's | 1 | 19 | | | | | | | | |
| Other | 2 | 138 | | | | | | | | |
| Electric products | 5 | 1,250 | | | | | | | | |
| Food products | 8 | 775 | | | | | | | | |
| Glass and glass products | 4 | 245 | | | 1 | 9 | | | | |
| Gloves | 5 | 455 | | | | | | | | |
| Metal products | 10 | 908 | | | | | 1 | 40 | | |
| Paper and paper products | 20 | 1,094 | | | | | | | | |
| Pottery | 9 | 736 | | | | | 2 | 181 | 2 | 185 |
| Rubber and rubber products | 4 | 1,023 | 1 | 868 | | | 1 | 3 | | |
| Shoes | 11 | 992 | | | | | | | | |
| Textiles— | | | | | | | | | | |
| Cordage | 3 | 107 | | | | | | | | |
| Hosiery and knit goods | 3 | 430 | | | | | | | | |
| Woolen goods | 3 | 930 | | | | | | | | |
| Other | 3 | 497 | | | | | | | | |
| Tobacco and cigars | 11 | 2,554 | | | | | | | | |
| General mercantile | | | | | | | | | 1 | 250 |
| Laundries | 16 | 761 | | | | | | | | |

| Industry | Number of establishments and number of women whose scheduled Saturday hours were— | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 8 | | Over 8 and under 9 | | 9 | | Over 9 and under 10 | | 10 hours | |
| | Establishments | Women | Establishments | Women | Establishments | Women | Establishments | Women | Establishments | Women |
| All industries | 13 | 1,392 | 24 | 2,522 | 4 | 63 | 2 | 108 | 17 | 408 |
| Per cent distribution | | 4.6 | | 8.3 | | 0.2 | | 0.4 | | 1.3 |
| Manufacturing: | | | | | | | | | | |
| Advertising and other novelties | 1 | 4 | | | | | | | | |
| Glass and glass products | 3 | 190 | | | 1 | 6 | | | | |
| Metal products | 1 | 15 | | | | | | | | |
| Paper and paper products | 1 | 106 | | | | | | | | |
| Pottery | 1 | 48 | | | | | | | | |
| General mercantile | 6 | 1,029 | 16 | 2,168 | 2 | 42 | 2 | 108 | 10 | 308 |
| 5-and-10-cent stores | | | 7 | 305 | 1 | 15 | | | 7 | 100 |
| Laundries | | | 1 | 49 | | | | | | |

[3] Less than one-tenth of 1 per cent.

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TABLE VI.—*Length of lunch period, by industry—Adults*

| Industry | Number reported | | Number of establishments and number of women whose scheduled lunch period was— | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | Under 30 minutes | | 30 minutes | | Over 30 and under 45 minutes | | 45 minutes | | Over 45 minutes and under 1 hour | | 1 hour | | Over 1 hour | |
| | Establishments | Women | Establishments | Women | Establishments | Women | Establishments | Women | Establishments | Women | Establishments | Women | Establishments | Women | Establishments | Women |
| Total | [1] 299 | [2] 30,435 | 6 | 368 | 88 | 9,835 | 6 | 593 | 26 | 3,985 | 4 | 285 | 166 | 15,088 | 10 | 281 |
| Per cent distribution | | 100.0 | | 1.2 | | 32.3 | | 1.9 | | 13.1 | | 0.9 | | 49.6 | | 0.9 |
| Manufacturing: | | | | | | | | | | | | | | | | |
| Advertising and other novelties | 7 | 385 | | | | | | | 1 | 80 | | | 6 | 305 | | |
| Auto tops and other canvas products | 3 | 487 | | | 3 | 487 | | | | | | | | | | |
| Candy | 12 | 804 | | | 5 | 345 | | | 1 | 68 | | | 6 | 391 | | |
| Clothing— | | | | | | | | | | | | | | | | |
| Shirts and overalls | 11 | 924 | | | 1 | 34 | 1 | 61 | 2 | 312 | | | 7 | 517 | | |
| Suits and coats, men's | 14 | 1,688 | | | | | 1 | 78 | 7 | 763 | | | 6 | 847 | | |
| Suits and coats, women's | 5 | 383 | | | 1 | 69 | | | 1 | 62 | | | 3 | 252 | | |
| Other | 8 | 771 | | | 3 | 202 | | | 2 | 364 | | | 3 | 205 | | |
| Electric products | 8 | 1,868 | | | 2 | 432 | | | 5 | 632 | | | 2 | 804 | | |
| Food products | 12 | 1,092 | | | 9 | 829 | | | 1 | 104 | | | 2 | 159 | | |
| Glass and glass products | 8 | 614 | 2 | 176 | 1 | 172 | | | | | | | 6 | 266 | | |
| Gloves | 8 | 616 | | | 3 | 269 | | | | | | | 5 | 347 | | |
| Metal products | 24 | 2,814 | | | 10 | 1,656 | 1 | 90 | 2 | 266 | 2 | 147 | 9 | 655 | | |
| Paper and paper products | 28 | 1,552 | 2 | 118 | 10 | 540 | | | | | 2 | 138 | 16 | 754 | 1 | 2 |
| Pottery | 12 | 1,245 | 2 | 74 | 4 | 572 | | | | | | | 6 | 599 | | |
| Rubber and rubber products | 6 | 2,098 | | | 3 | 1,042 | | | | | | | 3 | 1,049 | 1 | 7 |
| Shoes | 17 | 1,595 | | | 7 | 631 | 2 | 113 | 1 | 115 | | | 7 | 736 | | |
| Textiles— | | | | | | | | | | | | | | | | |
| Cordage | 4 | 140 | | | 2 | 47 | | | | | | | 2 | 93 | | |
| Hosiery and knit goods | 6 | 876 | | | 1 | 15 | 1 | 251 | 1 | 345 | | | 3 | 265 | | |
| Woolen goods | 5 | 1,099 | | | | | | | 1 | 624 | | | 4 | 475 | | |
| Other | 3 | 497 | | | 2 | 394 | | | | | | | 1 | 103 | | |
| Tobacco and cigars | 22 | 3,502 | | | 5 | 1,240 | | | | | | | 18 | 2,262 | | |
| General mercantile | 37 | 3,905 | | | | | | | 1 | 250 | | | 29 | 3,393 | 7 | 262 |
| 5-and-10-cent stores | 15 | 420 | | | | | | | | | | | 14 | 410 | 1 | 10 |
| Laundries | 24 | 1,060 | | | 16 | 859 | | | | | | | 8 | 201 | | |

[1] Details aggregate more than total because several establishments appear in more than one hour group. Total excludes 2 laundries and 1 glass and glass-product establishment for which length of lunch period was not reported.
[2] Excluding 133 women in 6 establishments for whom length of lunch period was not reported.

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TABLE VII.—*Hours worked less than scheduled, by industry—Adults*

| Industry | Number of women reported | Number and per cent of women who worked less than scheduled hours | | Number of women who worked less than scheduled hours to the extent of— | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | 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 | 20 and under 25 hours | 25 and under 30 hours | 30 hours and over |
| All industries [1] | 18,329 | 8,648 | 47.2 | 966 | 563 | 635 | 452 | 897 | 2,094 | 806 | 502 | 471 | 402 | 860 |
| Per cent distribution of women who lost time | | | 100.0 | 11.2 | 6.5 | 7.3 | 5.2 | 10.4 | 24.2 | 9.3 | 5.8 | 5.4 | 4.6 | 9.9 |
| Manufacturing: | | | | | | | | | | | | | | |
| Advertising and other novelties | 385 | 163 | 42.3 | 11 | 9 | 16 | 4 | 33 | 46 | 16 | 8 | 5 | 7 | 8 |
| Auto tops and other canvas products | 487 | 438 | 89.9 | 9 | 2 | 28 | 78 | 30 | 137 | 61 | 38 | 14 | 9 | 32 |
| Candy | 539 | 192 | 35.6 | 6 | 2 | 2 | 9 | 13 | 51 | 21 | 11 | 17 | 16 | 44 |
| Clothing— | | | | | | | | | | | | | | |
| Shirts and overalls | 539 | 213 | 39.5 | 10 | 5 | 27 | 42 | 19 | 57 | 22 | 9 | 8 | 6 | 8 |
| Suits and coats, men's | 1,443 | 410 | 28.4 | 57 | 33 | 14 | 31 | 126 | 73 | 25 | 14 | 19 | 5 | 13 |
| Suits and coats, women's | 277 | 59 | 21.3 | 7 | 9 | 2 | 9 | 7 | 14 | 3 | 2 | 3 | 2 | 1 |
| Other | 468 | 219 | 46.8 | 41 | 21 | 16 | 6 | 21 | 51 | 27 | 8 | 16 | 7 | 5 |
| Electric products | 1,685 | 800 | 47.5 | 154 | 66 | 73 | 36 | 92 | 209 | 61 | 20 | 25 | 17 | 47 |
| Food products | 684 | 260 | 38.0 | 3 | 17 | 3 | 8 | 14 | 53 | 19 | 19 | 35 | 11 | 78 |
| Glass and glass products | 599 | 352 | 58.8 | 35 | 9 | 44 | 6 | 24 | 107 | 39 | 31 | 12 | 11 | 34 |
| Gloves | 498 | 338 | 67.9 | 37 | 18 | 19 | 10 | 24 | 100 | 47 | 27 | 16 | 19 | 21 |
| Metal products | 2,656 | 1,305 | 49.1 | 87 | 120 | 137 | 77 | 153 | 260 | 106 | 66 | 74 | 77 | 148 |
| Paper and paper products | 3,236 | 505 | 40.9 | 56 | 18 | 47 | 9 | 70 | 123 | 32 | 19 | 25 | 41 | 65 |
| Pottery | 591 | 300 | 50.8 | 5 | 10 | 8 | 40 | 14 | 83 | 34 | 21 | 29 | 13 | 43 |
| Rubber and rubber products | 1,659 | 1,059 | 63.8 | 268 | 70 | 75 | 51 | 100 | 184 | 81 | 51 | 50 | 47 | 82 |
| Shoes | 1,255 | 531 | 42.3 | 80 | 42 | 33 | 8 | 30 | 133 | 53 | 53 | 30 | 24 | 45 |
| Textiles— | | | | | | | | | | | | | | |
| Cordage | 140 | 67 | 47.9 | | 1 | | 1 | 4 | 8 | 6 | 13 | 7 | 9 | 18 |
| Hosiery and knit goods | 690 | 321 | 46.5 | 33 | 27 | 12 | 5 | 33 | 97 | 41 | 23 | 20 | 9 | 21 |
| Woolen goods | 544 | 178 | 32.7 | 11 | 6 | 7 | 2 | 15 | 59 | 9 | 17 | 14 | 16 | 22 |
| Other | 388 | 250 | 64.4 | 9 | 7 | 40 | 7 | 25 | 50 | 18 | 9 | 8 | 24 | 53 |
| Tobacco and cigars | 719 | 279 | 38.8 | 10 | 8 | 21 | 5 | 21 | 100 | 25 | 17 | 27 | 15 | 30 |
| Laundries | 847 | 409 | 48.3 | 37 | 63 | 11 | 8 | 29 | 99 | 60 | 26 | 17 | 17 | 42 |

[1] Excluding stores, in which actual time worked is generally not reported.

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TABLE VIII.—*Hours worked more than scheduled, by industry—Adults*

| Industry | Number of women reported | Number and per cent of women who worked more than scheduled hours | | Number of women who worked more than scheduled hours to the extent of— | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | 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 | 20 and under 25 hours | 25 and under 30 hours | 30 hours and over |
| All industries[1] | 18,329 | 1,633 | 8.9 | 482 | 257 | 240 | 157 | 74 | 392 | 21 | 4 | 2 | 2 | 2 |
| Per cent distribution of women who worked overtime | | | | 29.5 | 15.7 | 14.7 | 9.6 | 4.5 | 24.0 | 1.3 | 0.2 | 0.1 | 0.1 | 0.1 |
| Manufacturing: | | | | | | | | | | | | | | |
| Advertising and other novelties | 385 | 2 | 0.5 | 1 | | 1 | | | | | | | | |
| Auto tops and other canvas products | 487 | | | | | | | | | | | | | |
| Candy | 539 | 111 | 20.6 | 1 | 7 | 45 | 19 | 8 | 17 | 9 | 2 | 2 | 1 | |
| Clothing— | | | | | | | | | | | | | | |
| Shirts and overalls | 539 | 45 | 8.3 | 1 | 6 | 12 | | 1 | 25 | | | | | |
| Suits and coats, men's | 1,443 | 338 | 23.4 | 6 | 30 | 26 | 33 | 6 | 237 | | | | | |
| Suits and coats, women's | 277 | | | | | | | | | | | | | |
| Other | 468 | 61 | 13.0 | 1 | 31 | 1 | 12 | 15 | 1 | | | | | |
| Electric products | 1,685 | 56 | 3.3 | 21 | 19 | 8 | 3 | 3 | 2 | | | | | |
| Food products | 684 | 29 | 4.2 | 4 | 10 | 9 | 1 | | 4 | 1 | | | | |
| Glass and glass products | 599 | 37 | 6.2 | 4 | 5 | 25 | 1 | | 2 | | | | | |
| Gloves | 498 | 5 | 1.0 | 2 | 1 | 1 | | | 1 | | | | | |
| Metal products | 2,656 | 376 | 14.2 | 237 | 15 | 31 | 22 | 11 | 56 | 4 | | | | |
| Paper and paper products | 1,236 | 46 | 3.7 | 20 | 3 | 4 | 4 | 6 | 8 | | 1 | | | |
| Pottery | 591 | 11 | 1.9 | 2 | | 3 | 3 | | 1 | 2 | | | | |
| Rubber and rubber products | 1,659 | 191 | 11.5 | 104 | 53 | 18 | 14 | | 1 | 1 | | | | |
| Shoes | 1,255 | 36 | 2.9 | 8 | 13 | 4 | 2 | 7 | 2 | | | | | |
| Textiles— | | | | | | | | | | | | | | |
| Cordage | 140 | 3 | 2.1 | | 1 | | 1 | | 1 | | | | | |
| Hosiery and knit goods | 690 | 75 | 10.9 | 14 | 12 | 15 | 21 | 7 | 6 | | | | | |
| Woolen goods | 544 | 58 | 10.7 | 20 | 7 | 19 | 4 | 3 | 5 | | | | | |
| Other | 388 | | | | | | | | | | | | | |
| Tobacco and cigars | 719 | 36 | 5.0 | 8 | 2 | 3 | 7 | 1 | 8 | 3 | 1 | | 1 | 2 |
| Laundries | 847 | 117 | 13.8 | 28 | 42 | 15 | 10 | 6 | 15 | 1 | | | | |

[1] Excluding stores in which actual time worked is generally not reported.

