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**UNITED STATES DEPARTMENT OF LABOR**  
**BULLETIN OF THE WOMEN'S BUREAU, No. 48**

**WOMEN**  
**IN**  
**OKLAHOMA INDUSTRIES**

**A STUDY OF HOURS, WAGES,  
AND WORKING CONDITIONS**

[PUBLIC—No. 259—66TH CONGRESS]

[H. R. 13229]

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

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

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

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

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

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

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

Approved, June 5, 1920.

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

BULLETIN OF THE WOMEN'S BUREAU, NO. 48

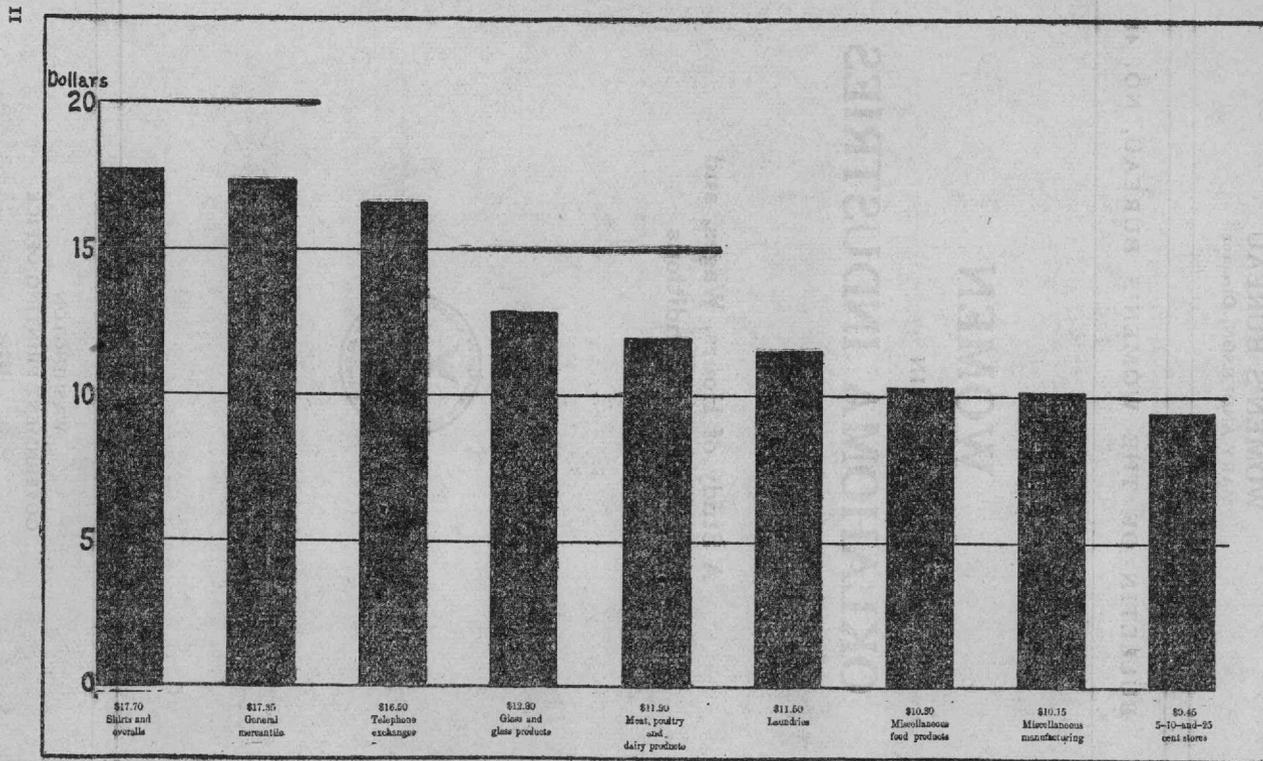
WOMEN  
IN  
OKLAHOMA INDUSTRIES

A Study of Hours, Wages, and  
Working Conditions



WASHINGTON  
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1926

## MEDIAN WEEK'S EARNINGS, BY INDUSTRY



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## LETTER OF TRANSMITTAL

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UNITED STATES DEPARTMENT OF LABOR,  
WOMEN'S BUREAU,  
*Washington, June 30, 1925.*

SIR: I am submitting herewith a report on wages, hours, and working conditions of women in industry in the State of Oklahoma. This survey was requested by the commission of labor of that State and in accordance with the policy of cooperation with State departments of labor, the Women's Bureau undertook to make the study in the spring of 1924. The Women's Bureau fully appreciates the assistance received by the State officials in giving it the benefit of their experience and knowledge of local conditions. An acknowledgment is also made to the employers who cooperated with the bureau in giving access to the information.

The study was in charge of Mrs. Hildred M. Hawkins, industrial assistant, and the report was written by Miss Ruth I. Voris, assistant editor, and Mrs. Hawkins.

MARY ANDERSON, *Director.*

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

# WOMEN IN OKLAHOMA INDUSTRIES

## PART I

### INTRODUCTION

In 1923 the Commissioner of Labor of the State of Oklahoma asked that the Women's Bureau of the United States Department of Labor make a survey of the employment of women in that State. In accordance with its policy of cooperation with State departments of labor, the Women's Bureau undertook to make the study and sent its agents into the State during the spring of 1924. Officials of the State greatly assisted the agents of the bureau who made the study, giving the benefit of their experience and their familiarity with local conditions. Acknowledgment is also made of the free cooperation on the part of the employers themselves. Had it not been for their readiness to supply the information asked for, the study could not have been made.

Oklahoma is not conspicuous industrially, and such women as are employed there are distributed throughout the industries, in the State, in relatively small groups. Such a situation makes more difficult the acquisition of data for a representative number of women.

Manufacturing industries have not yet assumed any considerable importance in Oklahoma, which stands thirtieth in order when the States of the country are rated according to the value of their manufactured products.<sup>1</sup> Nor are the leading manufacturing industries in Oklahoma—petroleum refining, flour and grist mills, and zinc smelting and refining<sup>2</sup>—such as employ many women.

With this knowledge of the industrial standing of the State, one is not surprised at the facts disclosed by the occupational census concerning the number and distribution of the gainfully employed women. In 1920 there were 94,594 women gainfully employed in Oklahoma, this number being 13.2 per cent of the total female population 10 years of age or over. In only four States was the proportion of women gainfully employed smaller than this. Of these women in remunerative occupations, over one-fourth were in domestic and personal service, not far from one-fourth were engaged in agriculture, and over three-tenths were in clerical or professional

<sup>1</sup> U. S. Bureau of the Census. Fourteenth census: Abstract of the census of manufactures, 1919. p. 280, table 187.

<sup>2</sup> U. S. Bureau of the Census. Fourteenth census: v. 9, Manufactures, 1919. p. 1216, table 3.

occupations; trade, transportation, and manufacturing together claimed less than one-fifth of all the gainfully employed women.<sup>3</sup> Under the group last named come all the women working in stores, in telephone exchanges, and in factories; women who work in laundries and in hotels or restaurants are included under the heading of domestic and personal service.

#### SCOPE AND METHOD OF INVESTIGATION

It was impossible, with the time and funds available, for the Women's Bureau to make such a comprehensive survey as to include all establishments employing women, but a representative number of plants in the various women-employing industries were visited. Factories, stores, laundries, telephone exchanges, and hotels and restaurants were visited in 25 cities and towns of the State, the list being as follows:

Ada.	Claremore.	Morris.	Sapulpa.
Ardmore.	Dewey.	Muskogee.	Shawnee.
Bartlesville.	Enid.	Oklahoma City.	Tulsa.
Beggs.	Guthrie.	Okmulgee.	Wynona.
Blackwell.	Hominey.	Pauls Valley.	
Broken Arrow.	Madill.	Ponea City.	
Chickasha.	McAlester.	Sand Springs.	

Definite information as to numbers of employees and data on hours and wages of the women workers were scheduled by investigators after interviews with employers, managers, and foremen, and after examination of the pay rolls. In order to obtain accurate and comparable information, all figures from the pay rolls were copied by the investigators of the bureau except in a very few cases where the information was supplied by the firm. The wage information obtained included data on the earnings, rates, and hours of work of each woman for a representative current week. In the majority of cases, records were taken for the last pay-roll week in April, 1924, but occasionally, on the advice of the management, another week was selected. The aim was to secure records of a normal week in which no unusual circumstance had affected the hours or the earnings of the employees. Wherever possible, figures also were taken for a week in April, 1923, as was the record of year's earnings for about 20 per cent of the women in each plant who had been with the firm during that time and had worked not less than 44 weeks.

With the wage and hour data thus obtained were combined facts relating to age, nativity, conjugal and living condition, schooling, and time in the trade, which were obtained from questionnaires distributed in the plants and filled in by the employees.

<sup>3</sup> U. S. Bureau of the Census. Fourteenth census: Population, 1920. Abstract of occupation statistics, p. 499, table 7; p. 502, table 10.

In addition to taking the records described, the agents went through the plants giving attention to the general conditions of work, such as seating, lighting, ventilation, and sanitary and service provisions.

A few of the women were visited in their homes, and information was obtained concerning their home responsibilities and dependents.

The industries included in the survey, the number of establishments covered, and the number of employees are given in the following table:

TABLE 1.—*Number of establishments and number of men and women employed therein, by industry*

Industry	Number of establishments	Total number of employees	Number of men	Number of women		
				Total	White	Negro
All industries.....	172	8,617	4,482	4,135	3,887	248
Manufacturing:						
Glass and glass products.....	8	1,000	827	173	173	-----
Meat, poultry, and dairy products.....	6	1,121	984	187	185	2
Other food products.....	10	538	310	228	228	-----
Printing and publishing.....	5	102	70	32	32	-----
Shirts and overalls.....	4	116	16	100	100	-----
Miscellaneous.....	11	1,321	971	350	346	4
General mercantile.....	25	896	247	649	646	3
5-10-and-25-cent stores.....	20	411	70	341	341	-----
Laundries.....	32	1,005	298	707	653	54
Hotels and restaurants.....	34	1,258	667	591	406	185
Telephone exchanges.....	17	849	72	777	777	-----

The 4,135 women included in the survey were employed in factories, stores, laundries, telephone exchanges, and hotels and restaurants. No individual manufacturing industry assumed any overwhelming importance, but over one-fourth of all the women reported were working in factories. Not far from the same proportion were employed in stores. In short, the distribution of women included in the survey is characteristic of a region which is not given over primarily to manufacturing.

In the study of the other tables in this report certain facts should be borne in mind. For example, five night workers employed in factories are included in this first table, but are not included in any of the tables on hours or wages. Although there were night workers in telephone exchanges and in hotels and restaurants, because the work was continuous in nature, and because many of the night workers in telephone exchanges had not been so designated in the records relating to wages and hours worked, this group of workers in these two industries has been thrown with the day workers.

In the general tabulation of scheduled hours the figures for hotel and restaurant workers and for the women in the telephone exchanges have not been included because of the greater irregularity in the schedules of these workers. For each of these groups, the hour

information is compiled separately. For the hotel and restaurant workers the wages also have been separately tabulated because the practice of furnishing meals to part of these workers keeps the figures from being comparable with those of other industries. The wage figures of the negro women have also been handled separately from those of the white women because of the marked difference ordinarily found between the wage standards of these two groups.

## SUMMARY OF FACTS

## Extent of survey:

Number of cities and towns visited.....	25
Number of establishments visited.....	172
Number of women employed in these establishments.....	4, 135

## Workers:

	Per cent
1. Proportion of negroes.....	6. 0
2. Distribution of women in industry groups—	
Manufacturing.....	25. 9
Mercantile.....	23. 9
Laundries.....	17. 1
Hotels and restaurants.....	14. 3
Telephone exchanges.....	18. 8
3. Conjugal condition of—	
2,383 white women—	
Single.....	46. 0
Married.....	33. 2
Widowed, separated, or divorced.....	20. 7
154 negro women—	
Single.....	20. 1
Married.....	46. 8
Widowed, separated, or divorced.....	33. 1
4. Age of—	
2,454 white women—	
Under 25 years of age.....	53. 1
25 and under 30 years of age.....	13. 9
30 years of age or over.....	33. 0
156 negro women—	
Under 25 years of age.....	28. 2
25 and under 30 years of age.....	27. 6
30 years of age or over.....	44. 2
5. Living condition of—	
2,464 white women—	
Living independently.....	14. 7
Living at home.....	79. 6
Living with relatives <sup>4</sup> .....	5. 6
154 negro women—	
Living independently.....	18. 2
Living at home.....	79. 9
Living with relatives <sup>4</sup> .....	1. 9
6. Nativity was reported for 2,586 women, only 12 of whom were foreign born.	

<sup>4</sup> Includes those women who lived with relatives other than parents, husband, children, brothers, or sisters.

**Hours:**

Hour data for 121 factories, stores, and laundries may be summarized as follows:

## 1. Weekly hours—

A schedule of 54 hours for 49.6 per cent of the women.

A schedule of 48 hours or less for 18.5 per cent of the women.

Hours less than scheduled worked by 70.3 per cent of the women for whom time worked was reported.

Hours more than scheduled worked by 11.3 per cent of the women for whom time worked was reported.

## 2. Daily hours—

A schedule of 9 hours for 64.4 per cent of the women.

A schedule of 8 hours or less for 20.6 per cent of the women.

## 3. Saturday hours—

Saturday hours shorter than the daily schedule for 30.8 per cent of the women in factories.

Saturday hours longer than the daily schedule for 19.5 per cent of the women in stores.

Of 776 women in 17 telephone exchanges, 94.6 per cent had a scheduled day of 8 hours and a week of 48 hours.

For 568 women employed in 34 hotels and restaurants the scheduled hours of duty on 81.2 per cent of all the working days were 8 or less. Over-all hours on 36.1 per cent of the days were 10 or more.

**Wages:**

Wage data for 135 factories, stores, laundries, and telephone exchanges may be summarized as follows:

## 1. Week's earnings.

Median week's earnings for all industries—	April, 1923	April, 1924
White women.....	\$12. 15	\$13. 00
Negro women.....	8. 70	8. 20
Median week's earnings of full-time white workers.....		15. 00

## 2. Year's earnings (April, 1923, to April, 1924)—

Median year's earnings for all industries, white women. 666. 00

For 406 white women employed in 34 hotels and restaurants the median week's earnings in April, 1924, were \$11.75; for 185 negro women, they were \$10.10.

**Working conditions:**

For the 172 factories, stores, laundries, telephone exchanges, and hotels and restaurants visited—

## 1. General workroom conditions were as follows—

a. 76 factories and laundries had aisles narrow or obstructed, 25 stores had aisles behind counters too narrow for workers to pass when seats were down.

b. 32 hotels and restaurants had hard floors (of cement or tile); 59 factories and laundries had floors of concrete, tile, or brick, and in only 15 of these were wooden platforms or rubberoid strips provided.

c. Natural light was unsatisfactory for part of the workers in 11 factories and for part or all of the workers in 9 kitchens and 5 dining rooms.

d. Glare from unshaded bulbs was reported for part or all of the workers in 34 factories, 28 laundries, and 14 store workrooms.

**Working conditions—Continued.**

For the 172 factories, stores, laundries, telephone exchanges, and hotels and restaurants visited—Continued.

1. General workroom conditions were as follows—Continued:
  - e. In 17 factories and 24 laundries, no seats were provided for women who stood at their work; in 18 factories and 1 laundry seats without backs were furnished for the women who sat at their work all of the time.
2. The need for improved sanitation is shown in the following—
  - a. The common drinking cup was found in 79 establishments, no cups in 8 establishments, insanitary bubble fountains in 25 establishments.
  - b. There were no washing facilities in 7 establishments, no towels in 46 establishments, common towels in 86 establishments.
  - c. An inadequate number of toilet facilities was reported in 46 establishments, same toilets for men and women in 12 establishments, toilets shared with public in 40 establishments.
3. The record of service facilities disclosed—
  - a. No lunchroom in 97 establishments.
  - b. No cloakroom in 40 establishments.
  - c. No restroom in 113 establishments.

**CONCLUSIONS**

As far as the hours of women workers are concerned, Oklahoma may be said to occupy a middle ground. Although the limitations of the State law do away with the evil of excessively long hours, an 8-hour standard has not made great progress and the 6-day week remains more common than the 5½-day week. In the State as a whole, standards of plant equipment affecting the convenience and health of the workers have not come up to what they should be. Although the wage standards of Oklahoma are higher than those of many communities, there is room for improvement. A median wage of \$13 for all the women surveyed in the State means that one-half of these women received less and one-half received more than that amount. When half of the women who were reported as working the full scheduled week of their firm earned less than \$15, the situation left much to be desired. Industrial activity as yet is rather limited in Oklahoma, and as the State develops the evils often found in old establishments may be avoided. A locality that is only at the beginning of its development has the opportunity and the responsibility of setting for itself high standards in all the phases of its industrial life.

## PART II

### WAGES

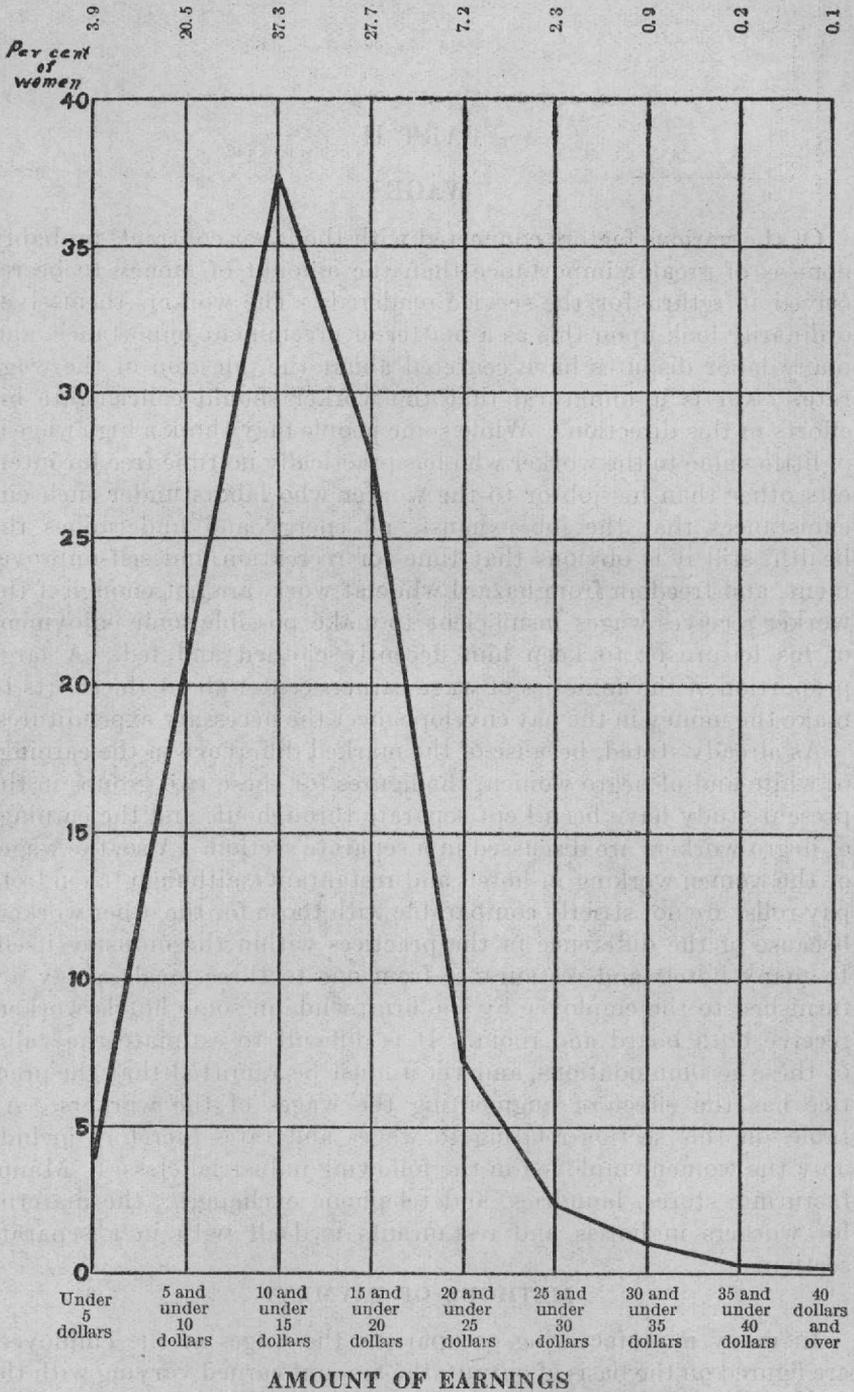
Of the various factors connected with the labor contract, probably none is of greater importance than the amount of money to be received in return for the service rendered. The workers themselves ordinarily look upon this as a matter of preeminent importance, and many labor disputes have centered about the question of the wage rate. Nor is it unnatural that the worker should concentrate his efforts in this direction. While some people may think a high wage is of little value to the worker who has practically no time free for interests other than his job or to the worker who labors under such circumstances that the job exhausts all energy and undermines the health, still it is obvious that time for recreation and self-improvement, and freedom from hazard while at work, are not enough if the worker receives wages insufficient to make possible some enjoyment of his leisure or to keep him decently clothed and fed. A large proportion of the anxieties of wage earners center about the efforts to make the money in the pay envelope meet the necessary expenditures.

As already stated, because of the marked difference in the earnings of white and of negro women, the figures for these two groups in the present study have been kept separate throughout, and the earnings of negro workers are discussed in a separate section. Also, the wages of the women working in hotels and restaurants, although taken from pay rolls, are not strictly comparable with those for the other workers because of the difference in the practices within the industry itself. In many hotels and restaurants from one to three meals a day are furnished to the employee by the firm, while in some hotels workers receive both board and room. It is difficult to estimate the value of these accommodations, and yet it must be admitted that the practice has the effect of augmenting the wages of the workers. All tables in this section relating to wages and rates therefore include only the women employed in the following industrial classes: Manufacturing, stores, laundries, and telephone exchanges; the material for workers in hotels and restaurants is dealt with in a separate section.

#### METHODS OF PAYMENT

In many manufacturing occupations the wages of the employees are figured on the basis of output, the amount earned varying with the amount produced. Such workers are said to be on a piece-rate

## WOMEN IN OKLAHOMA INDUSTRIES



Week's earnings of women employed in factories, stores, laundries, and telephone exchanges

basis. Other workers receive pay based on the number of hours or days which they work during the week, while a few may be working under a combination of the two systems. Table 2 shows the methods of payment followed in the industries surveyed, exclusive of hotels and restaurants.

TABLE 2.—*Extent of timework and piecework, by industry*

Industry	Number of women reported	Number and per cent of women in each specified industry who were on—					
		Timework		Piecework		Both time and piecework	
		Number	Per cent	Number	Per cent	Number	Per cent
All industries.....	3,449	3,059	88.7	334	9.7	56	1.6
Manufacturing:							
Glass and glass products.....	165	122	73.9	37	22.4	6	3.6
Meat, poultry, and dairy products.....	169	134	79.3	21	12.4	14	8.3
Other food products.....	221	126	57.0	84	38.0	11	5.0
Printing and publishing.....	14	14	100.0				
Shirts and overalls.....	98	25	25.5	73	74.5		
Miscellaneous.....	320	214	66.9	81	25.3	25	7.8
General mercantile.....	649	649	100.0				
5-10-and-25-cent stores.....	341	341	100.0				
Laundries.....	695	657	94.5	38	5.5		
Telephone exchanges.....	777	777	100.0				

Of the 3,449 women for whom the method of payment was reported, almost nine-tenths were working on a straight-time basis. This is partly due to the fact that three of the largest groups—the women employed in the two branches of the mercantile industry and in the telephone exchanges—were entirely timeworkers. But even in the factories of Oklahoma time worked was a very usual basis for reckoning pay, since not far from two-thirds of the women employed in manufacturing establishments were timeworkers. The only Oklahoma industry surveyed in which any considerable proportion of its women workers were on a piece rate was the manufacture of shirts and overalls, where practically three-fourths of the women were pieceworkers.

#### WEEK'S EARNINGS

The material on week's earnings was copied from the pay rolls of the establishments visited. The actual earnings of each woman employed were taken off for a week in April, 1924, and for a corresponding week in 1923. While the aim was to take the record in each plant for the last pay-roll week in April, there is some variation from that date, either because the week specified was not a normal one in the plant or because the pay roll for that week was not available.

Records of week's earnings for the late pay-roll period were obtained for 3,452 white women employed in these industries, and the distribution of the women in the various wage groups is given in Appendix Table I. The median earnings for these 3,452 women were \$13; that is, one-half of them earned less than that amount and one-half earned more. If the median be taken to represent the standard of earnings in an industry, a comparison of the standards of the various industries is possible from the following summary:

Industry	Number of women reported	Median earnings, pay roll in April, 1924
All industries.....	3, 452	\$13. 00
Manufacturing:		
Glass and glass products.....	173	12. 80
Meat, poultry, and dairy products.....	185	11. 90
Other food products.....	222	10. 30
Shirts and overalls.....	100	17. 70
Miscellaneous.....	341	10. 15
General mercantile.....	646	17. 35
5-10-and-25-cent stores.....	341	9. 45
Laundries.....	653	11. 50
Telephone exchanges.....	777	16. 50

On this basis, the manufacture of shirts and overalls had the highest wage standards of the industries surveyed, with a median of \$17.70, while general mercantile establishments and telephone exchanges came next with medians of \$17.35 and \$16.50, respectively. The median of the industry next in order—the manufacture of glass and glass products—was almost \$4 lower than the \$16.50 median of the telephone workers. The industry group lowest in the scale of earnings is the 5-10-and-25-cent stores, the median for which was \$9.45. As only 14 of the women reported were employed in printing and publishing, no median is computed for that group. The earnings of these 14 women ranged from \$5 to \$21.

The foregoing figures on earnings relate to all of the women who appeared on the pay rolls during the week recorded, irrespective of how much time they actually worked. Consequently the earnings reported ranged all the way from less than \$1 to over \$40. However, the earnings of almost four-fifths of the women fell between \$8 and \$20.

