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**UNITED STATES DEPARTMENT OF LABOR**  
**BULLETIN OF THE WOMEN'S BUREAU, No. 56**

**WOMEN**  
**IN**  
**TENNESSEE 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 an extent as the Secretary of Labor may prescribe.

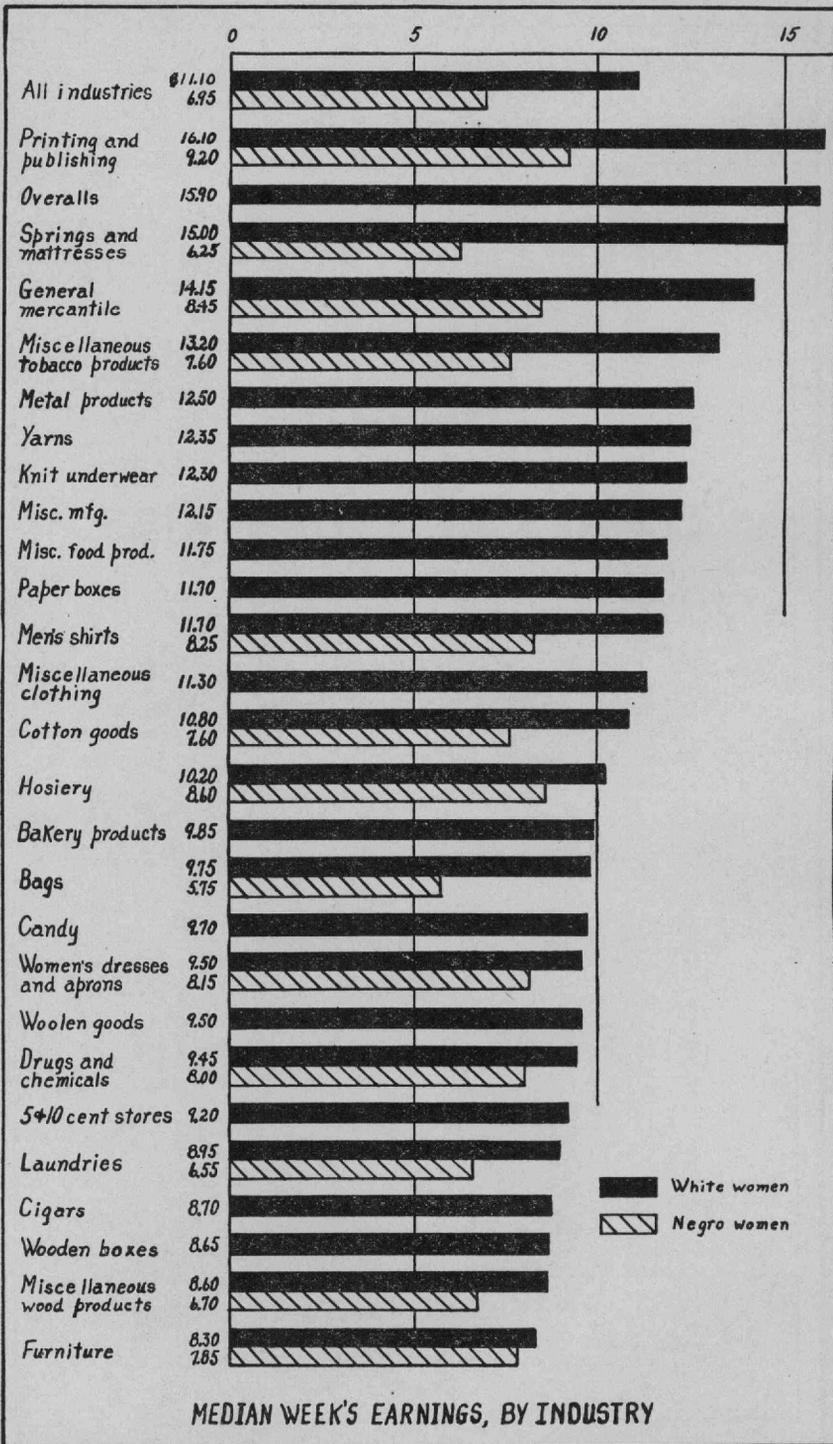
SEC. 3. That there shall be in said bureau an assistant director, to be appointed by the Secretary of Labor, who shall receive an annual compensation of \$3,500 and shall perform such duties as shall be prescribed by the director and approved by the Secretary of Labor.

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.



MEDIAN WEEK'S EARNINGS, BY INDUSTRY

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

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Working Conditions**



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U. S. DEPARTMENT OF LABOR  
LABOR DEVELOPMENT DIVISION  
WOMEN'S BUREAU  
1200 MARKET STREET, PHILADELPHIA, PA.

BUREAU OF THE WOMEN'S BUREAU, NO. 12

WOMEN  
IN  
TENNESSEE INDUSTRIES

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## LETTER OF TRANSMITTAL

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UNITED STATES DEPARTMENT OF LABOR,  
WOMEN'S BUREAU,  
*Washington, September 16, 1926.*

SIR: I have the honor to submit herewith a report of wages, hours, and working conditions of women in industry in the State of Tennessee. This survey was requested by the State department of labor and, following the policy of cooperation with State departments, the Women's Bureau undertook to make the study in the fall of 1924.

I fully appreciate the assistance received from the State officials in giving us the benefit of their knowledge and experience of local conditions. I also want to take this opportunity to acknowledge the cooperation extended to us by the employers. Without their help the Women's Bureau could not have made this study.

Mrs. Ethel L. Best, economic analyst, was in charge of the survey, and the report was written by Miss Ruth I. Voris, assistant editor.

Respectfully submitted.

MARY ANDERSON, *Director.*

Hon. JAMES J. DAVIS,  
*Secretary.*

# WOMEN IN TENNESSEE INDUSTRIES

## PART I

### INTRODUCTION

Late in the fall of 1924 the department of labor of the State of Tennessee, at the suggestion of interested organizations within the State, asked that the Women's Bureau of the United States Department of Labor make a survey of the wages, hours, and working conditions of the women working in the factories, stores, and laundries of that State. Following its policy of cooperation with State departments of labor in the conduct of such investigations, the Women's Bureau undertook to make the study. The actual field work was begun in the latter part of February, 1925, and completed in May of the same year.

The agents of the bureau were greatly assisted in their work by the State department of factory inspection. Helpful suggestions also were given by local secretaries of the Young Women's Christian Association, while the cooperation of the employers themselves made possible the gathering of the facts.

According to 1920 census figures, 152,108 women were gainfully employed in Tennessee, this number being 17.2 per cent of all the women in the State. In most of the other States the proportion of the total female population gainfully employed was greater than this. Domestic service and agriculture claimed the majority of the women workers in Tennessee, while manufacturing, trade, and transportation combined gave employment to only a little over one-fifth.<sup>1</sup>

In the field of manufacturing no single industry assumed a conspicuous place. Flour-mill products stood first in importance, followed by knit goods.<sup>2</sup>

In no manufacturing industry did Tennessee stand in advance of other States in her contribution toward the total output of the country. In the value of chewing and smoking tobacco produced Tennessee ranks fourth among the States, and in the value of knit

<sup>1</sup> U. S. Bureau of the Census. Fourteenth census: Population, 1920. v. 4. Occupations, pp. 47 and 108-122, Tables 8 and 15.

<sup>2</sup> U. S. Bureau of the Census. Biennial Census of Manufactures, 1921, p. 1485, Table 1046.

goods manufactured she stands fifth.<sup>3</sup> In no other branch of the textile industry does Tennessee contribute any large proportion of the country's output.

#### SCOPE AND METHOD OF INVESTIGATION

In a survey of this type it is not possible to visit every establishment in the State employing women, for any such comprehensive study would cost more than the result would justify. However, an attempt was made to visit a representative number of establishments in those industries employing the most workers, including both large plants and small. Factories, stores, and laundries were surveyed in 27 cities and towns, the list being as follows:

Athens	Columbia	Harriman	Murfreesboro
Bemis	Dayton	Jackson	Nashville
Bristol	Dyersburg	Johnson City	Paris
Chattanooga	Elizabethton	Kingsport	Shelbyville
Clarksville	Englewood	Knoxville	Springfield
Cleveland	Erwin	Loudon	Sweetwater
Clinton	Fayetteville	Memphis	Union City

The establishments covered by the survey were visited by agents of the bureau, who obtained through interviews with employers, managers, and foremen, and by examination of the pay rolls information on the total number of employees and the hours and wages of the women workers. In order to obtain accurate and comparable material all figures from the pay rolls were copied by the agents themselves. The records taken from the books included data on the earnings, rates, and hours of each woman for a representative current week. In the majority of cases records were taken for a pay-roll week in February, 1925, but occasionally, on the advice of the management, another week was selected in order to make certain that the figures obtained related to a normal working week when no unusual circumstances had affected the number of hours worked. Records also were taken of year's earnings for about 10 per cent of the women who had been with the firm the whole year and had worked not less than 44 weeks.

In addition to this material on wages and hours, information relating to age, nativity, conjugal and living conditions, schooling, and time in the trade was obtained from questionnaires distributed in the plant and filled in by the employees.

Personal inspection was made by the agents of the conditions under which the women worked, with special attention to such subjects as seating, lighting, ventilation, and sanitary and service facilities.

<sup>3</sup> U. S. Bureau of the Census. Biennial Census of Manufactures, 1921, pp. 1005 and 217, Tables 844 and 161.

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

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

Industry	Number of establishments	Total number of employees	Number of men	Number of women			Number of boys under 16	Number of girls under 16
				Total	White	Negro		
All industries.....	216	30,900	14,140	16,596	15,176	1,420	58	106
Manufacturing:								
Candy.....	7	710	313	397	397			
Clothing—								
Men's shirts.....	6	720	64	656	639	17		
Overalls.....	7	492	44	448	448			
Women's dresses and aprons.....	3	279	13	265	230	35	1	
Other.....	4	283	53	230	226	4		
Drugs and chemicals.....	14	684	322	361	306	55		1
Food products—								
Bakery products.....	7	748	413	334	329	5		1
Other.....	5	375	273	102	102			
Metal products.....	5	692	630	62	62			
Paper boxes.....	6	307	154	153	145	8		
Printing and publishing.....	13	1,135	778	357	340	17		
Springs and mattresses.....	3	211	150	61	42	19		
Textiles—								
Bags.....	5	843	340	503	441	62		
Cotton goods.....	7	3,530	2,145	1,337	1,293	44	25	23
Hosiery.....	23	4,733	1,324	3,348	3,322	26	22	39
Knit underwear.....	6	3,484	1,274	2,206	2,193	13		4
Woolen goods.....	5	1,544	796	726	726		5	17
Yarns.....	6	1,009	542	467	459	8		
Tobacco products—								
Cigars.....	4	600	54	527	520	7		19
Other.....	6	1,062	508	554	356	198		
Wood products—								
Boxes.....	3	433	369	69	69			
Furniture.....	8	1,274	1,082	192	53	139		
Other.....	11	1,207	1,007	200	122	78		
Miscellaneous.....	4	710	334	376	375	1		
General mercantile.....	16	2,220	860	1,353	1,317	36	5	2
5-and-10-cent stores.....	14	410	75	335	335			
Laundries.....	18	1,200	223	977	329	648		

The 16,596 women included in the survey were employed in factories, stores, and laundries. Practically one-half of the women were working in some branch of the textile industry. One-fifth were engaged in the manufacture of hosiery and more than one-eighth in the manufacture of knit underwear. These two industries employed a larger proportion of the women surveyed than did any others. In both of these industries the women formed the majority of the total number of employees.

Laundries and the manufacture of furniture and of tobacco products other than cigars claimed the bulk of negro workers. In the laundries and furniture factories the majority of the women employees were negroes. In most branches of the textile industry the majority of the negro women were cleaners or sweepers, but in the manufacture of bags they were employed at work more directly connected with the manufacturing process.

The industries in which women and girls formed over half the employees in the plants studied are as follows:

	Per cent		Per cent
Candy .....	55.9	Knit underwear .....	63.4
Men's shirts .....	91.1	Cigars .....	91.0
Overalls .....	91.1	Other tobacco products .....	52.2
Women's dresses and aprons .....	95.0	Miscellaneous manufacturing .....	53.0
Other clothing .....	81.3	General mercantile .....	61.0
Drugs and chemicals .....	52.8	5-and-10-cent stores .....	81.7
Bags (textile) .....	59.7	Laundries .....	81.4
Hosiery .....	71.6		

Included in the numbers given are 357 women employed on night shifts. These women were in the various branches of the textile industry, each of which had some women working at night.

### SUMMARY OF FACTS

#### Extent of survey.

Number of cities and towns visited .....	28
Number of establishments visited .....	216
Number of women employed in these establishments .....	16,596

#### Workers.

	Per cent
1. Proportion of negroes .....	8.6
2. Distribution of women in industry groups—	
Manufacturing .....	83.9
Mercantile .....	10.2
Laundries .....	5.9
3. Conjugal condition of 9,761 women—	
Single .....	49.4
Married .....	30.2
Widowed, separated, or divorced .....	20.4
4. Age of 9,884 women—	
Under 25 years .....	54.2
25 and under 30 years .....	13.6
30 years and over .....	32.2
5. Living condition of 10,003 women—	
Living at home .....	79.0
Living with relatives outside their immediate family .....	7.9
Living independently .....	13.1

#### Hours.

Hour data for 216 factories, stores, and laundries may be summarized as follows:

##### 1. Weekly hours—

A schedule of 55 hours or more for 49.6 per cent of the women.

A schedule of 48 hours or less for 9.7 per cent of the women.

Hours less than scheduled worked by 44 per cent of the women for whom time worked was reported.

Hours more than scheduled worked by 5.6 per cent of the women for whom time worked was reported.

##### 2. Daily hours—

A schedule of 10 hours or more for 45.6 per cent of the women.

A schedule of 8 hours or less for 5.9 per cent of the women.

**Hours—Continued.****3. Saturday hours—**

Saturday hours shorter than the daily schedule for 93.4 per cent of the women in factories.

Saturday hours longer than the daily schedule for 60.8 per cent of the women in stores.

**Wages.**

Wage data for 216 factories, stores, and laundries may be summarized as follows:

**1. Week's earnings—**

Median week's earnings for all industries—

White women ..... \$11. 10

Negro women ..... 6. 95

Median earnings of full-time workers—

White women ..... 12. 45

Negro women ..... 7. 40

**2. Year's earnings (February, 1924, to February, 1925)—**

Median year's earnings for all industries—

White women ..... 629. 00

Negro women ..... 386. 00

**Working conditions.**

For the 216 factories, stores, and laundries visited—

**1. General workroom conditions were as follows:**

(a) 51 factories and laundries had aisles narrow, obstructed, or both; 11 stores had aisles behind counters too narrow for workers to pass when seats were down.

(b) 63 establishments had floors of concrete or brick, and on only 13 of these were wooden platforms provided for any of the standing workers.

(c) Natural light was unsatisfactory because of inadequacy or glare for at least some of the women employed in 98 establishments.

(d) Artificial light caused glare for some or all of the workers in 116 establishments.

(e) In 58 factories and laundries no seats were provided for women who stood at their work; in 32 factories and laundries none of the women who sat all day at their work had seats with backs.

**2. The need for improved sanitation was as follows:**

(a) The common drinking cup was found in 48 establishments, no cups in 51 establishments not having fountains, insanitary drinking fountains in 98 establishments.

(b) There were no washing facilities in 11 establishments, no towels in 109 establishments, common towels in 61 establishments.

(c) An inadequate number of toilet facilities was reported in 169 of the 416 toilet rooms found; 16 toilet rooms were shared with the public.

**3. The record of service facilities disclosed—**

(a) No lunch room in 164 establishments.

(b) No cloak room in 61 establishments.

(c) No rest room in 161 establishments.



## PART II

### WAGES

The earnings of women workers are of as great importance to them as the earnings of any other group in the community. Their earnings serve the same needs as those of other workers; they must cover expenses of food, shelter, clothing, and important incidentals, either for the woman alone or for herself and dependents. Only so far as the wage covers satisfactorily the essential costs of living can it be said to be an adequate wage. This report does not attempt to set up any arbitrary standards as to what wage would be just or adequate, for such a statement could be based only on a study of living cost in the communities affected. However, the figures given are the amounts which the women wage earners of Tennessee were actually receiving, and the reader can draw his own conclusions as to the purchasing power of such earnings.

Because of the marked difference in the earnings of white and negro women workers, all figures on wages have been handled separately throughout. The earnings of the negro women may be found in a later section.

#### WEEK'S EARNINGS

The figures on week's earnings were copied from the pay rolls of the establishments visited. The actual earnings of each woman for one week, so far as possible a week in February, 1925, were taken off. If that period had been an abnormal one in the plant, or if records were not available for a week in that month, some other pay roll was taken with the advice of the management. In some of the plants visited the pay-roll period was longer than one week, but the material was converted into terms of week's earnings so that comparable figures would be available for all of the women included.

Records of actual earnings were obtained for 14,642 white women employed in factories, stores, and laundries, and the distribution of the women in the various wage groups is given in Table I in the appendix. The median earnings for these 14,642 women were \$11.10; in other words, one-half of the women earned more than \$11.10, while the week's earnings of the other half fell below that amount.

A comparison of the wage standards of the various industries may be found in the following table:

TABLE 2.—*Distribution of women and their median earnings, by industry*

Industry	Women employed		Median earnings, week of pay-roll investi- gation
	Number	Per cent	
All industries.....	14,642	100.0	\$11.10
Manufacturing:			
Candy.....			
Clothing—	397	2.7	9.70
Men's shirts.....	609	4.2	11.70
Overalls.....	441	3.0	15.90
Women's dresses and aprons.....	230	1.6	9.50
Other.....	226	1.5	11.30
Drugs and chemicals.....	306	2.1	9.45
Food products—			
Bakery products.....	328	2.2	9.85
Other.....	102	.7	11.75
Metal products.....	59	.4	12.50
Paper boxes.....	145	1.0	11.70
Printing and publishing.....	336	2.3	16.10
Springs and mattresses.....	42	.3	15.00
Textiles—			
Bags.....	439	3.0	9.75
Cotton goods.....	1,109	7.6	10.80
Hosiery.....	3,269	22.3	10.20
Knit underwear.....	2,036	13.9	12.30
Woolen goods.....	699	4.8	9.50
Yarns.....	447	3.1	12.35
Tobacco products—			
Cigars.....	506	3.5	8.70
Other.....	356	2.4	13.20
Wood products—			
Boxes.....	69	.5	8.65
Furniture.....	53	.4	8.30
Other.....	120	.8	8.60
Miscellaneous.....	363	2.5	12.15
General mercantile.....	1,309	8.9	14.15
5-and-10-cent stores.....	317	2.2	9.20
Laundries.....	329	2.2	8.95

Rating the industries on the basis of the median earnings, the industry with the highest wage standard was printing and publishing, with a median of \$16.10. It was followed by the manufacture of overalls, with a median of \$15.90, and the manufacture of springs and mattresses, with one of \$15. None of these, however, was a leading woman-employing industry in the State. The lowest earnings were those of the women employed in the manufacture of furniture, whose median was only \$8.30. Four other industries surveyed had medians of less than \$9—laundries, and the manufacture of wooden boxes, of miscellaneous wooden products, and of cigars. The hosiery mills visited employed more women than did any of the other industries surveyed, over one-fifth of all the women included in the study, and for this group the median earnings were only \$10.20, an amount considerably less than the general median for all the women surveyed. The women working in another branch of the textile in-

dustry, the manufacture of knit underwear, formed the group next in size, and the median for these workers was \$12.30.

As is usually the case, the two mercantile groups are in marked contrast in the matter of wages. While the median earnings of those who worked in general mercantile establishments was \$14.15, and only three other industries showed a higher median, the median for the 5-and-10-cent store workers was only \$9.20, or sixth from the bottom of the list when the 27 industries are listed according to the median earnings of the women employed.

The figures on earnings which have been cited relate to all the women whose names appeared on the pay rolls for the week recorded, without regard to the amount of time they had worked. As a result the earnings recorded range all the way from less than \$1 to more than \$40. However, the earnings of over one-half of the women fell between \$7 and \$14, while practically three-fifths as many women earned less than \$7 as were in the group earning \$14 or more.

The distribution of earnings in the various industries is classified below:

*Percentage of women earning less than \$6*

All industries.....	11.7
Metal products.....	1.7
General mercantile.....	2.8
Overalls.....	4.3
Miscellaneous manufacturing.....	4.7
Yarns.....	4.7
Tobacco products other than cigars.....	5.9
Paper boxes.....	6.9
Knit underwear.....	7.7
Printing and publishing.....	8.9
Men's shirts.....	9.0
5-and-10-cent stores.....	9.5
Candy.....	9.8
Cotton goods.....	10.4
Miscellaneous clothing.....	11.1
Laundries.....	12.2
Furniture.....	13.2
Drugs and chemicals.....	13.4
Food other than bakery products.....	13.7
Wooden boxes.....	14.5
Springs and mattresses.....	16.7
Woolen goods.....	16.7
Bags (textile).....	17.1
Women's dresses and aprons.....	17.8
Hosiery.....	17.9
Miscellaneous wood products.....	20.8
Cigars.....	22.9

*Percentage of women earning less than \$9*

All industries.....	31.3
General mercantile.....	9.4
Metal products.....	10.2
Tobacco products other than cigars.....	11.8
Printing and publishing.....	15.5
Overalls.....	16.3
Miscellaneous manufacturing.....	20.4
Paper boxes.....	20.7
Knit underwear.....	20.9
Springs and mattresses.....	21.4
Yarns.....	23.5
Food other than bakery products.....	27.5
Men's shirts.....	28.2
Cotton goods.....	30.3
Candy.....	35.8
Hosiery.....	39.6
Bakery products.....	40.5
Drugs and chemicals.....	42.8
Bags (textile).....	43.3
Women's dresses and aprons.....	44.3
Woolen goods.....	45.4
5-and-10-cent stores.....	45.4
Laundries.....	51.1
Cigars.....	54.2
Furniture.....	56.6
Miscellaneous wood products.....	59.2
Wooden boxes.....	60.9

*Percentage of women earning less than \$12*

All industries.....	56.6
Tobacco products other than cigars.....	24.7
General mercantile.....	28.7
Overalls.....	28.8
Printing and publishing.....	28.9
Springs and mattresses.....	33.3
Metal products.....	44.1
Yarns.....	45.9
Knit underwear.....	47.6
Miscellaneous manufacturing.....	48.5
Food other than bakery products.....	52.0
Paper boxes.....	53.1
Men's shirts.....	53.2
Miscellaneous clothing.....	55.8
Cotton goods.....	61.0
Hosiery.....	63.9
Bags (textile).....	65.6
Women's dresses and aprons.....	68.7
Woolen goods.....	70.0
Bakery products.....	71.0
Laundries.....	71.1

Candy.....	74.1
Drugs and chemicals.....	74.8
Miscellaneous wood products.....	84.2
Furniture.....	84.9
Cigars.....	86.2
Wooden boxes.....	89.9
5-and-10-cent stores.....	94.0

*Percentage of women earning less than \$15*

All industries.....	76.6
Printing and publishing.....	45.5
Overalls.....	45.6
Springs and mattresses.....	50.0
General mercantile.....	53.2
Tobacco products other than cigars.....	68.0
Knit underwear.....	71.1
Men's shirts.....	71.8
Miscellaneous manufacturing.....	72.5
Miscellaneous clothing.....	73.0
Paper boxes.....	75.9
Metal products.....	76.3
Yarns.....	77.6
Cotton goods.....	81.6
Hosiery.....	82.0
Bags (textile).....	83.6
Laundries.....	83.6
Food other than bakery products.....	86.3
Drugs and chemicals.....	86.6
Woolen goods.....	86.7
Women's dresses and aprons.....	87.0
Candy.....	88.7
Furniture.....	94.3
Bakery products.....	94.5
Miscellaneous wood products.....	95.0
Cigars.....	97.2
5-and-10-cent stores.....	99.1
Wooden boxes.....	100.0

According to this summary of the distribution of earnings there were only three industries—printing and publishing, overalls, and springs and mattresses—in which half of the women reported earned as much as \$15. Although more than one-half of the general mercantile workers earned less than \$15, a smaller proportion of the women of this group than of any other but one earned less than \$6. While the percentage of women earning less than \$12 was lowest in the manufacture of tobacco products other than cigars, there were four other industries in which the proportion with earnings under \$15 was smaller, earnings between \$12 and \$15 being common for the women employed in these factories.

Over one-fifth of the women for whom figures were reported in the manufacture of cigars had earned less than \$6 during the week recorded and only a little over one-eighth had earned as much as \$12. None of the women who worked in the wooden-box plants had received amounts of \$15 or over, and in five other industries over 90 per cent of the women for whom earnings were reported had received less than \$15.

As separate figures for some of the larger cities of the State might be of interest to the people in those localities, the figures have been tabulated separately for Chattanooga, Knoxville, Memphis, and Nashville.

TABLE 3.—*Distribution of women and their median earnings, by locality*

Locality	Women employed		Median earnings, week of pay-roll investigation
	Number	Per cent	
State.....	14,642	100.0	\$11.10
Chattanooga.....	2,272	15.5	12.30
Knoxville.....	3,788	25.9	11.95
Memphis.....	1,587	10.8	12.45
Nashville.....	2,592	17.7	11.70
Other places.....	4,403	30.1	9.25

More than 2,000 women were included in the industries surveyed in Chattanooga, and 1,908 of these were employed in factories. Among the manufacturing industries, hosiery and knit underwear took the lead in furnishing employment for women workers, for 55.9 per cent of the women working in factories in the city were employed in the eight hosiery and knit-underwear mills which were visited. For both of these industries the median for the women in Chattanooga was higher than that for the State as a whole (for hosiery, \$11.75 as compared with \$10.20, and for knit underwear, \$12.85 as compared with \$12.30). The median earnings for all the women reported in Chattanooga, irrespective of the industry in which they were employed, were \$12.30.

Almost nine-tenths of the 3,788 women surveyed in Knoxville were employed in manufacturing industries, and of these over four-fifths were working in textiles—cotton goods, hosiery, and knit underwear. To avoid identification, separate wage figures for these industries in Knoxville are not given, in two of the groups only two establishments being visited. The wage standards of the women workers in Knoxville were lower than those of the women reported in Chattanooga, although their median was \$11.95, higher than that for the State as a whole.

Practically two-thirds of the 1,587 women employed in Memphis were working in factories, and there was no one industry which predominated in the employment of women workers. The median for the women in Memphis was \$12.45, the highest amount of all the localities included.

Over 2,500 women were covered in Nashville, with 86 per cent of them working in factories. No single industry employed an overwhelming majority of the women, although the clothing establishments and bag and hosiery mills together claimed over two-thirds of the women.

Figures on earnings were obtained for over 4,000 women employed in other cities of the State, aside from the four mentioned. Over nine-tenths of the women were employed in manufacturing industries and over one-third of these were working in hosiery mills, with woolen mills and cigar factories next in the number of women reported. Practically all the women in the State engaged in the manufacture of woolen goods and cigars were employed outside of the four cities specified, as were a considerable proportion of the hosiery workers. The median earnings for the women outside the cities were considerably lower than those for the women in the four cities mentioned.

### Timework and piecework.

In many factories output forms the basis for calculating the amount of the worker's earnings, and the sum earned varies with the amount produced. In other cases the worker's earnings depend entirely on the number of hours worked. In the first case the employee is classed as a pieceworker and in the second as a timeworker. Occasionally one woman may have worked under a combination of these two systems within one week.

TABLE 4.—Number of timeworkers and pieceworkers and their median earnings, by industry

Industry	Number of women reported	Number and per cent of women who were on—						Median earnings of women on—		
		Timework		Piecework		Both time-work and piecework		Time-work	Piece-work	Both time-work and piece-work
		Number	Per cent	Number	Per cent	Number	Per cent			
All industries .....	14,519	4,863	33.5	9,279	63.9	377	2.6	\$10.80	\$11.25	\$11.55
Manufacturing:										
Candy .....	397	283	71.3	96	24.2	18	4.5	9.35	11.90	13.00
Clothing—										
Men's shirts .....	609	50	8.2	559	91.8			11.20	11.70	
Overalls .....	440	33	7.5	407	92.5			16.05	15.90	
Women's dresses and aprons .....	230	60	26.1	157	68.3	13	5.7	8.00	9.70	(1)
Other .....	226	15	6.6	211	93.4			12.50	10.95	

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

TABLE 4.—Number of timeworkers and pieceworkers and their median earnings, by industry—Continued

Industry	Number of women reported	Number and per cent of women who were on—						Median earnings of women on—		
		Timework		Piecework		Both time-work and piecework		Time-work	Piece-work	Both time-work and piece-work
		Number	Per cent	Number	Per cent	Number	Per cent			
Manufacturing—Continued										
Drugs and chemicals.....	272	158	58.1	113	41.5	1	0.4	\$9.90	\$8.70	(1)
Food products—										
Bakery products.....	328	178	54.3	149	45.4	1	.3	8.85	11.30	(1)
Other.....	102	73	71.6	29	28.4			9.85	13.65	
Metal products.....	59	32	54.2	27	45.8			11.00	14.60	
Paper boxes.....	144	47	32.6	93	64.6	4	2.8	10.80	12.40	(1)
Printing and publishing.....	299	253	84.6	45	15.1	1	.3	16.70	12.10	(1)
Springs and mattresses.....	37	6	16.2	31	83.8			(1)	16.50	
Textiles—										
Bags.....	430	161	37.4	240	55.8	29	6.7	9.20	9.85	\$10.75
Cotton goods.....	1,107	270	24.4	818	73.9	19	1.7	10.40	11.20	13.50
Hosiery.....	3,245	324	10.0	2,872	88.5	49	1.5	9.45	10.35	9.30
Knit underwear.....	2,031	338	16.6	1,598	78.7	95	4.7	12.45	12.15	13.30
Woolen goods.....	699	257	36.8	436	62.4	6	.9	8.60	10.25	(1)
Yarns.....	446	120	26.9	235	52.7	91	20.4	9.50	13.65	11.70
Tobacco products—										
Cigars.....	505	11	2.2	493	97.6	1	.2	(1)	8.70	(1)
Other.....	355	126	35.5	197	55.5	32	9.0	12.50	15.05	12.75
Wood products—										
Boxes.....	69	58	84.1	11	15.9			8.65	(1)	
Furniture.....	53	18	34.0	22	41.5	13	24.5	7.65	8.00	(1)
Other.....	119	68	57.1	49	41.2	2	1.7	8.70	8.45	(1)
Miscellaneous.....	363	46	12.7	315	86.8	2	.6	8.65	12.35	(1)
General mercantile.....	1,309	1,233	94.2	276	5.8			14.05	15.75	
5-and-10-cent stores.....	317	317	100.0					9.20		
Laundries.....	328	328	100.0					8.95		

<sup>1</sup> Not computed, owing to small number involved.      <sup>2</sup> Commission basis only.