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TABLE IX.—*Extent of timework and piecework, by industry—Adults and minors*

| Industry | Adults | | | | | | | | Minors | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total number reported [1] | | Number and per cent who were— | | | | | | Total number reported [2] | | Number and per cent who were— | | | | | |
| | | | Timeworkers | | Piecéworkers | | Time- and pieceworkers | | | | Timeworkers | | Pieceworkers | | Time- and pieceworkers | |
| | Number | Per cent | Number | Per cent | Number | Per cent | Number | Per cent | Number | Per cent | Number | Per cent | Number | Per cent | Number | Per cent |
| All industries | 30,327 | 100.0 | 14,921 | 49.2 | 14,153 | 46.7 | 1,253 | 4.1 | 1,286 | 100.0 | 640 | 49.8 | 594 | 46.2 | 52 | 4.0 |
| Manufacturing: | | | | | | | | | | | | | | | | |
| Advertising and other novelties | 384 | | 276 | 71.9 | 95 | 24.7 | 13 | 3.4 | 12 | | 10 | 83.3 | 2 | 16.7 | | |
| Auto tops and other canvas products | 487 | | 69 | 14.2 | 414 | 85.0 | 4 | .8 | | | | | | | | |
| Candy | 804 | | 532 | 66.2 | 260 | 32.3 | 12 | 1.5 | 62 | | 53 | 85.5 | 9 | 14.5 | | |
| Clothing— | | | | | | | | | | | | | | | | |
| Shirts and overalls | 922 | | 86 | 9.3 | 830 | 90.0 | 6 | .7 | 119 | | 15 | 12.6 | 103 | 86.6 | 1 | .8 |
| Suits and coats, men's | 1,678 | | 778 | 46.4 | 890 | 53.0 | 10 | .6 | 93 | | 38 | 40.9 | 55 | 59.1 | | |
| Suits and coats, women's | 378 | | 295 | 78.0 | 73 | 19.3 | 10 | 2.6 | 4 | | 4 | 100.0 | | | | |
| Other | 766 | | 320 | 41.8 | 443 | 57.8 | 3 | .4 | 15 | | 11 | 73.3 | 4 | 26.7 | | |
| Electric products | 1,863 | | 628 | 33.7 | 1,018 | 54.6 | 217 | 11.6 | 37 | | 11 | 29.7 | 16 | 43.2 | 10 | 27.0 |
| Food products | 1,090 | | 709 | 65.0 | 339 | 31.1 | 42 | 3.9 | 23 | | 15 | 65.2 | 8 | 34.8 | | |
| Glass and glass products | 629 | | 546 | 86.8 | 65 | 10.3 | 18 | 2.9 | 26 | | 24 | 92.3 | 2 | 7.7 | | |
| Gloves | 596 | | 34 | 5.7 | 559 | 93.8 | 3 | .5 | 121 | | 3 | 2.5 | 114 | 94.2 | 4 | 3.3 |
| Metal products | 2,784 | | 1,180 | 42.4 | 1,214 | 43.6 | 390 | 14.0 | 112 | | 94 | 83.9 | 10 | 8.9 | 8 | 7.1 |
| Paper and paper products | 1,547 | | 1,019 | 65.9 | 489 | 31.6 | 39 | 2.5 | 46 | | 21 | 45.7 | 22 | 47.8 | 3 | 6.5 |
| Pottery | 1,242 | | 507 | 40.8 | 715 | 57.6 | 20 | 1.6 | 30 | | 16 | 53.3 | 13 | 43.3 | 1 | 3.3 |
| Rubber and rubber products | 2,082 | | 368 | 17.7 | 1,533 | 73.6 | 181 | 8.7 | 39 | | 13 | 33.3 | 8 | 20.5 | 18 | 46.2 |
| Shoes | 1,590 | | 695 | 43.7 | 854 | 53.7 | 41 | 2.6 | 65 | | 39 | 60.0 | 25 | 38.5 | 1 | 1.5 |
| Textiles— | | | | | | | | | | | | | | | | |
| Cordage | 140 | | 69 | 49.3 | 15 | 10.7 | 56 | 40.0 | 2 | | | | | | 2 | 100.0 |
| Hosiery and knit goods | 814 | | 288 | 35.4 | 496 | 60.9 | 30 | 3.7 | 23 | | 10 | 43.5 | 11 | 47.8 | 2 | 8.7 |
| Woolen goods | 1,099 | | 501 | 45.6 | 592 | 53.9 | 6 | .5 | 36 | | 28 | 77.8 | 7 | 19.4 | 1 | 2.8 |
| Other | 495 | | 400 | 80.8 | 95 | 19.2 | | | 24 | | 23 | 95.8 | 1 | 4.2 | | |
| Tobacco and cigars | 3,499 | | 277 | 7.9 | 3,079 | 88.0 | 143 | 4.1 | 196 | | 12 | 6.1 | 183 | 93.4 | 1 | .5 |
| General mercantile | 3,905 | | 3,896 | 99.8 | 9 | .2 | | | 134 | | 134 | 100.0 | | | | |
| 5-and-10-cent stores | 419 | | 419 | 100.0 | | | | | 43 | | 43 | 100.0 | | | | |
| Laundries | 1,114 | | 1,029 | 92.4 | 76 | 6.8 | 9 | .8 | 24 | | 23 | 95.8 | 1 | 4.2 | | |

[1] Excluding 241 women for whom no report on time or piecework was given.

[2] Excluding 10 girls for whom no report on time or piecework was given.

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TABLE X.—*Week's earnings of timeworkers and pieceworkers, all industries—Adults and minors*

| Week's earnings | Number of adults earning each specified amount who were— | | Number of minors earning each specified amount who were— | |
|---|---|---|---|---|
| | Time-workers | Piece-workers | Time-workers | Piece-workers |
| Total | 14,921 | 14,153 | 640 | 594 |
| Median earnings | $12.80 | $15.55 | $9.75 | $11.15 |
| Under $1 | 60 | 42 | 2 | 2 |
| $1 and under $2 | 172 | 113 | 14 | 6 |
| $2 and under $3 | 208 | 163 | 6 | 6 |
| $3 and under $4 | 191 | 173 | 15 | 18 |
| $4 and under $5 | 244 | 220 | 14 | 16 |
| $5 and under $6 | 258 | 257 | 24 | 19 |
| $6 and under $7 | 305 | 316 | 27 | 40 |
| $7 and under $8 | 350 | 340 | 50 | 40 |
| $8 and under $9 | 507 | 444 | 94 | 39 |
| $9 and under $10 | 868 | 528 | 97 | 49 |
| $10 and under $11 | 1,327 | 667 | 118 | 56 |
| $11 and under $12 | 1,335 | 708 | 73 | 39 |
| $12 and under $13 | 2,018 | 863 | 68 | 44 |
| $13 and under $14 | 1,509 | 829 | 19 | 32 |
| $14 and under $15 | 1,071 | 852 | 8 | 31 |
| $15 and under $16 | 1,203 | 977 | 9 | 25 |
| $16 and under $17 | 680 | 937 | 2 | 34 |
| $17 and under $18 | 481 | 791 | ---------- | 23 |
| $18 and under $19 | 545 | 849 | ---------- | 24 |
| $19 and under $20 | 275 | 764 | ---------- | 15 |
| $20 and under $21 | 342 | 653 | ---------- | 6 |
| $21 and under $22 | 158 | 574 | ---------- | 8 |
| $22 and under $23 | 181 | 442 | ---------- | 9 |
| $23 and under $24 | 97 | 357 | ---------- | 4 |
| $24 and under $25 | 109 | 315 | ---------- | 3 |
| $25 and under $30 | 311 | 717 | ---------- | 5 |
| $30 and under $35 | 67 | 203 | ---------- | 1 |
| $35 and under $40 | 27 | 46 | ---------- | ---------- |
| $40 and over | 22 | 13 | ---------- | ---------- |

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TABLE XI.—*Week's earnings and time worked, all industries—Adults*

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 54 hours | 54 hours | Over 54 hours | 48 hours and over |
| Total | 18,535 | 1,875 | 1,608 | 2,231 | 1,412 | 2,876 | 862 | 2,537 | 4,394 | 622 | 14 | 104 | 8,533 |
| Per cent distribution | 100.0 | 10.1 | 8.7 | 12.0 | 7.6 | 15.5 | 4.7 | 13.7 | 23.7 | 3.4 | 0.1 | 0.6 | 46.0 |
| Median earnings | $13.80 | $5.00 | $10.60 | $13.10 | $18.65 | $14.25 | $14.65 | $15.25 | $14.60 | $13.75 | (1) | $17.35 | $14.70 |
| Under $1 | 88 | 88 | | | | | | | | | | | |
| $1 and under $2 | 203 | 202 | | | 1 | | | | | | | | |
| $2 and under $3 | 180 | 180 | | | | | | | | | | | |
| $3 and under $4 | 220 | 215 | 2 | 2 | | 1 | | | | | | | |
| $4 and under $5 | 264 | 249 | 11 | 2 | | | | 1 | 1 | | | | 2 |
| $5 and under $6 | 312 | 268 | 32 | 5 | | 3 | | 3 | 1 | | | | 4 |
| $6 and under $7 | 333 | 219 | 66 | 31 | 1 | 2 | | 11 | 3 | | | | 14 |
| $7 and under $8 | 421 | 157 | 161 | 44 | | 32 | 2 | 17 | 7 | | | 1 | 27 |
| $8 and under $9 | 520 | 86 | 177 | 125 | 13 | 50 | 2 | 32 | 33 | 2 | | | 69 |
| $9 and under $10 | 891 | 74 | 227 | 190 | 29 | 132 | 18 | 81 | 104 | 35 | 1 | | 239 |
| $10 and under $11 | 1,304 | 43 | 220 | 297 | 22 | 203 | 67 | 118 | 287 | 47 | | | 519 |
| $11 and under $12 | 1,433 | 33 | 128 | 215 | 42 | 425 | 54 | 196 | 288 | 44 | | 8 | 590 |
| $12 and under $13 | 1,841 | 28 | 114 | 192 | 85 | 264 | 124 | 324 | 594 | 110 | 1 | 5 | 1,158 |
| $13 and under $14 | 1,585 | 10 | 83 | 159 | 49 | 277 | 106 | 226 | 562 | 98 | 1 | 14 | 1,007 |
| $14 and under $15 | 1,383 | 5 | 104 | 130 | 70 | 193 | 88 | 217 | 512 | 56 | 3 | 5 | 881 |
| $15 and under $16 | 1,330 | 6 | 69 | 132 | 131 | 202 | 77 | 176 | 481 | 53 | | 3 | 790 |
| $16 and under $17 | 1,076 | 3 | 70 | 153 | 91 | 161 | 45 | 160 | 341 | 36 | 3 | 13 | 598 |
| $17 and under $18 | 893 | | 46 | 104 | 94 | 150 | 35 | 158 | 266 | 30 | 1 | 9 | 499 |
| $18 and under $19 | 873 | 3 | 22 | 104 | 119 | 156 | 46 | 154 | 237 | 18 | 1 | 13 | 469 |
| $19 and under $20 | 649 | 2 | 20 | 62 | 78 | 162 | 35 | 122 | 139 | 18 | | 11 | 325 |
| $20 and under $21 | 626 | 2 | 15 | 61 | 120 | 105 | 47 | 125 | 133 | 11 | 2 | 5 | 323 |
| $21 and under $22 | 429 | 1 | 10 | 52 | 69 | 82 | 33 | 68 | 94 | 15 | 1 | 4 | 215 |
| $22 and under $23 | 385 | 1 | 10 | 50 | 76 | 65 | 20 | 72 | 70 | 17 | | 4 | 183 |
| $23 and under $24 | 282 | | 6 | 21 | 60 | 54 | 14 | 55 | 65 | 7 | | | 141 |
| $24 and under $25 | 258 | | 4 | 19 | 54 | 40 | 27 | 57 | 52 | 4 | | 1 | 141 |
| $25 and under $30 | 562 | | 9 | 56 | 146 | 92 | 20 | 107 | 107 | 19 | | 6 | 259 |
| $30 and under $35 | 136 | | 2 | 17 | 42 | 17 | 2 | 41 | 12 | 1 | | 2 | 58 |
| $35 and under $40 | 44 | | | 5 | 16 | 7 | | 13 | 2 | 1 | | | 16 |
| $40 and over | 14 | | | 3 | 4 | 1 | | 3 | 3 | | | | 6 |