The situation in regard to week's earnings is differently stated in the following summary, again comparing the standards of earnings of the various industries:

*Percentage of women earning less than \$9*

All industries.....	16.4
Telephone exchanges.....	2.6
General mercantile.....	5.3
Shirts and overalls.....	8.0
Laundries.....	15.3
Meat, poultry, and dairy products.....	16.8
Glass and glass products.....	17.3
Food products other than those specified.....	36.9
5-10-and-25-cent stores.....	37.8
Miscellaneous manufacturing.....	38.1

*Percentage of women earning less than \$12*

All industries.....	41.3
Telephone exchanges.....	10.0
General mercantile.....	15.8
Shirts and overalls.....	16.0
Glass and glass products.....	42.2
Meat, poultry, and dairy products.....	51.9
Laundries.....	55.7
Food products other than those specified.....	62.6
Miscellaneous manufacturing.....	69.2
5-10-and-25-cent stores.....	92.7

*Percentage of women earning less than \$15*

All industries.....	61.6
General mercantile.....	28.9
Shirts and overalls.....	29.0
Telephone exchanges.....	31.7
Glass and glass products.....	79.8
Food products other than those specified.....	82.0
Laundries.....	84.1
Miscellaneous manufacturing.....	85.3
Meat, poultry, and dairy products.....	87.0
5-10-and-25-cent stores.....	98.5

*Percentage of women earning less than \$18*

All industries.....	80.9
Shirts and overalls.....	52.0
General mercantile.....	54.5
Telephone exchanges.....	72.2
Miscellaneous manufacturing.....	92.7
Meat, poultry, and dairy products.....	93.5
Laundries.....	93.9
Glass and glass products.....	96.0
Food products other than those specified.....	96.4
5-10-and-25-cent stores.....	99.1

This summary of the distribution of earnings shows that the manufacture of shirts and overalls and the general mercantile establishments were the only industries in which any considerable proportion of the women had earned as much as \$18. While the telephone workers, according to median earnings, were one of the more highly paid groups surveyed, this was due largely to the fact that the earnings of two-fifths of these women were between \$15 and \$18, and a smaller percentage earned \$18 or more. Over a third of the women employed in the three following industries—food products other than those specified, miscellaneous manufacturing, and 5-10-and-25-cent stores—earned less than \$9 a week, while over nine-tenths of the women in the last-named group earned less than \$12.

For the 1923 pay-roll period records of earnings were obtained for only 2,350 white women, including some women from all the industries surveyed in 1924 except the telephone exchanges. The detailed figures on earnings are given in Table II in the appendix. The summary of these figures in terms of medians for those industries reporting enough women to make possible the computation of a median is given here:

Industry	Number of women reported	Median earnings, pay roll in 1923
All industries.....	2, 350	\$12. 15
Manufacturing:		
Glass and glass products.....	130	13. 15
Meat, poultry, and dairy products.....	185	11. 80
Other food products.....	227	10. 45
Shirts and overalls.....	114	16. 70
Miscellaneous.....	158	10. 10
General mercantile.....	611	17. 60
5-10-and-25-cent stores.....	333	9. 30
Laundries.....	580	11. 40

While the median earnings for the women reported during this week were only \$12.15, or approximately 6 per cent lower than the median for 1924, the difference does not appear to be due to any consistent difference in wage level for the various industries, but rather to the lack of figures in the earlier period for women in telephone exchanges, one of the more highly paid groups. While the median earnings were lower in the early pay-roll period in meat, poultry, and dairy products; shirts and overalls; miscellaneous manufacturing; 5-10-and-25-cent stores; and laundries, the medians were higher on the earlier date for glass and miscellaneous food manufacturing and for general mercantile establishments.

**Earnings and time worked.**

Up to this point all analysis of wages has disregarded the length of time worked during the week and considered only the amount of money which appeared opposite the woman's name on the pay roll. The amount earned is not the only fact of interest and an analysis of earnings which takes no account of the time required to earn the amount reported is incomplete.

It is sometimes difficult to obtain any record of the time worked, and not always can the figures be obtained in comparable form. For those women whose pay is based directly on the number of hours worked, exact records in terms of hours ordinarily are obtainable; but such definite data can not be secured for all timeworkers. For the workers in stores, attendance reports usually show on how many days the women were present, irrespective of whether they remained at work throughout the day. For the pieceworkers, the problem of getting any record of time worked becomes even more difficult. The firm finds such a record of no importance in connection with the making up of the pay roll. Some firms keep detailed hour records for pieceworkers, but frequently it is impossible to obtain any figures at all on time worked, even in the rough form of the number of days on which work was done.

Earnings are tabulated according to the hours worked, so far as such material is available, in Table III A in the appendix. The table here presented gives a summary of figures on earnings and hours worked in the various industries, compiled from unpublished material.

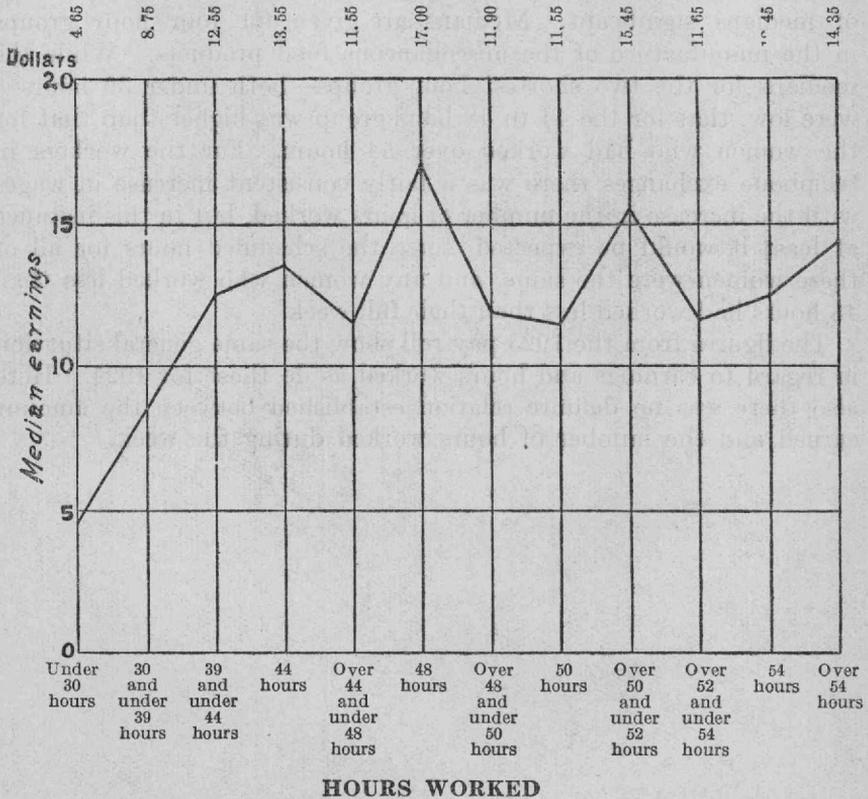
TABLE 3.—Median earnings and hours worked, by industry—1924

Hours worked during the week	Number of women who worked each specified number of hours and their median earnings in—													
	All industries		Manufacturing								Laundries		Telephone exchanges	
			Glass and glass products		Meat, poultry, and dairy products		Other food products		Miscellaneous					
	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings
Total.....	1,521	\$13.95	130	\$12.80	129	\$11.65	175	\$10.40	258	\$9.50	64	\$9.90	744	\$16.60
Under 30.....	132	4.65	14	(2)	18	2.75	37	5.15	43	4.30	1	(2)	18	8.00
30 and under 39.....	110	8.75	9	(2)	11	(2)	23	8.50	46	8.30	6	(2)	15	11.50
39 and under 44.....	140	12.55	9	(2)	31	11.65	10	(2)	13	(2)	13	(2)	63	14.80
44.....	49	13.55	1	(2)	3	(2)	1	(2)	19	11.50	2	(2)	19	14.90
Over 44 and under 48.....	183	11.55	33	13.20	31	11.70	43	15.30	59	10.25	2	(2)	14	(2)
48.....	611	17.00	—	—	2	(2)	—	—	1	(2)	2	(2)	598	17.00
Over 48 and under 50.....	51	11.90	10	(2)	16	14.00	8	(2)	7	(2)	7	(2)	3	(2)
50.....	35	11.55	2	(2)	—	—	9	(2)	13	(2)	6	(2)	5	(2)
Over 50 and under 52.....	45	15.45	32	15.65	1	(2)	5	(2)	—	—	4	(2)	3	(2)
52.....	3	(2)	3	(2)	—	—	—	—	—	—	—	—	—	—
Over 52 and under 54.....	30	11.65	4	(2)	6	(2)	7	(2)	3	(2)	9	(2)	1	(2)
54.....	108	12.45	13	(2)	10	(2)	16	(2)	52	12.15	12	(2)	5	(2)
Over 54.....	24	14.35	—	—	—	—	22	14.30	2	(2)	—	—	—	—
48 and over.....	907	16.15	64	14.85	35	12.55	61	12.70	78	11.30	40	10.55	615	17.00

<sup>1</sup> Total exceeds the sum of numbers reported in the various industries, since women are included in the total who were employed in industries reporting hours for too few women to make separate medians significant.

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

There were 1,521 women for whom a correlation of earnings and hours worked was possible. These women were employed in all branches of manufacturing that were included in the survey, and in laundries and telephone exchanges. The two mercantile divisions furnished no returns on the subject. After grouping all the industries for which such material was available, a glance at the median earnings for the various hour groups shows the lack of any positive relation between the number of hours worked and the amount earned



**Median earnings in relation to hours worked of women employed in factories, laundries, and telephone exchanges**

during that time. It is true that the amounts earned in the two shortest periods were the lowest, but after these two groups are passed there is no regular progression of wages with the number of hours worked. The highest median earnings were \$17 for those women who had worked 48 hours, while those who had worked over 54 hours had a median of only \$14.35. The facts in regard to earnings are graphically presented in the chart on earnings in relation to hours worked.

In only a few cases is it possible to make any comparison between the various hour groups within any one industry. In the manufacture of glass, medians were computed for only two hour groups—for those women who had worked between 44 and 48 hours and for those who had worked between 50 and 52 hours. In this instance the women who had worked the longer hours had also the higher median earnings. Again in the preparation of meat, poultry, and dairy products the longer hours were accompanied by higher wages, so far as sufficient material was available to make computation of medians significant. Medians are given for four hour groups in the manufacture of the miscellaneous food products. While the medians for the two shortest hour groups—both under 39 hours—were low, that for the 44 to 48 hour group was higher than that for the women who had worked over 54 hours. For the workers in telephone exchanges there was a fairly consistent increase in wages with the increase in the number of hours worked, but in this instance at least it would be expected, since the scheduled hours for all of these women were the same, and any women who worked less than 48 hours had worked less than their full week.

The figures from the 1923 pay roll show the same general situation in regard to earnings and hours worked as do those for 1924. Here also there was no definite relation established between the amount earned and the number of hours worked during the week.

TABLE 4.—Median earnings and hours worked, by industry—1923

Hours worked during the week	Number of women who worked each specified number of hours and their median earnings in—											
	All industries		Manufacturing								Laundries	
			Glass and glass products		Meat, poultry, and dairy products		Other food products		Miscellaneous			
	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings
Total .....	1 496	\$11. 65	83	\$13. 75	129	\$11. 70	179	\$10. 10	34	\$11. 20	53	\$9. 95
Under 30.....	52	5. 10	5	( <sup>2</sup> )	12	( <sup>2</sup> )	28	5. 25	4	( <sup>2</sup> )	2	( <sup>2</sup> )
30 and under 39.....	42	8. 70	1	( <sup>2</sup> )	9	( <sup>2</sup> )	22	9. 00	3	( <sup>2</sup> )	7	( <sup>2</sup> )
39 and under 44.....	102	11. 10	13	( <sup>2</sup> )	35	11. 45	44	11. 00	3	( <sup>2</sup> )	6	( <sup>2</sup> )
44.....	31	11. 90			14	( <sup>2</sup> )			16	12. 00	1	( <sup>2</sup> )
Over 44 and under 48.....	64	13. 00	19	14. 40	24	11. 75	16	13. 00			4	( <sup>2</sup> )
48.....	36	15. 85	23	15. 95	6	( <sup>2</sup> )						
Over 48 and under 50.....	23	10. 25			7	( <sup>2</sup> )	11	( <sup>2</sup> )	2	( <sup>2</sup> )	1	( <sup>2</sup> )
50.....	7	( <sup>2</sup> )	3	( <sup>2</sup> )	1	( <sup>2</sup> )	1	( <sup>2</sup> )			2	( <sup>2</sup> )
Over 50 and under 52.....	19	11. 35	2	( <sup>2</sup> )	5	( <sup>2</sup> )	6	( <sup>2</sup> )			6	( <sup>2</sup> )
52.....	12	( <sup>2</sup> )	2	( <sup>2</sup> )	1	( <sup>2</sup> )	4	( <sup>2</sup> )			5	( <sup>2</sup> )
Over 52 and under 54.....	12	( <sup>2</sup> )	2	( <sup>2</sup> )			7	( <sup>2</sup> )	1	( <sup>2</sup> )	2	( <sup>2</sup> )
54.....	70	12. 50	13	( <sup>2</sup> )	13	( <sup>2</sup> )	16	9. 65	5	( <sup>2</sup> )	17	14. 50
Over 54.....	26	13. 20			2	( <sup>2</sup> )	24	13. 40				
48 and over.....	205	12. 65	45	14. 75	35	12. 55	69	10. 95	8	( <sup>2</sup> )	33	11. 65

<sup>1</sup> Total exceeds the sum of numbers reported in the various industries since women are included in the total who were employed in one industry reporting hours for too few women to make separate medians significant.

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

The highest median wage from the 1923 pay rolls, \$15.85, was for the women who had worked only 48 hours a week, while the next highest median, \$13.20, represented the earnings of those women who had worked longer than 54 hours. The median for the women who had worked between 44 and 48 hours was \$13.

Not only the median earnings, but the dispersion of earnings within the hour groups, indicate a considerable lack of correlation between earnings and hours worked. While almost one-fourth of the women working 54 hours earned less than \$10, there were women working less than 44 hours who received \$20 or more. The earnings of the women who worked 48 hours or over ranged from the \$7 to the \$30-and-under-\$35 group.

In discussing the absence of positive relation between hours worked and earnings, it must be remembered that some of the women who worked 44 hours, for example, were employed their full scheduled hours, while others with a week of 44 hours may have lost considerable time. In general the wages are likely to fluctuate more with the proportion worked of the full-time week than with the actual hours. In view of this fact, the earnings of full-time workers are treated under a separate heading.

For 1,562 women employed in factories, stores, laundries, and telephone exchanges the records showed on how many days they had worked. When this method of recording time is used, there is a more positive correlation between time worked and earnings, since we are in this way ascertaining roughly the proportion of the week which they worked, except in the case of those who worked on 5½ days or more. Some of those who worked on 5½ days had been employed what was for them a full week, but a very considerable group had not. The frequency table on earnings and days on which work was done for the 1924 pay-roll period is in the appendix (Table III-B). The following summary shows the medians for each group, together with the number of women working the specified amount of time:

Number of days on which work was done	Number of women reported	Median earnings
Total	1, 562	\$12. 10
1	17	2. 65
1½	5	(1)
2	23	3. 95
2½	6	(1)
3	23	5. 80
3½	13	(1)
4	48	8. 35
4½	17	8. 50
5	99	10. 05
5½	69	10. 70
6	1, 227	12. 90
6½	2	(1)
7	13	(1)

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

Information on earnings and days worked based on the 1923 figures may be found in Appendix Table IV-B.

### Earnings of full-time workers.

The comparison of earnings with time worked is affected by the fact, already stated, that of those who had worked for the same number of hours, some put in a full week while others worked considerably below the schedule of the plant, and the amount of money earned probably bears closer relation to the proportion of the full scheduled week which the women worked than to the actual number of hours worked. For this reason it was felt that a record of the earnings of all those who had worked the exact scheduled time of the firm would be a worth-while check on the general wage figures. The number of full-time workers and their median earnings are given in Table 5. The detailed frequency distribution of the earnings of these women is given according to industry in Table V in the appendix.

It must be remembered that some of the time records of the women employees were in terms of hours worked, while in other cases time worked was expressed only in terms of the number of days on which a woman had been employed. If the scheduled week of the plant consisted of 6 days and the woman had reported for work on 6 days, or if  $5\frac{1}{2}$  days constituted the scheduled week and the woman had reported for work each day, she was counted as working the full week. It is probable that in such case her actual working time came very close to her expected weekly schedule.

TABLE 5.—*Week's earnings of women who worked the firm's scheduled week compared with those for all workers*

Industry	Women who worked the firm's scheduled week		Median earnings of—		Per cent by which median earnings of full-time workers exceeded those of all workers
	Number	Per cent of women for whom time record was available	Full-time workers	All workers	
All industries.....	2,004	65.0	\$15.00	\$13.00	15.4
Manufacturing: <sup>1</sup>					
Glass and glass products.....	28	16.3	14.10	12.80	10.2
Meat, poultry, and dairy products.....	12	7.9	(1)	11.99	-----
Other food products.....	44	21.5	11.00	10.32	6.8
Printing and publishing.....	8	57.1	(1)	(1)	-----
Shirts and overalls.....	6	85.7	(1)	17.70	-----
Miscellaneous.....	108	35.9	12.15	10.15	19.7
General mercantile.....	501	91.9	18.20	17.35	4.9
5-10-and-25-cent stores.....	260	76.5	9.80	9.45	3.7
Laundries.....	425	72.4	12.05	11.50	4.8
Telephone exchanges.....	612	80.5	16.90	16.50	2.4

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

Time records were secured either in days or in hours for 3,083 women. Of this number, 2,004, or 65 per cent, had worked the

normal week of the firm in which they were employed. About 100 women (3.2 per cent) had worked in excess of their scheduled week.

The median earnings for the full-time workers is compared not with the median for only those women for whom time was reported but with the median for all the women for whom earnings were reported. In the case of the following industries—meat, poultry, and dairy products, printing and publishing, and shirts and overalls—material was available for too small a number of women to make comparison of any value. Of 100 shirt and overall workers, time records were available for only 7 women, and 6 of these were full-time workers.

The median earnings for the full-time workers in all industries were \$15, or 15.4 per cent higher than the \$13 median for all of the women for whom earnings were reported. This is a greater percentage of difference than obtains in any of the single industries in which comparison was made, except one. In the miscellaneous manufacturing group the median for the full-time workers was almost 20 per cent higher than that for all of the women in this classification, a difference due to the fact that almost two-thirds of the women with time records had lost some time, thus indicating the reason for a lower median for this group as a whole. In general mercantile establishments, on the other hand, over 90 per cent of the women for whom information on time worked was available had worked the firm's scheduled week, and in this industry the median of the full-time workers was less than 5 per cent greater than the median for all the women in the industry. The full-time median earnings for all industries were undoubtedly higher than they might otherwise have been because of the fact that two of the larger and better paid groups—general mercantile and telephone workers—had an unusually large proportion of women working full time, reducing the difference between their full-time and general medians.

#### **Earnings and rates.**

When figures on earnings are given it is sometimes pointed out that these do not necessarily represent the maximum that the women might have earned; that for personal reasons or reasons connected with the running of the plant, they had not been at work the full week but had been irregular in attendance. Therefore the weekly rate—the amount which the worker might reasonably expect to receive if she put in a normal week—is of interest to complete the story of earnings, in spite of the fact that it is actual rather than expected earnings with which the worker must meet her expenses.

It would be preferable, for the sake of completeness, if wage rates could be available for all of the women for whom earnings were reported. Unfortunately, however, this is not possible. Obviously, no weekly rates can be obtained for women whose earnings depend

entirely or in part upon the amount of output. Rates for time-workers may be given for the hour, the week, the month, or the half month. For the purposes of consideration in these tables and comparison with earnings, all figures on time rates were converted into terms of the weekly period. Using this method, it was possible to present wage rates for practically all the timeworkers.

A comparison of rates and earnings was made for 2,977 women. In printing and publishing, too few women were reported to make a comparison of medians possible, and that industry is omitted in Table 6, in which is presented a comparison of median rates and median earnings. The detailed figures from which the medians were computed are to be found in Table VI in the appendix.

TABLE 6.—Median rates and median earnings, by industry—1924

Industry	Number of women reported	Weekly rate	Week's earnings	Per cent by which actual earnings fell below weekly rate
All industries.....	1 2,977	\$13.90	\$13.05	6.1
Manufacturing:				
Glass and glass products.....	122	13.00	11.90	8.5
Meat, poultry, and dairy products.....	132	12.80	11.55	9.8
Other food products.....	126	10.90	9.85	9.6
Shirts and overalls.....	25	15.05	14.50	3.7
Miscellaneous.....	210	12.20	9.00	26.2
General mercantile.....	629	17.75	17.30	2.5
5-10-and-25 cent stores.....	340	9.90	9.45	4.5
Laundries.....	612	12.10	11.70	3.3
Telephone exchanges.....	767	16.90	16.50	2.4

<sup>1</sup> Printing and publishing reported too small a number of women for the computation of medians and does not appear separately, but the women in that industry are included in "all industries."

The median rate for all the women for whom such information was obtainable was \$13.90, and the median earnings for the same women were \$13.05, the earnings falling short of the rate by only 6.1 per cent. It may seem odd at first glance that a median of rates should fail to come up to the median earnings of the full-time workers (\$15), but it must be remembered that, to a considerable extent, records are given for different women in the two cases and that the necessary reasons for selection would affect the situation. For example, a much smaller number of women employed in the two food groups and in the manufacture of glass were available for the table on full-time earnings than for the rate table, and these three groups were characterized by rather lower earnings than most of the other industries when wages were considered alone, irrespective of conditioning factors. Also, it is obvious that the women who appeared in Table 6 must—to have a weekly rate—be timeworkers, and unpublished figures indicate that in all industries but one where both methods of payment existed side by side the earnings of the timeworkers fell below those of the pieceworkers. Another indication that, on the whole, the lower paid

workers probably appeared to a greater extent in the table on rates than in the table on full-time earnings is the fact that in each of the manufacturing groups the median earnings of the women for whom rates were available fell short of those for all of the women reported in the industry. (Compare Table 6 and summary on p. 10.) Although this might have been due to more lost time among that particular group of workers, the figures do not indicate that conclusion and there is no inherent difference in their industrial situation to suggest that it would be a probable explanation.

The greatest difference between earnings and rates was found in the miscellaneous manufacturing group, where the median earnings fell below the median rate for the group by 26.2 per cent, while the least difference was shown for the workers in telephone exchanges and general merchantile establishments.

The figures for rates and earnings for the pay-roll period of 1923 show somewhat less inclination for earnings to fall behind rates than do the figures for 1924. (Appendix Table VII.) For the earlier date the median earnings fell short of the median rate by 4.7 per cent. The greatest difference between rates and earnings, in 1923 as in 1924, was in the miscellaneous manufacturing group, but in the earlier period this difference was only 12.8 per cent.

TABLE 7.—Median rates and median earnings, by industry—1923

Industry	Number of women reported	Weekly rate	Week's earnings	Per cent by which actual earnings fell below weekly rate
All industries	1,930	\$12.70	\$12.10	4.7
Manufacturing:				
Glass and glass products	92	14.00	13.25	5.4
Meat, poultry, and dairy products	145	12.75	11.60	9.0
Other food products	143	10.80	10.25	5.1
Shirts and overalls	27	15.25	15.25	
Miscellaneous	62	10.55	9.20	12.8
General merchantile	596	18.00	17.60	2.2
5-10-and-25-cent stores	333	9.80	9.30	5.1
Laundries	520	12.25	11.55	5.7

<sup>1</sup> Printing and publishing reported too small a number of women for the computation of medians and does not appear separately, but the women in that industry are included in "all industries."

The frequency table in the appendix on rates and earnings for the 1924 pay-roll period, indicates that rates, like earnings, ranged all the way from the less-than-\$4 to the \$40-and-over classification. While there was a difference in the distribution within these extremes between the two classes of information, there was less difference than might have been expected. More women earned less than \$9 than had so low a rate, while more women expected to receive amounts between \$9 and \$18 than actually received such earnings. The figures indicate that the earnings of these women were affected by undertime, but that there was practically no exceeding of rates by

overtime. Less time was lost by the more highly paid groups than by the low paid, a situation to be expected, since most of those workers with high rates were employed in stores and their week could be shortened only by personal and not by plant reasons.

The distribution in regard to earnings and rates for the women employed in factories alone is quite different from that for the women in all of the industries taken together. There was a considerable piling up of the number of women with rates at \$10 and \$12, with very few women having rates less than \$8. The actual earnings, however, were much more scattered, with the largest groups of women earning amounts between \$8 and \$12.

For the women in factories and for those in laundries, week's earnings were tabulated by weekly rate, enabling one to say what were the actual earnings of the women who had a specific weekly rate. These figures are given in Tables VIII and IX in the appendix. The figures, both for the laundry workers and for the women employed in factories, show a tendency for the actual earnings to be distributed among the various earnings groups equal to, or lower than, the rates, but very little tendency for them to exceed the rates. In a general way the relationship may be seen in the appendix tables, but the comparison may be more readily seen in the following summary table:

TABLE 8.—Relation between actual earnings and weekly rates in manufacturing establishments and laundries—1924

Weekly rate	Manufacturing				Laundries			
	Number of women reported	Number of women whose actual earnings were—			Number of women reported	Number of women whose actual earnings were—		
		Less than weekly rate	In same dollar grouping with weekly rate	More than weekly rate		Less than weekly rate	In same dollar grouping with weekly rate	More than weekly rate
Total.....	629	376	214	39	612	146	456	7
Per cent distribution.....	100.0	59.8	34.0	6.2	100.0	23.9	75.0	1.1
Under \$4.....	3		3					
\$6 and under \$7.....	2	2						
\$7 and under \$8.....	3	1	2		2		2	
\$8 and under \$9.....	34	18	15	1	4	4		
\$9 and under \$10.....	74	43	28	3	117	45	72	
\$10 and under \$11.....	91	65	26		97	20	75	2
\$11 and under \$12.....	20	12	6	2	74	27	46	1
\$12 and under \$13.....	182	141	37	4	111	17	92	2
\$13 and under \$14.....	48	30	18		53	14	38	1
\$14 and under \$15.....	78	28	33	17	41	4	37	
\$15 and under \$16.....	26	11	15		37	6	31	
\$16 and under \$17.....	38	19	12	7	27	6	21	
\$17 and under \$18.....	9	1	4	4	6		6	
\$18 and under \$19.....	10	1	8	1	22	2	19	1
\$19 and under \$20.....	2		2		2	1	1	
\$20 and under \$21.....	7	3	4		7		7	
\$22 and under \$23.....					3		3	
\$23 and under \$24.....	1		1					
\$25 and under \$30.....	1	1			8		8	
\$30 and under \$35.....					1		1	

Of the women in factories for whom such a correlation was possible, practically three-fifths actually earned amounts less than their full-time rate for the week. For only 6.2 per cent was the amount received more than the rate. For a much smaller proportion of the laundry workers did the earnings fail to meet the weekly rates, with the earnings of three-fourths of the women falling within the same dollar group as their rates. Only 1.1 per cent of these women earned amounts in excess of the weekly rate.

#### **Weekly rates and scheduled weekly hours.**

It has been seen that earnings and actual hours worked were in no very close relation after the 40-hour group was reached. In Appendix Table X figures have been so compiled as to discover whether, in the case of the women surveyed, there was any positive relation between the weekly rate of wages and the number of scheduled hours in the week. As an actual fact, the highest median rate for any hour group was \$16.50 for the women with a 48-hour schedule, while the lowest median was for those women who worked on a schedule of 52 hours a week. Table 9 presents a summary of the unpublished material available for each industry.