There were 14,519 women for whom the method of payment was reported, and the majority of these (63.9 per cent) were paid on a piece-rate basis. All of the women employed in the laundries surveyed were timeworkers, as were practically all the mercantile workers. There was one group of the latter whose pay depended entirely on the amount of their sales, and these women have been classed as pieceworkers, the commission basis being more nearly comparable to piece than to time rate. Almost three-fourths of the women in factories were employed as pieceworkers, but there was considerable variation in practice among the various manufacturing groups. The manufacturing industries with the largest proportion of women whose earnings depended directly on the time worked were printing and publishing, wooden boxes, miscellaneous food products, and candy. The highest proportions of pieceworkers were found in the manufacture of cigars and in the needle-trade groups.

For all industries taken together the median for the pieceworkers was somewhat higher than that for the timeworkers, although a larger proportion of the pieceworkers than of the timeworkers earned less than \$5 and a slightly smaller proportion earned as much as \$20. The difference in medians is due to a slight difference in distribution

in the mid groups. (See Table II in the appendix.) In all but six manufacturing industries—overalls, miscellaneous clothing, drugs and chemicals, knit goods, miscellaneous wood products, and printing and publishing—the median earnings of the pieceworkers exceeded those for the timeworkers; in these industries, however, the opposite was true. More detailed information on the distribution of earnings of the two groups of workers is available from unpublished material, and those figures show that in three of these industries—overalls, miscellaneous clothing, and knit goods—the highest amounts were earned by those women who were paid on the basis of output, although the timeworkers showed the higher median. In the printing and publishing industry there were only a few pieceworkers reported, and all of them were employed at stitching and pasting rather than on any of the printing operations. Their earnings were lower than those of most of the timeworkers, none of them earning as much as \$21, while the earnings of the others went as high as \$40.

#### **Week's earnings and time worked.**

Thus far the discussion of earnings has taken no account of the length of time worked during the week and has concerned itself only with the actual amount of money paid to each woman for her work during the week surveyed. While the amount earned may be the essential thing, an analysis of earnings which considers only the amount and gives no thought to the time required to earn that sum is incomplete.

It is not always possible to obtain any record of time worked, and frequently the material available is not in comparable form. Definite record of the number of hours worked ordinarily can be secured for the women whose pay is reckoned on the basis of hours worked. Not always are such definite data recorded even for timeworkers. In stores, and sometimes in other types of establishments, attendance reports frequently show on how many days the women were present, regardless of whether they remained at work throughout the day or half day. For the pieceworkers it is even more difficult to obtain an exact report of time worked, because many establishments see no necessity of keeping a permanent record of the number of hours put in by these workers whose pay depends entirely on output. In some cases it is impossible to obtain any record for these women, even in the rough form of the number of days on which the worker was in attendance.

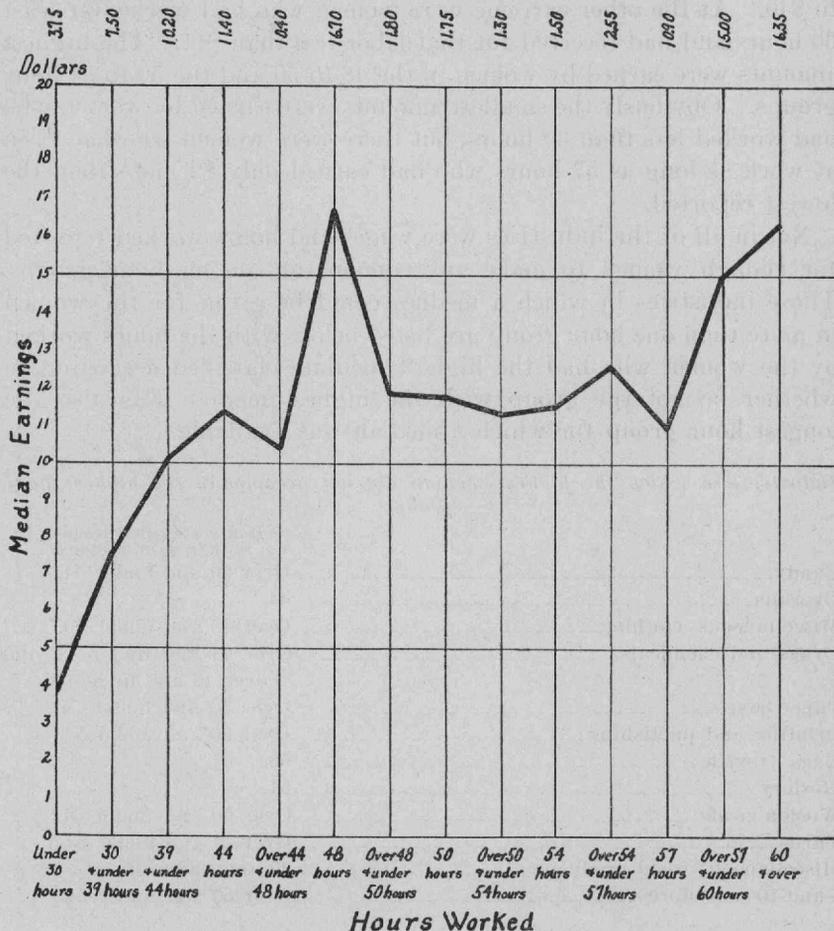
Earnings have been tabulated according to the hours worked, so far as such material is available, in Table III-A in the appendix. In the accompanying table is presented a summary of figures on earnings and hours worked in the various industries, compiled from unpublished material.

TABLE 5.—Median earnings and time worked, by industry—women whose time worked was reported in hours

Industry	Women who worked during the week—																														
	All women reported		Under 30 hours		30 and under 39 hours		39 and under 44 hours		44 hours		Over 44 and under 48 hours		48 hours		Over 48 and under 50 hours		50 hours		Over 50 and under 54 hours		54 hours		Over 54 and under 57 hours		57 hours		Over 57 and under 60 hours		60 hours and over		
	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	
All industries.....	7,680	\$11.00	538	\$3.75	437	\$7.50	482	\$10.20	124	\$11.40	798	\$10.40	114	\$16.70	300	\$11.80	423	\$11.75	1,148	\$11.30	395	\$11.50	2,089	\$12.55	742	\$10.90	48	\$15.00	42	\$16.35	
Manufacturing:																															
Candy.....	349	9.95	17	3.40	19	7.15	28	8.85	1	(1)	31	8.65	2	(1)	13	(1)	27	10.10	116	10.95	1	(1)	60	10.90	31	10.50			3	(1)	
Clothing—																															
Men's shirts.....	22	10.75	1	(1)			1	(1)			13	(1)	3	(1)	1	(1)			2	(1)									1	(1)	
Overalls.....	43	15.50	1	(1)					16	17.25	1	(1)							22	12.50											
Women's dresses and aprons.....	114	10.35	5	(1)	3	(1)	4	(1)	1	(1)	6	(1)			2	(1)	7	(1)	28	10.75	2	(1)	56	12.65							
Other.....	170	12.10	20	3.35	11	(1)	14	(1)	2	(1)	20	12.20	6	(1)	78	15.15			18	9.00	1	(1)									
Drugs and chemicals.....	165	10.05	4	(1)	4	(1)	1	(1)	1	(1)	27	10.40	2	(1)	39	10.40	27	10.30	46	9.90			14	(1)							
Food products—																															
Bakery products.....	42	11.35	4	(1)	1	(1)	1	(1)			2	(1)							1	(1)	15	11.65			6	(1)	2	(1)	10	(1)	
Other.....	65	10.40	6	(1)	6	(1)					2	(1)							34	10.35											
Metal products.....	50	12.45	2	(1)	3	(1)					14	(1)	13	(1)	3	(1)	8	(1)	3	(1)	2	(1)	8	(1)							
Paper boxes.....	101	11.85	9	(1)	3	(1)	12	9.25			26	11.65			2	(1)			32	16.00			15	12.40							
Printing and publishing.....	285	16.90	23	5.70	8	(1)	22	16.00	5	(1)	44	17.90	62	18.60	16	15.50	43	17.15	24	19.50	2	(1)	26	13.85			8	(1)	2	(1)	
Springs and mattresses.....	30	17.00	4	(1)	1	(1)	3	(1)	3	(1)	17	18.75								1	(1)										
Textiles—																															
Bags.....	412	9.55	59	3.35	16	7.00	34	11.00	6	(1)	83	10.50	2	(1)	12	(1)	33	13.50	36	11.50	126	9.25									
Cotton goods.....	817	10.70	65	4.15	67	6.95	26	9.10			109	9.30	5	(1)	18	11.75	29	11.25	18	10.00	76	12.75	380	12.10	23	8.90			1	(1)	
Hosiery.....	1,368	10.10	139	3.50	97	8.35	137	9.05	57	10.90	94	10.40	2	(1)	63	11.05	106	10.15	222	12.50	108	13.10	291	9.85	40	12.65	4	(1)	2	(1)	
Knit underwear.....	1,719	12.60	91	4.15	113	7.95	68	10.45	17	11.50	186	10.55	9	(1)	24	12.20	93	12.25	154	15.30	22	13.00	745	13.65	154	15.35	23	16.85	20	16.85	
Woolen goods.....	443	9.80	10	(1)	21	5.75	10	(1)			30	7.90			2	(1)	1	(1)	16	11.00	2	(1)	99	10.80	243	9.85	9	(1)			
Yarns.....	386	12.35	11	(1)	16	7.60	18	8.40	11	(1)	20	11.00			13	(1)	6	(1)	95	11.05	2	(1)	132	15.30	62	12.25					
Tobacco products—																															
Cigars.....	161	8.40	20	2.00	11	(1)	6	(1)	3	(1)	16	8.40			1	(1)	1	(1)	8	(1)	2	(1)			93	9.85					
Other.....	225	12.55	16	4.85	20	8.00	62	12.60			14	(1)			1	(1)	9	(1)	1	(1)	2	(1)	100	13.40							
Wood products—																															
Boxes.....	58	8.65	3	(1)	2	(1)	3	(1)																							
Furniture.....	27	9.15	4	(1)	1	(1)	1	(1)			6	(1)			1	(1)	2	(1)	3	(1)			19	9.05	19	9.25					
Other.....	83	8.65	9	(1)	4	(1)	17	11.15							2	(1)	2	(1)	2	(1)			4	(1)							
Miscellaneous.....	220	11.15	12	(1)	6	(1)	4	(1)	1	(1)	18	11.00	1	(1)	2	(1)	10	(1)	59	11.65	31	10.85	50	11.55	24	13.00	2	(1)			
General mercantile.....	29	20.15																	28	20.35											
5-and-10-cent stores.....	249	9.60			1	(1)	2	(1)											164	9.70			68	9.40							
Laundries.....	47	8.95	3	(1)	3	(1)	1	(1)			13	(1)							6	(1)			8	(1)	11	(1)			2	(1)	

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

There were 7,680 white women for whom figures on both wages and hours worked were reported, and all but about 5 per cent of these were employed in manufacturing establishments. However, all of the industries surveyed were represented in the material correlating earnings with hours worked. When all industries are combined and the medians for the various hour groups are compared, the figures show no definite relation between earnings and hours worked. The



RELATION BETWEEN EARNINGS AND HOURS WORKED.

highest median is that of the women who had worked only 48 hours during the week. There were only 114 women who had worked exactly 48 hours, but of these one-half earned less than \$16.70 and one-half more than that amount. The women who stood next in order on this basis were those who had worked 60 hours or more and their median earnings were \$16.35. The hour groups between these two had wage levels considerably below these figures, with

medians in the vicinity of \$11 or \$12, except for the women who had worked between 57 and 60 hours, for whom the median was \$15.

The distribution of earnings within the various hour groups, as well as the medians, indicates lack of relationship between the time spent on the job and the amount of wages received. There were women who had worked less than 44 hours during the week for which figures were returned, who had nevertheless earned from \$25 to \$40. At the other extreme were women who had worked at least 60 hours and had received for that labor less than \$11. The highest amounts were earned by women in the 48-to-50 and the 50-to-54 hour groups. Obviously the smallest amounts were earned by women who had worked less than 30 hours, but there were women who had been at work as long as 57 hours who had earned only \$2 more than the lowest reported.

Not in all of the industries were wages and hours worked reported for enough women to make any comparison among hour groups. Those industries in which a median could be given for the women in more than one hour group are listed below with the hours worked by the women who had the highest median, classified according to whether or not the group with the highest median was also the longest hour group for which a median was available.

*Industries in which the highest median did not accompany the highest hour group*

	Hours worked by women with highest median
Candy.....	Over 50 and under 54.
Overalls.....	44.
Miscellaneous clothing.....	Over 48 and under 50.
Drugs and chemicals.....	Over 44 and under 48, and over 48 and under 50.
Paper boxes.....	Over 50 and under 54.
Printing and publishing.....	Over 50 and under 54.
Bags (textile).....	50.
Hosiery.....	54.
Woolen goods.....	Over 50 and under 54.
Yarns.....	Over 54 and under 57.
Miscellaneous wood products.....	39 and under 44.
5-and-10-cent stores.....	Over 50 and under 54.

*Industries in which the highest median accompanied the highest hour group*

	Hours worked by women with highest median
Women's dresses and aprons.....	Over 54 and under 57.
Springs and mattresses.....	Over 44 and under 48.
Knit goods.....	Over 57 and under 60, and 60 and over.
Cigars.....	57.
Tobacco products other than cigars.....	Over 54 and under 57.
Wooden boxes.....	57.
Miscellaneous manufacturing.....	57.

In the majority of the industries in which a comparison was possible the women who had the highest medians had not worked the longest hours. Even when the group with the highest median was that with the longest hours in that particular industry, ordinarily these hours were not long when compared with those in some other industries. In only one industry—the manufacture of knit goods—did the over-57-and-under-60 or 60-and-over groups appear as those in which the median earnings of the women were high.

In discussing the absence of correlation between hours worked and earnings it must be remembered that some of the women who worked the smaller number of hours nevertheless had worked their full scheduled week while others had lost some time from their normal schedule. It is probable that earnings bear a closer relation to the proportion of the regular week worked than to the number of hours.

TABLE 6.—Median earnings and time worked, by industry—women whose time worked was reported in days

Industry	All women reported		Women who worked during the week on—																						
			1 day		1½ days		2 days		2½ days		3 days		3½ days		4 days		4½ days		5 days		5½ days		6 days		
	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	
All industries .....	5,688	\$11.45	116	\$1.50	39	\$2.35	125	\$3.45	55	\$4.45	180	\$5.50	108	\$6.80	270	\$7.90	332	\$9.45	787	\$10.95	2,130	\$12.60	1,546	\$12.85	
Manufacturing:																									
Candy .....	47	6.85	4	(1)	3	(1)	2	(1)	1	(1)	4	(1)	2	(1)	18	7.00	1	(1)	4	(1)	5	(1)	3	(1)	
Clothing—																									
Men's shirts .....	409	11.40	4	(1)	8	(1)	6	(1)	8	(1)	13	(1)	11	(1)	16	9.50	44	9.45	33	12.50	266	12.65	---	---	
Overalls .....	296	17.55	---	---	2	(1)	7	(1)	4	(1)	12	(1)	1	(1)	9	(1)	30	14.25	43	15.25	188	20.15	---	---	
Women's dresses and aprons .....	7	(1)	---	---	---	---	---	---	---	---	---	---	---	---	3	(1)	---	---	2	(1)	---	---	---	---	
Other .....	36	9.85	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
Drugs and chemicals .....	115	7.00	10	(1)	1	(1)	1	(1)	3	(1)	4	(1)	3	(1)	3	(1)	11	(1)	3	(1)	15	5.75	63	8.70	
Food products—																									
Bakery products .....	286	9.50	9	(1)	3	(1)	15	2.80	1	(1)	14	(1)	1	(1)	23	7.15	5	(1)	74	12.00	125	10.10	16	12.00	
Other .....	37	13.25	2	(1)	---	---	---	---	---	---	---	---	---	---	2	(1)	5	(1)	3	(1)	21	13.95	---	---	
Metal products .....	9	(1)	---	---	---	---	---	---	---	---	---	---	---	---	1	(1)	---	---	---	---	---	---	---	---	
Paper boxes .....	44	11.25	2	(1)	---	---	---	---	---	---	---	---	---	---	1	(1)	---	---	---	---	---	---	---	---	
Printing and publishing .....	5	(1)	2	(1)	---	---	---	---	---	---	---	---	---	---	2	(1)	---	---	---	---	---	---	---	---	
Springs and mattresses .....	12	(1)	1	(1)	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
Textiles—																									
Bags .....	27	15.20	---	---	---	---	1	(1)	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Cotton goods .....	259	11.50	5	(1)	---	---	---	---	3	(1)	15	5.15	2	(1)	2	(1)	4	(1)	---	---	---	---	---	---	
Hosiery .....	1,543	10.20	37	1.20	19	2.50	32	3.70	30	4.15	59	4.90	63	6.60	81	7.95	136	8.70	283	10.35	48	9.90	147	14.20	
Knit underwear .....	62	11.55	2	(1)	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Woolen goods .....	170	10.60	6	(1)	---	---	---	---	1	(1)	1	(1)	3	(1)	8	(1)	15	12.75	2	(1)	25	12.85	---	---	
Yarns .....	59	11.95	1	(1)	---	---	---	---	1	(1)	3	(1)	9	(1)	5	(1)	15	6.25	3	(1)	126	12.20	---	---	
Tobacco products—																									
Cigars .....	319	8.95	2	(1)	---	---	18	2.85	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
Other .....	128	16.00	2	(1)	---	---	---	---	---	---	---	---	---	---	1	(1)	16	5.50	---	---	27	6.85	2	(1)	
Wood products—																									
Boxes .....	11	(1)	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Furniture .....	26	8.00	---	---	---	---	1	(1)	1	(1)	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
Other .....	31	8.70	4	(1)	---	---	3	(1)	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
Miscellaneous .....	134	13.65	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
General mercantile .....	1,269	13.95	16	2.00	1	(1)	8	(1)	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
5-and-10-cent stores .....	66	6.50	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
Laundries .....	281	8.90	7	(1)	1	(1)	2	(1)	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	

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

For 5,688 white women working in factories, stores, and laundries the records showed on how many days they had worked. When this method of recording attendance was used, there was a more definite and positive relation between time worked and earnings, the time, except for the group "5½ days or more," being expressed roughly in terms of the proportion of the normal week worked. The median earnings increased with each added half day of work, although the median for the women who had worked on six days was only 25 cents higher than that of the women who had worked on five and one-half days. The distribution of earnings by days on which work was done is given in Table III-B in the appendix.

So far as material was available for such comparison within the individual industries the higher medians accompanied the greater number of days worked, although not in all cases were the highest wages received by the women who had worked on six days.

### **Earnings of full-time workers.**

In the preceding section the amount earned was correlated with the number of hours or the number of days worked. In calling attention to the lack of positive relation between time worked and amount earned it has been noted that, of a group of women working any specific number of hours, some had worked the regular week of the firm while others must have lost time, and that fact is largely responsible for the lack of progression of earnings with hours worked. Therefore it is desirable to show the earnings of the women who had worked the firm's scheduled week. When a record of attendance was definitely kept in terms of the number of hours worked it was easy to determine whether the women reported had put in a full week. In other cases, however, the records showed only the number of days on which the women had been at work. For the purpose of this correlation, if the scheduled week of the plant consisted of six days and the woman had reported for work on six days, or if five and one-half days constituted the week and she had been present on that number of days, she was included as having worked the firm's scheduled week. In using this method it was realized that it was inexact, permitting the inclusion both of women who had lost time and of those who had worked longer than their scheduled week, definitely excluding only those who had been absent at least as much as one-half day at a time. For that reason, the earnings of the women with the different bases for recording time worked have been tabulated separately, and the distribution is given in Table IV in the appendix.

Ordinarily, exact attendance records are more likely to be available for the women who are paid on a time basis. However, women paid on both bases—time and piece—are found among those for whom hour

records were available, although it is probable that the majority of women in manufacturing industries who had only a daily record were pieceworkers. At all events, either the women with records in terms of days were able to make pretty good pay or the majority of the women who worked on the full number of days had actually worked close to a full week, for the median earnings of all the full-time workers who were so classed on the basis of hours worked were lower than those for the women who had been at their jobs the scheduled number of days. For some industries the women with daily records showed the higher earnings while in others those whose time was reported in hours made the better showing.

In the summary in Table 7 all the women who may be counted as full-time workers, both those who had worked the firm's scheduled hours and those who had been on the job on the required number of days, have been grouped together and the median given is that for the total number.

TABLE 7.—*Earnings of women who worked the firm's scheduled week compared with those of all workers, by industry*

Industry	Women who worked the firm's scheduled week <sup>1</sup>		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 7,588	56.8	\$12.45	\$11.10	12.2
Manufacturing:					
Candy.....	148	37.4	10.40	9.70	7.2
Clothing—					
Men's shirts.....	282	65.4	12.40	11.70	6.0
Overalls.....	239	70.5	18.65	15.90	17.3
Women's dresses and aprons.....	54	44.6	10.50	9.50	10.5
Other.....	129	62.6	12.45	11.30	10.2
Drugs and chemicals.....	206	73.6	9.80	9.45	3.7
Food products—					
Bakery products.....	127	38.7	11.30	9.85	14.7
Other.....	67	65.7	12.45	11.75	6.0
Metal products.....	25	42.4	14.40	12.50	15.2
Paper boxes.....	67	46.2	12.75	11.70	9.0
Printing and publishing.....	128	44.1	18.10	16.10	12.4
Textiles—					
Bags.....	181	41.2	11.10	9.75	13.8
Cotton goods.....	623	57.9	12.40	10.80	14.8
Hosiery.....	1,363	46.8	12.05	10.20	18.1
Knit underwear.....	776	43.6	13.40	12.30	8.9
Woolen goods.....	461	75.2	10.55	9.50	11.1
Yarns.....	293	65.8	13.45	12.35	8.9
Tobacco products—					
Cigars.....	340	70.8	9.85	8.70	13.2
Other.....	230	65.2	14.60	13.20	10.6
Wood products—					
Boxes.....	24	34.8	9.00	8.65	4.0
Furniture.....	28	52.8	8.60	8.30	3.6
Other.....	48	42.1	8.95	8.60	4.1
Miscellaneous.....	149	42.1	13.95	12.15	14.8
General mercantile.....	1,114	85.8	15.00	14.15	6.0
5-and-10-cent stores.....	247	78.4	9.65	9.20	4.9
Laundries.....	231	70.4	10.00	8.95	11.7

<sup>1</sup> See text introducing this table.

<sup>2</sup> Total includes women in the manufacture of springs and mattresses, not given separately because number too small to make a median significant.

Time records were secured in terms of either days or hours for 13,368 women. Of this number, 7,588, or 56.8 per cent, had worked the normal week of the firm in which they were employed. Over 400 more had worked in excess of their scheduled week, but they were not included in the table because the aim was to learn the amount earned by the women who had worked a full week without overtime.

The median earnings for the full-time workers are compared, not with the median for only those women for whom time worked was reported but with the median for all the women with wage records. The median earnings for the full-time workers in all industries were \$12.45, only 12.2 per cent higher than the median for all the women for whom earnings were reported. While the earnings of the smaller group were at a higher level for the most part than those of the more inclusive group, there was less difference between the two than might have been expected. There were women who had worked the full week of the firm, some of them the exact number of scheduled hours, who had earned less than \$5; four of these—women on piecework—earned even less than \$3. Only 2.6 per cent of the full-time workers had earned as much as \$25.

The difference between the median earnings of the whole industry group and the median for those in the industry who had worked the normal week was greatest in the manufacture of hosiery. The least difference in the earnings of the two groups of women was found in the manufacture of drugs and chemicals and of the various wood products, in spite of the fact that in the last named the proportion of women losing time was considerable.

### **Earnings and rates.**

When reports on the earnings of any group of workers show that the amounts received were conspicuously low it is always possible that the women had not been earning as much as they might—that for personal reasons or plant reasons they had not worked steadily during the period for which records were taken. Consequently it is important to consider as well the weekly rate of pay, the amount which the worker might expect to receive if she worked a normal scheduled week. Though it is true that the woman worker must meet her living expenses with actual, not expected, earnings, a checking up of the weekly rate against the week's earnings serves to give a more complete picture of the general wage situation.

For the sake of completeness, it would be preferable to make such a comparison for all the women whose earnings were secured, but this can not be done. Two-thirds of the Tennessee women for whom week's earnings were obtained were employed on a complete or partial piecework basis. It is obvious that for these women there

was no such thing as a definite weekly rate, the amount in their pay envelope depending upon their week's output. For those workers who had a definite rate, the rate was not always given for the same length of time. However, when information on both hourly rates and scheduled hours appeared, it was felt that a weekly rate could be computed. Rates quoted on the basis of the day or of the half-month also were converted into terms of a weekly rate.

A comparison between earnings and rates is possible for 4,640 white women, the majority of the time workers surveyed, and a summary of the distribution of the two sets of figures is given in Table 8.

TABLE 8.—*Weekly rate and actual week's earnings—all industries*

Amount	Number of women for whom amount specified was—		Per cent of women for whom amount specified was—	
	Weekly rate	Week's earnings	Weekly rate	Week's earnings
Total.....	4,640	4,640	100.0	100.0
Under \$5.....	5	248	0.1	5.3
\$5 and under \$10.....	1,532	1,597	33.0	34.4
\$10 and under \$15.....	2,033	1,754	43.8	37.8
\$15 and under \$20.....	813	749	17.5	16.1
\$20 and under \$25.....	150	165	3.2	3.6
\$25 and over.....	107	127	2.3	2.7

While the difference in distribution is not marked, it is interesting. It was to be expected that there would be more women who earned less than \$5 than of those who had rates below that amount. It is rather startling that any women should have so low a rate. The \$5 to \$10 groups also claimed more earnings than rates, but the two mid groups accounted for a larger proportion of the rates than of the earnings. When the two higher dollar groups are reached the proportion of women with such earnings exceeds the proportion with rates of those amounts, although to no considerable extent. In other words, the distribution of the two sets of figures shows the effects both of lost time and of overtime, although the extent of the latter was slight.

In two industries—the manufacture of springs and mattresses and that of cigars—figures on weekly rates were given for too few women to make the computation of a median worth while. For all the other industries included in the survey the median rates and earnings are compared in Table 9, the detailed figures from which the medians were computed appearing in Table V in the appendix.

TABLE 9.—Median rate and median earnings, by industry

Industry	Number of women reported	Median weekly rate	Median week's earnings	Per cent by which actual earnings fell below (-) or exceeded (+) weekly rate
All industries.....	14,640	\$11.45	\$10.85	-5.2
Manufacturing:				
Candy.....	279	9.95	9.35	-6.0
Clothing—				
Men's shirts.....	44	11.70	11.40	-2.6
Overalls.....	33	16.35	16.05	-1.8
Women's dresses and aprons.....	58	9.20	8.00	-13.0
Other.....	15	13.75	12.50	-9.1
Drugs and chemicals.....	158	10.15	9.90	-2.5
Food products—				
Bakery products.....	152	9.80	9.40	-4.1
Other.....	73	11.30	9.85	-12.8
Metal products.....	32	10.95	11.00	+5
Paper boxes.....	42	12.30	11.00	-10.6
Printing and publishing.....	229	16.90	16.50	-2.4
Textiles—				
Bags.....	161	10.25	9.20	-10.2
Cotton goods.....	198	10.95	10.90	-5
Hosiery.....	322	10.75	9.50	-11.6
Knit underwear.....	332	13.20	12.40	-6.1
Woolen goods.....	246	9.35	8.65	-7.5
Yarns.....	119	11.20	9.55	-14.7
Tobacco products other than cigars.....	65	12.50	12.50	-----
Wood products—				
Boxes.....	58	9.00	8.65	-3.9
Furniture.....	18	8.50	7.65	-10.0
Other.....	68	9.25	8.70	-5.9
Miscellaneous.....	45	8.75	8.75	-----
General mercantile.....	1,232	13.30	14.25	+7.1
5-and-10-cent stores.....	317	9.55	9.20	-3.7
Laundries.....	327	9.40	8.95	-4.8

<sup>1</sup> Total includes women in the manufacture of springs and mattresses and of cigars, not given separately because numbers too small to make a median significant.

The median rate for all the women for whom such information was obtainable was \$11.45, while the median earnings for the same women were \$10.85, the earnings falling short of the rates by 5.2 per cent. It may seem strange that the weekly rates, as characterized by the median, were lower than the earnings of full-time workers (\$12.45), but it must be borne in mind that the figures on the two subjects to a considerable extent relate to different groups of women. The women included in the rate table were all timeworkers, for obviously no woman paid on a piece basis could have a rate convertible into terms of the amount she should expect for a definite weekly schedule. Figures on full-time earnings, however, cover pieceworkers as well as timeworkers, and it has been pointed out already that the earnings of the former tended to be higher than those of the latter. It will be noted further that there was less difference between the median rate, \$11.45, and the median earnings of the whole group

of women covered in the survey, \$11.10, than between rates and earnings of the smaller group for whom the rates were reported.

In only two of the industries for which a comparison of median rate with median earnings was possible—general mercantile and the manufacture of metal products—did the earnings exceed the rates, and in the latter industry the difference was slight. In two others the earnings maintained the same level as the rates, but in the remaining industries the workers' earnings averaged less than their rates, although in some cases the difference was not great. In seven industries—the manufacture of women's dresses, miscellaneous food products, paper boxes, bags, hosiery, yarns, and furniture—the median earnings fell below the median rate by at least 10 per cent.

Of the industries compared in Table 9 the workers with the highest median rate were employed in printing and publishing, an industry which employs women on relatively skilled jobs. In this industry the earnings compared favorably with the rates. The manufacture of overalls came next, with a median rate of \$16.35, and in this industry also the discrepancy between earnings and rates was not great. The lowest median rates belonged to the manufacture of furniture and to the miscellaneous manufacturing group, with median rates of \$8.50 and \$8.75, respectively, but there were eight other industries in which the median rate fell between \$9 and \$10.

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

Attention has been given to the amounts earned by women who had worked weeks of various specified lengths, and it was seen that there was no regular and definite tendency for earnings to increase with an increase in the number of hours worked. However, in that case the women who had worked the greatest number of hours, though they had not the highest median did stand second in line when the hour groupings were compared on that basis. It seems worth while to examine a similar correlation for rates of pay and scheduled hours to see whether the standard rate of pay set by the industry had any direct relationship to the standard number of hours of work. The following table, compiled from detailed figures which do not appear in this report, shows the median rates by scheduled weekly hours in each industry. Table VI in the appendix gives the detailed figures on distribution of rates for all industries combined.