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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 | 9,153 | 205 | 46 | 204 | 97 | 271 | 149 | 292 | 433 | 1,013 | 2,851 | 3,592 | 7,456 |
| Per cent distribution | 100.0 | 2.2 | 0.5 | 2.2 | 1.1 | 3.0 | 1.6 | 3.2 | 4.7 | 11.1 | 31.1 | 39.2 | 81.5 |
| Median earnings | $13.70 | $2.30 | $3.50 | $4.65 | $5.85 | $6.70 | $9.30 | $9.40 | $12.15 | $12.55 | $16.30 | $14.70 | $14.90 |
| Under $1 | 17 | 17 | | | | | | | | | | | |
| $1 and under $2 | 76 | 57 | 4 | 9 | 4 | 2 | | | | | | | |
| $2 and under $3 | 154 | 97 | 7 | 26 | 6 | 14 | 1 | 1 | 1 | | 1 | | 1 |
| $3 and under $4 | 128 | 23 | 25 | 39 | 6 | 18 | 4 | 5 | 2 | 2 | 4 | | 6 |
| $4 and under $5 | 154 | 8 | 7 | 44 | 18 | 40 | 6 | 12 | 3 | 3 | 12 | 1 | 16 |
| $5 and under $6 | 150 | 1 | | 31 | 17 | 34 | 11 | 16 | 13 | 7 | 19 | 1 | 27 |
| $6 and under $7 | 217 | 1 | 1 | 23 | 12 | 40 | 13 | 35 | 21 | 33 | 36 | 2 | 71 |
| $7 and under $8 | 193 | | | 14 | 4 | 25 | 20 | 18 | 29 | 33 | 46 | 4 | 83 |
| $8 and under $9 | 353 | | 1 | 7 | 7 | 20 | 15 | 46 | 40 | 65 | 96 | 56 | 217 |
| $9 and under $10 | 441 | | 1 | 5 | 5 | 16 | 15 | 32 | 33 | 75 | 116 | 143 | 334 |
| $10 and under $11 | 660 | | | 2 | 5 | 15 | 20 | 21 | 33 | 130 | 156 | 278 | 564 |
| $11 and under $12 | 533 | 1 | | 1 | 2 | 13 | 8 | 15 | 35 | 89 | 209 | 160 | 458 |
| $12 and under $13 | 982 | | | 2 | 2 | 12 | 8 | 30 | 38 | 123 | 208 | 559 | 890 |
| $13 and under $14 | 716 | | | | 4 | 7 | 7 | 13 | 29 | 76 | 169 | 411 | 656 |
| $14 and under $15 | 491 | | | | 2 | 5 | 5 | 10 | 30 | 52 | 132 | 255 | 439 |
| $15 and under $16 | 781 | | | 1 | 2 | 2 | 9 | 9 | 24 | 75 | 178 | 481 | 734 |
| $16 and under $17 | 446 | | | | | 3 | 1 | 8 | 25 | 44 | 154 | 211 | 409 |
| $17 and under $18 | 312 | | | | | 1 | 2 | 5 | 15 | 28 | 128 | 133 | 289 |
| $18 and under $19 | 441 | | | | 1 | 2 | 2 | 4 | 14 | 38 | 152 | 228 | 418 |
| $19 and under $20 | 311 | | | | | 1 | | 5 | 17 | 25 | 170 | 93 | 288 |
| $20 and under $21 | 329 | | | | | | | 2 | 5 | 24 | 161 | 137 | 322 |
| $21 and under $22 | 240 | | | | | | 1 | | 4 | 16 | 149 | 70 | 235 |
| $22 and under $23 | 216 | | | | | | | 1 | 8 | 13 | 124 | 70 | 207 |
| $23 and under $24 | 150 | | | | | | 1 | 1 | 5 | 10 | 88 | 45 | 143 |
| $24 and under $25 | 135 | | | | | | | 2 | 1 | 9 | 84 | 39 | 132 |
| $25 and under $30 | 382 | | | | | | | 1 | 8 | 32 | 196 | 145 | 373 |
| $30 and under $35 | 102 | | | | | | | | | 8 | 54 | 40 | 102 |
| $35 and under $40 | 23 | | | | | | | | | 2 | 8 | 13 | 23 |
| $40 and over | 20 | | | | | 1 | | | | 1 | 1 | 17 | 19 |

[1] Not computed, owing to small number involved.

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TABLE XII.—*Weekly rate and actual week's earnings, by industry—Adults*

| 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— | | | | | |
| | | | Advertising and other novelties | | Auto tops and other canvas products | | Candy | |
| | Weekly rate | Week's earnings | Weekly rate | Week's earnings | Weekly rate | Week's earnings | Weekly rate | Week's earnings |
| Total | [1] 6,052 | [1] 6,052 | 5 | 5 | 2 | 2 | 269 | 269 |
| Median earnings | $13.85 | $13.85 | (2) | (2) | (2) | (2) | $10.75 | $10.00 |
| Under $4 | | 138 | | 1 | | | | 36 |
| $4 and under $5 | 1 | 73 | | | | | | 10 |
| $5 and under $6 | | 71 | | | | | | 14 |
| $6 and under $7 | 1 | 96 | | | | | | 8 |
| $7 and under $8 | 19 | 86 | | | | | | 24 |
| $8 and under $9 | 90 | 173 | 1 | 1 | | | 5 | 16 |
| $9 and under $10 | 259 | 284 | | | | | 60 | 26 |
| $10 and under $11 | 638 | 493 | | 1 | | | 90 | 40 |
| $11 and under $12 | 347 | 357 | | | 1 | 1 | 58 | 46 |
| $12 and under $13 | 1,126 | 809 | 1 | 1 | 1 | 1 | 37 | 31 |
| $13 and under $14 | 631 | 540 | 1 | 1 | | | 7 | 5 |
| $14 and under $15 | 413 | 394 | 1 | | | | 7 | 7 |
| $15 and under $16 | 846 | 651 | | | | | | |
| $16 and under $17 | 309 | 347 | 1 | | | | 3 | 4 |
| $17 and under $18 | 197 | 239 | | | | | | |
| $18 and under $19 | 420 | 342 | | | | | 1 | |
| $19 and under $20 | 69 | 141 | | | | | | |
| $20 and under $21 | 242 | 213 | | | | | 1 | 2 |
| $21 and under $22 | 53 | 78 | | | | | | |
| $22 and under $23 | 91 | 112 | | | | | | |
| $23 and under $24 | 34 | 56 | | | | | | |
| $24 and under $25 | 53 | 66 | | | | | | |
| $25 and under $30 | 157 | 202 | | | | | | |
| $30 and under $35 | 39 | 52 | | | | | | |
| $35 and under $40 | 12 | 19 | | | | | | |
| $40 and over | 5 | 20 | | | | | | |

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TABLE XII.—*Weekly rate and actual week's earnings, by industry—Adults*—Con.

| 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— | | | | | | | | | |
| | Clothing | | | | | | | | Food products | |
| | Shirts and overalls | | Suits and coats, men's | | Suits and coats, women's | | Other | | | |
| | 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 | 36 | 36 | 559 | 559 | 60 | 60 | 295 | 295 | 171 | 171 |
| Median earnings | $12.15 | $11.65 | $18.25 | $17.55 | $20.25 | $19.35 | $15.30 | $14.65 | $11.75 | $12.40 |
| Under $4 | | | | 4 | | | | 2 | | 5 |
| $4 and under $5 | | 1 | | 3 | | | | 6 | | |
| $5 and under $6 | | | | 2 | | | | 5 | | 3 |
| $6 and under $7 | | 1 | | 7 | | | | 4 | | |
| $7 and under $8 | | 1 | | 2 | | | | 3 | | |
| $8 and under $9 | | 1 | 4 | 13 | 1 | 1 | | 4 | | 3 |
| $9 and under $10 | 3 | 4 | | 6 | | 1 | 2 | 10 | 1 | 7 |
| $10 and under $11 | 10 | 8 | 25 | 20 | 3 | 4 | 8 | 10 | 46 | 10 |
| $11 and under $12 | 4 | 3 | 15 | 17 | 1 | 2 | 11 | 20 | 51 | 35 |
| $12 ans under $13 | 6 | 5 | 43 | 37 | 1 | 1 | 43 | 33 | 23 | 55 |
| $13 and under $14 | 5 | 4 | 18 | 19 | | 1 | 21 | 27 | 17 | 21 |
| $14 and under $15 | 4 | 4 | 39 | 43 | | | 45 | 37 | 5 | 6 |
| $15 and under $16 | 3 | 3 | 41 | 35 | 1 | 6 | 54 | 41 | 19 | 18 |
| $16 and under $17 | 1 | 1 | 43 | 51 | 9 | 5 | 20 | 20 | 5 | 4 |
| $17 and under $18 | | | 38 | 38 | 3 | 3 | 27 | 26 | 1 | 2 |
| $18 and under $19 | | | 55 | 38 | 6 | 5 | 33 | 25 | 3 | 2 |
| $19 and under $20 | | | 21 | 32 | 3 | 3 | 9 | 8 | | |
| $20 and under $21 | | | 53 | 36 | 8 | 5 | 7 | 6 | | |
| $21 and under $22 | | | 15 | 18 | | | 10 | 5 | | |
| $22 and under $23 | | | 27 | 33 | 3 | 4 | | | | |
| $23 and under $24 | | | 16 | 12 | 9 | 7 | | 1 | | |
| $24 and under $25 | | | 26 | 22 | 3 | 4 | 1 | | | |
| $25 and under $30 | | | 50 | 52 | 9 | 8 | 3 | 1 | | |
| $30 and under $35 | | | 21 | 12 | | | 1 | 1 | | |
| $35 and under $40 | | | 7 | 6 | | | | | | |
| $40 and over | | | 2 | 1 | | | | | | |

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TABLE XII.—*Weekly rate and actual week's earnings, by industry—Adults*—Con.

| 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— | | | | | | | | | |
| | Glass and glass products | | Gloves | | Metal products | | Paper and paper products | | Pottery | |
| | 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 | 1 | 12 | 12 | 9 | 9 | 121 | 121 | 4 | 4 |
| Median earnings | (2) | (2) | (2) | (2) | (2) | (2) | $12.85 | $12.65 | (2) | (2) |
| Under $4 | | | | | | | | 2 | | |
| $4 and under $5 | | | | | | 1 | | 3 | | |
| $5 and under $6 | | | | | | | | | | |
| $6 and under $7 | | | | | | 1 | | 13 | | |
| $7 and under $8 | | | | | | | 11 | 1 | | |
| $8 and under $9 | | | 2 | 2 | | | | 5 | | |
| $9 and under $10 | | | 2 | 4 | 1 | 1 | 3 | 14 | | |
| $10 and under $11 | | | 1 | 1 | | | 26 | 10 | | |
| $11 and under $12 | | | 1 | 1 | 1 | 2 | 1 | 2 | | |
| $12 and under $13 | | | 1 | | 6 | 4 | 23 | 16 | | |
| $13 and under $14 | 1 | 1 | 1 | 1 | 1 | | 15 | 15 | | |
| $14 and under $15 | | | 2 | 2 | | | 12 | 15 | | |
| $15 and under $16 | | | | | | | 11 | 4 | 1 | 1 |
| $16 and under $17 | | | | | | | 7 | 11 | 2 | |
| $17 and under $18 | | | | | | | 8 | 4 | | |
| $18 and under $19 | | | 1 | | | | 1 | 3 | 1 | 1 |
| $19 and under $20 | | | | | | | | 1 | | |
| $20 and under $21 | | | 1 | 1 | | | | | | 1 |
| $21 and under $22 | | | | | | | | | | |
| $22 and under $23 | | | | | | | 1 | | | 1 |
| $23 and under $24 | | | | | | | 1 | 1 | | |
| $24 and under $25 | | | | | | | | | | |
| $25 and under $30 | | | | | | | 1 | 1 | | |
| $30 and under $35 | | | | | | | | | | |
| $35 and under $40 | | | | | | | | | | |
| $40 and over | | | | | | | | | | |

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TABLE XII.—*Weekly rate and actual week's earnings, by industry—Adults*—Con.

| 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— | | | | | |
| | Shoes | | Textiles | | | |
| | | | Hosiery and knit goods | | Woolen goods | |
| | Weekly rate | Week's earnings | Weekly rate | Week's earnings | Weekly rate | Week's earnings |
| Total | 192 | 192 | 15 | 15 | 65 | 65 |
| Median earnings | $15.95 | $15.90 | $13.25 | $12.85 | $13.30 | $13.60 |
| Under $4 | | 2 | | | | 1 |
| $4 and under $5 | | 2 | | | | 2 |
| $5 and under $6 | | 4 | | | | 1 |
| $6 and under $7 | | 1 | | | | |
| $7 and under $8 | | 1 | | 1 | | 1 |
| $8 and under $9 | | 5 | | | | |
| $9 and under $10 | | 7 | | | | 1 |
| $10 and under $11 | 9 | 5 | | 1 | 1 | 1 |
| $11 and under $12 | 13 | 14 | 4 | 3 | | 3 |
| $12 and under $13 | 24 | 11 | 3 | 3 | 29 | 13 |
| $13 and under $14 | 12 | 17 | 2 | 2 | 8 | 16 |
| $14 and under $15 | 9 | 11 | | | 19 | 5 |
| $15 and under $16 | 31 | 18 | 5 | 4 | 2 | 9 |
| $16 and under $17 | 15 | 17 | | | 2 | 2 |
| $17 and under $18 | 5 | 6 | | | 3 | 4 |
| $18 and under $19 | 16 | 13 | | | 1 | 2 |
| $19 and under $20 | 2 | 5 | | | | 2 |
| $20 and under $21 | 23 | 23 | | | | |
| $21 and under $22 | 3 | 3 | | | | |
| $22 and under $23 | 9 | 6 | | | | 1 |
| $23 and under $24 | | 3 | | | | |
| $24 and under $25 | 12 | 14 | | | | |
| $25 and under $30 | 9 | 4 | 1 | 1 | | 1 |
| $30 and under $35 | | | | | | |
| $35 and under $40 | | | | | | |
| $40 and over | | | | | | |

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TABLE XII.—*Weekly rate and actual week's earnings, by industry—Adults*—Con.

| 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 tobacco and cigars | | General mercantile | | 5-and-10-cent stores | | Laundries | |
| | Weekly rate | Week's earnings | Weekly rate | Week's earnings | Weekly rate | Week's earnings | Weekly rate | Week's earnings |
| Total | 100 | 100 | 3,523 | 3,523 | 350 | 350 | 263 | 263 |
| Median earnings | $14.40 | $12.95 | $13.95 | $14.40 | $10.80 | $10.55 | $13.30 | $12.05 |
| Under $4 | | 1 | | 70 | | 10 | | 4 |
| $4 and under $5 | | 1 | 1 | 33 | | 6 | | 5 |
| $5 and under $6 | | 3 | | 28 | | 7 | | 4 |
| $6 and under $7 | | 1 | 1 | 41 | | 16 | | 3 |
| $7 and under $8 | 1 | 2 | 6 | 33 | 1 | 7 | | 10 |
| $8 and under $9 | | 8 | 42 | 67 | 35 | 28 | | 19 |
| $9 and under $10 | 1 | 2 | 103 | 105 | 64 | 63 | 19 | 33 |
| $10 and under $11 | 26 | 19 | 269 | 262 | 92 | 71 | 32 | 30 |
| $11 and under $12 | | | 145 | 160 | 26 | 26 | 15 | 22 |
| $12 and under $13 | 18 | 14 | 737 | 492 | 72 | 62 | 58 | 30 |
| $13 and under $14 | 2 | 3 | 475 | 380 | 18 | 15 | 27 | 12 |
| $14 and under $15 | 5 | 6 | 222 | 232 | 14 | 13 | 29 | 13 |
| $15 and under $16 | 8 | 9 | 643 | 476 | 12 | 10 | 15 | 17 |
| $16 and under $17 | 9 | 7 | 169 | 202 | 8 | 8 | 15 | 15 |
| $17 and under $18 | 12 | 9 | 85 | 130 | 2 | 2 | 13 | 15 |
| $18 and under $19 | 16 | 9 | 263 | 229 | 5 | 5 | 18 | 10 |
| $19 and under $20 | | | 30 | 83 | | | 4 | 7 |
| $20 and under $21 | 1 | 5 | 142 | 132 | | | 6 | 2 |
| $21 and under $22 | | | 17 | 50 | | | 8 | 2 |
| $22 and under $23 | | | 48 | 60 | | | 3 | 7 |
| $23 and under $24 | | | 8 | 30 | | | | 2 |
| $24 and under $25 | 1 | 1 | 10 | 25 | | | | |
| $25 and under $30 | | | 82 | 132 | 1 | 1 | 1 | 1 |
| $30 and under $35 | | | 17 | 39 | | | | |
| $35 and under $40 | | | 5 | 13 | | | | |
| $40 and over | | | 3 | 19 | | | | |

[1] Only time-workers and only those whose rates were actually reported are included. No computing rom hourly or daily rates has been done.