TABLE 9.—Median rates and scheduled weekly hours, by industry—1924

Scheduled weekly hours	Number of women with scheduled weekly hours as specified and their median weekly rates in—																			
	All industries		Manufacturing										General mercantile		5-10-and-25 cent stores		Laundries		Telephone exchanges	
			Glass and glass products		Meat poultry, and dairy products		Other food products		Shirts and overalls		Miscellaneous									
	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings
Total.....	2,971	\$13.90	122	\$13.00	132	\$12.80	126	\$10.90	25	\$15.05	210	\$12.20	629	\$17.75	340	\$9.90	609	\$12.10	764	\$16.90
36 and under 44.....	14	(?)	3	(?)									3	(?)			8	(?)		
44.....	2	(?)									1	(?)							1	(?)
Over 44 and under 48.....	34	\$11.00	10	(?)							8	(?)					16	\$10.00		
48.....	1,015	16.50	72	\$14.50	64	\$13.75							79	\$18.30			52	10.60	734	17.00
Over 48 and under 50.....	167	15.45					17	10.30	1	(?)	3	(?)	111	18.45			35	12.05		
50.....	27	12.60	7	(?)			16	12.80			1	(?)					3	(?)		
Over 50 and under 52.....	347	15.50					14	(?)					237	16.40			89	13.50	7	(?)
52.....	18	10.65															18	10.65		
Over 52 and under 54.....	154	10.75							20	15.15			33	18.20	88	10.25	11	(?)	2	(?)
54.....	1,182	12.05	30	11.50	68	12.50	79	10.95	4	(?)	197	12.20	166	18.15	252	9.65	377	12.20	9	(?)
Over 54.....	11	(?)																	11	(?)

<sup>1</sup> Total exceeds the sum of numbers reported in the various industries, since women are included in the total who were employed in industries reporting rates for too few women to make separate medians significant.

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

In none of the industries in which a comparison was possible was there any tendency for the higher rate of pay to accompany the longer week. More often any general tendency existing would seem to be in the opposite direction.

**Earnings and experience.**

A correlation between the length of experience and the amount of earnings may at least suggest the possibilities of increased earning power held out to the workers in the various industries. Information on the actual length of time which the women had been in their various trades is important also to show to what extent they can be considered as permanent factors in industry, and to what extent they may be considered as a group engaged only temporarily in industrial occupations. Table 10 shows the extent of experience of the women whose records were secured, as well as the median earnings of those who had been employed the various periods of time.

TABLE 10.—Median earnings and time in the trade, by industry—1924

Industry	All women reporting		Number of women and their median earnings after experience in the trade of—																					
			Under 1 year						1 and under 2 years	2 and under 3 years	3 and under 4 years	4 and under 5 years	5 and under 10 years	10 and under 15 years	15 and under 20 years	20 years and over								
			Total		Under 6 months		6 months and under 1 year																	
			Number	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings		
All industries.....	2,072	\$14.55	488	\$10.95	262	\$11.00	226	\$10.90	363	\$14.20	216	\$14.25	225	\$15.95	199	\$15.60	391	\$16.90	103	\$17.80	52	\$18.20	35	\$20.50
Manufacturing:																								
Glass and glass products.....	62	14.35	22	11.00	18	11.50	4	(1)	13	(1)	6	(1)	11	(1)			8	(1)	2	(1)				
Meat, poultry, and dairy products.....	120	12.10	25	10.65	14	(1)	11	(1)	27	11.70	12	(1)	15	12.15	9	(1)	25	13.50	5	(1)	1	(1)	1	(1)
Other food products.....	121	11.20	35	9.75	11	(1)	24	10.00	20	10.00	14	(1)	13	(1)	21	13.15	17	14.50					1	(1)
Printing and publishing.....	10	(1)	2	(1)			2	(1)			1	(1)	2	(1)			3	(1)	1	(1)			1	(1)
Shirts and overalls.....	74	17.85	2	(1)	1	(1)	1	(1)	3	(1)	8	(1)	8	(1)	11	(1)	25	18.75	11	(1)	4	(1)	2	(1)
Miscellaneous.....	107	12.40	44	12.00	24	12.15	20	11.50	13	(1)	9	(1)	12	(1)	10	(1)	12	(1)	4	(1)	2	(1)	1	(1)
General mercantile.....	345	17.50	34	10.80	17	12.25	17	10.60	19	14.50	30	15.00	24	17.35	34	15.90	111	17.85	51	19.50	26	19.00	16	25.10
5-10-and-25-cent stores.....	182	9.45	104	8.90	53	8.95	51	8.85	42	10.10	13	(1)	10	(1)	3	(1)	8	(1)	1	(1)	1	(1)		
Laundries.....	340	12.00	70	10.45	33	9.95	37	11.15	49	11.30	37	11.60	28	11.60	33	12.60	74	13.00	22	13.35	14	(1)	13	(1)
Telephone exchanges.....	711	16.60	150	14.15	91	13.15	59	14.95	177	16.30	86	16.70	102	17.80	78	18.00	108	19.65	6	(1)	4	(1)		

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

The distribution of the women among the experience groups indicates a very considerable tendency on the part of the women in Oklahoma industries who reported on experience to remain in their particular trade for some time. Less than one-fourth of the women had been employed for a period shorter than a year in the trade in which they were then working. More than one-fourth had been in the trade for 5 years or more, while a few had been so engaged as long as 20 years. Of all the industries, the 5-10-and-25-cent stores showed the largest proportion of their women employees, and the shirt and overall factories the smaller proportion, who had been in the trade less than 1 year. Only 2 of the 74 women in the latter industry who reported on experience had been in the industry less than a year, while 42 of the 74 (56.8 per cent) had been engaged in such work for 5 years or more. Only 2 women of the 182 reporting from 5-10-and-25-cent stores had been so employed as long as 10 years. The women in the general mercantile establishments were, on the whole, an experienced group. Less than one-tenth of them had been doing such work for less than a year, while almost three-fifths of them had been employed in stores for 5 years or more, and some of them for more than 20 years.

For the 2,072 women reporting on earnings and experience there was a steady increase in median earnings with the added years of experience in the trade, starting with a median of \$10.95 for those who had been in their respective trades less than one year and mounting to \$20.50, an increase of 87.2 per cent, in the median for those who had been in their trade 20 years or more.

In many of the industries too few women were reported to permit of a complete comparison of earnings for the various experience groups, but in each case where such figures were available, wages showed a tendency to increase with experience. The median for the women employed on meat, poultry, and dairy products who had been so engaged for 5 but less than 10 years, was only 26.8 per cent higher than the median for those who had had less than one year's experience, as against a difference of 48.7 per cent between these two experience groups in the preparation of other food products. The women who had worked in general mercantile establishments between 5 and 10 years had median earnings 65.3 per cent in excess of the earnings of those who had worked less than a year, while the median earnings of those who had remained in the business 20 years or more were practically two and one-third times those of the inexperienced women.

**Earnings by age.**

The following summary shows the relation between the earnings and the age of 2,215 white women who reported on age:

Age group	Median earnings
16 and under 18.....	\$11. 15
18 and under 20.....	11. 95
20 and under 25.....	15. 30
25 and under 30.....	15. 50
30 and under 40.....	15. 30
40 and under 50.....	14. 05
50 and under 60.....	13. 95

The earnings show an increase with age up to the group who were 30 but less than 40 years of age. At that point begins the decrease in earnings with advancing years.

**YEAR'S EARNINGS**

The wage figures quoted in the foregoing discussion have represented the earnings for only one or two sample weeks. The periods for which records were taken were weeks in which there had not been an excessive amount either of overtime or of time lost, a week in which there were no holidays and no shutdown. Figures for such a sample week show a cross section of the wage conditions of the women included, but a year is not likely to be made up of 52 normal weeks. Periods of slack work cause complete or partial shutdowns of plants; workers necessarily lose some time on account of illness or have interfering home duties; holidays shorten some weeks. But the worker must live 52 weeks whether she receives wages for the whole time or only part of the year. In addition to the figures for the sample weeks, therefore, records were taken during this survey to show, for about 20 per cent of the women on each pay roll, complete figures on the earnings for the 52 weeks previous to the late pay-roll date. These women for whom year's records were secured were the steady workers of the plants visited, those who had been with the firm for at least a year and who had worked during that time at least 44 weeks. In all, such data were obtained for only 459 white women employed in factories, stores, and laundries. None of these women had worked less than 44 weeks, and of the 402 for whom reports on the number of weeks worked as well as on the year's earnings were available, almost three-fourths (72.6 per cent) had worked 50 weeks or more.

Table XI in the appendix gives the detailed figures on year's earnings for the women in the various industries. The median year's earnings for the whole group were \$666. The median earnings in

each industry and the number of women for whom records were secured are listed below, in descending scale, according to the amount of the earnings:

Industry	Number of women	Median year's earnings
General mercantile.....	128	\$914
Shirts and overalls.....	18	867
Laundries.....	118	647
Food products, other than those specified.....	47	613
Meat, poultry, and dairy products.....	33	604
Miscellaneous manufacturing.....	40	600
5-10-and-25 cent stores.....	59	510

The range of earnings as shown by the more detailed figures in Appendix Table XI was from \$300 to \$1,800, but only one woman had earnings which fell between \$300 and \$350, and only eight earned more than \$1,400. The majority of the women (54.7 per cent) had earnings which fell between \$450 and \$750, while 36.8 per cent earned more than \$750 and only 8.5 per cent earned less than \$450. The greatest range of earnings was found among the general mercantile workers and the women employed in laundries. For the former, earnings for the year ranged from \$400 to \$1,800, and for the latter from \$350 to \$1,600. None of the women employed in the manufacture of glass and glass products earned over \$800, and none of those in 5-10-and-25-cent stores earned more than \$850 during the year.

Since most budgets and statements of living costs are based on a unit of expenditure shorter than a year, it may be easier to see the significance of these figures when they are divided by 52, the result representing an estimate of the probable weekly income. In the following statement the average weekly earnings thus computed for the women for whom the year's records were secured may be compared with the median of the earnings for the current week of all the women in each industry:

Industry	Median year's earnings divided by 52	Median week's earnings, current pay rolls
Meat, poultry, and dairy products.....	\$11. 62	\$11. 90
Other food products.....	11. 79	10. 30
Shirts and overalls.....	16. 67	17. 70
Miscellaneous manufacturing.....	11. 54	10. 15
General mercantile.....	17. 58	17. 35
5-10-and-25-cent stores.....	9. 81	9. 45
Laundries.....	12. 44	11. 50

In two industries the average weekly earnings for the picked group were lower than the week's median for the larger group, but in the other cases the average exceeded the median week's earnings.

#### EARNINGS OF NIGHT WORKERS

There were only five women working on a straight night shift in factories, and these women have not been included in either rate or earnings tables. Three of them had a weekly wage rate of \$8 and two of \$10. During the week for which records were taken, none of them worked as many as 30 hours, and \$5 represented the highest earnings of the group. Women were employed at night in the telephone exchanges, but, for the most part, the records of night workers could not be separated from those of day workers, and all the women employed in telephone exchanges are included in the wage tables, irrespective of whether they were day or night operators.

#### EARNINGS OF NEGRO WORKERS

Wage records were obtained for very few negro women—for only 63 other than hotel and restaurant workers. Eight of the negro workers included in 1923 and nine in 1924 were employed in factories and stores, but all of the others were working in laundries. The earnings of the negro women fell considerably below those of the white women in both pay-roll periods, the median earnings of the negro workers being \$8.70 in 1923 and \$8.20 in 1924, although the range was almost as great as for the white women. The medians for the laundry workers were lower than the general median for all industries, being \$8.30 in 1923 and \$8 in 1924, indicating somewhat higher average earnings for the few scattered workers in the other industries.

The material was available for so few women that no study of earnings in relation to hours worked or of rates in relation to scheduled hours was possible. Only 24 of the women were reported as having worked the full week of the firm. The earnings of these women ranged from \$7 to \$16, and the median for even these full-time workers was only \$9.50.

Both in 1923 and in 1924 the earnings of the negro women fell below their rates. The median earnings in 1924 were \$7.70 and the median rate was \$9.25, while in 1923 the earnings and rates showed medians of \$8.55 and \$9.20, respectively.

TABLE 11.—Weekly rate and actual week's earnings of negro women, all industries—1923 and 1924

Amount	Number of women for whom amount specified was weekly rate and number for whom it was actual week's earnings in—			
	1923		1924	
	Weekly rate	Week's earnings	Weekly rate	Week's earnings
Total.....	51	51	50	50
Median.....	\$9.20	\$8.55	\$9.25	\$7.70
Under \$4.....		3		3
\$4 and under \$5.....		1		1
\$5 and under \$6.....		7	1	11
\$6 and under \$7.....		14	7	14
\$7 and under \$8.....	6	9	13	5
\$8 and under \$9.....	16	9	16	5
\$9 and under \$10.....	18	2	4	3
\$10 and under \$11.....	5		2	2
\$11 and under \$12.....		1	2	1
\$12 and under \$13.....	1	1	2	1
\$13 and under \$14.....	1	1	1	1
\$14 and under \$15.....				
\$15 and under \$20.....	2	3	3	3
\$20 and under \$25.....	1		1	1
\$25 and over.....	1	1		

For 42 of the negro women earnings were correlated with rates of pay. For 26 of these 42 women the actual earnings fell below the rates and for 16 the earnings came up to what the women might have expected in advance. None of the women reported earned amounts exceeding their weekly rate.

## PART III

### HOURS

In studying the hours of work in any region, one is really interested in three phases of the problem: Such standards as may be set by the law of the locality, the scheduled hours of the plants concerned, and the number of hours actually worked by the employees of those plants during a specified period of time.

#### LEGAL HOURS

Oklahoma may be considered one of the fairly progressive States of the country in its attitude toward the length of the working day for women, so far as the laws of the State go. It is one of 14 States which have limited the daily hours of women workers to nine, while only 10 States have made a shorter day the standard.

The laws of Oklahoma limit the day's work of women employees in all industries included in this survey to 9 hours, and the week's work to 54 hours. The factory inspector may permit a day of more than 9 hours in case of emergency, if the Saturday's work is shortened to bring the week's total within 54 hours. There is, however, an exception to the law, exempting from this limitation establishments employing fewer than five women, located in towns of less than 5,000 population.

#### SCHEDULED HOURS

Information was obtained from employers regarding the daily and weekly hours actually in operation in the various establishments at the time of the survey; that is, the number of hours which the women of the plant were expected to work regularly each day and each week. The figures tabulated under this heading, "Scheduled hours," relate, therefore, only to the normal hours for the women employees of the plants surveyed and are not affected by any variations in the extent of plant activity. Overtime and lost time may lead to a considerable difference between the scheduled hours and the actual hours of work of the week surveyed, and that subject will be dealt with under the topic, "Actual hours worked." The hours of workers in telephone exchanges and in hotels and restaurants are given separate discussion because of the irregularities existing in the working hours of women employed in such establishments. For the figures for these industries see pp. 39 and 47.

#### Daily hours.

The length of the working day for the women surveyed in Oklahoma industries, with the exception of telephone exchanges and hotels and restaurants, is shown in Table 12.

TABLE 12.—Scheduled daily hours, by industry

Industry	Number reported		Number of establishments and number of women whose scheduled daily hours were—							
			Under 8		8		Over 8 and under 9		9	
	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en
All industries.....	1121	2,762	1	8	18	562	18	413	85	1,779
Per cent distribution .....		100.0		0.3		20.3		15.0		64.4
Manufacturing:										
Glass and glass products..	18	173	1	8	4	102	1	12	3	51
Meat, poultry, and dairy products.....	6	187			3	79			3	108
Other food products.....	10	228					4	29	6	199
Printing and publishing.....	5	32			4	27	1	5		
Shirts and overalls.....	4	100			1	62			3	38
Miscellaneous.....	11	345			3	45	1	3	7	297
General mercantile.....	25	649			2	195	7	266	16	188
5-10-and-25-cent stores.....	20	341					2	81	13	260
Laundries.....	32	707			1	52	2	17	29	638

<sup>1</sup> Details aggregate more than total because one establishment appears in more than one hour group.

Records of scheduled daily hours were obtained for 2,762 women employed in 121 factories, stores, and laundries throughout the State. Almost two-thirds of the women (1,779) employed in more than two-thirds of the establishments (85) were scheduled to work 9 hours a day. Owing to the existence of the 9-hour law no women were employed regularly for a day in excess of 9 hours. Only a little over one-fifth of the women had a day's work of 8 hours or less.

The three industries in which the majority of the women workers were on a schedule of 8 hours or less are listed below, together with the percentage of the women in each group so employed.

	Per cent
Printing and publishing.....	84.4
Glass and glass products.....	63.6
Shirts and overalls.....	62.0

No women were employed for as few as 8 hours daily either in the manufacture of miscellaneous food products or in 5-10-and-25-cent stores. Over nine-tenths of the women in laundries worked a 9-hour day, a larger proportion than in any other industry. Next in order in the matter of the 9-hour day were the manufacture of foods other than those specified with 87.3 per cent, miscellaneous manufacturing with 86.1 per cent, and 5-10-and-25-cent stores with 76.2 per cent of the women employees so scheduled. The largest proportion of the general mercantile workers (41 per cent) had a day of between 8 and 9 hours in length, while the rest were almost evenly divided between an 8-hour and a 9-hour schedule.

### Weekly hours.

The length of the scheduled week of the women surveyed in Oklahoma is given in Table 13.

TABLE 13.—Scheduled weekly hours, by industry

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 52		52		Over 52 and under 54		54	
	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en
All industries.....	1 121	2,762	3	24	3	102	6	38	14	346	26	698	4	81	8	153	68	1,370
Per cent distribution.....		100.0		0.9		3.7		1.4		12.5		25.3		1.1		5.5		49.6
<b>Manufacturing:</b>																		
Glass and glass products.....	1 8	173	1	8			1	12	4	102	1	8					2	43
Meat, poultry, and dairy products.....	6	187							3	79							3	108
Other food products.....	1 10	228	1	5							6	135					4	88
Printing and publishing.....	5	32							5	32								
Shirts and overalls.....	4	100			1	62					1	4		1	26		1	8
Miscellaneous.....	11	345			2	40	2	8			2	17	1	12			4	268
General mercantile.....	1 25	949							1	81	7	368			2	23	16	177
5-10-and-25-cent stores.....	1 20	341												3	85		18	256
Laundries.....	1 32	707	1	11			3	18	1	52	9	166	3	19	2	19	20	422

<sup>1</sup> Details aggregate more than total because some establishments appear in more than one hour group.

<sup>2</sup> For purpose of tabulation 29 women working alternate schedules of 54 hours and over-52-and-under-54 hours have been divided between these two hour groups, 15 women in the lower group.

Again in this tabulation we see the effect of the State hour law, for no women were employed on a schedule in excess of 54 hours. Very nearly one-half of the 2,762 women employed in the factories, stores, and laundries of the State were on a 54-hour weekly schedule. The next largest group was that of the women who were expected to work between 48 and 52 hours, practically one-fourth of the total number.

The only industry in which there was any considerable uniformity of hours was printing and publishing, in which all of the 32 women reported, employed in five different establishments, were working on a 48-hour week. Over three-fifths of the women surveyed in the manufacture of shirts and overalls were employed for a 44-hour week, but all of these women were working in one establishment. All of the women employed in 5-10-and-25-cent stores were employed for a week of more than 52 hours, over three-fourths of them for a full week of 54 hours. Among the women who worked in general mercantile establishments, more than half (56.7 per cent) had a week of between 48 and 52 hours. The shortest week in the industry was one of 48 hours; about two-thirds of the establishments, generally the smaller ones with few employees, had a week of 54 hours. In three other industrial groups, meat, poultry, and dairy products, miscellaneous manufacturing, and laundries, a large proportion of the women were employed a scheduled week as long as was permitted by law.

### Saturday hours.

So frequently does the duration of Saturday's work differ from that of the other days of the week that Saturday hours have been tabulated separately and correlated with the length of the other days of the week. (Appendix Table XIII.) The Saturday half holiday was found in Oklahoma less commonly than in most of the States thus far surveyed by the Women's Bureau. Of 2,762 women employed in 121 establishments, only 305 women, in 16 establishments, had Saturdays from 4 to 6 hours in length. Table 14 following gives a summary of the relation of the Saturday to the regular daily hours.

TABLE 14.—*Relation of Saturday hours to daily hours, by industry*

Industry	Number of women reported	Number of women whose Saturdays, in relation to regular daily hours, were—			Number of women with no Saturday work
		Shorter	Same	Longer	
Manufacturing.....	1,065	328	732	.....	5
Mercantile.....	990	15	782	193	.....
Laundries.....	707	179	508	.....	20

Even in manufacturing establishments, where one expects to find the short Saturday, only about three-tenths of the women had a Saturday schedule shorter than that of other days, and for some of

these the difference amounted to only one or two hours. Five women were not scheduled for any work on Saturday. For none of the women employed in the preparation of meat, poultry, and dairy products was there any difference between the length of the Saturday's work and that of the other days of the week. Each of the other manufacturing industries included at least one plant in which the Saturday hours were shorter than those for the other five week days. Less than one-fourth of the women employed in miscellaneous manufacturing had a Saturday shorter than the other days of the week, and almost one-fourth of these were still scheduled for a Saturday as long as seven hours. Nine-tenths of the women employed in the manufacture of shirts and overalls regularly worked a shorter period on Saturday than on the other days of the week, although for part of them the shortened schedule meant getting out only an hour and a half earlier than usual in the afternoon.

There might be expected a tendency for a short Saturday to accompany long hours on the other days, but the figures for manufacturing do not indicate such a situation, and only about one-fourth of the women with the longest hours Monday to Friday had a shorter schedule on the closing day of the week. The proportion of women in manufacturing establishments whose Saturday hours were shorter than their regular daily hours, or who did not work on Saturday, are listed below by their scheduled daily hours:

Scheduled daily hours	Proportion of women in manufacturing establishments with short Saturday or no Saturday work
	<i>Per cent</i>
Under 8.....	100. 0
8.....	34. 0
Over 8 and under 9.....	81. 6
9.....	25. 7

In general the question of Saturday hours in stores is whether the workers have a day of normal length or whether they must put in extra hours in order to accommodate Saturday-evening shoppers. In Oklahoma, however, only 193 women, or less than one-fifth of those reported in mercantile establishments, had Saturday hours longer than those for the other days of the week, and for none of these women was there more than a half-hour's difference in the length of the day.

Most of the stores in Oklahoma were open Saturday evenings, but the hours of the women were kept down to a maximum of 9 hours by arranging the Saturday work in shifts. In some instances

there was a difference in the length of the shifts, and the women alternated their shifts, working perhaps  $8\frac{3}{4}$  hours on one Saturday and 9 on the next. In the tabulating, where a group of women thus worked on alternate shifts, their number has been divided between the hour groups given, since on any one Saturday approximately half of the women would be working on the short shift and half on the long shift. The summary table of Saturday hours shows 15 women in mercantile establishments who worked a shorter day on Saturday than on the other days of the week. These women form one-half of a group who had a day somewhat shorter than the regular schedule every other week.

Although the actual working hours in no case exceeded 9, most of the stores kept open on Saturday evenings, and the normal day's hours were maintained by staggering shifts of workers, by giving long periods for meals, or by a combination of these two systems.

An example of the Saturday shifts on which the women in one store worked is as follows: 8 a. m. to 6 p. m., with 1 hour for lunch; 9 a. m. to 7 p. m., with 1 hour for lunch; 10 a. m. to 9 p. m., with 1 hour for lunch and 1 for supper; and 11 a. m. to 9 p. m. with 1 hour for supper.

In another, such an arrangement of working hours as this was found: 8.30 a. m. to 11 p. m.; 2 p. m. to 6 p. m.; and 7 p. m. to 9.30 p. m., or 10 a. m. to 2 p. m.; and 4.30 to 9.30 p. m.

The first arrangement described affords more convenient hours for the workers, for three of the shifts had an over-all period of only 10 hours and the fourth had only 11 hours, interrupted by two 1-hour periods for meals. In the other store, however, part of the women had their day spread out over 13 hours, and, even though they worked only 9 hours, they had to be on duty at 8.30 in the morning and their day was not ended until 9.30 in the evening. Time off from 11 in the morning to 2 in the afternoon would be of little use to the worker.

Only five stores did not remain open Saturday evenings. Two of these stores closed earlier every day in the week during July and August, and one closed at 1 o'clock on the Saturdays of July and August. No other stores made any difference in their summer schedule.

None of the laundry workers had longer hours on Saturday than on other days of the week. Only one-fourth of them had a Saturday shorter than the other days, but 2.8 per cent did not work at all on Saturday.

#### Lunch periods.

Information on the length of the lunch periods of the women surveyed in Oklahoma is given in Table XIV in the appendix. The majority of the women in the industries surveyed (72.2 per cent) had an hour

or more for lunch. None of the women in the two mercantile groups or in miscellaneous manufacturing had lunch periods of less than one hour. Only three of the 2,762 women surveyed had no definite lunch period allowed, and these women were employed in an industry where they were allowed 10-minute rest periods every half-hour throughout the working day.

#### **Hours of night workers.**

With one exception, only regular day workers have been included in the tables given on scheduled hours. However, night work did not assume great importance in Oklahoma factories or laundries. In only one of the factories surveyed were any women employed on a straight night shift, and in this plant only five women were so employed at the time of the survey. These women were scheduled to go on duty at 5.30 in the afternoon and work through until 2.30 in the morning on five days a week, making a day of 9 hours. On Saturdays their work was shortened to 6½ hours, and they went off duty at midnight. No definite period was allowed for lunch. The exception referred to in the tables of day workers is the case of a bakery, where there were eight women who worked between midnight and 6 o'clock in the morning. They were not on a single shift, but came on at different times, and part of their working time fell within hours which would normally be part of a day shift. Women who began work at from 2 to 4 in the morning, finished work anywhere from noon to 2 in the afternoon, while two women who began to work at midnight had a split shift and came on duty again at 2 in the afternoon. These women were allowed a lunch period of one hour. Because of the difficulty of classifying these workers, figures relating to them have been handled with those for the regular day workers.

#### **Hours of telephone operators.**

In many cases the hours of telephone operators are so arranged as to make tabulation with the workers in other industries difficult. In Oklahoma, however, 741 women of the 777 included in the telephone industry worked regularly six days a week and the same number of hours each day of the week. Although they were regular so far as the number of hours worked each day was concerned, they were not regular in the time at which they worked. The telephone companies necessarily must offer continuous service and must, therefore, have shifts which combined will cover the full 24 hours. Even though the companies have so regularized their schedules that women have workdays of equal length, the women ordinarily rotate shifts. Records do not, therefore, separate day workers from night workers, although the number of women working on the night shifts at any one time is given. For that reason, the hours of all telephone operators are handled together, irrespective of whether they were night or day operators.

Of the 741 workers on a regular schedule, 734, or 99.1 per cent, worked in exchanges which regularly operated on the basis of three 8-hour shifts, with each worker off for one day a week. The 734 women, therefore, had an 8-hour day and a 48-hour week, with 45 of them on the night shift each week, the shift running from 10 p. m. to 7 a. m. The seven other women with a regular scheduled week worked 9 hours on six days of the week, with one day free, and one worker on the night shift each week.