TABLE 10.—Median weekly rate and scheduled weekly hours, by industry

Industry	All women reported		Number of women and their median rates whose scheduled hours were—															
	Number of women	Median rate	39 and under 42	42 and under 44	44	Over 44 and under 48	48	Over 48 and under 50	50	Over 50 and under 52								
			Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate		
All industries	4,337	\$11.15	11	(?)	63	\$12.55	25	\$17.15	95	\$10.75	404	\$15.45	280	\$13.05	294	\$12.40	400	\$12.35
Manufacturing:																		
Candy	279	9.95													29	9.85		
Clothing—																		
Men's shirts	44	11.70					13	(?)		9	(?)		20	12.00				
Overalls	33	16.35			20	16.90												
Women's dresses and aprons	58	9.20																
Other	15	13.75											13	(?)				
Drugs and chemicals	158	10.15					23	10.50					45	11.30	16	10.00	25	9.50
Food products—																		
Bakery products	152	9.80																
Other	73	11.30											5	(?)	13	(?)		
Metal products	32	10.95					7	(?)		1	(?)				4	(?)		
Paper boxes	42	12.30																
Printing and publishing	229	16.90			5	(?)				96	18.55				48	18.00	6	(?)
Textiles—																		
Bags	161	10.25											13	(?)	45	12.05		
Cotton goods	198	10.95																
Hosiery	322	10.75													11	(?)	10	(?)
Knit underwear	332	13.20																
Woolen goods	246	9.35																
Yarns	119	11.20																
Tobacco products other than cigars	65	12.50		63	12.55										2	(?)		
Wood products—																		
Boxes	58	9.00																
Furniture	18	8.50																
Other	68	9.25	11	(?)											8	(?)		
Miscellaneous	45	8.75															11	(?)
General mercantile	929	13.00					23	14.50	298	12.85	184	15.10	94	14.15	319	12.65		
5-and-10-cent stores	317	9.55													24	10.65	29	9.35
Laundries	327	9.40					23	6.65										

<sup>1</sup> Total includes women in the manufacture of springs and mattresses and of cigars, not given separately because numbers too small to make a median significant.

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

TABLE 10.—Median weekly rate and scheduled weekly hours, by industry—Con.

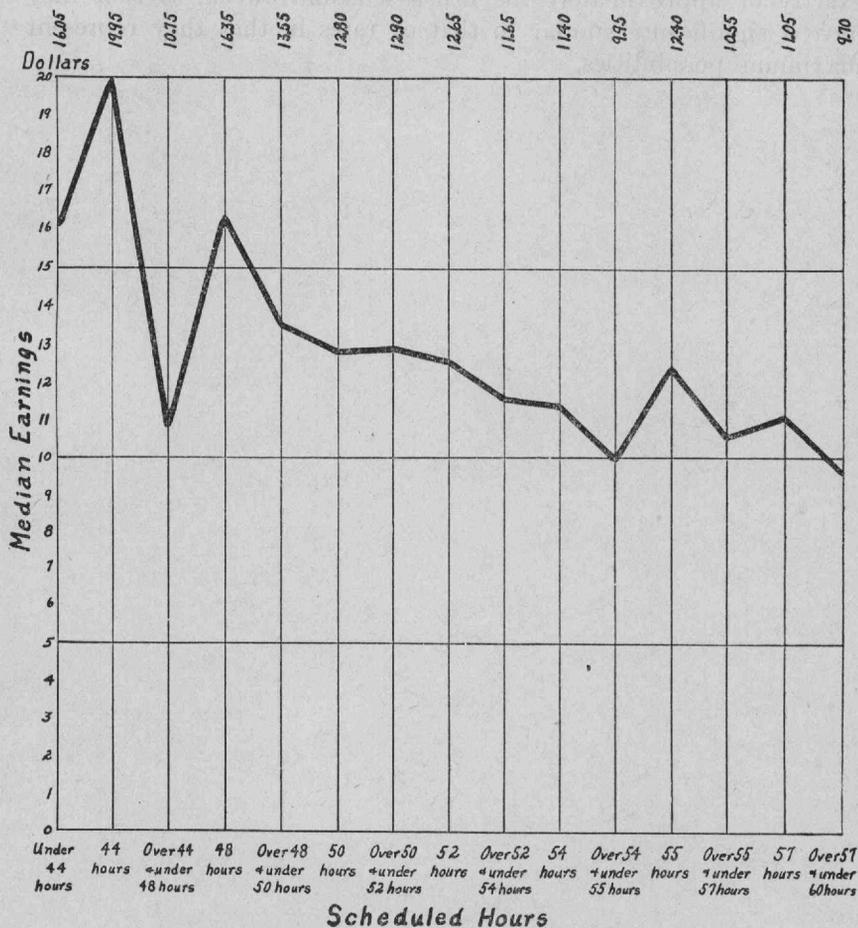
Industry	Number of women and their median rates whose scheduled hours were—															
	52		Over 52 and under 54		54		Over 54 and under 55		55		Over 55 and under 57		57		Over 57 and under 60	
	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate	Number of women	Median rate
All industries.....	38	\$12.90	650	\$9.90	230	\$9.65	73	\$10.20	859	\$11.40	262	\$10.05	620	\$9.75	33	\$9.55
Manufacturing:																
Candy.....			81	9.50					77	10.70	48	10.15	44	10.00		
Clothing—																
Men's shirts.....			2	( <sup>2</sup> )												
Overalls.....	1	( <sup>2</sup> )	12	( <sup>2</sup> )												
Women's dresses and aprons.....			21	9.75					37	6.95						
Other.....	2	( <sup>2</sup> )														
Drugs and chemicals.....			33	10.30					16	8.85						
Food products—																
Bakery products.....			39	9.75	26	11.55							87	9.40		
Other.....	12	( <sup>2</sup> )	43	9.30												
Metal products.....							20	10.65								
Paper boxes.....			29	12.30					13	( <sup>2</sup> )						
Printing and publishing.....									74	13.40						
Textiles—																
Bags.....					103	8.70										
Cotton goods.....					24	14.00	11	( <sup>2</sup> )	121	10.95	3	( <sup>2</sup> )	39	10.65		
Hosiery.....			135	10.00	19	13.30	12	( <sup>2</sup> )	106	9.90				29	12.90	
Knit underwear.....			34	15.45					260	13.20				38	12.45	
Woolen goods.....									30	11.15			55	10.60	191	8.65
Yarns.....			5	( <sup>2</sup> )										84	10.90	
Tobacco products other than cigars.....																
Wood products—																
Boxes.....									58	9.00						
Furniture.....									18	8.50						
Other.....			4	( <sup>2</sup> )										45	8.50	
Miscellaneous.....														28	7.65	
General mercantile.....	11	( <sup>2</sup> )														
5-and-10-cent stores.....			166	9.80			30	9.80			68	8.40				
Laundries.....	11	( <sup>2</sup> )	41	7.40	58	8.55			49	9.90	88	11.10	24	9.00	33	9.55

<sup>1</sup> Total includes women in the manufacture of springs and mattresses and of cigars, not given separately because numbers too small to make a median significant.

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

When the weekly rate is tabulated according to the scheduled hours of the firm no relation is found between the hours which the worker was expected to put in to make up a normal week and the amount of pay which she could count on receiving for such a week. In fact, the highest median rate (\$17.15) was that for the women who were scheduled to work only 44 hours a week, while the lowest (\$9.55) was the median rate of the women with the longest hours, those who were expected to work regularly more than 57 hours a week. The women with a 48-hour schedule stood next to the 44-hour women in regard to the amount of their median rate,

Within the various industries there was no positive relation between weekly rates and scheduled hours. Of those industries in which it was possible to make any comparison, based on medians, there was no case in which the highest median rate was that of the women who had the longest weekly schedule. Within the other in-



**RELATION BETWEEN EARNINGS OF FULL-TIME WORKERS AND THEIR SCHEDULED WEEKLY HOURS.**

dustries, for which that form of comparison was not possible, it was seldom that the highest rates for the industry were found among those women who had the longest weekly hours.

**Full-time earnings and scheduled weekly hours.**

The figures in the previous section obviously relate only to time workers, because for that group alone can weekly rates exist. Data

on the earnings of full-time workers have been presented already by industry. Because of the fact that among these women were included both timeworkers and pieceworkers, it seemed worth while to correlate the facts about their earnings with their scheduled hours. The earnings are those of the women who had worked exactly or approximately the firm's scheduled week, so that they have a significance similar to that of rates in that they represent maximum possibilities.

TABLE 11.—Median earnings of women who worked the firm's scheduled weekly hours or days, by industry and scheduled hours

Industry	All women reported		Number of women working the firm's scheduled time and their median earnings where scheduled weekly hours were—															
			39 and under 42		42 and under 44		44		Over 44 and under 48		48		Over 48 and under 50		50		Over 50 and under 52	
	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings
All industries .....	7,328	\$12.35	10	(?)	129	\$16.05	201	\$19.95	183	\$10.75	428	\$16.35	466	\$13.55	238	\$12.80	592	\$12.90
Manufacturing:																		
Candy .....	148	10.40													17	9.70		
Clothing—																		
Men's shirts .....	282	12.40							47	10.60	78	17.30	155	11.60				
Overalls .....	239	18.65					197	20.05	13	(?)								
Women's dresses and aprons .....	54	10.50																
Other .....	129	12.45											78	15.15				
Drugs and chemicals .....	206	9.80							22	10.50			36	10.35	35	11.25	74	8.75
Food products—																		
Bakery products .....	127	11.30																
Other .....	67	12.45											4	(?)	8	(?)		
Metal products .....	25	13.40							6	(?)	13	(?)						
Paper boxes .....	67	12.75																
Printing and publishing .....	128	18.10					4	(?)			60	18.65			41	17.50	3	(?)
Textiles—																		
Bags .....	181	11.10											22	15.45	33	13.50		
Cotton goods .....	623	12.35																
Hosiery .....	1,363	12.05													30	11.35	55	14.40
Knit underwear .....	776	13.40																
Woolen goods .....	461	10.55																
Yarns .....	293	13.45																
Tobacco products—																		
Cigars .....	340	9.85							1	(?)								
Other .....	230	14.60			129	16.05									2	(?)		
Wood products—																		
Boxes .....	24	9.00																
Furniture .....	28	8.60																
Other .....	48	8.95	10	(?)											2	(?)		
Miscellaneous .....	149	13.95							6	(?)							119	14.25
General mercantile .....	854	15.10							21	15.15	277	15.40	171	15.40	56	14.00	318	14.25
5-and-10-cent stores .....	247	9.65												14	(?)	23		9.45
Laundries .....	231	10.00							17	6.75								

<sup>1</sup> Total includes women in the manufacture of springs and mattresses, not given separately because number too small to make a median significant.

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

TABLE 11.—Median earnings of women who worked the firm's scheduled weekly hours or days, etc.—Continued

Industry	Number of women working the firm's scheduled time and their median earnings where scheduled weekly hours were—															
	52		Over 52 and under 54		54		Over 54 and under 55		55		Over 55 and under 57		57		Over 57 and under 60	
	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings
All industries.....	88	\$12.65	1,236	\$11.65	358	\$11.40	46	\$9.95	1,872	\$12.40	291	\$10.55	1,212	\$11.05	28	\$9.70
Manufacturing:																
Candy.....			44	10.40					21	9.60	35	12.25	31	10.50		
Clothing—																
Men's shirts.....			2	(?)												
Overalls.....	6	(?)	23	12.15												
Women's dresses and aprons.....			16	9.70					38	12.50						
Other.....	35	10.10	16	8.00												
Drugs and chemicals.....			25	10.15					14	(?)						
Food products—																
Bakery products.....			91	11.10	22	11.55							14	(?)		
Other.....	27	13.65	28	9.90												
Metal products.....			6	(?)												
Paper boxes.....			50	13.25					17	12.40						
Printing and publishing.....									10	13.65						
Textiles—																
Bags.....					126	9.35										
Cotton goods.....					74	12.75	12	(?)	356	12.20	45	9.50	136	13.70		
Hosiery.....			639	12.90	107	13.15	8	(?)	431	9.85			93	13.50		
Knit underwear.....			63	14.90					634	13.35			79	12.80		
Woolen goods.....											92	10.75	369	10.50		
Yarns.....			61	12.75					155	14.80			77	12.50		
Tobacco products—																
Cigars.....													339	9.85		
Other.....									99	13.40						
Wood products—																
Boxes.....									24	9.00						
Furniture.....									28	8.60						
Other.....													36	8.70		
Miscellaneous.....													24	13.00		
General mercantile.....	11	(?)														
5-and-10-cent stores.....			142	9.75			26	9.80			42	8.80				
Laundries.....	9	(?)	30	7.45	29	8.65			27	10.85	77	11.45	14			9.70

<sup>1</sup> Total includes women in the manufacture of springs and mattresses, not given separately because number too small to make a median significant.

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

There was no more tendency for the earnings of full-time workers to increase with the hours of the scheduled week than there was for rates to show such correlation. The highest earnings were those of the women with a 44-hour schedule. It was the time workers with a schedule of 44 hours for whom the highest rates had been reported, and that weekly schedule remains at the top when earnings of 201 full-time workers, some employed on piece and some on time rates, form the basis of comparison. With full-time earnings as with rates, the lowest median accompanied the longest scheduled week.

#### **Earnings and experience.**

A correlation between the length of experience and the amount of earnings may serve as an indication of the possibilities of increased earning capacity which the various industries hold out to their workers. Information on the actual length of time which the women had been in their various trades is important also to show to what extent the women in the State remained in their trades long enough to profit to any extent by the higher earnings that accompany longer periods in the trade. Table 12 shows the extent of experience of the women whose records were secured and the median earnings of the various groups.

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

Industry	All women reporting		Number of women and their median week's 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 years and over									
			Total		Under 3 months		3 and under 6 months		6 and under 9 months									9 months and under 1 year								
Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings							
All industries	6,674	\$11.70	1,128	\$8.60	197	\$7.35	414	\$8.40	374	\$9.15	143	\$9.55	969	\$10.35	996	\$11.00	603	\$12.40	436	\$12.35	1,473	\$13.40	523	\$14.30	546	\$15.30
Per cent distribution	100.0		16.9		3.0		6.2		5.6		2.1		14.5		14.9		9.0		6.5		22.1		7.8		8.2	
<b>Manufacturing:</b>																										
Candy	164	10.50	18	9.25	1	(1)	7	(1)	8	(1)	2	(1)	29	8.90	26	10.50	21	12.75	18	11.00	42	11.65	4	(1)	6	(1)
Clothing—																										
Men's shirts	346	12.50	88	9.45	10	(1)	37	8.95	28	10.35	8	(1)	60	13.50	51	12.80	39	13.95	22	14.50	54	13.15	19	12.50	18	15.50
Overalls	338	16.70	25	13.50	6	(1)	5	(1)	14	(1)	14	(1)	14	(1)	31	13.50	23	13.75	23	19.75	115	18.10	59	19.40	48	16.50
Women's dresses and aprons	104	11.45	21	7.65	4	(1)	12	(1)	4	(1)	1	(1)	8	(1)	19	10.75	8	(1)	10	(1)	24	13.00	8	(1)	6	(1)
Other	86	12.10	14	(1)	1	(1)	7	(1)	3	(1)	3	(1)	9	(1)	12	(1)	4	(1)	3	(1)	22	12.65	10	(1)	12	(1)
Drugs and chemicals	202	9.90	46	8.15	13	(1)	8	(1)	18	8.25	7	(1)	26	9.20	26	9.65	17	10.75	12	(1)	54	12.00	9	(1)	12	(1)
Food products—																										
Bakery products	170	10.70	32	7.90	5	(1)	7	(1)	15	7.65	5	(1)	32	9.85	42	11.25	21	11.15	10	(1)	26	14.00	3	(1)	4	(1)
Other	25	12.05	7	(1)	—	—	3	(1)	4	(1)	—	—	7	(1)	3	(1)	—	—	1	(1)	5	(1)	1	(1)	1	(1)
Metal products	34	14.15	7	(1)	—	—	5	(1)	2	(1)	—	—	5	(1)	5	(1)	—	—	3	(1)	9	(1)	—	—	—	—
Paper boxes	68	12.30	10	(1)	—	—	3	(1)	3	(1)	—	—	15	11.50	11	(1)	9	(1)	7	(1)	10	(1)	4	(1)	2	(1)
Printing and publishing	218	16.60	21	10.15	1	(1)	3	(1)	10	(1)	2	(1)	43	13.50	27	12.85	15	15.50	8	(1)	54	18.35	26	19.35	24	19.55
Springs and mattresses	25	16.50	6	(1)	—	—	1	(1)	2	(1)	3	(1)	2	(1)	4	(1)	3	(1)	1	(1)	5	(1)	2	(1)	2	(1)
Textiles—																										
Bags	240	11.35	46	7.70	8	(1)	13	(1)	16	9.35	9	(1)	35	12.10	28	10.00	25	11.15	18	13.00	60	12.85	13	(1)	15	14.50
Cotton goods	526	11.15	59	7.95	6	(1)	20	7.30	24	8.50	9	(1)	47	10.05	74	10.20	40	10.25	25	12.50	104	11.35	66	12.45	114	14.25
Hosiery	583	10.55	273	7.50	93	7.10	92	7.70	96	7.80	32	8.65	197	9.20	234	9.95	157	11.15	120	11.10	390	12.45	117	12.45	95	13.25
Knit underwear	629	12.95	98	10.55	6	(1)	45	9.10	36	11.15	11	(1)	115	12.65	112	12.85	53	13.70	53	13.85	130	15.20	35	13.90	33	14.60
Woolen goods	217	10.60	25	7.90	3	(1)	10	(1)	8	(1)	4	(1)	27	9.15	27	9.40	25	9.75	10	(1)	45	12.15	28	12.40	30	16.00
Yarns	103	10.45	28	8.60	2	(1)	14	(1)	8	(1)	4	(1)	21	11.75	18	12.00	9	(1)	9	(1)	16	12.00	—	—	2	(1)
Tobacco products—																										
Cigars	118	8.10	30	6.40	1	(1)	12	(1)	13	(1)	4	(1)	36	7.65	47	9.45	2	(1)	2	(1)	—	—	—	—	1	(1)
Other	265	13.55	29	11.85	14	(1)	6	(1)	8	(1)	1	(1)	20	13.15	33	13.30	30	13.55	19	12.95	83	14.55	30	14.15	21	14.90
Wood products—																										
Boxes	35	8.95	11	(1)	1	(1)	5	(1)	5	(1)	—	—	13	(1)	3	(1)	2	(1)	2	(1)	4	(1)	—	—	—	—
Furniture	28	8.25	3	(1)	2	(1)	—	—	3	(1)	—	—	4	(1)	6	(1)	—	—	—	—	7	(1)	—	—	—	—
Other	60	9.80	12	(1)	3	(1)	6	(1)	3	(1)	—	—	8	(1)	8	(1)	—	—	—	—	6	(1)	—	—	—	—
Miscellaneous	257	12.35	84	10.10	10	(1)	43	9.60	21	11.15	10	(1)	79	12.90	40	14.00	12	(1)	9	(1)	28	15.75	—	—	—	—
General mercantile	522	13.90	51	9.70	3	(1)	15	10.40	27	9.40	10	(1)	46	10.70	62	12.30	56	13.15	31	13.35	135	15.20	64	17.35	77	18.20
5-and-10-cent stores	178	9.40	63	8.65	3	(1)	21	9.15	29	8.55	10	(1)	51	9.25	30	9.65	13	(1)	4	(1)	16	11.00	1	(1)	—	—
Laundries	130	10.15	26	8.35	1	(1)	12	(1)	8	(1)	5	(1)	20	9.00	17	10.40	8	(1)	8	(1)	20	12.50	13	(1)	18	12.65

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

The figures reported from Tennessee indicate a very considerable degree of stability in work among the women employed in the industries surveyed. But slightly more than one-sixth of the women reporting had worked less than one year in the trade in which they were then reported. Almost two-fifths of the women had worked in the trade at least as long as 5 years, while a considerable group had been so employed for 15 years or more. The girls in the 5-and-10-cent stores were less likely to stay in that type of job than were the women in any of the other industry groups. Over one-third of the women employed in 5-and-10-cent stores had been so engaged less than 1 year, and only one woman reporting had remained in that employment for 10 years. The women in the cotton mills showed more tendency to stay in the trade than did those of any other industry, for more than one-fifth of them had worked in the mills 15 years or more. Slightly more than one-tenth of the cotton-mill workers had been so employed less than 1 year.

For the 6,674 women reporting on both earnings and experience there was practically a steady increase in median earnings with added years of experience in the trade, starting with a median of \$8.60 for those who had been employed in their trades less than 1 year, and mounting to \$15.30, the median for those who had been in the trade 15 years or longer.

Not in all of the industries reported was information sufficiently complete to make possible comparison in the earnings of the women who had worked the various periods of time. So far as it was, however, higher earnings ordinarily accompanied longer experience in the trade. The difference between the earnings of the women who had been in the trade 15 years or more and those who had been so employed less than 1 year was greater in the manufacture of woolen goods than in any other industry, for the median earnings of those with the long period of experience were more than double those of the women who were new in the trade. In general mercantile establishments, in printing and publishing, and in the manufacture of bags and of cotton goods experience seemed to have more effect on earnings than in the other industries, since in each case the earnings of women who had been in the trade 15 years or more were over 80 per cent higher than the earnings of the women who had had less than 1 year's experience.

### **Earnings and age.**

Table 13 shows the relation between earnings and age, giving only the medians, which are based on distributions not printed in the report.

TABLE 13.—*Week's earnings of women who supplied personal information, by age group*

Age group	Number of women	Median earnings
16 and under 18 years.....	635	\$8.50
18 and under 20 years.....	1,283	10.20
20 and under 25 years.....	1,754	12.00
25 and under 30 years.....	928	12.95
30 and under 40 years.....	1,224	13.35
40 and under 50 years.....	702	12.65
50 and under 60 years.....	355	11.90
60 years and over.....	90	10.80

The amount of the median earnings increased with each age group until the 40-to-50-year group was reached, when earnings dropped. The highest median was that of the women between 30 and 40 years of age. Although the women who had earned \$25 or more were found in all the age groups, the great majority of those who had earned such an amount were between 20 and 50 years of age. The median for those between 40 and 50 years of age was lower than that of the women in the 30-to-40-year group, but a larger proportion of the older women than of the younger group had earnings of \$25 or more.

#### YEAR'S EARNINGS

The wage figures presented up to this point are for one week only. The week selected was one which was in no way abnormal, one in which there had been no unusual amount of overtime nor of time lost, and in which there had been no holidays nor general shutting down of the plant. However, a week's earnings have meaning only so far as they reflect the average earnings for 52 weeks. The worker must live for 52 weeks whether she works 52 normal weeks or not. In addition to the one week's report, therefore, records were taken for a limited proportion of the total number of women to show the complete figures in earnings for the 52 weeks previous to the week of the study. The women for whom year's records were secured were the steady workers in the plants visited, those who had been with the firm for at least a year and whose names had appeared on the weekly pay rolls at least forty-four times. Such figures were obtained for 1,054 women employed in factories, stores, and laundries. None of these women had worked less than 44 weeks during the year and almost two-thirds of them had worked at least 50 weeks.

The additional figures on year's earnings for the women in the various industries are given in Table VII in the appendix. The median year's earnings for the whole group were \$629. The median earnings of the various industries are listed in Table 14.

TABLE 14.—Year's earnings, by industry

Industry	Number of women reported	Median earnings
All industries.....	1,054	\$629
Manufacturing:		
Candy.....	26	490
Clothing—		
Men's shirts.....	47	703
Miscellaneous.....	23	502
Drugs and chemicals.....	31	498
Food—		
Bakery products.....	39	525
Paper boxes.....	15	713
Printing and publishing.....	34	920
Textiles—		
Bags.....	45	532
Cotton goods.....	82	600
Hosiery.....	92	650
Knit underwear.....	172	652
Woolen goods.....	50	578
Tobacco products—		
Cigars.....	22	467
Other.....	35	796
Wood products other than boxes and furniture.....	17	508
Miscellaneous.....	39	625
General mercantile.....	152	780
5-and-10-cent stores.....	38	510
Laundries.....	39	546

<sup>1</sup> Total includes several industries not given separately because numbers too small to make a median significant.

The range in earnings was from \$200 to over \$2,000, but only 72 women were reported as having earned \$1,000 or more. Almost three-fifths of all the women earned between \$450 and \$750. The highest median earnings were \$920, those of the women employed in printing and publishing, while the lowest median, \$467, was that of the women cigar workers.

#### EARNINGS OF NIGHT WORKERS

There were 338 women employed on night work in the establishments visited in Tennessee, all of them in the textile industries. None of these women are included in the regular tables on earnings or rates. The median earnings for the group as a whole were only \$10.50 and the highest amount earned by any woman reported on a night shift was between \$21 and \$22. Medians were computed for night workers engaged in the manufacture of cotton goods, hosiery, knit underwear, and woolen goods and for all of these but the last the median earnings were lower than the median earnings of the day workers in the same industries. In the woolen mills, the median earnings of the 24 night workers were higher than those for the women employed on day shift in the same industry. Only one-eighth of the night workers had earned as much as \$15 in the week recorded.



## PART III

### EARNINGS OF NEGRO WOMEN

There were 1,401 negro women for whom information on earnings was obtained in Tennessee. Not far from one-half of them worked in laundries. Over 200 were employed in the manufacture of furniture and other wooden products, and the tobacco industry claimed practically the same number. The groups in other industries were smaller, although some negro women were employed in the majority of the industries surveyed.

#### WEEK'S EARNINGS

Table 15 gives the median earnings of the negro women for those industries in which 15 or more were employed.

TABLE 15.—*Week's earnings of negro women, by industry*

Industry	Women reported		Median earnings	Median earnings of white women in corresponding industries
	Number	Per cent		
All industries.....	1,401	100.0	\$6.95	\$11.10
Manufacturing:				
Clothing—				
Men's shirts.....	17	1.2	8.25	11.70
Women's dresses and aprons.....	35	2.5	8.15	9.50
Drugs and chemicals.....	55	3.9	8.00	9.45
Printing and publishing.....	16	1.1	9.20	16.10
Springs and mattresses.....	19	1.4	6.25	15.00
Textiles—				
Bags.....	54	3.9	5.75	9.75
Cotton goods.....	35	2.5	7.60	10.80
Hosiery.....	26	1.9	8.60	10.20
Tobacco products other than cigars.....	198	14.1	7.60	13.20
Wood products—				
Furniture.....	139	9.9	7.85	8.30
Other than boxes and furniture.....	78	5.6	6.70	8.60
General mercantile.....	35	2.5	8.45	14.15
Laundries.....	648	46.3	6.55	8.95

<sup>1</sup> Total includes several industries not given separately because numbers too small to make a median significant.

The earnings of the negro workers reported fell very much below those of the white women. While the median earnings for all the white women reported were \$11.10, those for all the negro women reported were \$6.95. The highest wage received by any negro

woman for the week of the survey was \$21 and under \$22, and only 15.2 per cent of them had earned as much as \$10. In the laundries, the industry which employed the largest group of negro women, the median earnings were only \$6.55, while the figure for the white women in laundries was \$8.95. In the manufacture of tobacco products other than cigars, the industry which employed the second largest number of negro women, the median was only \$7.60. For white women there were only four industries with higher median earnings than tobacco products, where one-half earned as much as \$13.20. In the manufacture of furniture, however, the earnings of the two groups came nearer together, the median earnings of the negro women being \$7.85, as compared with \$8.30 for the white women, the lowest median for any of the groups of white workers included.

TABLE 16.—*Distribution of negro women and their median earnings, by locality*

Locality	Women employed		Median earnings, week of pay-roll investigation
	Number	Per cent	
State.....	1,401	100.0	\$6.95
Chattanooga.....	237	16.9	6.85
Knoxville.....	78	5.6	8.70
Memphis.....	500	35.7	7.00
Nashville.....	464	33.1	6.70
Other places.....	122	8.7	7.30

The largest groups of negro women reported were employed in Memphis and Nashville, and in these cities also they formed the largest proportions of the total number of women reported in the establishments visited, 24 per cent and 15.2 per cent, respectively. Fewer negro women were reported from Knoxville than from any of the other localities. Here they formed the smallest proportion of the female employees, and the median earnings were higher for the negro women employed in Knoxville than for those in the other cities.

#### **Week's earnings and time worked.**

Table 17 gives a summary of the material on earnings and hours worked for negro women.

TABLE 17.—*Week's earnings of negro women, by time worked*

A. WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS			B. WOMEN WHOSE TIME WORKED WAS REPORTED IN DAYS		
Hours worked	Number of women reported	Median earnings	Days on which work was done	Number of women reported	Median earnings
Total.....	550	\$7.55	Total.....	792	\$6.75
Under 30.....	41	2.25	1.....	11	( <sup>1</sup> )
30 and under 39.....	38	5.40	1½.....	3	( <sup>1</sup> )
39 and under 44.....	37	7.15	2.....	7	( <sup>1</sup> )
44.....	5	( <sup>1</sup> )	2½.....	1	( <sup>1</sup> )
Over 44 and under 48.....	50	7.40	3.....	10	( <sup>1</sup> )
48.....	1	( <sup>1</sup> )	3½.....	2	( <sup>1</sup> )
Over 48 and under 50.....	13	( <sup>1</sup> )	4.....	21	4.45
50.....	44	8.40	4½.....	43	5.95
Over 50 and under 54.....	75	7.90	5.....	71	5.70
54.....	33	9.25	5½.....	371	7.60
Over 54 and under 57.....	172	8.25	6.....	252	6.75
57.....	35	6.60			
Over 57 and under 60.....	3	( <sup>1</sup> )			
60 and over.....	3	( <sup>1</sup> )			

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

The number of hours of work which brought the highest earnings was greater for the negro women than for the white. The highest median among negro workers was that of the women who had worked 54 hours, and one-half of these earned as much as \$9.25. There were only two hour groups which had medians lower than that of the women who had worked 57 hours and they represented the standards for those women who had worked less than 30 hours or 30 and under 39 hours.

Only a small proportion of the negro women for whom time worked was reported in days had worked on less than four days, the majority having worked on five and one-half or six days. The median earnings of the women who had worked on five and one-half days were considerably higher than those of the women who had worked on six days.

TABLE 18.—*Earnings of negro women who worked the firm's scheduled week, by industry*

Industry	Women working the firm's scheduled week whose time worked was reported in—			
	Hours		Days	
	Number of women	Median earnings	Number of women	Median earnings
All industries.....	<sup>1</sup> 268	\$8.00	<sup>1</sup> 447	\$7.10
Manufacturing:				
Drugs and chemicals.....	28	8.45	-----	-----
Textiles—				
Cotton goods.....	21	7.95	-----	-----
Hosiery.....	17	9.30	-----	-----
Tobacco other than cigars.....	45	8.95	99	7.90
Wood products—				
Furniture.....	27	6.80	-----	-----
Other than boxes and furniture.....	-----	-----	23	6.60
General mercantile.....	-----	-----	31	8.55
Laundries.....	66	6.30	274	6.90

<sup>1</sup> Total includes women in certain industries not given separately because numbers too small to make a median significant.

### Earnings of full-time workers.

There were 268 negro women who had worked the exact scheduled hours of the firms in which they were employed and 447 who had worked on the regular number of days in the week. The median earnings for the first group were \$8 and those for the second were \$7.10. Taking the two groups together, only half of the negro women who worked approximately a full week had earned as much as \$7.40 during the week recorded.