[2] Not computed, owing to small number involved.

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TABLE XIII.— *Weekly rate and scheduled weekly hours, all industries, by locality—Adults*

| Weekly rate | State | | | | | | | | Places of 25,000 or more population | | | | | | | | Places of under 25,000 population | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number of women reported | Number of women receiving each specified rate whose scheduled weekly hours were— | | | | | | | Number of women reported | Number of women receiving each specified rate whose scheduled weekly hours were— | | | | | | | Number of women reported | Number of women receiving each specified rate whose scheduled weekly hours were— | | | |
| | | Under 44 | 44 | Over 44 and under 48 | 48 | Over 48 and under 50 | 50 | Over 50 | | Under 44 | 44 | Over 44 and under 48 | 48 | Over 48 and under 50 | 50 | Over 50 | | Over 44 and under 48 | 48 | Over 48 and under 50 | 50 |
| Total | 6,024 | 2 | 824 | 537 | 1,009 | 2,523 | 1,075 | 54 | 5,761 | 2 | 824 | 529 | 997 | 2,396 | 959 | 54 | 263 | 8 | 12 | 127 | 116 |
| Per cent distribution | 100.0 | (1) | 13.7 | 8.9 | 16.7 | 41.9 | 17.8 | 0.9 | 100.0 | (1) | 14.3 | 9.2 | 17.3 | 41.6 | 16.6 | 0.9 | 100.0 | 3.0 | 4.6 | 48.3 | 44.1 |
| Median rate | $13.85 | (1) | $17.65 | $12.55 | $14.75 | $13.65 | $12.60 | $12.90 | $13.95 | (1) | $17.65 | $12.55 | $14.85 | $13.75 | $12.50 | $12.90 | $12.45 | (1) | (1) | $12.05 | $12.90 |
| $4 and under $5 | 1 | | | | | 1 | | | 1 | | | | | 1 | | | | | | | |
| $5 and under $6 | | | | | | | | | | | | | | | | | | | | | |
| $6 and under $7 | 1 | | | | | 1 | | | 1 | | | | | 1 | | | | | | | |
| $7 and under $8 | 19 | | | 13 | 1 | 3 | 2 | | 19 | | | 13 | 1 | 3 | 2 | | | | | | |
| $8 and under $9 | 90 | | 4 | 17 | 7 | 39 | 23 | | 89 | | 4 | 17 | 7 | 39 | 22 | | 1 | | | | 1 |
| $9 and under $10 | 257 | | | 41 | 40 | 77 | 99 | | 245 | | | 39 | 39 | 75 | 92 | | 12 | 2 | 1 | 2 | 7 |
| $10 and under $11 | 635 | | 32 | 44 | 60 | 260 | 229 | 10 | 588 | | 32 | 43 | 60 | 226 | 217 | 10 | 47 | 1 | | 34 | 12 |
| $11 and under $12 | 344 | | 24 | 93 | 41 | 96 | 85 | 5 | 314 | | 24 | 93 | 40 | 71 | 81 | 5 | 30 | | 1 | 25 | 4 |
| $12 and under $13 | 1,118 | | 70 | 111 | 226 | 529 | 169 | 13 | 1,029 | | 70 | 107 | 220 | 488 | 131 | 13 | 89 | 4 | 6 | 41 | 38 |
| $13 and under $14 | 628 | | 35 | 33 | 78 | 407 | 69 | 6 | 610 | | 35 | 33 | 76 | 399 | 61 | 6 | 18 | | 2 | 8 | 8 |
| $14 and under $15 | 409 | 1 | 71 | 34 | 67 | 158 | 63 | 15 | 394 | 1 | 71 | 34 | 66 | 153 | 54 | 15 | 15 | | 1 | 5 | 9 |
| $15 and under $16 | 846 | | 73 | 37 | 198 | 417 | 119 | 2 | 824 | | 73 | 37 | 198 | 410 | 104 | 2 | 22 | | | 7 | 15 |
| $16 and under $17 | 309 | | 62 | 25 | 51 | 116 | 54 | 1 | 304 | | 62 | 25 | 50 | 114 | 52 | 1 | 5 | | 1 | 2 | 2 |
| $17 and under $18 | 197 | 1 | 62 | 14 | 34 | 51 | 35 | | 196 | 1 | 62 | 14 | 34 | 51 | 34 | | 1 | | | | 1 |
| $18 and under $19 | 416 | | 89 | 30 | 78 | 157 | 60 | 2 | 407 | | 89 | 29 | 78 | 155 | 54 | 2 | 9 | 1 | | 2 | 6 |
| $19 and under $20 | 68 | | 33 | 6 | 8 | 17 | 4 | | 66 | | 33 | 6 | 8 | 17 | 2 | | 2 | | | | 2 |
| $20 and under $21 | 242 | | 66 | 20 | 47 | 90 | 19 | | 239 | | 66 | 20 | 47 | 89 | 17 | | 3 | | | 1 | 2 |
| $21 and under $22 | 53 | | 25 | 8 | 11 | 8 | 1 | | 53 | | 25 | 8 | 11 | 8 | 1 | | | | | | |
| $22 and under $23 | 91 | | 30 | 3 | 16 | 23 | 19 | | 89 | | 30 | 3 | 16 | 23 | 17 | | 2 | | | | 2 |
| $23 and under $24 | 34 | | 25 | 1 | 2 | 4 | 2 | | 34 | | 25 | 1 | 2 | 4 | 2 | | | | | | |
| $24 and under $25 | 53 | | 30 | 2 | 15 | 5 | 1 | | 53 | | 30 | 2 | 15 | 5 | 1 | | | | | | |
| $25 and under $30 | 157 | | 62 | 5 | 20 | 52 | 18 | | 151 | | 62 | 5 | 20 | 52 | 12 | | 6 | | | | 6 |
| $30 and under $35 | 39 | | 22 | | 8 | 8 | 1 | | 38 | | 22 | | 8 | 8 | | | 1 | | | | 1 |
| $35 and under $40 | 12 | | 7 | | | 2 | 3 | | 12 | | 7 | | | 2 | 3 | | | | | | |
| $40 and over | 5 | | 2 | | 1 | 2 | | | 5 | | 2 | | 1 | 2 | | | | | | | |

[1] Not computed, owing to small number involved.

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TABLE XIV.—*Week's earnings and time in the trade of women employees who supplied personal information, all industries—Adults*

| 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 | 14,604 | 791 | 1,045 | 821 | 330 | 1,583 | 1,813 | 1,744 | 1,352 | 2,782 | 1,182 | 1,161 |
| Per cent distribution | 100.0 | 5.4 | 7.2 | 5.6 | 2.3 | 10.8 | 12.4 | 11.9 | 9.3 | 19.0 | 8.1 | 8.0 |
| Median earnings | $14.85 | $11.05 | $12.40 | $13.10 | $13.45 | $13.75 | $15.05 | $15.20 | $15.75 | $16.05 | $17.10 | $17.60 |
| Under $1 | 18 | 4 | 4 | 1 | -------- | 1 | 1 | ------ | ------ | 4 | 2 | 1 |
| $1 and under $2 | 61 | 24 | 6 | 4 | -------- | 3 | 7 | 2 | 4 | 8 | 2 | 1 |
| $2 and under $3 | 80 | 14 | 11 | 4 | 1 | 11 | 3 | 7 | 7 | 12 | 8 | 2 |
| $3 and under $4 | 83 | 18 | 8 | 5 | -------- | 9 | 3 | 12 | 4 | 11 | 6 | 7 |
| $4 and under $5 | 146 | 29 | 16 | 8 | 6 | 11 | 18 | 16 | 8 | 22 | 7 | 5 |
| $5 and under $6 | 166 | 24 | 20 | 6 | 4 | 17 | 17 | 20 | 11 | 26 | 9 | 12 |
| $6 and under $7 | 248 | 32 | 20 | 16 | 7 | 32 | 22 | 34 | 28 | 36 | 14 | 7 |
| $7 and under $8 | 269 | 41 | 36 | 14 | 5 | 23 | 31 | 26 | 23 | 36 | 20 | 14 |
| $8 and under $9 | 343 | 42 | 51 | 19 | 13 | 49 | 32 | 33 | 23 | 48 | 20 | 13 |
| $9 and under $10 | 608 | 68 | 68 | 55 | 14 | 85 | 88 | 51 | 44 | 82 | 31 | 22 |
| $10 and under $11 | 911 | 94 | 120 | 79 | 31 | 113 | 94 | 99 | 53 | 151 | 37 | 40 |
| $11 and under $12 | 929 | 79 | 98 | 80 | 28 | 121 | 127 | 85 | 73 | 141 | 45 | 52 |
| $12 and under $13 | 1405 | 111 | 155 | 111 | 42 | 190 | 154 | 164 | 127 | 206 | 77 | 68 |
| $13 and under $14 | 1213 | 53 | 108 | 101 | 32 | 165 | 174 | 167 | 86 | 195 | 56 | 76 |
| $14 and under $15 | 956 | 43 | 68 | 60 | 32 | 101 | 128 | 124 | 84 | 177 | 79 | 60 |
| $15 and under $16 | 1164 | 38 | 71 | 57 | 19 | 122 | 161 | 150 | 133 | 226 | 90 | 97 |
| $16 and under $17 | 894 | 18 | 52 | 36 | 20 | 97 | 127 | 95 | 101 | 198 | 83 | 67 |
| $17 and under $18 | 704 | 17 | 33 | 26 | 16 | 68 | 112 | 89 | 75 | 158 | 47 | 63 |
| $18 and under $19 | 808 | 6 | 26 | 29 | 11 | 80 | 94 | 109 | 90 | 196 | 90 | 77 |
| $19 and under $20 | 665 | 12 | 21 | 17 | 10 | 62 | 90 | 81 | 81 | 159 | 69 | 63 |
| $20 and under $21 | 636 | 5 | 9 | 24 | 7 | 60 | 79 | 91 | 77 | 150 | 60 | 74 |
| $21 and under $22 | 472 | 6 | 12 | 14 | 7 | 36 | 60 | 72 | 54 | 107 | 55 | 49 |
| $22 and under $23 | 409 | 4 | 9 | 14 | 10 | 39 | 49 | 50 | 28 | 95 | 64 | 47 |
| $23 and under $24 | 292 | 1 | 5 | 12 | 2 | 22 | 35 | 52 | 32 | 53 | 37 | 41 |
| $24 and under $25 | 277 | 5 | 4 | 11 | 7 | 17 | 32 | 33 | 27 | 66 | 30 | 45 |
| $25 and under $30 | 630 | 2 | 13 | 17 | 5 | 38 | 58 | 61 | 60 | 168 | 100 | 108 |
| $30 and under $35 | 159 | 1 | 1 | 1 | 1 | 9 | 14 | 18 | 14 | 34 | 30 | 36 |
| $35 and under $40 | 41 | -------- | -------- | -------- | -------- | 1 | 3 | 2 | 5 | 10 | 10 | 10 |
| $40 and over | 17 | -------- | -------- | -------- | -------- | 1 | ------ | 1 | ------ | 7 | 4 | 4 |