For one telephone worker no record was given of scheduled hours, but for the 35 other women with hours reported, who were not on a regular schedule, irregularity was caused by variation in the length of the period within which they had one day off duty, or by variation in their Sunday hours. Of these 35 women, 31 worked the same number of hours each day of the week except Sunday. The other four women worked on an alternate schedule of 6 and 9 hours. The regular daily hours of the women on a uniform schedule ranged from 6 to  $10\frac{1}{2}$  hours, but two-thirds of them had a day of 8 or 9 hours. The three women who regularly worked 10 hours or more were night operators, whose work would not ordinarily demand their attention continuously during the period for which they were on duty. The hours of the four other night workers were shorter, however, the reports usually stated that there were cots for the night operators in the smaller exchanges and that the night women were free to lie down. Although ordinarily they had but few calls after midnight, they were on duty for 10 or  $10\frac{1}{2}$  hours and subject to call.

All of these 35 women worked seven days a week at least part of the time, but none of them regularly worked seven days a week with no provision for a day off. Two of the night operators had two days off in a month, the days not specified. Twelve women had each alternate Sunday free, three had one Sunday in three off, four one Sunday in four, and five one Sunday in five free, and Sunday hours frequently differed from those for the other days of the week, and even the Sundays on duty varied in length. The most complicated situation was presented by five women who worked every alternate Sunday. On the Sundays when they were on duty, they worked successively three different intervals— $5\frac{1}{2}$  hours,  $5\frac{3}{4}$  hours, and  $8\frac{1}{2}$  hours. Others had alternate Sundays free and alternated between two sets of hours on the Sundays worked. Situations such as these make tabulation of telephone hours impossible, and even a concise statement relating to the subject difficult.

The scheduled week varied in length from 36 hours to 70 hours. The woman who had a 36-hour week worked that number of hours two weeks out of four, and 41 and 44 hours during the other two weeks. Five women were expected to work 60 hours or more every week, while eight were expected to have a week as long as that for part of the time.

The problem of arranging the hours of telephone operators in small exchanges so as to allow both for continuous service and peaks of demand undoubtedly is difficult. None of the exchanges in which the operators with irregular hours were working employed more than six women.

### ACTUAL HOURS WORKED

In many cases the hours actually worked by the women were not the scheduled hours of the firm. Personal reasons of the workers and varying conditions in the plant or industry served to bring about many differences. Information on actual hours worked could not be obtained for all of the women surveyed because of lack of records for many groups of workers. Many firms keep no detailed attendance record for workers employed on a piece-rate basis, since the number of hours worked has no weight in calculating the earnings. Even among those whose wages are based on time worked, there are groups for whom time worked is not given in terms of hours. The women employed in stores are employed on a time basis, but no records of hours worked were obtained for that group of workers in Oklahoma. The details of the information on lost time and overtime for the women employed in factories and laundries is given in Appendix Tables XV and XVI, while a summary of the facts from these tables is given in Table 15 which follows.

TABLE 15.—Time lost and overtime, by industry

Industry	Number of women reported	Time lost				Overtime			
		Per cent for whom lost time was reported	Per cent of those losing time who lost—			Per cent for whom overtime was reported	Per cent of those working more than scheduled hours, who worked over-time—		
			Less than 5 hours	5 and under 10 hours	10 hours and over		Less than 5 hours	5 and under 10 hours	10 hours and over
All industries.....	777	70.3	25.3	31.0	43.8	11.3	94.3	2.3	3.4
Manufacturing:									
Glass and glass products.....	130	61.5	55.0	16.3	28.8	33.8	93.2	4.5	2.3
Meat, poultry, and dairy products.....	129	82.2	34.0	34.9	31.1	9.3	100.0	-----	-----
Other food products.....	175	72.6	10.2	37.8	52.0	12.6	100.0	-----	-----
Printing and publishing.....	14	42.9	83.3	16.7	-----	-----	-----	-----	-----
Shirts and overalls.....	7	14.3	-----	-----	100.0	-----	-----	-----	-----
Miscellaneous.....	258	70.9	12.0	32.8	55.2	0.8	-----	-----	100.0
Laundries.....	64	67.2	41.9	23.3	34.9	12.5	100.0	-----	-----

### Time lost.

Of the 777 white women working in factories and laundries for whom hour records were obtained, 546, or seven-tenths of those reported, had lost some time during the week of the survey. Of these, practically one-fourth had lost less than 5 hours, three-tenths had lost 5 but less than 10 hours, and over two-fifths had lost 10 hours

or more. The largest proportion of women losing time was found in the preparation of meat, poultry, and dairy products. In all of the industries reporting any considerable number of women at least 60 per cent of the women had lost some time. Over one-half of the women in miscellaneous manufacturing and in the preparation of food products other than meat, poultry, and dairy products who had worked less than the schedule had lost 10 hours or more.

For only 27 negro women was it possible to obtain any record of time worked, and of these 24 had lost some time. While the proportion losing time was larger than it was for the white workers the amount of time lost was less. Not far from three-fifths of those working less than the scheduled hours had lost less than 5 hours. The per cent losing 10 hours or more was 37.5, as compared with 43.8 per cent of the white women losing this amount of time.

In Appendix Table XVII all of the manufacturing industries and laundries have been thrown together, and the amount of time lost has been correlated with the length of the scheduled week. There was not a sufficient number of women reported in most of the hour groups to make valid any generalizations, either one way or the other. Time worked was reported for 178 women with a schedule of 48 hours, for 105 with a 50-hour week, and for 439 women with a 54-hour schedule. Of these three outstanding hour groups the 50-hour group had the largest proportion of women losing time, and a higher percentage of the 54-hour women lost time than of the 48-hour women. In the two higher groups of scheduled hours those reported with undertime lost more than was lost by the 48-hour workers. The material available does not justify any conclusions.

### Overtime.

Overtime assumed but little importance among the Oklahoma workers during the week surveyed. Only 11.3 per cent of those reported had done any work in excess of their scheduled week. Almost 95 per cent of the small group with overtime had worked less than 5 hours in excess of their normal weekly schedule. Most of the women who had shown any overtime in the manufacture of glass and glass products, and all of them so reported in both branches of the food industry and in laundries had exceeded their regular week by less than 5 hours. Although all of the women included in miscellaneous manufacturing who had worked beyond their scheduled week had done so to the extent of at least 10 hours, less than 1 per cent of the women for whom hour records were available in that industrial group had done any work in excess of the normal week.

While only three negro women were reported as having done any overtime work, these formed practically the same proportion of the total number as did the white women who worked overtime. All three worked less than 5 hours in excess of their schedule.

## PART IV

### HOTELS AND RESTAURANTS

The working conditions of the women in hotels and restaurants are so different from those of the women employed in factories or stores that it is not satisfactory to handle in the same way as the material for the other workers, either the figures relating to their hours of work or those relating to earnings.

It is more difficult to estimate satisfactorily the probable or actual earnings of hotel and restaurant workers than it is those of women who work in other industries. Two elements enter in to cause variation in the worker's income. In the first place, a large proportion of the women working in hotels or restaurants expect to receive part or all of their meals from the management. In some cases, the management furnishes the worker with a room as well. This means that the worker's wage is actually more than the amount shown on the pay roll, and yet it is difficult to estimate the value to the worker of these accommodations. In addition to the fact that it is in any case difficult to make any satisfactory estimate of the value of room and meals under various circumstances, the making of such an allowance would be further complicated by the fact that part of the workers received only one free meal while others received all three or even a room in addition.

Another element affecting wages, the result of which is even more difficult to calculate, is the custom of tipping. Undoubtedly, tips had less effect on the income of the workers in small hotels and restaurants to which most of the Oklahoma figures relate than they might have in the hotels and restaurants of larger cities. Nevertheless, tips do represent a possible means of increasing the amount of the worker's earnings and make it unwise to compare pay-roll figures of factory workers with those of hotel workers.

Not only do the wages of restaurant workers require separate tabulation from the records for other workers, but their hours lack the definiteness of the time of employment of the workers who begin and end with the sounding of a factory whistle.

The nature of the service performed by hotels and restaurants is such that it is often spread out over from 18 to 24 hours a day. While in many establishments there is need of someone on duty continuously, there are always very distinct peaks of work. Although many hotels and restaurants have made great advance in standardizing the daily hours of their workers, there is still a tendency for them

to be run after the manner of an overgrown household. The day of the worker may be broken up into several shifts, or the successive days may be of varying length or begin at different hours, making any normal and regular life almost impossible for the worker.

Because of the fact that the hotels, and in some cases the restaurants, run continuously, and because there is nothing quite akin to the regular night shift of a factory in such places of employment, records for night workers are included with those of the other women. Of the 591 women surveyed in Oklahoma hotels and restaurants there were 17 who were definitely night workers and 52 others who worked after 10 o'clock at night either part or all of the time. None of these 52 women worked later than midnight, however, and none began before 6 in the morning.

#### WAGES

Pay-roll records were taken for 406 white women and 185 negro women employed in hotels and restaurants. In this number were included women employed in the housekeeping department of hotels, in independent restaurants, and in restaurants of hotels, and women who might be classed as the miscellaneous workers around a hotel. The earnings of these 406 white women and 185 negro women employed in various capacities in hotels or restaurants are recorded in Appendix Table XVIII. The earnings of these women for the week reported ranged from less than \$1 to as much as \$25 or \$30. The median week's earnings of the white women were \$11.75, while those for the negro workers were \$10.10.

The largest single group of white women comprised those who waited on the table, over a third of all the white women surveyed in hotels or restaurants. Below are listed the median earnings of the white women in the occupations for which more than 15 women were reported:

Occupation	Number of women	Median earnings
Telephone operator.....	37	\$17. 75
Cook.....	32	15. 65
Checker or cashier.....	22	14. 50
Pantry, floor, or storeroom girl.....	21	13. 10
Cigar-counter, check-room, or elevator girl.....	22	13. 00
Linen girl.....	27	12. 70
Counter girl.....	38	12. 30
Kitchen girl.....	30	9. 75
Waitress.....	148	9. 65
Maid.....	20	9. 65

Records were obtained for only nine white women employed as housekeepers. Although no median is worked for this group of workers, the distribution of their earnings indicates higher wage standards here than in most of the hotel and restaurant occupations. No woman in this group had earned less than \$14, and two had earned \$25 to \$30.

Three classes of workers—the maids, the waitresses, and the kitchen girls—had median earnings of very nearly the same level, although the earnings of the first two groups were doubtless somewhat augmented by tips; with those of the kitchen workers this is less likely.

The overwhelming majority (84.9 per cent) of the negro women reported were employed as maids, and their median earnings were \$10.10 as compared with \$9.65, the median earnings of the 20 white women similarly employed. The 28 other negro women reported in the hotels and restaurants surveyed were employed as housekeeper, linen girl, pantry girl, cook, kitchen worker, or elevator operator.

Records were obtained of the number of days 302 white women and 176 negro women had worked, and the material may be found in Appendix Table XIX. Too few women were reported in the various day groups to make any complete comparison of the earnings of those who had worked the various lengths of time. Obviously, the median earnings of those who had worked less than four days was the lowest median of all, and the six-day and seven-day groups, are the only others of any size. The median earnings of the white women who worked on six days were higher than the median earnings of the white women who had worked on seven days, while for the negro workers the situation was reversed.

The median for the white women who had worked on five days or over was \$12.10, as compared with \$11.55 for all of those workers for whom days worked was reported. Yet even among the former group of women who might be classed as full-time workers there were those who had earned amounts as low as \$5 or \$6. The median for the negro women who had worked on at least five days was \$10.25, as compared with \$10.05 for all the negro women for whom records of the number of days worked were available.

Earnings were reported in terms of the actual hours worked for so few women that no comparison of earnings is possible on that basis.

In the following table are given figures for the weekly rates of the restaurant workers in relation to the amount of additional wage which they received in the form of room and board:

TABLE 16.—Weekly wage rates in hotels and restaurants, and accommodations furnished by employer in form of board and room, by race—1924

Weekly rate	Number of women reported		Total receiving meals or room		Number of women receiving, in addition to specified rate—							Number of women receiving neither meals nor room	
					1 meal	2 meals		3 meals		3 meals and room			
	White	Negro	White	Negro	White	White	Negro	White	Negro	White	White	Negro	
Total.....	380	184	270	22	4	119	8	139	14	7	110	162	
Median rate.....	\$12.35	\$10.25	\$12.15	\$9.85	(1)	\$13.30	(1)	\$11.55	(1)	(1)	\$14.15	\$10.30	
\$5 and under \$6.....	1												
\$6 and under \$7.....	1										1		
\$7 and under \$8.....	11		9					9			1		
\$8 and under \$9.....	17	11	11	5				9			2		
\$9 and under \$10.....	62	63	57	7	2		5	9			6	6	
\$10 and under \$11.....	38	70	31	2		26		30	7	1	5	56	
\$11 and under \$12.....	41	21	19	2	2	15	1	13	1	1	7	68	
\$12 and under \$13.....	51	13	44	1		3		16	2		22	19	
\$13 and under \$14.....	18	2	17	2		13	1	31			7	12	
\$14 and under \$15.....	36	2	16	1		9	1	8	1		1		
\$15 and under \$16.....	39	1	27	1		6		8	1	2	20	1	
\$16 and under \$17.....	4		4			23		3	1	1	12		
\$17 and under \$18.....	12	1	8	1		1		3	1				
\$18 and under \$19.....	17		8			6		2			4		
\$19 and under \$20.....	8		11			7		3			6		
\$20 and under \$25.....	17		1							1	7		
\$25 and under \$30.....	7		12			9		2		1	5		
			3			1		2			4		

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

<sup>2</sup> Total exceeds details because number of meals furnished was not reported for one woman.

A majority of the white women for whom information was given had had some additional compensation in the form of meals or room furnished by the employer. Only about an eighth of the negro women received any meals at their work. The difference in these proportions is probably due not so much to a difference in race as to a difference in the occupations in which the white and negro women were engaged. Over four-fifths of the negro women reported in the hotels and restaurants visited were employed as maids, and maids, irrespective of color, were less apt to receive any accommodations in addition to their wages than were workers in other occupations.

While it is true that the median rates of the people who received no free accommodations in addition to their wages were higher, both for white and negro women, than the rates of the women who received meals, there is no close relation between the amount of the weekly rate and the extent to which wages were supplemented by meals or room.

The median rate of the white women who received only two meals a day was \$13.30, while the median of those who had three meals furnished was \$11.55. On the other hand, the rates of the women who had only one meal a day at their place of work ranged from \$8 to \$11, a standard lower than that of the women who received more in addition to their regular pay. Only seven women received three meals and room in addition to their regular wages, and for those the rates of pay ranged from \$9 to between \$20 and \$25.

### HOURS

The hours of work of women employed in hotels and restaurants present problems which differ from those of women employed in other lines of work even more than do the facts relating to wages. The hours during which hotels and restaurants give service to the public can not be determined by the convenience of the proprietor or of his employees. These establishments must be ready to accommodate their patrons when the service is needed. Hotels are unquestionably in a position where they must give continuous service. People are going in and out, registering and checking out at almost any hour of the 24. Rooms must be prepared continually for new guests, elevators must be run, and telephone connections must be made whenever they are demanded. Any guest would complain of a hotel which failed to provide such service. The restaurant, as well as the hotel, must be ready to care for patrons over a long period of time. The hours at which people desire to eat can not be changed for the more convenient arrangement of restaurant service, depending rather upon the demands of hunger and of custom.

Any restaurant which serves three meals can hardly be open to the public for a period of less than 13 or 14 hours aside from the time required of employees before and after hours. A number of restaurants find it profitable to serve only two meals, luncheon and dinner, and for these the arrangement of the day's work is a much less difficult problem than for those establishments which keep open over a greater number of hours. The restaurants surveyed in Oklahoma ranged from those which were open day and night to others which were open only 8 or 9 hours. Of the 29 restaurants visited, 7 were of the kind which offered service at all hours of the day and night, while 1 other approached this extreme, remaining open from 5.30 in the morning until 2 in the morning. Two others were open 18 but less than 19 hours. For 11 of them the time of final closing was from 13 to 15 hours after the hour of opening, although some of them were definitely closed for two or three hours between meals. The remainder served meals over a period of 8 or 8½ hours.

In addition to the necessity for being open over a long period of time, the restaurant manager is confronted with the problem of peaks of work with slack periods in between. The ways in which these problems of arranging the day's work have been solved vary in different restaurants. In some cases, the necessary spreading out of workers is accomplished by having different workers on at different times of the day, but with each employee working on fairly compact and uniform schedule; or the worker may be on duty two or three hours at each meal with comparatively long free periods in between. If the restaurant offers continuous service, the employees may work certain hours on one day and on a different schedule on other days, their hours dovetailing with those of other workers each day.

#### **Irregularity of day's work.**

As a result of these difficulties, inherent in the nature of the hotel and restaurant business, the hours of workers in these occupations are often haphazard and irregular. Table 17 attempts to indicate the extent of this irregularity among the hotel and restaurant workers of Oklahoma.

TABLE 17.—*Irregularity of hotel and restaurant days, by occupation*

Occupation	Number of women reported	Number of women who had the same schedule each work day, and whose work was—					Total on uniform schedule	Number of women working on 2 different schedules	Number of women working on more than 2 different schedules
		In un-broken shift	Broken by 1 period off duty	Broken by 2 periods off duty	Broken by more than 2 periods off duty				
Total .....	575	99	158	45	24	326	214	35	
Housekeeper .....	4		2			2	2		
Linen girl .....	26	1	8			9	15	2	
Maid .....	177	10	39		1	50	120	7	
Waitress .....	144	39	38	33		111	15	18	
Counter girl .....	38	3	25		6	34	4		
Cook .....	39	20	8	3	4	35	4		
Kitchen girl .....	42	18	16	3	5	42			
Pantry, floor, or store-room girl .....	22	6	8	2	3	19	3		
Checker or cashier .....	22	1	5	4	3	13	7	2	
Cigar-counter, check-room, or elevator girl .....	25		3			3	19	3	
Telephone operator .....	36	1	6		1	8	25	3	

Of the 575 women reported in this industry only 326, or less than three-fifths, worked the same schedule each day of the week. There were 214 women who worked on two different schedules during any one week, while 35 women had three or more arrangements of their daily hours in the one week. The schedules of the women classed as kitchen girls were more regular than those of any other group of employees, for all of these women were reported as having had the same schedule each day in the week. For the maids and the cigar-counter, check-room, elevator, telephone, and linen girls, however, the uniform schedule was the unusual thing, the majority of the girls in each case working on two or more different schedules during the week. While over three-fourths of the waitresses worked on a uniform schedule, among them were found both the largest proportion and the largest number working under more than two different schedules during one week.

A sample of an exceedingly irregular week is given below in the schedule of one waitress:

Sunday—7 a. m. to 2 p. m.; 6 p. m. to 8 p. m.

Monday—off duty.

Tuesday—6.30 a. m. to 3.30 p. m.

Wednesday—6.30 a. m. to 12 m.; 5.30 p. m. to 9 p. m.

Thursday—6.30 a. m. to 3.30 p. m.

Friday—3 p. m. to 12 m.

Saturday—12 m. to 9 p. m.

In the restaurant in which this girl was employed there were six waitresses who worked on a uniform schedule throughout the week, while two women served as relief waitresses and worked an irregular schedule such as the one cited above.

Other workers had the same hours each day, but with each day broken by periods off duty which were longer than were necessary for rest and too short to be of any real use to the worker. Typical of such an arrangement in a restaurant which served three meals is the schedule of one woman who was on duty for breakfast from 7 until 9, free from 9 until 12, on duty from 12 until 2, free again from 2 until 6, and on for dinner from 6 to 8 in the evening. She was working only six hours a day, and that fact undoubtedly was taken into consideration in determining her wages, and yet she did not go off duty finally until 13 hours after her time of starting work in the morning. Such irregularity in the working part of the day means that all normal habits of life necessarily are thrown into confusion. Opportunity for personal affairs, for relaxation, and for recreation are limited by erratically arranged hours.

### Daily hours.

The irregularity of the restaurant workers' week has already been dwelt upon. Because of the fact that many women work on one schedule one day and on a different schedule on other days it is difficult to base a table of daily hours on the number of women affected. For that reason the number of work days reported is taken as the basis of information in those tables dealing with the day's hours, whether the number of hours actually worked, or the number of over-all hours, is taken into consideration. Thus one woman will appear in the table six or seven times, according to the number of days in her scheduled week, making the total number of employee days between six and seven times the number of women for whom scheduled hours were reported.

TABLE 18.—Length of the day's work in hotels and restaurants, by occupation

Occupation	Number of employee-days reported	Number of employee-days of—							
		Less than 5 hours	5 and under 6 hours	6 and under 7 hours	7 and under 8 hours	8 hours	Over 8 and under 9 hours	9 hours	Over 9 and under 10 hours
All occupations.....	3,802	46	115	652	1,818	458	315	371	27
Per cent distribution.....	100.0	1.2	3.0	17.1	47.8	12.0	8.3	9.8	0.7
Housekeeper.....	21		1	7	7		6		
Linen girl.....	179	4	12	16	102	32	7	6	
Maid.....	1,230	21	68	270	778	86	1	6	
Waitress.....	919	15	7	183	358	237	41	78	
Counter girl.....	243			2	120	43	78		
Cook.....	247		1	8	105		72	61	
Kitchen girl.....	267			7	114	14	36	96	
Pantry, floor, or store-room girl.....	141			9	54		42	36	
Checker or cashier.....	150	2	8	29	55	19	18	19	
Cigar-counter, check-room, or elevator girl.....	171	1		75	32	7	14	35	7
Telephone operator.....	234	3	18	46	93	20		34	20

The length of 3,802 workdays of the women employed in hotels and restaurants was recorded. Almost one-half (47.8 per cent) of the working days for this group of women were between seven and eight hours in length and none were as long as 10 hours. Over one-fifth were less than seven hours in length. These figures relate to the actual hours worked, any periods off duty, even as short as 15 minutes, having been subtracted from the total over-all hours. When an employer reported that his workers had a specified length of time for meals, if only 15 or 20 minutes and at no definite time, this was allowed in figuring the length of the working day. But in the case of women who ate their meals "on duty," no deduction from hours has been made. Actually these women did not work quite the full number of hours reported, for they were not, in fact, working while they ate, but no definite amount of time was allowed them, and they were subject to call.

The shortest schedules were those of the maids, over nine-tenths of the work days reported for this occupation being less than eight hours long. The longest days seemed most common for the various kitchen groups. More than one-half of the days of the cooks and practically one-half of those of other kitchen workers—women who were employed as cook's helpers, and vegetable, glass, or silver girls—were over eight hours in length. For the pantry girls, floor girls, and storeroom girls days of this length were found to practically the same extent as among the cooks.

But, on the whole, the length of time on duty was not excessively long for these women employed in hotels and restaurants. Less than a fifth of the employee-days were more than eight hours in length, but that does not tell all of the story and is not the only basis on which comparison should be made with the more regularly scheduled workers in factories, stores, or laundries.

#### **Over-all hours.**

It has already been mentioned that the hours of employees in hotels and restaurants often are distributed over a period of time considerably in excess of the actual time worked. Consequently, it seemed worth while to make a tabulation of the over-all hours—the number of hours between the time of first going on duty for the day and the time when the work for the day was finally over—similar to the table on actual working hours. This material is presented in Table 19.

TABLE 19.—Over-all hours of day's work in hotels and restaurants, by occupation

Occupation	Number of employee days reported	Number of employee days of which the over-all hours were—												
		Less than 5	5 and under 6	6 and under 7	7 and under 8	8 and under 9	9 and under 10	10 and under 11	11 and under 12	12 and under 13	13 and under 14	14 and under 15	15 and under 16	16 and over
All occupations.....	3,796	31	83	167	435	1,220	491	355	224	172	418	83	72	45
Per cent distribution.....	100.0	0.8	2.2	4.4	11.5	32.1	12.9	9.4	5.9	4.5	11.0	2.2	1.9	1.2
Housekeeper.....	21		1		7	7	6							
Linen girl.....	179	4	9	6	26	90	26	12				6		
Maid.....	1,230	21	67	32	281	765	39		19	6				
Waitress.....	913		6	16	59	163	114	7	54	102	333	59		
Counter girl.....	243				1	16	60	135	31					
Cook.....	247			7	1	53	75	78	8	7	6	12		
Kitchen girl.....	267					42	71	78	44	13	19			
Pantry, floor, or storeroom girl.....	141					1	37	25	31	15	26	6		
Checker or cashier.....	150	2		14	8	21	31	20	1	13	33			7
Cigar-counter, check-room, or elevator girl.....	171	1		42	38	14	11			8	1		42	14
Telephone operator.....	234	3		50	14	48	21		36	8			30	24

Again the day's work is taken as the basis, because the over-all hours, like the actual working hours, often vary from day to day in the week. For some women the day's work was compactly arranged, and there were over-all schedules of less than 5 hours. On the other hand, there were working days spread over a period of 16 hours or more. The number of over-all hours existing most frequently was 8 but less than 9, with 32.1 per cent of the working days falling in this classification. However, there were, all told, not far from four-tenths of the days on which the over-all schedules amounted to at least 10 hours.

The only occupations for which over-all hours of 16 or more were reported were those of cashiers and telephone and elevator operators, and yet these do not represent the groups in which over-all hours of 10 or over were most common. In regard to the length of the over-all hours the various restaurant groups show marked contrast with those groups which might be roughly classed as housekeeping. In the following restaurant occupations, the specified percentage of the working days had over-all hours of 10 or more:

Pantry, floor, or storeroom girl.....	73.0
Counter girl.....	68.3
Waitress.....	60.8
Kitchen girl.....	57.7
Cook.....	44.9
Checker or cashier.....	44.7

For none of the housekeepers were over-all hours of such length reported, while only a tenth of the workdays of the linen girls and 2 per cent of the days of the maids had such over-all hours. The over-all hours for the women employed in kitchen or dining room were, on the whole, slightly longer than those of the other employees, although for the check-room girls and telephone and elevator operators there was a very considerable proportion with over-all hours of 10 or more.

### Weekly hours.

The week's work of hotel and restaurant employees is affected by the fact that all hotels and many restaurants offer service to the public seven days a week. Some restaurants are closed on Sundays, and in such the workers obviously have only a six-day week. In other establishments, even though the same service is offered on Sunday as on other days of the week, the work is so arranged among the various women that each has one day free during a week or one day off during a longer period of time. In some establishments the Sunday hours may be shorter than those for other days of the week.

In Oklahoma there was not much evidence of consistent planning for one day's rest in seven. Over two-thirds of the women in hotels and restaurants worked seven days a week. Somewhat less than

three-tenths of them regularly worked only six days (Appendix Table XX), while the few remaining had a half day off each week. Part of the women included as working seven days had one day off in periods longer than a week, that is, in two weeks or a month. Fewer of the housekeeping workers and the telephone operators than of women in any other occupation had time off each week. Between 35 and 40 per cent of the counter girls, cooks, and kitchen help worked seven days a week.

The weekly hours of the women employed in hotels and restaurants are given in Appendix Table XXI. There were 23 women of the 568 reported who worked different hours on alternate weeks, the difference being such as to bring their week's hours in different frequency groups of the table. In taking account of these women, their number was divided, one-half being put in the lower group and one-half in the higher.