Laundries and the manufacture of wooden products showed the lowest earnings for full-time workers, with a median of \$6.30 for the laundry workers with hour records, a median of \$6.90 for the laundry workers whose attendance was reported in days, and medians of \$6.60 and \$6.80 in the two branches of the wooden-products industry.

### Earnings and rates.

For over 900 negro women employed on a time basis of pay were data on both earnings and rates secured. The median rate was \$7.10 as contrasted with median earnings for the same women of \$6.75, the earnings falling less than 5 per cent short of the rates. In each of the industries for which such a comparison was possible the median rate exceeded the median earnings.

TABLE 19.—*Weekly rate and actual week's earnings of negro women—all industries*

Amount	Number of women for whom amount specified was—		Per cent of women for whom amount specified was—	
	Weekly rate	Week's earnings	Weekly rate	Week's earnings
Total.....	936	936	100.0	100.0
Under \$5.....		99		10.6
\$5 and under \$10.....	834	749	89.1	80.0
\$10 and under \$15.....	95	81	10.1	8.7
\$15 and over.....	7	7	.7	.7

None of the negro women for whom rates were reported were scheduled to receive a weekly wage of less than \$5, but slightly over one-tenth of them actually received less than that amount for the week surveyed. More women were reported with a weekly rate of \$5 and over than had earnings of as much as \$5. While only a very few women had jobs expected to pay as much as \$15 a week, the same number had in fact received such amounts. Apparently there had been more lost time in the lower wage groups than in the higher.

#### Weekly rates and scheduled weekly hours.

There were 927 negro time workers for whom information on rate and scheduled hours was available. The shortest weekly schedule for which a median was computed was 50 hours and the longest was between 57 and 60 hours. With these women, as with the white workers, there was no tendency for high rates of pay to accompany long hours. The highest median earnings were those of the women who normally worked 55 hours, while the 50-hour group came next in order. The lowest median was that of the women who had a scheduled week of over 55 and under 57 hours.

#### Earnings and experience.

The relation between earnings and experience is shown for negro women in Table 20.

TABLE 20.—*Week's earnings and time in the trade of negro women who supplied personal information—all industries*

Time in the trade	Number of women reporting	Median earnings
Under 3 months.....	24	\$6.00
3 and under 6 months.....	40	6.35
6 and under 9 months.....	50	6.50
9 months and under 1 year.....	29	6.75
1 and under 2 years.....	89	6.90
2 and under 3 years.....	93	7.15
3 and under 4 years.....	51	8.25
4 and under 5 years.....	36	7.80
5 and under 10 years.....	146	7.95
10 and under 15 years.....	18	7.85
15 years and over.....	41	9.15

The tendency for earnings to increase with time in the trade was less definite and regular for negro than for white women, but for the most part higher earnings did accompany the longer experience. The highest median earnings were those of the women who had been employed in one trade 15 years or more, while for those who had been employed in a trade less than three months the median was only \$6. Although the highest earnings accompanied the greatest amount of experience and the lowest earnings the shortest period in the trade, the progression with intervening periods of service was not regular.

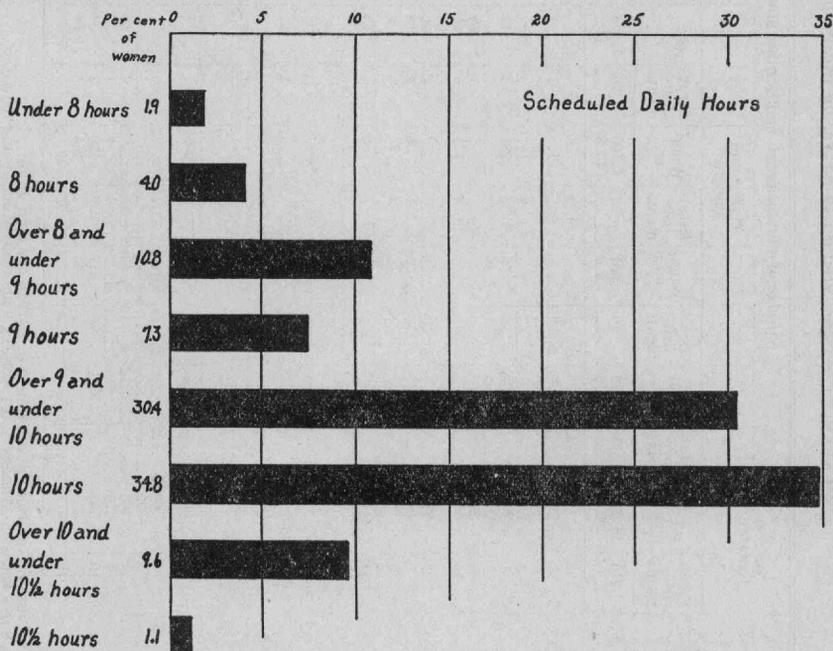
#### YEAR'S EARNINGS

Figures on year's earnings were obtained for only a small proportion—107 women—of the total number of negro women for whom wages were reported. The largest number of these were employed in laundries. The earnings of the majority of the negro women fell between \$300 and \$400, with a median for the whole group of \$386. The median of the year's earnings of negro women bore practically the same relation to those of the white women as did the median weekly earnings. The low earnings of these women were not due to slack employment, for over four-fifths of the women appeared on the weekly pay rolls at least as often as 50 times and many of them had worked during the full 52 weeks of the year.

## PART IV

### SCHEDULED HOURS

The figures on scheduled hours were obtained from the managers of the establishments visited, checked by records, and represent the length of the normal working day and week for the women reported. The time actually worked by the employees of an establishment may exceed or fall short of the plant schedule on any particular day; the rush of extra work may call for overtime, and plant or personal



reasons may cause the number of hours worked to fall below the regular work hours. However, in every plant there are definite times of beginning and stopping, applying either to the whole establishment or to individual departments, and these schedules represent, to a considerable extent, the hour standards of the industry.

#### Daily hours.

The material on scheduled hours for the days of the week exclusive of Saturday is given in Table 21.

TABLE 21.—Scheduled daily hours, by industry

Industry	Number reported		Number of establishments and number of women whose scheduled daily hours were—															
	Estab-lish-ments	Wom-en	Under 8		8		Over 8 and under 9		9		Over 9 and under 10		10		Over 10 and under 10½		10½	
			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.....	1 216	16, 239	1	312	16	651	33	1,760	36	1,178	<sup>1</sup> 61	4,933	54	5,657	14	1,562	2	186
Per cent distribution.....		100.0		1.9		4.0		10.8		7.3		30.4		34.8		9.6		1.1
Manufacturing:																		
Candy.....	7	397							1	31	3	254	3	112				
Clothing—																		
Men's shirts.....	6	656					3	187	2	373	1	96						
Overalls.....	7	448			2	70	1	281	1	14	3	83						
Women's dresses and aprons.....	3	265		1	46						1	113	1	106				
Other.....	4	230							1	133	3	97						
Drugs and chemicals.....	14	361					5	135	5	66	3	139	1	21				
Food products—																		
Bakery products.....	7	334							2	26	3	199	2	109				
Other.....	5	102					1	8	2	18	2	76						
Metal products.....	5	62					2	27	1	6	1	9	1	20				
Paper boxes.....	6	153									4	128	2	25				
Printing and publishing.....	13	357		3	46	6	109	3	82				1	120				
Springs and mattresses.....	3	61									2	39	1	22				
Textiles—																		
Bags.....	15	495							3	201	2	273	1	21				
Cotton goods.....	7	1,169									1	141	3	720	2	269	1	39
Hosiery.....	23	3,326							1	51	11	1,632	9	1,364	2	279		
Knit underwear.....	6	2,076									2	303	2	1,491	1	135	1	147
Woolen goods.....	5	702												5	702			
Yarns.....	6	462									1	85	3	242	2	135		
Tobacco products—																		
Cigars.....	4	527			1	8					3	519						
Other.....	6	554					1	203	1	7	1	119	3	225				
Wood products—																		
Boxes.....	3	69											3	69				
Furniture.....	8	192											8	192				
Other.....	11	200			1	11			4	56	2	40	2	51	2	42		
Miscellaneous.....	4	376					1	6	1	12	1	151	1	207				
General mercantile.....	16	1,353	1	312	6	417	6	590	3	34								
5-and-10-cent stores.....	14	335			2	53	7	214	5	68								
Laundries.....	18	977									<sup>2</sup> 11	437	7	540				

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

<sup>2</sup> Includes 5 establishments working 8 to 9 hours on Monday and 1 working 9 hours on Monday and Tuesday.

Of all the establishments visited in Tennessee, only two, employing 1.1 per cent of the women surveyed, regularly operated on the 10½-hour schedule permitted by law, but not far from one-tenth of the women were working in plants with a regular workday of 10 hours and 15 or 20 minutes. In each of these plants, however, the weekly hours of the plant came up to the legal limit set on the week's work, even though the day's work fell slightly short of the maximum hours permitted by law. Although the proportion of women with workdays more than 10 hours in length was not large, neither were there many establishments in Tennessee which were operating a short day. One establishment had a schedule of less than 8 hours, and 16 plants, employing less than one-twentieth of the women surveyed in the State, regularly required only 8 hours of work a day. The great bulk of the women in the establishments visited were working on a schedule of 10 hours or one of over 9 and under 10, almost two-thirds of all the women reported falling into these two classifications.

In only seven industries were there any establishments which regularly employed their women workers on a schedule of 8 hours or less, and these industries are listed here with the percentage of women in each who were on a schedule of 8 hours or less:

	Per cent
Overalls .....	15.6
Women's dresses and aprons.....	17.4
Printing and publishing.....	12.9
Cigars .....	1.5
Miscellaneous wood products.....	5.5
General mercantile .....	53.9
5-and-10-cent stores.....	15.8

In four of these industries—the manufacture of overalls and cigars and the two types of stores—there were no establishments with a scheduled workday as long as 10 hours. Of only three other industries—the manufacture of men's shirts, of miscellaneous clothing, and of miscellaneous food—could this be said.

The shortest hours were those of the women employed in stores. In neither mercantile group did any establishment employ its women workers regularly more than nine hours a day. The only women in the State reported on a schedule of less than eight hours were in a general mercantile establishment, and that industry group had a larger proportion of its women employed on an 8-hour schedule than had any other. In fact, approximately three-fourths of the 8-hour workers reported in the State were employed in stores, either in general mercantile or in 5-and-10-cent stores.

The longest daily hours were found in the various branches of the textile industry and in the manufacture of miscellaneous wooden products. The industries with some women employed on a schedule

longer than 10 hours are listed below, with the percentage of women in each who were so employed :

	Per cent
Woolen goods.....	100.0
Yarns.....	29.2
Cotton goods.....	26.3
Miscellaneous wood products.....	21.0
Knit underwear.....	13.6
Hosiery.....	8.4

### Weekly hours.

The length of the scheduled week of the women surveyed in Tennessee is given in Table 22.

TABLE 22.—Scheduled weekly hours, by industry

Industry	Number reported		Number of establishments and number of women <sup>1</sup> whose scheduled weekly hours were—																														
			Under 44		44		Over 44 and under 48		48		Over 48 and under 50		50		Over 50 and under 52		52		Over 52 and under 54		54		Over 54 and under 55		55		Over 55 and under 57		57		Over 57 and under 58		
	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	
All industries	2,216	16,239	3	239	4	365	12	375	13	591	11	953	19	593	13	790	6	173	43	3,012	10	928	5	181	43	4,515	12	677	26	2,722	1	125	
Per cent distribution		100.0		1.5		2.2		2.3		3.6		5.9		3.7		4.9		1.1		18.5		5.7		1.1		27.8		4.2		16.8		0.8	
Manufacturing:																																	
Candy	7	397											1	31					1	136					3	112	1	62	1	56			
Clothing—																																	
Men's shirts	6	656					2	70	1	117	2	373							1	96													
Overalls	7	448	1	25	2	326	1	14								1	12		2	71													
Women's dresses and aprons	3	265					1	46											1	113					1	106							
Other	4	230									1	133					1	38		2	59												
Drugs and chemicals	14	361					1	25				3	71	4	81	3	130		2	33				1	21								
Food products—																																	
Bakery products	7	334																	2	184	2	26							3	124			
Other	5	102									1	5	1	13					2	43													
Metal products	5	62					1	8	1	19			1	6					1	9			1	20									
Paper boxes	6	153																	4	128					2	25							
Printing and publishing	13	357			2	39			6	110			2	65	1	6			1	17					1	120							
Springs and mattresses	3	61																	1	30					1	22							
Textiles—																																	
Bags	25	495									1	35	2	166							2	273			1	21							
Cotton goods	7	1,169																		1	141	1	17		2	703	1	76	2	232			
Hosiery	23	3,326											1	51	1	78			8	1,312	2	406	1	105	8	1,095			2	279			
Knit underwear	6	2,076																	2	303						2	1,491			2	282		
Woolen goods	5	702																								1	155	4	547				
Yarns	6	462																	1	85					3	242			2	135			
Tobacco products—																																	
Cigars	4	527					1	8																						3	519		
Other	6	554	1	20									1	7					1	119					3	225							
Wood products—																																	
Boxes	3	69																							3	69							
Furniture	8	192																							7	156	1	36					
Other	11	200	1	11									3	50										1	11				3	82			
Miscellaneous	4	376					1	6																					1	207			
General mercantile	2	1,353					2	169	5	345	3	336	2	99	4	366	1	11					1	9	2	18							
5-and-10-cent stores	14	335											1	24		2	47			5	166			1	30			5	68				
Laundries	18	977					2	29											3	62	3	82			2	78	3	280	3	259	1	125	

<sup>1</sup> For the purpose of tabulation, women working alternate schedules of different duration have been divided between the two hour groups.  
<sup>2</sup> Details aggregate more than total because some establishments appear in more than one hour group.

The largest group of the women reported was that working on a weekly schedule of 55 hours, while the next largest was that composed of those with a weekly schedule of over 52 and under 54 hours. One-sixth of the women reported were working in establishments which ran on the maximum schedule permitted by law for women workers. Less than one-tenth of the women surveyed in the State had weekly hours of 48 or less.

In less than half of the industries included were there any firms visited in which 48 hours or less was considered a full week for the women employed. The following list shows the percentage of women in each of these industries who had a weekly schedule at least as short as 48 hours:

	Per cent
Overalls.....	81.5
Metal products.....	43.5
Printing and publishing.....	41.7
General mercantile.....	38.0
Tobacco products other than cigars.....	36.6
Men's shirts.....	28.5
Women's dresses and aprons.....	17.4
Drugs and chemicals.....	6.9
Miscellaneous wood products.....	5.5
Laundries.....	3.0
Miscellaneous manufacturing.....	1.6
Cigars.....	1.5

The majority (70.8 per cent) of all the women with the shorter weekly schedule were employed in the various branches of the clothing industry or in general mercantile establishments, although the proportion of women on such schedules in some other industries was larger than in some of the clothing groups. Even so, there was less contrast between the hours in the clothing plants and those in other industries than is the case ordinarily.

Of the industries listed above there were only two—the manufacture of men's shirts and of overalls—in which all of the plants visited had a regular week of less than 54 hours.

There were industries—cotton goods, woolen goods, wooden boxes, and furniture—in which no firms were reported with a scheduled week of less than 54 hours, and there were others in which the majority of the women had a week in excess of 54 hours. The industries in which there were women on the longer schedules, together with the percentage with a week longer than 54 hours, are listed here:

	Per cent
Woolen goods.....	100.0
Wooden boxes.....	100.0
Furniture.....	100.0
Cigars.....	98.5
Cotton goods.....	87.9

	Per cent
Knit underwear.....	85.4
Yarns.....	81.6
Laundries.....	75.9
Candy.....	57.9
Miscellaneous manufacturing.....	55.1
Miscellaneous wood products.....	46.5
Hosiery.....	44.5
Tobacco products other than cigars.....	40.6
Women's dresses and aprons.....	40.0
Bakery products.....	37.1
Springs and mattresses.....	36.1
Printing and publishing.....	33.6
Metal products.....	32.3
5-and-10-cent stores.....	29.3
Paper boxes.....	16.3
Drugs and chemicals.....	5.8
Bags (textile).....	4.2
General mercantile.....	2.0

### Saturday hours.

Data on Saturday hours were taken separately from those for the other days of the week because the duration of Saturday's work so often differs from that of the other days. The Saturday hours have been tabulated in correlation with regular daily hours in Table X in the appendix, classified only according to the broader industrial groups. The length of the Saturday's work is tabulated independently by the more detailed industry groupings in Table IX in the appendix.

TABLE 23.—*Relation of Saturday hours to daily hours, by industry group.*

Industry group	Number of women reported	Number of women whose Saturdays, in relation to regular hours, were—			Number of women with no Saturday work
		Shorter	Same	Longer	
Factories.....	13,574	12,675	646		253
Stores.....	1,688		662	1,026	
Laundries.....	977	778	170		29

The majority of the manufacturing establishments (94.6 per cent) ordinarily ran a shorter day on Saturday than on the other days of the week, and in four establishments, employing 253 women, it was customary to close all day Saturday. Although some of those who come in the group with a Saturday shorter than the other days of the week still worked considerably over half a day, approximately three-fourths of those whose Saturdays were thus classed ordinarily worked five hours or less on the last day of the week. Looking at the appendix table which gives Saturday hours by individual indus-

try it becomes evident that the long hours on that day of the week were to be found in only a few industries. The only manufacturing groups in which there were any establishments which regularly ran as long as six hours on Saturday were candy, drugs and chemicals, bakery products, miscellaneous food, cigars, printing and publishing, miscellaneous wood, and miscellaneous manufacturing.

None of the factories which had daily hours of 10 or more operated on a schedule as long as that on Saturday, the shorter Saturday keeping the weekly hours down to the legal limitation of 57.

In the laundries, also, the short Saturday was common, for almost four-fifths of the women in laundries normally worked shorter hours on Saturday than the rest of the week. The other fifth were counted as having a Saturday of normal length, because the employer stated that he reserved the privilege of keeping the plant open the full nine and one-half hours, and the pay of most of the women was based on a full Saturday, deduction being made for any shortening of the day.

Although some of the stores visited were open only the normal hours on Saturday, others remained open as late as 9.30, and none of the 5-and-10-cent stores closed as early on Saturday as on other days. Six stores remained open until 9.30, four until 9, six until 8.30, and two until 8. Even though shifts are so arranged that actual working hours are not increased by the evening hours, the day is drawn out over a long range of hours, making the day less convenient for the worker than the more compactly arranged normal hours.

Three-fifths of the women reported in the stores visited worked somewhat longer on Saturday than on the other days of the week.

### **Lunch periods.**

Information on the length of the lunch periods of the women surveyed in Tennessee is given in Table XI in the appendix. All the establishments visited in the State allowed time for lunch, and only one plant allowed less than 30 minutes. The majority of the women had a 30-minute break in the middle of the day, and in stores and in a few manufacturing groups a lunch period of 45 minutes or an hour was common.

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

There were 357 women who worked on a night shift in the establishments visited, and all these night workers were found in textile mills, the majority in mills manufacturing cotton goods or knit underwear. Their regular hours are presented in Table 24.

TABLE 24.—*Scheduled hours of night workers in textile manufacturing*<sup>1</sup>

Length of shift	Number of establishments and number of women working on shift of specified length	
	Establishments	Women
Total.....	11	357
9 hours.....	1	5
Over 9 and under 10 hours.....	1	20
10 hours.....	3	57
Over 10 and under 11 hours.....	4	255
11 hours.....	1	3
12 hours.....	1	17

<sup>1</sup> No night workers found on the pay rolls of the other industries surveyed.

The majority of the night workers were on shifts of 10¼ or 10½ hours, although in one case the women were expected to put in 12 hours a night.

These night employees worked five nights a week and their weekly hours ranged from 45 to 57, with the largest number of women working on a 52½-hour schedule.

Supper periods were allowed for the night workers in all but one mill. Here no definite period for meals was allowed the 17 women, though they were employed on a 12-hour shift. These women came to work at 6 in the evening and continued without any definite break until that same hour in the morning. In one establishment the period given was one hour, but in all of the others there was a 30-minute supper period.

### Time lost and overtime.

Frequently the hours actually worked are not the scheduled hours of the firm. As already mentioned, personal reasons of the individual workers or slack work in the department, plant, or industry serve to bring the hours worked below the normal week. Occasionally pressure of work brings the number of hours worked above the regular schedule. It is never possible to obtain information on actual hours worked for all of the women for whom wage records are obtained, because in many instances the firm does not take account of detailed information on the attendance of its workers. For pieceworkers especially such records often are not kept, because they are not needed in calculating the workers' earnings. Even among those whose wages are paid on a time basis there are groups for whom time worked is not given in terms of hours. Although practically all the women employed in general mercantile establishments were time workers, actual hours worked were reported for a very small proportion of them. The details of the information on lost time and overtime of the women employed in the industries

surveyed in Tennessee are given in Tables XII and XIII in the appendix, while a summary of the facts from these tables is given in Tables 25 and 26, which follow.

TABLE 25.—*Time lost and overtime, by industry—women whose time worked was reported in hours*

Industry	Number of women for whom hours worked were reported	Women for whom hours worked were reported who—							
		Lost time				Worked overtime			
		Per cent of all reporting hours worked	Per cent of those who lost—			Per cent of all reporting hours worked	Per cent of those who worked overtime—		
			Under 5 hours	5 and under 10 hours	10 hours and over		Under 5 hours	5 and under 10 hours	10 hours and over
All industries.....	7,680	44.0	24.1	25.1	50.7	5.6	87.1	11.7	1.2
Manufacturing:									
Candy.....	349	57.6	49.3	19.9	30.8	1.4	40.0	-----	60.0
Clothing—									
Men's shirts.....	22	18.2	50.0	25.0	25.0	9.1	50.0	-----	50.0
Overalls.....	43	11.6	-----	80.0	20.0	-----	-----	-----	-----
Women's dresses and aprons	114	50.0	50.9	21.1	28.1	4.4	100.0	-----	-----
Other.....	170	42.9	27.4	27.4	45.2	.6	100.0	-----	-----
Drugs and chemicals.....	165	13.3	50.0	9.1	40.9	-----	-----	-----	-----
Food products—									
Bakery products.....	42	21.4	-----	33.3	66.7	28.6	33.3	66.7	-----
Other.....	65	29.2	21.1	15.8	63.2	-----	-----	-----	-----
Metal products.....	50	48.0	41.7	29.2	29.2	14.0	100.0	-----	-----
Paper boxes.....	101	59.4	21.7	55.0	23.3	2.0	100.0	-----	-----
Printing and publishing.....	285	37.5	54.2	11.2	34.6	18.6	71.7	26.4	1.9
Springs and mattresses.....	30	93.3	-----	75.0	25.0	3.3	100.0	-----	-----
Textiles—									
Bags.....	412	57.8	34.9	26.9	38.2	2.4	80.0	20.0	-----
Cotton goods.....	817	41.5	8.3	20.9	70.8	.2	50.0	50.0	-----
Hosiery.....	1,368	56.8	17.4	26.6	56.0	1.5	95.2	4.8	-----
Knit underwear.....	1,719	44.5	20.9	23.1	55.9	11.8	89.7	10.3	-----
Woolen goods.....	443	22.3	12.1	18.2	69.7	2.0	100.0	-----	-----
Yarn.....	386	35.2	15.4	37.5	47.1	1.0	100.0	-----	-----
Tobacco products—									
Cigars.....	161	42.2	8.8	27.9	63.2	-----	-----	-----	-----
Other.....	225	28.9	9.2	20.0	70.8	15.6	100.0	-----	-----
Wood products—									
Boxes.....	58	34.5	15.0	20.0	65.0	32.8	100.0	-----	-----
Furniture.....	27	70.4	21.1	21.1	57.9	-----	-----	-----	-----
Other.....	83	37.3	25.8	16.1	58.1	4.8	100.0	-----	-----
Miscellaneous.....	220	82.3	54.1	26.0	19.9	.9	100.0	-----	-----
General mercantile.....	29	-----	-----	-----	-----	96.6	100.0	-----	-----
5-and-10-cent stores.....	249	1.2	-----	-----	100.0	-----	-----	-----	-----
Laundries.....	47	55.3	23.1	42.3	34.6	6.4	33.3	66.7	-----

There were 7,680 white women for whom it was possible to obtain an attendance record in terms of the actual number of hours worked. Of these, 3,376, or over two-fifths of the total number reported, had worked fewer hours during the week than they were scheduled to do under normal circumstances. Half of this number had lost 10 hours or more during the week recorded, while one-fourth had fallen short of the scheduled week by less than 5 hours. The largest proportion of the women losing time was found in the manufacture of springs and mattresses, where over nine-tenths of the women reported had lost some time. The number reported in this industry, however,

was very small. In the miscellaneous manufacturing group, which included canvas-glove, paper-stock, tent and awning, and shoe factories, over four-fifths of the women for whom record was given had lost some time. Less than one-fifth of those losing time in this industry group, however, had fallen short of the schedule by as much as 10 hours.

TABLE 26.—*Time lost and overtime, by industry—women whose time worked was reported in days*

Industry	Number of women whose time worked was reported in days	Number and per cent of women who worked on—					
		Scheduled number of days		Less than the scheduled number of days		More than the scheduled number of days	
		Number	Per cent	Number	Per cent	Number	Per cent
All industries.....	5,688	3,712	65.3	1,957	34.4	19	0.3
Manufacturing:							
Candy.....	47	5	10.6	39	83.0	3	6.4
Clothing—							
Men's shirts.....	409	266	65.0	143	35.0	—	—
Overalls.....	296	201	67.9	95	32.1	—	—
Women's dresses and aprons.....	7	2	28.6	5	71.4	—	—
Other.....	36	33	91.7	3	8.3	—	—
Drugs and chemicals.....	115	63	54.8	51	44.3	1	.9
Food products—							
Bakery products.....	286	106	37.1	179	62.6	1	.3
Other.....	37	21	56.8	16	43.2	—	—
Metal products.....	9	6	66.7	3	33.3	—	—
Paper boxes.....	44	28	63.6	16	36.4	—	—
Printing and publishing.....	5	3	60.0	2	40.0	—	—
Springs and mattresses.....	12	7	58.3	5	41.7	—	—
Textiles—							
Bags.....	27	17	63.0	9	33.3	1	3.7
Cotton goods.....	259	147	56.8	104	40.2	8	3.1
Hosiery.....	1,543	793	51.4	746	48.3	4	.3
Knit underwear.....	62	25	40.3	37	59.7	—	—
Woolen goods.....	170	126	74.1	44	25.9	—	—
Yarns.....	59	47	79.7	12	20.3	—	—
Tobacco products—							
Cigars.....	319	247	77.4	72	22.6	—	—
Other.....	128	105	82.0	23	18.0	—	—
Wood products—							
Boxes.....	11	5	45.5	6	54.5	—	—
Furniture.....	26	20	76.9	6	23.1	—	—
Other.....	31	—	—	30	96.8	1	3.2
Miscellaneous.....	134	112	83.6	22	16.4	—	—
General mercantile.....	1,269	1,113	87.7	156	12.3	—	—
5-and-10-cent stores.....	66	1	1.5	65	98.5	—	—
Laundries.....	281	213	75.8	68	24.2	—	—

For those women whose time was reported in days rather than hours no definite statement can be made as to how many lost time. However, in Table 26 the women are listed according to whether they had worked on the normal number of days of the weekly schedule, more than that number, or less than that number. There is no doubt that the women who had been in attendance fewer days than the number which made up the working week had lost some time, and it is probable that the hours worked by the woman who had been at her job more than  $5\frac{1}{2}$  or 6 days of her schedule exceeded the number of hours which made up her regular week. But it can

not be said definitely of the women who worked on the scheduled number of days that they had put in the exact scheduled time, neither losing time nor working overtime, because it is not possible to say for how many hours they had worked on the various days of the week.

Over one-third of the white women with daily attendance reports had not been present on each of the days of their scheduled week; in other words, over a third of the women in this group had been absent at least one half day at a time. The largest proportions of women who had been present less than the normal week were found in the 5-and-10-cent stores, candy factories, and miscellaneous wood products plants. The contrast between the two mercantile groups in this respect is interesting because so marked, but no reason appears on the surface why the great majority of the 5-and-10-cent store workers should have worked on less than the scheduled number of days, while for only an eighth of the women in general mercantile establishments was this true.

There were 550 negro women for whom attendance records were kept by the hour, and of this number 251, or practically the same proportion as obtained for the white women, had worked less than their regular week. Nor was there any great difference between the number of hours lost by the negro women who fell short of their schedule and the amount lost by the white women. For 792 negro women attendance was recorded only in terms of the number of days on which they had worked. The proportion of these women who had been absent at least as much as a half day was somewhat higher than that proportion among the white women reported (41.3 per cent as compared with 34.4 per cent).

There was very little overtime in the Tennessee plants visited during the week reported. Only 5.6 per cent of the women for whom material was available on the number of hours worked had put in hours in excess of their regular weekly schedule, and the majority of these women had exceeded their schedule by less than five hours. Of those women whose time worked was reported in days, only 19, or less than 1 per cent of the total number reported, had worked on more than the scheduled number of days, and the majority of these were in textile mills. The proportion of the colored women with hour records who had worked overtime was practically identical with the proportion of the corresponding group of white women, although a higher percentage of the negro women than of the white women had worked more than the scheduled number of days.

## PART V

### WORKING CONDITIONS

Factories, stores, and laundries are run primarily to supply definite needs, either in service or in material things. In order to render this service to society as a whole a considerable proportion of the population—men, women, and even children—spend the greater part of the day within the walls of factories or other places of work. Production and distribution of products must not be carried on at too great expense of the energy and health of these workers. Their health is affected inevitably by the conditions of the room in which they spend their day, by the position in which they must work, and by the relation of light supply to their bench or machine. The adequacy and condition of the sanitary equipment has a tremendous effect on the health of the workers, because of the possibilities of infection which exist where such facilities have not been given intelligent attention. The provision of rest rooms and lunch rooms may seem less a necessity than other equipment, and yet they too play an important part in an industrial health program. Noon hours can not refresh the worker for continuing the job during the afternoon unless an opportunity is given to get away from the machine and the workroom to some place that is reasonably restful.

In the inspection of the various types of establishment in Tennessee it was the aim of the agents to note the extent to which the essentials of sanitation had been met, to see what attention had been given to the important problems of seating, lighting, and ventilation, to evaluate the adequacy of the service equipment provided for the women workers and the plant as a whole, and to make a general survey of plant conditions so far as they directly affected the women workers.

#### GENERAL PLANT CONDITIONS

##### Arrangement of rooms.

Work is slowed down and made more difficult when workrooms are crowded and the floor space is poorly arranged. In the majority of the factories and laundries visited the workrooms had been satisfactorily arranged and floor space had been kept free of obstacles. There were 184 factories and laundries for which report was made, and in almost three-fourths of these all the workrooms had been so planned and arranged that there were satisfactory aisles between

workbenches or machines and the aisles had been kept clear. In 21 establishments the original layout of the work units was satisfactory in all the rooms where women worked but the aisles were obstructed by piles of materials or containers. In 16 other establishments conditions were not uniform and adequate aisles were allowed in only part of the workrooms. In some of these the situation was made worse because the aisles had not been kept clear.