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TABLE XV.—*Weeks' earnings and age of the women employees who supplied personal information, all industries—Adults and minors*

| Week's earnings | Number of women reporting | Number of women earning each specified amount who were— | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | Minors | Adults | | | | | | |
| | | 16 and under 18 years | 18 and under 20 years | 20 and under 25 years | 25 and under 30 years | 30 and under 40 years | 40 and under 50 years | 50 and under 60 years | 60 years and over |
| Total | 17,915 | 1,296 | 2,750 | 4,536 | 2,624 | 3,690 | 1,987 | 788 | 244 |
| Per cent distribution | 100.0 | 7.2 | 15.4 | 25.3 | 14.6 | 20.6 | 11.1 | 4.4 | 1.4 |
| Median earnings | $14.35 | $10.20 | $12.75 | $15.00 | $16.00 | $15.75 | $15.00 | $13.05 | $12.15 |
| Under $1 | 24 | 4 | 7 | 5 | 1 | 3 | 4 | | |
| $1 and under $2 | 94 | 20 | 19 | 24 | 12 | 11 | 7 | 1 | |
| $2 and under $3 | 97 | 12 | 17 | 18 | 14 | 15 | 11 | 5 | 5 |
| $3 and under $4 | 131 | 37 | 18 | 20 | 14 | 24 | 8 | 8 | 2 |
| $4 and under $5 | 195 | 31 | 37 | 42 | 21 | 37 | 17 | 6 | 4 |
| $5 and under $6 | 244 | 44 | 46 | 53 | 26 | 28 | 24 | 14 | 9 |
| $6 and under $7 | 351 | 72 | 61 | 65 | 34 | 50 | 34 | 30 | 5 |
| $7 and under $8 | 405 | 94 | 69 | 72 | 44 | 52 | 37 | 26 | 11 |
| $8 and under $9 | 534 | 139 | 113 | 95 | 45 | 66 | 42 | 22 | 12 |
| $9 and under $10 | 821 | 156 | 179 | 157 | 76 | 119 | 75 | 40 | 19 |
| $10 and under $11 | 1,243 | 185 | 286 | 270 | 112 | 176 | 123 | 64 | 27 |
| $11 and under $12 | 1,200 | 114 | 268 | 259 | 136 | 202 | 113 | 84 | 24 |
| $12 and under $13 | 1,749 | 115 | 336 | 466 | 216 | 305 | 191 | 89 | 31 |
| $13 and under $14 | 1,463 | 52 | 275 | 374 | 199 | 287 | 167 | 87 | 22 |
| $14 and under $15 | 1,147 | 43 | 185 | 341 | 144 | 225 | 136 | 59 | 14 |
| $15 and under $16 | 1,417 | 35 | 181 | 382 | 215 | 323 | 189 | 73 | 19 |
| $16 and under $17 | 1,073 | 42 | 134 | 298 | 161 | 248 | 138 | 41 | 11 |
| $17 and under $18 | 825 | 23 | 91 | 235 | 160 | 189 | 96 | 19 | 12 |
| $18 and under $19 | 927 | 25 | 92 | 277 | 171 | 222 | 100 | 35 | 5 |
| $19 and under $20 | 736 | 16 | 67 | 219 | 163 | 186 | 70 | 13 | 2 |
| $20 and under $21 | 714 | 7 | 76 | 191 | 134 | 204 | 84 | 16 | 2 |
| $21 and under $22 | 524 | 8 | 59 | 160 | 104 | 126 | 56 | 9 | 2 |
| $22 and under $23 | 443 | 9 | 25 | 131 | 104 | 113 | 50 | 11 | |
| $23 and under $24 | 331 | 4 | 24 | 89 | 67 | 91 | 49 | 7 | |
| $24 and under $25 | 286 | 3 | 26 | 74 | 54 | 88 | 35 | 5 | 1 |
| $25 and under $30 | 700 | 5 | 47 | 167 | 143 | 217 | 100 | 18 | 3 |
| $30 and under $35 | 179 | 1 | 12 | 39 | 42 | 55 | 23 | 5 | 2 |
| $35 and under $40 | 43 | | | 11 | 9 | 19 | 3 | 1 | |
| $40 and over | 19 | | | 2 | 3 | 9 | 5 | | |



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TABLE XVI.—*Week's earnings and extent of schooling of women who supplied personal information, all industries—Adults and minors*

| Week's earnings | Number of women reporting | | Number of women reporting the highest grade attended as— | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | | None | | First | Second | | Third |
| | Adults | Minors | Adults | Minors | Adults | Adults | Minors | Adults |
| Total | 13,981 | 763 | 172 | 1 | 45 | 67 | 1 | 170 |
| Per cent distribution | 100.0 | 100.0 | 1.2 | 0.1 | 0.3 | 0.5 | 0.1 | 1.2 |
| Median earnings | $14.65 | $10.20 | $14.00 | (1) | $12.30 | $13.60 | (1) | $13.25 |
| Under $1 | 16 | | | | | | | 1 |
| $1 and under $2 | 65 | 7 | 2 | | | | | |
| $2 and under $3 | 78 | 5 | | | 1 | | | 2 |
| $3 and under $4 | 83 | 19 | 3 | | | | | 3 |
| $4 and under $5 | 148 | 19 | 3 | | 1 | | | 5 |
| $5 and under $6 | 176 | 26 | 1 | | 1 | 3 | | 4 |
| $6 and under $7 | 243 | 53 | 5 | | | 1 | | 2 |
| $7 and under $8 | 271 | 60 | 3 | | 1 | 3 | | 2 |
| $8 and under $9 | 341 | 76 | 4 | | | 3 | | 7 |
| $9 and under $10 | 552 | 96 | 6 | | 4 | 2 | | 11 |
| $10 and under $11 | 899 | 105 | 16 | 1 | 8 | 7 | | 8 |
| $11 and under $12 | 922 | 68 | 12 | | 5 | 5 | | 10 |
| $12 and under $13 | 1,416 | 63 | 20 | | 5 | 6 | | 26 |
| $13 and under $14 | 1,190 | 28 | 11 | | 4 | 6 | | 17 |
| $14 and under $15 | 931 | 27 | 10 | | 2 | 4 | 1 | 11 |
| $15 and under $16 | 1,120 | 18 | 12 | | 2 | 5 | | 11 |
| $16 and under $17 | 864 | 24 | 16 | | 3 | 4 | | 9 |
| $17 and under $18 | 660 | 11 | 5 | | 5 | 3 | | 7 |
| $18 and under $19 | 762 | 13 | 9 | | | | | 10 |
| $19 and under $20 | 622 | 12 | 3 | | 1 | 4 | | 4 |
| $20 and under $21 | 579 | 6 | 6 | | 1 | 4 | | 5 |
| $21 and under $22 | 431 | 7 | 1 | | | 1 | | 1 |
| $22 and under $23 | 363 | 7 | 9 | | | | | 1 |
| $23 and under $24 | 264 | 4 | 1 | | | | | 2 |
| $24 and under $25 | 243 | 3 | 5 | | | | | 3 |
| $25 and under $30 | 557 | 5 | 8 | | 1 | 6 | | 6 |
| $30 and under $35 | 141 | 1 | 1 | | | | | 1 |
| $35 and under $40 | 31 | | | | | | | |
| $40 and over | 13 | | | | | | | 1 |

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TABLE XVI.—*Week's earnings and extent of schooling of women who supplied personal information, all industries—Adults and minors*—Continued

| Week's earnings | Number of women reporting the highest grade attended as— | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Fourth | | Fifth | | Sixth | | Seventh | | Eighth | |
| | Adults | Minors | Adults | Minors | Adults | Minors | Adults | Minors | Adults | Minors |
| Total | 473 | 6 | 849 | 8 | 1,618 | 30 | 2,013 | 139 | 5,399 | 327 |
| Per cent distribution | 3.4 | 0.8 | 6.1 | 1.0 | 11.6 | 3.9 | 14.4 | 18.2 | 38.6 | 42.9 |
| Median earnings | $13.80 | (1) | $14.20 | (1) | $14.95 | $11.00 | $14.90 | $9.95 | $14.95 | $10.45 |
| Under $1 | 1 | -------- | 1 | -------- | 1 | -------- | 1 | -------- | 7 | -------- |
| $1 and under $2 | 2 | -------- | 7 | -------- | 9 | -------- | 5 | 4 | 24 | 1 |
| $2 and under $3 | 4 | -------- | 6 | -------- | 5 | -------- | 11 | -------- | 30 | 5 |
| $3 and under $4 | 2 | -------- | 7 | 1 | 8 | -------- | 11 | 2 | 34 | 9 |
| $4 and under $5 | 4 | -------- | 7 | 1 | 11 | 1 | 23 | 4 | 58 | 8 |
| $5 and under $6 | 7 | -------- | 12 | -------- | 16 | 1 | 18 | 5 | 68 | 11 |
| $6 and under $7 | 14 | -------- | 15 | -------- | 33 | 3 | 29 | 11 | 88 | 17 |
| $7 and under $8 | 15 | 2 | 23 | -------- | 27 | 1 | 49 | 13 | 94 | 20 |
| $8 and under $9 | 18 | -------- | 19 | 1 | 39 | 4 | 46 | 15 | 116 | 29 |
| $9 and under $10 | 14 | -------- | 33 | -------- | 58 | 2 | 72 | 16 | 212 | 44 |
| $10 and under $11 | 43 | 3 | 62 | 1 | 86 | 3 | 119 | 21 | 336 | 42 |
| $11 and under $12 | 38 | 1 | 56 | 1 | 111 | 4 | 120 | 14 | 367 | 31 |
| $12 and under $13 | 49 | -------- | 87 | 1 | 164 | 1 | 207 | 12 | 505 | 28 |
| $13 and under $14 | 32 | -------- | 77 | -------- | 150 | 1 | 169 | 4 | 437 | 12 |
| $14 and under $15 | 30 | -------- | 58 | 1 | 98 | -------- | 141 | 4 | 348 | 14 |
| $15 and under $16 | 37 | -------- | 53 | -------- | 101 | -------- | 169 | 3 | 435 | 12 |
| $16 and under $17 | 21 | -------- | 46 | 1 | 107 | 2 | 151 | 1 | 324 | 11 |
| $17 and under $18 | 20 | -------- | 41 | -------- | 76 | 1 | 97 | 1 | 270 | 6 |
| $18 and under $19 | 22 | -------- | 41 | -------- | 89 | 2 | 121 | 1 | 314 | 4 |
| $19 and under $20 | 23 | -------- | 33 | -------- | 80 | -------- | 107 | 3 | 250 | 5 |
| $20 and under $21 | 15 | -------- | 22 | -------- | 80 | 1 | 68 | -------- | 241 | 5 |
| $21 and under $22 | 14 | -------- | 28 | -------- | 58 | 1 | 53 | -------- | 186 | 4 |
| $22 and under $23 | 13 | -------- | 25 | -------- | 37 | -------- | 50 | 2 | 148 | 4 |
| $23 and under $24 | 6 | -------- | 14 | -------- | 29 | 1 | 51 | 1 | 112 | -------- |
| $24 and under $25 | 6 | -------- | 15 | -------- | 42 | -------- | 29 | 1 | 101 | 2 |
| $25 and under $30 | 14 | -------- | 39 | -------- | 82 | 1 | 70 | 1 | 224 | 3 |
| $30 and under $35 | 6 | -------- | 13 | -------- | 14 | -------- | 21 | -------- | 57 | -------- |
| $35 and under $40 | 3 | -------- | 6 | -------- | 5 | -------- | 3 | -------- | 11 | -------- |
| $40 and over | -------- | -------- | 3 | -------- | 2 | -------- | 2 | -------- | 2 | -------- |

| Week's earnings | Number of women reporting the highest grade attended as— | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Ninth or first year high school | | Tenth or second year high school | | Eleventh or third year high school | | Twelfth or fourth year high school | | Business training | | College or higher education |
| | Adults | Minors | Adults | Minors | Adults | Minors | Adults | Minors | Adults | Minors | Adults |
| Total | 1,178 | 134 | 831 | 82 | 314 | 17 | 657 | 11 | 78 | 7 | 117 |
| Per cent distribution | 8.4 | 17.6 | 5.9 | 10.7 | 2.2 | 2.2 | 4.7 | 1.4 | 0.6 | 0.9 | 0.8 |
| Median earnings | $14.60 | $10.05 | $14.10 | $9.45 | $13.80 | $10.15 | $14.15 | (1) | $13.90 | (1) | $14.85 |
| Under $1 | 2 | -------- | 1 | -------- | -------- | -------- | 1 | -------- | -------- | -------- | -------- |
| $1 and under $2 | 5 | 1 | 7 | 1 | 1 | -------- | 3 | -------- | -------- | -------- | -------- |
| $2 and under $3 | 7 | -------- | 5 | -------- | -------- | -------- | 3 | -------- | 1 | -------- | 3 |
| $3 and under $4 | 5 | 3 | 5 | 3 | 1 | -------- | 2 | 1 | 1 | -------- | 1 |
| $4 and under $5 | 10 | 3 | 8 | 1 | 5 | -------- | 11 | -------- | 1 | 1 | 1 |
| $5 and under $6 | 10 | 5 | 14 | 2 | 8 | 2 | 10 | -------- | 3 | -------- | 1 |
| $6 and under $7 | 26 | 12 | 13 | 6 | 7 | 3 | 10 | 1 | -------- | -------- | -------- |
| $7 and under $8 | 22 | 10 | 9 | 12 | 6 | 1 | 15 | -------- | 2 | 1 | -------- |
| $8 and under $9 | 35 | 13 | 23 | 11 | 6 | 2 | 18 | -------- | 4 | 1 | 3 |
| $9 and under $10 | 42 | 19 | 48 | 11 | 11 | -------- | 36 | 3 | 1 | 1 | 2 |
| $10 and under $11 | 74 | 15 | 64 | 12 | 20 | 3 | 46 | 2 | 4 | 2 | 6 |
| $11 and under $12 | 71 | 8 | 55 | 5 | 26 | 1 | 41 | 2 | 2 | 1 | 3 |
| $12 and under $13 | 123 | 14 | 95 | 5 | 38 | 1 | 67 | 1 | 9 | -------- | 15 |
| $13 and under $14 | 106 | 9 | 62 | -------- | 34 | 2 | 59 | -------- | 12 | -------- | 14 |
| $14 and under $15 | 82 | 4 | 59 | 2 | 19 | -------- | 48 | 1 | 10 | -------- | 11 |
| $15 and under $16 | 112 | 2 | 52 | 1 | 26 | -------- | 81 | -------- | 7 | -------- | 17 |
| $16 and under $17 | 78 | 7 | 44 | 1 | 17 | 1 | 38 | -------- | 4 | -------- | 2 |
| $17 and under $18 | 49 | 3 | 46 | -------- | 13 | -------- | 23 | -------- | 3 | -------- | 2 |
| $18 and under $19 | 59 | 4 | 44 | 2 | 10 | -------- | 32 | -------- | 3 | -------- | 8 |
| $19 and under $20 | 39 | -------- | 35 | 4 | 13 | -------- | 24 | -------- | 3 | -------- | 3 |
| $20 and under $21 | 59 | -------- | 37 | -------- | 14 | -------- | 23 | -------- | 1 | -------- | 3 |
| $21 and under $22 | 38 | 1 | 21 | 1 | 9 | -------- | 16 | -------- | 2 | -------- | 3 |
| $22 and under $23 | 38 | -------- | 21 | 1 | 6 | -------- | 13 | -------- | 1 | -------- | 1 |
| $23 and under $24 | 9 | 1 | 17 | 1 | 7 | -------- | 14 | -------- | -------- | -------- | 2 |
| $24 and under $25 | 19 | -------- | 10 | -------- | 5 | -------- | 5 | -------- | 1 | -------- | 2 |
| $25 and under $30 | 44 | -------- | 27 | -------- | 9 | -------- | 12 | -------- | 3 | -------- | 12 |
| $30 and under $35 | 12 | -------- | 7 | -------- | 2 | 1 | 6 | -------- | -------- | -------- | 1 |
| $35 and under $40 | 1 | -------- | 1 | -------- | -------- | -------- | -------- | -------- | -------- | -------- | 1 |
| $40 and over | 1 | -------- | 1 | -------- | 1 | -------- | -------- | -------- | -------- | -------- | -------- |

[1] Not computed, owing to small number involved.