Practically one-half (48.1 per cent) of the women reported in hotels and restaurants had a scheduled week of more than 48 but less than 54 hours. The next largest group was composed of 16.4 per cent of the women, employed for between 44 and 48 hours. A few (8.3 per cent) had weeks of more than 54 hours. There was greater variation in the hours of the waitresses than of any other one group of workers. For almost one-sixth of these women less than 44 hours constituted a week's work. On the other hand, practically one-fourth had a week of between 48 and 54 hours, over one-tenth worked 54 hours, and close to one-fifth had a week of between 54 and 60 hours. The kitchen girls had rather longer hours than had the women employed in most of the other occupations. None of these women was scheduled for a week as short as 44 hours, while 15 of the 42 reported were expected to work between 48 and 54 hours, and 16 had a week of 54 hours. None of the maids was scheduled to work as many as 54 hours a week.

### **Meal periods.**

In no respect are the hours of hotel and restaurant workers as definite as the hours of women who work in factories. In most instances a factory or a laundry stops all work at the middle of the day to allow time for lunch. Power is shut off, and work ceases. No such arrangement is possible for the workers in the various occupations in a hotel or restaurant. Sometimes the women are allowed periods of from 20 minutes to an hour in length, either at a definite scheduled hour or when they can find the free time; in other instances they are expected to eat in the relatively long free periods between shifts often found in the schedule of the hotel or restaurant employee; or they may have to eat on duty, whenever they can find the opportunity, despite possible interruptions.

In dealing with this subject the same reasons exist as in the case of daily hours for using the working day rather than the worker as the unit, and the tabulations were made on that basis.

In almost two-thirds of the daily schedules definite meal periods were allowed for any meals which fell within the total over-all hours, although for one-third of these the time allowed was only 20 minutes. On one-tenth of the working days any meals necessary were to be eaten within long periods between shifts, while on 16.4 per cent of the days the women were expected to eat part or all of their meals on duty. The waitresses were more commonly expected to snatch their meals as they could than were any other group of employees, for on two-fifths of the waitresses' days any meals which fell within the over-all hours were to be eaten on duty, while on others some of the meals falling within the over-all were eaten on duty. On less than two-fifths of the waitresses' days were regular meal periods allowed throughout. To a considerable extent the counter girls also were expected to eat on duty. Although regular lunch periods were not common for telephone and elevator operators, in most instances they ate during the free periods between shifts or they had a single shift short enough so that no meal period necessarily fell within it.



## PART V

### WORKING CONDITIONS

The conditions of the plant in which a worker must spend eight or more hours a day have a tremendous effect on the health and vitality of the worker. Because of their relation to the employee these same conditions undoubtedly do much to affect the general efficiency of the whole establishment. The scientific industrial engineer can not stop his study of plant efficiency when he has figured out the best technical methods of getting maximum production. He must visualize his plan in action to discover whether he is likely to meet with obstacles which may upset his theoretical calculations. At this point he is confronted with the realization that he is dealing with human beings as well as with machines and that upon the human element depends the ultimate success or failure of his project. He must take into account the effect upon the worker of the monotony and speed of industry, of cramped positions at work, of eyestrain, and of faulty ventilation. Well-planned lighting and ventilation systems, comfortable posture at work, satisfactory sanitary and service facilities relieve the strain incident to industry and assist in maintaining the vitality of the worker.

The experience of the Women's Bureau indicates that there are many plants in which intelligent attention has been given to the comfort of the workers. Other employers are anxious to better conditions in their plants but are unacquainted with the best methods of meeting their problems. However, there are always many employers of the type to whom the "force of law" alone appeals. Neither the examples of the enlightened employer nor educational campaigns are sufficient for these, and some recognized authority is needed to get any results.

#### GENERAL PLANT CONDITIONS

##### Arrangement of rooms.

Crowded workrooms make work more difficult. In five of the restaurants visited, kitchens were reported as being too crowded for comfort or easy operation.

In stores, floor space was often taxed to capacity. Congestion in aisles was caused sometimes by tables placed in the middle, but the more serious problem was that of the size of the space allowed behind counters for the saleswomen. It was often impossible or difficult for two workers to pass in getting to stock. There were 37 stores visited

which provided seats behind the counter for the use of the women when not waiting on customers. In 25 of these stores, the space behind the counter was so narrow that any worker who might have been resting would have had to get up to enable another to pass.

Of the 76 factories and laundries visited, there were 27 in which the aisles were either narrow or obstructed. Sometimes the crowding was due to an attempt to find place for more working units than the floor space warranted, and sometimes merely to bad arrangement of machinery or work tables in the space available. In some instances, aisles were obstructed by piles of work or materials.

### Stairways.

In all, 100 establishments with stairways were visited. In 5 cases the stairs were winding, with triangular treads; in 15 the stairs were too narrow to permit two people to pass; in 9 the stairs were so steep as to be a hazard; in 11 no artificial lighting was provided on the stairways though some of these lacked natural light; and in 14 handrails were defective or lacking. The State law provides that there be handrails on all factory stairways;<sup>1</sup> of the 22 stairways without handrails, 9 were infractions of the State law, the other 13 instances being in establishments outside the factory group.

### Condition and material of the floors.

In general the condition of the floors in hotels and restaurants was good. Unfortunately, the tile and cement floors that have been adopted in many kitchens and dining rooms because of the ease with which they can be cleaned are fatiguing to the workers who have to stand or walk on them all day. In the hotels or restaurants visited, 32 nonresilient floors were reported, 16 of tile and the rest of cement or composition. Waitresses who had to walk back and forth over these hard floors continually complained of trouble with their feet. Of such floors one waitress said, "They seem to burn right through your shoes," and to get away from tile floors she had gone from a good job to one with less pay. It was the opinion of another waitress that no one could endure more than four or five years of constant work on hard floors. There were 21 kitchens or dining rooms visited with floors less rigid, of wood or linoleum.

In 59 factories and laundries floors of concrete, tile, or brick were found. Of these there were 15 in which the situation had been relieved by providing wooden platforms or rubberoid strips for the women to stand on.

In the factories visited there were 34 instances of unsatisfactory floors, that is, where they were in poor repair, uneven, wet, or sticky. In one of these there was an open drain running across the floor.

<sup>1</sup> Revised laws of Oklahoma, 1910, sec. 3749.

### Cleaning.

In Oklahoma, where industry is of a recent date, establishments relatively small, and buildings fairly new, there is less excuse for a low standard of cleanliness than in States where the overgrown industries are struggling with a legacy of century-old buildings and so must make a far greater effort to get a minimum result.

In hotels, restaurants, and stores visited during the survey in Oklahoma, workrooms were generally clean. This situation can be accounted for by the fact that this type of establishment is directly in contact with the public, which demands cleanliness at least in the portions of the building frequented by patrons. In Oklahoma City especially, the high standards in the hotels and restaurants were maintained by frequent inspections by the health department. The establishments which are inspected regularly are rated on a percentage basis, and the ratings for each published in the papers. Those restaurants which had a particularly high record were most anxious to display their rating card. Walls and ceilings were reported as clean in all of the stores, hotels, and restaurants visited. The other 93 establishments, including manufacturing plants, laundries, and telephones, also had a good record in this respect, for only 8 were found with walls, and 10 with ceilings, obviously dingy and dirty.

Reports on the scrubbing showed that in all the hotels and restaurants the practice was to scrub once a day, or oftener if necessary. Of 89 establishments in other industries, reports showed 19.1 per cent with no scrubbing at all; 31.5 per cent with no definite plan—which might mean frequent or occasional scrubbing or none at all; and 25.8 per cent with a scrubbing regularly once a week. In 9 per cent floors were scrubbed once a day or oftener, and it is pleasing to note that of the 16 food-manufacturing plants, slightly more than one-third, fell into this group. On the other hand, one of the firms engaged in the preparation of food had no system, while in another floors were scrubbed once a month—very inadequate and unsatisfactory methods for places where food is handled and where the utmost cleanliness should be observed.

### Heating.

As this survey was made during the months of May and June, very little can be said on the subject of heating. A State like Oklahoma which has such enormous natural gas resources furnishes its industries with a cheap, easy method for heating, and there should be little excuse if the plants are not comfortable during the cold weather.

### Ventilation.

Of far greater interest to the workers than the question of keeping warm in winter in a State where the summer heat is intense for many months is that of ventilation. Some industries require much more ingenuity than others in solving their problems, and many employers had put real thought into it. Revolving and exhaust fans were common, and there were a number of well-arranged artificial systems.

A conspicuous example of heat coincident with the industry is found in the glass plants. When the women are at work taking the product off the leers, even though they are not in the furnace room itself, they encounter tremendous heat in summer. In several places ventilators had been installed to draw off the heat as it emerged from the end of the leer, but as there were no exhaust fans this did not alleviate the situation as much as it should have done.

Laundries offer a constant ventilation problem; in them there is not only the question of heat but the added problem of reducing humidity. The laundrymen in Oklahoma, with few exceptions, had taken this problem into consideration. Of the 32 laundries visited, only 6 had made no provision for reducing heat and humidity. The other 26 had made some efforts, ranging from the installation of small revolving fans to the use of complete cooled-air systems. Exhaust fans high in the walls and ceilings, and hoods over the flat-work machines and washing machines are most important in regulating the humidity in a laundry. As indicative of what can be done with a difficult situation, such as a basement washroom, is the following, taken from one of the reports:

Ventilating system consists of long shaft with square openings near the ceiling over the washing apparatus. Hoods over each flat work machine connect with this. Exhaust fan on the roof draws out all the steam. Room was remarkably free from steam and was cool on an excessively hot day.

As a contrast is the next description, which would lead one to think that the employer cared little for the comfort of his workers:

Hot. Windows few and small, exhausts not sufficient.

Ceilings less than 10 feet in height make satisfactory ventilation almost impossible. In 3 of 44 factories visited and in 2 of 32 laundries low ceilings were reported. On account of the heat and steam from the work itself, conditions in the latter plants were particularly objectionable. In several stores there were balconies or basements where ceilings were too low for satisfactory ventilation.

In the plants visited there were 19 rooms entirely without any outside windows. In 10 of these artificial ventilation systems served to supply fresh air and keep it in motion, and for these 10, ventilation was reported as satisfactory in spite of the lack of direct outdoor ventilation. For the ventilation of the other 9 rooms, however, no

provision had been made, and they were entirely dependent upon such circulation of air as naturally occurred through doorways from adjoining rooms. It is scarcely necessary to call to the attention how unsatisfactory such a system is.

### **Lighting.**

In a general survey such as this the highly technical subject of lighting can be given only a cursory consideration and a few of the obvious cases treated. That adequate light should be furnished not only for the comfort of the worker but also because of its effect on production should need no lengthy dissertation. For manufacturing purposes the modern factory windows with their large illuminating areas are by far the best. Of the manufacturing plants visited, 15 had such windows, and 4 laundries made similar provision. Wherever the plant is only one story high, or in workrooms on the top floor of a building, overhead windows make it possible to supplement the inadequate light from the sides and to brighten the interiors of large rooms. Of the manufacturing group, 34.1 per cent of the plants had some form of overhead lighting, such as skylights and monitor or sawtooth roofs, while practically three-fifths of the laundries had thus supplemented the light from the side windows. However, 15 establishments showed rooms with no windows at all.

Where there is not enough natural light, it is such an easy matter to offset this lack by good artificial lighting that there is little excuse for not doing so. Too often, however, it is considered sufficient just to provide an artificial light of some sort, little attention being paid to the arrangement of the fixtures with relation to the work and the operator's eyes. An unshaded bulb may be responsible for much spoiled work as well as considerable illness resulting from the strain of looking into such a light. Except for a few instances where there was an insufficient amount of light, most of the unsatisfactory artificial lighting which was found was due to the glare from badly hung, unshaded lights. In those parts of the stores, hotels, and restaurants which cater to the public, the lighting is usually very good, but behind the scenes in the workrooms one encounters the glare from brilliant lights which shine directly into the worker's eyes. Glare or reflection was reported in 27.3 per cent of the establishments scheduled. A trifle under one-third of these plants were laundries, a similar proportion were stores, hotels, and restaurants, and the rest were distributed throughout the other industrial groups.

### **Seating.**

There are few jobs where the work can not be so arranged or a chair so adjusted that the operator may sit, at least part of the time, as she works. It takes careful thought and study to plan the chair best adapted to the individual operation, and no one chair can be

made to serve all purposes in a factory. Variation not only in the needs of the job but in the individual must be considered, so that a chair built for a particular machine or table should be capable of adjustment for the persons of different heights who may have to use it. It must be remembered in studying factory seating that the work chair should be distinct in type from the rest chair. Of interest at this point is the following opinion of one of our leading industrial engineers:

The ideal work chair is of such a height that the worker's elbows will bear the same relation to the work place when he is sitting as they would if the work place were adjusted for him to do standing work.<sup>2</sup>

The best and most scientifically constructed chair will often be discarded because of a badly arranged worktable. The discomfort of a board 6 or 8 inches wide running along the side of a table, leaving no space for knees and forcing the worker back from the table into a strained position, is often greater than the discomfort of standing.

The law of Oklahoma provides that:

Every employer in any manufacturing, mechanical, or mercantile establishment, or workshop, laundry, printing office, dressmaking or millinery establishment, hotel, restaurant, or theater or telegraph or telephone establishment and office, or any other establishment employing females shall provide suitable seats for all female employees and permit them to use such seats when not engaged in the active performance of their employment.<sup>3</sup>

The part of the law which requires that seats shall be provided is more easily enforceable than the clause regarding the use of seats, and the extent to which the workers are permitted to use seats is something which varies with the attitude of the individual employer. The remarks of a worker in a store may serve to show how the spirit of the law may be evaded:

In the three months I have worked there I think I have sat down only once, for more than a minute. I was so dead I just couldn't stand up, but I felt as though I were committing a crime when I sat down. If we do sit down a floorman or floorlady will come along and say "I think I would change this and put it here." Then you have to change everything around, and there is no time to sit.

Although many stores had no definite rule against the use of seats, according to the reports on this subject, the employees were not encouraged to sit down. The following statements from schedules indicate varying attitudes on the part of store managers:

Girls are instructed not to tire themselves by constant standing.

The man in charge on the first floor absolutely refuses to allow the girls to sit down, though the ones on the second floor are allowed to sit.

Girls were not observed using seats, even though there were few customers on a rainy day.

<sup>2</sup> Gilbreth, Frank B., and Gilbreth, Lillian M. *Fatigue study* . . . ed. 2, New York, Macmillan Company, 1919, p. 91-92.

<sup>3</sup> Oklahoma Acts of 1919, ch. 163, sec. 3.

In all of the telephone exchanges visited a suitable seat was provided for every operator.

The information obtained on seating in factories and laundries is given in Table 20.

TABLE 20.—*Provisions for seating in establishments visited*

Industry	Position of women when operating	Number of establishments reported	Number of establishments providing—			
			No seats	Chair with back	Bench or stool	Box
Manufacturing.....	(Sitting.....)	130		19	14	4
	(Standing.....)	131	17	5	8	3
	(Sitting or standing.....)	119		7	13	3
Laundries.....	(Sitting.....)	20		19	1	-----
	(Standing.....)	132	24	6	5	1
	(Sitting or standing.....)	127		4	22	2

<sup>1</sup> Details aggregate more than total because some firms appear in more than one group on account of lack of uniformity in plant conditions.

Frequently there is no uniformity in the type of seat provided within the same plant, some of the girls sitting on chairs with backs, others on stools or boxes. There were 30 factories and 20 laundries in which some of the women sat all day at their work. For these women who regularly sat at their work 19 of the manufacturing establishments and 19 of the laundries provided chairs with backs for at least some of the women. In 18 of the factories some or all of the women engaged at sitting occupations had only stools, benches, or boxes to sit upon, none of these offering any possibility of support to the back. Only one of the laundries failed to supply seats with backs for those women who sat all day. The woman who is obliged to sit all day on a stool or box is placed under an unnecessary strain.

For those women who must stand at their job there should be an adequate number of chairs so placed that the worker may sit down whenever work is slack or running so smoothly as to require only intermittent attention, or when for any reason there is some slowing down. The only requirements for such a seat are that it be comfortable and easily put out of the way when the worker returns to her machine. Of 31 factories with women employees who regularly stood at their work, 17 provided no seats for these women and 5 supplied an insufficient number of seats. In other instances the type furnished was not suitable. Of 32 laundries employing women who stood continuously, 24 provided no seats at all for their use.

When it is possible for a worker either to sit or stand at her job the situation is more satisfactory. Some firms arranged for an interchange of workers on the jobs which required constant sitting and those which required constant standing, so that these women had the benefit of change of position. In other cases it was possible either to

sit or to stand at the same job. In 19 manufacturing establishments and 27 laundries at least a few of the women stood part of the time and sat part of the time during their day's work.

### SANITATION

Of tremendous importance to the health of the worker is the question of plant sanitation. The need for stressing this point of plant sanitation arises from the fact that many employers fail to realize the necessity for maintaining high standards of sanitation not only in the matter of ventilation but in the installation and maintenance of drinking, washing, and toilet facilities. Too often these facilities are installed without careful thought as to their type or adequacy.

#### Drinking facilities.

A conveniently located supply of cool drinking water is essential for workers in all industries. The requirements for such a standard are cool, pure water easily accessible to all parts of an establishment, together with individual cups or sanitary bubble fountains.

The survey in Oklahoma revealed that in 54 of the 138 factories, stores, laundries, and telephone exchanges visited an effort had been made to look after the comfort of the workers in this respect, water from bubble fountains, or with individual cups, being supplied. In 79 establishments, however, the common drinking cup was found, in spite of a State law prohibiting the use of the common cup.<sup>4</sup> Seven of the establishments which provided common drinking cups were stores where the cup was shared with the public as well as with other workers, this situation being even more undesirable. In eight other establishments no cup was furnished and the workers were expected to bring their own. In one establishment the workers had to go to a pump in the yard for water, and in another an open pail with common dipper was the only source of supply.

There were 27 plants with bubble fountains. Unfortunately only two of these had sanitary fixtures, that is, those in which the stream of water does not flow back on the orifice from which it emerges. Bacteriological investigation of the hygiene of the bubble fountain has proved that the bubble fountain is not satisfactory unless the water emerges at an angle of from 15° to 60° from the vertical and the orifice is adequately protected from contact by a collar. The National Safety Council recommends 30° from the vertical as the most satisfactory angle. The very fact that all bubble fountains

<sup>4</sup> "The use of the common drinking cup in public places, such as parks, streets, schoolhouses, hotels, factories, workshops, libraries, common carriers, and all other places, is hereby prohibited." Digest of laws prohibiting the use of the common drinking cup. Compiled October, 1924. New York General Health Bureau, p. 22, rule 63.

were originally hailed as sanitary drinking facilities makes it more important that the distinction between the satisfactory and unsatisfactory types be stressed.

In a region with a long summer, some means of cooling the water is almost necessary to satisfy thirst. The system of ice coils around the tank is more hygienic than the custom of placing the ice directly into the water, and in only 34 establishments was the water cooled indirectly.

In hotels and restaurants, for the most part, there is an abundant supply of water available, as well as of individual drinking cups.

### **Washing facilities.**

Sanitary and adequate washing facilities for workers in industrial plants aid in the protection of the health both of the employee and the consumer. Frequent washing of hands is necessary in some occupations, but all workers no matter on what sort of job they are engaged should have a reasonable opportunity for washing before meals and at the close of the day. While the arrangements need not be elaborate, they should include a sufficient number of conveniently located faucets, preferably over troughs, with hot water, soap, and individual towels. Table 21 shows the number of establishments and the number of women working in plants where the washing facilities were inadequate on one score or another.

There were only seven establishments, employing 69 women, in which no washing facilities were provided. In almost a third of the factories visited at least part of the sinks or basins provided were dirty. In the other industries a considerably smaller proportion of establishments were reported as having basins which were not clean. In almost two-thirds of the factories and in one-half of the laundries, no hot water was provided for the workers' convenience. Practically one-fifth of all the establishments visited failed to provide soap, the principal delinquents in this respect being the factories and laundries. Containers of liquid soap were provided in 15 establishments. In 46 plants, employing over one-fourth of the women reported, no towels were provided for at least some of the women workers; in 86 other plants, employing over three-eighths of the women, common towels were supplied.

In establishments where food is prepared, sanitary washing facilities are of even greater importance than in other types of factories or in stores or laundries, for the conditions in these plants may have a direct bearing on the public as well as on the worker. Of 16 establishments engaged in the preparation of food there were 10 in which no hot water was furnished, 5 with no soap, 2 which made no provision for towels, and 12 which supplied common towels for their employees.

TABLE 21.—*Inadequacy of washing facilities, by industry*

Industry	Number reported		Number of establishments with unsatisfactory washing facilities for part or all of the women employees and number of women employed therein															
			None furnished		Shared with public		Location not convenient		Not clean		No hot water		No soap		No towels		Common towels	
	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en
All industries.....	172	4,130	7	69	37	786	15	447	25	514	98	2,189	36	862	46	1,093	86	1,538
Manufacture of food products.....	16	415					6	253	5	114	10	279	5	149	2	54	12	302
Miscellaneous manufacturing.....	28	650	6	66			1	4	9	222	19	515	10	248	13	449	10	118
Laundries.....	32	707					1	26	4	97	16	405	15	386	23	490	9	217
Stores.....	45	990			20	498	1	8	4	64	41	827	1	15	1	25	36	665
Hotels and restaurants.....	34	591			17	288	6	156			5	72	4	57	4	59	14	255
Telephone exchanges.....	17	777	1	3					3	17	7	91	1	7	3	16	5	31

The common towel is an undesirable arrangement even when every attempt is made to furnish an adequate supply, but it is apparent that the situation is made even worse when towels are not frequently changed or when a large number of persons must use one towel. When a towel is changed once or twice a week and must be used by over 20 women, or when towels are changed at irregular intervals, "when necessary," the problem is obviously more serious than when fresh towels are put up two or three times a day and when a towel has to serve less than 20 people. So far as economy by the firm is concerned, it would be as easy to furnish a towel to each worker once or twice a week as to furnish a common towel to a small number of women and change it frequently, and the arrangement would have the advantage of being much more sanitary.

Of the 46 establishments in which there were women for whom no towels were supplied, 23 were laundries. In these places it was customary for workers to use as towels the net bags in which clothes are placed or the articles sent to be laundered.

In stores the common towel is often more unsatisfactory than in factories or laundries, because washing facilities are too frequently shared with the public. There were 36 stores supplying their workers with common towels. Of these there were 9 in which the towels were supplied for the women employees and the public to use in common. When one towel is furnished daily to be shared by from 4 to 30 women and the public, or when two towels a day are expected to serve the needs of from 9 to 60 women in addition to the public, the situation is obviously unsatisfactory from the point of view of hygiene and of convenience.

### Toilets.

The labor laws of Oklahoma provide that:

Every employer in any manufacturing, mechanical or mercantile establishment, or workshop, laundry, printing office, dressmaking or millinery establishment, hotel, restaurant, or theater, or telephone or telegraph establishment and office, or any other establishment employing females, shall provide adequate and suitable toilet facilities for such employees.<sup>5</sup>

In addition, another section of the labor law provides that in every factory, manufacturing establishment, or workshop where women are employed, separate toilets shall be provided for the women workers.<sup>5</sup>

In Table 22 figures are given on the number of persons served by one toilet facility, as well as on what groups used them.

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<sup>5</sup> Oklahoma. Acts of 1919, ch. 163, sec. 3; revised laws of Oklahoma, 1910, sec. 3750.

TABLE 22.—Adequacy of toilet equipment, by industry

Industry	Total number of establishments	Number of establishments with facilities serving—				Number of establishments in which 1 toilet facility served—										
		Women employees only	Men and women	Women and public	Men, women, and public	15 persons or less				16 but less than 25 persons			25 but less than 50 persons		50 persons or more	
						Women employees only	Men and women	Women and public	Men, women, and public	Women employees only	Women and public	Men, women, and public	Women employees only	Men and women	Women employees only	
All industries...	<sup>1</sup> 172	132	10	<sup>2</sup> 38	2	96	8	33	1	26	5	1	10	2	2	
Manufacturing .....	44	40	3	1		31	1	1		8			1	2		
Laundries .....	32	32				19				9			4		1	
Stores .....	45	28		<sup>2</sup> 19		22		14		3	4		2		1	
Hotels and restaurants	34	20	3	17	2	17	3	17	1	1	1	1	2			
Telephone exchanges	17	12	4	1		7	4	1		5			1			

<sup>1</sup> Details aggregate more than totals because some establishments appear in more than one group on account of lack of uniformity in plant conditions.

<sup>2</sup> Includes one firm for which number of persons per seat was not reported.

The law states that "adequate" toilet facilities shall be provided, but does not say what the standard of adequacy shall be. The Women's Bureau has taken the stand that toilet equipment is adequate when there is one facility to every 15 women employed. Of the 172 establishments visited, 104 came up to this standard with 15 persons or fewer to each facility, although in 9 instances the same toilet was used by both men and women. In 34 establishments the average number of employees per seat did not exceed 15, but the same equipment was at the service of the public as well.

The standards of the telephone exchanges are somewhat better than the figures in the tables would indicate, since workers on night shifts, the number not known, are included in figuring the number of women to each facility.

There were 12 establishments in which toilets were shared in common by both sexes. However, the unsatisfactory situation in which the women employees had to share toilet rooms with the public was much more common. There were 40 establishments in which this condition obtained. This practice, which was common in stores as well as in hotels and restaurants, works a considerable hardship on the employees. One woman summed up the situation when she said "When the public uses the toilets, it crowds the place and we are kept waiting. Then we are called down for staying away from work so long."

In considering whether conditions in regard to toilet equipment are satisfactory or not, the following items must be taken into consideration: Convenience of location; screening in such a manner that the seat can not be seen from the workroom when the toilet room door is open; cleanliness; lighting; and ventilation. Table 23 gives a summary of the conditions existing in the establishments visited.

TABLE 23.—Condition of toilet equipment, by industry

Industry	Number reported		Number of establishments with toilet equipment unsatisfactory in part or throughout and number of women employed therein																			
			Room not convenient		Room not screened		Room not ceiled		No artificial light provided		No outside ventilation				Room not clean		Cleaned by workers employed for other work				No provision made for scrubbing	
	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	No artificial ventilation		Artificial ventilation		Es-tab-lish-ments	Wom-en	Swept		Scrubbed		Es-tab-lish-ments	Wom-en
											Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en			Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en		
All industries .....	172	4,180	35	860	36	660	26	419	35	786	30	540	29	793	18	253	43	506	33	368	8	56
Manufacturing .....	44	1,065	15	430	6	82	5	86	14	374	3	17	6	194	11	178	16	247	13	154	4	35
Laundries .....	32	707	4	146	16	363	18	308	18	398	14	242	4	150	7	271	4	54	12	141	12	141
Stores .....	45	990	1	8	3	97	3	25	-----	-----	-----	-----	-----	-----	-----	-----	9	73	4	37	-----	-----
Hotels and restaurants .....	34	591	14	273	11	118	-----	-----	1	5	6	114	14	314	1	12	1	13	1	13	2	14
Telephone exchanges .....	17	777	1	3	-----	-----	-----	-----	2	9	3	17	2	14	2	9	5	32	3	23	1	3

Establishments in which any undesirable condition was found are listed, even though the situation may have varied throughout the plant and other equipment may have been satisfactory in that particular respect. Any toilet room was considered to be inadequately lighted if no artificial light was provided, because the small window so often encountered does not give sufficient light on dark days or during the early and late hours of winter work days. But the situation was certainly bad when 14 of the 35 toilet rooms which had no artificial light were also without any window.