In 14 establishments the work units were too closely crowded together throughout the plant, and in 6 of these such aisles as had been allowed were cluttered in all the workrooms.

An example of a badly cluttered workroom was found in one clothing factory where—

The aisles were obstructed by piles of materials and by benches made to hold the finished product. In addition, the aisles were narrow, girls sitting with their backs to the benches on which the product was piled, and there was very little room for passing.

One hosiery mill was reported as having aisles that were very narrow, so narrow that the workers had to turn aside from their machines to allow others to pass. In one bag factory the aisles were badly obstructed by piles of bags which the agent had to climb over to get about.

The examples that have been cited call attention to those instances only in which there had been obvious lack of attention to the arrangement of work and materials. In many instances, the workrooms were so well arranged as to cause the agent to make special comment on the orderly and roomy appearance.

The stores in Tennessee were more often overcrowded than were the factories and laundries. Only 30 stores were visited, and yet in 6 of these all the aisles were too narrow, although free from obstruction. In 5 others some of the aisles were too narrow. Frequently the space behind counters was so narrow as to make it difficult for two salespeople to pass.

### **Condition and material of floors.**

For workers who stand at their job for 8 to 10 hours a day, the material of the workroom floors is of great importance. Although concrete floors may have a long life even with heavy use, and are more easily kept clean than are floors of some other material, constant standing on such an unyielding surface adds greatly to the worker's fatigue. The advantages of durability and ease of cleaning may be retained without loss of comfort to employees if wooden platforms are provided for standing workers.

Of the 186 factories and laundries visited, there were 23, or practically one-eighth of the total number, in which the floors of all the rooms in which women worked were of concrete or brick. In 18 of

these establishments all the women who stood at their work had to stand on the floor itself and only 2 plants provided wooden platforms for all the women employed. In 40 other establishments some of the floors were of concrete, and no wooden platforms were provided in 32 of these; some workers had platforms in 2 plants and in 6 they were furnished wherever needed.

Floors in all the stores visited were of wood, or covered with carpet or linoleum. In no case did the employees in these establishments have to stand on hard floors.

Unless workroom floors are kept in repair they may become unsatisfactory, whatever their material. For the most part the Tennessee establishments visited met this test and in only 15 were any of the workroom floors out of repair.

### Stairways.

In 174 of the establishments visited there were stairways used by the women, although in some cases they led only to toilet rooms, cloak rooms, or other service equipment located in a basement or on another floor. In 106, or three-fifths, of these establishments all the stairways were satisfactory in all essential respects. They were straight flights of stairs of satisfactory width and slope, provided with satisfactory handrails, adequately lighted, and kept in good repair.

In 11 establishments there were winding stairways with triangular treads, but fortunately all these stairways were well lighted. In 33 some of or all the stairways were too narrow to permit two people to pass or walk abreast. In 11 establishments all the stairways were reported as steep, and in 12 others some were steep; for 3 of the first group the situation was made doubly bad by reason of the fact that none of these stairways had adequate light. There were 4 establishments in which some of the stairways and 6 in which all used by the women, were in poor repair. In addition, the stairways in 3 of these 10 were dark, making even more serious the faulty repair. In 17 establishments there were stairways which had either no handrail or one which was unsatisfactory. In only 11 establishments were all the stairways dark, while in 4 others some had too little light.

Frequently a stairway unsatisfactory in one respect had other lacks as well, as the two samples described below indicate:

The stairway had open risers and no platform at the top, the door from the workroom leading directly to the steps. It was very dark and the agent felt her way along the wall.

The stairway leading to the paper-box department in the basement was poor, with open risers and wobbly treads made of slabs. One had to stoop to avoid knocking one's head against the rafters.

### Cleaning.

In most of the plants reported the desirability of clean workrooms had been recognized, but in 23 of the 216 establishments visited the floors were dirty throughout. In another 23 some of the workrooms had not received adequate attention as to cleaning.

Some establishments gave much more definite and regular attention to cleaning than did others. All but two of those visited were reported as having some provision for sweeping, and a daily sweeping was the most common practice, with 149 establishments reporting this frequency. In 60 plants, however, the workrooms were being swept constantly, or at least as often as twice a day. Unfortunately, from the point of view of public interest, a candy plant was one of those for which there was no provision for sweeping, while another one of the candy firms had no regular scheduled frequency for sweeping, although the men and women who were employed for other work were expected to look after the sweeping as well. In over four-fifths of the establishments the sweeping was in the hands of porters, janitors, or maids, who were employed specifically for such work. In 19 establishments the regular women employees were responsible entirely or partially for the sweeping of their places of work.

In almost three-fifths of the cases sweeping was considered a sufficiently adequate method of cleaning, and in only 90 of the establishments visited had the management considered scrubbing necessary. In the majority of these it was done by people employed only for such work, but in one the women, and in 14 the men, employed regularly for other work were expected to scrub the workroom floors, so far as they received any such attention. Of those establishments in which workroom floors were scrubbed at all the majority received such cleaning once a week, although in 10 establishments the floors were scrubbed once a day and in 4 others oftener than that. In 8 establishments the time between scrubblings was longer than a month, and in 12 others there was no definite period, the floors being scrubbed irregularly whenever it was thought that they needed it.

Obviously the character of the process and product determines to a considerable extent the frequency and type of cleaning necessary to keep the workroom in a satisfactory condition. While there were 125 establishments which were reported as never scrubbed, 91 of these had been checked as clean throughout. On the other hand, one candy factory was dirty in spite of the fact that the floors were reported to have been scrubbed daily.

Some descriptions taken from the schedules illustrate more graphically the sort of condition which occasionally existed, sometimes in spite of cleaning and sometimes because of its absence.

The floor was covered with rolls of lint from the jute, waste from the machines, and wires from the bundles of bags. It was swept once a day, but that was not enough.

Floor was thickly caked with product. Agent was told, "When it gets thick we scrape it off about once or twice a year."

Workroom was disorderly. Floor had been swept and sweepings were left in mounds in corners and around supporting posts.

Floor was very dirty, sticky, and thick with sugar. Girls said only cleaning it got was what they did—"swabbed over with a mop."

### Ventilation.

It is more difficult to assure satisfactory ventilation in some types of plants than in others, but it is a problem which demands some attention even when the processes are not such as to cause special difficulties. The mere fact that a considerable number of people must spend the day in one room in itself makes necessary some special attention to ventilation.

In one of the plants visited the work was carried on in open sheds, and there was no question there as to the presence of an adequate supply of fresh air. There were 214 establishments for which report on ventilation was made. In practically two-thirds of these the ventilation in all the workrooms was satisfactory. In about one-tenth of the plants visited the workrooms had a sufficient air supply, but the condition was not entirely satisfactory, because toilet rooms were not completely separated from them and depended for their ventilation, either partially or entirely, upon the air in the workroom. In 30 establishments some of the rooms were ventilated satisfactorily and others were not, while in 21 the air supply was not satisfactory in any of the rooms where the women were employed.

Of the 163 establishments in which all the workrooms were adequately ventilated, including those which fell short of being satisfactory because of toilet rooms, 88, or over one-half, had both natural and some form of artificial ventilation throughout the plant. Over one-third of these 163 had no form of artificial ventilation to supplement the natural, while in the rest some of the workrooms had both natural and artificial means of ventilation.

There were only 21 establishments which were unsatisfactorily ventilated throughout, and of these only 11 relied entirely on natural means of ventilation—on doors, windows, or skylights.

All told, 77 of the plants visited relied on natural means only, whereas in 103 some artificial means of ventilation was used in all the workrooms and in 27 establishments such method of ventilation was found in part of the plant. There were 7 establishments with at least one room which had no direct outside ventilation. Of these

there were 3 in which some type of artificial ventilation was supplied for these rooms and 4 in which such air as they had came through other rooms.

The majority of the rooms which lacked any natural ventilation were in food-manufacturing plants of one type or another, where the work demanded that the rooms be kept at a constant temperature. The following description and comment of an employee were given on the schedule for one candy factory:

It was cold in the chocolate-packing room, and there were double windows which could not be opened. The guide said, "It's awful how they have to breathe one another's air." There was no ventilation in the chocolate dipping room, for it was built within another room.

In another establishment there was one room in which Eskimo pies were made where there was neither natural nor artificial ventilation and the room was kept at a temperature of 30°.

In one packing plant there was a room in which all the windows were kept closed so as to maintain a temperature of between 45° and 50°. There was a fan in the room which kept the air in motion, but there was no intake of fresh air.

The ventilation of laundries demands special attention. One laundry visited apparently had solved its problem satisfactorily, even without any artificial aids to ventilation.

The plant was new and designed so as to make cross ventilation possible by sash windows plus windows in the monitor roof. The owner said that ventilation was such that women had not complained of heat in summer in the present plant as much as they had in the old building where they had exhausts and fans.

In over one-fourth of the establishments there was some special atmospheric problem in at least part of the plant. In 26 cases heat was sufficient to constitute a definite problem in some rooms or throughout the plant. In four of these there were rooms in which humidity, dust, or lint existed as well, and some had rooms that were cold. The majority of the establishments in which heat had not been carried off were laundries. In 14 establishments the air in some parts of the plant was dust laden, sawdust was not taken care of properly in woodworking plants, or the dust in tobacco or drug and chemical establishments filled the air. In other establishments fumes, humidity, lint, or steam made workroom conditions unsatisfactory.

Although there were 137 establishments which provided some artificial aid to ventilation, in over two-thirds of these cases the equipment consisted only of ceiling, wall, or table fans which served merely to keep the air in motion. In 32 plants there were exhaust fans, supplemented in more than half the cases by some other equipment—wall or ceiling fans, hoods over units, or individual vents.

Only in six establishments was there any general system for the distribution of freshly-taken-in air.

### Lighting.

This survey has not attempted to go into the technical details of lighting, and the summing up of the conditions existing in the establishments visited in Tennessee has been based upon the agent's report as to whether the sources of light, natural or artificial, seemed sufficient for the work to be done and whether either type of lighting caused a glare in the workers' eyes.

The subject of adequacy has been divided so as to take account of whether the light, natural or artificial, was adequate throughout the plant or only in some of the workrooms. The subject of glare, however, was not so handled. Very rarely would glare trouble all workers in a plant, and those establishments which are shown as being unsatisfactorily lighted for this reason are so classed if there was glare in the eyes of any of the women as they worked.

TABLE 27.—*Lighting of workrooms, by industry group*

Industry group	Number of establishments reported	Number of establishments in which lighting was—					
		Satisfac- tory through- out	Unsatisfactory due to—				
			Inadequacy		Glare	Both inadequacy and glare	
			In part	Through- out		In part	Through- out
All industries.....	<sup>1</sup> 215	<sup>2</sup> 117	24	35	31	2	6
Factories.....	<sup>1</sup> 167	<sup>2</sup> 97	14	19	29	2	6
Stores.....	30	9	6	14	1		
Laundries.....	18	11	4	2	1		

ARTIFICIAL LIGHTING							
All industries.....	<sup>1</sup> 215	84	1	14	<sup>3</sup> 59	6	51
Factories.....	<sup>1</sup> 167	58		13	<sup>3</sup> 46	4	46
Stores.....	30	23			5	2	
Laundries.....	18	3	1	1	8		5

<sup>1</sup> Excludes 1 establishment in which the women worked in outdoor sheds.

<sup>2</sup> Includes 1 establishment in which natural light was adequate, but for which there was no report on glare.

<sup>3</sup> For 13 factories and 5 laundries glare was reported, but no note was made of adequacy.

In 148 of the 215 establishments visited the natural light was adequate throughout under ordinary circumstances, while in 26 others there was sufficient light in part of the workrooms. The proportion of the stores in which the natural light was well planned was smaller than the proportion of factories with adequate daylight,

for only one-third of the stores as compared with three-fourths of the factories were sufficiently well lighted to make unnecessary the use of artificial light for average work under ordinary circumstances. Often a plant that was badly arranged from the point of view of making use of daylight also lacked any satisfactory means of artificial lighting. Of 41 establishments with insufficient natural lighting throughout there were 16 in which none of the rooms had adequate artificial lighting.

In 31 establishments the natural lighting was unsatisfactory on account of glare, although in other respects it was satisfactory. In 8 others there was glare from natural lighting for some of the workers, although part of all the workrooms received an insufficient amount of light from natural sources. Of the 39 establishments with glare from natural light there were 10 in which shades or awnings were provided, but the worker's position in relation to the source of light was such as to make glare almost unavoidable. Although there were as many as 175 plants in which no glare was reported from the natural lighting for any of the workers, in only 82 of these were there shades or awnings at any of the windows or skylights. In the others the placing of the windows or the arrangement of work places in relation to them made it unnecessary for the women to face the light as they worked.

It is not always possible to plan a workroom so that natural light will be adequate at all times for certain classes of work, but there is no reason why satisfactory methods of artificial lighting can not be worked out to fit all needs. However, in Tennessee a smaller proportion of the establishments visited had satisfactory artificial lighting than had natural light which met the requirements. In only 84 of the 215 establishments reported was the artificial lighting satisfactory throughout. In 57 establishments the lights were inadequate and so placed that what light there was shone in the workers' eyes. There were 59 establishments in which enough light was provided, or for which no report on adequacy was made, in which artificial lights were either unshaded or so poorly placed that they caused a glare. In contrast to the situation in regard to natural lighting, the stores stood in better position from the point of view of artificial lighting than did the factories and laundries, and in those which were unsatisfactorily lighted the problem was more often one of glare than of insufficiency.

The majority of cases in which glare was reported from artificial lighting were due to general rather than to individual lighting, although in one plant it was reported that the poor placing of shaded individual lights had caused the lights to shine in the workers' eyes. However, there were 69 establishments reported which depended entirely on general overhead or drop lights and in which

the artificial lights were not reported as causing glare. Of the establishments which were free from any undesirable glare there were 30 with individual shaded lights where the work demanded it.

In 68 establishments some type of individual light was provided in at least part of the plant. In the majority of these it was drop lights, some of them shaded and some not. Of 49 establishments equipped with individual drop lights there were 18 in which none of the bulbs were shaded and 4 in which some had shades and some had not. There were individual adjustable lights in 17 plants and in only 1 were any of these lights unshaded.

### Seating.

The problem of seating industrial workers too often is given only haphazard attention. Sometimes it would seem that workrooms had been planned to contain only units of machinery, rather than machinery tended by human beings. If at a certain machine workers have stood always, it frequently is taken for granted that they will have to do so in the future. Many machines or workbenches could be so designed that seats might be used, and in other cases there could at least be opportunity to sit at the times when the machine did not require attention. The women who spend their days at sewing machines and those who work at many other occupations always sit down, but frequently the management seems to have been concerned only in finding a chair which would not be too much in the way, without giving thought as to whether it was adapted to the comfort of the worker.

In summarizing the facts concerning the seating provisions of the Tennessee establishments visited, the occupations have been classified according to whether the women stood to operate, regularly were seated, or could work in either position. It is realized that in using this method the same occupations often fell in different classes because of the provision or lack of provision of suitable seats in the establishments visited, but an attempt to follow identical occupations through various plants would lead to confusion and the somewhat arbitrary classification used seems most practical. The table which follows takes account only of whether seats were provided, whether they were sufficient in number, and whether they were or were not seats with backs. Such a summary of facts does not give a complete picture of the situation; but, although not all backs to seats are of much service, most seats with backs are more satisfactory than boxes or stools, and almost any kind of seat is better than none at all.

TABLE 28.—*Type and adequacy of seats in sitting and standing occupations—factories and laundries*

Position of women when operating	Number of establishments reporting women in specified group	Number of establishments in which—								
		No seats were provided	Insufficient seats were provided <sup>1</sup>				Sufficient seats were provided			
			Total	Having seats with backs	Having seats with and without backs	Having seats without backs	Total	Having seats with backs	Having seats with and without backs	Having seats without backs
Sitting.....	132									
Standing.....	154	58	48	5	6	37	132	76	24	32
Sitting or standing.....	62		3	1		2	48	13	3	32
							59	4	9	46

<sup>1</sup> Establishments whose standing workers in part of the plant had seats while those in other parts of the plant had none are included among those providing an insufficient number.

<sup>2</sup> Includes 1 establishment in which women had only the worktables to sit on.

In 54 factories and laundries none of the women employees regularly sat at their work. Of the 132 factories and laundries in which there were women employed on what were classed as sitting operations there were 76, or less than three-fifths, in which seats with backs were provided for all the sitting workers. In 24 establishments there was no uniformity in the seating provisions, so that in some places there were backs and in others not. In 32 establishments none of the women who sat all day at their work had any form of back rests. In 11 establishments at least part of the seats for this group of workers were benches, boxes, or upturned kegs. In one plant a woman who always sat as she worked had only the worktable for a seat.

Some of the chairs provided were of such a type that they had very little advantage over stools or benches. In one establishment a regular folding chair had been used, and the angle of the back as well as the absolute squareness of the seat made it a very poor work chair. Even the more substantial ordinary straight chair with either hard or padded seat, while more satisfactory than the last example cited, offers practically no support to the back when the operator is actually at work.

In only one establishment visited was there a saddle-seated chair designed for a work chair. That does not mean, however, that no heed had been given to making some adjustment to fit the chair to the need.

In one establishment where a benchlike stool with a back was provided for each girl, the stools were of several sizes and each girl was allowed to pick the height most comfortable for her. In one knitting mill the girls made their own adjustments as best they could and many of the loopers had tilted their chairs back to get a better position in relation to the machine. In the same plant a bench was built along the full length of the knitting machine about 2 feet from it, but it was both too high and too narrow for comfort and there was no possibility of change.

In 154 factories and laundries there were women who stood all day as they worked. In 58 of these no seats were provided for any of these workers, while in 48 more the number provided was insufficient—sometimes none at all in some rooms with standing workers and in other cases too few seats in any workroom. In less than one-third of the establishments with standing workers were these women supplied with an adequate number of seats for occasional use, and of these there were only 13 in which all the seats had backs.

The following notes from schedules indicate more clearly the situation which existed:

There were no seats of any kind on the second floor and only one stool for nine girls on the first floor.

No seats except the occasional boxes to hold waste.

The spindle and waste boxes at the end of the machine were used for seats.

Only one person was noticed sitting at the time of the inspection, and she was sitting on a broken packing case.

In only 62 factories and laundries were there women whose work was so arranged that they stood part of the time and sat part of the time as they worked. These women had the most satisfactory conditions, for the possible change of position gave them rest. Sometimes such a change was accomplished by shifting jobs and sometimes by the adjustment of work place and seat so that the women could work from either position.

All the stores in which women in repair or alteration rooms sat at their work provided these women with seats which had backs. Nor were there any stores in which no seats were provided for the salespeople or others who stood at their work, although in some cases the number was not sufficient, as in one store where the agent could discover only one chair behind the counter. The mere presence of a seat does not tell the whole story. The policy of one store was described on the schedule thus:

The girls had the usual 10-cent-store slide seats, but the manager said there was no time to sit. If he saw a girl sitting he usually could show her something that needed to be done either in straightening or rearranging goods.

#### SANITATION

The question of plant sanitation is of quite as much importance as the conditions which affect the worker while actually on the job. The need for stressing this subject arises from the fact that many employers fail to realize the necessity for maintaining high standards in the installation and maintenance of drinking, washing, and toilet facilities.

#### **Drinking facilities.**

The table next presented gives a summary of the drinking facilities provided in the different establishments visited.

TABLE 29.—Type of drinking facilities, by industry

Industry	Number of establishments reported	Number of establishments which provided—									
		Drinking fountain			Drinking fountain supplemented by tank, cooler, or faucet with—			Tank, cooler, or faucet with—			Barrel with common cup
		Sanitary	Insanitary	Some sanitary and some insanitary	Individual cup	Common cup	No cup	Individual cup	Common cup	No cup	
All industries.....	216	8	70	5	2	<sup>1</sup> 10	<sup>1</sup> 11	21	<sup>2</sup> 35	<sup>2</sup> 51	<sup>3</sup> 3
Manufacturing:											
Candy.....	7			1					2	4	
Clothing—											
Men's shirts.....	6	1	2			1				2	
Overalls.....	7		1						4	2	
Women's dresses and aprons.....	3		2								1
Other.....	4									4	
Drugs and chemicals.....	14		4					3	2	5	
Food products—											
Bakery products.....	7			1				2	2	2	
Other.....	5		1					1	<sup>1</sup> 2	1	
Metal products.....	5	1	1						2	1	
Paper boxes.....	6		2				1				<sup>3</sup> 1
Printing and publishing.....	13	3	1			1		3	2	3	
Springs and mattresses.....	3		1						1	1	
Textiles—											
Bags.....	5	1	1				1		1	1	
Cotton goods.....	7		3	1			1		2		
Hosiery.....	23	1	18					1	2	1	
Knit underwear.....	6	1	2	1			1				1
Woolen goods.....	5		2			1					
Yarns.....	6		3	1			1			1	
Tobacco products—											
Cigars.....	4		2					1		1	
Other.....	6		1					1		14	
Wood products—											
Boxes.....	3		3								2
Furniture.....	8		5			1					3
Other.....	11		4						4		2
Miscellaneous.....	4		2								2
General mercantile.....	16		5		1	2	2	5	4	1	
5-and-10-cent stores.....	14		2		1	2		3	4	2	
Laundries.....	18		1			2	<sup>1</sup> 2		15	18	

<sup>1</sup> Includes 1 establishment with other equipment supplemented by pitcher, keg, pail, or pump.

<sup>2</sup> Includes 2 establishments with other equipment supplemented by pitcher, keg, pail, or pump.

<sup>3</sup> Includes 1 establishment reporting source of water supply as other than bubbler, faucet, tank, and cooler, but type not specified.

The standards for drinking facilities were not high in the Tennessee establishments visited. Fifty-one establishments relied entirely upon tanks, coolers, or faucets at which no cups were provided. Whether the workers brought their own or drank directly from the faucets can not be said. In 11 other establishments drinking fountains furnished only part of the supply, and no cups were provided to be used at the other source.

The situation may be worse in the establishments supplying common cups than where no cups or glasses are provided, for where there are none the workers may bring their own. Common drinking cups were found in 45 establishments and in 35 of these there were no drinking fountains—only faucets, tanks, or coolers.

In 106 establishments the management had given enough attention to drinking facilities to have fountains installed in at least part of the plant. In only 16 of these were there fountains of the sanitary type, fountains from which the water emerges at an angle of 15° to 60° so that it can not fall back upon the orifice. The sanitary fountains, moreover, supplied only part of the drinking water in 8 of these establishments.

In only 29 establishments, or slightly over one-eighth of the total number visited, was there an adequately guarded supply of drinking water; in these 29 there were sanitary drinking fountains or faucet, tank, or cooler, with individual cups.

The majority of the establishments visited made some provision for cooling the drinking water, 79 having water cooled all the year around and 73 during the summer months only.

### **Washing facilities.**

In practically all the Tennessee establishments visited some provision of washing facilities was made, although there were 11 establishments among those visited in which no attention had been given to this subject. Seven of these were woodworking firms and 2 were laundries. In the latter establishments there was water, of course, but it was not made available for personal use in the departments in which the women were working.

TABLE 30.—Condition of washing facilities, by industry

Industry	Number reported		Number of establishments in which washing facilities were unsatisfactory in part or throughout and number of women employed therein											
			No washing facilities		Facilities not clean		No hot water		No soap		No towel		Common towel	
	Estab- lishments	Women	Estab- lishments	Women	Estab- lishments	Women	Estab- lishments	Women	Estab- lishments	Women	Estab- lishments	Women	Estab- lishments	Women
All industries.....	216	16,596	11	214	55	3,822	151	13,002	112	10,614	109	11,251	61	3,201
Manufacturing:														
Candy.....	7	397			4	142	5	199	3	112	2	88	4	247
Clothing—														
Men's shirts.....	6	656					4	443	3	427	5	560	1	96
Overalls.....	7	448			1	43	6	167	5	408	3	338	4	110
Women's dresses and aprons.....	3	265			1	113	3	265	3	265	2	152	1	113
Other.....	4	230			1	20	4	230	3	192	3	192	1	38
Drugs and chemicals.....	14	361	1	19	3	54	7	110	4	79	4	156	3	42
Food products—														
Bakery products.....	7	334			2	33	2	110	2	100	2	18	1	99
Other.....	5	102			3	81	3	81	3	81	1	41	2	40
Metal products.....	5	62			1	8	3	34	4	53	5	62		
Paper boxes.....	6	153					4	123	1	20	1	20	4	99
Printing and publishing.....	13	357			1	34	5	168	2	154	3	160	8	128
Springs and mattresses.....	3	61			1	22	3	61	2	39	2	31	1	30
Textiles—														
Bags.....	5	503			1	181	5	503	3	330	4	411	1	92
Cotton goods.....	7	1,337			1	706	5	945	4	928	6	1,320		
Hosiery.....	23	3,348			6	710	23	3,348	21	3,087	15	2,412	7	731
Knit underwear.....	6	2,206			2	260	6	2,206	4	1,342	6	2,206		
Woolen goods.....	5	726			1	353	5	726	5	726	4	547	1	179
Yarns.....	6	467			3	88	6	467	5	364	4	173		
Tobacco products—														
Cigars.....	4	527			1	8	2	195	4	527	4	527		
Other.....	6	554	1	29	1	23	3	149	3	315	3	315	1	7
Wood products—														
Boxes.....	3	69	1	25			2	44	2	44	2	44		
Furniture.....	8	192	1	13	5	161	7	179	6	170	6	170		
Other.....	11	200	5	71	2	76	5	119	6	129	5	118		
Miscellaneous.....	4	376			1	207	4	376	3	370	2	358	2	18
General mercantile.....	16	1,353			2	155	11	972	3	168	1	39	7	757
5-and-10-cent stores.....	14	335			7	157	12	293	2	43			10	245
Laundries.....	18	977	2	57	3	187	6	489	6	141	14	793	2	127

In 79 establishments some of or all the wash basins or troughs were located in hallways or workrooms where they were used by the men as well as the women employees. In 13 stores the washing facilities were shared with the public.

Of the 205 establishments equipped with washing facilities there were 146 in which there was only cold water throughout the plant, while 5 others had hot water at only some of the basins. Of the 19 establishments engaged in the preparation of food products (including candy) there were 9 which furnished only cold water for the personal use of their employees, and 1 other which had hot water in the cloakroom but cold only in the toilet room.

Many establishments failed to supply soap, but the proportion was smaller than of those in which there was only cold water. In 108 establishments there was no soap at any of the basins and in 4 others there was soap at some of the basins only.

In only 45 of the establishments visited were individual towels furnished for all the women employed. In 10 there were individual towels in addition to common towels or for some of the employees only. In almost two-thirds of these paper towels were furnished. In one there was a continuous-service cloth towel, but ordinarily cloth towels were given to the workers at definite intervals and left in their care.

Common towels were found in 63 establishments, although in 2 of these no towels were furnished in some of the wash rooms. It was not possible to ascertain how many people used each towel, and without such facts information concerning the frequency of change only half tells the tale. In 11 establishments the common towels were changed more often than once a day, in 32 once a day, in 9 two or three times a week, and in 10 only once a week. Towels changed once a day are likely to be pretty dirty before the end of the day if many are using them, but towels changed only once a week probably would become worse than useless even if the number of people using them was small.

In connection with the subject of towels the remark made to one of the agents when being taken through a plant is of interest:

It wouldn't be a printing office without a roller towel. We provide paper towels, but the employees want a common roller towel. We can't get them to take individual cloth towels either.

In 109 establishments there were some workers for whom no towels were supplied, and in 106 of these no towels were furnished for any of the women employees. Four of the establishments which neglected to furnish towels were engaged in the preparation of foods.

Of the 205 establishments providing washing facilities there were 44 in which none of the basins or troughs were clean and 11 more in which some of them were dirty. The following descriptions give an idea of poorly kept washing equipment. In one case the plant was engaged in the preparation of food products.

The basins had not been washed for a long time. No one was responsible for their cleaning.

The washing facilities were wretched, only a dirty, slimy-looking wooden trough.

### **Toilet rooms.**

The 216 plants visited provided a total of 421 toilet rooms for the use of the women employees. In one establishment the number of women was not reported and the 5 toilet rooms in that establishment necessarily are left out of consideration in the table following on the adequacy of the toilet facilities provided. Wherever such figures could be obtained, the reports on adequacy of equipment were based on the number of women working in the part of the plant served by one toilet room rather than on the average number per seat for the plant as a whole, although in some cases an average based on the total number of women employed in the establishment had to be used.

TABLE 31.—Adequacy of toilet equipment, by industry

Industry	Number reported		Number of establishments and of toilet rooms in which the number of women per seat was—									
			15 and under		16 and under 21		21 and under 26		26 and under 31		31 and over	
	Estab- lishments	Toilet rooms	Estab- lishments	Toilet rooms	Estab- lishments	Toilet rooms	Estab- lishments	Toilet rooms	Estab- lishments	Toilet rooms	Estab- lishments	Toilet rooms
All industries.....	1 215	416	158	<sup>2</sup> 247	39	<sup>3</sup> 46	41	<sup>4</sup> 49	18	<sup>4</sup> 20	36	54
Manufacturing:												
Candy.....	17	15	5	11	2	2	1	1			1	1
Clothing—												
Men's shirts.....	16	9	2	2	5	5					2	2
Overalls.....	7	8	4	4	1	2	1	1			1	1
Women's dresses and aprons.....	13	7	2	3					2	2	2	2
Other.....	14	6	3	3	1	1	2	2				
Drugs and chemicals.....	14	19	11	15	3	3					1	1
Food products—												
Bakery products.....	17	12	4	7	1	1	3	3	1	1		
Other.....	15	6	4	4	1	1	1	1				
Metal products.....	5	5	5	5								
Paper boxes.....	6	13	5	12							1	1
Printing and publishing.....	13	21	12	19	2	2						
Springs and mattresses.....	13	6	3	5			1	1				
Textiles—												
Bags.....	15	11	4	5	1	1	2	2			2	3
Cotton goods.....	17	28	6	16	3	3	3	3	2	4	1	2
Hosiery.....	123	50	12	16	4	4	9	11	2	2	13	17
Knit underwear.....	16	26	3	6	3	3	2	3	1	1	3	13
Woolen goods.....	15	14	3	8			2	2	1	1	2	3
Yarns.....	16	11	4	5			3	4	2	2		
Tobacco products—												
Cigars.....	14	7	4	5	1	1	1	1				
Other.....	16	12	4	7	2	3	1	1	1	1		
Wood products—												
Boxes.....	3	4	3	4								
Furniture.....	18	15	8	8					2	2	1	1
Other.....	11	13	10	12							1	1
Miscellaneous.....	14	6	3	3			1	2			1	1
General mercantile.....	115	34	11	<sup>2</sup> 23	2	<sup>4</sup> 4	3	<sup>4</sup> 6	1	<sup>4</sup> 1		
5-and-10-cent stores.....	14	14	11	11	2	<sup>4</sup> 2	1	1	1	1		
Laundries.....	18	44	12	24	5	8	5	5	2	2	4	5

<sup>1</sup> Details aggregate more than total because conditions in some establishments were not uniform.<sup>2</sup> Includes 12 toilet rooms in 8 establishments used by the public also.<sup>3</sup> Includes 2 toilet rooms used by the public also.<sup>4</sup> Includes 1 toilet room used by the public also.