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TABLE XVII.—*Year's earnings of women for whom 52-week*

STATE

| Year's earnings | All industries | Number of women earning each specified amount in— | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | The manufacture of— | | | | | | | | | |
| | | Advertising and other novelties | Auto tops and other canvas products | Candy | Clothing | | | | Electric products | Food products | Glass and glass products |
| | | | | | Shirts and overalls | Suits and coats, men's | Suits and coats, women's | Other | | | |
| Total | 4,336 | 52 | 78 | 94 | 121 | 241 | 77 | 122 | 273 | 177 | 136 |
| Median earnings | $726 | $619 | $773 | $556 | $808 | $972 | $974 | $740 | $798 | $647 | $604 |
| $200 and under $250 | 4 | ------ | ------ | 1 | ------ | ------ | ------ | ------ | ------ | ------ | ------ |
| $250 and under $300 | 13 | ------ | ------ | 1 | ------ | ------ | ------ | ------ | ------ | 2 | ------ |
| $300 and under $350 | 24 | ------ | ------ | 2 | ------ | 1 | ------ | ------ | ------ | ------ | ------ |
| $350 and under $400 | 70 | ------ | ------ | 10 | ------ | ------ | ------ | 1 | 1 | 2 | 2 |
| $400 and under $450 | 112 | 2 | ------ | 4 | 3 | ------ | ------ | 1 | 3 | 5 | 7 |
| $450 and under $500 | 160 | 6 | 1 | 10 | 3 | ------ | 1 | ------ | ------ | 12 | 12 |
| $500 and under $550 | 291 | 10 | 1 | 17 | 3 | 4 | 1 | 3 | 7 | 20 | 12 |
| $550 and under $600 | 425 | 5 | 2 | 17 | 11 | 7 | 3 | 12 | 8 | 24 | 33 |
| $600 and under $650 | 427 | 8 | 8 | 9 | 8 | 9 | 2 | 12 | 13 | 25 | 28 |
| $650 and under $700 | 428 | 4 | 9 | 6 | 9 | 5 | 3 | 15 | 20 | 26 | 14 |
| $700 and under $750 | 407 | 5 | 11 | 3 | 12 | 10 | 1 | 21 | 43 | 18 | 7 |
| $750 and under $800 | 405 | 2 | 15 | 7 | 10 | 19 | 2 | 12 | 43 | 13 | 10 |
| $800 and under $850 | 346 | 5 | 12 | 4 | 10 | 17 | 4 | 11 | 35 | 11 | 4 |
| $850 and under $900 | 303 | 5 | 7 | ------ | 17 | 24 | 9 | 10 | 33 | 8 | 2 |
| $900 and under $1,000 | 392 | ------ | 7 | 3 | 14 | 34 | 17 | 9 | 35 | 10 | 2 |
| $1,000 and under $1,100 | 221 | ------ | 3 | ------ | 7 | 25 | 12 | 3 | 21 | 1 | 2 |
| $1,100 and under $1,200 | 122 | ------ | 1 | ------ | 7 | 26 | 7 | 6 | 7 | ------ | 1 |
| $1,200 and under $1,400 | 135 | ------ | 1 | ------ | 4 | 44 | 12 | 6 | 4 | ------ | ------ |
| $1,400 and under $1,600 | 33 | ------ | ------ | ------ | 1 | 10 | 2 | ------ | ------ | ------ | ------ |
| $1,600 and under $1,800 | 13 | ------ | ------ | ------ | 2 | 5 | 1 | ------ | ------ | ------ | ------ |
| $1,800 and under $2,000 | 4 | ------ | ------ | ------ | ------ | 1 | ------ | ------ | ------ | ------ | ------ |
| $2,000 and over | 1 | ------ | ------ | ------ | ------ | ------ | ------ | ------ | ------ | ------ | ------ |

[1] Not computed, owing to small number invloved.

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*records were secured, by industry and locality—Adults*

STATE

| Number of women earning each specified amount in— | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| The manufacture of— | | | | | | | | | | | | | |
| | | | | | | Textiles | | | | | | | |
| Gloves | Metal products | Paper and paper products | Pottery | Rubber and rubber products | Shoes | Cordage | Hosiery and knit goods | Woolen goods | Other | Tobacco and cigars | General mercantile | 5-and-10-cent stores | Laundries |
| 143<br>$560 | 429<br>$681 | 261<br>$685 | 226<br>$719 | 211<br>$810 | 168<br>$875 | 13<br>(1) | 116<br>$714 | 66<br>$730 | 57<br>$644 | 335<br>$590 | 663<br>$801 | 81<br>$613 | 196<br>$641 |
| -------- | 1 | -------- | 1 | -------- | -------- | -------- | -------- | -------- | -------- | 1 | -------- | -------- | -------- |
| 2 | 1 | -------- | -------- | -------- | -------- | -------- | -------- | -------- | -------- | 7 | -------- | -------- | -------- |
| 5 | 4 | -------- | 1 | -------- | -------- | -------- | 1 | -------- | -------- | 9 | -------- | -------- | 1 |
| 11 | 7 | -------- | 2 | -------- | -------- | -------- | 4 | -------- | -------- | 23 | 4 | -------- | 3 |
| 17 | 12 | 7 | 1 | -------- | -------- | 2 | 2 | 1 | -------- | 34 | 2 | 2 | 7 |
| 10 | 22 | 8 | 9 | 2 | 6 | 4 | 1 | -------- | -------- | 23 | 12 | 9 | 9 |
| 22 | 21 | 18 | 26 | 3 | 4 | 2 | 9 | 3 | 2 | 39 | 24 | 14 | 26 |
| 23 | 55 | 28 | 14 | 9 | 8 | 1 | 12 | 8 | 16 | 39 | 48 | 12 | 30 |
| 13 | 67 | 38 | 25 | 10 | 11 | 2 | 11 | 8 | 12 | 21 | 47 | 13 | 27 |
| 13 | 39 | 45 | 24 | 22 | 11 | 1 | 14 | 10 | 12 | 33 | 58 | 9 | 26 |
| 7 | 34 | 36 | 26 | 28 | 12 | -------- | 14 | 5 | 1 | 31 | 54 | 9 | 19 |
| 7 | 25 | 24 | 24 | 27 | 10 | 1 | 15 | 4 | 4 | 29 | 81 | 6 | 15 |
| 9 | 39 | 27 | 21 | 23 | 15 | -------- | 7 | 4 | 2 | 13 | 61 | 1 | 11 |
| -------- | 18 | 13 | 25 | 19 | 14 | -------- | 6 | 7 | -------- | 11 | 63 | 5 | 7 |
| 3 | 40 | 9 | 16 | 52 | 27 | -------- | 9 | 11 | 5 | 12 | 68 | 1 | 8 |
| 1 | 34 | 4 | 6 | 12 | 21 | -------- | 6 | 4 | 2 | 6 | 46 | -------- | 5 |
| -------- | 9 | 2 | 4 | 4 | 8 | -------- | 4 | -------- | 1 | 3 | 30 | -------- | 2 |
| -------- | -------- | 1 | 1 | -------- | 16 | -------- | 1 | -------- | -------- | 1 | 44 | -------- | -------- |
| -------- | 1 | 1 | -------- | -------- | 4 | -------- | -------- | 1 | -------- | -------- | 13 | -------- | -------- |
| -------- | -------- | -------- | -------- | -------- | 1 | -------- | -------- | -------- | -------- | -------- | 4 | -------- | -------- |
| -------- | -------- | -------- | -------- | -------- | -------- | -------- | -------- | -------- | -------- | -------- | 3 | -------- | -------- |
| -------- | -------- | -------- | -------- | -------- | -------- | -------- | -------- | -------- | -------- | -------- | 1 | -------- | -------- |

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TABLE XVII.—*Year's earnings of women for whom 52-week*

PLACES OF 25,000 AND OVER POPULATION

| Year's earnings | Number of women earning each specified amount in— | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | All industries | The manufacture of— | | | | | | | | | |
| | | Advertising and other novelties | Auto tops and other canvas products | Candy | Clothing | | | | Electric products | Food products | Glass and glass products |
| | | | | | Shirts and overalls | Suits and coats, men's | Suits and coats, women's | Other | | | |
| Total | 3,752 | 46 | 78 | 72 | 112 | 241 | 77 | 122 | 254 | 177 | 91 |
| Median earnings | $749 | $629 | $773 | $587 | $822 | $936 | $974 | $740 | $811 | $647 | $587 |
| $200 and under $250 | | | | | | | | | | | |
| $250 and under $300 | 5 | | | | | | | | | 2 | |
| $300 and under $350 | 7 | | | 1 | | 1 | | | | | |
| $350 and under $400 | 35 | | | 5 | | | | 1 | 1 | 2 | 2 |
| $400 and under $450 | 74 | 2 | | 2 | 3 | | | 1 | 3 | 5 | 7 |
| $450 and under $500 | 119 | 5 | 1 | 5 | 3 | | 1 | | | 12 | 11 |
| $500 and under $550 | 235 | 10 | 1 | 11 | 3 | 4 | 1 | 3 | 4 | 20 | 9 |
| $550 and under $600 | 341 | 2 | 2 | 16 | 10 | 7 | 3 | 12 | 4 | 24 | 22 |
| $600 and under $650 | 351 | 7 | 8 | 9 | 7 | 9 | 2 | 12 | 8 | 25 | 19 |
| $650 and under $700 | 352 | 3 | 9 | 6 | 6 | 5 | 3 | 15 | 19 | 26 | 9 |
| $700 and under $750 | 361 | 5 | 11 | 3 | 11 | 10 | 1 | 21 | 40 | 18 | 3 |
| $750 and under $800 | 365 | 2 | 15 | 7 | 9 | 19 | 2 | 12 | 40 | 13 | 2 |
| $800 and under $850 | 318 | 5 | 12 | 4 | 9 | 17 | 4 | 11 | 35 | 11 | 3 |
| $850 and under $900 | 288 | 5 | 7 | | 16 | 24 | 9 | 10 | 33 | 8 | 1 |
| $900 and under $1,000 | 381 | | 7 | 3 | 14 | 34 | 17 | 9 | 35 | 10 | 2 |
| $1,000 and under $1,100 | 215 | | 3 | | 7 | 25 | 12 | 3 | 21 | 1 | |
| $1,100 and under $1,200 | 122 | | 1 | | 7 | 26 | 7 | 6 | 7 | | 1 |
| $1,200 and under $1,400 | 134 | | 1 | | 4 | 44 | 12 | 6 | 4 | | |
| $1,400 and under $1,600 | 32 | | | | 1 | 10 | 2 | | | | |
| $1,600 and under $1,800 | 12 | | | | 2 | 5 | 1 | | | | |
| $1,800 and under $2,000 | 4 | | | | | 1 | | | | | |
| $2,000 and over | 1 | | | | | | | | | | |

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*records were secured, by industry and locality—Adults*—Continued

PLACES OF 25,000 AND OVER POPULATION

| Number of women earning each specified amount in— | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| The manufacture of— | | | | | | | | | | | | |
| | | | | | | Textiles | | | | | | |
| Gloves | Metal products | Paper and paper products | Pottery | Rubber and rubber products | Shoes | Hosiery and knit goods | Woolen goods | Other[3] | Tobacco and cigars | General mercantile | 5-and-10-cent stores | Laundries |
| 73<br>$575 | 365<br>$724 | 192<br>$672 | 139<br>$760 | 187<br>$832 | 168<br>$875 | 83<br>$768 | 57<br>$755 | 65<br>$627 | 252<br>$666 | 640<br>$805 | 74<br>$627 | 187<br>$641 |
| ------ | ------ | ------ | ------ | ------ | ------ | ------ | ------ | ------ | ------ | ------ | ------ | ------ |
| 1 | ------ | ------ | ------ | ------ | ------ | ------ | ------ | ------ | 2 | ------ | ------ | ------ |
| ------ | 2 | ------ | ------ | ------ | ------ | ------ | ------ | ------ | 2 | ------ | ------ | 1 |
| 4 | 3 | ------ | ------ | ------ | ------ | ------ | ------ | ------ | 10 | 4 | ------ | 3 |
| 9 | 8 | 7 | ------ | ------ | ------ | ------ | ------ | 2 | 15 | 2 | 1 | 7 |
| 4 | 14 | 8 | 4 | 2 | 6 | ------ | ------ | 3 | 11 | 12 | 8 | 9 |
| 12 | 17 | 18 | 19 | 3 | 4 | 3 | 3 | 4 | 26 | 24 | 11 | 25 |
| 13 | 36 | 23 | 7 | 6 | 8 | 7 | 7 | 17 | 32 | 44 | 10 | 29 |
| 6 | 52 | 28 | 17 | 7 | 11 | 6 | 6 | 12 | 19 | 44 | 13 | 24 |
| 9 | 34 | 27 | 9 | 15 | 11 | 10 | 8 | 12 | 29 | 54 | 9 | 24 |
| 5 | 34 | 27 | 10 | 23 | 12 | 12 | 4 | 1 | 31 | 51 | 9 | 19 |
| 4 | 25 | 18 | 17 | 24 | 10 | 12 | 3 | 4 | 29 | 79 | 6 | 13 |
| 5 | 38 | 18 | 14 | 21 | 15 | 7 | 4 | 2 | 13 | 58 | 1 | 11 |
| ------ | 18 | 8 | 20 | 18 | 14 | 6 | 6 | ------ | 11 | 62 | 5 | 7 |
| 1 | 40 | 5 | 12 | 52 | 27 | 9 | 11 | 5 | 12 | 67 | 1 | 8 |
| ------ | 34 | 1 | 6 | 12 | 21 | 6 | 4 | 2 | 6 | 46 | ------ | 5 |
| ------ | 9 | 2 | 4 | 4 | 8 | 4 | ------ | 1 | 3 | 30 | ------ | 2 |
| ------ | ------ | 1 | ------ | ------ | 16 | 1 | ------ | ------ | 1 | 44 | ------ | ------ |
| ------ | 1 | 1 | ------ | ------ | 4 | ------ | 1 | ------ | ------ | 12 | ------ | ------ |
| ------ | ------ | ------ | ------ | ------ | 1 | ------ | ------ | ------ | ------ | 3 | ------ | ------ |
| ------ | ------ | ------ | ------ | ------ | ------ | ------ | ------ | ------ | ------ | 3 | ------ | ------ |
| ------ | ------ | ------ | ------ | ------ | ------ | ------ | ------ | ------ | ------ | 1 | ------ | ------ |