In over one-third of the establishments there were toilet rooms with no outside ventilation, and of these 30 had no ventilating flue or other artificial means of ventilation, being dependent for air on what came from hall or workroom when the door was opened.

Although a large percentage of firms had regularly paid cleaners, in 43 cases the sweeping and in 33 cases the scrubbing of toilet rooms had to be done by workers who were employed for other jobs. This is an obviously unsatisfactory arrangement; during a busy time in the plant either the cleaning is neglected or the employee must stay after a long working day in order to get it done. A woman employed in a food manufacturing plant stated that the women often had to stay on Saturday afternoons to clean the toilet. In another such establishment the women swept the toilet rooms, but, as they would not take the time to scrub, it was not scrubbed at all and the room was filthy. In view of the fact that the regular employees were responsible for sweeping the toilet rooms in 43 establishments, and even for scrubbing them in 33 establishments, it is rather surprising that in only 18 instances were the rooms reported as dirty.

The number of toilet rooms where there were no inclosing partitions around the toilet seats or where there was no door in front of the seat was astonishingly large. Of the 1,772 women employed in the manufacturing and laundry groups, 44.6 per cent did not have the privacy in toilet rooms afforded by separately inclosed seats.

#### **Uniforms.**

It is gratifying to note that of the women working in the establishments where food stuffs were manufactured or served, four-fifths were required to wear some kind of uniform. The types ranged from caps, rubber aprons, or wash dresses to more elaborate uniforms. Of the 567 women who were required to wear some type of uniform, 73.5 per cent had to supply their own uniforms and 56.6 per cent were responsible for getting them laundered. When a uniform costs from \$1.50 to \$2 and when a girl must have two or three uniforms, or pay to have a clean uniform daily at a cost of 30 cents a day, these items of expense amount to a hardship.

TABLE 24.—Use of uniforms in establishments engaged in the manufacture or serving of food, by industry

Industry	Number reported		Number of establishments requiring the wearing of uniforms and number of women required to wear them									
			Total				Supplied by—				Laundered by—	
			Company		Women		Company		Women			
	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ments	Wom-en	Es-tab-lish-ment	Wom-en
All industries .....	1 44	709	38	567	12	150	37	417	21	240	27	321
Manufacturing .....	16	415	12	319	5	86	8	233	8	169	4	144
Meat, poultry and dairy products .....	6	187	6	117	2	8	5	109	4	100	2	11
Other food .....	10	228	6	202	3	78	3	124	4	69	2	133
Hotels and restaurants .....	1 28	294	26	248	7	64	29	184	13	71	23	177
Kitchen .....	16	97	11	58	2	19	9	39	6	2 30	5	28
Dining room .....	27	197	15	190	5	45	20	145	7	41	18	149

<sup>1</sup> Details aggregate more than total because some establishments appear in more than one group.

<sup>2</sup> Includes one firm which laundered two uniforms per week, but women needed at least three or four.

There were only two other considerable groups where any requirements were made in the matter of dress. Of the 176 maids in hotels, 111 were required to wear aprons or special dresses. Although all furnished their own, for 47 of them the laundering was done by the employer. In 7 of the 32 laundries it was stipulated that the women were to wear wash dresses or aprons. While in all of these cases the laundering was done by the company, in only one were the aprons furnished by the firm. None of the plants visited required uniforms as a safety measure, although several laundries asked that the women wear no flowing sleeves or ribbons.

#### SERVICE ROOMS

It is not unreasonable to expect that establishments employing women should provide a place where they may eat their lunch, hang their wraps, and have comfortable chairs and cots on which to lie down when they are ill or overtired. Yet in Oklahoma the provisions for these conveniences were very meager.

#### Lunch rooms

The desirability of providing workers with hot, nourishing lunches has received little attention throughout the State. Most workers had either to eat a cold lunch in the room where they spent all of their working hours or to find some place outside the plant. Where the lunch hour is long enough and distances are not too great, many workers prefer to go home for lunch, but for the large proportion

this is ordinarily not feasible. In only five establishments, three of which were telephone companies with excellent and attractive cafeterias, were there lunch rooms in the plant where meals were provided at a low cost. Three other firms served coffee to their employees free of charge. As the total number of women employed in these three firms was 79, and as 38 of them received this hot drink in winter only, this number is almost negligible. In 11 establishments some type of cooking convenience was provided, and the employees themselves were able to cook or heat food. Rooms provided with tables and chairs where the workers could eat the lunch which they had brought with them were found in 38 other plants. These rooms, although often neither comfortable nor attractive, were at least a change from the workrooms with their insistent reminder of the daily grind.

Hotels and restaurants, with their many kitchen and dining-room workers whose meals are counted as part of their wages, are in a group by themselves. These women all had their meals in the rooms in which they worked. Such an arrangement in the case of many of the workers in the dining rooms, who must jump up while eating their own meals in order to serve customers, is most unsatisfactory. Seldom was any provision made for the other women workers in the hotels—telephone and elevator operators, linen-room workers, and maids. In only two firms, employing but 14 women in this capacity, was there a room set aside where these workers might eat. The query as to where the maids ate their lunches often brought the response, "Oh, they sit on the stairs or eat in the toilets." That any workers should be expected to sit and eat their lunches on cement stairs in a cold, drafty hallway, or on the floor of the toilet room, shows a striking disregard for comfort, if not decency.

#### **Rest rooms.**

A worker who has become fatigued to a point where she can not keep on with her work, but must go home in order to lie down, causes loss of time and output for her employer and of money from her pay envelope. Many employers recognize that such loss can be reduced by providing a room with a comfortable cot so that the worker may lie down for a short time and return to her work. A worker need not be utterly fatigued to appreciate this opportunity for a rest; to be able to stretch out during the noon hour or for a very short period at some other time may keep her from reaching the stage of complete exhaustion. In many cases in Oklahoma, a few broken-down wooden chairs, a hard bench with a one-half inch pad, or a lumpy, dirty couch was the equipment optimistically regarded as sufficient to constitute a rest room. On the other hand, there were some exceedingly comfortable and attractive rest rooms. An ideal arrange-

ment found in several of the telephone exchanges was a system of two rooms—one a recreation room and the other a darkened room with cots for quiet resting only. Such an arrangement is practical only where large numbers are employed. The summary below indicates to what a considerable extent Oklahoma firms have failed to make any provision for rest rooms:

*Establishments providing no rest rooms*

Industry group	Establishments	Women
Total .....	113	2, 225
Manufacturing .....	38	1, 011
Laundries .....	32	707
Telephone exchanges .....	8	41
Mercantile .....	12	114
Hotels and restaurants .....	23	352

Rest rooms were provided in only 59 establishments, and in 15 of these there was no couch nor cot. The largest proportion of the 1,799 women employed in these 59 establishments were in the telephone exchanges or stores. In the manufacturing group only 6 firms employing 54 women, and none of the laundries, made an effort to provide a rest room, although some which had no rest room did have cots or couches where the workers could be taken care of in the event of illness.

In six hotels rest rooms were provided for only certain groups of workers. In fact, less than one-fourth of the women in this sort of work had any rest rooms provided, and of those, only a trifle over one-third had the rooms to themselves, the others using facilities provided for the public. Seldom would the workers actually make use of rest rooms provided primarily for the public. For those women in hotels and restaurants who most need a place for resting—the kitchen and dining-room workers—there was very little provision. They are employed mostly at standing jobs, usually on hard non-resilient floors; their hours are over a long period of time because of broken shifts; and yet they have no place to rest during their free hours. A day such as 7 to 10 a. m., 12 noon to 2 p. m., and 5 to 8 p. m. means work over a period of 13 hours. For such a woman, with one intermission of two hours and another of three hours, a rest room is essential. The working woman does not want to take the street car to some place where she can rest or shop five hours a day every day of the week, nor can she afford to go to the moving pictures daily. One worker in a restaurant, who looked utterly fatigued, commented on the lack of a place to spend her time off duty, in the following words: "Oh, if there was a place where I

could just get my feet up and rest during my off hours, I wouldn't get so worn out."

### **Cloakrooms.**

In some industries, because of the very character of their product, a change from street clothes to work clothes is necessary, while in other industries uniforms must be worn. In many it is not absolutely necessary that a change of clothing be made, but the women prefer to do so. If they have any pride in their personal appearance they do not wish to appear in public showing the evidence of dirty or dusty work. That a place should be provided in which they might make the change, and where their belongings would be safe, as well as protected from the dust, dirt, fumes, or dampness of the factory or workshop, seems self-evident. But there were 40 establishments, employing 602 women, which provided no cloakroom at all, while 14 others supplied them for only a third of their 341 women workers. Of the cloakrooms which were provided, 12 were not clean, 15 had no artificial light, and 42 had no outside window.

There were many different ways of taking care of wraps. Some establishments had lockers, shelves, hangers, and wall hooks all in the same plant. Of the plants reporting, only 27 had lockers for all their women employees and 5 provided them for only part, while 128 were equipped with wall hooks or nails, one-half of this number having such equipment only. In one case so few hooks were supplied that the workers had to throw their wraps across boxes in the work-room. The rest of these firms furnished other facilities as well, a few lockers or hangers, but mostly shelves, as a supplement to the nails and hooks.



## PART VI

### THE WORKERS

Wages, hours, and conditions of work are of real interest chiefly because of their relation to the people affected by such matters. When one talks of wages, not all interest centers in a mere series of figures. These figures assume importance because of the workers who receive the wages and because of the demands which are made upon the income and the extent to which the wage fills the need. For each record of week's earnings included in this survey there was some woman who had to meet definite expenses with the contents of her pay-envelope. The records of scheduled hours and of hours worked tell part of the story of what each worker is contributing of herself in return for a living. One is interested, therefore, in knowing to what types of women these figures which have been cited on earnings and hours are related, and what are their responsibilities and needs.

In order to discover something of the kind of women who were contributing to Oklahoma's industrial life, cards were passed out in the plants visited and the women were requested to answer a few questions relating to age, nativity, schooling, living and conjugal condition. Not in all cases were cards returned, and some were incompletely filled out, but personal information was obtained for about 2,500 women, or approximately three-fifths of the women surveyed—a proportion sufficiently large to be representative of the women for whom data on hours and wages were received.

#### Age.

Age was reported by 2,454 white women and 156 negroes, these facts being presented in Appendix Table XXII. The per cent distribution of these women among the various age groups is shown in the following summary:

Age	White women	Negro women
	<i>Per cent</i>	<i>Per cent</i>
16 and under 18 years	4.0	-----
18 and under 20 years	16.1	4.5
20 and under 25 years	33.0	23.7
25 and under 30 years	13.9	27.6
30 and under 40 years	18.9	32.7
40 and under 50 years	10.1	9.6
50 and under 60 years	3.6	1.9
60 years and over	.4	-----

Among the white women were a great many young workers, over one-half being under 25 years of age, and one-fifth under 20. About one-third were from 25 to 40 years old, and only about 14.1 per cent were 40 or over. The great majority of the negro women were between 20 and 40 years of age, only 4.5 per cent being under 20 and 11.5 per cent 40 or over.

The manufacture of glass products and 5-10-and-25-cent stores showed a larger proportion of young workers among their employees than did any of the other industries surveyed. In the former, 12.3 per cent of the women employed were 16 but less than 18 years of age, and in the latter 12.4 per cent of the women came in this age group. There was greater variation in the age of the women in the glass factories, however, for more than a third of them were 30 years of age or over, while only 5 per cent of the women in the 5-10-and-25-cent stores had reached that age. The telephone workers also were largely young women, with over a fourth of those reporting under 20 years of age and 58.1 per cent between 20 and 25 years.

The women engaged in the manufacture of shirts and overalls and those who worked in hotels and restaurants and in laundries were, on the whole, older than the women in most of the other industries. Of the 83 shirt and overall workers reporting on the subject 37.3 per cent were in the 30-to-40-year age group, while 20.5 per cent were between 40 and 50 years of age. Practically the same proportion of the women working in hotels and restaurants were between 30 and 40 years of age, and 17.2 per cent were 40 but less than 50 years old; of the laundry workers, more than one-fourth (25.9 per cent) were 40 years of age or more.

### **Nativity.**

The women who work in Oklahoma industries are largely native born. The State is not located near any of the points of entry for large groups of immigrants, and her industries have not been such as to bring in any large foreign groups. Of the 2,425 white women and 161 negro women who reported on nativity, no negro and only 12 white women were foreign born. These women were found in 6 of the 11 industrial groups included in the survey. In fact, of the total number of women reporting, 93.3 per cent were native-born white women. In view of the fact that native-born whites constitute 86 per cent of the total population of the State,<sup>1</sup> this large proportion is not at all surprising.

### **Conjugal condition.**

The facts on the conjugal condition of the 2,383 white women and 154 negro women who reported are presented in Table XXIII in the

<sup>1</sup> U. S. Bureau of the Census. Fourteenth Census. Population: 1920. Abstract of occupation statistics, p. 515, Table 18.

appendix. The proportions in each group are shown in the following summary:

Conjugal condition	White women	Negro women
	<i>Per cent</i>	<i>Per cent</i>
Single.....	46.0	20.1
Married.....	33.2	46.8
Widowed, separated, or divorced.....	20.7	33.1

An unusually large proportion of the white women workers of Oklahoma who reported on conjugal condition were or had been married—54 per cent in all. An even larger proportion of the negro women (79.9 per cent) reported such marital status. The largest proportion of single women were found in the 5-10-and-25-cent stores, where practically nine-tenths of the employees had not been married. In the telephone exchanges, also, a large proportion (70.8 per cent) of those reporting were single. It is not surprising that in these industries many single women were found, for among both of these groups the proportion of young workers was large.

The hotels and restaurants had the smallest proportion of single women, for of the white workers in these establishments who reported on conjugal condition 84.6 per cent were or had been married. In laundries, also, the proportion of single women was lower than in most industries, over three-fourths of the women being either married, widowed, separated, or divorced. The duties of a worker in a hotel, restaurant, or laundry seem more closely akin to those which a woman ordinarily has in her own home. Apparently the married woman, when confronted with the necessity of partially or entirely supporting herself, and possibly others, had some inclination to turn to those occupations in which the work was most familiar to her.

#### Living condition and home responsibilities.

Of the women surveyed in Oklahoma industries, 2,618 reported on living condition, and the figures compiled from their reports may be found in Appendix Table XXIV. The great majority, practically four-fifths of both the white and negro women, lived at home. A woman was classified as living at home if she lived with any of her immediate family—parents, husband, children, brother, or sister. If living with other members of her family, she was counted as living with relatives. Although there are differences among the various industries in the proportion of women who were living at home and the proportion who were living independently or with relatives, the range is not great and a comparison of the industries in this respect has no great significance. The largest proportion of women living independently were

found among those who worked in hotels and restaurants, of whom more than a fourth were living away from family or relatives.

The point to be stressed, however, is that the women, whether married or single, who lived at home are at least as much in need of every cent they can earn as are the women who live independently. The agents of the bureau visited a few of the workers in their homes in order to get a somewhat more personal point of view of the problem. Of the 46 workers visited, 41 were living at home. Twenty of these, or practically one-half, were partially or entirely responsible for the support of at least one child. Two of these were also partially or entirely responsible for the support of a parent. Of the 21 who did not contribute to the support of children, 5 were partially responsible for the care of one or more parents or other relatives. It is doubtful whether out of any group of men picked at random there would be a larger proportion responsible for the support of others.

One woman who earned \$12 a week in a laundry supported herself and five children ranging in age from 3 to 13 years. Not only did she earn the money to keep the family going, but she did all of the housework as well. After doing other people's laundry six days a week, she had to spend the seventh doing the washing for her own family.

Another woman, who was separated from her husband and had three small children to support, was somewhat better off than this first woman, because she lived with her parents and did not have so much to do outside her working hours. She was, however, solely responsible financially for herself and three children.

When there are children in the family so small that someone must take care of them during working hours, the problem is made even more difficult. One woman worker was a widow with two children, the younger only 2 years old. During the school year, when the older child was away, the mother had to pay a woman \$3 a week to take care of the younger one. The 11-year-old girl did the cooking in addition to taking care of the baby when not in school; the mother did all of the heavier work.

The problems of these three families are cited simply to give some indication of why many women go to work. In other cases the responsibility of a sick husband may be added to the care of children. Often a woman supports parents, either alone or with the aid of brother or sister, or the oldest of a large family turns in all of her earnings toward the support of the others. In other cases the burden is not so heavy. Either the woman's husband is working at a wage insufficient to support the family alone or he is able to get work only intermittently. But the cases where the woman is working because she "hates housework" or because she "has the habit" are the exception rather than the rule.

**Education.**

From 2,403 white women and 150 negro women reports were returned on the extent of their schooling, and the information regarding time of quitting school; these may be found in Appendix Table XXV. The largest number of white women in any one group were the 33.3 per cent who had stopped school at the end of the eighth grade. A considerable proportion of the white workers reported had left at the end of one of the high-school grades. A relatively large proportion of the white workers (45.7 per cent) had gone on beyond the eighth grade. Only 9 women had never attended school, and less than one-fifth of the total had quit school before completing the eighth grade. There is less difference between the white and negro workers in respect to extent of schooling than might be expected. Over a fifth of the negro workers had completed the eighth grade and stopped there, and practically three-tenths had gone on beyond the eighth.

There were more women employed in the general mercantile establishments than in any of the other industries who had continued in school through the higher grades. Almost three-fourths of the women so employed had gone on even after completing the eighth grade, and only 11 of the 367 reporting had stopped short of completing the eighth grade. Of the 5-10-and-25-cent-store workers, 68.6 per cent had progressed beyond the grammar grades, and 22.9 per cent had stopped with the eighth. Of the telephone workers, about nine-tenths had gone at least as far as the eighth grade, and approximately three-fifths of them had been in higher grades.

The smallest proportion of white women continuing beyond the eighth grade were found in the laundries, but even of these 18.3 per cent had gone to high school, while 40 per cent had completed the eighth grade and stopped there.

On the whole, these women who reported on the amount of schooling which they had had were picked at random and may be considered as fairly representative of the women in industrial work in Oklahoma. Judged on this basis the State has an unusually good record in the amount of education shown by the industrial workers as compared with other States from which data on this subject have been secured by the Women's Bureau.



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## APPENDIXES

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**APPENDIX A—General Tables**

**APPENDIX B—Schedule Forms**

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Appendix A.—General Tables  
TABLE I.—Week's earnings, by industry—1924

Week's earnings	Number of women earning each specified amount in—										
	All industries	The manufacture of—						General mercantile	5-10-and 25-cent stores	Laundries	Telephone exchanges
		Glass and glass products	Meat, poultry, and dairy products	Other food products	Printing and publishing	Shirts and overalls	Miscellaneous				
Total.....	3,452	173	185	222	14	100	341	646	341	653	777
Per cent distribution.....	100.0	5.0	5.4	6.4	0.4	2.9	9.9	18.7	9.9	18.9	22.5
Median earnings.....	\$13.00	\$12.80	\$11.90	\$10.30	( <sup>1</sup> )	\$17.70	\$10.15	\$17.35	\$9.45	\$11.50	\$16.50
Under \$1.....	9		2	1			3		2	1	
\$1 and under \$2.....	21	2	4	5		1	4		1	3	1
\$2 and under \$3.....	34	1	5	4		1	11	4	3	5	
\$3 and under \$4.....	32	1	3	8			3	2	9	5	1
\$4 and under \$5.....	37	6	3	4		1	11	2	5	3	2
\$5 and under \$6.....	49	4	1	7	1		11	1	12	8	4
\$6 and under \$7.....	85	6	6	14		1	18	7	9	21	3
\$7 and under \$8.....	98	3	4	11		1	21	4	26	27	1
\$8 and under \$9.....	201	7	3	28	1	3	48	14	62	27	8
\$9 and under \$10.....	274	11	14	20	2	2	33	14	89	83	6
\$10 and under \$11.....	368	20	22	28		1	46	39	87	104	21
\$11 and under \$12.....	217	12	29	9	1	5	27	15	11	77	31
\$12 and under \$13.....	298	17	36	18		5	21	50	12	102	37
\$13 and under \$14.....	210	30	20	10	2	3	25	25	3	44	48
\$14 and under \$15.....	194	18	9	15	1	5	9	10	5	39	83
\$15 and under \$16.....	254	16	5	11		11	3	89	1	34	84
\$16 and under \$17.....	216	2	6	9		5	14	32	1	24	123
\$17 and under \$18.....	196	10	1	12		7	8	44		6	108
\$18 and under \$19.....	208	4	2	2	4	5	9	88	2	19	73
\$19 and under \$20.....	82	1	3	2		4	2	7		1	62
\$20 and under \$21.....	150	1	3	2	2	11		73	1	8	49
\$21 and under \$22.....	31		2	2			1	5			15
\$22 and under \$23.....	38	1				5	2	20		3	11
\$23 and under \$24.....	20		1			7	1	8			3
\$24 and under \$25.....	10					5	1	1			3
\$25 and under \$30.....	80		1			7	6	58		8	
\$30 and under \$35.....	31					2	3	25		1	
\$35 and under \$40.....	7							7			
\$40 and over.....	2							2			

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

TABLE II.—*Week's earnings, by industry—1923*

Week's earnings	Number of women earning each specified amount in—									
	All industries	The manufacture of—						General mercantile	5-10-and-25-cent stores	Laundries
		Glass and glass products	Meat, poultry, and dairy products	Other food products	Printing and publishing	Shirts and overalls	Miscellaneous			
Total.....	2,350	130	185	227	12	114	158	611	333	580
Per cent distribution.....	100.0	5.5	7.9	9.7	0.5	4.9	6.7	26.0	14.2	24.7
Median earnings.....	\$12.15	\$13.15	\$11.80	\$10.45	( <sup>1</sup> )	\$16.70	\$10.10	\$17.60	\$9.30	\$11.40
Under \$1.....	6			1			2			3
\$1 and under \$2.....	17	1	2	2			3	1	1	7
\$2 and under \$3.....	22	4	3	2			2	2	6	4
\$3 and under \$4.....	35	2	2	8		1	4	5	10	3
\$4 and under \$5.....	32	3	5	3		2	4	2	3	10
\$5 and under \$6.....	57	2	3	7	1	1	4	4	20	15
\$6 and under \$7.....	57	6	5	8			9	3	9	17
\$7 and under \$8.....	83	2	2	16	1	1	10	4	26	21
\$8 and under \$9.....	165	6	8	24			21	12	66	26
\$9 and under \$10.....	236	4	9	30	1	3	20	10	86	73
\$10 and under \$11.....	256	12	22	29			13	41	56	51
\$11 and under \$12.....	175	8	39	17			11	10	15	75
\$12 and under \$13.....	261	13	33	27		11	13	48	22	94
\$13 and under \$14.....	130	15	15	11	1	8	13	23	3	41
\$14 and under \$15.....	83	15	4	9		7	4	14	6	24
\$15 and under \$16.....	169	10	6	12		14	6	86	2	33
\$16 and under \$17.....	56	6	2	7	2	7	4	16		12
\$17 and under \$18.....	65	10	2	2		2	2	42		5
\$18 and under \$19.....	94	9	1		1	11		54		18
\$19 and under \$20.....	43	1	3	7		14	1	15		2
\$20 and under \$21.....	90	1		4	4	4	2	69	1	5
\$21 and under \$22.....	15		4			1	2	8		
\$22 and under \$23.....	28					5		20	1	2
\$23 and under \$24.....	14		2			2	1	8		1
\$24 and under \$25.....	10		2			3	4	1		
\$25 and under \$30.....	87		6			6	4	64		7
\$30 and under \$35.....	49		5	1	1	7		34		1
\$35 and under \$40.....	10							10		
\$40 and over.....	5							5		

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

TABLE III.—*Week's earnings and time worked, all industries—1924*

A. WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS

Week's earnings	Number of women reported	Number of women earning each specified amount who worked—													
		Under 30 hours	30 and under 39 hours	39 and under 44 hours	44 hours	Over 44 and under 48 hours	48 hours	Over 48 and under 50 hours	50 hours	Over 50 and under 52 hours	52 hours	Over 52 and under 54 hours	54 hours	Over 54 hours	48 hours and over
Total.....	1,521	132	110	140	49	183	611	51	35	45	3	30	108	24	907
Median earnings.....	\$13.95	\$4.65	\$8.75	\$12.55	\$13.55	\$11.55	\$17.00	\$11.90	\$11.55	\$15.45	(1)	\$11.65	\$12.45	\$14.35	\$16.15
Under \$1.....	5	5													
\$1 and under \$2.....	15	15													
\$2 and under \$3.....	21	19	2												
\$3 and under \$4.....	13	13													
\$4 and under \$5.....	22	21	1												
\$5 and under \$6.....	26	19	6	1											
\$6 and under \$7.....	42	17	14	8		3									
\$7 and under \$8.....	34	3	12	8	2	5		1	1		1				4
\$8 and under \$9.....	89	10	27	8	4	17	1	6	2	1			11		23
\$9 and under \$10.....	79	5	10	10	2	19	3	4	7	1			16		33
\$10 and under \$11.....	119	4	13	10	4	38	14	4	2	7	1		6	1	50
\$11 and under \$12.....	90	1	9	12	3	18	12	13	10	3	1		6		47
\$12 and under \$13.....	98		6	23	4	10	21	2		1			6	6	55
\$13 and under \$14.....	116		3	13	10	35	35	3		2			1	2	55
\$14 and under \$15.....	109		3	15	8	4	55	9	1				1	4	79
\$15 and under \$16.....	118		1	18	5	7	58	1	3	15	1		1	3	87
\$16 and under \$17.....	138			6	3	10	109	3		1				1	119
\$17 and under \$18.....	134			4	1	12	98	3		6			2		117
\$18 and under \$19.....	89		1	2	3	4	68	1	4	4				6	79
\$19 and under \$20.....	67		2				61	1	1	1				1	65
\$20 and under \$21.....	55			1		1	49		2					1	53
\$21 and under \$22.....	19						14	2	1	1				1	19
\$22 and under \$23.....	13						10		1					1	13
\$23 and under \$24.....	5			1			2			1				1	4
\$24 and under \$25.....	3						1							1	3
\$25 and under \$30.....	2											1		2	2