Conditions were not always uniform throughout a plant. Often the toilet rooms provided on different floors were uniform in size, but there was a considerable difference in the number of women employed in the different parts of the plant. A plant in which the number of women to each toilet facility does not exceed 15 is considered adequately equipped. On that basis practically three-fifths of the toilet rooms reported had a satisfactory standard, so far as the number of facilities provided was concerned. In 95 toilet rooms the average number of women per seat was above the number considered satisfactory but did not exceed 25. In 54 other toilet rooms, however, the number of women per seat averaged more than 30.

In the stores it was impossible in many cases to make any accurate statement as to the adequacy of the toilet accommodations because the toilet rooms were shared by the public. Even though the number of women employed in the store was not more than 15 per seat, the situation would not be satisfactory if much use was made of the room by the public. In 13 toilet rooms in stores, however, the number of women employees per seat was greater than 15, and these same rooms were available for the public as well.

In some establishments the toilet equipment was conspicuously inadequate. In an establishment where 86 white women were employed the only provision was one toilet room with only one toilet seat. In another plant there was one small compartment off a workroom where 100 women were working. In several cases there was only one toilet seat for 45 women or more. When such inadequate provision is made, not only are the workers inconvenienced but the problem of cleaning becomes more pressing than it otherwise would be.

Ordinarily the establishments visited were equipped with plumbing, and of the 421 toilet rooms in the establishments visited only 13 were privies.

TABLE 32.—General condition of toilet equipment, by industry

Industry	Number reported		Number of establishments having toilet rooms as specified and number of toilet rooms—									
			Not designated		Not ceiled		Not screened		With seat inclosed—			
	Establishments	Toilet rooms	Establishments	Toilet rooms	Establishments	Toilet rooms	Establishments	Toilet rooms	On 3 sides only		Not at all	
									Establishments	Toilet rooms	Establishments	Toilet rooms
All industries .....	216	421	90	132	107	180	77	118	17	34	49	77
Manufacturing:												
Candy .....	7	17	4	5	4	4	2	4	1	4	1	1
Clothing—												
Men's shirts .....	6	9	2	3	5	8	2	2				
Overalls .....	7	8	4	4	4	4	4					
Women's dresses and aprons .....	3	7	2	3	2	4	1	1			3	4
Other .....	4	6			4	6	1	1				
Drugs and chemicals .....	14	19	9	10	7	9	4	5	1	1	3	3
Food products—												
Bakery products .....	7	12	2	2	1	1	1	1	1	4	1	1
Other .....	5	6	4	5	2	2	1	1				
Metal products .....	5	5	3	3	4	4	1	1	1	1		
Paper boxes .....	6	13	4	7	3	9	4	4			1	1
Printing and publishing .....	13	21	3	3	8	10	1	1	1	3		
Springs and mattresses .....	3	6	2	3	2	2	2	3			1	1
Textiles—												
Bags .....	5	12	3	4	3	5			1	1	2	3
Cotton goods .....	7	28	2	4	5	17	4	11	1	1	3	10
Hosiery .....	23	50	8	13	10	14	8	15	4	6	10	16
Knit underwear .....	6	26	3	4	5	14	1	6	1	1	4	10
Woolen goods .....	5	14	2	4	2	2	3	5			1	5
Yarns .....	6	11	1	1	1	1	1	1			2	2
Tobacco products—												
Cigars .....	4	7	1	1	1	1	1	1				
Other .....	6	12	3	7	2	4	2	4	1	3	2	3
Wood products—												
Boxes .....	3	4	2	2	1	1	1	1	1	1	1	1
Furniture .....	8	15	4	5	4	9	4	5			2	2
Other .....	11	13	6	8	4	4	7	7	1	1	7	7
Miscellaneous .....	4	6	1	1	2	3	1	1	1	2		
General mercantile .....	16	36	2	5	4	4					2	2
5-and-10-cent stores .....	14	14			1	1	6	6				
Laundries .....	18	44	13	25	16	37	14	27	1	5	3	5

TABLE 32.—General condition of toilet equipment, by industry—Continued

Industry	Number of establishments having toilet rooms as specified and number of toilet rooms—													
	Lighted by—								Ventilated—					
	Window only		Artificial light only		Both natural and artificial light		Neither natural nor artificial light		By outside window		By artificial means		Into other rooms	
	Establishments	Toilet rooms	Establishments	Toilet rooms	Establishments	Toilet rooms	Establishments	Toilet rooms	Establishments	Toilet rooms	Establishments	Toilet rooms	Establishments	Toilet rooms
All industries.....	43	72	58	89	117	213	20	36	157	284	15	21	66	<sup>1</sup> 105
Manufacturing:														
Candy.....			1	3	5	13	1	1	5	12	1	3	2	2
Clothing—														
Men's shirts.....			2	4	5	5			5	5			2	4
Overalls.....			3	3	4	5			4	5	1	1	2	2
Women's dresses and aprons.....	1	1	1	1	2	4	1	1	3	5			3	2
Other.....	1	1	3	4	1	1			2	2			2	4
Drugs and chemicals.....	1	1	5	6	9	12			9	12	1	1	5	6
Food products—														
Bakery products.....	1	5	1	1	5	6			6	11	1	1		
Other.....	1	1	1	2	3	3			4	4			1	2
Metal products.....			1	1	3	3	1	1	3	3			2	2
Paper boxes.....	2	2	1	1	2	7	1	3	4	9	1	1	1	3
Printing and publishing.....	3	4	6	6	7	11			10	15	2	2	4	4
Springs and mattresses.....			1	1	3	5			3	5			1	1
Textiles—														
Bags.....	1	2	4	8	1	2			2	4	1	2	4	6
Cotton goods.....	1	3	2	4	5	20	1	1	6	25	1	1	2	2
Hosiery.....	4	6	5	6	14	30	3	6	19	38	1	1	6	<sup>2</sup> 9
Knit underwear.....	1	1	3	10	3	14	1	1	4	15			3	11
Woolen goods.....	2	6	1	3	3	5			4	11			1	3
Yarns.....	4	6			3	5			6	11				
Tobacco products—														
Cigars.....			1	1	3	6			3	6			1	1
Other.....	3	7	1	2	2	2	1	1	5	9			2	3
Wood products—														
Boxes.....	1	1	1	1	1	1	1	1	3	3			1	1
Furniture.....	3	5			2	3	1	5	5	8			1	5
Other.....	4	6	1	1	1	1			5	7	1	1		
Miscellaneous.....	1	1	1	1	2	4			3	4			2	2
General mercantile.....	1	4	4	7	12	25			13	26	3	6	4	<sup>2</sup> 4
5-and-10-cent stores.....	3	3	3	3	8	8			11	11	1	1	2	2
Laundries.....	4	6	5	9	8	12	8	15	10	18			12	24

<sup>1</sup> Includes 2 toilet rooms in which was neither natural nor artificial ventilation and room was screened so that there was ventilation from workroom only when door was opened.

<sup>2</sup> Includes 1 toilet room in which was neither natural nor artificial ventilation and room was screened so that there was ventilation from workroom only when door was opened.

In many cases the general condition and type of the toilet rooms were unsatisfactory. Almost one-third of them were not designated, over two-fifths were not ceiled, and over one-fourth were not screened from the room into which they opened, whether workroom or hall. Wherever the toilet room opened into a cloak room or rest room which was used by the women workers only, it was considered satisfactory in this respect, even though it was not screened from the room into which it opened. In 34 toilet rooms there were partitions between the toilet seats, but in 77 toilet rooms, not far

from one-fifth of the total number, not even this much privacy was afforded.

In over one-half of the toilet rooms there was both natural and artificial lighting. In 89 others there was artificial light but there were no windows, while 72 had windows but no artificial light. Toilet rooms which relied only on natural sources of light would be dark on winter afternoons, but obviously they were much more satisfactory than the 36 rooms which had no light whatsoever.

The reports on ventilation included only toilet rooms within plants, omitting outdoor toilets and privies. Of the 408 reported, 284 had outside windows. Of this number, 103 derived part of their air supply from the workrooms, for they were not completely cut off from such room, being either unceiled or without a door. Twenty-one toilet rooms had no windows, but had some form of artificial ventilation, and 6 of these ventilated into workroom or some other room as well. In one-fourth of the toilet rooms all ventilation came from other rooms.

There were 135 toilet rooms which were reported as dirty. Thirteen of these were never swept, and for 53 no scrubbing provision was made. Furthermore, 92 were dirty in spite of the fact that they were supposed to be swept by some one especially employed for such work, but 12 of these were not swept at any regular interval and 6 were swept only once a week. As many as 69 of the dirty toilet rooms were supposed to be scrubbed by a janitor or scrub-woman once a week or more frequently.

The majority of the 286 toilet rooms which were reported as clean at the time of the visit were in the hands of some definite person for both sweeping and scrubbing. However, there were 8 clean toilet rooms with no one responsible for sweeping and 36 for which there was no plan for scrubbing. Two hundred of these rooms were swept once a day and 59 more than once a day. For 123 there was a daily scrubbing schedule and 5 were scrubbed more frequently than that.

Establishments which were careless in regard to one aspect of toilet equipment were likely to be slack in other respects as well, and a clearer picture of the sort of conditions which actually were found may be gained from the descriptions given by the agents who inspected. The examples which follow are taken from the schedules and represent some of the outstanding cases:

Toilet rooms were unusually bad. There were no windows, only small shutterlike openings, which left the room dark. The plumbing was crowded and dirty and the floor filthy.

The toilet rooms had no doors and partitions were only 6 or 6½ feet high. The entrance faced the wall, but on the second floor the hall connected with the spool room and was a constant thoroughfare and loitering place for the men. In addition the seats were not inclosed.

Toilet and dressing room were in a shed about 100 yards from the work place and were very dirty. The toilet was out of repair and could be flushed only by pouring a pail of water into the bowl. The water had to be carried from a spigot in the yard.

The odor was very bad in all of the toilet rooms. A colored woman was cleaning rooms, but she didn't seem to be making much impression.

The toilet rooms were separate compartments in the workroom, with board partitions about 6 feet high, giving plenty of light from the workroom. Two of the rooms had burlap sacking hung in the doorways instead of doors.

Toilet and cloak room combination filthy, floor sticky with sugar tracked in from the workroom. Floor was literally covered with newspapers, old clothing, old shoes, boxes, and dirty aprons.

Toilet room was not designated, not ceiled, not screened from the workroom, and the toilet seats were not inclosed. There was no window, the room and seats were dirty, and the plumbing was out of repair. No one was responsible for cleaning.

### SERVICE EQUIPMENT

There was no uniformity in the extent to which the Tennessee establishments visited had made provision for the comfort and convenience of their workers during the periods when they are not definitely on the job. Some had made adequate provision, while others seemed to have given little or no thought to the subject.

#### **Lunch rooms.**

The majority of the establishments had felt no responsibility for their employees during the noon hour, for in almost three-fourths of them no lunch-room provision had been made. There were 52 establishments which had lunch rooms. Of these 20 were cafeterias, but 19 were merely rooms with tables and chairs, without cooking convenience or any hot food.

Three establishments provided cooking conveniences in the workroom, and three others furnished hot food or drink, although the women had no special place in which to eat. In 158 establishments there was no food, no place in which to cook, and nowhere to eat.

In several instances the lunch room was not used for that purpose alone but served as cloak or rest room as well. The majority of the lunch rooms which were provided were satisfactorily ventilated.

Some employers realize the value of lunch rooms, not to the workers but to the care of the output, and the arrangement in one plant visited is quoted here:

No one is allowed to eat in the workrooms. If they eat on the premises, they must eat in the lunch room. Coffee and milk are served free by the firm. In the workroom there is a cabinet with compartments about 8 inches square. Each of these is numbered and each worker must keep his or her own lunch in his own compartment during working hours. Near the cabinet there is a table and chair, and if anyone feels he must have lunch during the day

he comes to the table and sits down. The manager feels this saves time, keeps greasy spots from the material, and prevents roaches and mice. Hopes to have a regular cafeteria some day.

A description of a very different sort of situation comes from another schedule:

There were three girls sitting on the toilet room floor eating lunch. A large-sized rat ran out to nibble crumbs. Upon an exclamation from the agent one of the girls said, "He can't hurt; he's nothin' but a coward."

### **Cloakrooms.**

A place where employees' wraps and other personal possessions may be kept safe during working hours would seem to be something which no manager would overlook, and it is surprising to see in how many of the factories, stores, and laundries visited in Tennessee the provision was entirely inadequate. In five establishments no provision whatsoever was made, and the women had to leave wraps and lunches in any place around the plant where they could find space. In one veneer plant they wore their hats and coats at work.

In 155 establishments there were cloakrooms for some or all the women employees, but in 9 of these plants they did not accommodate all. In some cases the room served a double or triple purpose, being used as lunch or rest room as well as a place for wraps. In 37 of these establishments all of the cloakrooms were equipped with lockers and there were enough lockers for all the women who used the cloakrooms. In 14 other establishments lockers did not fill the need entirely, and were supplemented by hooks, nails, or other equipment. In 13 establishments having cloakrooms nails on the wall were the only equipment provided, and in 17 others nails had to serve in part. It is something to have a place other than the workroom in which to leave wraps and where one may change from work to street clothing if desired, but nails hardly make suitable hangers for garments, and where there are neither shelves nor lockers lunches and other packages must be left on window sill or floor. Shelves were provided, in addition to other equipment, in the cloakrooms of 57 establishments.

In 61 establishments there were no cloakrooms for any of the women employees. In five of these there were lockers and in one wardrobes for all the women, so they had a satisfactory place in which to keep their street clothing and other possessions even though they had no very good opportunity to make a change of clothing. In 17 nails were the only equipment, and in 4 others nails served in part. In a number of cases there were hooks, and in 5 establishments there were shelves for things that could not be hung up. In all but 9 of the establishments in which there were no cloakrooms, such provision as existed was in workroom or salesroom. In the other cases stock room, hall, or toilet room was used.

Cloakrooms may be very dark and unsatisfactory even where they exist, but in only six of the establishments visited were the cloakrooms without either natural or artificial light.

The following descriptions from schedules represent a sharp contrast in the policies of two plants:

The locker room was well kept. A sign on the wall says that wraps must be kept in lockers and that anything left lying around will be considered of no value and thrown away. The result was a neat room.

The cloakroom floor was covered with papers, old shoes, rags, and dirt.

An unusually well-equipped locker room was found in one bakery:

The locker room had a long trough with hot and cold water, and there were shower baths in the dressing room. There were steel lockers with keys for all.

### **Rest rooms.**

It is to the advantage of both employee and management to have a place near the workroom for the women to rest. Frequently a short period of rest enables a worker over-fatigued or slightly ill to return to her bench or machine, saving the remainder of the day from the point of view of both plant efficiency and woman's pay envelope. However, the idea of such a possibility in many cases does not occur to the management, or any provisions which do not relate directly to production are considered unnecessary.

Only 28 of the 216 establishments had a room used exclusively as a place where the women employees might rest, and in one of these there was no cot or other accommodation for lying down. In 27 other plants one room combined the functions of a rest room with that of cloak, lunch, or toilet room, or with more than one of those. The majority had cots, but four had not. In 18 establishments there was no general rest room, but a cot was provided in cloak room, toilet, or hospital room. One of these cots had no mattress. In 143 establishments, practically two-thirds of the total number, there was no rest room and no cot anywhere.

In one of these plants which afforded no chance for rest, the foreman showed the agent a pile of cheesecloth in the closet adjoining the cloakroom, which, he said, the women could spread on the table and use the latter for a resting place. Even a large supply of cheesecloth could not make a very comfortable couch of a hard table top. However, it may be considered better than the situation in two textile mills, where girls were found sitting on the toilet-room floor to rest.

On the other hand, one textile mill showed marked contrast to the conditions described above:

Rest and recreation rooms were combined. There was a piano, rug, chairs, and a small collection of books which could be drawn out. One side of the room was curtained with heavy denim, behind which were two cots made up with clean, light counterpanes and pillows.

**Health equipment.**

Every industrial establishment should make some provision for aid in cases of illness or accident. Small plants can not be expected to maintain elaborate equipment, but a first-aid kit in charge of some responsible person is essential in all establishments. More complete equipment is desirable when the size of the plant permits.

Only 19 of the establishments visited had a hospital room, and some of these were of less use than they should have been because of lack of adequate supervision. There were three with part-time doctors. In two of these a nurse was on duty during the working hours of the plant, but no one was in charge of the other except during the time when the doctor was there. Seven of the hospital rooms were in charge of full-time nurses, 10 in charge of some specified person other than a doctor or nurse, and for one there was no one responsible.

In 158 establishments there was some type of first-aid equipment, although in many cases it was nothing more elaborate than iodine and gauze. In one of the establishments a doctor was on duty part time, and in another there was a part-time nurse. Aside from these two instances there was no one with any special knowledge of how to use the equipment provided. In 98 establishments a definite person, such as matron or forelady, was in charge, while in 58 others no one person was responsible for first-aid administration, even though some equipment was provided. Thirty-nine establishments made no provision either of first-aid equipment or of simple remedies. Although 13 of these were stores, in which accidents were perhaps less likely, 26 were factories or laundries which had given no thought to such emergencies as might arise. One of the laundries probably will change its policy. The proprietor had been burned the day before the agent's visit and there had been nothing in the plant to apply to the burn.

Only three establishments gave any sort of physical examination, and one of these was a knitting mill, which tested the eyes only.

## PART VI

### THE WORKERS

Attention has been given to the earnings of the women employed in Tennessee industry, to the hours which they were required to work, and to the plant conditions which affected them while they worked, but thus far no information has been given about the women themselves. It is interesting to know whether mature women or young girls predominate in the industries of the State, as well as which industries have made particular appeal to certain age groups. How large a proportion of the women are married? How many live with families and how many independently? The answers to these questions help to complete the picture of the employment of women in Tennessee.

In order to obtain such information cards were distributed to the women in each of the plants visited, and they were asked to answer questions on age, conjugal condition, living arrangements, and nativity. Not all of the women returned the cards and some cards were incompletely made out, but personal information was obtained from approximately 10,000 women. This group of women does not coincide exactly with the group for which information on earnings was given, because often there was a considerable lapse of time between the pay-roll date for which records were taken and the time when the inspection was made and cards were circulated in the plant. Consequently women are included in the wage tables who do not appear in the personal history tables and women for whom personal data were given whose names were not on the pay rolls for the date recorded. As no question concerning race was on the cards distributed to the women, the information could be given separately for white and negro women only when these records could be matched with pay-roll cards. In most of the tables, however, the difference in the distribution of the white and negro workers was not great, often not so great as the difference between either of these groups and the others for whom race was not reported. In the printed tables, therefore, there has been no attempt to separate the information for white and negro workers.

#### Age.

Age was reported by 9,884 women employed in factories, stores, and laundries, and the facts relating to this subject are presented in

Table XIV in the appendix. There was no conspicuous grouping of the women at any one age, but they were pretty well distributed among the various age groups, with a very considerable number of them at least 30 years old. Of the 9,884 reported, 29 per cent were less than 20 years of age, 25.2 per cent were between 20 and 25, 13.6 per cent were between 25 and 30, and 32.2 per cent were 30 years of age or over.

The manufacture of yarn and of cigars showed larger proportions of young workers than did any of the other industries surveyed. Of the women employed in the yarn mills, 26.3 per cent were 16 but less than 18 years old, and 24.8 per cent of the cigar workers came in the same age group. In the 5-and-10-cent stores and in the wooden-box factories over one-fifth of the women were in this young group.

The needle trades claimed a larger proportion of the older women than did most of the industries, for in each branch surveyed practically one-fourth of the women reported were 40 years of age or more. Of the women engaged in the manufacture of men's shirts 23.3 per cent, of the overall workers 27.8 per cent, of the women in dress or apron factories 28.5 per cent, and of the other clothing workers 26 per cent belonged to these age groups. In each of these, moreover, there were women who reported their age as 60 years or more. Drugs and chemicals and tobacco products other than cigars showed larger proportions of older workers than did any of the manufacturing industries other than clothing.

The age distribution of the women employed in general mercantile establishments was in marked contrast to that of the women employed in the 5-and-10-cent stores. While over one-half of the latter were less than 20 years old, only 17.1 of the former were so young as that and 22.6 were at least 40 years old.

Ordinarily laundry work claims a good many older working women, but in Tennessee this did not seem to be conspicuously true. Practically one-fourth of the laundry workers who reported on age were less than 20 years old, almost as many were 20 but less than 25, while only 15.3 per cent were 40 or more.

### Nativity.

Practically all the women in the Tennessee industries surveyed were native born. Of the 10,000 women who reported personal information, only 39 were foreign born. So far as there were any foreign-born women they were not grouped in one type of work but were employed in 11 different industries. Because of the fact that race was known only for those women for whom there were both personal history and pay-roll cards, there were only 7,684 women whose race was reported. Over nine-tenths of these were white. Native-born white workers formed the overwhelming major-

ity of the women workers in the factories, stores, and laundries of the State.

### **Conjugal condition.**

The facts on the conjugal condition of the 9,761 women who reported are presented in Table XV in the appendix. Of these practically one-half were single, three-tenths were married and living with their husbands, while one-fifth were widowed, separated, or divorced. These figures relate to both white and negro women, and to over 2,000 women whose race was not reported. Ordinarily there is a considerable difference between the white and negro women with respect to their distribution according to conjugal condition. Of the 6,915 white women reporting their conjugal condition 52.4 per cent were single, 28.4 per cent were married, and 19.2 per cent were widowed, separated, or divorced. Of the 693 negro women, 34.1 per cent were single, 33.9 per cent married, and 32 per cent widowed, separated, or divorced.

The largest proportion of unmarried workers was found among those employed in the 5-and-10-cent stores, 87.9 per cent of whom were single. The manufacture of cigars, yarn, and wooden boxes, and printing and publishing claimed the next largest proportions of single workers.

In three branches of the clothing industry practically two-thirds of the women were or had been married. Of the 47 women in the manufacture of springs and mattresses who reported on conjugal condition, only 9 were unmarried and the rest were evenly divided between those married at the time and those who had been married. In the manufacture of tobacco other than cigars the proportion of single women was small also.

### **Living condition.**

The inquiry as to living condition was quite generally answered, 10,003 women reporting on this. (Appendix Table XVI.) Of these 79 per cent were living at home, 7.9 per cent with relatives outside their immediate family, and 13.1 per cent independently. There were no very striking differences among the industries in the proportions of women who lived at home and independently. The highest proportion living independently was found among the cigar workers, this group comprising 27.5 per cent of all. Of the women who were engaged in the manufacture of dresses and aprons and of those in the spring and mattress factories, over one-fifth were living independently. It is important to remember that the financial needs of the women who lived independently were not necessarily any higher than those of the women who lived at home, for in many cases the women in this latter group were responsible, either partially or entirely, for the support of others.

### Education.

There were 9,657 women who gave information on the extent of their schooling, and the facts are presented in Table XVII in the appendix. The largest number in any one group were 2,200 who had quit school at the end of the eighth grade. Aside from this, more of them had left school at the end of the fifth, sixth, or seventh grade than at any other stage of training. Only 18.3 per cent had continued in school beyond the eighth grade. Ninety-six women reported that they had never attended school.

So far as there was separate information by race, the negro women showed a tendency to leave school somewhat earlier than the white women. The largest group of negro women (15.3 per cent) had quit at the end of the fifth grade, although almost as many had remained through the eighth. There were 12.8 per cent of the negro women as compared with 18.8 per cent of the white women workers who had gone beyond the eighth grade. There was less difference than might have been expected in the proportions of the two groups who had never been in school, 1 per cent of the white women and 1.9 per cent of the negro women.

In the table the women's age at the time of the survey was correlated with the amount of schooling. On the whole, the younger women had completed more years of school work than had the older. The women between 18 and 20 showed the smallest proportion who had stopped short of the eighth grade, the next to the highest proportion who had quit with the eighth, and the highest percentage who had gone on beyond that. Of the women who were 60 years of age or older, over one-eighth had never attended school and less than a fifth had gone as far as the eighth grade. Quite a number of the women gave an indefinite reply, and it was probable that these had not attended school many years.

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## APPENDIXES

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APPENDIX A—General tables

APPENDIX B—Schedule forms

AMERICAN

W. B. ELLIOTT & COMPANY  
ST. LOUIS, MO.

## APPENDIX A

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

Week's earnings	Number of women earning each specified amount in—											
	All industries	The manufacture of—										
		Candy	Clothing				Drugs and chemicals	Food products		Metal products	Paper boxes	Printing and publishing
		Men's shirts	Overalls	Women's dresses and aprons	Other		Bakery products	Other				
Total.....	14,642	397	609	441	230	226	306	102	59	145	336	42
Median earnings.....	\$11.10	\$9.70	\$11.70	\$15.90	\$9.50	\$11.30	\$9.45	\$9.85	\$11.75	\$12.50	\$11.70	\$15.00
Under \$1.....	77	2			2	1	7	1			1	
\$1 and under \$2.....	189	6	9	2	2	7	3	11	1		1	6
\$2 and under \$3.....	238	7	18	1	7	2	3	9	4	1	3	6
\$3 and under \$4.....	299	8	5	2	4	6	4	10	1		2	8
\$4 and under \$5.....	390	9	5	7	8	5	6	15	3		1	4
\$5 and under \$6.....	520	9	18	7	18	4	18	13	5		3	5
\$6 and under \$7.....	723	22	28	9	22	13	24	19	3	1	3	7
\$7 and under \$8.....	960	28	36	20	20	17	19	29	2		5	5
\$8 and under \$9.....	1,189	53	52	19	16	16	47	25	9	4	12	10
\$9 and under \$10.....	1,281	52	39	15	25	16	48	37	12	6	19	5
\$10 and under \$11.....	1,345	43	53	26	17	21	43	32	5	6	14	19
\$11 and under \$12.....	1,080	27	60	14	14	18	7	31	8	8	14	21
\$12 and under \$13.....	1,276	25	41	26	20	17	21	38	19	7	17	17
\$13 and under \$14.....	902	22	44	27	15	12	10	19	10	5	11	23
\$14 and under \$15.....	745	11	28	21	7	10	5	20	6	7	5	16
\$15 and under \$16.....	890	11	41	22	16	12	10	9	4	3	10	12
\$16 and under \$17.....	576	6	30	31	4	13	14	3	2	7	4	26
\$17 and under \$18.....	437	3	17	32	4	10	11	1	1	1	3	17
\$18 and under \$19.....	422	4	17	17	4	9	3	3	3	1	4	44
\$19 and under \$20.....	233	3	18	16	1	?	1	1	3	2	6	25
\$20 and under \$21.....	249	2	13	31		1	1	1			4	13
\$21 and under \$22.....	129	1	15	15		4		1			1	8
\$22 and under \$23.....	113		4	16		1					1	9
\$23 and under \$24.....	72		3	8	1	1					1	9
\$24 and under \$25.....	56	4	3	9		3	1					1
\$25 and under \$30.....	164	10	8	32		3					1	10
\$30 and under \$35.....	60	1	3	10		1						5
\$35 and under \$40.....	15								1			2
\$40 and over.....	12			1								2

TABLE I.—*Week's earnings, by industry—Continued*

Week's earnings	Number of women earning each specified amount in—															
	The manufacture of—													General mercantile	5-and-10-cent stores	Laundries
	Textiles					Tobacco products		Wood products			Miscellaneous					
	Bags	Cotton goods	Hosiery	Knit underwear	Woolen goods	Yarns	Cigars	Other	Boxes	Furniture		Other				
Total.....	439	1,109	3,269	2,036	699	447	506	356	69	53		120	363			
Median earnings.....	\$9.75	\$10.80	\$10.20	\$12.30	\$9.50	\$12.35	\$8.70	\$13.20	\$8.65	\$8.30	\$8.60	\$12.15	\$14.15	\$9.20	\$8.95	
Under \$1.....	8	3	32	3	8	1	5	-----	-----	-----	-----	-----	-----	-----	3	
\$1 and under \$2.....	11	17	59	10	6	1	13	1	-----	1	4	3	8	1	5	
\$2 and under \$3.....	7	14	76	27	12	4	14	2	1	2	4	2	6	6	1	
\$3 and under \$4.....	14	16	115	28	23	2	16	2	-----	-----	6	6	5	5	6	
\$4 and under \$5.....	14	30	137	47	31	4	27	7	2	-----	4	3	6	7	7	
\$5 and under \$6.....	21	35	167	41	37	9	41	9	5	4	7	3	11	11	18	
\$6 and under \$7.....	21	59	220	59	57	17	39	6	2	8	4	6	21	11	41	
\$7 and under \$8.....	59	74	252	93	69	37	51	6	7	10	13	29	21	18	39	
\$8 and under \$9.....	35	88	237	118	74	30	68	9	23	5	29	22	45	85	48	
\$9 and under \$10.....	40	94	285	167	66	33	57	11	15	4	12	25	67	75	26	
\$10 and under \$11.....	27	152	269	182	58	27	51	16	5	3	6	40	136	65	28	
\$11 and under \$12.....	31	94	241	194	48	40	54	19	-----	8	12	37	50	14	12	
\$12 and under \$13.....	31	92	240	168	47	58	32	80	6	4	9	38	191	8	25	
\$13 and under \$14.....	27	73	176	146	40	50	14	48	-----	1	3	30	79	4	10	
\$14 and under \$15.....	21	64	173	105	30	36	10	26	1	-----	1	19	50	4	6	
\$15 and under \$16.....	29	66	158	146	26	36	6	30	-----	-----	2	32	177	2	29	
\$16 and under \$17.....	23	33	111	138	14	26	1	16	-----	1	-----	13	54	-----	5	
\$17 and under \$18.....	9	29	79	93	9	17	5	13	-----	1	2	16	57	-----	1	
\$18 and under \$19.....	6	21	85	72	5	14	1	17	-----	1	-----	12	66	-----	10	
\$19 and under \$20.....	1	22	41	50	6	3	-----	10	-----	-----	2	5	14	-----	-----	
\$20 and under \$21.....	2	8	34	31	6	2	-----	11	-----	-----	-----	11	67	1	8	
\$21 and under \$22.....	-----	10	20	24	7	-----	-----	9	-----	-----	-----	3	10	-----	-----	
\$22 and under \$23.....	1	6	23	14	4	-----	-----	4	-----	-----	-----	2	27	-----	-----	
\$23 and under \$24.....	1	3	15	5	4	-----	-----	3	-----	-----	-----	3	13	-----	-----	
\$24 and under \$25.....	-----	2	10	6	-----	1	-----	1	-----	-----	-----	3	10	-----	-----	
\$25 and under \$30.....	-----	4	13	9	6	1	1	1	-----	-----	-----	-----	63	-----	1	
\$30 and under \$35.....	-----	-----	1	-----	4	-----	-----	-----	-----	-----	-----	-----	35	-----	-----	
\$35 and under \$40.....	-----	-----	-----	-----	1	-----	-----	-----	-----	-----	-----	-----	11	-----	-----	
\$40 and over.....	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	9	-----	-----	