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TABLE XVII.—*Year's earnings of women for whom 52-week*

PLACES OF UNDER 25,000 POPULATION

| Year's earnings | Number of women earning each specified amount in— | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | All industries | The manufacture of— | | | | | | |
| | | Advertising and other novelties | Candy | Clothing (shirts and overalls) | Glass and glass products | Gloves | Metal products | Paper and paper products |
| Total | 584 | 6 | 22 | 9 | 45 | 70 | 64 | 69 |
| Median earnings | $606 | (1) | $460 | (1) | $642 | $540 | $571 | $708 |
| $200 and under $250 | 4 | | 1 | | | | 1 | |
| $250 and under $300 | 8 | | 1 | | | 1 | 1 | |
| $300 and under $350 | 17 | | 1 | | | 5 | 2 | |
| $350 and under $400 | 35 | | 5 | | | 7 | 4 | |
| $400 and under $450 | 38 | | 2 | | | 8 | 4 | |
| $450 and under $500 | 41 | 1 | 5 | | 1 | 6 | 8 | |
| $500 and under $550 | 56 | | 6 | | 3 | 10 | 4 | |
| $550 and under $600 | 84 | 3 | 1 | 1 | 11 | 10 | 19 | 5 |
| $600 and under $650 | 76 | 1 | | 1 | 9 | 7 | 15 | 10 |
| $650 and under $700 | 76 | 1 | | 3 | 5 | 4 | 5 | 18 |
| $700 and under $750 | 46 | | | 1 | 4 | 2 | | 9 |
| $750 and under $800 | 40 | | | 1 | 8 | 3 | | 6 |
| $800 and under $850 | 28 | | | 1 | 1 | 4 | 1 | 9 |
| $850 and under $900 | 15 | | | 1 | 1 | | | 5 |
| $900 and under $1,000 | 11 | | | | | 2 | | 4 |
| $1,000 and under $1,100 | 6 | | | | 2 | 1 | | 3 |
| $1,100 and under $1,200 | | | | | | | | |
| $1,200 and under $1,400 | 1 | | | | | | | |
| $1,400 and under $1,600 | 1 | | | | | | | |
| $1,600 and under $1,800 | 1 | | | | | | | |
| $1,800 and under $2,000 | | | | | | | | |
| $2,000 and over | | | | | | | | |

[1] Not computed owing to small number involved.
[2] Includes "Cordage," transferred to this group to avoid identification.
[3] Includes "Hosiery and knit goods," transferred to this group to avoid identification.

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*records were secured, by industry and locality—Adults*—Continued

PLACES OF UNDER 25,000 POPULATION

| Number of women earning each specified amount in— | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| The manufacture of— | | | | | | | | | |
| Pottery | Rubber and rubber products | Textiles | | | Tobacco and cigars | Other products | General mercantile | 5-and-10-cent stores | Laundries |
| | | Cordage | Woolen goods | Other [3] | | | | | |
| 87 | 24 | 5 | 9 | 33 | 83 | 19 | 23 | 7 | 9 |
| $688 | $693 | (1) | (1) | $575 | $441 | $625 | $708 | (1) | (1) |
| 1 | | | | | 1 | | | | |
| | | | | | 5 | | | | |
| 1 | | | | 1 | 7 | | | | |
| 2 | | | | 4 | 13 | | | | |
| 1 | | | 1 | 2 | 19 | | | 1 | |
| 5 | | 1 | | 1 | 12 | | | 1 | |
| 7 | | | | 6 | 13 | 3 | | 3 | 1 |
| 7 | 3 | | 1 | 5 | 7 | 4 | 4 | 2 | 1 |
| 8 | 3 | 2 | 2 | 5 | 2 | 5 | 3 | | 3 |
| 15 | 7 | 1 | 2 | 4 | 4 | 1 | 4 | | 2 |
| 16 | 5 | | 1 | 2 | | 3 | 3 | | |
| 7 | 3 | 1 | 1 | 3 | | 3 | 2 | | 2 |
| 7 | 2 | | | | | | 3 | | |
| 5 | 1 | | 1 | | | | 1 | | |
| 4 | | | | | | | 1 | | |
| | | | | | | | | | |
| | | | | | | | | | |
| 1 | | | | | | | | | |
| | | | | | | | 1 | | |
| | | | | | | | 1 | | |
| | | | | | | | | | |
| | | | | | | | | | |

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TABLE XVIII.—*Year's earnings and weeks worked, all industries, by locality—Adults*

| Year's earnings | State | | | | | | Places of 25,000 or more population | | | | | | Places of under 25,000 population | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | Number of women earning each specified amount who worked— | | | | | Total | Number of women earning each specified amount who worked— | | | | | Total | 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 | | 44 and under 46 weeks | 46 and under 48 weeks | 48 and under 50 weeks | 50 and under 52 weeks | 52 weeks | | 44 and under 46 weeks | 46 and under 48 weeks | 48 and under 50 weeks | 50 and under 52 weeks | 52 weeks |
| Total | 3,366 | 155 | 288 | 652 | 1,197 | 1,074 | 3,092 | 137 | 232 | 535 | 1,142 | 1,046 | 274 | 18 | 56 | 117 | 55 | 28 |
| Median earnings | $742 | $597 | $658 | $697 | $767 | $785 | $758 | $625 | $696 | $730 | $778 | $788 | $563 | $388 | $538 | $557 | $602 | $688 |
| $200 and under $250 | 2 | 1 | | 1 | | | | | | | | | 2 | 1 | | 1 | | |
| $250 and under $300 | 11 | 3 | 1 | 5 | 1 | 1 | 5 | 1 | 1 | 1 | 1 | 1 | 6 | 2 | | 4 | | |
| $300 and under $350 | 16 | 4 | 3 | 5 | 4 | | 5 | 1 | 1 | 1 | 2 | | 11 | 3 | 2 | 4 | 2 | |
| $350 and under $400 | 54 | 10 | 17 | 13 | 12 | 2 | 30 | 6 | 10 | 6 | 6 | 2 | 24 | 4 | 7 | 7 | 6 | |
| $400 and under $450 | 80 | 12 | 12 | 31 | 19 | 6 | 55 | 11 | 7 | 19 | 13 | 5 | 25 | 1 | 5 | 12 | 6 | 1 |
| $450 and under $500 | 118 | 5 | 26 | 31 | 34 | 22 | 96 | 4 | 18 | 22 | 31 | 21 | 22 | 1 | 8 | 9 | 3 | 1 |
| $500 and under $550 | 227 | 17 | 22 | 64 | 68 | 56 | 192 | 16 | 14 | 46 | 63 | 53 | 35 | 1 | 8 | 18 | 5 | 3 |
| $550 and under $600 | 304 | 27 | 39 | 70 | 104 | 64 | 259 | 26 | 29 | 45 | 99 | 60 | 45 | 1 | 10 | 25 | 5 | 4 |
| $600 and under $650 | 297 | 9 | 20 | 55 | 111 | 102 | 261 | 7 | 15 | 39 | 100 | 100 | 36 | 2 | 5 | 16 | 11 | 2 |
| $650 and under $700 | 305 | 21 | 26 | 54 | 102 | 102 | 284 | 21 | 23 | 45 | 97 | 98 | 21 | | 3 | 9 | 5 | 4 |
| $700 and under $750 | 318 | 9 | 32 | 77 | 105 | 95 | 307 | 9 | 32 | 72 | 100 | 94 | 11 | | | 5 | 5 | 1 |
| $750 and under $800 | 333 | 7 | 19 | 69 | 113 | 125 | 311 | 7 | 17 | 64 | 107 | 116 | 22 | | 2 | 5 | 6 | 9 |
| $800 and under $850 | 264 | 5 | 14 | 39 | 101 | 105 | 262 | 5 | 14 | 38 | 100 | 105 | 2 | | | 1 | 1 | |
| $850 and under $900 | 251 | 11 | 14 | 31 | 95 | 100 | 248 | 10 | 13 | 31 | 95 | 99 | 3 | 1 | 1 | | | 1 |
| $900 and under $1,000 | 335 | 9 | 20 | 38 | 146 | 122 | 331 | 8 | 18 | 38 | 146 | 121 | 4 | 1 | 2 | | | 1 |
| $1,000 and under $1,100 | 175 | 2 | 10 | 24 | 73 | 66 | 173 | 2 | 9 | 23 | 73 | 66 | 2 | | 1 | 1 | | |
| $1,100 and under $1,200 | 103 | 1 | 6 | 19 | 40 | 37 | 103 | 1 | 6 | 19 | 40 | 37 | | | | | | |
| $1,200 and under $1,400 | 126 | 2 | 6 | 18 | 54 | 46 | 125 | 2 | 5 | 18 | 54 | 46 | 1 | | 1 | | | |
| $1,400 and under $1,600 | 30 | | 1 | 6 | 8 | 15 | 29 | | | 6 | 8 | 15 | 1 | | 1 | | | |
| $1,600 and under $1,800 | 12 | | | 1 | 4 | 7 | 11 | | | 1 | 4 | 6 | 1 | | | | | 1 |
| $1,800 and under $2,000 | 4 | | | 1 | 2 | 1 | 4 | | | 1 | 2 | 1 | | | | | | |
| $2,000 and over | 1 | | | | 1 | | 1 | | | | 1 | | | | | | | |

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TABLE XIX.—*Week's earnings, by industry—Minors*

| Week's earnings | Number of women earning each specified amount in— | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | All industries | The manufacture of— | | | | | | | | | | | | | | | | | | | | | |
| | | Advertising and other novelties | Candy | Clothing | | | | Electric products | Food products | Glass and glass products | Gloves | Metal products | Paper and paper products | Pottery | Rubber and rubber products | Shoes | Textiles | | | | Tobacco and cigars | General mercantile | 5- and 10-cent stores | Laundries |
| | | | | Shirts and overalls | Suits and coats, men's | Suits and coats, women's | Other | | | | | | | | | | Cordage | Hosiery and knit goods | Woolen goods | Other | | | | |
| Total | 1,296 | 12 | 62 | 122 | 93 | 4 | 15 | 37 | 24 | 26 | 122 | 112 | 46 | 32 | 39 | 65 | 4 | 24 | 36 | 22 | 198 | 134 | 43 | 24 |
| Median earnings | $10.20 | (1) | $7.85 | $12.20 | $13.25 | (1) | $10.10 | $10.40 | $10.55 | $10.30 | $8.80 | $11.35 | $10.35 | $11.00 | $11.05 | $9.70 | (1) | $10.40 | $10.70 | $10.25 | $9.90 | $9.05 | $8.80 | $11.00 |
| Under $1 | 4 | | | | | | | | | | 2 | 2 | | | | | | | | | | | | |
| $1 and under $2 | 20 | | 7 | | | | | | | | 3 | 2 | 3 | 1 | | | | | 1 | | 1 | 1 | | 1 |
| $2 and under $3 | 12 | | | | | | | | 1 | | 3 | 1 | | | 1 | 2 | 1 | | | | 3 | | | |
| $3 and under $4 | 37 | 1 | 4 | | | | | | 1 | 1 | 6 | 2 | | 1 | | 1 | 1 | | | 1 | 14 | 3 | 1 | |
| $4 and under $5 | 31 | | 3 | 1 | | | 1 | 1 | | 1 | 4 | 2 | 2 | | 1 | | | | 1 | | 10 | 2 | 2 | |
| $5 and under $6 | 44 | | 7 | 4 | 1 | | 2 | 4 | 1 | 1 | 6 | 4 | | | 1 | 2 | | 1 | 2 | | 5 | | 2 | 1 |
| $6 and under $7 | 72 | | 4 | 11 | | | 1 | 1 | | 2 | 9 | 3 | | 2 | 1 | 5 | | 1 | | | 25 | 4 | 3 | |
| $7 and under $8 | 94 | | 7 | 3 | 2 | | | 3 | 1 | 1 | 15 | 3 | 2 | 2 | 1 | 11 | | 1 | | 1 | 18 | 22 | 1 | |
| $8 and under $9 | 139 | 4 | 7 | 6 | 3 | | 2 | 3 | 1 | 2 | 16 | 4 | 6 | 1 | 6 | 8 | | 6 | 1 | 1 | 11 | 34 | 16 | 1 |
| $9 and under $10 | 156 | 2 | 9 | 8 | 6 | | 1 | 4 | 3 | 3 | 20 | 13 | 9 | 4 | 3 | 5 | 1 | 1 | 3 | 7 | 13 | 31 | 3 | 7 |
| $10 and under $11 | 185 | 2 | 8 | 15 | 19 | | 5 | 4 | 9 | 7 | 14 | 13 | 3 | 5 | 5 | 11 | 1 | 5 | 14 | 4 | 13 | 13 | 13 | 2 |
| $11 and under $12 | 114 | | 3 | 10 | 5 | | | 4 | 5 | 3 | 9 | 21 | 8 | 4 | 7 | 3 | | 1 | 3 | 5 | 7 | 9 | 1 | 6 |
| $12 and under $13 | 115 | 1 | 2 | 16 | 8 | | 2 | 1 | 2 | 3 | 8 | 28 | 3 | 2 | 1 | 6 | | 4 | 6 | 2 | 7 | 10 | 1 | 2 |
| $13 and under $14 | 52 | | 1 | 6 | 10 | 2 | | 3 | 1 | 1 | 3 | 6 | | 3 | 1 | 1 | | 2 | | | 7 | 3 | | 2 |
| $14 and under $15 | 43 | 1 | | 11 | 5 | 1 | 1 | 1 | | | 1 | 4 | 2 | 1 | 2 | 2 | | | 3 | 1 | 6 | | | 1 |
| $15 and under $16 | 35 | | | 6 | 8 | 1 | | 1 | | | 2 | 1 | 2 | 3 | | 1 | | | | | 7 | 2 | | 1 |
| $16 and under $17 | 42 | | | 10 | 8 | | | 3 | | 1 | | | 4 | | 5 | 1 | | | | | 10 | | | |
| $17 and under $18 | 23 | | | 6 | 8 | | | | | | 1 | 1 | | 2 | | | | | | | 5 | | | |
| $18 and under $19 | 25 | 1 | | 6 | 3 | | | 1 | | | | | 1 | 1 | 1 | | | 2 | | | 9 | | | |
| $19 and under $20 | 16 | | | 2 | 4 | | | 2 | | | | 1 | | | 2 | | | | 1 | | 4 | | | |
| $20 and under $21 | 7 | | | | 1 | | | | | | | 1 | | | | | | | | | 5 | | | |
| $21 and under $22 | 8 | | | | 1 | | | | | | | | | | 1 | 1 | | | | | 5 | | | |
| $22 and under $23 | 9 | | | 1 | | | | | | | | | | | | 1 | | | 1 | | 6 | | | |
| $23 and under $24 | 4 | | | | 1 | | | | | | | | | | | | | | | | 3 | | | |
| $24 and under $25 | 3 | | | | | | | | | | | | | | | 1 | | | | | 2 | | | |
| $25 and under $30 | 5 | | | | | | | | | | | | 1 | | | 3 | | | | | 1 | | | |
| $30 and under $35 | 1 | | | | | | | | | | | | | | | | | | | | 1 | | | |