WOMEN IN OKLAHOMA INDUSTRIES

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	6½ days	7 days	5 days and over
Total.....	1,562	17	5	23	6	23	13	48	17	99	69	1,227	2	13	1,410
Median earnings.....	\$12.10	\$2.65	(1)	\$3.95	(1)	\$5.80	(1)	\$8.35	\$8.50	\$10.05	\$10.70	\$12.90	(1)	(1)	\$12.50
Under \$1.....	4	4													1
\$1 and under \$2.....	5	4	1												3
\$2 and under \$3.....	13	8	3	2											5
\$3 and under \$4.....	16	1	1	10	4										38
\$4 and under \$5.....	10			3		6				1					5
\$5 and under \$6.....	22			2	2	7	6	2		3					8
\$6 and under \$7.....	34			1		3	2	16	7	4		1			5
\$7 and under \$8.....	52			4		1	4	4	1	13	2	23			38
\$8 and under \$9.....	96					1		6	1	19	9	60			88
\$9 and under \$10.....	184			1		1			4	9	18	150		1	178
\$10 and under \$11.....	227						1	4		19	8	194		1	222
\$11 and under \$12.....	102							2	1	5	15	71	1	7	99
\$12 and under \$13.....	142					1		3		7	5	126			138
\$13 and under \$14.....	65					1		3	2	4	3	52			59
\$14 and under \$15.....	63							2		1	1	54	1	4	61
\$15 and under \$16.....	109					1			1	5	2	100			107
\$16 and under \$17.....	54							2		2	5	45			52
\$17 and under \$18.....	50									1		48			49
\$18 and under \$19.....	98					1			1			96			97
\$19 and under \$20.....	8											8			8
\$20 and under \$21.....	79							2				75			77
\$21 and under \$22.....	6									2		5			6
\$22 and under \$23.....	19									1		5			19
\$23 and under \$24.....	7											19			7
\$24 and under \$25.....	1											1			1
\$25 and under \$30.....	64							1			3	60			63
\$30 and under \$35.....	25											25			25
\$35 and under \$40.....	5											5			5
\$40 and over.....	2											2			2

1 Not computed, owing to small number involved.

WOMEN IN OKLAHOMA INDUSTRIES

TABLE IV.—*Week's earnings and time worked, all industries—1923*

A. WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS\*

Week's earnings	Number of women reported	Number of women earning each specified amount who worked—													
		Under 30 hours	30 and under 39 hours	39 and under 44 hours	44 hours	Over 44 and under 48 hours	48 hours	Over 48 and under 50 hours	50 hours	Over 50 and under 52 hours	52 hours	Over 52 and under 54 hours	54 hours	Over 54 hours	48 hours and over
Total.....	496	52	42	102	31	64	36	23	7	19	12	12	70	26	205
Median earnings.....	\$11. 65	\$5. 10	\$8. 70	\$11. 10	\$11. 90	\$13. 00	\$15. 85	\$10. 25	(1)	\$11. 35	(1)	(1)	\$12. 50	\$13. 20	\$12. 65
Under \$1.....	1	1													
\$1 and under \$2.....	4	4													
\$2 and under \$3.....	3	3													
\$3 and under \$4.....	11	9	2												
\$4 and under \$5.....	8	8													
\$5 and under \$6.....	13	9	3	1											
\$6 and under \$7.....	17	6	7	3		1									
\$7 and under \$8.....	20	2	4	10	1			1							3
\$8 and under \$9.....	38	5	7	7	1	2		7	2		1		4		16
\$9 and under \$10.....	45	3	3	10	2	5	1	3		2	1	2	13		22
\$10 and under \$11.....	43		5	19	1	2		2		3			3	8	16
\$11 and under \$12.....	69	1	5	13	12	18		2	1	7	5	2	3		20
\$12 and under \$13.....	65		4	12	6	4	1	2	2	4	2	1	23	4	30
\$13 and under \$14.....	38			6	4	3	4	2	1		2	2	9	5	25
\$14 and under \$15.....	29			3	1	16	2	1					3	3	9
\$15 and under \$16.....	34		2	1		8	12		1	1		2	6	1	23
\$16 and under \$17.....	15			3	1	3	2	1					2	3	8
\$17 and under \$18.....	14			3		2	8					1			9
\$18 and under \$19.....	3						1	1					1		3
\$19 and under \$20.....	9	1		6			1							1	2
\$20 and under \$21.....	8						3	1				1	2	1	8
\$21 and under \$22.....	4			4											
\$22 and under \$23.....	1												1		1
\$23 and under \$24.....															
\$24 and under \$25.....															
\$25 and under \$30.....	2				2										
\$30 and under \$35.....	2			1			1								1

WOMEN IN OKLAHOMA INDUSTRIES

B. WOMEN WHOSE TIME WORKED WAS REPORTED IN DAYS

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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.....	1,364	30	1	17	5	33	12	26	13	85	55	1,087	1,227
Median earnings.....	\$12.15	\$2.40	(1)	\$4.10	(1)	\$5.85	(1)	\$8.35	\$8.25	\$9.90	\$10.60	\$12.85	\$12.55
Under \$1.....	3	3											
\$1 and under \$2.....	10	9		1									
\$2 and under \$3.....	13	8	1	4									
\$3 and under \$4.....	18	10		3	4	1							
\$4 and under \$5.....	12			6		6							
\$5 and under \$6.....	32			1		11	12	5	1	1		1	2
\$6 and under \$7.....	22			2	1	5		5	2			2	7
\$7 and under \$8.....	40					1		2	3	12	4	18	34
\$8 and under \$9.....	98							3	2	19	15	59	93
\$9 and under \$10.....	164					5		1	3	6	14	135	155
\$10 and under \$11.....	170							2	1	14	3	150	167
\$11 and under \$12.....	79					1		2		1	5	70	76
\$12 and under \$13.....	142					2		2	1	12	2	125	139
\$13 and under \$14.....	58									1		57	58
\$14 and under \$15.....	30									2	1	27	30
\$15 and under \$16.....	101							1		7	1	92	100
\$16 and under \$17.....	24										1	23	24
\$17 and under \$18.....	41										1	40	41
\$18 and under \$19.....	63							1		1	1	60	62
\$19 and under \$20.....	17							1				16	16
\$20 and under \$21.....	69							1		3	2	64	69
\$21 and under \$22.....	6										1	5	6
\$22 and under \$23.....	22										2	20	22
\$23 and under \$24.....	12					1					1	10	11
\$24 and under \$25.....	3							1				2	2
\$25 and under \$30.....	70							1		1		68	69
\$30 and under \$35.....	32							1				31	31
\$35 and under \$40.....	8											8	8
\$40 and over.....	5										1	4	5

† Not computed, owing to small number involved.

WOMEN IN OKLAHOMA INDUSTRIES

TABLE V.—Earnings of women who worked the firm's scheduled week, by industry—1924

Week's earnings	Number of women earning each specified amount who worked the firm's scheduled days or hours in—										
	All in- dustries	The manufacture of—						General mercan- tile	5-10-and- 25-cent stores	Laun- dries	Tele- phone ex- changes
		Glass and glass products	Meat, poultry, and dairy products	Other food products	Printing and pub- lishing	Shirts and overalls	Miscel- laneous				
Total.....	2,004	28	12	44	8	6	108	501	260	425	612
Median earnings.....	\$15.00	\$14.10	(1)	\$11.00	(1)	(1)	\$12.15	\$18.20	\$9.80	\$12.05	\$16.90
\$6 and under \$7.....	1						1				
\$7 and under \$8.....	27						5	1	19	2	
\$8 and under \$9.....	77			6	1		13	5	50	2	
\$9 and under \$10.....	176			10	2		10	7	75	71	1
\$10 and under \$11.....	228	2		6			17	29	83	80	11
\$11 and under \$12.....	101	1		4			6	7	9	55	19
\$12 and under \$13.....	165	4	7	2			13	35	11	72	21
\$13 and under \$14.....	103	6	1	3	1	1	13	12	3	29	34
\$14 and under \$15.....	120	12	1	3			3	7	5	30	59
\$15 and under \$16.....	167		2	2			2	74	1	26	80
\$16 and under \$17.....	162	2	1	2			10	16	1	20	110
\$17 and under \$18.....	151			2		1	6	41		5	96
\$18 and under \$19.....	171				2	1	5	79	2	16	68
\$19 and under \$20.....	69			1			6	6		1	61
\$20 and under \$21.....	127	1		1	2		69	1	6	47	
\$21 and under \$22.....	21			2			1	4			14
\$22 and under \$23.....	30						2	16		2	10
\$23 and under \$24.....	10					1		7			2
\$24 and under \$25.....	2							1			1
\$25 and under \$30.....	64					2	1	54		7	
\$30 and under \$35.....	25							24		1	
\$35 and under \$40.....	5							5			
\$40 and over.....	2							2			

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

TABLE VI.—Weekly rates and actual week's earnings, by industry—1924

Amount	Number of women for whom amount specified was weekly rate and number for whom it was actual week's earnings in—																					
	All industries		The manufacture of—												General mercantile		5-10-and-25-cent stores		Laundries		Telephone exchanges	
			Glass and glass products		Meat, poultry, and dairy products		Other food products		Printing and publishing		Shirts and overalls		Miscellaneous									
Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	
Total..	2,977	2,977	122	122	132	132	126	126	14	14	25	25	210	210	629	629	340	340	612	612	767	767
Median.....	\$13.90	\$13.05	\$13.00	\$11.90	\$12.80	\$11.55	\$10.90	\$9.35	(!)	(!)	\$15.05	\$14.50	\$12.20	\$9.00	\$17.75	\$17.30	\$9.90	\$9.45	\$12.10	\$11.70	\$16.90	\$16.50
Under \$4.....	3	80		4		12		9				1	3	21		5		15		11		2
\$4, under \$5.....		29		5		3		3						9		2		4		2		1
\$5, under \$6.....		41		3		1		6		1				9		1		12		4		4
\$6, under \$7.....	2	68		5		3		8		1				1		7		9		21		3
\$7, under \$8.....	26	80		3				8						2		4		18		26		1
\$8, under \$9.....	111	175	3	6		2	13	18	1	1	1	1	16	40	9	14	64	62	4	23		8
\$9, under \$10.....	313	255	3	10	2	11	26	13	2	2			41	28	20	14	100	89	117	82	2	6
\$10, under \$11.....	353	314	32	16	8	19	26	17					25	23	36	39	113	87	97	94	16	19
\$11, under \$12.....	139	178	12	10		27	5	5		1	3	5		14	11	15	12	11	74	64	22	26
\$12, under \$13.....	396	262	11	9	70	29	18	12	1		3	1	79	13	55	49	19	12	111	101	29	36
\$13, under \$14.....	165	153	5	4	22	14	9	3	1	2	3	3	8	8	25	25	3	3	53	44	36	47
\$14, under \$15.....	200	177	39	17	17	4	14	12		1	2	3	6	4	5	9	5	5	41	39	71	83
\$15, under \$16.....	239	239	3	16	6	2	5	5	1		6	7	3	3	92	87	2	1	37	34	82	84
\$16, under \$17.....	228	192	8		5	4	3	3	1		2	1	19	5	20	31	1	1	27	24	142	123
\$17, under \$18.....	190	168	4	8			3	2			1	1	1	1	51	42			6	6	124	108
\$18, under \$19.....	219	194	1	4					2	4	2		5	4	103	86	2	2	22	19	82	73
\$19, under \$20.....	85	73		1	1	1	1	1							7	7			2	1	74	62
\$20, under \$21.....	141	133	1	1			2	1	4	2					76	71	1	1	7	8	50	49
\$21, under \$22.....	24	20													1	5					23	15
\$22, under \$23.....	31	34													18	20			3	3	10	11
\$23, under \$24.....	11	10			1										8	7					2	3
\$24, under \$25.....	1	4													1	1					1	3
\$25, under \$30.....	66	64											1	1	57	55			8	8		
\$30, under \$35.....	25	26													24	25			1	1		
\$35, under \$40.....	7	7													7	7						
\$40, and over.....	2	1													2	1						

1 Not computed, owing to small number involved.

WOMEN IN OKLAHOMA INDUSTRIES

TABLE VII.—Weekly rates and actual week's earnings, by industry—1923

Amount	Number of women for whom amount specified was weekly rate and number for whom it was actual week's earnings in—																				
	All industries		The manufacture of —												General mercantile		5-10-and-25-cent stores		Laundries		
	Weekly rate	Week's earnings	Glass and glass products		Meat, poultry, and dairy products		Other food products		Printing and publishing		Shirts and overalls		Miscellaneous		Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	
Total.....	1,930	1,930	92	92	145	145	143	143	12	12	27	27	62	62	596	596	333	333	520	520	
Median.....	\$12.70	\$12.10	\$14.00	\$13.25	\$12.75	\$11.60	\$10.80	\$10.25	(1)	(1)	\$15.25	\$15.25	\$10.55	\$9.20	\$18.00	\$17.60	\$9.80	\$9.30	\$12.25	\$11.55	
Under \$4.....		61		5		7		6							5		8		17		13
\$4 and under \$5.....		23		2		4		2							3		2		3		7
\$5 and under \$6.....		44		1		3		4		1					3		3		20		11
\$6 and under \$7.....		39		3		2		6							2		2		9		15
\$7 and under \$8.....	20	66		2		2		12		1					7		4		19		12
\$8 and under \$9.....	113	134		4		6	13	15					20	11	11	11	69	66			21
\$9 and under \$10.....	216	205	3	1		5	19	21	3	1			1	11	9	10	97	86		84	70
\$10 and under \$11.....	286	228		7	9	22	49	22					18	7	33	41	88	56	89		73
\$11 and under \$12.....	109	148	16	6		36	2	11					1	3	10	10	22	15	58		67
\$12 and under \$13.....	310	226		12	85	33	27	18			5	5	13	7	49	48	22	22	109		81
\$13 and under \$14.....	152	105	27	13	32	14	9	7	1	1	3	3			24	23	3	3	53		41
\$14 and under \$15.....	93	70	33	13	12	4	5	5			3	3			2	6	14	6	6	28	23
\$15 and under \$16.....	151	149		10	5	5	5	6			11	11	1	1	90	81	3	2	36		33
\$16 and under \$17.....	59	41	7	2	1	1	6	4	1	2	3	3		1	16	16			17		12
\$17 and under \$18.....	60	56	4	8		1	2						8	1	49	41			5		5
\$18 and under \$19.....	99	75	1	1					2	1	1	1			70	54	2		22		18
\$19 and under \$20.....	11	19		1	1	1	1	1							7	15			2		2
\$20 and under \$21.....	91	83	1	1			3	2	4	4	1	1			75	69	1	1	6		5
\$21 and under \$22.....	4	8													4	8					
\$22 and under \$23.....	21	22													19	19		1	2		2
\$23 and under \$24.....	11	9													10	8			1		1
\$24 and under \$25.....	3	1													2	1		1			
\$25 and under \$30.....	69	68													62	61			7		7
\$30 and under \$35.....	35	35					1	1	1	1					32	32			1		1
\$35 and under \$40.....	13	10													13	10					
\$40 and over.....	4	5													4	5					

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

TABLE VIII.—*Week's earnings, by weekly rate, all manufacturing industries—1924*

Weekly rate	Number of women reported	Median earnings	Number of women with specified weekly rate whose actual earnings were—																	
			Under \$4	\$4 and under \$5	\$5 and under \$6	\$6 and under \$7	\$7 and under \$8	\$8 and under \$9	\$9 and under \$10	\$10 and under \$11	\$11 and under \$12	\$12 and under \$13	\$13 and under \$14	\$14 and under \$15	\$15 and under \$16	\$16 and under \$17	\$17 and under \$18	\$18 and under \$19	\$19 and under \$20	\$20 and over
Total.....	629		47	20	20	28	26	68	64	75	62	64	34	41	33	13	12	14	3	5
Under \$4.....	3	(1)	3																	
\$6 and under \$7.....	2	(1)	1		1															
\$7 and under \$8.....	3	(1)	1				2													
\$8 and under \$9.....	34	\$7.50	3	3	4	6	2	15	1											
\$9 and under \$10.....	74	8.55	7	3	4	6	10	13	23	3										
\$10 and under \$11.....	91	8.90	17	5	5	3	3	14	18	26										
\$11 and under \$12.....	20	10.70		1			1	2	1	7	6	2								
\$12 and under \$13.....	182	10.70	13	5	4	8	7	21	9	33	41	37	1	3						
\$13 and under \$14.....	48	12.40	1	2		1		2	2	1	11	10	18							
\$14 and under \$15.....	78	14.35		1	1	3	1		1	2	2	10	7	33	16			1		
\$15 and under \$16.....	26	15.15								1	1	3	3	3	15					
\$16 and under \$17.....	38	16.00	1		1	1			1	3	2	1	2	5	1	1	12	7		
\$17 and under \$18.....	9	(1)																4		
\$18 and under \$19.....	10	(1)													1			4		
\$19 and under \$20.....	2	(1)																8	1	
\$20 and over.....	9	(1)							1							1		2	2	5

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

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TABLE IX.—*Week's earnings, by weekly rate, laundries—1924*

Weekly rate	Number of women reported	Median earnings	Number of women with specified weekly rate whose actual earnings were—																			
			Under \$4	\$4 and under \$5	\$5 and under \$6	\$6 and under \$7	\$7 and under \$8	\$8 and under \$9	\$9 and under \$10	\$10 and under \$11	\$11 and under \$12	\$12 and under \$13	\$13 and under \$14	\$14 and under \$15	\$15 and under \$16	\$16 and under \$17	\$17 and under \$18	\$18 and under \$19	\$19 and under \$20	\$20 and under \$25	\$25 and over	
Total.....	612	-----	11	2	4	21	23	23	82	94	64	101	44	39	34	24	6	19	1	11	9	
Under \$8.....	2	(1)	-----	-----	-----	-----	2	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
\$8 and under \$9.....	4	(1)	-----	-----	-----	4	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
\$9 and under \$10.....	117	\$9.20	4	1	-----	13	12	15	72	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
\$10 and under \$11.....	97	10.40	3	-----	2	3	3	6	3	75	2	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
\$11 and under \$12.....	74	11.20	3	-----	1	-----	4	2	4	13	46	-----	1	-----	-----	-----	-----	-----	-----	-----	-----	-----
\$12 and under \$13.....	111	12.45	1	-----	-----	-----	2	-----	3	4	7	92	-----	-----	2	-----	-----	-----	-----	-----	-----	-----
\$13 and under \$14.....	53	13.30	-----	1	-----	1	-----	-----	-----	2	7	3	38	-----	-----	1	-----	-----	-----	-----	-----	-----
\$14 and under \$15.....	41	14.45	-----	-----	-----	-----	-----	-----	-----	-----	1	3	-----	37	-----	-----	-----	-----	-----	-----	-----	-----
\$15 and under \$16.....	37	15.40	-----	-----	-----	-----	-----	-----	-----	-----	1	1	3	1	31	-----	-----	-----	-----	-----	-----	-----
\$16 and under \$17.....	27	16.35	-----	-----	1	-----	-----	-----	-----	-----	-----	2	2	1	-----	21	-----	-----	-----	-----	-----	-----
\$17 and under \$18.....	6	(1)	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	6	-----	-----	-----	-----	-----
\$18 and under \$19.....	22	18.45	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	1	1	-----	19	-----	-----	1	-----
\$19 and under \$20.....	2	(1)	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	1	-----	-----	-----	-----	-----	-----
\$20 and under \$25.....	10	(1)	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	1	-----	-----	-----
\$25 and over.....	9	(1)	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	10	-----
			-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	9

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

TABLE X.—Weekly rate and scheduled weekly hours, all industries—1924

Weekly rate	Number of women reported	Number of women receiving each specified rate whose scheduled weekly hours were—										
		36 and under 44	44	Over 44 and under 48	48	Over 48 and under 50	50	Over 50 and under 52	52	Over 52 and under 54	54	Over 54
Total.....	2,971	14	2	34	1,015	167	27	347	18	154	1,182	11
Median rate.....	\$13.90	( <sup>1</sup> )	( <sup>1</sup> )	\$11.00	\$16.50	\$15.45	\$12.60	\$15.50	\$10.65	\$10.75	\$12.05	( <sup>1</sup> )
Under \$4.....	3										3	
\$4 and under \$5.....												
\$5 and under \$6.....												
\$6 and under \$7.....	2				1							1
\$7 and under \$8.....	25		1	3								2
\$8 and under \$9.....	111	3			4	1		1				7
\$9 and under \$10.....	312			8	14	13	3	22	7		27	218
\$10 and under \$11.....	353	2		6	60	26	4	29	3		54	168
\$11 and under \$12.....	139	4	1	10	19	5	3	13	3		6	73
\$12 and under \$13.....	396	2			47	22	6	46	2		10	259
\$13 and under \$14.....	165	3		1	55	5	1	26			3	71
\$14 and under \$15.....	200				122	6	3	10	1		3	51
\$15 and under \$16.....	237			1	110	12	1	51	2		12	47
\$16 and under \$17.....	228			3	154	3	2	21			3	41
\$17 and under \$18.....	190				130	8	2	26			6	18
\$18 and under \$19.....	219				107	22		28			10	52
\$19 and under \$20.....	85				76			6				3
\$20 and under \$21.....	140				64	17		22			8	28
\$21 and under \$22.....	24				23		1	1				
\$22 and under \$23.....	30				12	2		8			1	7
\$23 and under \$24.....	11				5			5				1
\$24 and under \$25.....	1				1							
\$25 and under \$30.....	66			2	11	14	1	18		1	19	
\$30 and under \$35.....	25					7		10		1	7	
\$35 and under \$40.....	7					3		3			1	
\$40 and over.....	2					1		1				

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

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

Year's earnings	Number of women earning each specified amount in—									
	All industries	The manufacture of—						General mercantile	5-10-and-25-cent stores	Laundries
		Glass and glass products	Meat, poultry, and dairy products	Other food products	Printing and publishing	Shirts and overalls	Miscellaneous			
Total.....	459	14	33	47	2	18	40	128	59	118
Median earnings.....	\$666	( <sup>1</sup> )	\$604	\$613	( <sup>1</sup> )	\$867	\$600	\$914	\$510	\$647
\$300 and under \$350.....	1			1						
\$350 and under \$400.....	15		1	2			7		3	2
\$400 and under \$450.....	23	3	1	5			1	1	8	4
\$450 and under \$500.....	40	2	2	4			5	4	16	7
\$500 and under \$550.....	48	2	5	5			5	2	13	16
\$550 and under \$600.....	49	1	7	5		1	2	7	10	16
\$600 and under \$650.....	41	1	6	6	1		5	3	4	15
\$650 and under \$700.....	38	2	3	3		2	5	3	3	17
\$700 and under \$750.....	35	1		3		1	4	13	1	12
\$750 and under \$800.....	31	2	2	3		1	1	9		13
\$800 and under \$850.....	23			5				9	1	5
\$850 and under \$900.....	16		1			3		9		3
\$900 and under \$1,000.....	45		4	5	1		1	28		5
\$1,000 and under \$1,100.....	11		1			2		8		
\$1,100 and under \$1,200.....	19					3	1	13		2
\$1,200 and under \$1,400.....	16					1	2	13		
\$1,400 and under \$1,600.....	6						1	4		1
\$1,600 and under \$1,800.....	2							2		

WOMEN IN OKLAHOMA INDUSTRIES

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

TABLE XII.—*Week's earnings of negro women, by industry—1923 and 1924*

Week's earnings	1923					1924				
	Number of women earning each specified amount in—					Number of women earning each specified amount in—				
	All in- dustries	Meat, poultry, and dairy products	Miscel- laneous manu- facturing	General mercan- tile	Laun- dries	All in- dustries	Meat, poultry, and dairy products	Miscel- laneous manu- facturing	General mercan- tile	Laun- dries
Total.....	63	2	4	2	55	63	2	4	3	54
Per cent of distribution.....	100.0	3.2	6.3	3.2	87.3	100.0	3.2	6.3	4.8	85.7
Median earnings.....	\$8.70	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	\$8.30	\$8.20	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	\$8.00
Under \$1.....										
\$1 and under \$2.....	1				1	2				2
\$2 and under \$3.....	2				2					
\$3 and under \$4.....						1		1		
\$4 and under \$5.....										
\$5 and under \$6.....	1				1					1
\$6 and under \$7.....	7				7	11				11
\$7 and under \$8.....	14				14	15		2		13
\$8 and under \$9.....	9				9	7				7
\$9 and under \$10.....	9				9	8				8
\$10 and under \$11.....	2		1		1	4				4
\$11 and under \$12.....						5				5
\$12 and under \$13.....	2		1		1	3				3
\$13 and under \$14.....	2		1		1	1		1		
\$14 and under \$15.....	2				2					
\$15 and under \$16.....	4	1		1	2	3	1		2	
\$16 and under \$17.....	1				1					
\$17 and under \$18.....	1	1								
\$18 and under \$19.....	2				2					
\$19 and under \$20.....	2				2					
\$20 and under \$25.....	1		1			1	1			
\$25 and under \$30.....	1			1						
\$30 and over.....						1		1		

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

TABLE XIII.—Scheduled Saturday hours, by daily hours

Industry	Daily hours	Number reported		Number of establishments and number of women whose scheduled Saturday hours were—																	
				None		3 and under 4		4 and under 5		5 and under 6		6 and under 7		7 and under 8		8		Over 8 and under 9		9	
		Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en
Manufacturing	Total	144	1,065	1	5	1	5	7	129	5	136	1	8	4	50	11	208	2	9	14	515
	Under 8	1	8					1	8												
	Over 8 and under 9	15	315					3	102					1	5	11	208				
		17	49	1	5	1	5	1	12	1	3	1	8	1	7			2	9		
Stores	Total	22	693					2	7	4	133			2	38					14	515
	Under 8	145	990													2	192	9	386	38	512
	Over 8 and under 9	2	195													1	81	1	114	4	79
		19	347															7	268		
Laundries	Total	134	448													1	11	1	4	34	433
	Under 8	32	707	3	20			1	15	3	25	3	96	5	43	1	52	1	6	22	450
	Over 8 and under 9	1	52													1	52				
		2	17	1	11													1	6		
	29	638	2	9			1	15	3	25	3	96	5	43						22	450

<sup>1</sup> Details aggregate more than total because some establishments appear in more than one hour group.  
<sup>2</sup> Groups of women working alternate Saturday schedules have been evenly divided between the two hour groups.