TABLE II.—*Week's earnings of timeworkers and pieceworkers—all industries*

Week's earnings	Number of women reported	Number of women earning each specified amount who did—		
		Time-work	Piece-work	Both time-work and piece-work
Total.....	14,519	4,863	9,279	377
Median earnings.....	\$11.10	\$10.80	\$11.25	\$11.55
Under \$1.....	76	11	62	3
\$1 and under \$2.....	183	56	125	2
\$2 and under \$3.....	234	57	174	3
\$3 and under \$4.....	297	75	215	7
\$4 and under \$5.....	388	79	301	8
\$5 and under \$6.....	517	161	343	13
\$6 and under \$7.....	709	225	470	14
\$7 and under \$8.....	958	329	596	33
\$8 and under \$9.....	1,174	492	660	22
\$9 and under \$10.....	1,275	493	752	30
\$10 and under \$11.....	1,337	552	751	34
\$11 and under \$12.....	1,074	328	710	36
\$12 and under \$13.....	1,269	541	701	27
\$13 and under \$14.....	897	249	600	48
\$14 and under \$15.....	740	145	567	28
\$15 and under \$16.....	882	314	550	18
\$16 and under \$17.....	573	153	402	18
\$17 and under \$18.....	433	108	316	9
\$18 and under \$19.....	419	151	261	7
\$19 and under \$20.....	231	48	179	4
\$20 and under \$21.....	248	89	153	6
\$21 and under \$22.....	126	22	101	3
\$22 and under \$23.....	111	35	74	2
\$23 and under \$24.....	66	13	52	1
\$24 and under \$25.....	56	9	47	—
\$25 and under \$30.....	160	66	93	1
\$30 and under \$35.....	60	39	21	—
\$35 and under \$40.....	15	13	2	—
\$40 and over.....	11	10	1	—

TABLE III.—*Week's earnings and time worked—all industries*  
 A. WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS

Week's earnings	Number of women reported	Number of women earning each specified amount who worked—													
		Under 30 hours	30 and under 39 hours	39 and under 44 hours	44 hours	Over 44 and under 48 hours	48 hours	Over 48 and under 50 hours	50 hours	Over 50 and under 54 hours	54 hours	Over 54 and under 57 hours	57 hours	Over 57 and under 60 hours	60 hours and over
Total.....	7,680	538	437	482	124	798	114	300	423	1,148	395	2,089	742	48	42
Median earnings.....	\$11.00	\$3.75	\$7.50	\$10.20	\$11.40	\$10.40	\$16.70	\$11.80	\$11.75	\$11.30	\$11.50	\$12.55	\$10.90	\$15.00	\$16.35
Under \$1.....	31														
\$1 and under \$2.....	79		2	1											
\$2 and under \$3.....	95		3	1		2						1	2		
\$3 and under \$4.....	126		9	5		2		1				1			
\$4 and under \$5.....	193		17	5		10		2	3	3	2	8	5		
\$5 and under \$6.....	254		46	25	1	27		9	11	10	5	26	24		
\$6 and under \$7.....	360		53	26	9	46		13	15	38	13	50	37		
\$7 and under \$8.....	529		64	40	3	67		20	23	64	46	109	61		
\$8 and under \$9.....	650		65	38	11	103	2	26	29	124	30	118	93	1	
\$9 and under \$10.....	772		53	45	10	98	2	35	59	148	46	188	76	3	
\$10 and under \$11.....	767		44	51	12	108	3	19	44	170	38	215	83	3	1
\$11 and under \$12.....	614		36	41	11	80	4	31	36	82	35	216	53	3	1
\$12 and under \$13.....	683		20	35	12	69	6	27	51	98	42	211	76	3	6
\$13 and under \$14.....	501		10	70	12	36	7	19	38	75	26	218	27	8	5
\$14 and under \$15.....	423		6	26	8	36	8	17	27	74	25	152	40	3	3
\$15 and under \$16.....	417		9	23	4	30	7	20	23	53	31	186	37	1	1
\$16 and under \$17.....	328		4	16	6	13	9	15	22	44	18	132	24	4	12
\$17 and under \$18.....	223		1	17	9	17	3	11	10	28	8	89	29	5	8
\$18 and under \$19.....	215		2	7	4	17	25	12	15	40	7	63	40	2	2
\$19 and under \$20.....	120			3		7	15	6	5	22	4	46	11		1
\$20 and under \$21.....	81		1	2	3	5	4	4	6	16	3	22	8	7	
\$21 and under \$22.....	54			2		6		2	1	12	2	13	14	1	1
\$22 and under \$23.....	42			2		4	2	2	3	9	4	9	7		
\$23 and under \$24.....	33			1	1	3		1		12	4	4	4	3	
\$24 and under \$25.....	23					3		3	1	7	3	4	1	1	
\$25 and under \$30.....	47		1		1	2	1	3		23	3	7	6		
\$30 and under \$35.....	14			2			1	1	1	4			4		1
\$35 and under \$40.....	4		1				1					1	1		
\$40 and over.....	2							1		1					

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
Total.....	5,688	116	39	125	55	180	108	270	332	787	2,130	1,546
Median earnings.....	\$11.45	\$1.50	\$2.35	\$3.45	\$4.45	\$5.50	\$6.80	\$7.90	\$9.45	\$10.95	\$12.60	\$12.85
Under \$1.....	32	32										
\$1 and under \$2.....	85	54	14	10	2	3	2					
\$2 and under \$3.....	100	23	15	35	5	9	6	2	3	1	1	
\$3 and under \$4.....	133	3	6	40	15	33	6	8	8	7	7	
\$4 and under \$5.....	138	1	1	24	12	31	12	15	14	14	12	2
\$5 and under \$6.....	213	1	2	7	10	28	13	34	26	45	29	18
\$6 and under \$7.....	306	1		3	6	26	19	46	29	59	83	34
\$7 and under \$8.....	345		1	2	1	14	16	34	26	56	142	53
\$8 and under \$9.....	426			2	1	11	8	38	41	73	150	102
\$9 and under \$10.....	414			1		10	6	17	42	69	159	110
\$10 and under \$11.....	473			1	2	8	5	18	33	75	167	164
\$11 and under \$12.....	315					2	9	19	25	44	201	95
\$12 and under \$13.....	505				1	2	3	12	20	52	185	230
\$13 and under \$14.....	316					2	1	7	13	46	163	84
\$14 and under \$15.....	260							9	14	56	120	61
\$15 and under \$16.....	419							5	8	52	162	192
\$16 and under \$17.....	191							3	9	32	97	50
\$17 and under \$18.....	174						2	1	9	18	91	53
\$18 and under \$19.....	164								4	23	70	67
\$19 and under \$20.....	101							1	2	17	69	12
\$20 and under \$21.....	143							1	1	24	56	61
\$21 and under \$22.....	61					1			1	9	43	7
\$22 and under \$23.....	60	1							2	4	29	24
\$23 and under \$24.....	27									5	18	13
\$24 and under \$25.....	27									3	14	9
\$25 and under \$30.....	105								1	2	48	54
\$30 and under \$35.....	45								1	1	13	31
\$35 and under \$40.....	11											11
\$40 and over.....	10										1	9

WOMEN IN TENNESSEE INDUSTRIES

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

## A. WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS

Week's earnings	Number of women earning each specified amount who worked the firm's scheduled hours in—												
	All in- dustries	The manufacture of—											Springs and mat- tresses
		Candy	Clothing				Drugs and chemicals	Food products		Metal products	Paper boxes	Printing and pub- lishing	
		Men's shirts	Overalls	Women's dresses and aprons	Other		Bakery products	Other					
Total.....	3,876	143	16	38	52	96	143	21	46	19	39	125	1
Median earnings.....	\$11.95	\$10.50	\$10.50	\$16.20	\$10.65	\$13.80	\$10.15	\$11.40	\$12.00	\$14.15	\$13.75	\$18.15	(1)
\$2 and under \$3.....	3												
\$3 and under \$4.....	1												
\$4 and under \$5.....	15												
\$5 and under \$6.....	51			1									
\$6 and under \$7.....	99				9	7							
\$7 and under \$8.....	233	1	2	1	3	5	9		1				
\$8 and under \$9.....	316	16	1	3	2	6	22		7				
\$9 and under \$10.....	428	42	1	1	8	4	36	3	8		2	2	2
\$10 and under \$11.....	459	26	8	4	6	7	36	6	3		2	2	2
\$11 and under \$12.....	342	12		1	4	6	6	4	4		4	6	6
\$12 and under \$13.....	413	8	1	2	2	6	18	5	16	6	4	6	6
\$13 and under \$14.....	315	12		1	6	9	4				3	2	7
\$14 and under \$15.....	243	3		2		3	2				4	2	9
\$15 and under \$16.....	269	7		2	6	7	4		3	2	3	3	2
\$16 and under \$17.....	196	1	3	9	2	10	2			4	3	3	16
\$17 and under \$18.....	127	2		4	1	7	1		1		2	2	5
\$18 and under \$19.....	133	3		3	2	6	1	1	2		2	2	30
\$19 and under \$20.....	71	1		1	1	2	1				2	2	19
\$20 and under \$21.....	44	1		4		1	1				3	5	5
\$21 and under \$22.....	25					1					1	1	1
\$22 and under \$23.....	27					1							6
\$23 and under \$24.....	16					1							
\$24 and under \$25.....	16	3				3							1
\$25 and under \$30.....	24	6				3					1		1
\$30 and under \$35.....	7					1							2
\$35 and under \$40.....	3												2

Week's earnings	Number of women earning each specified amount who worked the firm's scheduled hours in—														
	The manufacture of—											General mercantile	5-and-10-cent stores	Laundries	
	Textiles					Tobacco products		Wood products			Miscellaneous				
	Bags	Cotton goods	Hosiery	Knit underwear	Woolen goods	Yarns	Cigars	Other	Boxes	Furniture					Other
Total.....	164	476	570	751	335	246	93	125	19	8	48	37	1	246	18
Median earnings.....	\$10.30	\$12.10	\$11.50	\$13.40	\$10.20	\$13.65	\$9.85	\$13.15	\$9.05	(1)	\$8.95	\$13.85	(1)	\$9.65	\$12.75
\$2 and under \$3.....		1			2										
\$3 and under \$4.....			1												
\$4 and under \$5.....		1	10		4										
\$5 and under \$6.....	3		21	2	16		8								
\$6 and under \$7.....	4	9	27	6	27		5				1			2	2
\$7 and under \$8.....	36	26	52	16	36	20	12			1	2			7	1
\$8 and under \$9.....	16	23	33	22	40	9	8		9	1	22	1		67	1
\$9 and under \$10.....	20	33	65	49	35	10	16		2	9	4	3		74	1
\$10 and under \$11.....	10	81	56	64	39	11	20		4	1	3	5		64	1
\$11 and under \$12.....	18	57	40	105	23	12	10		5		2	8		13	
\$12 and under \$13.....	14	60	44	81	25	37	6		48		2	5		8	4
\$13 and under \$14.....	12	55	39	75	12	37	2		25		2			4	3
\$14 and under \$15.....	10	31	43	76	12	27	1		10					4	1
\$15 and under \$16.....	6	30	45	69	19	32	1		16		2	10	1	2	1
\$16 and under \$17.....	10	15	24	61	9	22			5						
\$17 and under \$18.....	2	21	18	36	6	11	3		5		1				
\$18 and under \$19.....	1	8	19	31	2	13	1		3		1	3			1
\$19 and under \$20.....		7	13	20	2	2									
\$20 and under \$21.....	2	3	5	13	2	1			1					1	2
\$21 and under \$22.....		3	2	11	6										
\$22 and under \$23.....		5	4	6	3				1			1			
\$23 and under \$24.....		3	6	3	3										
\$24 and under \$25.....		2	3	2	1	1									
\$25 and under \$30.....		2		3	6	1									
\$30 and under \$35.....					4										
\$35 and under \$40.....					1										

1 Not computed, owing to small number involved.

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

B. WOMEN WHOSE TIME WORKED WAS REPORTED IN DAYS

Week's earnings	Number of women earning each specified amount who worked on each of the firm's scheduled days in—												
	All industries	The manufacture of—											
		Candy	Clothing				Drugs and chemicals	Food products		Metal products	Paper boxes	Printing and publishing	Springs and mattresses
		Men's shirts	Overalls	Women's dresses and aprons	Other		Bakery products	Other					
Total.....	3,712	5	266	201	2	33	63	106	21	6	28	3	7
Median earnings.....	\$12.90	(1)	\$12.65	\$19.75	(1)	\$9.95	\$8.70	\$11.30	\$13.95	(1)	\$12.20	(1)	(1)
\$2 and under \$3.....	1												
\$3 and under \$4.....	7												
\$4 and under \$5.....	14		1										
\$5 and under \$6.....	47		4			2		3					
\$6 and under \$7.....	122		9	2		12		2					
\$7 and under \$8.....	178	1	18	2	1	3		3					
\$8 and under \$9.....	231		22	4		7		5			1		
\$9 and under \$10.....	259	3	14	3		7		17			6		
\$10 and under \$11.....	331		20	6		4		16			3		
\$11 and under \$12.....	291		34	3		5		24		2	3		1
\$12 and under \$13.....	417	1	17	9		2		16	2		5		
\$13 and under \$14.....	257		21	9		1		9	7		3		
\$14 and under \$15.....	187		11	5		1		1	3		3		1
\$15 and under \$16.....	362		23	12		1		2	2		1		1
\$16 and under \$17.....	153		12	9		1		2	2		1		3
\$17 and under \$18.....	151		13	17		1				1	1		
\$18 and under \$19.....	150		5	10			1			1			
\$19 and under \$20.....	89		12	13					3		2		
\$20 and under \$21.....	129		6	19									
\$21 and under \$22.....	56		7	14									
\$22 and under \$23.....	56		4	12							1		
\$23 and under \$24.....	34		3	6									
\$24 and under \$25.....	24		2	6									1
\$25 and under \$30.....	101		6	29									
\$30 and under \$35.....	44		2	10									
\$35 and under \$40.....	11												
\$40 and over.....	10			1									

Number of women earning each specified amount who worked on each of the firm's scheduled days in—Continued

Week's earnings	The manufacture of---											General mercantile	5-and-10-cent stores	Laundries
	Textiles					Tobacco products		Wood products		Miscellaneous				
	Bags	Cotton goods	Hosiery	Knit under-wear	Woolen goods	Yarns	Cigars	Other	Boxes		Furniture			
Total.....	17	147	793	25	126	47	247	105	5	20	112	1,113	1	213
Median earnings.....	\$15.80	\$14.20	\$12.35	\$12.85	\$12.00	\$11.95	\$9.90	\$17.45	(1)	\$8.00	\$14.00	\$15.00	(1)	\$9.85
\$2 and under \$3.....			1											
\$3 and under \$4.....			3		4									
\$4 and under \$5.....			8		3									
\$5 and under \$6.....			18				2			1		6		1
\$6 and under \$7.....		2	39		4		17			3		5		26
\$7 and under \$8.....		2	50	2	13		23		1	6	2	12		31
\$8 and under \$9.....		7	51	1	10		42		2	4		26		32
\$9 and under \$10.....		4	60	2	9	8	31			1		59	1	20
\$10 and under \$11.....		23	68	3	2	2	27		1			6		22
\$11 and under \$12.....	1	17	71	2	8	14	40	1		4		9		12
\$12 and under \$13.....		9	84	3	17	4	24	5	1			18		17
\$13 and under \$14.....	1	7	61	4	14	6	11	11				13		7
\$14 and under \$15.....	1	12	53	1	12	3	13	7				4		44
\$15 and under \$16.....	7	21	51	5	5	3	5	5				12		169
\$16 and under \$17.....	3	6	44	1	4	3	1	2				6		47
\$17 and under \$18.....	1	4	31		3							11		52
\$18 and under \$19.....	1	8	33		3							5		60
\$19 and under \$20.....		12	17		4	1	10					6		12
\$20 and under \$21.....		5	14		3		7					3		6
\$21 and under \$22.....		7	11		1		7					2		7
\$22 and under \$23.....		1	9				3					1		24
\$23 and under \$24.....	1	1	5				3					3		13
\$24 and under \$25.....			3				1					3		9
\$25 and under \$30.....			7											56
\$30 and under \$35.....			1				1							31
\$35 and under \$40.....														11
\$40 and over.....														9

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

TABLE V.—Weekly rate and actual week's earnings, by industry

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—									
			Candy		Men's shirts		Overalls		Women's dresses and aprons		Other	
	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings
Total	4,640	4,640	279	279	44	44	33	33	58	58	15	15
Median earnings	\$11.45	\$10.85	\$9.95	\$9.35	\$11.70	\$11.40	\$16.35	\$16.05	\$9.20	\$8.00	\$13.75	\$12.50
Under \$1		11										
\$1 and under \$2		47		2				1				
\$2 and under \$3		53		3								
\$3 and under \$4	3	68		7			1					
\$4 and under \$5		69		6								
\$5 and under \$6	2	7		7								
\$6 and under \$7	39	150		16			1					
\$7 and under \$8	141	204		17			2	2	21	12		
\$8 and under \$9	312	310	3	27	4	3	1	1	3	3		
\$9 and under \$10	456	460	49	47	2	3		1	3	4		
\$10 and under \$11	584	473	92	71	1	10			10	7		
\$11 and under \$12	607	543	53	33	10	10	4	3	7	4	2	2
\$12 and under \$13	381	323	23	15	7	5			3	3		4
\$13 and under \$14	649	516	22	17	2	2	2	2			1	3
\$14 and under \$15	267	229	21	14	2	3	1	4	1	1	2	1
\$15 and under \$16	129	143	1	3			2	1	1	2		1
\$16 and under \$17	366	310	8	6	4	6	1	1	5	5	1	1
\$17 and under \$18	172	149	5	3	11	7	10	7	2	1	1	1
\$18 and under \$19	68	98	1	1	1		4	4	2	2	2	2
\$19 and under \$20	150	148					3	3		2	1	1
\$20 and under \$21	57	44	1	1								
\$21 and under \$22	93	89					3	3				
\$22 and under \$23	11	20				1						
\$23 and under \$24	38	34										
\$24 and under \$25	4	13										
\$25 and under \$30	4	9										
\$30 and under \$35	57	65										
\$35 and under \$40	28	39										
\$40 and over	11	13										
	11	10										

Number of women for whom amount specified was weekly rate and number for whom it was actual week's earnings in—Cont.

Amount	The manufacture of—													
	Drugs and chemicals		Food products				Metal products		Paper boxes		Printing and publishing		Springs and mattresses	
	Weekly rate	Week's earnings	Bakery products		Other		Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings
			Weekly rate	Week's earnings	Weekly rate	Week's earnings								
Total .....	158	158	152	152	73	73	32	32	42	42	229	229	6	6
Median earnings .....	\$10.15	\$9.90	\$9.80	\$9.40	\$11.30	\$9.85	\$10.95	\$11.00	\$12.30	\$11.00	\$16.90	\$16.50	(1)	(1)
Under \$1 .....														
\$1 and under \$2 .....				3		1							4	
\$2 and under \$3 .....				4		4		1						
\$3 and under \$4 .....				5		1							3	
\$4 and under \$5 .....		1		10		3							2	
\$5 and under \$6 .....			2	5		5							5	
\$6 and under \$7 .....	1	6	2	10		3		1		1			4	
\$7 and under \$8 .....			11	16		9			1	2			3	
\$8 and under \$9 .....	11	11	29	17		11		3		7		10	8	
\$9 and under \$10 .....	25	27	39	19		9		1		3		3	3	
\$10 and under \$11 .....	37	36	39	18		6		5		3		7	8	
\$11 and under \$12 .....	36	36	27	17		5		1		4		6	22	15
\$12 and under \$13 .....	12	6	19	15		5		1		4		7	10	12
\$13 and under \$14 .....	21	18	10	15	25	16	9	1	7	10	7	10	12	
\$14 and under \$15 .....	2	2	6	8		2		1	1	7	3	22	11	1
\$15 and under \$16 .....	2	2	2	2	1	2		1	1		1	10	10	
\$16 and under \$17 .....	4	4	2	2	4	3	1		4		3	6	9	1
\$17 and under \$18 .....	1	1	2	2			1		2			23	22	1
\$18 and under \$19 .....	1	1			1	1					3	6		3
\$19 and under \$20 .....	2	2	1	1	2	2			1	1		41	39	1
\$20 and under \$21 .....	1	1					1	2				29	21	3
\$21 and under \$22 .....	1	1										10	11	
\$22 and under \$23 .....							1					3	4	
\$23 and under \$24 .....												13	6	
\$24 and under \$25 .....													3	
\$25 and under \$30 .....	1	1											1	
\$30 and under \$35 .....													5	
\$35 and under \$40 .....							1						4	
\$40 and over .....													5	
													2	
													2	

1 Not computed, owing to small number involved.

TABLE V.—Weekly rate and actual week's earnings, by industry—Continued

Amount	Number of women for whom amount specified was weekly rate and number for whom it was actual week's earnings in—Continued															
	The manufacture of—															
	Textiles										Tobacco products					
	Bags		Cotton goods		Hosiery		Knit underwear		Woolen goods		Yarns		Cigars		Other	
Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	
Total	161	161	198	198	322	322	332	332	246	246	119	119	11	11	65	65
Median earnings	\$10.25	\$9.20	\$10.95	\$10.90	\$10.75	\$9.50	\$13.20	\$12.40	\$9.35	\$8.65	\$11.20	\$9.55	(1)	(1)	\$12.50	\$12.50
Under \$1		1				3		1		2		1				
\$1 and under \$2		6		1		11		1		2		1				
\$2 and under \$3		2		1		10		4		3		1				1
\$3 and under \$4		4		1		12		4		8						
\$4 and under \$5		3		1	1	6		3		5						
\$5 and under \$6		13		1	9	20	1	4	1	17	23					
\$6 and under \$7		5	1	3	18	15		7	29	24		11			1	2
\$7 and under \$8	4	33	3	5	50	37	2	8	34	33	17	15		1		
\$8 and under \$9	20	10	6	13	13	27	7	15	31	35	10	20	3	2		1
\$9 and under \$10	17	19	18	14	55	41	13	19	33	26	11	8	1	1		
\$10 and under \$11		8	73	65	16	23	26	35	29	25	9	11	5	3		6
\$11 and under \$12	18	13	40	41	36	28	72	50	16	17	19	6	1	1	3	3
\$12 and under \$13	17	5	14	15	43	30	34	38	25	16	33	29	1	1	54	41
\$13 and under \$14	16	11	16	16	21	14	49	26	12	14	5	4			1	6
\$14 and under \$15	2	5	12	6	16	11	30	25	2	1	3	2			2	3
\$15 and under \$16	14	10	8	8	19	17	18	20	10	9	2	3				
\$16 and under \$17	8	10	2	2	10	6	45	27	2	2	1					1
\$17 and under \$18		2	3	3	4	2	2	20	5							
\$18 and under \$19		1	1	1	6	7	11	14				1			2	
\$19 and under \$20			1		1	1	13	4								
\$20 and under \$21				1	1	1	6	2								
\$21 and under \$22							2	5								
\$22 and under \$23															1	1
\$23 and under \$24																
\$24 and under \$25																
\$25 and under \$30																
\$30 and under \$35							1									
\$35 and under \$40																
\$40 and over																

Number of women for whom amount specified was weekly rate and number for whom it was actual week's earnings in—Continued

Amount	The manufacture of—													
	Wood products						Miscellaneous		General mer- cantile		5-and-10-cent stores		Laundries	
	Boxes		Furniture		Other									
	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings	Weekly rate	Week's earnings
	Total	58	58	18	18	68	68	45	45	1,232	1,232	317	317	327
Median earnings	\$9.00	\$8.65	\$8.50	\$7.65	\$9.25	\$8.70	\$8.75	\$8.75	\$13.30	\$14.05	\$9.55	\$9.20	\$9.40	\$8.95
Under \$1										8		1		3
\$1 and under \$2						1		1		5		6		5
\$2 and under \$3		1		2						4		5		1
\$3 and under \$4		2						1		6		7		6
\$4 and under \$5										7		7		7
\$5 and under \$6		5		1	1	4		1	7	10		11	1	18
\$6 and under \$7		2	1	4		1		4	5	18	5	11	48	41
\$7 and under \$8	3	5	7	3	10	9	21	14	22	21	20	18	43	39
\$8 and under \$9		26	21	2	1	22	18	2	28	42	84	85	57	46
\$9 and under \$10		22	15		2	4	6		89	63	91	75	35	26
\$10 and under \$11		1	2		4	4	4	2	156	129	79	65	28	28
\$11 and under \$12						8	2	2	32	46	16	14	14	12
\$12 and under \$13		5	4	3	2	7	7	5	260	190	10	8	24	25
\$13 and under \$14		1				3	1	2	61	72	4	4	11	10
\$14 and under \$15			1					4	28	49	4	4	5	6
\$15 and under \$16								5	4	28	4	4	29	29
\$16 and under \$17									213	169	3	2	33	5
\$17 and under \$18					3	1			38	51			7	1
\$18 and under \$19			1	1	2		1	1	35	50			11	10
\$19 and under \$20						2			62	60				
\$20 and under \$21									7	12				
\$21 and under \$22									63	61	1	1	8	8
\$22 and under \$23					1				4	10				
\$23 and under \$24								1	23	26				
\$24 and under \$25									4	10				
\$25 and under \$30									2	7				
\$30 and under \$35									51	60			1	1
\$35 and under \$40									25	34				
\$40 and over									8	10				
									9	9				

1 Not computed, owing to small number involved.

TABLE VI.—Weekly rate and scheduled weekly hours—all industries

Weekly rate	Number of women reported	Number of women receiving each specified rate whose scheduled weekly hours were—															
		39 and under 42	42 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 and under 55	55	Over 55 and under 57	57	Over 57 and under 60
Total.....	4,337	11	63	25	95	404	280	294	400	38	650	230	73	859	262	620	33
Median rate.....	\$11.15	(1)	\$12.55	\$17.15	\$10.75	\$15.45	\$13.05	\$12.40	\$12.35	\$12.90	\$9.90	\$9.65	\$10.20	\$11.40	\$10.05	\$9.75	\$9.55
\$2 and under \$3.....	3													3			
\$4 and under \$5.....	2																
\$5 and under \$6.....	39				1	1		1	6		2		1			1	
\$6 and under \$7.....	141				16	4		7						9		19	
\$7 and under \$8.....	312			1	5	1	4	4	2		20	11	6	31	10	36	
\$8 and under \$9.....	455				1	4	10	7	16	1	68	46	2	28	38	84	2
\$9 and under \$10.....	578				1	12	9	15	25		114	41		69	29	100	10
\$10 and under \$11.....	579	3			4	40	16	48	47		133	26	22	88	52	94	8
\$11 and under \$12.....	370	3	3		28	45	27	37	65	7	111	8	26	101	44	74	3
\$12 and under \$13.....	564	3	3		1	5	23	19	12		51	17		166	13	56	1
\$13 and under \$14.....	231	5	54	1	16	59	50	42	77	12	54	20	2	56	39	76	1
\$14 and under \$15.....	126		1		4	7	15	21	9	3	26	13	9	98	10	19	1
\$15 and under \$16.....	296		2		7	57	44	18	50	3	14	12		28	2	24	
\$16 and under \$17.....	161				9	23	10	13	9	5	26	19	2	35	19	12	2
\$17 and under \$18.....	60		2		2	7	13	8	3	1	12	13	1	62	2	6	1
\$18 and under \$19.....	132				2	9	9	16	14	4	3	1		4		11	
\$19 and under \$20.....	57				3	20	3	6			9	3		13	2	3	4
\$20 and under \$21.....	81				4	25	10	8	18		5		1	18		1	
\$21 and under \$22.....	9				3	1		3			2			8	2	1	
\$22 and under \$23.....	35		1		11	4	4	7					1			3	
\$23 and under \$24.....	4				1	1		1		1				7			
\$24 and under \$25.....	4					2		1									
\$25 and under \$30.....	49				2	14	13	1	16								
\$30 and under \$35.....	27					9	4	2	11					3			
\$35 and under \$40.....	11					4	4		2					1			
\$40 and over.....	11					5	1	1	4					1			

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

TABLE VII.—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—											
		Candy	Clothing				Drugs and chemicals	Food products		Metal products	Paper boxes	Printing and publishing	Springs and mattrresses
			Men's shirts	Overalls	Women's dresses and aprons	Other		Bakery products	Other				
Total.....	1,054	26	47	3	6	23	31	39	9	12	15	34	6
Median earnings.....	\$629	\$490	\$703	( <sup>1</sup> )	( <sup>1</sup> )	\$592	\$498	\$525	( <sup>1</sup> )	( <sup>1</sup> )	\$713	\$920	( <sup>1</sup> )
\$200 and under \$250.....	1												
\$250 and under \$300.....	5				1								
\$300 and under \$350.....	16					1		2					1
\$350 and under \$400.....	42	5	1			1		3					
\$400 and under \$450.....	64	4			3	2	6	5					
\$450 and under \$500.....	108	5	2		1	1	10	6					
\$500 and under \$550.....	109	6	2	1		4	3	7		2	2	1	
\$550 and under \$600.....	113	2	3		1	3	3	4	3	1	1	1	1
\$600 and under \$650.....	117	1	6	1		3	2	3	2	1	3	1	1
\$650 and under \$700.....	86	2	3			1	2	1	1	2	2	2	2
\$700 and under \$750.....	80		2			3		1	1	2	2	2	2
\$750 and under \$800.....	76		4			1		3	1	2	2	4	
\$800 and under \$850.....	59		5	1		1	1	4	1	1	1	2	2
\$850 and under \$900.....	47		2							1		2	2
\$900 and under \$1,000.....	59		2			2	1				3	10	
\$1,000 and under \$1,100.....	39	1	3					1			1	6	1
\$1,100 and under \$1,200.....	15						1					1	
\$1,200 and under \$1,400.....	7												1
\$1,400 and under \$1,600.....	7												
\$1,600 and under \$1,800.....	2												
\$1,800 and under \$2,000.....	1												
\$2,000 and over.....	1												1

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

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

Year's earnings	Number of women earning each specified amount in—														
	The manufacture of—														
	Textiles					Tobacco products		Wood products			Miscellaneous	General mercantile	5-and-10-cent stores	Laundries	
	Bags	Cotton goods	Hosiery	Knit under-wear	Woolen goods	Yarns	Cigars	Other	Boxes	Furniture					Other
Total.....	45	82	92	172	50	13	22	35	3	4	17	39	152	35	39
Median earnings.....	\$632	\$600	\$650	\$652	\$578	( <sup>1</sup> )	\$467	\$796	( <sup>1</sup> )	( <sup>1</sup> )	\$508	\$625	\$780	\$510	\$546
\$200 and under \$250.....					1							1			2
\$250 and under \$300.....				1			1						1		1
\$300 and under \$350.....	1	3		1			3					2	1	1	5
\$350 and under \$400.....		2	2	4			5					1	4		6
\$400 and under \$450.....		6	6	16			6	1		1		4	3	12	7
\$450 and under \$500.....	13	7	9	15			5	1		1		3	4	1	10
\$500 and under \$550.....	14	7	9	22			2	5	1	1		1	4	9	6
\$550 and under \$600.....	2	9	13	26			3	1	5	1		1	5	17	4
\$600 and under \$650.....	4	5	13	24			1			1		1	1	12	1
\$650 and under \$700.....		3	13	24			2		5			1	6	15	2
\$700 and under \$750.....	3	3	8	21								1	4	15	5
\$750 and under \$800.....		5	7	13								1	1	11	
\$800 and under \$850.....		7	1	10					6			1	2	11	
\$850 and under \$900.....		7	5	6					6			1	1	11	
\$900 and under \$1,000.....		5	9	2					3		1		3	11	2
\$1,000 and under \$1,100.....			2	2				2		1				10	
\$1,100 and under \$1,200.....			1	2										7	
\$1,200 and under \$1,400.....			1											6	
\$1,400 and under \$1,600.....														2	
\$1,600 and under \$1,800.....														1	
\$1,800 and under \$2,000.....															
\$2,000 and over.....															