[1] Not computed, owing to small number involved.

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TABLE XX.—*Week's earnings and time worked, all industries—Minors*

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 hours and under 48 hours | 48 hours | Over 48 and under 50 hours | 50 hours | Over 50 hours | 48 hours and over |
| Total | 817 | 91 | 81 | 130 | 115 | 312 | 32 | 21 | 29 | 6 | 88 |
| Median earnings | $10.45 | $4.25 | $8.40 | $10.25 | $11.45 | $10.90 | $11.50 | $16.10 | $11.75 | (1) | $12.25 |
| Under $1 | 4 | 4 | | | | | | | | | |
| $1 and under $2 | 14 | 14 | | | | | | | | | |
| $2 and under $3 | 10 | 7 | 2 | 1 | | | | | | | |
| $3 and under $4 | 18 | 17 | | | | 1 | | | | | |
| $4 and under $5 | 17 | 14 | 3 | | | | | | | | |
| $5 and under $6 | 33 | 21 | 6 | 6 | | | | | | | |
| $6 and under $7 | 38 | 6 | 12 | 8 | 10 | 1 | | | 1 | | 1 |
| $7 and under $8 | 50 | 5 | 13 | 8 | 1 | 17 | 4 | | 2 | | 6 |
| $8 and under $9 | 72 | 2 | 12 | 15 | 10 | 33 | | | | | |
| $9 and under $10 | 94 | | 12 | 20 | 9 | 47 | 3 | 1 | 1 | 1 | 6 |
| $10 and under $11 | 135 | 1 | 7 | 27 | 22 | 64 | 7 | 1 | 6 | | 14 |
| $11 and under $12 | 88 | | 4 | 8 | 12 | 51 | 4 | 2 | 6 | 1 | 13 |
| $12 and under $13 | 90 | | 4 | 10 | 12 | 47 | 9 | | 7 | 1 | 17 |
| $13 and under $14 | 38 | | 3 | 5 | 9 | 14 | 3 | 1 | 2 | 1 | 7 |
| $14 and under $15 | 30 | | 3 | 5 | 6 | 11 | 1 | 4 | | | 5 |
| $15 and under $16 | 19 | | | 5 | 10 | 2 | | 1 | 1 | | 2 |
| $16 and under $17 | 26 | | | 3 | 7 | 10 | | 6 | | | 6 |
| $17 and under $18 | 13 | | | 1 | 3 | 3 | | 3 | 1 | 2 | 6 |
| $18 and under $19 | 12 | | | 4 | | 4 | 1 | 2 | 1 | | 4 |
| $19 and under $20 | 7 | | | 2 | 2 | 2 | | | 1 | | 1 |
| $20 and under $21 | 1 | | | 1 | | | | | | | |
| $21 and under $22 | 3 | | | | 1 | 2 | | | | | |
| $22 and under $23 | 2 | | | 1 | | 1 | | | | | |
| $23 and under $24 | | | | | | | | | | | |
| $24 and under $25 | 1 | | | | | 1 | | | | | |
| $25 and under $30 | 2 | | | | 1 | 1 | | | | | |

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TABLE XX.—*Week's earnings and time worked, all industries—Minors*—Con.

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 and over | 5 days and over |
| Total | 405 | 4 | 2 | 5 | 3 | 11 | 5 | 8 | 26 | 32 | 159 | 150 | 341 |
| Median earnings | $9.50 | (1) | (1) | (1) | (1) | (1) | (1) | (1) | $9.00 | $9.50 | $11.25 | $9.35 | $9.80 |
| Under $1 | | | | | | | | | | | | | |
| $1 and under $2 | 6 | 4 | 2 | | | | | | | | | | |
| $2 and under $3 | 2 | | | 1 | | | | | 1 | | | | |
| $3 and under $4 | 18 | | | 2 | 1 | 4 | | | 3 | 1 | 7 | | 8 |
| $4 and under $5 | 14 | | | 2 | | 5 | | | | 1 | 6 | | 7 |
| $5 and under $6 | 9 | | | | 1 | 1 | 3 | 1 | 1 | | 2 | | 2 |
| $6 and under $7 | 28 | | | | | 1 | 1 | 1 | 3 | 7 | 14 | 1 | 22 |
| $7 and under $8 | 37 | | | | 1 | | | 2 | 4 | 1 | 10 | 19 | 30 |
| $8 and under $9 | 61 | | | | | | | 1 | 1 | 4 | 11 | 44 | 59 |
| $9 and under $10 | 57 | | | | | | | 2 | 2 | 4 | 16 | 33 | 53 |
| $10 and under $11 | 43 | | | | | | 1 | | 2 | 3 | 11 | 26 | 40 |
| $11 and under $12 | 24 | | | | | | | 1 | | 3 | 10 | 10 | 23 |
| $12 and under $13 | 18 | | | | | | | | | 1 | 7 | 10 | 18 |
| $13 and under $14 | 9 | | | | | | | | 1 | | 5 | 3 | 8 |
| $14 and under $15 | 8 | | | | | | | | | 2 | 6 | | 8 |
| $15 and under $16 | 13 | | | | | | | | | 1 | 9 | 3 | 13 |
| $16 and under $17 | 12 | | | | | | | | 2 | 2 | 7 | 1 | 10 |
| $17 and under $18 | 6 | | | | | | | | 1 | | 5 | | 5 |
| $18 and under $19 | 10 | | | | | | | | 3 | 1 | 6 | | 7 |
| $19 and under $20 | 4 | | | | | | | | | | 4 | | 4 |
| $20 and under $21 | 5 | | | | | | | | | | 5 | | 5 |
| $21 and under $22 | 5 | | | | | | | | | 1 | 4 | | 5 |
| $22 and under $23 | 7 | | | | | | | | 2 | | 5 | | 5 |
| $23 and under $24 | 4 | | | | | | | | | | 4 | | 4 |
| $24 and under $25 | 2 | | | | | | | | | | 2 | | 2 |
| $25 and under $30 | 2 | | | | | | | | | | 2 | | 2 |
| $30 and under $35 | 1 | | | | | | | | | | 1 | | 1 |

[1] Not computed, owing to small number involved.

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# APPENDIX B

## SCHEDULE FORMS

### Schedule I

This schedule was used for recording the firms' scheduled hours and the number of employees.

U. S. Department of Labor, Women's Bureau, Washington

1. Firm name..... Address.....
   Mail report to.....
2. Industry..... Position in Firm.....

3. Scheduled force average..... less than average.....
   Temporarily increased.....
   Weeks closed during 52 week period.....

4. Number employed in scheduled week (pay roll date.....)

| | White | Negro | Total | White | Negro | Total | White | Negro | Total |
|---|---|---|---|---|---|---|---|---|---|
| Men | | | | | | | | | |
| Women | | | | | | | | | |
| Minors | | | | | | | | | |
| Total | | | | | | | | | |

5. Firm's regular hours:

| | Daily | Saturday | Daily | Saturday | Daily | Saturday |
|---|---|---|---|---|---|---|
| Begin | | | | | | |
| End | | | | | | |
| Lunch period | | | | | | |
| Rest period | | | | | | |
| Daily hours | | | | | | |
| Weekly number of days | | | | | | |
| Weekly hours | | | | | | |

6. Irregular hours.....

7. Wages: Length of pay period.....
   Deductions.....
   Bonus, commissions.....
   Premium (piecework with guaranty).....
   Overtime pay.....
   Basis of payment irregular.....
   Vacation with pay, length.....

8. Employment policy: Centralized method (employment mgr., supt., foreman).....
   Method not centralized.....
   Records kept.....
   Labor turnover.....

9. Subcontract shop:.....
   Home work process..... In plant..... Same rate..... Var.....
   Company's informant.....,
   Date..... U. S. Agent.....



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## Schedule II

Pay-roll information was copied onto this card, one card being used for each woman employee.

### U. S. Department of Labor, Women's Bureau

| Establishment | Employee's No. | Department | | | |
|---|---|---|---|---|---|
| Name | | | Male | Female | Age |
| Address | | | Conjugal condition | | |
| Occupation | | | S | M | W | D | NR |

| Rate of pay | Piece | Hour | Day | Week | ½ month | Month | Additions |
|---|---|---|---|---|---|---|---|
| | | $0. | $ | $ | $ | $ | $ |

| 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 |
|---|---|---|---|---|
| | Age | | | |

| At home | Board | Pay-roll period |
|---|---|---|
| | | ---- days ending |

## Schedule III

This card was distributed in the plant to be filled out by each woman employee.

### U. S. 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----------

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----------

---

Schooling—Last grade completed----------

Do you live with your family---------- With other relatives----------

Do you board or room with persons not relatives----------

---

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## Schedule IV

This schedule was used to record earnings of individual women employees for each week in the year.

U. S. Department of Labor, Women's Bureau, Washington

Firm..... City.....

| 1 | | 2 | 3 | 1 | | 2 | 3 |
|---|---|---|---|---|---|---|---|
| Name | P. T. B. | Name P. T. B. | Name P. T. B. | Occupation | | Occupation | Occupation |
| Date | Earnings | Earnings | Earnings | Date | 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..... |

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# PUBLICATIONS OF THE WOMEN'S BUREAU

## BULLETINS

[These bulletins and reports will be sent free of charge upon request]

No. 1. Proposed Employment of Women During the War in the Industries of Niagara Falls, N. Y. 16 pp. 1918.
No. 2. Labor Laws for Women in Industries in Indiana. 29 pp. 1918.
No. 3. Standards for the Employment of Women in Industry. 7 pp. 1919.
No. 4. Wages of Candy Makers in Philadelphia in 1919. 46 pp. 1919.
No. 5. The Eight-Hour Day in Federal and State Legislation. 19 pp. 1919.
No. 6. The Employment of Women in Hazardous Industries in the United States. 8 pp. 1919.
No. 7. Night-Work Laws in the United States. 4 pp. 1919.
No. 8. Women in the Government Service. 37 pp. 1920.
No. 9. Home Work in Bridgeport, Conn. 35 pp. 1920.
No. 10. Hours and Conditions of Work for Women in Industry in Virginia. 32 pp. 1920.
No. 11. Women Street Car Conductors and Ticket Agents. 90 pp. 1920.
No. 12. The New Position of Women in American Industry. 158 pp. 1920.
No. 13. Industrial Opportunities and Training for Women and Girls. 48 pp. 1920.
No. 14. A Physiological Basis for the Shorter Working Day for Women. 20 pp. 1921.
No. 15. Some Effects of Legislation Limiting Hours of Work for Women. 26 pp. 1921.
No. 16. State Laws Affecting Working Women. 51 pp. 1921. Superseded by Bul. No. 40. Supplement to Bulletin 16. 10 pages. 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.
No. 22. Women in Georgia Industries. 89 pp. 1922.
No. 23. The Family Status of Breadwinning Women. 43 pp. 1922.
No. 24. Women in Maryland Industries. 96 pp. 1922.
No. 25. Women in the Candy Industry in Chicago and St. Louis. 72 pp. 1923.
No. 26. Women in Arkansas Industries. 86 pp. 1923.
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, called by the Women's Bureau of the U. S. Department of Labor in Washington, D. C., Jan. 11 12, and 13. 190 pp. 1923.
No. 34. Women in Alabama Industries. 86 pp. 1924.
No. 35. Women in Missouri Industries. 127 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. 8 pp. 1924.
No. 39. Domestic Workers and Their Employment Relations. 87 pp. 1924.
No. 40. State Laws Affecting Working Women. 53 pp. 1924.
No. 41. The Family Status of Breadwinning Women in Four Selected Cities. (In press.)
No. 42. List of References on Minimum Wage for Women in the United States and Canada. (In press.)
No. 43. Standard and Scheduled Hours of Work for Women in Industry. (In press.)
First Annual Report of the Director. 1919. (Out of print.)
Second Annual Report of the Director. 1920. (Out of print.)
Third Annual Report of the Director. 1921.
Fourth Annual Report of the Director. 1922.
Fifth Annual Report of the Director. 1923.
Sixth Annual Report of the Director. 1924.

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