TABLE XIV.—Length of lunch period, by industry

Industry	Number reported		Number of establishments and number of women whose daily lunch period was—							
			30 minutes or under		Over 30 minutes and under 1 hour		1 hour or more		No definite period allowed	
	Estab-lishments	Women	Estab-lishments	Women	Estab-lishments	Women	Estab-lishments	Women	Estab-lishments	Women
All industries.....	121	2,762	22	567	4	197	94	1,995	1	3
Manufacturing:										
Glass and glass products.....	8	173	4	69	3	101			1	3
Meat, poultry, and dairy products.....	6	187	2	74			4	113		
Other food products.....	10	228	2	53	1	96	7	79		
Printing and publishing.....	5	32	2	15			3	17		
Shirts and overalls.....	4	100	2	12			2	88		
Miscellaneous.....	11	345					11	345		
General mercantile.....	25	649					25	649		
5-10-and-25-cent stores.....	20	341					20	341		
Laundries.....	32	707	10	344			22	363		

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

Industry	Number of women for whom time worked was reported in hours	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 .....	777	546	70.3	13	56	11	17	41	169	51	52	34	36	66
Per cent distribution.....		100.0		2.4	10.3	2.0	3.1	7.5	31.0	9.3	9.5	6.2	6.6	12.1
Manufacturing:														
Glass and glass products.....	130	80	61.5	1	32	5	4	2	13	5	2	6	5	5
Meat, poultry, and dairy products.....	129	106	82.2	9	9	3	7	8	37	10	4	2	2	15
Other food products.....	175	127	72.6	3	4		2	4	48	14	11	8	17	16
Printing and publishing.....	14	6	42.9		1			4	1					1
Shirts and overalls.....	7	1	14.3											
Miscellaneous.....	253	183	70.9		3			19	60	13	30	18	11	29
Laundries.....	64	43	67.2		7	3	4	4	10	9	5		1	

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

Industry	Number of women for whom time worked was reported in hours	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
All industries.....	777	88	11.3	14	32	16	14	7	2	3
Per cent distribution.....		100.0		15.9	36.4	18.2	15.9	8.0	2.3	3.4
Manufacturing:										
Glass and glass products.....	130	44	33.8		7	14	13	7	2	1
Meat, poultry, and dairy products.....	129	12	9.3		12					
Other food products.....	175	22	12.6	10	10	1	1			
Printing and publishing.....	14									
Shirts and overalls.....	7									
Miscellaneous.....	258	2	.8							2
Laundries.....	64	8	12.5	4	3	1				

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TABLE XVII.—Hours worked less than scheduled, by scheduled hours, manufacturing establishments and laundries

Scheduled weekly hours	Number of women for whom time worked was reported in hours	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
Total	773	546	70.6	13	56	11	17	41	169	51	52	34	36	66
Per cent distribution		100.0		2.4	10.3	2.0	3.1	7.5	31.0	9.3	9.5	6.2	6.6	12.1
36 and under 44	2													
44	21	2	9.5					1				1		
Over 44 and under 48	4	4	100.0				2	1	1					
48	178	122	68.5	8	36	2	8	11	33	9	5	5	4	1
Over 48 and under 50	16	3	18.8						2			1		
50	105	91	86.7						45	12	4	6	14	10
50 and under 52	3													
52	5	5	100.0			3					1		1	
52 and under 54														
54	439	319	72.7	5	20	6	7	28	88	30	42	21	17	55

TABLE XVIII.—*Week's earnings, by race and occupation, hotels and restaurants—1924*

Week's earnings	Number of women reported		Number of women earning each specified amount who were employed as—																	
			Housekeeper		Linen girl		Maid		Waitress	Counter girl	Cook		Kitchen girl		Check-er or cash-ler	Pantry, floor, or store-room girl		Cigar counter, check room, or elevator girl		Tele- phone oper-ator
	White	Negro	White	Negro	White	Negro	White	Negro	White	White	White	Negro	White	Negro	White	White	Negro	White	Negro	White
Total .....	406	185	9	1	27	1	20	157	143	38	32	7	30	13	22	21	1	22	5	37
Median earnings .....	\$11. 75	\$10. 10	( <sup>1</sup> )	( <sup>1</sup> )	\$12. 70	( <sup>1</sup> )	\$9. 65	\$10. 10	\$9. 65	\$12. 30	\$15. 65	( <sup>1</sup> )	\$9. 75	( <sup>1</sup> )	\$14. 50	\$13. 10	( <sup>1</sup> )	\$13. 00	( <sup>1</sup> )	\$17. 75
Under \$1.....	2				1				1											
\$1 and under \$2.....	3	5						5	3											
\$2 and under \$3.....	3	5					1	5		1										1
\$3 and under \$4.....	3	3						3	3											
\$4 and under \$5.....	6	4						4	4											
\$5 and under \$6.....	10	6					1	6	4	1	1			1						1
\$6 and under \$7.....	17	7			1			7	11	1	2			2						
\$7 and under \$8.....	15	4					2	4	9					1						
\$8 and under \$9.....	29	17					4	10	16	1				6						
\$9 and under \$10.....	43	34					3	28	36	1	3	1		4	6		1		1	1
\$10 and under \$11.....	38	67		1			3	65	17	8				4						
\$11 and under \$12.....	40	18					8	14	8	4	3	1		4		4		2		
\$12 and under \$13.....	42	9				1	4	5	13	7	4	1		2		2		4	1	2
\$13 and under \$14.....	22	3					1	1	13	4	1	2		1		1		1	3	1
\$14 and under \$15.....	33	1		1			7		11	7	1	2		1		4		1		
\$15 and under \$16.....	32	1		2			3		6	2	3	1		4		4	1	4		3
\$16 and under \$17.....	5	1							2	7	2	1		4		4	3	1		
\$17 and under \$18.....	11								1		2	1		1		1		1		2
\$18 and under \$19.....	11			1					2					1		2		2		2
\$19 and under \$20.....	14				2				1		2			1		1		1		4
\$20 and under \$21.....	10			1											2	1		1		6
\$21 and under \$22.....	13						1			1	8									3
\$22 and under \$23.....																				
\$23 and under \$24.....	3			2																1
\$24 and under \$25.....																				
\$25 and under \$30.....	7			2									3						1	1

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

TABLE XIX.—*Week's earnings and days worked, by race, hotels and restaurants—1924*

Week's earnings	Number of women reported		Number of women earning each specified amount who worked on—																
			Less than 4 days		4 days		4½ days		5 days		5½ days		6 days		6½ days		7 days		5 days and over
	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	White	Negro	White	Negro
Total.....	302	176	23	18	6	5	2	2	14	8	5	1	83	25	7	162	117	271	151
Median earnings.....	\$11.55	\$10.05	\$4.50	\$3.00	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	\$12.55	\$9.40	(1)	\$12.50	\$10.40	\$12.10	\$10.25
Under \$1.....	2		2																
\$1 and under \$2.....	3	4	3	4															
\$2 and under \$3.....	2	5	2	5															
\$3 and under \$4.....	2	3	2	3															
\$4 and under \$5.....	6	4	5	2	1	2													
\$5 and under \$6.....	9	6	3	4	2	2	1		1										
\$6 and under \$7.....	16	7	3		1	1	1	2	2	4			8					3	4
\$7 and under \$8.....	15	4			2				3	3	1		3	1	1	5		11	4
\$8 and under \$9.....	21	17	1						1	1	1	1	6	1	1	11	6	20	17
\$9 and under \$10.....	31	33	2						1				4	6		24	27	29	33
\$10 and under \$11.....	30	67							4				8	4	1	17	63	30	67
\$11 and under \$12.....	26	11											5			21	11	26	11
\$12 and under \$13.....	30	9							2				14	1	2	12	8	30	9
\$13 and under \$14.....	11	3											1	2		7	1	11	3
\$14 and under \$15.....	20	1											1			19	1	20	1
\$15 and under \$16.....	27	1											18	1		9	1	27	1
\$16 and under \$17.....	5	1											2	1	1	2		5	1
\$17 and under \$18.....	10												1			9		10	
\$18 and under \$19.....	11												4			7		11	
\$19 and under \$20.....	8															8		8	
\$20 and under \$21.....	9												7		1	1		9	
\$21 and under \$22.....																			
\$22 and under \$23.....																			
\$23 and under \$24.....	3															3		3	
\$24 and under \$25.....																			
\$25 and under \$30.....	5												1			4		5	

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

TABLE XX.—Scheduled days in hotels and restaurants, by occupation

Occupation	Number of women reported	Number of women who worked during the week—		
		6 days	6½ days	7 days
Total.....	585	167	20	398
Housekeeper.....	10	1	1	9
Linen girl.....	27	4	4	19
Maid.....	177	2	12	163
Waitress.....	145	59	—	86
Counter girl.....	38	23	—	15
Cook.....	39	26	—	13
Kitchen girl.....	42	27	—	15
Pantry, floor, or store-room girl.....	22	13	—	9
Checker or cashier.....	22	4	2	16
Cigar-counter, check-room, or elevator girl.....	27	5	1	21
Telephone operator.....	36	4	—	32

TABLE XXI.—Weekly hours in hotels and restaurants, by occupation

Occupation	Number of women reported	Number of women whose scheduled weekly hours were—						
		Under 44	44	Over 44 and under 48	48	Over 48 and under 54	54	Over 54 and under 60
All occupations.....	568	42	2	93	53	273	58	47
Per cent distribution.....	100.0	7.4	0.4	16.4	9.3	48.1	9.2	8.3
Housekeeper.....	3	—	—	1	—	1	—	1
Linen girl.....	26	2	—	2	6	14	—	2
Maid.....	176	11	—	42	26	96	—	1
Waitress.....	141	22	2	26	13	34	16	28
Counter girl.....	38	—	—	4	6	27	—	1
Cook.....	39	2	—	3	—	23	10	1
Kitchen girl.....	42	—	—	6	—	15	16	5
Pantry, floor, or store-room girl.....	22	1	—	—	—	15	6	—
Checker or cashier.....	22	1	—	3	1	12	4	1
Cigar-counter, check-room, or elevator girl.....	25	2	—	2	—	14	4	3
Telephone operator.....	34	1	—	4	1	22	2	4

<sup>1</sup> Includes one woman who worked 50 to 56 hours a week, her daily hours depending upon the time of train arrival.

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TABLE XXII.—Age of the women employees who supplied personal information, by race and industry

Industry	Number of women reporting		Number of women whose age was—													
			16 and under 18 years		18 and under 20 years		20 and under 25 years		25 and under 30 years		30 and under 40 years		40 and under 50 years		50 and under 60 years	
	White	Negro	White	White	Negro	White										
All industries.....	2,454	156	99	394	7	809	37	342	43	465	51	248	15	88	3	9
Per cent distribution.....	100.0	100.0	4.0	16.1	4.5	33.0	23.7	13.9	27.6	18.9	32.7	10.1	9.6	3.6	1.9	0.4
Manufacturing:																
Glass and glass products.....	73		9	16		14		9		14		6		5		
Meat, poultry, and dairy products.....	145	1	3	26		38		25		35	1	18				
Other food products.....	142		2	30		28		30		26		16		8		2
Printing and publishing.....	10			1		3		5				1				
Shirts and overalls.....	83		1	4		11		11		31		17		7		1
Miscellaneous.....	122	1	6	16		34		21	1	21		16		8		
General mercantile.....	360	1	6	22		87		57		116	1	55		16		1
5-10-and-25-cent stores.....	201		25	89		67		10		7		3				
Laundries.....	371	38	8	31	5	78	8	46	9	106	12	70	4	27		5
Hotels and restaurants.....	239	115	4	8	2	38	29	43	33	90	37	41	11	15	3	
Telephone exchanges.....	708		35	151		411		85		19		5		2		

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

Industry	Number of women reporting		Number of women who were—					
			Single		Married		Widowed, separated, or divorced	
	White	Negro	White	Negro	White	Negro	White	Negro
All industries .....	2,383	154	1,097	31	792	72	494	51
Per cent distribution.....	100.0	100.0	46.0	20.1	33.2	46.8	20.7	33.1
Manufacturing:								
Glass and glass products.....	71		37		15		19	
Meat, poultry, and dairy products.....	139	1	44		64		31	1
Other food products.....	132		42		54		36	
Printing and publishing.....	10		5		2		17	
Shirts and overalls.....	81		26		38		35	
Miscellaneous.....	119		36		48	1	7	
General mercantile.....	370	1	137		144	1	89	
5-10-and-25-cent stores.....	199		179		13		7	
Laundries.....	361	35	83	11	164	11	114	13
Hotels and restaurants.....	234	116	36	20	91	59	107	37
Telephone exchanges.....	667		472		159		36	

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

Industry	Number of women reporting		Number of women who lived—					
			At home		With relatives <sup>1</sup>		Independently	
	White	Negro	White	Negro	White	Negro	White	Negro
All industries .....	2,464	154	1,962	123	139	3	363	28
Per cent distribution.....	100.0	100.0	79.6	79.9	5.6	1.9	14.7	18.2
Manufacturing:								
Glass and glass products.....	73		59		5		9	
Meat, poultry, and dairy products.....	142	1	120	1	2		20	
Other food products.....	142		119		2		21	
Printing and publishing.....	9		9					
Shirts and overalls.....	83		72				5	
Miscellaneous.....	122	1	104	1	6		10	
General mercantile.....	382	1	302	1	12		68	
5-10-and-25-cent stores.....	204		169		16		19	
Laundries.....	361	38	298	34	14	1	49	3
Hotels and restaurants.....	236	113	165	86	9	2	62	25
Telephone exchanges.....	710		545		65		100	

<sup>1</sup> Relatives other than husband, parents, children, brothers, or sisters.

TABLE XXV.—Extent of schooling of the women employees

Industry	Number of women reporting		Number of women who—							
			Had never attended school		Had completed—					
					Second grade		Third grade		Fourth grade	
	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
All industries.....	2,403	150	9	2	6	1	12	3	47	13
Per cent distribution <sup>1</sup> .....	100.0	100.0	0.4	1.3	0.2	0.7	0.5	2.0	2.0	8.7
<b>Manufacturing:</b>										
Glass and glass products.....	73		1		2		1		3	
Meat, poultry, and dairy products.....	139	1	1				1		4	1
Other food products.....	138				1				2	
Printing and publishing.....	10									
Shirts and overalls.....	76		1						3	
Miscellaneous.....	118								8	1
General mercantile.....	367	1								
5-10-and-25-cent stores.....	188									
Laundries.....	350	35	5		3		5		18	
Hotels and restaurants.....	236	112	1	2		1	4	3	9	11
Telephone exchanges.....	708						1			

<sup>1</sup> Not strictly accurate, because of the inclusion of the indefinite column, which comprises "several years," "country school," etc.

who supplied personal information, by race and industry

Number of women who—Continued																					
Had completed—Continued																		Had attended college or other higher school		Returned indefinite report	
Fifth grade		Sixth grade		Seventh grade		Eighth grade		Ninth grade		Tenth grade		Eleventh grade		Twelfth grade		White	Negro	White	Negro		
White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro					White	Negro
68	15	91	17	215	21	800	33	337	14	311	11	133	9	269	8	48	2	23	34		
2.8	10.0	3.8	11.3	8.9	14.0	33.3	22.0	14.0	9.3	12.9	7.3	5.5	6.0	11.2	5.3	2.0	1.3	1.0	1.4		
6	13	1	9	22	56	28	14	8	9	4	3	2	7	4	1	2	3	1	1		
5	---	2	32	---	53	---	15	14	14	7	---	4	---	1	---	---	---	---	2		
---	---	1	---	---	7	---	---	---	1	---	---	---	---	---	---	---	---	---	---		
---	---	6	---	---	38	---	3	9	---	---	---	5	---	---	---	---	---	---	4		
5	---	7	---	20	44	---	15	10	10	4	---	3	---	1	---	---	---	---	1		
---	---	3	---	8	74	---	62	45	45	31	---	36	1	29	---	---	---	5	8		
1	---	2	---	9	43	---	28	43	43	20	---	20	36	2	---	---	---	3	1		
22	2	39	4	49	8	140	9	27	3	23	3	5	3	8	1	1	1	5	7		
13	13	15	13	23	13	92	24	28	11	22	8	5	6	14	6	1	1	2	7		
3	---	6	---	36	---	225	---	137	---	127	---	54	---	87	---	13	---	13	6		

APPENDIX B

SCHEDULE FORMS

SCHEDULE I

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

U. S. DEPARTMENT OF LABOR  
WOMEN'S BUREAU  
WASHINGTON

FACTORY SCHEDULE (OKLAHOMA)

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

	W.	C.	Day		W.	C.	Total
Men -----			Boys -----				
Women -----			Girls -----				
Total -----			Total -----				
	W.	C.	Night		W.	C.	Total
Men -----			Boys -----				
Women -----			Girls -----				
Total -----			Total -----				
4. Firm's scheduled hours:
 

Daily -----	Begin	End	Lunch period -----	Rest period -----	Total -----
Saturday -----	"	"	"	"	"
Shifts -----	"	"	"	"	"
Regular weekly number of days -----			Total weekly hours -----		
Shifts weekly number of periods -----			Total shifts weekly hours -----		
Daily -----	Begin	End	Lunch period -----	Rest period -----	Total -----
Saturday -----	"	"	"	"	"
Shifts -----	"	"	"	"	"
Regular weekly number of days -----			Total weekly hours -----		
Shifts weekly number of periods -----			Total shifts weekly hours -----		
5. Seasonal -----
6. Employment policy:
 

Employment manager -----	Or centralized method -----	Foremen -----
Records kept -----		
7. Subcontract shop ----- Home work given out -----  
Date ----- Agent -----
8. Halls:
 

Indirect -----	Cl. -----	Nat. lt. o. k. -----	Art. prov. -----	Other -----
----------------	-----------	----------------------	------------------	-------------
9. Stairway:

No.	Location	Wind- ing	Nat. lt. adqt.	Art. lt. prov.	Hand rl. o. k.	Nar- row	Steep	Cle.	Rpr. o. k.	Other

Workrooms. Number -----

10. Floors					11. Aisles			12. Walls				13. Ceilings				
Loc.	Mat.	Repr.	Cle.	Other	Loc.	Obst.	Nar.	Loc.	Rpr.	Cl.	Lt.	Loc.	Rpr.	Cl.	Lt.	Low

Notes -----  
-----

14. Cleaned: By girls ..... men ..... jant. .... janitress ..... other ..... no resp. ....  
 15. Natural lighting: Type of windows; on how many sides of workroom; occupations where women face the light; shades; awnings, etc.  
 -----  
 -----  
 16. Artificial lighting: Kind (general, individual); shades or reflectors (general individual)  
 -----  
 -----  
 17-18. Glare or reflection: Describe  
 -----  
 19. Heating system  
 20. Ventilation:  
 App. o. k. .... Art. .... Kind .....  
 Loc. ....  
 21. Special prob.:  
 Heat; cold; dust; lint; humid; fumes  
 Other .....  
 -----  
 22. Sanitation: Drinking facilities, loc. .... Conv. .... Bblr. .... San. .... Tank  
 Cooler ..... Faucet ..... Other ..... Cup, common ..... Individual ..... Kind .....  
 23. Washing facilities ..... If none, where wash .....

No.	Kind	Conv.	Cln.	Repr.	Hot water	Soap fur.	Towels					
							Fur.	Ind.	Paper	Com-mon	Often	

24. Toilets: Kind ..... Sep. .... If none, arrangement ..... Flush, hand ..... Auto.  
 seat ..... Repr. .... Plb. .... Cl. .... Paper ..... Instr. ....

No. T. R.	No. seats	Fl.	Loc.	Conv.	Scrn.	Deg.	Sngl. st. rm.	Row in rm.	Room cell.	Seat encl.	Nat. vnt. ok.	Vnt. oth. rm.	Art. vnt. ok.	Lgt. nat. ok.	Lgt. art. ok.	Cl.

- Total no. seats ..... No. wmn. per seat ..... Cng.: By girls ..... men ..... jant. ....  
 janitress ..... other ..... no. resp. .... Swept reg ..... freq. .... wrk. hrs. .... Scrub  
 reg ..... freq. .... work hrs. ....  
 25. Service and welfare: Lunch room, combined with ..... prov. .... kind ..... Loc. .... Equip.  
 o. k. .... Cln. .... Lt. Nat. .... Art. .... Vent. o. k. .... Prov. hot food, drink only .....  
 Cooking convyces ..... Supr. .... If none .....  
 26. Rest room, comb. with ..... Prov. .... Loc. .... Equip. o. k. .... Cln. .... Lgt.  
 mat. .... Art. .... Vent. o. k. .... Supr. .... If none .....  
 27. Cloakroom, combined with ..... Prov. .... Loc. .... Conv. .... Lkr. .... Shiv. ....  
 Hngr. .... Wl. hk. .... Seats ..... Cln. .... Lgt. nat. .... Art. .... Vent.  
 o. k. .... Supr. .... If none ..... Lkr. .... Shiv. .... Hngr. .... Wl. hk. ....  
 28. Health service: Hosp. .... Chg. of .... Dr. reg. .... On call ..... 1st aid ..... Chg.  
 of .... Med. exam. .... Health rec. .... Acc. rec. .... Comp. ....  
 29. Other welfare: .....

30. Occupations	Seats			Foot rest		Uniform							
	Kind	Adj.	No. o. k.	Kind	Need	Needed		Req. by Co.	Furn. by Co.	Kept by		Kind	Misc. by girls
						Safe	San			Co	Girl		
Sit:													
Stand:													
Sit or stand:													

Describe: Opportunity to sit, etc. ....

SCHEDULE II

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

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

WASHINGTON

MERCANTILE SCHEDULE (OKLAHOMA)

1. Name of store ..... Address .....

2. Type ..... Person interviewed .....

3. Number employed: Position .....

		W.	C.	Day		W.	C.	Total
Men	-----	-----	-----	Boys	-----	-----	-----	-----
Women	-----	-----	-----	Girls	-----	-----	-----	-----
Total	-----	-----	-----	Total	-----	-----	-----	-----

		W.	C.	Evening		W.	C.	Total
Men	-----	-----	-----	Boys	-----	-----	-----	-----
Women	-----	-----	-----	Girls	-----	-----	-----	-----
Total	-----	-----	-----	Total	-----	-----	-----	-----

4. Firm's scheduled hours:

Daily	Begin	End	Lunch period	Rest period	Total
Saturday	"	"	"	"	"
Shifts	"	"	"	"	"
Regular weekly number of days	-----		Total weekly hours	-----	
Shifts weekly number of periods	-----		Total shifts weekly hours	-----	
Daily	Begin	End	Lunch period	Rest period	Total
Saturday	"	"	"	"	"
Shifts	"	"	"	"	"
Regular weekly number of days	-----		Total weekly hours	-----	
Shifts weekly number of periods	-----		Total shifts weekly hours	-----	

5. Overtime or seasonal hours .....

6. Employment policy: Employment manager ..... Other ..... Records kept .....

Date ..... Agent .....

7. Halls:

Indirect ..... Cl. .... Nat. lt. o. k. .... Art. prov. .... Other .....

8. Stairway:

No.	Location	Wind- ing	Nat. lt. adqt.	Art. lt. prov.	Hand rl. o. k.	Nar- row	Steep	Cle.	Rpr. o. k.	Other

- Elevators for operators -----
9. Workrooms, describe: Cleanliness; seats; ventilation; crowding -----  
-----
10. Salesroom: Aisles ----- Tables in center, etc. -----  
Describe -----
11. Natural lighting. Describe: Salesrooms -----  
Workrooms -----
12. Artificial lighting. Describe: Salesrooms -----  
Workrooms -----
13. Heating system -----  
-----
14. Ventilation: Salesrooms -----  
-----
15. Sanitation:
- a. Drinking facilities -----  
Bblr. ----- San. ----- Tank ----- Cooler ----- Used by workers only -----  
Faucet ----- Other ----- Cup common ----- Indiv. ----- Kind -----
- b. Washing facilities: For workers only ----- For public and workers ----- Where located -----  
Clean ----- By whom ----- Freq. ----- Hot water ----- Soap -----  
Towels -----
- c. Toilets: Kind ----- For workers only ----- For workers and public ----- Location -----  
Screened ----- Room ceiled ----- Nat. vent. ----- Nat. light -----  
Art. light ----- Clean ----- By whom ----- Freq. ----- Number of seats -----  
No. of seats per woman -----
16. Lunchroom: Combined with ----- Prov. ----- Kind ----- Loc. ----- Equip. o. k. -----  
Cln. ----- Lt. nat. ----- Art. ----- Vent. o. k. ----- Prov. food, drink -----  
only ----- Cooking convncs ----- Supr ----- If none -----
17. Restroom: Comb. with ----- Prov. ----- Loc. ----- Equip. o. k. ----- Cln. -----  
Lgt. nat. ----- Art. ----- Vent. o. k. ----- Supr. ----- If none -----
18. Cloakroom: Comb. with ----- Prov. ----- Loc. ----- Conv. ----- Lkr. ----- Shlv. -----  
Hangr. ----- Wl. hk. ----- Seats ----- Clen. ----- Lgt. nat. -----  
Art. ----- Vent. o. k. ----- Supr. ----- If none ----- Lkr. ----- Shlv. -----  
Hngr ----- Wl. hk. -----
19. Health service: First aid ----- Dispensary -----
20. Other welfare -----  
-----
21. Seats: Type -----  
-----
- App. suf. no. ----- Rules for use ----- Room to pass behind seats and counters -----

SCHEDULE III

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

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

WASHINGTON

RESTAURANT SCHEDULE (OKLAHOMA)

1. Firm name ----- Person interviewed -----  
 Address ----- Agent ----- Date -----

2. Type of restaurant -----

3. Hours open for business: Daily ----- Sunday ----- Extra -----

			Total
4. No. of men -----	Boys -----		
No. of women -----	Girls -----		
Total -----			

5. Location of building -----

6. Workroom conditions: -----

a. General description of use of floors -----

b. General impression of workrooms -----

c. Cleaning -----

d. Heating -----

e. Lighting -----

f. Ventilation -----

7. Occupations; describe general duties of various employees: -----

8. Sanitation: -----

a. Drinking facilities -----

b. Washing facilities -----

c. Toilets: (1) Location ----- (2) Ventilation ----- Hot water ----- Soap ----- Towels -----  
 (3) Lighting: Daylight ----- Artificial -----  
 (4) Screened from workroom ----- (5) Describe: Ventilation; cleanliness; cleaned  
 when and by whom; type of toilet; type of seat -----

d. Uniforms: Supplied ----- (6) No. of seats ----- No. of seats per woman -----  
 Required ----- Laundering -----

9. Service and welfare facilities: -----

a. Lunchroom -----

b. Restroom -----

c. Cloakroom and locker facilities -----

d. Health service: Medical examination ----- Health record ----- First aid equipment -----

e. Other welfare equipment -----

10. Employment management:

- a. Hiring and discharge centralized..... Other.....
- b. Record kept.....
- c. ....

Establishment .....  
 Worker ..... Race ..... Occupation .....

	Hours														Meals		Total hours											
	M 12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3		4	5	6	7	8	9	10	11	M 12	On duty	Off duty
Sunday.....																												
Monday.....																												
Tuesday.....																												
Wednesday.....																												
Thursday.....																												
Friday.....																												
Saturday.....																												

Total weekly.....

Worker ..... Race ..... Occupation .....

	Hours														Meals		Total hours											
	M 12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3		4	5	6	7	8	9	10	11	M 12	On duty	Off duty
Sunday.....																												
Monday.....																												
Tuesday.....																												
Wednesday.....																												
Thursday.....																												
Friday.....																												
Saturday.....																												

Total weekly.....

Worker ..... Race ..... Occupation .....

	Hours														Meals		Total hours											
	M 12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3		4	5	6	7	8	9	10	11	M 12	On duty	Off duty
Sunday.....																												
Monday.....																												
Tuesday.....																												
Wednesday.....																												
Thursday.....																												
Friday.....																												
Saturday.....																												

Total weekly.....

Date..... Agent.....

## SCHEDULE IV

All information which could be secured from the pay roll was copied\* onto this card, one card being used for each woman employee. Certain information was added from Schedule V.

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 \$			
	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 Age	Time at work	In this trade	This firm					
At home		Board	Pay-roll period ---- Days ending							

## SCHEDULE V

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

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		

SCHEDULE VI

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

U. S. DEPARTMENT OF LABOR, WOMEN'S BUREAU, WASHINGTON

Firm..... Product.....  
 Name of worker..... Occupation.....

*Earnings for 52-week period*

Week ending	Wages	Remarks	Week ending	Wages	Remarks
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		

SCHEDULE VII

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

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

WASHINGTON

HOME VISIT SCHEDULE

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

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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. See Bulletin 40.
  - 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. Out of print.
  - No. 21. Women in Rhode Island Industries. 73 pp. 1922.
  - No. 22. Women in Georgia Industries. 89 pp. 1922.
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