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

TABLE VIII.—*Week's earnings, by industry—negro women*

Week's earnings	Number of women earning each specified amount in—																				
	All industries	The manufacture of—																	General mercantile	Laundries	
		Clothing			Drugs and chemicals	Food, bakery products	Paper boxes	Printing and publishing	Springs and mattresses	Textiles					Tobacco products		Wood products				Miscellaneous
Men's shirts	Women's dresses and aprons	Other	Bags	Cotton goods						Hosiery	Knit underwear	Yarns	Cigars	Other	Furniture	Other					
Total.....	1,401	17	35	4	55	5	8	16	19	54	35	26	13	8	7	198	139	78	1	35	648
Median earnings.....	\$6.95	\$8.25	\$8.15	( <sup>1</sup> )	\$8.00	( <sup>1</sup> )	( <sup>1</sup> )	\$9.20	\$6.25	\$5.75	\$7.60	\$8.60	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	\$7.60	\$7.85	\$6.70	( <sup>1</sup> )	\$8.45	\$6.55
Under \$1.....	6				1											2		2			1
\$1 and under \$2.....	33	1			2				1	2	2	1				1	5	2			16
\$2 and under \$3.....	31			1	2				4	4	2					6	3	1			8
\$3 and under \$4.....	26	1	1						2	1						2	3	5			11
\$4 and under \$5.....	74	1			1				1	7	2					12	10	3			35
\$5 and under \$6.....	218	1	3		4				17	1	1				1	28	13	11			136
\$6 and under \$7.....	333	1	7	3	3	1			6	6	2	6	1		3	23	22	22			220
\$7 and under \$8.....	206	3	6		14	1	1	5	2	5	14	2				43	16	9			82
\$8 and under \$9.....	145	2	4		24		1	2	1	1	8	5	4		1	18	10	18			36
\$9 and under \$10.....	116	3	2		2	3	2	5	2	7	4	5	1	3	2	6	12	3			59
\$10 and under \$11.....	72	3	2		1					4		1	6		15	10	1	1			30
\$11 and under \$12.....	47	1	5		1		1					2	1		4	11					7
\$12 and under \$13.....	38		1				1	1				2			14	10					2
\$13 and under \$14.....	24		4				1					1			9	6					3
\$14 and under \$15.....	9							1							5	3					1
\$15 and under \$16.....	6														2	4					2
\$16 and under \$17.....	6														1	2					
\$17 and under \$18.....	4							1									2				
\$18 and under \$19.....	5							1							2						1
\$19 and under \$20.....	1						1														
\$21 and under \$22.....	1														1						

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

TABLE IX.—Scheduled Saturday hours, by industry

Industry	Number reported		Number of establishments and number of women for whom scheduled Saturday hours were <sup>1</sup> —																	
			None		Under 4		4		Over 4 and under 5		5		Over 5 and under 6		6		Over 6 and under 7		7	
	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women
All industries.....	216	16,239	6	282	1	281	8	437	26	1,443	84	7,473	24	2,482	6	258	6	308	6	445
Per cent distribution of women.....		100.0		1.7		1.7		2.7		8.9		46.0		15.3		1.6		1.9		2.7
<b>Manufacturing:</b>																				
Candy.....	7	397									5	279								
Clothing—																				
Men's shirts.....	6	656				2	70	3	490	1	96									
Overalls.....	7	448	2	39	1	281	1	45	1	12	2	71								
Women's dresses and aprons.....	3	265							1	46	1	106	1	113						
Other.....	4	230							2	171	2	59								
Drugs and chemicals.....	14	361							3	71	5	96	2	115	1	19				
Food products—																				
Bakery products.....	7	334									1	102			1	82				2109
Other.....	5	102							1	5	1	13	2	76						
Metal products.....	5	62				1	8	2	39	2	15									
Paper boxes.....	6	153									6	153								
Printing and publishing.....	13	357				2	39	5	103	3	185									
Springs and mattresses.....	3	61							2	39	1	22								
Textiles—																				
Bags.....	2	495							1	35	3	187	2	273						
Cotton goods.....	7	1,169							2	56	3	779	2	334						
Hosiery.....	23	3,326				1	269	1	78	17	2,458	4	521							
Knit underwear.....	6	2,076							1	147	41	794	1	135						
Woolen goods.....	5	702									4	327	2	135						
Yarns.....	6	462																		
Tobacco products—																				
Cigars.....	4	527									1	8								
Other.....	6	554	1	203							5	351								
Wood products—																				
Boxes.....	3	69									3	69								
Furniture.....	8	192									7	156	1	36						
Other.....	11	200	1	11							6	101	2	42						140
Miscellaneous.....	4	376				1	6	1	151											
General mercantile.....	2	16	1,353																	
5-and-10-cent stores.....	2	14	335																	
Laundries.....	18	977	2	29							1	46			4	157	5	206	2	89

<sup>1</sup> For the purpose of tabulation, women working alternate schedules of different duration have been divided between the two hour groups.

<sup>2</sup> Details aggregate more than total because some establishments appear in more than one hour group.

<sup>3</sup> Less than one-tenth of 1 per cent.

<sup>4</sup> One establishment, with 125 women, reports its employees as remaining until the work is finished.

<sup>5</sup> This establishment reports a 4½-hour Saturday, but reserves the right to work 9½ hours on Saturday and pays part of the workers on a 9½-hour basis, making deductions for the shorter day.

TABLE IX.—Scheduled Saturday hours, by industry—Continued

Industry	Number of establishments and number of women for whom scheduled Saturday hours were 1—																		
	Over 7 and under 8		8		Over 8 and under 9		9		Over 9 and under 10		10		Over 10 and under 10½		10½		Over 10½		
	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	
All industries.....	7	266	10	581	6	385	3	28	12	1,217	7	162	2	26	7	162	1	3	
Per cent distribution of women.....	1.6		3.6		2.4		0.2		7.5		1.0		0.2		1.0		(?)		
Manufacturing:																			
Candy.....			1	62					1	56									
Drugs and chemicals.....	2	45			1	15													
Food products—																			
						2	26	1	15										
				1	8														
Printing and publishing.....	1	6	2	24															
Tobacco products—Cigars.....									3	519									
Wood products—Other.....			1	6															
General mercantile.....	1	25	6	489	4	362	11	2	6	457	2	18							
5-and-10-cent stores.....											5	144	2	26	7	162	1	3	
Laundries.....	4	190							1	170									

[Footnotes, see opposite page.]

TABLE X.—Scheduled daily and Saturday hours, by industry group

FACTORIES

Scheduled daily hours (Monday to Friday)	Number reported		Number of establishments and number of women whose scheduled Saturday hours were 1—																	
			None		Under 4		4		Over 4 and under 5		5		Over 5 and under 6		6		Over 6 and under 7		7	
	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women
Total.....	2168	13,574	4	253	1	281	8	437	26	1,443	83	7,427	24	2,482	2	101	1	12	4	356
8.....	8	181	2	36																
Over 8 and under 9.....	20	956	1	203	1	281	4	84	1	46	1	8								
9.....	28	1,076	1	14					6	553	15	439	1	9				1	12	
Over 9 and under 10.....	50	4,496							6	318	26	2,460	9	951	2	101				
10.....	47	5,117				1	269		2	37	39	4,419	1	36						
Over 10 and under 10½.....	14	1,562									1	76		13	1,486					
10½.....	2	186							2	186										

STORES

Total.....	2	30	1,688																	
Under 8.....	2	1	312																	
8.....		8	470																	
Over 8 and under 9.....		13	804																	
9.....		2	8	102																

<sup>1</sup>For the purpose of tabulation, women working alternate schedules of different duration have been divided between the two hour groups.

<sup>2</sup>Details aggregate more than total because some establishments appear in more than one hour group.

TABLE X.—Scheduled daily and Saturday hours, by industry group—Continued

## LAUNDRIES

Scheduled daily hours (Monday to Friday)	Number of establishments and number of women whose scheduled Saturday hours were <sup>1</sup> —																			
	Number reported		None		Under 4		4		Over 4 and under 5		5		Over 5 and under 6		6		Over 6 and under 7		7	
	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women
Total.....	18	977	2	29						1	46			4	157	5	296	2	89	
Over 9 and under 10.....	11	437	2	29										3	108	3	65	2	89	
10.....	7	540							1	46			1	49	2	231	2			

## FACTORIES—Continued

Scheduled daily hours (Monday to Friday)	Number of establishments and number of women whose scheduled Saturday hours were <sup>1</sup> —																	
	Over 7 and under 8		8		Over 8 and under 9		9		Over 9 and under 10		10		Over 10 and under 10½		10½		Over 10½	
	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women
Total.....	3	51	4	92	2	23	2	26	5	590								
8.....			1	7														
Over 8 and under 9.....	2	37			2	23												
9.....			2	23			2	26										
Over 9 and under 10.....	1	14	1	62					5	590								
10.....																		
Over 10 and under 10½.....																		
10½.....																		

## STORES—Continued

Total.....	1	25	6	489	4	362	1	2	6	457	7	162	2	26	7	162	1	3
Under 8.....	1	25	1	144					1	143								
8.....			5	345	1	72					1	24			1	29		
Over 8 and under 9.....					3	290			3	300	4	120			3	94		
9.....							1	2	2	14	2	18	2	26	3	39	1	3

## LAUNDRIES—Continued

Total.....	3	190							4	170								
Over 9 and under 10.....	2	65							4	170								
10.....	1	125																

<sup>1</sup> For the purpose of tabulation, women working alternate schedules of different duration have been divided between the two hours groups.

<sup>2</sup> Details aggregate more than total because some establishments appear in more than one hour group.

<sup>3</sup> One establishment, with 125 women, reports its employees as remaining until the work is finished.

<sup>4</sup> This establishment reports a 4½-hour Saturday, but reserves the right to work 9½ hours on Saturday and pays part of the workers on a 9½-hour basis, making deductions for the shorter day

TABLE XI.—Length of lunch period, by industry

Industry	Number reported		Number of establishments and number of women with lunch period of—											
			Under 30 minutes		30 minutes		Over 30 and under 45 minutes		45 minutes		Over 45 minutes and under 1 hour		1 hour	
	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women
All industries.....	1 216	16, 239	1	36	135	10, 364	10	1, 085	21	1, 599	2	422	48	2, 733
Per cent distribution of women.....		100. 0		0. 2		63. 8		6. 7		9. 8		2. 6		16. 8
Manufacturing:														
Candy.....	7	397			7	397								
Clothing—														
Men's shirts.....	6	656			5	560	1	96						
Overalls.....	7	448			6	434							1	14
Women's dresses and aprons.....	3	265			2	159							1	106
Other.....	4	230			3	210							1	20
Drugs and chemicals.....	14	361			7	119			4	179			3	63
Food products—														
Bakery products.....	7	334			5	244							2	90
Other.....	5	102			3	81			1	8			1	13
Metal products.....	5	62			4	43				1	19			
Paper boxes.....	6	153			5	133			1	20				
Printing and publishing.....	13	357			11	345							2	12
Springs and mattresses.....	3	61			3	61								
Textiles—														
Bags.....	5	415			5	495								
Cotton goods.....	7	1, 169			3	310	1	76					2	590
Hosiery.....	23	3, 326			17	2, 403	2	237	2	367	1	193	1	90
Knit underwear.....	6	2, 076			4	1, 794	1	135					1	147
Woolen goods.....	5	72			4	349	1	353						
Yarns.....	6	462			1	186	2	135	1	85			2	56
Tobacco products—														
Cigars.....	4	527											4	527
Other.....	6	554			6	554								
Wood products—														
Boxes.....	3	69			3	69								
Furniture.....	8	192			5	155			2	22			1	15
Other.....	11	200	1	36	6	123	1	6	2	20			1	10
Miscellaneous.....	4	376			2	18			1	151				207
General mercantile.....	1 16	1, 353			2	169			4	659			11	485
5-and-10-cent stores.....	14	335					1	47	1	18			12	270
Laundries.....	18	977			16	948			1	11			1	18

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

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

Industry	Number of women reported	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.....	7,680	3,376	44.0	87	159	235	142	193	849	653	245	250	185	378
Per cent distribution.....		100.0		2.6	4.7	7.0	4.2	5.7	25.1	19.3	7.3	7.4	5.5	11.2
<b>Manufacturing:</b>														
Candy.....	349	201	57.6	4	24	20	28	23	40	27	14	4	5	12
Clothing—														
Men's shirts.....	22	4	18.2	2					1				1	
Overalls.....	43	5	11.6						4					1
Women's dresses and aprons.....	114	57	50.0	13	7	4	4	1	12	6	3	2	2	3
Other.....	170	73	42.9		6		3	11	20	9	4	4	1	15
Drugs and chemicals.....	165	22	13.3	3	1		6	1	2	2	1	3	2	1
Food products—														
Bakery products.....	42	9	21.4						3		1		3	2
Other.....	65	19	29.2		3				3		6	3		3
Metal products.....	50	24	48.0	5	1	1	3		7	5	1	1	1	1
Paper boxes.....	101	60	59.4	1	4	3	2	3	33	3	1	5	1	4
Printing and publishing.....	285	107	37.5	12	13	5	4	24	12	12	3	5		17
Springs and mattresses.....	30	28	93.3						21	2	1		2	2
Textiles—														
Bags.....	412	238	57.8	18	6	11	11	37	64	18	15	14	17	27
Cotton goods.....	817	339	41.5		3		2	23	71	86	36	44	20	54
Hosiery.....	1,368	777	56.8	4	15	78	8	30	207	175	70	52	55	83
Knit underwear.....	1,719	765	44.5	14	40	77	19	10	177	190	47	74	36	81
Woolen goods.....	443	99	22.3	2	3	2	4	1	18	28	10	14	7	10
Yarns.....	386	136	35.2	5	1	5	4	6	51	30	9	11	3	11
Tobacco products—														
Cigars.....	161	68	42.2				2	4	19	11	8	3	6	15
Other.....	225	65	28.9	1	4		1		13	14	2	5	13	12
Wood products—														
Boxes.....	58	20	34.5			2	1		4	6	2	1	1	3
Furniture.....	27	19	70.4			3	1		4	6		1	1	3
Other.....	83	31	37.3	3		2	1	2	5	2	5	2	3	6
Miscellaneous.....	220	181	82.3		28	22	31	17	47	17	3	3	2	11
General mercantile.....	29									2				
5-and-10-cent stores.....	249	3	1.2							2	1			
Laundries.....	47	26	55.3				6		11	2	2		4	1

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

Industry	Number of women reported	Women who worked more than scheduled hours		Number of women who worked more than scheduled hours to the extent of—								
		Number	Per cent	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	25 and under 30 hours
All industries.....	7,680	428	5.6	50	139	156	12	16	50	2	2	1
Per cent distribution.....		100.0		11.7	32.5	36.4	2.8	3.7	11.7	0.5	0.5	0.2
Manufacturing:												
Candy.....	349	5	1.4	2						1	1	1
Clothing—												
Men's shirts.....	22	2	9.1		1					1		
Overalls.....	43											
Women's dresses and aprons.....	114	5	4.4	3	2							
Other.....	170	1	.6					1				
Drugs and chemicals.....	165											
Food products—												
Bakery products.....	42	12	28.6		2			2	8			
Other.....	65											
Metal products.....	50	7	14.0	7								
Paper boxes.....	101	2	2.0			2						
Printing and publishing.....	285	53	18.6	1	27	1	4	5	14		1	
Springs and mattresses.....	30	1	3.3						1			
Textiles—												
Bags.....	412	10	2.4	1		7			2			
Cotton goods.....	817	2	.2	1					1			
Hosiery.....	1,368	21	1.5		5	12	1	2	1			
Knit underwear.....	1,719	203	11.8	7	76	91	5	3	21			
Woolen goods.....	443	9	2.0		8			1				
Yarns.....	386	4	1.0	3	1							
Tobacco products—												
Cigars.....	161											
Other.....	225	35	15.6	25	8			2				
Wood products—												
Boxes.....	58	19	32.8			19						
Furniture.....	27											
Other.....	83	4	4.8		4							
Miscellaneous.....	220	2	.9		2							
General mercantile.....	29	28	96.6		3	24	1					
5-and-10-cent stores.....	249											
Laundries.....	47	3	6.4				1		2			

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

Industry	Number of women reporting	Number of women whose age was—							
		16 and under 18 years	18 and under 20 years	20 and under 25 years	25 and under 30 years	30 and under 40 years	40 and under 50 years	50 and under 60 years	60 years and over
All industries.....	9,884	1,000	1,863	2,494	1,343	1,693	899	471	121
Per cent distribution.....	100.0	10.1	18.8	25.2	13.6	17.1	9.1	4.8	1.2
Manufacturing:									
Candy.....	230	12	48	64	28	48	19	8	3
Clothing—									
Men's shirts.....	472	37	66	100	51	108	65	35	10
Overalls.....	388	7	18	83	64	108	60	39	9
Women's dresses and aprons.....	137	4	14	31	19	30	19	13	7
Other.....	127	10	19	19	16	30	13	15	5
Drugs and chemicals.....	294	15	41	74	36	62	41	21	4
Food products—									
Bakery products.....	252	35	68	77	20	25	15	12	-----
Other.....	33	4	9	8	3	6	3	-----	-----
Metal products.....	38	-----	9	8	8	9	-----	1	-----
Paper boxes.....	90	6	36	23	9	13	3	-----	-----
Printing and publishing.....	278	4	56	89	33	56	22	8	5
Springs and mattresses.....	47	-----	2	11	11	17	2	4	-----
Textiles—									
Bags.....	348	48	79	68	42	62	24	20	5
Cotton goods.....	731	82	133	167	86	130	80	38	15
Hosiery.....	2,138	292	416	589	296	306	147	74	18
Knit underwear.....	976	121	232	272	139	113	61	32	6
Woolen goods.....	284	40	42	57	34	56	37	16	2
Yarns.....	156	41	45	39	16	7	5	2	1
Tobacco products—									
Cigars.....	149	37	42	32	12	13	11	2	-----
Other.....	479	14	42	82	76	137	74	43	11
Wood products—									
Boxes.....	47	10	11	14	3	8	1	-----	-----
Furniture.....	164	9	36	51	28	27	11	1	1
Other.....	146	11	24	46	22	30	10	3	-----
Miscellaneous.....	373	40	85	111	50	50	26	7	4
General mercantile.....	601	23	80	138	104	120	88	37	11
5-and-10-cent stores.....	261	57	86	82	21	11	4	-----	-----
Laundries.....	645	41	124	159	111	111	55	40	4

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

Industry	Number of women reporting	Number of women who were—		
		Single	Married	Widowed, separated, or divorced
All industries.....	9,761	4,824	2,949	1,988
Per cent distribution.....	100.0	49.4	30.2	20.4
<b>Manufacturing:</b>				
Candy.....	225	118	43	64
Clothing—				
Men's shirts.....	458	158	176	124
Overalls.....	379	132	167	80
Women's dresses and aprons.....	135	44	58	33
Other.....	127	54	39	34
Drugs and chemicals.....	288	132	83	73
Food products—				
Bakery products.....	250	169	44	37
Other.....	33	21	9	3
Metal products.....	37	14	14	9
Paper boxes.....	87	50	22	15
Printing and publishing.....	273	199	32	42
Springs and mattresses.....	47	9	19	19
Textiles—				
Bags.....	341	171	96	74
Cotton goods.....	694	309	226	159
Hosiery.....	2,092	1,053	680	359
Knit underwear.....	970	566	246	158
Woolen goods.....	271	127	112	32
Yarns.....	153	116	20	17
Tobacco products—				
Cigars.....	149	118	18	13
Other.....	472	116	192	164
Wood products—				
Boxes.....	47	33	3	11
Furniture.....	159	69	53	37
Other.....	145	54	47	44
Miscellaneous.....	369	183	118	68
General mercantile.....	676	350	196	130
5-and-10-cent stores.....	257	226	19	12
Laundries.....	627	233	217	177

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

Industry	Number of women reporting	Number of women who were living—		
		At home	With relatives	Independently
All industries.....	10,003	7,901	792	1,310
Per cent distribution.....	100.0	79.0	7.9	13.1
Manufacturing:				
Candy.....	231	177	29	25
Clothing—				
Men's shirts.....	471	375	32	64
Overalls.....	391	336	17	38
Women's dresses and aprons.....	138	100	8	30
Other.....	126	107	9	10
Drugs and chemicals.....	298	238	21	39
Food products—				
Bakery products.....	254	192	25	37
Other.....	33	27		6
Metal products.....	38	31	1	6
Paper boxes.....	90	72	7	11
Printing and publishing.....	279	225	16	38
Springs and mattresses.....	46	33	3	10
Textiles—				
Bags.....	350	275	28	47
Cotton goods.....	733	611	53	69
Hosiery.....	2,142	1,747	148	247
Knit underwear.....	985	715	118	152
Woolen goods.....	286	236	26	24
Yarns.....	153	120	21	12
Tobacco products—				
Cigars.....	149	100	8	41
Other.....	479	363	51	65
Wood products—				
Boxes.....	47	38	1	8
Furniture.....	163	132	12	19
Other.....	147	106	16	25
Miscellaneous.....	373	293	23	57
General mercantile.....	690	547	41	102
5-and-10-cent stores.....	264	203	29	32
Laundries.....	647	502	49	96

TABLE XVII.—Extent of schooling of the women employees who supplied personal information, by age at time of survey

Extent of schooling	Number of women reporting	Number of women having schooling as specified whose age at time of survey was—							
		16 and under 18 years	18 and under 20 years	20 and under 25 years	25 and under 30 years	30 and under 40 years	40 and under 50 years	50 and under 60 years	60 years and over
Total.....	9,657	998	1,856	2,475	3,308	1,645	841	426	108
No schooling.....	96	5	3	11	19	28	15	15	15
First grade completed.....	53	1	6	7	4	7	7	5	2
Second grade completed.....	137	5	11	27	25	14	16	5	2
Third grade completed.....	326	26	29	61	48	42	23	8	8
Fourth grade completed.....	792	64	90	138	138	202	98	51	11
Fifth grade completed.....	1,118	97	146	231	172	270	119	70	13
Sixth grade completed.....	1,334	172	255	329	168	237	106	57	10
Seventh grade completed.....	1,656	219	360	456	214	237	124	38	8
Eighth grade completed.....	2,209	278	484	609	270	300	174	77	17
First year high school completed.....	759	83	216	221	91	93	37	17	1
Second year high school completed.....	536	32	138	180	81	54	31	19	1
Third year high school completed.....	195	7	47	84	27	17	10	2	1
Fourth year high school completed.....	220	4	42	82	33	35	19	4	1
College or other higher school attended.....	50	1	5	17	4	9	10	5	—
Business or other commercial school attended.....	10	1	2	2	1	2	2	—	—
Indefinite information reported <sup>1</sup> .....	168	9	20	28	21	28	20	25	15

<sup>1</sup> "Several years," "country school," etc.

# APPENDIX B

## SCHEDULE FORMS

### SCHEDULE I

This schedule was used for recording the firm's scheduled hours, the number of employees, and data on working conditions in factories, stores, and laundries.

U. S. DEPARTMENT OF LABOR

Factory schedule  
Sheet 1

WOMEN'S BUREAU

1. Name of factory \_\_\_\_\_ Address \_\_\_\_\_
2. Product \_\_\_\_\_ City \_\_\_\_\_
3. Person interv \_\_\_\_\_ Pos \_\_\_\_\_ Agent \_\_\_\_\_  
     Person interv \_\_\_\_\_ Pos \_\_\_\_\_ Date \_\_\_\_\_
4. Number employed :

Day			Night		
White	Negro	Total	White	Negro	Total
Men _____			Men _____		
Women _____			Women _____		
Girls _____			Girls _____		
Boys _____			Boys _____		
Total _____			Total _____		

5. Firm's scheduled hours :

Begin	End	Lunch	Rest	Total	Begin	End	Lunch	Rest	Total
Day _____					Day _____				
Sat _____					Sat _____				

Reg. wk. days \_\_\_\_\_ Reg. wk. hrs \_\_\_\_\_ Reg. wk. days \_\_\_\_\_ Reg. wk. hrs \_\_\_\_\_

6. Seasonal or overtime \_\_\_\_\_

7. Home work given out \_\_\_\_\_ Same work done in shop \_\_\_\_\_  
 Identical rates \_\_\_\_\_

8. Wages :

Length pay period \_\_\_\_\_ Vac. without pay \_\_\_\_\_  
 With pay \_\_\_\_\_

Deductions \_\_\_\_\_

Bonus or commission \_\_\_\_\_

Overtime pay \_\_\_\_\_

9. Employment policy :

Empl. mgr \_\_\_\_\_ Oth. centr. method \_\_\_\_\_

Other \_\_\_\_\_

Records kept \_\_\_\_\_

10. Stairways:

Location	Mat.	Wind.	Light O. K.	Handrl. O. K.	Nar.	Stp.	Rpr.	Other	Notes
-----									
-----									
-----									
-----									
-----									
-----									

11. Employees allowed to use elevators-----

Workrooms

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other problem
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif.	Special problem	
-----												
-----												
-----												
-----												
-----												

Notes -----

17. Cleaning: Sweep ----- Freq -----  
 (by whom) Scrub ----- Freq -----
18. Natural light: General -----  
 Shades or awnings -----  
 In roof -----  
 Glare -----  
 General statement -----
19. Art. light: General -----  
 Indiv. hang. or adj -----  
 Glare -----  
 General statement -----

20. Occupations	Seats		Foot rests		Notes
	Kind	No. O. K.	Kind	Need	
Sit -----					
Stand -----					
Both -----					
-----					



SCHEDULE II

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

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

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

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SCHEDULE III

These cards were distributed in the plant to be filled out by the women employees.

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 IV

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

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

Firm..... City.....  
 Employment..... W. N.  
 Occupation..... T. P. B.

Date	Wage	Remarks	Date	Wage	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.....		

Amount..... Weeks worked.....  
 Weeks closed..... Weeks lost.....

## PUBLICATIONS OF THE WOMEN'S BUREAU

Any of these bulletins still available 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. (Out of print.)
- 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. (Out of print.)
- No. 9. Home Work in Bridgeport, Conn. 35 pp. 1920. (Out of print.)
- No. 10. Hours and Conditions of Work for Women in Industry in Virginia. 32 pp. 1920. (Out of print.)
- 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. (Out of print.)
- 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. (Out of print.)
- 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. Negro Women in Industry. 65 pp. 1922. (Out of print.)
- No. 21. Women in Rhode Island Industries. 73 pp. 1922.
- No. 22. Women in Georgia Industries. 89 pp. 1922. (Out of print.)
- No. 23. The Family Status of Breadwinning Women. 43 pp. 1922.
- No. 24. Women in Maryland Industries. 96 pp. 1922.
- No. 25. Women in the Candy Industry in Chicago and St. Louis. 72 pp. 1923.
- No. 26. Women in Arkansas Industries. 86 pp. 1923.
- No. 27. The Occupational Progress of Women. 37 pp. 1922.
- No. 28. Women's Contributions in the Field of Invention. 51 pp. 1923.
- No. 29. Women in Kentucky Industries. 114 pp. 1923.
- No. 30. The Share of Wage-earning Women in Family Support. 170 pp. 1923.
- No. 31. What Industry Means to Women Workers. 10 pp. 1923.
- No. 32. Women in South Carolina Industries. 128 pp. 1923.
- No. 33. Proceedings of the Women's Industrial Conference. 190 pp. 1923.
- No. 34. Women in Alabama Industries. 86 pp. 1924.
- No. 35. Women in Missouri Industries. 127 pp. 1924.
- No. 36. Radio Talks on Women in Industry. 34 pp. 1924.
- No. 37. Women in New Jersey Industries. 99 pp. 1924.
- No. 38. Married Women in Industry. 8 pp. 1924.
- No. 39. Domestic Workers and Their Employment Relations. 87 pp. 1924.
- No. 40. State Laws Affecting Working Women. 53 pp. 1924. (Revision of Bulletin 16.)
- No. 41. Family Status of Breadwinning Women in Four Selected Cities. 145 pp. 1925.
- No. 42. List of References on Minimum Wage for Women in the United States and Canada. 42 pp. 1925.
- No. 43. Standard and Scheduled Hours of Work for Women in Industry. 67 pp. 1925.
- No. 44. Women in Ohio Industries. 137 pp. 1925.
- No. 45. Home Environment and Employment Opportunities of Women in Coal-mine Workers' Families. 61 pp. 1925.
- No. 46. Facts About Working Women—A Graphic Presentation Based on Census Statistics. 64 pp. 1925.

*Publications of the Women's Bureau—Continued*

- No. 47. Women in the Fruit-Growing and Canning Industries in the State of Washington. 223 pp. 1926.
- No. 48. Women in Oklahoma Industries. 118 pp. 1926.
- No. 49. Women Workers and Family Support. 10 pp. 1925. (Out of print.)
- No. 50. Effects of Applied Research Upon the Employment Opportunities of American Women. 54 pp. 1926.
- No. 51. Women in Illinois Industries. 108 pp. 1926.
- No. 52. Lost Time and Labor Turnover in Cotton Mills. 203 pp. 1926.
- No. 53. Status of Women in Government Service in 1925. 103 pp. 1926.
- No. 54. Changing Jobs. 12 pp. 1926.
- No. 55. Women in Mississippi Industries. 89 pp. 1926.
- No. 56. Women in Tennessee Industries. 120 pp. 1927.
- No. 57. Women Workers and Industrial Poisons. 5 pp. 1926.
- No. 58. Women in Delaware Industries. (In press.)
- No. 59. Short Talks About Working Women. (In press.)  
Annual Reports of the Director, 1919, 1920, 1921, 1924. (Out of print.)  
Annual Reports of the Director, 1922, 1923, 1925, 1926.